

Civil Service LEADER

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Central Region Meeting

See Pages 8 & 9

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CLEARY HONORED IN SYRACUSE

Richard Cleary, right, reacts with gratitude for plaque presented to him by Richard Bersani, acting president of Syracuse Local 013 of the Civil Service Employees Assn. Mr. Cleary was recognized "with heartfelt thanks for your dedication" as a statewide vice-president, Central Region V president and Syracuse Local president. The presentation was made at Central Region delegates meeting last month, at which time Mr. Cleary announced his intention to run for CSEA statewide executive vice-president. (Story and additional photos of meeting appear on Pages 8 and 9.)

Charge Union Busting As Carey Offers Units Unequal Settlements

ALBANY—The Civil Service Employees Assn. has unleashed one of the harshest condemnations of a governor in the union's 67-year history, calling Gov. Hugh Carey "an arrogant political animal who decides issues on the basis of political expediency rather than whether his decision is morally right or wrong."

CSEA president Theodore C. Wenzl charged the governor with "blatant union-busting tactics and attempting to divide and conquer the entire state workforce" by rejecting a fact-finding report which had recommended a settlement of the current contract dispute between the CSEA and the State.

Governor Carey on March 17 sent his recommendations to the Legislature on that fact-finding report, which had recommended that all state workers represented by the CSEA in four major bargaining units receive a 5 percent increase with a minimum of \$500 on April 1 and an additional 3½ percent with a \$350 minimum next Jan. 1.

In a move the CSEA described as "incredible, absolutely absurd," the Governor told the Legislature he recommended acceptance of those increases for the workers in the Operational Services

and Institutional Services Units, but only a \$350 hike on April 1 and a 5 percent increase without minimums on January 1 for

all employees in the Professional, Scientific and Technical and the Administrative Services Units. (Continued on Page 3)

PERB Sets Rockland Election For Right To Represent 1,800

NEW CITY—An election has been set by the Public Employment Relations Board between the incumbent Civil Service Employees Assn. and the Service Employees International Union for the right to represent some 1,800 (Continued on Page 16)

Taylor Law Revision Proposed By Carey

ALBANY—Last week Gov. Hugh Carey revealed his long-awaited plan to revise the Taylor Law, which currently prohibits strikes by public employees.

The Governor's proposals would allow negotiations for agency shops, but authorize state or local governments to drop all benefits agreed to in a previous contract if an impasse is reached while negotiating a new contract.

The legislation, if passed, would:

—Declare an impasse whenever differences cannot be reconciled, rather than continue the present restriction that states an (Continued on Page 3)

CSEA Working To Broaden Layoff Rules

ALBANY—A recommendation made by Civil Service Employees Assn. participants in the joint State-CSEA committee on layoff units will amend Civil Service Law by broadening the right of retreat as outlined in the rules of layoff procedure.

After months of scrutinizing Civil Service rules, the Committee (Continued on Page 16)

THE PUBLIC EMPLOYEE

By DR. THEODORE WENZL
President,
Civil Service Employees Association



AS I sit down to write this Special Delegates' Meeting article for the Leader, it seems to me the best message that I can possibly convey to the general membership in the Civil Service Employees Assn. is to "Hang in There." Your representative delegates assembled in convention will address themselves to the best actions for the Civil Service Employees Assn. to take—both from the near-term and the long-term standpoints.

A two-year-plus stretch-out of serious New York State economic decline has resulted in government employees at state and local levels suffering a serious combination of layoffs and wage diminution. As your president, I will do my best to direct the delegates to take proper actions based upon my contention that the stretch-out of "taking-it-out-on-the-employees" has been too long and altogether too unnecessary and severe. We as the dominant government employee union in the state must address ourselves to take the strongest possible steps in securing a long-overdue turnaround in stopping layoffs, halting the trend of erosion in both the Merit System structure and the retirement system structure and in securing wage adjustments at least adequate in meeting the ravages of inflation upon the stationary wages of state employees and many local government employees in the past two years.

This convention will chart the course for the general membership to follow in achieving these objectives.

Don't Repeat This!

Clinker In Taylor Changes Negates Other Provisions

SOME state administration figures labored mightily and brought forth not a mouse but a monstrosity in (Continued on Page 6)

Region II Action Group Will Meet

MANHATTAN — Solomon Bendet, president of Metropolitan New York Region II of the Civil Service Employees Assn. has announced that a special meeting of the region's contingency action committee will be held March 30.

The committee, made up of Region II officers and chapter presidents, will discuss what action to take if the Legislature supports Gov. Hugh Carey's rejection of the fact-finders' report for two bargaining units.

Protest Meeting March 25 At Jamaica Motor Vehicles

MANHATTAN—An emergency meeting to protest conditions at the Department of Motor Vehicles office at 89-01 Sutphin Blvd., Jamaica, was called for March 25, at 5 p.m., by Solomon Bendet, president of Metropolitan Region II of the Civil Service Employees Assn., and New York City chapter president.

Mr. Bendet said that the meeting, which will be held at the Jamaica office, was necessary because there had been no response to letters he had sent to Gov. Hugh Carey and other officials outlining the unsafe working conditions at the facility.

The letter explained that sections of ceiling were falling, showering employees and the public with asbestos. Termites and other insects infested the lounges and other areas.

Mr. Bendet, who visited the site

with several other CSEA representatives, stated that at least one motor vehicle employee was forced to wear a hard hat while doing his clerical job, for fear that ceiling sections would fall.

The letter to the Governor demanded that the Jamaica office be closed immediately because unsafe conditions, which the CSEA states have existed for probably several years, were deteriorating further.

Although no response was re-

ceived to the letter, some attempt was made to repair the ceiling at the Motor Vehicle office. According to Mr. Bendet, the repaired sections of the ceiling are now falling.

Nassau Local 830 Gets 3-Year Pact For Off-Track Unit

MINEOLA — The Nassau Local 830 of the Civil Service Employees Assn. has negotiated pay increases of 20 percent to 22 percent under a three-year contract for about 400 employees of the county-operated Off-Track Betting Corp.

The agreement gives employees a 7½ percent bonus immediately and salary advances of 5 percent July 1, 6½ percent at the start of 1978 and 5½ percent at the start of 1979. Maria Sheehan, president of the unit, said the settlement followed intensive and constructive sessions between the unit's negotiating team, representatives of the Nassau chapter and management officials.

The contract also provides improved sick leave, holidays, mileage allowance, treatment of part-time workers, binding arbitration on grievances and time for CSEA business.

The settlement also provides a long list of fringe benefits, including eased rules for sick-time compensation and union representation on a new sick-pay review board, two hours minimum for overtime, double-time for sanitation crews required to work on holidays, night differential improvement, extended bereavement leave and other benefits.

CORRECTION

In a job story about accountants and Mental Hygiene aides sought by the state Civil Service Department, The Leader named the County Office Building, Wampsville as the place to contact for further information.

Interested candidates should contact the State Civil Service Commission, 55th floor, 2 World Trade Center, New York, or the State Office Building, State Campus, Albany.

Restaurant Inspector

ALBANY — A thruway restaurant inspector eligible list, resulting from open competitive examination 449, was established Feb. 1 by the State Civil Service Department. The list contains 14 names.


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State's Employees Defended In Print

CHEEKTOWAGA — Robert L. Lattimer, president of Western Region VI of the Civil Service Employees Assn., said that probably "more than half of the state workers are eligible for welfare assistance or food stamps, or both, because of their frozen salaries."

Mr. Lattimer's statement was in response to a column by Amelia Nugent in the Buffalo Courier Express. Ms. Nugent stated that the welfare system had to be changed. "However," she continued, "I consider the 'welfare' we are giving our public employees a far more dangerous situation—a situation which can bankrupt this state faster than anything else."

Ms. Nugent also stated that in private industry, employees pay into pension funds, while public employees do not.

"Seventy-five percent of private companies in the United States . . . pay all employee pension costs," Mr. Lattimer said. "My research indicates that although CSEA has a few contracts containing cost-of-living clauses, the vast majority of CSEA contracts do not have such clauses, while more than 50 percent of private-sector contracts do."

Mr. Lattimer's explanation of the financial difficulties faced by state workers appeared in the Courier Express several weeks after Ms. Nugent's comments.



BENDET APPOINTS CONTINGENCY GROUP FOR NYC CHAPTER

Solomon Bendet, Metropolitan Region II president of the Civil Service Employees Assn. and New York City chapter president, presides at a chapter meeting. He named group to explore possible job actions. From left are Abe Libow, recording secretary; Martha Owens, first vice-president, and Ben Lipkin, second vice-president.

Governor's Offer Meets Union Busting Charge

(Continued from Page 1)
"That's one of the most posterous recommendations to a contract dispute ever devised, and clearly a thinly veiled union-busting tactic," Dr. Wenzl said. "He leaves us no choice but to reject his proposal, and to file for a legislative hearing before a special joint legislative committee which would have, under the Taylor Law, the power to mandate a final solution to this dispute."

The recommended Carey settlement for the PS&T and Administrative employees, totaling about 80,000 workers in all, is exactly the state's final offer for all employees during negotiations. His recommended acceptance of the fact-finders' report as it pertains to the Operational and Institutional workers would affect about 65,000 state workers.

"Obviously the Governor is trying to create internal fighting

among the workforce, the old divide-and-conquer tactic, but it will not work because as soon as word got out of what he proposed, the CSEA was flooded with calls from members of all four bargaining units, and every single person called to demand we reject the Governor and his proposal. In fact, the Governor should know that we were not all that pleased with the fact-finders' report because we felt it did not go far enough, so it's stupid of him to think we might accept half the loaf," the union president said.

The CSEA said it is prepared to move now to a legislative hearing, and that the union will go into that process seeking the 12 percent increase with a \$1,200 minimum that was CSEA's final demand. "We've found a lot of support from legislators for a decent salary increase for state employees, many favoring at least the full equivalent of the fact-finders' recommendation, and we have no doubt but that the committee will treat state workers more decently than the Governor has."



Gennaro Fischetti and Giles Spoonhour presented the chapter with a detailed report on by-law revision. Copies of the report were distributed to the members for discussion at the chapter's next meeting.

Syracuse Retirees Meeting March 29

SYRACUSE — The Syracuse Area Retirees chapter of the Civil Service Employees Assn. will hold a luncheon meeting

March 29, at 1 p.m., Raphael's Restaurant, State Fair Blvd., Syracuse.

A charge of \$1 will be made for members and guests. Reservations may be made by calling (315) 437-0297.

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CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10007. Attn.: CSEA Calendar.

- MARCH**
- 25—Town of Oyster Bay unit second annual dinner-dance: Old Country Manor, Hicksville.
 - 26—Westchester Local 860 annual dinner dance: 8:30 p.m. to 1:30 a.m., Riviera Beach Club, New Rochelle.
 - 26—Brooklyn Developmental Center chapter 447 executive committee meeting: 4 p.m., Brooklyn Developmental Center, 888 Fountain Ave., Brooklyn
 - 26—Capital Region IV bus trip to New York City: 8 a.m., Executive Park, Stuyvesant Plaza, Albany.
 - 29—Syracuse Area Retirees chapter luncheon meeting: 1 p.m., Raphael's Restaurant, State Fair Blvd., Syracuse.
 - 30—Nassau County Retirees chapter meeting: 11 a.m., American Savings Bank, 1960 Hempstead Turnpike, East Meadow.
 - 30—Region II contingency action committee special meeting: 5:30 p.m., 11 Park Place, room 1210, Manhattan.
- APRIL**
- 16—Capital Region IV bowling tournament: 1 p.m., Sunset Recreation, 1160 Central Ave., Albany.
 - 20—Buffalo chapter dinner meeting: 5:30 p.m., Statler Hilton, Buffalo.
 - 21—Broome County unit general meeting: 6 p.m., O'Brien's Dance-land, Kirkwood.
 - 22-23—Central Region V meeting: Ithaca.
- MAY**
- 6—Capital Region IV Mix and Mingle: 5 p.m., Polish Community Center, Washington Ave. Extension, Albany.

CSEA Lobbying Legislature About Contract Settlement

ALBANY—The statewide political action committee of the Civil Service Employees Assn. has been lobbying in Albany for a contract settlement favorable to state workers. Committee chairman Martin Langer, of Rockland Psychiatric Center, calls the action "a vital part of our continued effort to inform the State Legislature of our feelings in this matter."

Pay raises and other terms and conditions of employment for some 145,000 state employees hang in the balance. Since Governor Carey rejected a fact-finding panel's recommendations on raises for the workers, the matter will now be settled by a special legislative committee made up of members of both houses of the Legislature.

"The legislators may very well be our last hope, short of a strike, for receiving a decent raise," Mr. Langer said. "That's why it is so important to get them to see our point of view now."

The union's political action committee has talked with legislators from every region of the state. In addition to Mr. Langer,

the committee consists of two representatives from each of the CSEA's six regions: Earl Bivins and Patrick Mascioli of Region III; Ruth Braverman and Ralph Natale of Region I; Canute Bernard and Vincent Rubano of Region II; Howard Cropsey and John Vallee of Region IV; Richard Grieco and James Currier of Region V, and Ramona Gallagher and Martin Koenig of Region VI.

Further political action will come in the form of CSEA plans to brief the legislators thoroughly on the state workers' desperate financial bind; the rationale for a respectable pay increase this year; and a history of state negotiations until now.

All this information will be explained during a one-day canvass of legislators in Albany March 29 by key state employees from all 210 legislative districts of the state, according to CSEA director of legislative action Bernard J. Ryan.

"CSEA members who are state employees will be in Albany on March 29 to find out exactly how every single legislator stands on the state contract. They will report their findings to the statewide political action committee, which will then resume its work in lobbying with the legislators. Except at that point, we will be able to know specifically who is on our side and who we have yet to convince," Mr. Ryan said.

Taylor Law Proposal

- (Continued from Page 1)
- impasse can be declared only in the 120 days before the end of the fiscal year.
 - Give the courts final jurisdiction on strike penalties.
 - Allow the Public Employment Relations Board to reduce penalties for strikers if the employer provoked the strike.
 - Permit court injunctions on strikes only if the public health,

safety or welfare is involved. This means that unions such as those of teachers or clerical workers could not be ordered back to work by the courts. Basically the courts would continue jurisdiction over police, fire, correction and sanitation workers.

—Permit jury trials for union leaders who defy a court strike ban.

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Insurance Covers Stays

Brunswick Hosp. Center Offers All Services For Public Workers

By JANE BERNSTEIN
YOU there. Public employee. Yes, you. Would you put a member of your family into the Brunswick Home for Idiots, Epileptics, Feeble-minded and Morons? No, you say? That's unfortunate, because you will be denying your relative some of the most modern, competent care to be found in any medical facility in New York State.

Actually, Brunswick remains a "home" with that ghastly title only according to its 1887 charter. The present day version is a 40-acre, five-building hospital center, which treats more than 600 patients who have psychiatric, alcohol, medical, physical and aging problems. In other words, the Brunswick Hospital Center has come a long way since 1887.

The first thing to keep in mind is that all New York State and County employees have insurance that covers a stay at any one of the facilities at Brunswick. Regular Blue Cross coverage for workers in the private sector does not include this benefit.

Whatever the needs of a patient, it's a safe bet that some section of the hospital center can lend to them. Brunswick president Dr. Benjamin Stein half-jokingly refers to the complex as a "department store for the ill." And a tour of the place backs up his statement. State and county workers really should be aware of the services that are available to them at the facility.

For background, the hospital, as mentioned previously, was founded in 1887. It was taken over by Dr. Stein and three other doctors in 1948. Nine years later, Dr. Stein bought out the three physicians. At that time, the facility consisted of a nursing home and a unit for mentally retarded children. Through various purchases of adjacent land and buildings, plus some new construction, the Center grew to its present size.

THE General Hospital is equipped with eight operating rooms located next to a 12-bed intensive-care unit and recovery room. Patients may be taken directly from an ambulance to this unit, since it is situated on the ground floor.

Some of the services offered include cobalt therapy, and a radioisotope service, whereby many illnesses are diagnosed and treated by the use of scanning equipment. The hospital laboratories resemble the inside of a space capsule. The blood lab contains two DuPont computers which can perform 30 different tests on one sample of blood in just seven minutes. The other labs are as well-stocked with highly sophisticated diagnostic equipment and methods.

The other four facilities—for alcohol treatment and rehabilitation, physical and medical rehabilitation, psychiatric treatment, and a nursing home, will probably be of more interest to public employees throughout the state. Especially since there have been so many cutbacks in state services of this kind, and five more alcoholic rehabilitation units in the Metropolitan area are presently threatened.

PATIENTS usually stay in the Physical Medicine building for two or three months. This facility is for those who may have had an accident, surgery, or other physical problem where they are in need of rehabilitation.

The building has a capacity for 64 patients, plus facilities for out-patient care. It is here that they relearn the activities that most people take for granted, like speaking, dressing, walking—the activities of daily living. There is a room that contains a bathtub, bed, chair and wheel chair, and patients are brought there to learn how to get from one to the other, so they will be able to function at home.

There is a large hydrotherapy department, where trained therapists help patients into whirl-

pool baths, and even a special pool—all designed to speed recovery. Other forms of physical therapy, occupational therapy and electro-thermo treatments are available to each patient. Upon admittance to the facility, a special program is planned for each individual by the supervising physician. Psychological counseling is also available to the patient, to help him or her adjust after surgery or an accident.



Barbara McGinley was in on planning of alcohol rehabilitation facility and now regards it as her own.

THE alcohol rehabilitation facility, known as Brunswick House, has a complete detoxification unit and rehab program. Its program coordinator, Barbara McGinley, says patients are admitted 24 hours a day on their basic insurance cards. This is one of the few alcohol treatment programs to do that.

Patients generally remain in the detox unit for five days, and are then transferred into the rehabilitation and remotivation program. (They must be cleared for transfer first, which is done by a nurse, alcoholism counselor



BENJAMIN STEIN, M.D.
... Brunswick's president

Ms. McGinley, who is also head of the psychiatric nurses unit, immediately orders a blanket to be placed under the woman's feet.

"If you put it on top of her, it may cut some of her circulation," she says. "We want her to feel as comfortable as possible while she goes through this."

Other staff members share her concern and competence. It can be seen in the patients' relationship to them.

THE feeling is the same in the Psychiatric Hospital. Even in the building designated as a "locked" ward, patients are permitted certain liberties. If they have complaints, someone is there to listen to them.

Here individual and group therapy is employed, plus hypnotherapy, drug therapy and electroshock therapy. And as in the physical rehabilitation and alcohol rehab facilities, individual



A hydrotherapist employed in the Physical and Medical Rehabilitation facility prepares a whirlpool tub for filling.

and the medical director. Ms. McGinley said the patient must demonstrate some kind of cooperation and motivation.)

The average length of stay in this program is 21 days. Blue Cross gives 100 percent coverage for rehabilitation for state and county workers.

The resident undergoes a medical and psychological work-up and evaluation. Individual and group therapy is given, plus family counseling with a trained counselor. Residents take part in psychodrama, aversion therapy and chemotherapy, if necessary. Vocational counseling is available to prepare the patient for a return to the working world.

The unit is modern and attractive, and as with places where people are doing something to try to help themselves, there is an air of hope and cheer.

Ms. McGinley shows the place off, and the pride in her voice is obvious. Brunswick House is, as she puts it, "her baby."

Passing through the corridor of the detox unit, she peps her head in to check on a newly admitted patient, who turns out to be a spunky gray-haired lady, probably in her sixties. The patient complains that her feet are cold.

programs are developed to fit each patient's needs.

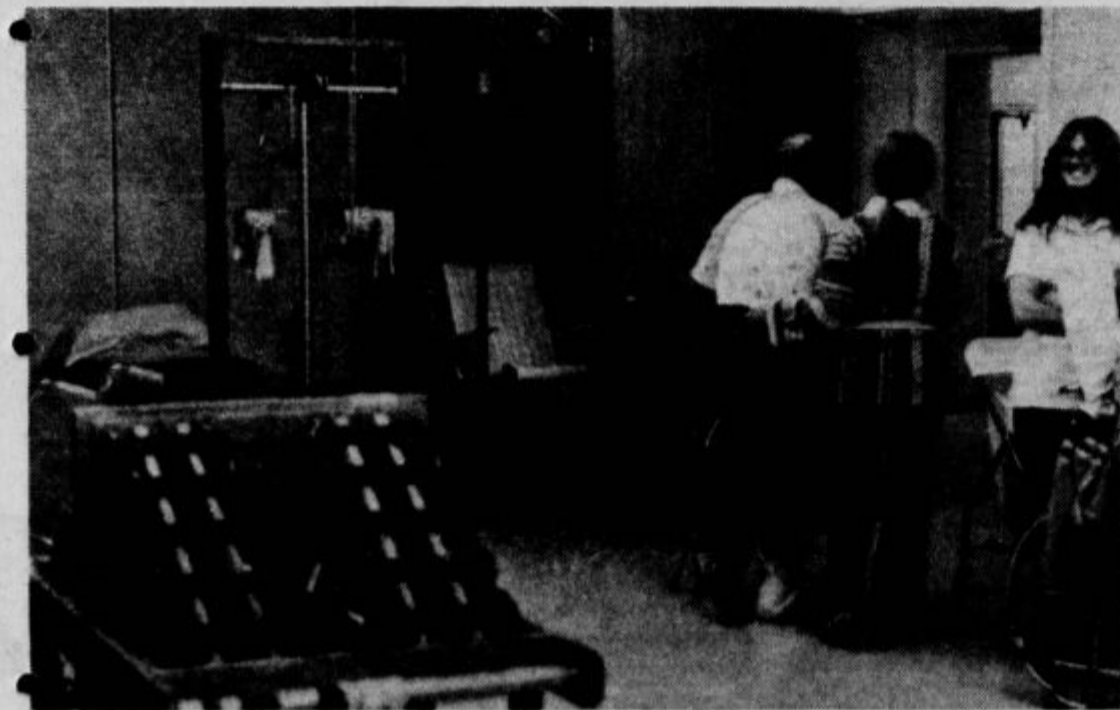
There is a patient council, which elects patient officials who head committees. Its purpose is to communicate patient views and desires to the staff in a democratic way. The council aids residents in taking responsibility and making decisions.

Recreational activities are a large part of the two rehabilitation programs. There is a gymnasium, billiard room, bowling alley and basketball court available for use under the supervision of a recreation therapist.

Hospital staffers also plan parties, barbecues and other social activities for residents, to round out the program. In addition, personal services, including a hospital commissary, beauty salons and barber shops are located in the buildings.

AND finally, Brunswick Nursing Home has room for 94 residents. It is licensed by the New York State Department of Health, and all of the major nursing home associations. It has a staff of nurses available on a 24-hour basis to meet medical needs.

By the way, the medical serv-
(Continued on Page 15)



Patients in the Physical Rehab program participate in therapy specially designed to fit their needs. This "gym" is equipped with many kinds of exercise paraphernalia to aid in physical recovery.

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FRIDAY, MARCH 25, 1977

Woman, Thy Name Is Mud

A PART from its chairman, Thomas McDonough, the make-up of the Civil Service Employees Assn. Administrative Services Bargaining Unit team is all women.

There is a reason for this: the majority of the jobs in the Unit are positions such as clerk and secretary, such as are needed to run an efficient administrative office, and those jobs are filled mostly by women.

The Governor's attitude toward the Administrative Services Bargaining Unit, in particular, smacks of male chauvinism. It is a throwback to the thinking that existed before women started demanding their rights as equal citizens.

We acknowledge the Governor's acceptance of the fact-finders' recommendations for the Operational Services and the Institutional Services Bargaining Units.

At the same time, CSEA president Theodore C. Wenzl left little to be added when he described the Governor's action as a further political effort to bust up the union.

How else could Dr. Wenzl react when he learned that the 80,000 state employees in the Administrative Services and in the Professional-Scientific-Technical Services Bargaining Units are not entitled—in the Governor's opinion—to the same consideration as the 65,000 members of the Operational and Institutional Units.

The Governor may feel he can make some political hay by noting that the highly trained and professional people of the PST Unit are generally better paid than those of the other three units. Never mind that the nurses, engineers, accountants, teachers, scientific research technicians and other professionals have waited just as patiently for the past three years for the opportunity to recoup some of the ground they have lost in the race with inflation: the public can be expected to resent their salaries.

The union, though, has a responsibility to all its members, whether they be white-collar or blue-collar; unskilled, skilled or professional, black, white or beige; short, tall, fat or thin; men or women.

And with "women" we come back to the Administrative Services Bargaining Unit.

Does the Governor believe that women should be paid less for their work than men receive?

There are minimum salary jobs—the ones that pay \$6,000 a year—in the Institutional and the Operational Units, so the Governor was on the right track in accepting the fact-finders' recommendations that these people receive at least an \$850 salary increase this year (with the \$500-rate to begin April 1, and the remaining \$350-rate Jan. 1) even though it may be more than the straight percentage rate.

But!

Many positions in the Administrative Services Unit fall into the same minimum salary category. Again we come back to our original thesis: the positions are generally held by women, and they are considered as even less than the second-class citizens that other public employees feel themselves to be regarded by the Administration.

Well, it's an old story. Lt. Gov. Mary Anne Krupsak is Number 2 in the Administration. Bella Abzug came in second in the Democratic Senate primary. Midge Costanza was Vice-Mayor of Rochester before being called to Washington.

The general discrimination against women may be difficult for CSEA members to understand, since they have had women as statewide and conference presidents during the union's trailblazing history—and long before the general hue-and-cry concerning women's rights.

They can walk a picket-line, too.

(M.O.B.)

Don't Repeat This!

(Continued from Page 1)
their recommendations for urgently needed revisions in the Taylor Law. The proposed amendments, which were unveiled last week, emerged as a dud.

The big joker in the proposed revisions is a provision that permits the public employers unilaterally to change the conditions of employment after an impasse is reached and the old contract has expired. Under the recommendations, during that interval, the public employer would be free to cut salaries and wages below those provided in the just-expired contract, to put an end to health and hospital insurance coverage and to other fringe benefits gained by the civil service employees over the course of many years of effort.

Repressive Spirit

The ghosts of Condon and Wadlin must be enjoying this moment of black humor. As authors of the Condon-Wadlin Act, they foisted upon civil service employees such punitive provisions for strike activity that the Legislature was obliged to waive the penalties in order to put an end to public employee strikes. There is a similar repressive spirit in the recommendations for revision of the Taylor Law.

Authorization for the public employers to impose unilateral conditions in the interval between expiration of one contract and completed negotiations for a new contract is nothing but an incentive for the public employer to precipitate a strike. This is so clearly the prospect under this provision, that the proposal might well be entitled: "An act to promote strikes and unrest among civil service employees."

Nothing is more clearly settled in labor relations in the private sector than that the status quo is maintained during continued negotiations after the expiration of the contract. The only realistic alternative to the maintenance of the status quo is a strike and two-tier negotiations: one to get the men back to work on condition that status quo is maintained, and the other the negotiations for an agreement for the future contract period.

Negates Other Provisions

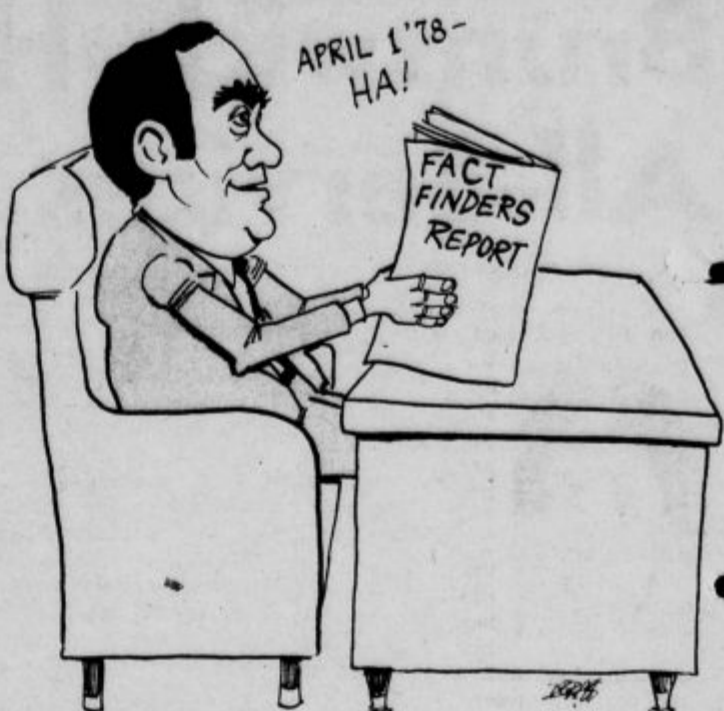
While the proposed revisions do contain some provisions that will improve the bargaining position of the civil service employees, these improvements become meaningless if the entire package must be accepted, including this right of imposing unilateral employment conditions on the civil service employees.

The Taylor Law is applicable not only to state employees, but also to thousands of local government public employers, including counties, cities, towns, villages and local school boards. The notion that all of these thousands of employers will exercise restraint in the invocation of this power is the product of an opium eater's bad dream.

Experience under the Taylor Law has persuasively demonstrated that many of these public employers have developed quite sophisticated techniques for bargaining in bad faith. Giving them the power to impose unilateral conditions of employment for their civil service employees will add additional refinements to the techniques that they have

(Continued on Page 7)

STATE WORKERS RAISES:
APRIL 1 '77, JAN. 1, '78 ...



Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the New York Bar and Chairman of the Nassau County Bar Association Labor Law Committee.

Affirm Right Of Evidentiary Hearing

The petitioner in an Article 78 proceeding was notified that she was appointed as a social caseworker on a probationary basis effective Oct. 6, 1975, from a particular eligible list. She received that notification by letter dated Sept. 18, 1975. Two days later, in a letter dated Sept. 18, 1975 the petitioner was advised that the department had rescinded its earlier communication. The second letter advised that the petitioner's appointment from the civil service list would be held in abeyance pending further review of circumstances concerning the petitioner's application for food stamps in the Department of Social Services District Office in Yonkers.

IN THIS PROCEEDING, the petitioner alleged that her appointment to the position of caseworker was rescinded because of a suspicion or a charge that she had obtained food stamps from the Department of Social Services without reporting part-time income. This was allegedly in violation of a requirement that such income be reported. The petitioner further alleged that she requested a hearing to clear herself of such charges but this request was denied by the respondent. The answer denies the allegation that the sole reason for the rescinded appointment was that alleged by the petitioner, and further alleges a number of affirmative defenses grounded on allegations that the decision was a discretionary act of the department and not subject to review. The respondent further alleged that petitioner did not have either a statutory right or a constitutional right to a hearing prior to revocation or appointment.

The court granted the petition, holding that the matter was to be remanded to the Department of Social Services to hold an evidentiary hearing for the purpose of determining whether or not the appointment was rescinded for the reasons alleged by the petitioner. The court held that based on the documentary evidence before it, it may well have been that the respondent found petitioner to be the most qualified person among the list of those eligible for appointment, and whether the appointment was rescinded solely by reason of the allegations of petitioner's failure to report income is not necessarily conclusive. It may very well have been a critical factor.

THE COURT POINTED out that petitioner's right to an evidentiary hearing under these circumstances is no less than that of a person on probation whose employment is terminated for reasons affecting his or her good name, reputation, honor or integrity. Application of *Goldlust vs. Bates*, as Commissioner of Westchester County Department of Social Services, Sup. Ct., Westchester County, 388 N.Y.S. 523.

What's Your Opinion

By PAMELA CRAIG
QUESTION

In an effort to balance past discrimination against certain minority groups, various current plans give minority group applicants for civil service jobs priority over non-minority group members. Do you agree with this practice?

THE PLACE

Kingsboro Psychiatric Center, Brooklyn

OPINIONS

Ann Rimpotti, food service worker: "I believe that if a minority group member fails to qualify, the state should provide training so that the person can become skilled and thus qualify. I think minority people should be hired and subsequently trained to perform the jobs. I feel the employment opportunities should be equal. Some people have had misfortunes or bad luck and haven't had the chances others had. If they were underprivileged and unable to receive the education to perform the work, then I feel they deserve equal opportunity."

Lonnie Brown, senior person, central medical supply: "Yes, I agree with this practice, as long as they are qualified. That should be the first criterion. We must insure women and certain minorities job opportunities if they are qualified. If qualified, they should have the right to apply for any job they need or wish to have, with the same hope the majority has always had. I feel there has always been discrimination against women. This would have a watchdog function, to assure them the chance of equal employment opportunity."

James Major, senior paint mechanic: "Why can't we go back to the old saying: May the better man win the job? Why do we have to go by blacks or whites or greys? We should go back to the basics, the test. That way, it won't cause so much animosity. The screening should be left to the person actually screening for the job, not to the government. I know that some people are not going to be satisfied, but one person is going to walk away a loser and another person is going to walk away a winner."

Al Rush, transportation department: "I agree with this practice if the minority group given priority is women. I feel all civil service jobs should go to the most qualified, but if it comes to a decision between an equally qualified man and a woman, I feel they should award priority to women. I believe the minority is the woman, not the man. Any place you go, for a high position, a woman is usually turned down. I think it is time for a change in attitude because women have been discriminated against for too long."

Gertrude Holley, food service worker: "Yes, I agree with the practice of giving minority group applicants for civil service jobs priority over non-minority group members. In my opinion, we are not responsible for the fact that we were not some of the first hired within civil service. This puts us far behind of the majority hired. I feel it's not more than right that we reap some of these benefits. I feel we deserve to have priority, since we were denied equality for so long."

Karen Fererstein, senior steno: "I don't feel people should be hired because they belong to a particular group. I feel everybody should be given an equal chance for jobs and the people who get them should be the best qualified. Let's not have people hired because they are a number in a quota and then not do the job. Hiring should be based solely on merit and qualifications. As they say, may the best person win. Likewise, may the best person win the job."

RETIREMENT NEWS & FACTS

By A. L. PETERS

Avoid Overpaying Income Tax

A publication to help senior citizens avoid overpayment of income tax has been republished this year by the Senate Special Committee on Aging. It provides a checklist of itemized deductions and notes on the provisions of the Tax Reform Act of 1976 enacted last October.

You can obtain a copy of the booklet for 35 cents by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Ask for a copy of "Protecting Older Americans From Overpayment of Income Taxes — 052-070-03820-9."

The New York City Retirement Board approved 654 applications at its March meeting. Of these, 278 were without options, 87 were under Option 1; 39 under Option 2; 135 under Option 3; 65 under Option 4; 14 under Option 4/2, and 36 under Option 4/3.

It denied ordinary disability retirement to eight members and accidental disability retirement to 13 members.

One previous denial of ordinary disability retirement was rescinded, and one previous approval of accidental disability was rescinded.

Loans to 2,686 members

amounting to \$3,331,300 were approved.

The question has been asked whether a state employee, forced to retire, may seek unemployment insurance. The answer is "yes."

Widowers may collect Social Security benefits in the same way that widows may, the Supreme Court held recently. The Social Security law provides that to qualify for such benefits through his wife's earnings, a man must show that he was receiving at least half support from her. The Supreme Court based its decision on sex discrimination. It is estimated that the ruling will cost the Social Security fund \$447,000,000 a year.

In arguments before the court, a government attorney had charged that the widower who brought the case was trying to "ride the skirts" of the women's rights movement.

Justice Department attorneys defending the law had argued that striking down the proof-of-dependency requirement for men would cost \$400 million a year and place "a severe burden on the Social Security trust fund's already-strained resources"

Your Social Security

Q. I'm 36 and was recently injured in an explosion where I work and was wondering: can I receive both social security disability benefits and worker's compensation?

A. If you are entitled to both, yes. But under the law, the total monthly payments to you and your family can't exceed 80 percent of your average monthly earnings before you became disabled. Your full earnings must be counted. Social security benefits will be reduced if combined benefits are over the 80 percent limit.

Q. I have a chance to buy a

small resort that would operate from May through September. I'm 67 and have been getting social security 2 years. How would earnings from the business affect my benefit checks?

A. If your net earnings are \$3,000 or less for 1977, no social security benefits will be withheld; \$1 in benefits will be withheld for each \$2 earned over \$3,000. But no matter how much you earn for the year, you can get your full social security benefit for any month you don't do substantial work in your business. For details, ask at any social security office for the leaflet "If you work after you retire."

Q. Since my social security checks are deposited directly into my bank account each month, is it necessary to notify social security if I change my address?

A. Yes, because important information that might affect your eligibility or payment amounts is sent to your home. Prompt notice of a move will help assure prompt delivery of that information.

Don't Repeat This!

(Continued from Page 6) already developed.

Now that the administration has made public its recommendations, the scene of battle shifts to the Legislature. It is now the responsibility of the members to make wise and realistic choices from among the proposed recommendations. Hopefully their choices will reflect more wisdom and realism than is reflected in the Administration proposals.

LETTERS TO THE EDITOR

What, Not Where

The following letter is in response to Ann Gold, who served as moderator of a recent program sponsored by the Long Island chapter of the American Society for Public Administration. It is a rebuttal to a letter similar to one printed in the March 11, 1977, Letters section of *The Leader*, where Ms. Gold complained about coverage of the program.

Editor, *The Leader*:

Although I did not write the article about the American Society for Public Administration meeting, I do not share Ms. Gold's interpretation of it.

It would seem to me that the news element most important in the event was that the leader of an employee union defended workers against a self-confessor management attorney and an employer bargaining agent.

Although I understand Ms. Gold's parochial viewpoint, I do not share it. If I had covered the dinner for the *New York Times* or *Newsday*, I would have written

my article in a similar manner.

She must understand that to readers in Wyoming County, for example, it is the subject of the speaker's remarks that is important, not the place or the group before which the debate took place.

Hugh O'Haire
Mineola

Big Bills, Low Pay

Editor, *The Leader*

We, the employees of the New York State Department of Transportation would like to inform the taxpayers of New York State of a very serious problem we are confronted with.

We would like to make known to the public what a new employee starts out with and must support his family with: laborer, \$6,811; truck driver, \$7,204; foreman, \$8,051. An employee with 25 years service only makes approximately \$2,000 more. We are not living, but merely surviving. We have the same bills and tastes as anyone else. But this small income is what we must raise our

families on. Earning this salary requires working all hours of the day and night. Christmas, anniversaries, etc.

Often during the winter months we work three or four days straight to keep roads open. Understaffed and without sufficient equipment, we still get the job done. We realize taxpayers have complaints about road conditions and other problems, but we can only do as Albany tells us with the equipment supplied for us.

This is what the State wants us to live on. However, it was reported by CSEA that Gov. Hugh L. Carey paid his own staff salary increases of \$51,065 during the first nine months of the current fiscal year, while he imposed a wage freeze on other state employees. The raises ranged from \$500 to \$8,500. Additionally, it was found out that one of Governor Carey's political appointees is paid at an hourly rate of \$250 and received \$2,500 for only ten hours of work.

We ask for the help of the other state employees and all

LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Lengthy letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in *The Leader's* judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

other taxpayers so we can live and not merely survive. Please write to Governor Carey and other political officials and voice your support of CSEA's request for a wage increase for state employees.

Robert G. Davis
East Dutchess—East Putnam
CSEA Unit



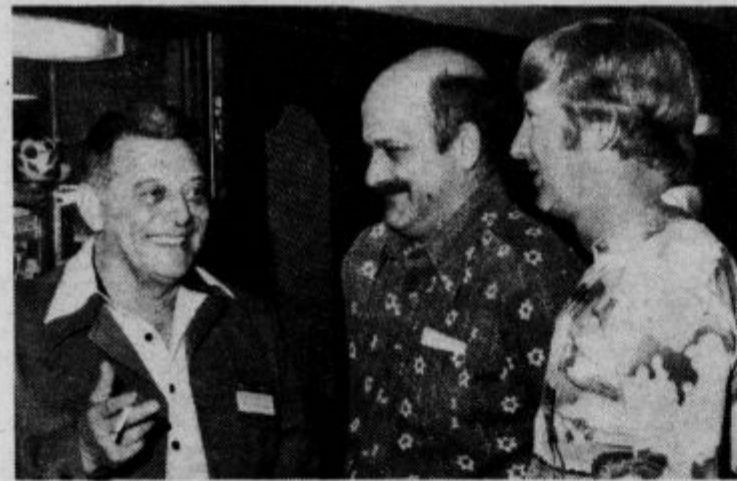
Local television and newspaper media representatives can be seen in foreground as they cover CSEA president Theodore C. Wenzl's statement to the region delegates. Seated at the speakers' table are Central Region V officers, from left, third vice-president Richard Grieco, second vice-president Patricia Crandall, secretary Irene Carr and president Richard Cleary (partially obscured behind lectern).



Syracuse chapter 013 committee handled arrangements for dinner which concluded weekend business sessions. From left are Claire McGrath, Pauline Leigh, Frank Winslow and chairman Helen Hanlon, who is also the region's corresponding secretary.



CSEA's special election procedures committee chairman Bernard Schmahl, at microphone, conducted Friday evening program to update delegates on details of union elections for this spring. Seated next to him are Raymond Pritchard, left, Region V Mental Hygiene representative to CSEA Board of Directors and a member of the election committee, and Louie Sunderhaft, Region V executive vice-president.



CSEA State Executive Committee chairman Thomas McDonough, left, expresses pleasure over region's constructive meeting to Dale Dusharm, president of SUC at Oswego chapter 611, and to Joseph McDonald, the region's executive secretary.



Central Region State Workshop chairman James Moore, left, during discussion of probation as a strike penalty, tells delegates: "If you're a lousy employee, you've got a problem; if you're a good employee, they're going to have a tough time getting rid of you." Regional supervisor Frank Martello, right, had previously informed delegates: "We can protect you. We can make them prove misconduct if they try to dismiss you during probation." Workshop secretary Jackie Burgess is shown recording minutes.

'Stay United,' Wenzl Warns Region V On Possible Strike

(From Leader Correspondent)

SYRACUSE—Delegates to the recent Civil Service Employees Assn. Central Region V meeting at the Hotel Syracuse were prepped on how to make ready for a possible strike by the union statewide. And they heard Theodore Wenzl, statewide president, plead with them to stay united.

"We have to work together," Dr. Wenzl said. "I answer some complaints about contract settlements by saying to the member, 'What did you do,' and 'Where were you,'" he said.

Frank Martello, Region V supervisor, told members, "We have to prepare for the worst. Fact-finding is behind us. The issue is the unknown quantity of the fact-finders' report and we must have a plan no later than March 16.

"If we don't make it this time around," he said, "you and I both know we can expect challenges from rival unions this summer."

Mr. Martello urged each chapter to call a special meeting to discuss the situation. He stressed how important it is for the chapter leadership to know exactly how his or her members feel. You have to know, he said, whether your members will be willing to stay away from their jobs and to walk the picket line.

If we're looking for a strike, it must be a total, effective strike, Mr. Martello said, and "we want to hit where the public is. We want total participation. He said that the field staff will be available during this month to meet with chapters throughout the re-

gion.

Mike Smith, the attorney assigned to Region V, also urged chapter leaders to realize that grievances filed by nonmembers cannot be arbitrarily denied. "You have a duty of fair representation," he said, "and we are being sued by these people and it is costing us money and will cost us more."

Richard Cleary, Region V president, also echoed these words of caution. "The chairman of each chapter grievance committee and the chapter president must have just reasons for not assisting nonmembers with grievances."

In new business at the general session, James Currier, head of the regional political action committee, exhorted the members to realize the merit of their political action donations and to give more. "We have to develop political clout," he said, "but, unfortunately, the name of the game is money. Money is the grease that moves the wheels of political action. We can't have whole locals not donating."

In general, delegates opposed a proposal to have part of the chapter rebate, \$2 a head, set aside for political action activities.

James Moore, regional state workshop chairman, said that we have to let political action groups prove they need the funds."

Bernard Ryan, CSEA's political action coordinator, told delegates that every chapter president, every statewide officer and statewide political action committee will soon be receiving advisories on bills in the State Legislature, their status and CSEA's position. This synopsis, Mr. Ryan said, will come out at least once a month. The number of bills affecting civil servants is mushrooming, he told delegates.

"They in Albany know we're a factor to be dealt with. We have just gotten our feet wet, Mr. Ryan said, and he urged members to tell their legislators when they approved and disapproved of what they are doing.

Thomas Elhage of Mexico was the prime mover behind a resolution to train new chapter officers. In arguing for passage of this resolution, he said that "CSEA is losing members because officers are not trained." Broome Education chapter president Carlo Guardj said "new blood" stays out of the leadership because they are afraid they will not be able to handle the job.

The members referred to the education committee a resolution: "that new officers and stewards, elected or appointed, shall attend a number of seminars with respect to their positions."

Earlier in the day, Ethel Ross, chairman of an ad hoc committee to study the takeover of the courts by the state, conducted an in-depth review of the upcoming changes for court employees. CSEA staffer Pat Monachino, assigned to the judiciary as a bargainer, assisted with the meeting.

The Region V nominating committee, headed by Robert Vincent, urged members to return candidate forms by March 20.



CSEA director Ethel Ross, who represents Judicial employees on CSEA Board, conducted special information program for the region's court employees to explain process by which state will take over the court system April 1. Among the chapter leaders in attendance at the session were Tompkins chapter 855 president Claude Colleyaeme and Jefferson chapter 823 president Eleanor Percy.



Responsibility for recommending regional officer candidates rests with these members of nominating committee. Discussing the possibilities are, from left, Phillip Caruso, of Fort Schuyler Local 014 of Utica; Maureen Malone, of Madison chapter 827; Toni Began, of Binghamton chapter 602; chairman Robert Vincent, of Upstate Medical Center chapter 615, SUNY at Syracuse, and Floyd Peashey, of SUC at Oswego chapter 611.



Three CSEA directors appear intent on meeting. From left are Carlo Guardi (Region V Education chapters), Nicholas Cimino (Transportation) and Raymond Pritchard (Region V Mental Hygiene). Identifiable behind them is Central Barge Canal chapter 503 president Chester Palega.



Fort Schuyler Local 014 of Utica president James Currier reports to delegates on Comptroller's advisory committee on retirement, on which he serves as a union representative.



Environmental Science and Forestry chapter president Ellen Gural, third from right, attended meeting accompanied by chapter members Iona Sherman, right, and Alice Steckiewicz.



Up and around after suffering broken hip in accident last December, CSEA statewide and Central Region V secretary Irene Carr chats with SUC at Oneonta chapter 635 delegate Moira Greiner. Ms. Carr has also requested that her thanks be extended to members throughout the state for their expression of concern during her convalescence.



At treasurer's seminar conducted by CSEA treasurer Jack Gallagher, these chapter officers practice filling out forms. From left are Barbara Pickell, Marlene Giola and Jennie Possemato, all of Broome chapter 804, and Clarissa Isaac, of Syracuse Neighborhood Health Center chapter 317.



Lyle Woolson, left, president of Oswego County State Transportation chapter 516, stops at Ter Bush and Powell booth at meeting to pick up latest info on insurance. Attending to Mr. Woolson's interests are, from left, the agency's assistant vice-president Dan Volpini, MasterPlan manager Ron Lacey, sales representative George Bleecker and vice-president Richard Merckle. More attention could not be asked for.

(Leader photos by Thomas Hashem)

Latest State And County Eligible Lists

EXAM 35-980
SENIOR STENO

Test Held Nov. 6, 1976
List Est. Feb. 14, 1977

(Continued from Last Week)

86 MacDonald K M Albany	91.7
87 Molyneux Helen Dansville	91.6
88 Harper Gwen M Ogdensburg	91.6
89 Donaghy Kathryn Schoharie	91.6
90 Sloan Kathleen Castleton	91.6
91 Oliva Barbara J Mastic	91.4
92 Dangelo Diana Binghamton	91.4
93 Fitzpatrick C E Tupper Lake	91.4
94 Morse Cheryl A Schenectady	91.3
95 Small M L Tonawanda	91.3
96 Holzwarth Betty Bethpage	91.3
97 Doebler Lois R N Tonawanda	91.3
98 Roberts Mary E Delmar	91.3
99 Dorrick Jean B E Amherst	91.3
100 Baker Nancy L Nunda	91.2
101 Tyler Juanita M Rome	91.2
102 Green Patricia Perrysburg	91.2
103 Pressin Ruth L Westbury	91.1
104 Dams Kathy A Buffalo	91.1
105 Almond Ruth E West Babylon	91.1
106 Hebert Patricia Albany	91.1
107 Davis Linda M Castleton	91.1
108 Nackenson Y Albany	91.0
109 Okuska Gail L West Islip	91.0
110 Harrington C A Cincinnati	91.0
111 Welch Mary M Poetsdam	91.0
112 Concrs Mary A Ballston Lk	90.9
113 Bacon Verteel G Mt Vernon	90.7
114 Morris Lois M Walkkill	90.7
115 Vanhorne F P Fort Edward	90.7
116 Piper Louise C Buffalo	90.7
117 Scholl Lauren E NY Mills	90.7
118 Jacobson Marcia Waterville	90.6
119 Zegel Rose P Patchogue	90.6
120 Kuhl Penny E Ballston Spa	90.6
121 Obrydzak S T Eaton	90.6
122 Charon Doreen L Castleton	90.6
123 Baerzhoid V M Kenmore	90.6
124 Champlin Linda Jefferson	90.5
125 Douglas Barbara North River	90.4
126 Hawley Grace J Colton	90.4
127 Dugan Gloria B Albany	90.3
128 Devlen Carol M Groton	90.3
129 Darragh Kay M Plattsburgh	90.3
130 Kavanagh E M Lk Ronkonkma	90.2
131 Cuthbert Monica Cortland	90.0
132 Conklin C J Rochester	89.9
133 McKenna Noreen Bronx	89.9
134 Saxe Harriet B Catskill	89.9
135 Middel Jeanette Utica	89.9
136 Bossert Barbara Albany	89.8
137 Marlinski Diane Tonawanda	89.8
138 Sliwa Rita West Seneca	89.5
139 Palmiteese P A Oswego	89.5
140 Koloski Teresa Brackney	89.4
141 Green Linda M Waterford	89.4
142 Obine Frances D Wolcott	89.4
143 Pitman Dorothy Troy	89.4
144 Dittmaier J R Jefferson	89.3
145 Keane Mary F Albany	89.2
146 Kresconko C R Hamburg	89.2
147 Wawrzaszek S L Utica	89.2
148 Bird Elizabeth Watertown	89.2
149 Yarborough G Buffalo	89.2
150 McWeeny E T Massapequa Pk	89.1
151 Lukatschat Dale Cohoes	89.1
152 Fassbaugh Ruth Grand Island	89.1
153 Delorenzo Mary Troy	89.1
154 Reynolds Helen Gouverneur	89.1
155 Perry Mary L Castleton	89.0
156 Dean Arlene G Albany	89.0
157 Lewis Norma L Tonawanda	89.0
158 Recker Ellinor Ogdensburg	88.9
159 Fendzian Edwina Depew	88.9
160 Aigen Marilyn Endwell	88.8
161 Urbanski Alice Albany	88.5
162 Auman Mary T Williamsvil	88.5
163 Caporta E J Albany	88.5
164 Holman Deborah Watertown	88.4
165 Lane Ruth E Silver Creek	88.4
166 McElligott Anne Binghamton	88.4
167 Kestler Alice L Walden	88.3
168 Goldstein Myrna Staten Is	88.3
169 Erhard Marion Deer Park	88.3
170 Patricia I E Albany	88.3
171 Corfield C A Albany	88.2
172 Uzwovich Sandra Westbury	88.1
173 Ungere Julia H Poughkeepsie	88.1
174 Mattice Joanne Schenectady	88.0
175 Lavina Michele Brooklyn	88.0
176 Buehler Linda M Schenectady	88.0
177 Kelleher June P Kirkwood	88.0
178 Williams M Albany	88.0
179 O'Shea Patricia Albany	88.0
180 Halloran V Earlton	87.9
181 Simard Maryann Albany	87.9
182 Marquez Edith M Middletown	87.9
183 Bruckenthal R N Orangeburg	87.9
184 Linschitz M Wantagh	87.8
185 Cappola Marie Staten Is	87.8
186 Mericko Ann C Staten Is	87.8
187 Outeda Angela Rocky Point	87.8
188 Hodgson Joan R Deruyter	87.8
189 Hines Janice M Elizabeth	87.8
190 Kulak Loretta R Staten Is	87.8
191 Hunt Verna Baldwinsville	87.7
192 Seymour M R Windsor	87.7
193 Weissberg Anne Woodbury	87.7
194 Laney Monica P Adams	87.7
195 Farah Sandra J Clifton Pk	87.7
196 Brave Rebecca Verbank	87.7
197 Hackett Marion Brooklyn	87.7
198 Tessier P J N Syracuse	87.6
199 Jackman Judy M Massena	87.5
200 Vanvranken E S Johnstown	87.3
201 Kula Ruth Jericho	87.3
202 Czerkies Eva S Brockport	87.3
203 Erickson Debra Menands	87.2
204 Plumadore P A Standish	87.2
205 Bennett Dawn L Syracuse	87.2
206 Kerr Michelle R Buffalo	87.1
207 Wighton Eleanor Albany	87.1
208 Budney Betty Ann Farmingdale	86.9
209 Wheeler Mary A N Syracuse	86.9
210 Whitbeck Luanne Rensselaer	86.9

211 Misurelly K T Liverpool	86.9
212 Schuster V Stony Pt	86.9
213 Call P G Watervliet	86.8
214 Carlie Pamela M Leroy	86.8
215 Digaetano D A Oswego	86.8
216 Gardner Laurie Mt Morris	86.8
217 Amarando M M Auburn	86.8
218 Hunt Anne F Patterson	86.7
219 Demansin Carol Pt Jffrsn	86.7
220 Hotelling Debra Nassau	86.7
221 Braveline Susan Ogdensburg	86.7
222 Taylor Paula P Loudonville	86.6
223 Pasinella B Watervliet	86.6
224 Canry Darla M Waterford	86.6
225 Knowlton Vicki Windsor	86.5
226 Porter Sharon A Piffard	86.5
227 Kiroy Susan B Danemora	86.5
228 Wallard Marian Guilderland	86.4
229 Ripley Leona E Clemonts	86.4
230 Kwiatkowski M A Syracuse	86.4
231 Radecki Regina Buffalo	86.3
232 Durocher Erika Peru	86.3
233 Page Alice A Lima	86.2
234 Mazzaferro L Albany	86.2
235 Kresge Marilyn Binghamton	86.2
236 Wlodarek G A Dunkirk	86.2
237 Beiter C V Taberg	86.2
238 Shults Betty V Horseheads	86.1
239 Dufresne S A Rensselaer	86.0
240 Shenk Debra A Buffalo	86.0
241 Calligheris B A Stony Brook	86.0
242 Bard Virginia B Voorheesvil	85.9
243 Dennison Paula Dansville	85.9
244 Vinas Sheila L NYC	85.9
245 Yerger Jean A Binghamton	85.9
246 Schaefer Irene Buffalo	85.8
247 Tomchik P M East Nassau	85.8
248 Duncan Anne D Madrid	85.8
249 Burkett Joyce M Albany	85.8
250 Rossi Lou A N Tonawanda	85.8
251 Durocher Gail A Saratoga Spg	85.8
252 Yacono Gertrude Cortland	85.8
253 Beaver Audrey H Albany	85.7
254 Jalbert Barbara Rome	85.7
255 Delacey Ramona Liverpool	85.7
256 Guglielmotti V Pine Plains	85.7
257 Pira Mary B Purdys	85.7
258 Dickman Myra L Watervliet	85.7
259 Otto Margaret Riverdale	85.7
260 Ort Margaret D Bayport	85.7
261 Hopkins M H Kenmore	85.6
262 Schwegler J Clifton Pk	85.6
263 Moon Christine Oswego	85.5
264 Khan Norma NYC	85.5
265 Grange Gloria M Brooklyn	85.5
266 Danielson Joann Ashville	85.5
267 Shepard Linda D Dansville	85.5
268 McGinnis Jean O Norfolk	85.5
269 Gottlieb Hilda Kings Park	85.4
270 Dunn Helen B Katonah	85.4
271 Angellotti C L Oneonta	85.4
272 Cambareri M B Otisville	85.2
273 Caban Carol T Duaneburg	85.2
274 Elijah Eddie L Schenectady	85.2
275 Lewellyn Marie Kenmore	85.2
276 Hughes M C Albany	85.1
277 Baker P K Rensselaer	85.0
278 Fisher Nona D Lisbon	85.0
279 Balcom Betty J Lancaster	85.0
280 Lord Elizabeth Binghamton	85.0
281 Avery Camille J Syracuse	85.0
282 Keppner E A Tonawanda	84.9
283 Helmer C A Albany	84.9
284 O'Connell Evelyn Watertown	84.9
285 Sullivan G M Binghamton	84.9
286 Gleason K R Vestal	84.9
287 Wood Kathleen R Cohoes	84.8
288 Weinstein F Deer Park	84.8
289 Rosenfeld E R Long Beach	84.8
290 Queior Cecilia Burke	84.8
291 Demerle K A Buffalo	84.7
292 Vandenberg K A Centerreach	84.7
293 Lyte Lynne A Brookview	84.7
294 Gross Linda J Hyde Park	84.7
295 Meyer Bernice F Kerhonkson	84.7
296 Mihulka L M Whitehall	84.7
297 Bradt Kimberly Schenectady	84.7
298 Skelly Kim I Oswego	84.7
299 Hall Barbara J Sharon Spgs	84.7
300 Andrukowicz D M Buffalo	84.7
301 Serour Linda J Utica	84.7
302 Morris Carol A Lake George	84.7
303 Hinson Diana E Northport	84.6
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311 Bowman Kathleen Binghamton	84.4
312 Cipra Mary E Oswego	84.4
313 Destories Lynn Lagrangevil	84.4
314 Shufelt Sandra Cohoes	84.4
315 Henderson S L Niagara Fls	84.4
316 Smith Shelley A Albany	84.3
317 Lashomb Ann E Norwood	84.3
318 Smith Elizabeth Tupper Lake	84.1
319 Stetler J L Buffalo	84.0
320 Rathje Nettie Vestal	84.0
321 Stalinski A D Schenectady	84.0
322 Zeleznik M F Poughkeepsie	84.0
323 Boos Diana L W Sand Lk	84.0
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325 Connolly Anne L Elmira	83.9
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329 Cotter Sandra M Oswego	83.8
330 Huyler C M Interlaken	83.8
331 Kankiewicz Gina Amherst	83.8
332 Woodruff Judith Saranac Lk	83.8
333 Kasprzak S N Cheektowaga	83.8
334 Nevole Grace A Suffern	83.8
335 Dougherty S G Syracuse	83.7
336 Rabb Rose S N Tonawanda	83.7
337 Woodward Wanda Canton	83.7
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355 DeForest Rita Auburn	83.5
356 William Carol Syracuse	83.5
357 Siegel Diane F Lk Ronkonkma	83.4

(To Be Continued)

SHORT TAKES

TAYLOR LAW STRIKES AGAIN

An injunction was filed against 250 employees of the Staten Island Rapid Transit Operating Authority to prevent members of Local 922 of the International Brotherhood of Electrical Workers from using work stoppages as a lever to obtain wage increases. The court decided that the employees were more involved in transportation rather than in commerce. Consequently, the Federal Railroad Labor Act permitting strikes by public employees was pre-empted by New York State's Taylor Law prohibiting such actions.

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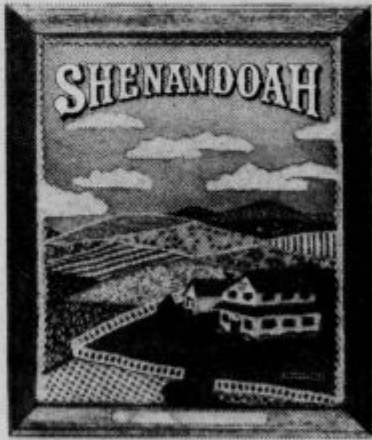
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New York Chapter Special Executive Meeting March 24

MANHATTAN—There will be a special executive board meeting of the New York City chapter of the Civil Service Employees Assn. on March 24, to discuss contingency plans regarding the status of statewide negotiations as a result of the Governor's action last week.

Chapter president Solomon Bendet designated the executive board as a contingency action committee and asked that board members poll the people of their units and report back the consensus feeling about what action

should be taken next.

A detailed by-law report prepared by Gennaro Fischetti and Giles R. Spoonhour is listed for discussion at the meeting. Members are currently studying copies of the report.

Nominating committee chairman Irving Goldberg is also scheduled to announce a slate of candidates for chapter offices.

The meeting will be at 5:15 p.m., at Francois Restaurant, 110 John St., Manhattan.

Personnel Director

ALBANY — The State Civil Service Department has opened filing until March 28 for a May 7 promotion test for director of thruway personnel

The test (exam no. 36-059) is open to thruway Authority employees with one year's experience as a senior personnel administrator or senior training technician. The directorship pays \$21,851.

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NOTICE—Substance of Limited Partnership Certificate filed in New York County Clerk's Office March 11, 1977. Name is EUPHORIA FILM COMPANY; its business is motion picture production; its principal place of business is 33 Second Ave, New York, New York. Name and residence of general partner is Stephen Gyllenhaal, 33 Second Avenue, NYC; Limited Partner, Craig Pitcairn, 500 East 77th St., New York, New York. The term is to December 31, 2000. The limited partner will contribute \$5,000, now and \$5,000, upon completion of subscription and guarantee of production completion. The limited partner will receive 99% until recoupment of investment and 25% thereafter if film not completed; 37½% until recoupment of investment and 25% thereafter if film is completed. No right of assignment in first year of limited partner interest. General partner may admit new limited partners. Dated March 11, 1977.

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State Employee List Of Senate Committees

ALBANY — Following are the standing Senate committees for the 1977 session that pertain to public employees. CSEA urges its members to get in touch with their legislators on all issues affecting public employees. Asterisks precede the name of the ranking minority member of each committee.

Civil Service and Pensions — Chairman Richard E. Schermerhorn (R), Orange-Rockland-Ulster; H. Douglas Barclay (R), Jefferson - Oswego - Cayuga - St. Lawrence; John D. Caemmerer (R), Nassau; John E. Flynn (R), Bronx-Westchester; Caesar Trunzo (R), Suffolk; Dale M. Volker (R-C), Livingston-Wyoming-Erie; Joseph L. Bruno (R), Rensselaer-City of Cohoes, parts of Columbia & Saratoga; Hugh T. Farley (R), Fulton-Hamilton-Schenectady-Saratoga; *Thomas Bartosiewicz (D), Kings; Howard E. Babbush (D), Kings; Jeremiah B. Bloom (D), Kings; Joseph L. Galber (D), Bronx.

Education — Chairman James H. Donovan (R), Lewis-Oneida-Herkimer; Roy M. Goodman (R), New York; Norman J. Levy (R), Nassau; Tarky J. Lombardi, Jr. (R-C), Cortland-Cayuga-Onondaga; Joseph R. Pisanl (R-C), Westchester; Jay P. Rollson, Jr. (R), Dutchess-Putnam-Columbia-Westchester; Jess J. Present (R), Allegany - Cattaraugus - Chautauqua-Erie; Fred J. Eckert (R), Monroe; Kenneth P. LaValle (R), Suffolk; *Albert B. Lewis (D), Kings; Jack E. Bronston (D), Queens; Robert Garcia (D), New York-Bronx; Vander L. Beatty (D), Kings; John D. Perry (D), Monroe; Carol Bellamy (D), New York-Kings.

Finance — Chairman John J. Marchi (R), Richmond-New York; William T. Conklin (R), Kings; William T. Smith (R), Ontario - Seneca - Wayne - Yates - Monroe; H. Douglas Barclay (R), Jefferson-Oswego-Cayuga-St. Lawrence; Bernard G. Gordon (R), Westchester; James H. Donovan (R), Lewis, Oneida-Herkimer; Bernard C. Smith (R), Suffolk; Tarky J. Lombardi, Jr. (R-C), Onondaga; John R. Dunne (R), Nassau; John D. Caemmerer (R), Nassau; John D. Calandra (R), Bronx; Roy M. Goodman (R), New York; Ronald B. Stafford (R), Clinton-Essex - Franklin - Warren - Washington - St. Lawrence; Jay P. Rollson, Jr. (R), Dutchess-Putnam - Columbia - Westchester; *Jeremiah B. Bloom (D), Kings; James D. Griffin (D-C), Erie; Donald Halperin (D), Kings; Emanuel R. Gold (D-L), Queens; Robert Garcia (D), New York-Bronx; Howard C. Nolan, Jr. (D), Greene-Albany; Israel Ruiz, Jr. (D), Bronx; Linda Winikow (D), Rockland-Westchester; H. Carl McCall (D), New York;

Major R. Owens (D-L), Kings.
Labor — Chairman Norman J. Levy (R), Nassau; John E. Flynn (R), Bronx-Westchester; Ronald B. Stafford (R), Warren-Washington-St. Lawrence; Edwin E. Mason (R), Delaware-Otsego - Schorharie - Sullivan - Herkimer-Ulster; Frederick L. Warder (R), Ontario-Seneca-Wayne-Yates-Monroe; Lloyd H. Paterson (R), Orleans-Niagara-Erie; Hught T. Farley (R), Fulton - Hamilton - Montgomery - Schenectady-Saratoga; *Joseph A. Tauriello (D-L), Erie; Israel Ruiz, Jr. (D), Bronx; Howard

E. Babbush (D), Kings; Vander L. Beatty (D), Kings.
Mental Hygiene and Addiction Control — Chairman Frank Padavan (R), Queens; James H. Donovan (R), Lewis-Oneida-Herkimer; William T. Conklin (R), Kings; Jess J. Present (R) Allegany - Cattaraugus - Chautauqua-Erie; R. E. Schermerhorn (R), Orange-Rockland-Ulster; Dale M. Volker (R-C), Livingston-Wyoming-Erie; Joseph L. Bruno (R), Rensselaer-City of Cohoes-parts of Columbia & Saratoga; *John D. Perry (D), Monroe; H. Carl

McCall (D), New York; Howard C. Nolan, Jr. (D), Greene-Albany; Anthony V. Gazzara (D), Queens; and James D. Griffin (D-C), Erie.
Rules — Chairman Warren M. Anderson (R), Broome-Chenango-Tioga; William T. Conklin (R), Kings; John J. Marchi (R), Richmond-New York; William T. Smith (R), Chemung-Schuyler-Steuben-Tompkins-Tioga; Bernard G. Gordon (R), Westchester; and H. Douglas Barclay (R), Jefferson - Oswego - Cayuga - St. Lawrence.
Social Services — Chairman

William T. Smith (R), Ontario-Seneca - Wayne - Yates - Monroe; Martin J. Knorr (R), Queens-Kings; Jess J. Present (R), Allegany - Cattaraugus - Chautauqua-Erie; Richard E. Schermerhorn (R), Orange-Rockland-Ulster; Caesar Trunzo (R), Suffolk; John J. Marchi (R), Richmond-New York; Kenneth P. LaValle (R), Suffolk; *Major R. Owens (D-L), Kings; James D. Griffin (D-C), Erie; H. Carl McCall (D), New York; Karen S. Burstein (D), Nassau-Queens; and Robert Garcia (D), New York-Bronx.

Pending CSEA Legislation Outline

This weekly Legislative update is provided by Civil Service Employees Assn.'s office of legislation and political action.

A—Assembly; S—Senate; *—bills initiated by the CSEA.

BILL AND SPONSOR	SUMMARY OF PROVISIONS	STATUS	CSEA POSITION
A.802, Greco*	This is the Agency Shop bill; it would require all non-members represented by a union to contribute an amount equivalent to the dues to the recognized certified labor organization.	A. Gov. Employees Com.	FAVOR
A.2212, Greco*	This bill would provide for final offer evaluation as a means of resolving disputes in negotiations	A. Gov. Employees Com. March 15 agenda	FAVOR
S.11, Anderson, multi-sponsored A.3322, Calogero, multi-sponsored	This bill would allow PERB to enforce the terms of a negotiated agreement.	A. Gov. Employees Com. S. 3rd Rdg.	FAVOR
S.910, Flynn A.1336, Greco*	This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to more retirees.	A. Gov. Employees Com. S. Civil Service Com., 2-7-77 reported to Senate Finance Committee.	FAVOR
S.1275, Knorr, multi-sponsored A.1584, De Salvio, multi-sponsored	This would entitle Veterans of WW II and Korea Conflict to obtain retirement credit if they were honorary discharged veterans and residents of N.Y. State at time of entry into service.	S. Codes Committee A. Gov. Operations Com.	FAVOR
S.2434, Schermerhorn A.2928, DelToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	S. Civil Service Com. A. 3rd Rdg.	FAVOR
none none	This would lessen penalties on employees who engage in illegal strikes. It would eliminate the automatic probation and "Two-for-one" fines for such employees.	No Status	FAVOR
A.781A, Landes*	This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.	A. Gov. Employees Com., 1/26 reported, amended, 1/27 3rd rdg. A781A.	FAVOR
S.787, Rolison A.1058, Betros	Increase to \$4,800 the maximum amount a retiree may earn in job services during the year without a loss of retirement benefits.	S. Civil Service Com. A. Gov. Employees Com.	FAVOR
S.813, B. Smith A.1088, Flanagan*	If the voters of a school district neglect or refuse to approve expenses for school cafeteria programs or services, the Board of Education may levy a tax to provide for same.	A. Education Comm. S. Education Comm.	FAVOR
S.1143, Schermerhorn* A.1420, Herbst	This bill would make the cost of providing transportation for field trips, which are primarily educational in nature, ordinary and contingent school district expenses.	A. Education Comm. S. Education Comm.	FAVOR
S.1840, Eckert, multi-sponsored	This amends the Retirement Law, modifying eligibility in the Retirement System, clarifying definitions and procedures and establishes a method of integrating Social Security into the Retirement System under CO-ESC Retirement Plan.	S. Civil Service Comm.	FAVOR
None, Garcia, Cochrane*	The Bill would extend representation rights to employees of the Div. of Military & Naval Affairs.	No Status	FAVOR
S.2901, Flynn	This would extend the current \$2,000 survivors' benefit for employees who retire during or after 1966 to those who retired prior to 1966.	S. Civ. Service Com.	FAVOR
A.1412, Field S.1131, Nolan	If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PERB as well as a fine not to exceed \$1,000 per occurrence which shall be paid to the employee organization.	Gov. Oper. Comm. Sen. Civ. Serv. Comm.	FAVOR
A.2929, DelToro	8 percent interest be paid by public employer as part of arbitration award in regard to a retroactive salary or wage benefit.	W. & M. Comm.	FAVOR
S.2434, Schermerhorn A.2928, DelToro	This bill allows disciplinary proceedings to be negotiated in local government contracts.	Sen. Civ. Serv. Comm. Gov. Employees Comm.	FAVOR
S.2459, Eckert A.3196, Hanna, multi, Nagle	This bill excludes from Taylor Law coverage, employees designated as supervisory; defines supervisor down to the level of a person having the responsibility to direct employees or effectively recommend the adjustment of grievances.	S. Civ. Serv. Comm. Gov. Employees Comm.	OPPOSE
S. 2542, Volker A.3442, Zimmer	This bill prevents loss of state aid to school districts that were closed due to adverse weather conditions or fuel shortages during the '76-'77 school year.	Passed into law	FAVOR
A.81, Greco, multi. S.19, Schermerhorn, multi.	This increases to \$3,000 the maximum amount a retired person may earn in a public service position without loss of retired allowance.	Passed both Houses Sent to Governor	FAVOR
S.2567, Schermerhorn	Eligibility for preferred list reinstatement shall be for a maximum period of 5 years from the date of separation or demotion.	S. Civ. Serv. Comm.	FAVOR
S.2574, Schermerhorn A.3645, Marchiselli	This bill provides a retired person may earn in public service an amount equal to the amount stipulated by the Social Security Act that can be earned with loss of benefit.	S. Civ. Serv. Comm. Gov. Employees Comm.	FAVOR
S.2580, Schermerhorn A.3527, McInerney	This bill allows employees who were on the payroll on or before June 30, '76 and who for reasons not ascribable to their own negligence, did not become a member of the Retirement System before July 1, '76 to file written request with Comptroller before December 31, '77 for membership in the Tier II System.	S. Civ. Serv. Comm. Gov. Employees Comm.	FAVOR
S.2840, Flynn, multi. A.3899, Nicholsi, multi.	This bill would amend Section 243 of the Military Law regarding crediting of military service for the purpose of retirement and for additional credit in competitive examinations, to include in the definition of Veteran a member of the Armed Forces who served on active duty for at least 181 consecutive days.	S. Civ. Serv. Comm. Gov. Employees Comm.	FAVOR

HOT LINE

To find out the status of a bill in the State Senate, a special toll-free number has been put into operation. The number is:

800-342-9860

By dialing this number, the public can learn whether a bill has been reported out of committee, passed or killed. (In some areas, it is necessary to dial the number "1" first.)

Benefits, Privileges And Responsibilities Of New York State's Retirement System

(Thanks to Dorothy Goetz, chairman of the Civil Service Employees Assn.'s pension committee, for her efforts in arranging for this column by Comptroller Levitt.)

By ARTHUR LEVITT

New York State Comptroller

This is a welcome opportunity to discuss Retirement System matters with you. It is the first of what I hope will be a long series of articles to be carried by the Leader on a periodic basis. It is my intention to talk with you about your benefits, privileges and responsibilities as Retirement System members, and make it easier for us to work together toward making your future sound and secure.

As a beginning, let us take a look at the history of the Systems, how they have grown, and how they have changed.

The Employees' Retirement System began 56 years ago, in 1921. At that time, it covered only State employees. In 1922, counties and cities were allowed to join and, a year later, towns and villages were welcome as participants. School districts and other public agencies were excluded until 1935. Since New York City had developed its own pension systems prior to the establishment of the Employees' Retirement System, there was no reason for the City to join the State plan.

The original retirement plan offered by the Employees' Retirement System was the contributory, age 60 Basic Plan. Enacted in 1920, the age 60 plan has been continued, virtually unchanged, to the present day. The benefit under this plan is 1/140th of final average salary per year of service plus an annuity based on member contributions.

A plan allowing for the Basic Plan benefit to be payable at age 55 was offered in 1931, but it was not until 1950 that the earlier retirement age was made available in a popular form. In that year, the first age 55 plan was closed and a more liberal plan created.

A third age 55 plan was enacted in 1957 and is still in existence. The benefit is 1/120th of final average salary per year of service plus an



ARTHUR LEVITT

... explains pensions

annuity based on member contributions. The contributory age 55 and age 60 Basic Plans are offered by 309 employers representing 3,362 employees.

The Laws of 1966 brought about a major innovation in benefit design for the Systems: a noncontributory retirement plan. In addition to the employer-pay-all aspect, the benefit was liberalized to provide an allowance of 1/60th of final average salary for each year of service after April 1, 1960. The benefit for pre-1960 service remained as it was under the age 55 plan. Two years later, the 1/60 benefit was extended to cover service between 1938 and 1960.

These noncontributory plans are provided by 1,333 participating employers for their 76,050 member employees.

In 1969, a new plan was enacted which emphasized the career aspect of public employment. This Career Plan provided that upon completion of 25 years of service, the benefit would jump to 1/50th of final average salary for each year of service. Thus, a 25-year worker might retire

at half pay.

The following year, the career concept was revised to comprise a 20 year period, and the 1/50th benefit was pegged to that point. Half pay was still available with 25 years of service; 20 years, however, produced a benefit of 20/50ths of final average salary rather than 20/60ths.

All non-uniformed State employees were covered by this New Career Plan from its inception. Other participating employees chose, from among the various plans available, the plan which would apply to their members.

POLICEMEN'S AND FIREMEN'S RETIREMENT SYSTEM

Policemen and firemen were originally members of the Employees' Retirement System and were covered by the same plans as were available to all other members. In 1937-38, the first plans based on 25 years of service were enacted for policemen. In 1943, a 25-year plan was offered for firemen.

The 20-year plan first made its appearance in 1947, when it was adopted for State policemen. The ensuing score of years saw the adoption of numerous special plans for police and fire personnel of the State and participating employers.

In 1967 there was a major change in retirement system structure. All policemen and firemen were transferred to the newly established Policemen's and Firemen's Retirement System.

RECENT DEVELOPMENTS

The 1970 New Career Plan was the apex of the trend toward improved retirement benefits. It was also during that year that we heard concern expressed about the cost of providing retirement benefits.

The 1973 Legislature enacted a series of limitations applicable to members who joined the Systems between July 1, 1973, and June 30, 1976. This produced a second tier of members who, although covered by the same plans as their colleagues, were subject to different retirement age criteria, different service crediting regulations, different maximum retirement benefit limits, and different death benefit formulae.

During 1976, the Legislature enacted the Coordinated-Escalator Retirement Plan (CO-ESC), which produced a third tier of membership: those persons who last join a retirement system on or after July 1, 1976. Unlike the 1973 legislation, CO-ESC represents a radical departure from our previous benefit structure. As a result, third-tier members of the Employees' Retirement System do not participate in the service retirement plans I have discussed above, but rather are covered by an entirely new plan. I will have more to say about this Plan, and about other benefits, in future columns.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours for Thursdays are 5:30 a.m. to 4 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 55th floor, New York 10048 (phone 488-4248; 10 a.m.-3p.m.); State Building Campus, Albany 12239; Suite 750, 1 W. Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

Various State Employment Service offices can provide applications in person, but not by mail.

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 264-0422.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 522-7407. Federal titles have no deadline unless otherwise indicated.

Lifeguards Needed In Suffolk County

HAUPPAUGE—The Suffolk County Civil Service Department has open filing for lifeguard.

There is no residence requirement, but local residents will get preference. The jobs are at various town and village public beaches and pools, the Smith Point Park in Shirley and other county facilities. Salary varies according to jurisdiction.

Candidates must be 16 years old by the test date. The pool and still water and the ocean tests will be given at various locations from April through September.

There will also be a First Aid written test. Certification cards, valid for three years, will be mailed to successful candidates. A medical examination is also

required.

Pool and still water demonstrations will be held April 21 at West Islip H.S., May 4 at Sachem H.S. in Lake Ronkonkoma and May 19 at Central Islip H.S. Examinations will be held May 26 at West Islip H.S., June 1 at Hauppauge H.S., June 8 at West Islip H.S., June 17 at Byron Lake Pool in Oakdale, June 22 at Sachem H.S., July 13 at Ward Melville H.S. in Setauket and July 27 at Central Islip H.S.

A renewal test will be held Aug. 17 at Byron Lake Pool and regular tests will be held there Aug. 24 and 31. All pool and still water examinations begin at 7 p.m.

Ocean demonstrations will be held June 25 at Smith Point Park in Shirley, and June 30 at Pon-

quogue Beach in Southampton.

Examinations will be held July 7 at Smith Point Park, July 14 at Town Beach in East Hampton, July 20 at Saltaire on Fire Island, July 28 at Cupsogue Beach in Westhampton, Aug. 4 at Smith Point Park in Shirley and Aug. 15 at Town Beach.

Renewal tests will be given Aug. 18 at Smith Point Park and the final regular tests will be August at Town Beach and Sept. 1 at

Smith Point Park. All ocean tests start at 10:30 a.m.

Applicants must have completed application forms and proof of birth. For forms and further information contact the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge.

If inquiring by mail, enclose a self-addressed, stamped, legal-size manila envelope.

Brunswick Center

(Continued from Page 5)

ices of the General Hospital are available to all of the patients at Brunswick, no matter to what branch of the center they happen to be admitted. If a medical complication should develop in a patient in rehabilitation, a whole staff of doctors is only a couple

of buildings away.

So, if you're a public employee, you may not want to put your relative into the Brunswick Home for Idiots, but today's Brunswick Hospital Center seems like an excellent place to find help for many different kinds of problems.

ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertisement, please write or call:

JOSEPH T. BELLEW

303 SO. MANNING BLVD.

ALBANY 8, N.Y. Phone IV 2-5474

Orangetown Workers Picket In Protest Over 10 Issues

NEW CITY—Orangetown employees demonstrated solid support for improved labor relations last week in an informational picketing session and later at a meeting of the town board.

Approximately 125 employees demonstrated for over two hours in front of town hall in protest of at least 10 "points of dissatisfaction," some of which stem back as far as 1973 and another administration.

Orangetown CSEA unit president John Mauro spoke briefly with his marching members in the bitter wind outside town hall, thanking them for their strong show of solidarity and urging them to attend the town board meeting later that evening. CSEA statewide president Theodore C. Wenzl also marched with the workers during the rainy demonstration.

At the town board meeting, Mr. Mauro detailed the 10 issues that forced the workers to engage in the informational picketing. Since that meeting, the town has resolved one of those issues with Mr. Mauro—the issue of payment of overtime as it relates to pay periods. The town has also agreed that the employer "shall not unilaterally change any of the terms and conditions of employment affecting the employees covered by the collective bargaining agreement between the parties."

Other issues brought up by Mr. Mauro before the town board included the fact that in September of 1976, the CSEA filed an improper practice charge with the Public Employment Relations Board demanding that the town sign the 1975-76 contract. After subsequent PERB hearings, the town finally signed the pact—just 29 days before it was due to expire. However, to date, the

implementation of the salary plan has not been agreed to by the town, "even though its basis in fact rests with a 1967 town board resolution," Mr. Mauro said.

Another point brought up by

Mr. Mauro at the public meeting was that there have been many grievances filed by town employees pertaining to violations of labor agreements.

"These grievances had to be filed because the town manage-

ment either was unaware of its contractual obligations or deliberately chose to ignore those obligations. When these grievances ended in every case with a CSEA victory, it needlessly cost the taxpayers thousands of dollars," he noted.

Another issue discussed by the unit president was that in February 1975, the town board enacted a resolution to reclassify titles, even while engaged in negotiations with the CSEA. "The town then denied any knowledge of a proposed reclassification. To date, the CSEA's contractual right to negotiate on this item has been

abridged," Mr. Mauro said.

Among the remaining points mentioned by Mr. Mauro was that annual increments and longevity payments, due beginning in January 1977, have still not been paid.

"We want it known that the CSEA will fight any attempt to change civil service positions to political patronage plums," he concluded. "For although politicians come and go, and administrations come and go, the citizens and taxpayers of Orangetown have been and will continue to be served by the loyal, diligent and conscientious civil service employees of this town."



LABOR/MANAGEMENT MEETING FOR LABOR DEPARTMENT

A meeting of the labor/management committee of the New York Department of Labor was held in Albany earlier this month. At the meeting the state's affirmative action plans for employment practices were discussed. Members present, starting from the left at the far side of the table and working clockwise were: James Currier, Paul Birch, Robert Lattimer, Lee Andrews, Robert Diesidue, Ralph

Fabiano, Carl Laurino, William DeMartino, Wilfred Lewin (partly obscured), Nathan Fawcett, Deputy Commissioner Purcell, Executive Deputy Commissioner William O'Toole, Industrial Commissioner Philip Ross, Ben Abruzzo, Carl Matti, Stuart Schrank and Wayne Dessingue, proxy sitting in for Kaye Yuschak, and, in the background, John Wolff.

Layoff Rules Of Retreat Broadened Election Set In Rockland

(Continued from Page 1) determined that the rule, which allows laid-off workers to retreat back to a position they formerly held, limited opportunities available to these displaced employees by specifying they retreat only to positions in their same jurisdictional class.

"This meant that employees in the competitive class could retreat to positions formerly held as long as the title was competitive. It was the same for non-competitive employees. They could retreat to their former positions if they were non-competitive. If, for example, an employee came from a labor class into a competitive class position, under the current Civil Service rules, he would not be able to retreat back to that former position because it was not the same jurisdictional class," said William Blom, the CSEA's director of research and a member of the committee.

"The committee felt that the rules should be broadened to allow laid off employees to retreat to their former positions, despite a possible difference in jurisdictional class from positions held later in the employee's career with the state," Mr. Blom explained.

Although many state workers in layoff situations will benefit from the new rule, Mr. Blom said that employees of the Department of Transportation, the Office of General Services and Mental Hygiene will particularly be affected by the change because of more promotions from one juris-

dictional class to another in these agencies.

According to Mr. Blom, the new rule, numbered 5.5(h), also permits retreat to a position formerly held in a lower salary grade where there are no vertical bumping opportunities because of a lack of lower-level occupied positions in direct lines of promotion within the layoff unit. For example, a grade 19 assistant civil engineer will be able to retreat to either a grade 15 junior engineer position or a grade 15 principal engineering technician providing he held either of these positions previously and the other conditions necessary for retreat are present.

The committee's recommendation is expected to be accepted by the Civil Service Commission and then go to the Governor for his signature. No opposition to this amendment is expected.

The group is continuing to seek improvements in layoff procedures. Mr. Blom expects more recommendations to be made as a result of the committee's analysis of layoff problems as they occur throughout the state.

Members of the CSEA side of the committee include: William Blom, Thomas Coyle, CSEA's assistant director of research; Jack Conoby and Paul Burch, CSEA collective bargaining specialists for the State Division; Victor Pesci, State Banking Department, New York City; Nicholas J. Cimino, Department of Transportation, Utica; James Currier, State Labor Department, Utica; Jon Schemerhorn, State Department

of Agriculture & Markets, Albany, and John Clark, Letchworth Village, Theills, N.Y.

The exact language of the amended Civil Service Rules regarding the right of "retreat" as recommended by participants in the Joint State-CSEA Committee on Layoffs Units is as follows:

"5.5(h) Adjunctive opportunities. Pursuant to the authority to provide adjunctive opportunities for displacement granted by subdivision 6 of section 80 of the Civil Service Law: If a permanent incumbent of a position in the state service is suspended or displaced from a position in a title for which there are no lower level occupied positions in direct line of promotion, he shall displace the incumbent with the least retention right pursuant to subdivisions 1 and 2 of section 80 of the Civil Service Law who is serving in a position in the title with a lower salary grade in which the displacing incumbent last served on a permanent basis prior to service in one or more positions in the title from which he is suspended or displaced, if: (1) the service of the displacing incumbent while in such former title was satisfactory and (2) the position of the junior incumbent is in (a) the competitive, non-competitive or labor classes, (b) the layoff unit from which the displacing incumbent was suspended or displaced, and (c) a lower salary grade than the position from which the displacing incumbent is suspended or displaced."

placed; provided, however, that no incumbent shall displace any other incumbent having greater retention standing.

"5.5(h) Adjunctive opportunities. Pursuant to the authority to provide adjunctive opportunities for displacement granted by subdivision 4 of section 80-a of the Civil Service Law: A permanent incumbent having tenure protection pursuant to paragraph (c) of subdivision 1 of section 75 of the Civil Service Law who served in a position in state service and who was suspended or displaced from such position pursuant to section 80-a of the Civil Service Law shall displace the incumbent with the least retention right pursuant to subdivisions 1 and 2 of the section who is serving in a position in the title with a lower salary grade in which the displacing incumbent last served on a permanent basis prior to service in one or more positions in the title from which he is suspended or displaced, if: (1) the service of the displacing incumbent while in such former title was satisfactory and (2) the position of the junior incumbent is in (a) the competitive, non-competitive or labor classes, (b) the layoff unit from which the displacing incumbent was suspended or displaced, and (c) a lower salary grade than the position from which the displacing incumbent is suspended or displaced; provided, however, that no incumbent shall displace any other incumbent having greater retention standing."

Election Set In Rockland

(Continued from Page 1) employees of Rockland County.

The PERB will mail out ballots on April 6 from Albany to every employee who was on the county payroll as of Feb. 11, 1977. Ballots must be returned to the PERB by April 27. PERB representatives will count the ballots beginning at 10 a.m. April 27.

The CSEA has sent a letter to the PERB and to the county administration demanding that a negotiation session be set for April 28 for a new contract for the employees. The previous contract expired at midnight on Dec. 31, 1976. The challenge by SEIU automatically calls off negotiations on the new contract until the election is settled. At a hearing in Albany last week, PERB officer Cole Pilcher set the dates for the election after CSEA pushed for the vote to be held as soon as possible.

The SEIU and the county administration appeared at the hearing in an effort to remove all judicial employees from the list of eligible voters in the election. That attempt failed, as the CSEA fought for and won the right of the judicial workers to vote.

For employees who do not receive their ballots in the mail, replacement ballots can be requested from the PERB in Albany from April 13 through April 19.

The CSEA has represented Rockland County employees since 1968.