

Civil Service LEADER

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Next Week: Election Results



FIGHT CONTRACTING-OUT AT WILLOWBROOK DEVELOPMENTAL

July 1 was the planned commencement date for the takeover of certain facilities of the Willowbrook Developmental Center by United Cerebral Palsy Inc. At Leader presstime, however, it was not clear whether the preliminary injunction requested by lawyers for the Civil Service Employees Assn. to prevent action by the UCP would be granted. The CSEA charges that the takeover is a violation of the State Constitution, Mental Hygiene Law and Civil Service Law. In this photo, Tyrone Daniels, second vice-president of the Willowbrook Local, and other CSEA members demonstrate their opposition to the UCP-State plan.

Urge Strong Battle Against State Plan For Mental Hygiene

ALBANY—The Civil Service Employees Assn. ended an all-day Mental Hygiene lobbying session on an optimistic note last week, but cautioned the 55,000 employees of mental institutions whom it represents that "the difficult part is still to come."

CSEA statewide executive vice-president William McGowan, who led 20 CSEA representatives in the fight against bills related to Gov. Hugh Carey's mental hygiene program, felt afterwards that "we got many legislators to listen to our side of the story." But he added, "Now is not the time to let up in our efforts. Every one of our members, whether they work in a state institution or whether they are just concerned about the situation, must now write or call their legislators to back up our position."

CSEA feels that the bills would facilitate the phase-out of the state's mental institutions and result in inadequate care for the mentally ill. The union called 20 of its representatives from mental institutions from across the state into Albany to talk with their legislators and to urge them to vote against the bills. The representatives met first with Mr. McGowan and CSEA lobbyist James D. Featherstonhaugh for a briefing on the proposed legislation.

The targeted bills are:

—A7950 and S6245. This bill would reorganize the Department of Mental Hygiene into three separate offices—mental health, retardation, and alcoholism and substance abuse. CSEA's position is that by classifying patients according to their primary disability, the state would make it harder for them to obtain care for the secondary disabilities that so many of them have.

—A7952. This bill would facilitate and direct the local government takeover of care of the mentally ill. CSEA stands "unal-

terably opposed" to this bill, according to Mr. McGowan. "The state cannot simply give up on its responsibility to care for its mentally ill or retarded."

—A7953 and S6247. This bill would allow the commissioner of the DMH to contract with local governments for assigning office staff to programs operated by

(Continued on Page 3)

Voting Soon On Agency Shop And Retiree Pension Increase

ALBANY—Two of the most important measures pending before the New York State Legislature may come up for a vote any day now. The 230,000-member Civil Service Employees Assn. is putting its full support behind both of them.

One is a proposal by the joint legislative leadership that persons who retired from state service before April 1, 1969 receive a 14 percent cost-of-living increase in pension benefits.

The proposal would affect some 50,000 former state employees.

"This would go a long way towards helping our many members who retired before getting the benefit of improved pension plans and the higher salaries of the 1970's," said CSEA's director of legislative action, Bernard J. Ryan. "We're doing our best to see that the lawmakers understand how vital such legislation is to thousands of people who served the state long and well and are now trying to get along on a fixed income that has not kept up with the cost of living."

The second measure, regarding agency shops, is already in bill form. Its chief sponsors are Sen. John E. Flynn (R-Bronx) and Assemblyman Stephen R. Greco (D-Buffalo), and it is known as the "Agency Shop" bill. It would

assure that all who benefit from union negotiations pay a fee equivalent to dues to that union, whether or not they are members.

"We urge all public employees to write or call their legislators in support of this bill," said Mr.

Ryan. "If passed, it will effectively end a practice that has been detrimental to employee morale for years, and initiate a new era of fair play in the public sector."

The bill has Assembly number A802 and Senate number S5370.

Back Social Security And PERB Legislation As Adjournment Nears

ALBANY—The Civil Service Employees Assn. is focusing its political action efforts on legislation which, like the agency shop and retiree pension bills, is considered extremely important to the welfare of the union and its members.

The CSEA strongly supports a bill which would prohibit local governments from withdrawing from the social security system. Passage of the bill would guarantee retirement pensions and medicare coverage for public employees.

The bill was initiated after 26 New York State municipalities attempted to withdraw from the system in an evident economy move. The action was apparently the first such effort by either a government body or private firm. The CSEA has filed improper practice charges against one of the 26 municipalities but that case has not yet been resolved.

The bill is number 4065S in the Senate and 6782A in the Assembly.

The CSEA also supports a bill, introduced in prior legislative sessions but defeated, which would give the Public Employment Relations Board the power

to penalize either management or labor for not bargaining in good faith during contract negotiations. (Continued on Page 3)



APPRECIATION FROM NEGOTIATORS

Civil Service Employees Assn. executive vice-president William McGowan, right, accepts plaque given in appreciation of his work with the four Bargaining Unit teams in the negotiations for a state contract. Making the presentation in behalf of all four teams is Institutional Unit chairman James Moore.



COLUMNIST TALKS AT WORKSHOPS

Arvis Chalmers, columnist for Albany's Knickerbocker News, delivered the keynote speech on the image of public employees during a Civil Service Employees Assn. Capital Region workshop held recently at Lake George. He also participated in a panel discussion on the same topic at the statewide County Workshop held the following day at the Granit Hotel. A Western Region meeting was also held that weekend at Grand Island. Coverage of all three events will appear in future issues of The Leader.



New GOP Leader Has Difficult Task Of Unifying Party

At long last, in a spirit of surprising unity, the Republican Party elected a state chairman to succeed Richard (Continued on Page 6)

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- Go To Health — See Page 11
- Lochner Retires — See Page 16

CSEA Loyalty Thwarts SEIU Push In Yonkers

YONKERS—The worst rainstorm of the season thus far, causing flood conditions on the streets and highways, did not deter approximately 200 employees of the Yonkers Non-Teaching unit from gathering at a loyalty meeting, on Monday, June 20, to show their support for the Civil Service Employees Assn. The meeting was held in the auditorium of Burroughs Jr. High School.

The CSEA is being challenged for employee representation by the Service Employees International Union.

Joe O'Connor, CSEA field rep-

resentative told the workers that following a meeting at the Public Employment Relations Board in New York City on June 16, the CSEA had been informed by the PERB that the SEIU had failed to come up with a sufficient showing of interest to warrant an election. The PERB re-

quires that at least thirty percent of the employees in the unit must evidence such interest.

"When the chips were down, the SEIU was forced to put up or shut up and they were forced to shut up" Mr. O'Connor said. However, he warned that the PERB will probably extend the time to give the SEIU an opportunity to come with the necessary thirty percent and urged the employees "not to sign any designation cards."

(Continued on Page 11)



(Leader photo by Ted Kaplan)

SAFE TO RIDE WITH

Victor Palmer, Robert Chrapowitzky and Robert Lerch, in bus, from left, are among 71 Lakeland School District (Westchester County) bus drivers honored recently for their long-term safety records. School business director Robert Colbourne and Noel Kaiser, from left, school district's transportation director, talks to the men.

Special Notice

FOR CSEA MEMBERS ONLY

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FOR COMPLIMENTARY
FLORIDA HOME BOOK

Patterson Home Elects Officers

MINEOLA — Rita Wallace has been elected president of the A. Holly Patterson Home unit of the Nassau Local of the Civil Service Employees Assn.

The 1,500-member unit also elected Helen Dupree as first vice-president, Shirley Matluck as second vice-president, Winnie Cosmo as third vice-president, Elaine Speed as secretary, Florine Marks as treasurer and Leroy Ladson as sergeant-at-arms.

BUY U.S. BONDS!

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VETERANS

PUT YOUR 15 DAYS MILITARY LEAVE INTO A PROFIT BEARING ORGANIZATION . . . If you have prior service, your knowledge & experience pays you dividends as a member of the New York Air National Guard at Roslyn ANG Station, Roslyn, Long Island, New York. For further information on how to become a member of a winning organization, call (516) 621-7765/2604 and ask for Sgt Layer or Sgt Cortes.



NEW WASSAIC OFFICERS PROMISE COMMUNITY
The newly elected officers of Local 426 of the Wassaic Developmental Center have announced their intention to foster an atmosphere of community at their institution where, "as we do more to meet the needs of the employees they shall be able in turn to do more for the residents." The officers are, from left, Harold Ryan, vice-president; Linda Pratt, delegate; Theodore A. Paulson, president; Beth Ann Suggs, secretary, and Richard Branche, treasurer.

Mental Hygiene Seminar Planned

ITHACA—A one-week seminar designed for Civil Service Employees Assn. Mental Hygiene Local leaders, limited to a maximum of 100 participants, will be conducted July 10-15 at the New York State School of Industrial and Labor Relations, Cornell University.

Registration deadline for the seminar, with the theme "Building a More Effective Local," is

July 6. All interested Mental Hygiene Local leaders must forward a completed registration form and a check by July 6 to Robert Guild, CSEA collective bargaining specialist, care of CSEA headquarters, 33 Elk Street, Box 125, Capitol Station, Albany, New York 12224. Registration forms are available by contacting Mr. Guild.

The fee is \$127.85 for single room occupancy and \$115.35 for each participant on double occupancy. The fee covers registration fees, all room and lodging and materials and supplies for the week-long seminar.

The seminar begins on July 10 with registration from 2 to 5 p.m. in the Cornell University North Campus Student Union, with dinner set for 6 p.m. and an informal social hour at 8 p.m.

From Monday, July 11 through Thursday, July 14, the daily seminar programs will be conducted from 9 a.m. to 4 p.m. The seminar will feature a wide variety of union topics conducted by the staff of the NYS School of Industrial and Labor Relations and selected staff of the Civil Service Employees Assn. Among the seminar topics to be discussed during the week are "Organizing for Effective Leadership," "Role of Committees in the Local," "Developing Effective Labor/Management Meetings," "Legislative Issues Affecting CSEA," "Developing Effective Grievance Procedures," "Resolving Grievances," and the "Role of Arbitration in Grievances."

Van de Wal

ALBANY—Anthony Van de Wal, the husband of Helen Buckley, the stenographer who records the minutes of the Civil Service Employees Assn.'s Board meetings, died recently after a long illness.

He was a printer for many years until retiring in 1971.

Expressions of sympathy may be addressed to Ms. Van de Wal at 605 Maywood Ave., Schenectady 12303.

Mediation Talks Under Way For CSEA's Judiciary Unit

ALBANY—Representatives of the 1,700-member Civil Service Employees Assn. Judiciary Bargaining Unit met with state officials at the offices of the Public Employment Relations Board in Albany Monday, to initiate the mediation effort in the union's dispute with the state's Office of Court Administration. Benjamin Westervelt was appointed by the PERB late last week to mediate the situation, which went to impasse June 17, when the CSEA team left a negotiating session and filed a request for a mediator/fact-finder.

The Judiciary Bargaining Unit, which consists of employees of courts and court-related agencies throughout the state, plans to file an improper practice charge against the OCA, according to CSEA collective bargaining specialist Pat Monachino.

In addition to refusing to pay court employees salaries which will be paid to other state employees according to a two-year agreement ratified by the executive branch units represented by CSEA last month, "OCA is trying to pressure us into giving up just about every contractual right that we currently have," Mr. Monachino said.

Particularly offensive to the union was the OCA demand that any pay raises, based upon a one-year contract, be conditioned upon the CSEA's acceptance of all of the following:

—that OCA be permitted to contract out for services now provided by bargaining unit members (part of an OCA "management rights" proposal);

—that CSEA immediately consent to the removal of at least 58 employees presently in the bargaining unit and their placement in a "management/confidential" category, without any guarantee that they would be entitled to retain benefits or be paid equally with other members of the same bargaining unit;

—that the union give up all of its labor/management committees, including committees on education, layoffs and employee safety;

—that pay for out-of-title work be eliminated; and

—that the right of employees to appeal reclassifications within six months of their occurrence be abolished.

The union negotiating team met with OCA officials on April 27, discussed the application of the agreement reached with the other state employees to the judiciary employees, and adjourned, pending ratification of the four CSEA bargaining unit contracts. After the ratification, OCA's director of personnel John Wynne informed CSEA that attorney Howard Rubenstein would take over as OCA's director of

employee relations on June 1, and requested that negotiations be suspended until that time.

The union agreed, and Mr. Monachino and attorney Ethel P. Ross, chairman of the CSEA Judiciary Negotiations Team, met with Mr. Rubenstein informally on June 2.

On June 10, Mr. Rubenstein presented the union with a list of demands that had not been raised earlier. Formal negotiations resumed on June 13 at the OCA offices in New York City. At 7 p.m. on June 17, at a session in OCA's Albany headquarters, the CSEA officially broke off the talks and walked out.

"OCA took the position that because the state legislature is nearing adjournment for the year, judiciary employees had better take whatever they're offered or else the legislature will go home without implementing any contract at all for them. We refuse to be intimidated by this kind of pressure tactic," Ms. Ross said.

"The said thing is that the CSEA has always had an excellent relationship with the judiciary," Mr. Monachino said. "We have always been regarded as the equals of the other state workers, and our negotiations have always been patterned after theirs. Now, Mr. Rubenstein is telling us that we are suddenly no longer their equals, nor are we similarly situated."

The improper practice charge, based upon Mr. Rubenstein's failure to bargain in good faith, will probably be filed with PERB this week, he added.

Ms. Ross said that "Mr. Rubenstein stated that the retroactivity of the contract would also be negotiable if we don't accept what he's offering now."

The CSEA bargaining unit includes persons in a wide variety of jobs, including: attorneys; court clerks; court reporters; stenographers; Mental Health Information Services employees (including attorneys, clerks and social workers), and maintenance workers.

Albany County Health Workers Choose CSEA As Bargaining Agent

ALBANY—The Civil Service Employees Assn. has become the collective bargaining agent for the Albany County Health Department through a representation election conducted by the Public Employment Relations Board.

CSEA Capital Region field representative William Lochner commented on the results of the organizational effort:

"This is the third Albany County agency to select CSEA as its bargaining agent. I believe our victory in the Health Department is a direct consequence to the confidence Albany County employees have placed in CSEA due to our ability to effectively negotiate with county management. CSEA will now begin to poll the membership concerning

its first contract demands and will shortly request that the county, and this new bargaining unit, begin meaningful negotiations."

Regional president Joseph McDermott extended his best wishes to all who, by a vote of CSEA 41, no union 29, selected New York State's largest independent public employee union.

Soc. Security Bill A Central CSEA Target

(Continued from Page 1)

tations. A major significance of this bill is that it is the first time, under the Taylor Law, that management faces potential penalties for its actions. The bill has number S6376 in the Senate and A8040 in the Assembly.

Bernard J. Ryan, director of legislative action for the CSEA, urged members to contact their legislators regarding these bills. "Adjournment is near. It is critical that the members act now to demonstrate their support or opposition to bills which affect them so vitally," he said.

SAVE A WATT

LOST AND FOUND KEYS

A Department of Labor employee has turned in some keys to CSEA headquarters. The keys, attached to a CSEA key chain, were found during the week of June 13 at the base of a telephone pole on a side road west of Route 9 about a half mile south of Chestertown, N.Y.

If these are yours, write or call the public relations department at CSEA headquarters in Albany, describing the keys, so that they can be returned to their owner.

Urge Defeat State's Mental Hygiene Plan

(Continued from Page 1) the local governments, or to voluntary agencies under contract to such units, or to programs jointly run by the state, the locality and the voluntary agencies. "The bill does not provide any employee protection upon such assignment, nor does it say whether such assignments are temporary or permanent. It also fails to address itself to the question of employee collective bargaining rights," Mr. McGowan said.

When the day-long lobbying effort ended last week, the representatives reported to Mr. McGowan generally agreeable responses from the lawmakers.

"I think the legislators know that, because of our great experience with the patients, we know what's best not only for the employees but also for the patients themselves," Mr. McGowan added. "Now we've got to continue making our feelings known until the actual voting occurs."

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, 233 Broadway, New York, N. Y. 10007. Attn.: CSEA Calendar.

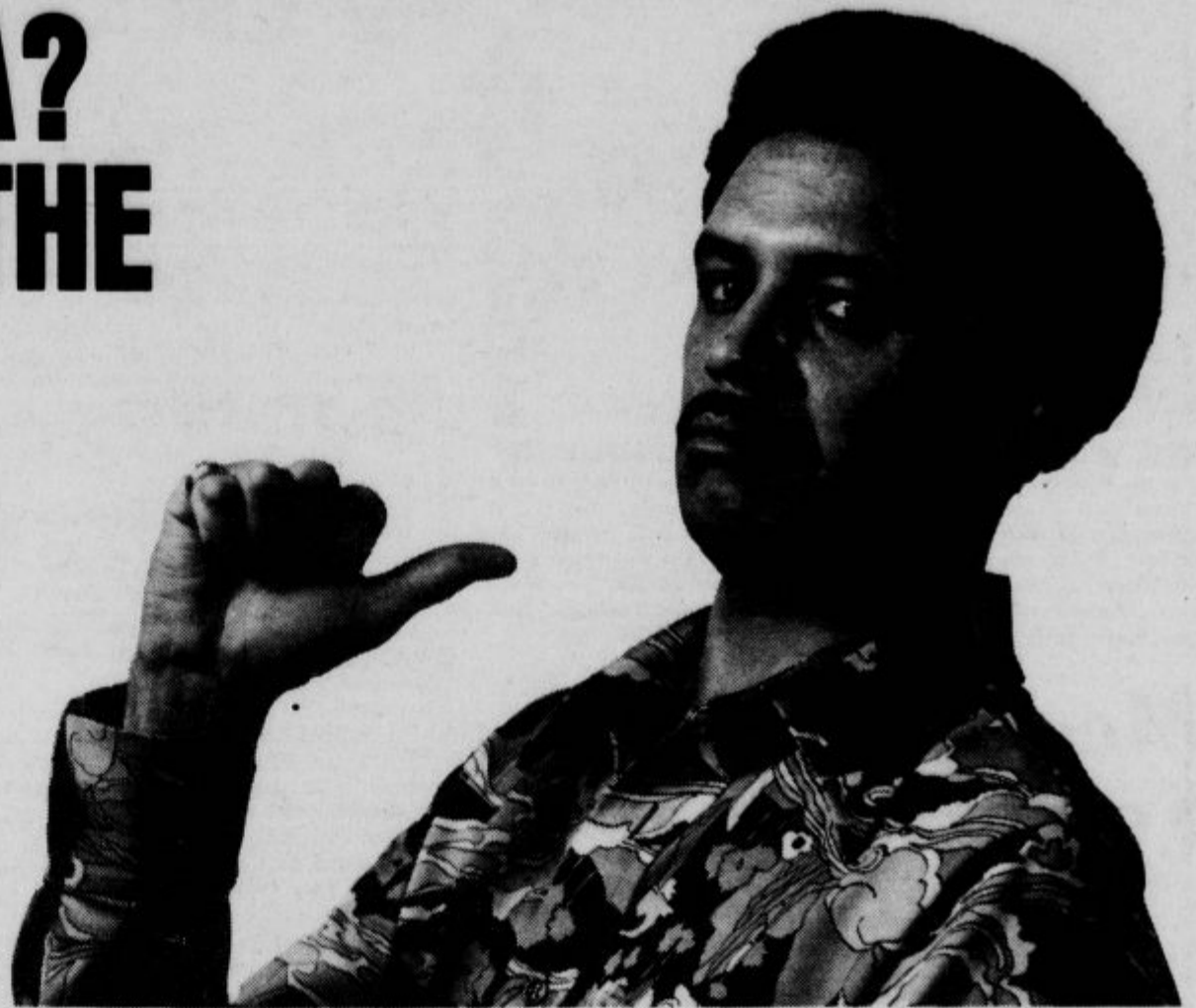
JUNE

30—Taxation and Finance Local 690 officer installation dinner: 6:30 p.m., Valle's Steak House, Central Ave., Albany.

JULY

- 8—Rockland Psychiatric Center Local 421 testimonial dinner-dance honoring Senator Linda Winikow: 7 p.m., Colonial Manor, Old Tappan, New Jersey.
- 10-15—Seminar of leaders of Mental Hygiene Locals: New York School of Industrial and Labor Relations, Cornell University.
- 13—Ithaca Area Retirees meeting: 12 p.m., Stewart Park, Ithaca.
- 14—Statewide Board of Directors, State Executive Committee and County Executive Committee meetings: Thruway Hyatt House, 1375 Washington Ave., Albany.
- 14—Joseph D. Lochner retirement party: 6:30 p.m., Thruway Hyatt House, 1375 Washington Ave., Albany.
- 20—Nassau Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.
- 28—Long Island Region I executive council meeting: 7:30 p.m., Region office, 740 Broadway, Amityville, L.I.

**JOIN CSEA?
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BENEFITS
ANYWAY,
RIGHT?**



WRONG!

CLIP THIS AD AND GIVE IT TO A NON-MEMBER.

As we said. Wrong! If every employee of every work location in the County Division belonged to CSEA, your wallop at the bargaining table would be that much stronger. Sure, now you get what your negotiators win. But it could be more.

If every eligible person working for New York State belonged to CSEA, who knows where the State units could go. But as long as a certain percentage of employees do not belong, management (the State of New York) will try to pit non-members against members.

CSEA is only as strong as it is united. Make no mistake about it . . . in most areas of both local and state government CSEA is strong. But anything less than 100% membership participation still leaves something to be desired.

In all our 67 plus-years of battling for public employees, we've yet to see a non-member turn down a newly-won benefit or raise. The dues are only \$58.50 a year. \$1.13 a week. And God knows where public employees within New York State would be today if it weren't for CSEA. Government is not known for its philanthropic attitude toward its employees.

Over the years CSEA has won protection for its members so that even a change of political administrations cannot touch them. CSEA has won raise after raise, benefit after benefit. Yet, there are some

people who still don't join. Certainly, \$1.13 dues a week isn't the answer. The price of job security has got to be worth more than that.

There are thousands of dedicated public employees who give freely of their own time and effort to keep CSEA strong—to ward off bureaucratic employee controls from every level of government. When CSEA members get together they discuss this situation in hard-nosed terms. They don't call a non-member a non-member. They call him a FREE-LOADER. If you're a non-member, think of this: Your tax dollars are supporting those officials who would work *against your new benefits*. Why not give a little support for those who are *working for you*? CSEA.

Look up your CSEA representative this week and ask him for a sign-up card. Sure, we're on a membership drive. But not for any other reason than to build a better future for all of us. Remember—every penny of CSEA's dues goes toward representing you. We're not supporting some high monkey-monks in Washington, or bailing somebody out of jail. We're working to maintain our position of being *The Most Powerful Force in New York State working for Public Employees*. We need your moral and financial support.

We also have great voluntary group insurance programs available that'll save you many times your dues on your home, auto, life and disability insurance. That's worth the price of admission alone.

CSEA

STRENGTH IN UNITY

Pending Civil Service Legislation

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* S.5370, Flynn, multi-sponsored	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. Passed S. Civ. Service Comm.	FAVOR
A.2212, Greco*	This bill would provide for final offer evaluation as a means of resolving disputes in negotiations	A. Gov. Employees Com.	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.2434, Schermerhorn A.2928, DeToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	A. Passed 6-6. S. Subcommittee 3rd Reading.	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. 2/14 passed. S. 2/15 Civ. Service Comm.	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.2985, Garcia A.4042, Cochrane	The Bill would extend representation rights to employees of the Div. of Military & Naval Affairs.	S. Civ. Service Comm. A. Gov. Employees Comm.	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.	A. Gov. Employees Comm. Sen. Civ. Serv. Comm.	FAVOR
A.2929, DeToro	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.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. 3/30 Amend. and recom. to Comm. S.2459-A. A. 3/30 Same as above. A3196-A.	OPPOSE
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.	May 2 Passed, sent to Gov., May 13 signed into Law, Chapter 137.	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. A. 3/13 Rept. Ref. to W&M Comm.	FAVOR
S.2840, Flynn, multi. A.3899, Nichols, 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. 3/28 amend & recom., 2840-A. A. 3/28 amend & recom., 3899-A.	FAVOR
A.2308, Nine multi sponsors S.3082, Flynn	When person with lower rating on eligible list has been appointed to a position, the employee who was passed over may request and receive from the Appointing Officer, the appropriate reasons.	3/9 passed — A S. Civ. Serv. Com.	FAVOR
S.126, B. Smith A.140, Posner S.1980 Tauriello	Authorizes probation officer who has reason to believe a warrant exists for probationer, to take him into custody. Declares it a public policy of the State to prohibit the use of professional strike breakers.	2/7 Passed. 1/17 Passed — A 1/18 Labor Com. — S	FAVOR
S.1337, Budget Bill A.1637, Budget Bill	Consolidates PERB & SLRB* Changes designation to State Employment relations board.* Administration of labor practices in both private & public sectors.	S. Fin. Comm. A. W & M Comm.	OPPOSE
S.1612, Padavan, multi. A.2017, Esposito, multi.	Any honorably discharged veteran shall be eligible for pension credit for time spent in service.	S. Civ. Service Comm. A. Gov. Emp. Com.	FAVOR
S.2069, Marchi	If PERB or a Court finds that acts of extreme provocation were committed by an employer, employees determined to have been on strike shall have status restored and probation terminated with any payroll deduction to be restored.	S. Civ. Service Com.	FAVOR
S.3405, Schermerhorn	In the event of an impasse, contract provisions shall continue.	S. Rept. out Civ. Service Comm.	FAVOR
S3610, Schermerhorn	Amends 61-A of the Retirement and Social Security Law to allow payment of interest on death benefits.	S. Finance Com.	FAVOR
S.6564, Volker, multi. A. 8114, Greco, Fremming, multi.	Prohibits State employees from being charged with absence or requiring the use of leave credits due to extreme weather conditions in the nine counties declared a disaster area between January 29 and February 5, 1977.	A. Ways & Means Com. S. Finance Committee	FAVOR
S.6475, Eckert S.6476, Eckert	Continues until June 30, 1980, COESC. Retirement Plan.	S. Civil Serv. Com.	FAVOR
A.8756, Rules Committee S.6454, Rules Committee	This extends all temporary retirement benefits and supplementation programs until July 1, '78 and requires a comprehensive and constructive survey of public retirement systems in order to clarify the inconsistencies of the coordinated escalator retirement plan.	A. Passed, June 9 S. Passed, June 13	
S.3566, Schermerhorn A.6025, Marchiselli	Allows members of the Division of State Police to buy back military service credit. This includes Commissioned Officers Unit represented by CSEA.	S. Passed, June 14 Referred to A. Gov. Employees Com.	FAVOR
A.4829, Greco	Eliminates that part of Section 210 of the Taylor Law regarding persons being on one year's probation who were deemed to be on strike.	Reported out of A. Gov. Emp. Com. on June 14. Reported to Rules Com. on June 14	FAVOR
A.4830, Greco	Eliminates the two for one penalty for people found to be on strike.	Reported out of A. Gov. Emp. Com. Reported to Ways & Means Com. June	FAVOR
S.1148, Stafford A.1435, Solomon	Creates a Statewide promotion unit for Correctional Services Dept. and mandates residency requirement.	S. Passed, June 8 A. Gov. Emp. Com.	
S.2587, Schermerhorn A.3643, Hinchey	Clarifies the various retirement options.	June 7 signed into Law, Chapter 223.	FAVOR
S.6376, Anderson A.8040, Greco	This extends power of PERB to include issuing a decision and ordering an offending party to cease and desist from any improper practice, and to take necessary action to effectuate the policies of the Taylor Law.	S. Passed, June 8 A. Referred to Gov. Emp. Committee.	
A.3849, Amatuucci S.2586, Schermerhorn	Extends benefits payable only to wives and widows under a retirement plan to husbands and widowers.	A. Passed, June 8 S Civ. Ser Com.	FAVOR
A.3542, DeSalvio S.2587, Schermerhorn	Provides a lump sum retirement payment if monthly retirement allowance is less than \$25 per month.	Signed into Law June 1, Chapter 196.	FAVOR



BERNARD RYAN
... watches legislation

Keep Watch Over Bills To Reorganize

ALBANY—The Civil Service Employees Assn. is closely watching proposals to reorganize several departments or divisions of state government, said Bernard Ryan, the union's director of legislation and political action.

One of these bills would permit the takeover of county probation departments by the state on a voluntary basis. Another would transfer the Division of Parole to the Executive Department, bringing it under the direct control of the Governor.

"The future of this legislation right now is questionable," said Mr. Ryan.

The Governor has also proposed the abolition of the Civil Service Department, and the transfer of its power, functions and duties to a new division within the Executive Department to be called the "Division of Personnel Administration."

CSEA stands opposed to this legislation, and statewide president Theodore C. Wenzl testified before a legislative commission (the Temporary Commission on Management and Productivity in the Public Sector), explaining the union's opposition and stating that it was far too large an undertaking for the state to begin at this stage in the legislative session.

The commission is also proposing amendments to its original omnibus bill. These amendments would create a career executive service and a labor/management committee to study provisions of the Civil Service Law. These amendments are presently under discussion by the various public-sector unions, including CSEA.

CSEA has also successfully killed a bill in the Assembly Labor Committee, chaired by Seymour Posner of the Bronx, that would have stopped unemployment benefits for non-teaching employees of school districts while they are out of work.

The Governor's program bill on unemployment insurance also contained prohibitions against collection of unemployment benefits for these people. CSEA lobbyists, along with the union's statewide non-teaching school district employees committee, have been working with the legislative leaders to modify the provisions of the Governor's bill, and it's expected that this prohibition will not be voted into law," Mr. Ryan said.

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FRIDAY, JULY 1, 1977

Poor Commissioners?

OUR sympathetic Governor Carey recently expressed concern that state officials earning \$47,800 a year just cannot afford to send their children to college.

That's too bad. Does Carey, in his concern for the plight of today's students, realize that on \$10,000 a year the average state worker, earning less than one fourth of the top state salary, can barely afford to buy a home for his children?

Carey is being shortsighted, to say the least. If \$47,800 is low, then \$10,000 must be poverty level! And yet, public employees' children have the right to a college education as well.

The fact is that many families do subsist on a salary of \$10,000 or less; their children do make it to college with a little help from their parents. So maybe Carey ought to stop worrying about the higher paid officials and let them learn how to get along.

As important as it may be for the state to keep top-level commissioners from deserting to private industry for higher salaries, it is just as crucial to maintain the appeal of public service for lower-echelon public employees.

Whereas a commissioner might double his salary elsewhere, so, too, could the rank-and-file worker potentially improve his income in private industry. The State Department of Labor statistics show the average manufacturing and production worker in the state earns roughly \$11,500 a year.

As small as \$47,800 might sound to the Governor, who earns \$85,000 a year, a commissioner's salary can go pretty far for someone earning less than one fourth of that amount.

(D.A.C.)

Ring In The New

A LIGHTED ball won't drop above Times Square, Guy Lombardo won't be playing Auld Lang Syne and nobody will be making New Year's resolutions except the mayoral contenders.

Nonetheless, the new fiscal year begins this week for New York City. And for civil servants—laid-off ones, working ones and future ones—this July 1 is as important a milestone as Jan. 1.

It marks the beginning of a year that will see about 15,000 people hired by the city—many with federal funds—after two fiscal years that saw about 35,000 layoffs and a total manpower drop of 65,000 in the city workforce.

The Police Department will hire at least 1,000 laid-off officers back and large-scale promotions will return to the department for the first time since 1975—the first time since 1974 for lieutenant and captain promotions.

The Fire Department will hire several hundred firefighters—including the first woman ever—as soon as it establishes a list.

Both the influx of new workers under federal funds and guidelines and the return of many of the former workers will change the character of the city workforce.

It will be a while before the people who entered civil service for security—and then were kicked out of it—forgive the city.

Happy New Year!

(H.B.)

Don't Repeat This!

(Continued from Page 1)

M. Rosenbaum, who resigned to resume the practice of law, but will keep his finger in the political pie as the party's national committeeman.

The new chairman is Bernard M. Kilbourne, a dentist from Chadwicks in Oneida County where, as chairman of the county committee, he achieved a reputation as a skilled political organizer and a perceptive political strategist. Dr. Kilbourne will need all those skills, including the ability to pull teeth, to get the party into gear for the state election campaigns in 1978.

Access To Patronage

With the retirement from politics of former Vice President Nelson A. Rockefeller, the party and its chairman will be faced with new and pressing problems, without much patronage to keep Republican stalwarts in line. Rosenbaum, during his chairmanship, had access to patronage from the governor's office and the White House under the Nixon and Ford Administrations.

Dr. Kilbourne's problems are magnified by the fact that with the state executive chambers and the White House occupied by Democrats, he will have only crumbs of patronage to distribute to the party faithful. Yet, despite the difficulties that the new chairman will have to surmount, competition for the post was so spirited that, at times, it appeared that a potentially disastrous political donnybrook would erupt.

This threat was gone when Dr. Kilbourne was nominated by former Assemblyman Joseph M. Margiotta, the powerful Nassau County chairman, known to be a staunch supporter of Assemblyman Perry B. Duryea, Jr. for governor in 1978.

Dr. Kilbourne expressed the hope that there would be a consensus Republican candidate for governor, thereby avoiding a divisive primary which would enhance Governor Carey's prospects for re-election. Whether such a primary can be avoided raises serious problems of conflicting personal political ambitions.

It has been no secret for years that Assemblyman Duryea has his eyes on Albany's executive chambers. Nor is it a secret that as soon as the Legislature adjourns, Duryea will crisscross the state in his plane he himself pilots to test the waters for a 1978 gubernatorial campaign. He does not particularly enjoy his role as minority leader in a chamber in which the party split is 90 Democrats to 60 Republicans, a circumstance that gives the Democrats complete control of the chamber, with sufficient leeway to tolerate a handful of dissident Democrats who may choose to leave the fold on a particular issue.

Potential Conflict

Duryea's plans may bring him into conflict with Senate Majority Leader Warren M. Anderson, who may also have his eyes on the executive chambers. In general, Senator Anderson has been less active in the gubernatorial situation, but his intimates are convinced that Anderson plans to make the race. Since the Republicans control the Senate, and Governor Carey and the Democrats must accommodate their programs to meet with Anderson's requirements, the Senator

(Continued on Page 7)



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.

Decision In Nassau

A proceeding was commenced pursuant to Article 78 to annul a refusal of the Nassau County Civil Service Commission to certify the petitioner to a Civil Service eligibility list and to compel her certification. The Nassau County Supreme Court at special term dismissed the petition. The Appellate Division, Second Department, affirmed and a further appeal was taken to the Court of Appeals. That court affirmed the Appellate Division upholding the Nassau County Civil Service Commission.

The court said that the appellant-petitioner was never appointed as a probation officer II, nor was she ever provisionally appointed as a senior probation officer, which was the predecessor category to probation officer II. The other 63 civil service employees did previously serve in the position of probation officer II. As a result, the appellant-petitioner was not in line for promotion or advancement since she did not meet either the one-year requirement as probation officer II or the three-year requirement as probation officer I. It is within the province of the Civil Service Commission to determine the necessary requirements to achieve the position of probation supervisor I. Therefore, the lower court properly dismissed the petition since the petitioner failed to meet these qualifications. The court further held that the determination of the Nassau County Civil Service Commission was supported by substantial evidence and was neither arbitrary nor capricious. *Matter of Sherman v. Nassau County Civil Service Commission*, 40 N.Y. 2d 1038; 391 N.Y.S. 2d 852.

PETITIONER WAS dismissed from his position as a ward aide at Letchworth Village Developmental Center. He commenced an Article 78 proceeding to review the director's dismissal, and the case finally came before the Appellate Division of State Supreme Court, Second Department. The Appellate Court directed that the petitioner be reinstated to his position retroactive to Oct. 3, 1972 with back pay less the amount of compensation earned in any other employment or occupation and any unemployment benefits he may have received during such period.

The petitioner in this case was accused of having engaged in sexual intercourse with a resident patient at the institution, which is for mentally retarded persons. The matter was referred to a hearing officer pursuant to Section 34 of the Mental Hygiene Law. The hearing officer conducted a hearing in November 1972 and made specific findings of fact, concluding that the issue was one of credibility, and in view of the inconclusive nature of the evidence, petitioner was innocent of the charges and recommended reinstatement with back pay. Several months later, however, the director, after reviewing the transcript of the hearing, advised petitioner that he was found guilty as charged in spite of the hearing officer's recommendations and imposed the penalty of termination of services effective Oct. 3, 1972.

Petitioner commenced his Article 78 proceeding to review that determination alleging that it was not supported

(Continued on Page 7)

What's Your Opinion

By PAMELA CRAIG

OPINIONS

What would you like to ask the contenders in the New York City mayoral race, if you could speak to them? (Continued from last week.)

THE PLACE

Brooklyn & Staten Island

QUESTION

Susan Teehky, Mental Hygiene therapy aide:



"What do you plan to do about unemployment crisis here in the city? Are you going to support your municipal workers, or are you going to attempt to break their unions the way the state is carving away at its state workers and their unions? How can you solve the problems of unemployment, narcotics, deteriorating public housing and crime when the state is forcing thousands onto the welfare rolls. What is your opinion on taking away state or city jobs and giving them to private corporations?"

Lonnie Bass, Mental Hygiene therapy aide:



"I would like to know who is responsible for the cleaner water in Richmond Terrace? I work nights, so I get a chance to fish there several times a week. I'm catching fish, after a drought of 23 years. I've caught striped bass and trout lately, so the water is getting clean. I'd like to know who is responsible, so I can write a letter of thanks. Somebody has been doing the job, and I think it is important to thank those who are responsible for such a wonderful achievement."

Tyrone Daniels, Mental Hygiene therapy aide:



"Where do you stand on the social issues affecting this city since the firing of hundreds of minority workers? Since they were the last hired, they have been the first fired. Many people who were taken from the streets have been forced to return there. How close are you to the federal government in order to seek federal money for more jobs in the city? So far, no mayor has come up with any progressive, responsible plan to battle discrimination in hiring."

Nancy Curlioli, probation officer:



"I am very disturbed about the high number of patronage jobs doled out after any election. I would like to know if any of the candidates plans to alter the patronage system, get rid of the incompetent deadwood and replace them with civil service workers. It undermines the civil service system to support patronage as it stands now. The bureaucracy is draining the budget by millions annually. I personally support a candidate who owes the least for his candidacy."

Felton King, Mental Hygiene therapy aide:



"I am very concerned about the rising crime against the elderly. What is your plan to increase protection for our senior citizens? I feel that all senior citizens should be given protected public housing at fixed, affordable rates. After having worked for 40 years, I feel one should be rewarded for past experience. Today, the only reward is to be safe from the repeated attacks by muggers. We must make the streets safe for our senior citizens."

Richard Pizzicara, probation officer:



"I would like to ask, as a probation officer and civil servant, if they have thoughts about restructuring the entire civil service system, so it is based more upon merit rather than a test, which largely proves ineffectual for middle management and higher level administrators. This is a basic structural fault within the system, and I feel it needs to be dealt with before any progress can be made."

RETIREMENT NEWS & FACTS

By A. L. PETERS

Forced Retirements End

Employees of the city of Seattle, Wash., no longer have mandatory retirement. fighting it in the courts. New York City qualifies, of course.

An executive order eliminating "arbitrary age discrimination against older Americans" was signed last month. It affects 175 city workers. However, it will not apply to policemen and firemen who must retire at an age set by state law.

This is the second directive of its kind in a major American city. An amendment to a law similar to this was approved by Los Angeles voters for city workers with the provision that they take an annual physical examination. Seattle employees will not have to go through this process. In approving the new legislation, the mayor pointed out that mandatory retirement denies persons "the opportunity to continue to live productive lives and also robs the city of a much valued resource — the experience and talents of older citizens."

Extension of the direct deposit program for Social Security was launched this month with special notices to recipients of Social Security tax. This program eliminates the sending of checks and transfers funds electronically to the bank accounts of those individuals who participate. Most banks or savings institutions are prepared to receive applications, but a few are not in the plan.

The tax immunity of municipal pension plans has been a matter of litigation for some years. Many city plans don't meet federal employment income retirement Security Act rules. IRS is threatening to tax these plans and several towns are already

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40, paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from Last Week)

Fulop, Ronald	.....	Farmingdale
Gardner, Florence	.....	Oneonta
Gibson, Chester Jr	.....	Rochester
Gleason, Patrick J	.....	Glendale
Gonzalez, Severiano	.....	Garnerville
Goodrich, Dawn	.....	Fort Plain
Hackett, Charles Jr	.....	Uniondale
Hayes, Ernest L	.....	Elmsford
Hartmann, Frederick J	.....	Middletown
Haskins, Floyd	.....	Bayshore
Hilliard, Arthenuis W	.....	Schenectady

(To Be Continued)

Civil Service Law & You

(Continued from Page 6)

by substantial evidence and that it was arbitrary and capricious. The Supreme Court at Special Term confirmed the determination and dismissed the proceeding. That court held it was satisfied that the finding of guilt was clearly supported by substantial evidence. The Appellate Division on appeal reversed Special Term and remanded the matter to the respondent for a new determination based solely upon matters contained in the record.

The court found on that first appeal that the respondent had been motivated in his decision by facts outside of the record. Consequently, the petitioner was deprived of a fair hearing. The only question before the court on this second appeal is whether the second determination by the respondent was supported by substantial evidence based only upon the facts, evidence and testimony as presented at the administrative hearing conducted in November, 1972. The court concluded that the record failed to substantiate the dismissal and directed the employee reinstated as set forth above. *Matter of Simpson v. Director of Letchworth Village*, 391 N.Y.S. 2d 883.

Don't Repeat This!

(Continued from Page 6) has become, by virtue of his position, the principal Republican spokesman on state affairs and politics.

Unlike the Democrats, who have gone through it many times, the Republicans have not yet had the experience of a statewide primary. If Dr. Kilbourne is successful in getting the Republicans to agree on a consensus candidate without a primary, he will prove to be a political genius.

LETTERS TO THE EDITOR

Insulted

Editor, The Leader:

Your recent coverage of our "tentative agreement" is an insult to the collective intelligence of your readers. Headline: "Wenzl Leadership Vindicated." Who the hell are you trying to kid?

Your remarks in the May 6, 1977 issue imply that we should be grateful for 14 percent — i.e. 3.5 percent per year for four years (1975-1979). I, for one, am not grateful. Governor Carey is very grateful. He obtained a "low cost" agreement and effectively insulated himself from labor difficulties in the coming election year.

Your May 13, 1977 issue contains an obvious falsehood. The agreement was not signed April 17, 1977. It was signed April 19, 1977 — as your earlier reproduction of the agreement clearly indicates.

You failed to mention why only one signature appeared on the CSEA side of the agreement — the signature of a man who has admitted that he did not even read the agreement!

You also failed to report that the critical April 17, 1977 meeting was conducted with several important people missing, and that the meeting concluded with a handshake — not a "tentative agreement" in writing.

Given the above, I would suggest that CSEA should retire and that you deserve the "Irresponsible Journalism of the Year" award.

GARY L. POWERS
Corning

EDITOR'S NOTE: The story headlined, "Wenzl sees Leadership vindicated . . ." appeared on page 1 of the April 29 issue of The Leader. That issue was printed April 22, a few days following the tentative agreement. After confusion developed about who signed the agreement and what benefits were included, or not included, the full text was printed on page 5 of the next issue of the Leader, May 6, so that people might evaluate on the basis of fact, rather than rumor, and make up their own minds.

Amateur Negotiators

Editor, The Leader:

Your editorial explaining the method of selecting Civil Service Employees Assn. state negotiators was informative. Unfortunately, it did not address the basic problem.

None of us question the motivation of our negotiators. We know that we have mutual interests. However, when a child is ill, the parent, who is most concerned, goes to a professional doctor, rather than rely on his or her love for the child.

Our 48 negotiators are not professionals, they may know what we want—or need—but most of them have not been sufficiently trained to negotiate opposite persons who are paid to do only that. Do our 48 negotiators understand all aspects of cost-productivity factors, labor laws, budgeting, job classification, attrition rates, insurance costs, economic and many other factors, and are they then able to write a contract that is fully understood and enforceable? Is it reasonable to expect a mechanic, an interviewer, a ward attendant,

a stenographer, a medical doctor, a dental technician and a computer programmer to negotiate successfully against persons who are full-time, professional labor relations specialists?

Let us not send our neighborhood, school yard group of basketball players up against the N.B.A. and expect them to come home with the prize.

Stanley Newman
Bayside

EDITOR'S NOTE: The point of Mr. Newman's letter is well-taken. The purpose of the editorial, however, was to show that the negotiating teams are composed of elected representatives from all regions of the state, since rank-and-file CSEA members may not be aware of the process by which their negotiators are chosen. In addition, though, a CSEA staff professional is assigned to lead negotiations for each of the four Bargaining Unit teams, and the CSEA legal counsel, Roemer and Featherstonhaugh, is also highly involved throughout the bargaining to spot the state negotiators' traps before the union's dedicated "amateurs" fall into them.

CSEA CONVENTION REPORTS, PHOTOS

CIVIL SERVICE LEADER, Friday, July 1, 1977



Prior to full delegate meeting, convention consists of many smaller sessions based on regions, departments and Bargaining Units. In this photo, State Division delegates gather to discuss their mutual problems, such as statewide contract. Speaker at microphone is CSEA director A. Victor Costa (Labor), of Capital Region IV's Workmen's Compensation Board Local 671.



LEFT: Legal committee chairman Joseph Conway, of Workmen's Compensation Board Local 671, reads copy of The Leader. Next to him are Eastern Correctional Facility Local 159's Walter Gass and Workmen's Comp Local 671 president Joan Hoffmeister.



Environmental Conservation Local 655's Carole Triffletti helps register delegates as they check in at convention site. Signing in are, from right, Motor Vehicle 674's Kitty Manns; School for Blind Local 200's Linda Kingsley, and NYC Local 010's Harold Goldberg.



Among those who helped out at the registration desk were, from left, Education Local 657's Mary Hart, chairman of the statewide social committee; Niagara County Local 832's Dorothy Hy, and Buffalo-Niagara Frontier Retirees Local 903 president Mary Gormley.



Quick pow-wow is held by collective bargaining specialist Nels Carlson and assistant executive director—County Division Joseph Dolan.

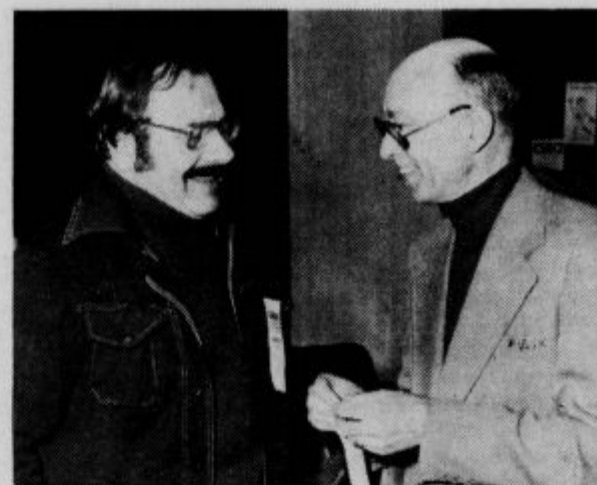
It has been more than three months since the CSEA held its most recent convention at the Concord Hotel. Now, 14 issues of The Leader later, we are finally finished with coverage of the event. During that time, all the convention reports, along with a handful of photos that merely scratch the surface in conveying the amount of activities and number of people involved, have been published. We wish this convention coverage could have been got out of the way sooner, but it was competing for newspaper space with some of the biggest news events in civil service history (such as the near-strike, prolonged contract ratification and statewide elections).



Sites chairman and former statewide vice-president Richard Tarmey, left, of Montgomery Local 829, relaxes with Leader associate publisher Paul Kyer as they discuss progress made by delegates at convention.



Two members of the Institutional Services Bargaining Unit team are attentive at session called to discuss contract. Taking notes is Roswell Park Memorial Institute Local 303's Genevieve Clark, first vice-president of Western Region VI, and Creedmoor Psychiatric Center Local 406 president Dorothy King, CSEA director representing Region II Mental Hygiene employees.



Central Islip Psychiatric Center Local 404 delegate Joseph Keppler, left, is interviewed by The Leader's Long Island Region I correspondent Bill Butler.



CSEA director Lyle Slocum (Steuben County) is attentive as the union's statewide education chairman, Celeste Rosenkranz, of Buffalo Local 003, checks her rulebook for explanation of parliamentary procedure.



Jack Gallagher, currently seeking a fifth term as CSEA treasurer, listens to views of Willowbrook Psychiatric Center Local 429 treasurer Irene Hillis, who also serves as president of Mental Hygiene Employees Assn.

(Leader photos by Ted Kaplan)



Collective bargaining specialist Robert Guild discusses Mental Hygiene problems with Shirley Palmer, center, and Clara Franklin, both from Hudson River Psychiatric Center Local 410 in Southern Region III.



CSEA director Edward Dudek (Universities), left, chats with the union's executive director, Joseph Lochner, and assistant supervisor of general accounts, Joseph Salvino, in front of the membership information booths.

Constitution and By-Laws Committee Report

The report of the revision of constitution and by-laws committee was presented by chairman Kenneth Cadieux, of Nassau Local 830, at the CSEA spring convention at the Concord Hotel in March. Other committee members are William Roberts, Nicholas Cimino, Joseph Kenney, Eugene Nicoletta, Audrey Snyder, Karen White and Earl Mayfield, Sr.

What is printed here are those amendments that have now been incorporated into the CSEA Constitution and By-Laws, along with the Leader's explanation of the changes' effect. Bold type indicates new wording or additions.

BY-LAWS

ARTICLE V

SECTION 2. Any officer or member may be served with charges by registered or certified mail by his Local President upon approval of the Local Executive Committee, or by the Regional President, or by the President of the Association, for conduct detrimental to the best interests of the Association. A Local President may be served with charges by registered or certified mail by a designated committee of the Local Executive Committee upon approval by the Chapter Executive Committee. The specific acts for which discipline is being imposed and the penalty proposed shall be specified in the charges. The charges shall be accompanied by a written statement that the individual charged has a right to object by filing an answer by registered or certified mail to the Region President within ten (10) days; and that the proposed penalty shall take effect if the individual does not file an answer within ten (10) days. Within thirty (30) days of receipt of the answer the Regional President shall appoint and convene a Regional Trial Board which shall be composed of five members of the Regional Executive Board, except no member of the subject member's local shall be appointed to the Trial Board. If the Region President is the subject of the charges by his local, then the Regional Executive Committee shall elect its own committee of five members to serve as Regional Trial Board. A hearing will be held before the Trial Board at which time either party may be represented by an attorney other than the regional attorney. Verbatim minutes shall be kept and paid for by the charging local or region. If the charges, or any part of them, are sustained, the Trial Board may impose any of the following penalties: reprimand, censure, probation or suspension from local or region membership not exceeding one year, withdrawal of the right to hold

office, or withdrawal of membership.

If the member is aggrieved by the Trial Board's determination, he may appeal that determination to the Board of Directors of the Association within fifteen (15) days of receipt by registered or certified mail of the Trial Board's determination. The Board of Directors must act within sixty (60) days of the receipt of the appeal.

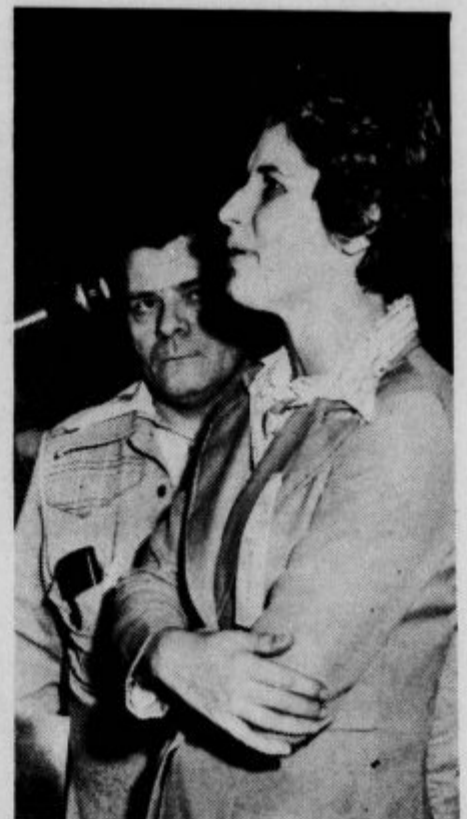
(EXPLANATION: Other than change of wording from "Executive Council" to "Executive Committee," the amendments provide for specific procedures to be followed in disciplining a CSEA member for actions considered detrimental to the union. It allows the charges to be initiated directly by the regional or the state-wide presidents as well as Local officials; eliminates the need for convening regional trial board even though charged individual does not contest charge, and eliminates mandatory five-year penalty prohibiting guilty party from holding office regardless of how minor the infraction may have been.)

ARTICLE VI

SECTION 1. STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision

of Constitution and By-Laws Committee, Retirees Committee, Convention Committee, Political and Legislative Action Committee, Grievance Committee, Pension Committee, Salary Committee, Committee for Methods and Procedure, and Education and Training Committee. Standing Committee chairmen and members shall be appointed by the President for the duration of his term of office or until successor appointments have been made. No officer shall be eligible to be a member of a standing committee. No member of the Board of Directors shall be eligible to serve as chairman of a standing committee. All standing committee appointments shall be made within sixty days after the installation of the Association President and any vacancies which occur shall be filled within thirty days. If no appointments have been made by the President within thirty days of the occurrence of a vacancy, such appointments shall be made by the Board of Directors. As far as practicable, consideration shall be given to a candidate's qualification and expertise in the area in which the standing committee shall be operating.

(EXPLANATION: This merely recognizes that the Committee to Restructure CSEA is now known as the Committee for Methods and Procedures.)



General Services Local 660 vice-president Helena Barlow takes turn at mike during delegate debate, as assistant sergeant-at-arms John Vallee keeps order. Mr. Vallee, of Rensselaer Local 842, is also second vice-president of Capital Region IV.



Jack Carey, assistant executive director for CSEA's State Division, and Brooklyn Developmental Center Local 447 president Jimmy Gripper are momentarily distracted by the Leader's photographer.



Still active in the Retiree Division are two CSEA members who have retained their leading roles in CSEA affairs: Rochester Area Retirees Local 912's Melba Binn and Syracuse Area Retirees Local 913 president John Tanzl.

Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Friday, July 1, 1977

- EXAM 35-985**
SR ACCOUNTANT SOC SRVS
 Test Held Dec. 11, 1976
 List Est. April 19, 1977
- Campbell A D Albany96.5
 - Grossman Rita Delmar90.1
 - Thompson D P Albany88.6
 - Bestus Abraham Brooklyn88.5
 - Levie Roland F Albany86.6
 - Helm Robert W Webster84.5
 - Fetcho Ronald E Albany84.1
 - Boehler Charles Rochester83.3
 - Clarke L W Albany83.1
 - O'Connell S Albany82.1
 - Jones Carlton W Mokowaville81.6
 - Cole Lewis E Rochester80.3
 - Kelly Keith G Batavia79.6
 - Cochetti V S Schenectady77.7
 - Roginski L W Amsterdam76.1
 - Kerchner A C Schenectady75.8

- Dompierre P J Slingerlands75.6
 - Galinski F A Albany74.5
- EXAM 35-987**
PRIN ACCOUNTANT SOC SRVS
 List Est. May 18
- Quinn John R Albany101.6
 - Manzella Alfred Delmar101.4
 - Scott Michael J Albany100.9
 - Serio Anthony A Guilderland100.4
 - Jordan John M Albany99.5
 - Amato Thomas Latham98.8
 - Mackey Arthur L Loudonville98.0
 - Adler Neill Brooklyn97.6
 - Meister N R Schenectady96.9
 - Weaver Lawrence Voorheesvil96.9
 - Feinstein S Flushing96.4
 - Kinney Joseph S Cohoes96.1
 - Norton John C Albany95.6
 - Hodgkins David Altamont92.1

- None
 - Roderick P Bronx90.2
 - Hammill Astasia Brooklyn89.2
 - Lustbader R A Hewlett86.6
 - Mattimore Peter Voorheesvil86.5
 - Wight Lawrence Voorheesvil84.2
 - Wilner Myron L St James82.1
 - McCarthy Thomas Ballston Lk78.5
- EXAM 36-006**
HEAD CLERK PAYROLL
 Test Held Jan. 15, 1977
 Est. May 12, 1977
- Gayle Lillie E Schenectady80.0
 - Hasenfuss R C Amsterdam79.8
 - Forre Nicholas Mechanicvil77.2
 - Jepson Virginia Clifton Pk72.2
 - Tornesello H C Green Island71.8

- Dudden Marcia A Waterford91.8
- Cassoles Pamela Albany91.7
- Wheeler John E Schenectady91.7
- Schabinger A W Waterford91.6
- Wehren Janice M Albany91.6
- Palmouist Dane Albany91.1
- Schell Twylla J Guilderland90.1
- Meres Joan I Delmar90.5
- Schleede L D Schenectady90.3
- Connolly M C Albany90.3
- Cheskey Shirley Troy90.1
- Dean Carol A Troy90.1
- Wykoff Mary E Rochester90.1
- Kelly Mary P Earlton90.0
- Petersen D Watervliet90.0
- Miller Patricia Altamont90.0
- Wills William D Amsterdam90.0
- Hamilton Gordon Valatie89.9

- Laraway Nancy M Albany89.9
 - Manning F E Clifton Pk89.8
 - Barton Harry W Utica88.5
 - Galarneau Gary Waterford88.9
 - Pasineau E Troy88.6
 - Bear Colleen M Troy88.6
 - Nelson Susan H Albany88.3
 - Bruso Suzanne J Clifton Pk88.3
 - Taft Patricia G Latham88.2
 - Sax Linda E Troy88.1
 - Thompson Robert Albany88.1
 - Stillman Muriel Harpursville87.0
 - Trimarchi Susan Albany86.9
 - Holbrook Craig Petersburg86.9
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 - Yeandle Ralph S Schenectady86.6
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 - Willingham W F Albany95.8
 - Nowik Lynda J Albany95.2
 - O'Keefe Peter G Albany95.1
 - Manell Frank J Rensselaer95.1
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 - Brenner Robert Buffalo94.1
 - Debonis Paul B Troy83.9
 - Lobalbo Alfred Amsterdam93.8
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 - Jones Gary R Pennellville93.5
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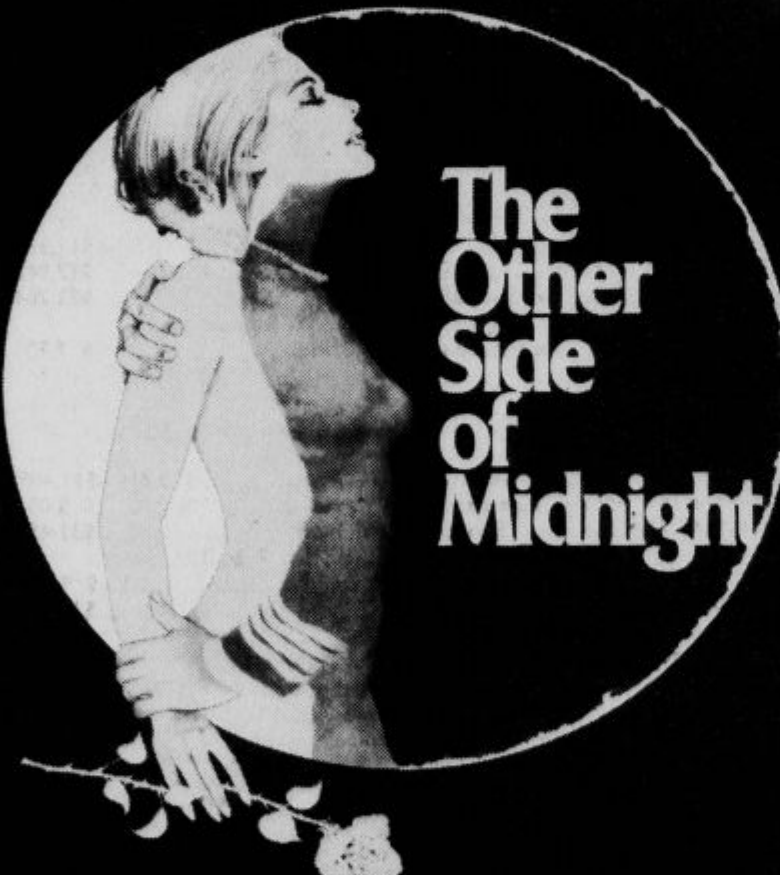
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 —T.E. Kolem, Time



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 —Clive Barnes, N.Y. Times

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State Agencies Open 18 New Jobs

The State Civil Service Department is about to open 17 open competitive job titles for filing—the first new state filing in over three months. It has also opened senior stenographer

for open competitive filling—only in the New York City area.

Among the other jobs are mental hygiene program evaluation specialist at the trainee level and four higher levels, senior radiologic technologist (therapeutic), medical social worker, cable television specialist, real estate title searcher, and various medical and nursing jobs and directorships.

Salaries range from \$8,251 to \$32,678. Filing closes Aug. 8 for all the jobs except senior stenographer, which is open until Aug. 22 and which has a Sept. 24 written test. Applicants need only one year of secretarial or stenographic experience or a two-year course.

A written test will be held Sept. 10 for real estate title searcher (exam no. 24-572), which pays \$10,714. To qualify, applicants must have either two years' experience in searching for titles concerning real property or admission to the Bar or one year's title searching experience plus either two years' college or a year as a licensed real estate broker or land surveyor.

Also with a Sept. 10 written test is cable television specialist I, which pays \$11,337.

No test, just an evaluation of experience and training, will be given for mental hygiene program evaluation specialist at five levels. At the trainee level, which leads to level I after one year, the salary is \$10,118 and the requirement is a bachelor's degree or one year's experience in the field. Level I (27-670) pays \$10,714; level II (27-671) pays \$13,404; level III (27-672) pays \$17,429, and level IV (27-673) pays \$21,545.

The following also involves training and experience evaluation:

Senior radiologic technologist (therapeutic) pays \$9,546 and requires a license to practice. It is title no. 27-660.

Medical social worker A (27-663) pay \$10,714. It requires a BA plus either 30 additional credit hours in social work or one year's experience in medical social casework.

Paying \$13,404 are medical care administrator (27-662),

and senior medical conduct investigator (27-643). Paying \$16,538 are community nursing services consultant, family planning (27-668) and regional medical care administrator (27-661).

Consultant nurse, maternal and child care, (27-664) pays \$18,369.

Oral tests will be given for the following:

Adirondack park project analyst for biological resources (27-665) or physical resources (27-

666) pays \$13,404.

Chief of the Bureau of Statistical Service (27-667) pays \$25,161 and Director of the Bureau of Program Evaluation (27-669) pays \$32,678.

For further information contact the State Civil Service Department at Two World Trade Center in New York; or State Office Building Campus, Albany. The New York office may not have notices until later in the week.

SHORT TAKES

RETROACTIVE TRAVEL EXPENSES

State Comptroller Arthur Levitt's office stated this week that state employees owed money for travel after April 1 do not have to file a special voucher. "Just tack on the request for retroactive payment on the next travel voucher," a spokesman said.

BUFFALO TESTING WOMEN FIREFIGHTERS

Eleven women in Buffalo have signed up to take the firefighter civil service exam in July. This test counts for 50 percent of their grade, while a tough physical agility test, scheduled for mid-August, will count for the other 50 percent. Height and weight requirements read simply, "weight must be proportionate to height."

GO TO HEALTH

By WILLIAM R. WILLIFORD

Mr. Williford is a health and alcohol consultant with the State Division of Alcoholism and directs the State Employee Health Maintenance Program.

My thanks to the Johnson County News, Greenwood, Ind., for the following story:

A Lesson On Life. In 1923, a group of the world's most successful financiers met at the Edgewater Beach Hotel in Chicago. Present were:

- The president of the largest independent steel company.
- The greatest wheat speculator.
- The president of the New York Stock Exchange.
- A member of the President's cabinet.
- The greatest "bear" in Wall Street.
- The president of the Bank of International Settlements.
- The head of the world's greatest monopoly.

Collectively, these tycoons controlled more wealth than there was in the United States treasury and for years newspapers and magazines had been printing their success stories, urging the youth of the nation to follow their example. Twenty-five years later, let's see what happened to these men.

- The president of the largest independent steel company, Charles Schwab, lived on borrowed money the last five years of his life and died broke.
- The greatest wheat speculator, Arthur Cutten, died abroad, insolvent.
- The president of the New York Stock Exchange, Richard Whitney, was recently released from Sing Sing.
- The member of the President's cabinet, Albert Fall, was pardoned from prison so he could die at home.
- The greatest "bear" in Wall Street, Jesse Livermore, committed suicide.
- The president of the Bank of International Settlement, Leon Fraser, committed suicide.
- The head of the world's greatest monopoly, Ivar Krueger, committed suicide.

All of these men had learned how to make money, but not one of them learned how to live.

"Look to your health; and if you have, praise be!—and value it next to a good conscience; for health is the second blessing that we mortals are capable of, a blessing that money cannot buy."

—Isaak Walton

If you would like to learn more about what you can do to help yourself to health, may I suggest you call Blue Cross and Blue Shield of Northeastern New York—Toll Free (800) 342-9816 Extension 252, and request its publication, Help Yourself to Health.

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Yonkers

(Continued from Page 2)

Kathleen McDonnell president of the CSEA unit, gave a run-down on the status of negotiations with the Yonkers Board of Education and then took questions from the floor. Frequent applause and roars of support came from the audience for the CSEA officials when they recited the union's efforts in the two-front battle of negotiations with the Board of Education and the challenge of the SEIU.

Ms. O'Donnell stressed the point that if the PERB should later order an election, negotiations would be stalled and delayed until such time as the representational issue was settled.

In a related matter, Mr. O'Connor said that a fact-finder had been appointed by the PERB following an impasse in negotiations called by the CSEA on March 21. The fact-finder, John W. Whittlesy of New York City, has set July 14 for a meeting with the Board of Education and the CSEA.

Open Continuous State Job Calendar

Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Assistant Workmen's Compensation Examiner	—	20-108
Dental Hygienist	\$ 8,523	20-107
Dietetic Trainee	\$10,118	20-116
Dietitian	\$10,714	20-124
Dietitian, Supervising	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337—\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164—\$14,142	20-113
Librarian, Public	\$10,155	and up
Medical Record Administrator	\$11,337	20-348
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714—\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapy Assistant I & II (Reg & Spanish Speaking)	\$ 9,029	20-174
Pharmacist, Institution	\$12,670	20-129
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical	\$25,161	20-413
Physician I, Clinical	\$27,974	20-414
Physician II, Clinical	\$31,055	20-415
Physician I, Compensation Examining	\$27,942	20-420
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic Technologist (Therapy)	\$7,632—\$ 9,004	20-334
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Variotype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examinations for Beginning Office Worker, Stenographer, Stockroom Worker, and Typist.

State Office Building Campus, First Floor, Building 1, Albany, New York 12239 (518) 457-6216.

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-6600.

Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4261.

You can also contact your local Manpower Services Office for examination information.

Details concerning the following titles can be obtained from the Personnel Offices of the agencies shown:

Public Health Physician—NYS Department of Health, Tower Building, Empire State Plaza, Albany, New York 12237.

Specialist in Education—NYS Education Department, State Education Building, Albany, New York 12234.

Maintenance Assistants (Mechanic) Motor Equipment Mechanics—NYS Department of Transportation, State Office Building, Albany, New York 12232.

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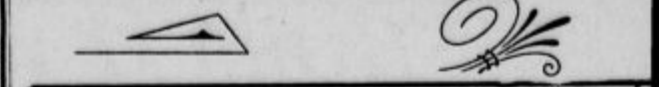


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SULLIVAN CSEA SIGNS CONTRACT WITH COUNTY

Civil Service Employees Assn. Sullivan County Local president Earl Bivins, seated right, awaits his turn to sign the new contract between the Sullivan County unit of the CSEA and Sullivan County. Seated with him are, from left: CSEA collective bargaining specialist Neils Carlson; H. Leo Davidoff, the county's personnel director, and David Kaufman, chairman of the County Board of Supervisors. Watching are, from left: county attorney William Rosen and CSEA negotiating team members Mindy Drangel, Community College; Ida Newman, County Infirmary; Kathy McCormack, Government Center; Walter Durkin, Infirmary; Estelle Schmidt, Social Services; Karl Hinck, Government Center; Carl Gold, Government Center, and Harry Gold, Community College.

PERB Recommends \$750 Salary Hike For Saratoga Correction Officers

ALBANY—A Public Employment Relations Board fact-finder has recommended a \$780 increase in the base pay for correction officers in Saratoga County in the first year of a two-year agreement, it was announced recently.

Charles Leonard, of Schenectady, is the fact-finder named by the PERB in a contract dispute between the County and the Civil Service Employees Assn. Sheriff's Employees unit.

Adjustments and increases in the annual base salaries recommended by Mr. Leonard for 1977 are as follows:

Corrections Officer, \$8,400; cook, \$8,800; treatment sergeant, \$8,635; identification officer, \$9,180; deputy sheriff-civil, \$9,180.

Mr. Leonard recommended that all other sheriff's employees, including deputy, should receive a 5 percent or \$400 per year pay increase, whichever is greater, on the salary schedule and prorated for part-time employees. He also called for establishment of a \$500 differential between the deputy and sergeant, sergeant and chief deputy, and the chief deputy and sheriff's investigator. He proposed negotiation and implementation of an increment schedule for desk officers and matrons.

For 1978, he said all sheriff's unit employees should receive a 5 percent or \$500 per pay increase, whichever is greater, across the salary schedules, exclusive of increments and longevity payments which should be made to eligible employees.

Other recommendations include:

- negotiation of provisions for transfers of employees when a substation and location have been determined;

- employees to be paid according to job title they hold; continuous service should not accumulate during periods of unpaid leave of absence or layoff; any dispute concerning seniority dates to be submitted to grievance procedure;

- County to provide two complete sets of uniforms and one additional short-sleeved shirt,

and pants for each uniformed employee hired since Jan. 1, 1977; bullet-proof vests for all employees on patrol or field duty requiring that they be worn at all times when on such duty.

\$950 Plus Benefits Won By Schenectady Workers

SCHENECTADY—Schenectady County workers will receive a total of \$950 in wage increases added to salary schedules and increments as a result of a 1977 contract ratified this week by the Schenectady County Legislature and the Civil Service Employees Assn.

Having gone to impasse in a long struggle for a fair settlement, Schenectady County Local president Alfred Farone commented, "Our negotiating team feels that it was the best we could get. With times as they are now, it was a long hard fight, but it was fair."

Approved by the members in a 90 to 52 vote, the \$950 will be apportioned as follows: retroactive to January 1, \$350 across the board; July 1, \$300 across the board; January 1, 1978, \$300 across the board.

In addition to the wage increase, employees will retain all present benefits with a few

Contracting-Out Issue Threatens School Units In Capital Region IV

By DEBORAH CASSIDY

ALBANY—Civil Service Employees Assn. officials in Capital Region IV are challenging decisions by Saratoga Springs and North Colonie School administrations to contract out busing services to private firms.

Saratoga Springs drivers are in the middle of a ratified contract, while the North Colonie drivers are negotiating theirs.

At a recent meeting of Saratoga Springs School officials and some 60 taxpayers, Jack Corcoran, regional field supervisor, read a letter in which he stated that the CSEA does not believe that the school district has provided sufficient information regarding the benefits to be gained by such a move. Warning the board that attempting to void the CSEA contract in the middle points out that they have not bargained in good faith, Mr. Corcoran posed a number of questions with the intention that the answers would cause the board to reconsider its actions.

The questions asked by Mr. Corcoran were:

—If so much can be saved by contracting-out, why don't all schools do it?

—Do officials know that the reason contracting districts will not return to their own busing is that they do not have the funds to repurchase buses?

—Is an estimated 16.7 percent savings accurate? Check the 1977-78 budget and then the bids from private firms.

—Are administration officials prepared to withstand a strike?

—Are officials truly and comprehensively informed of the total cost and impact of contracting out?

The motion was tabled at the Saratoga Springs meeting, but is expected to come up again.

Meanwhile, a decision is expected this week in the North Colonie situation where drivers have been offered a 7 percent raise with the provision that the language in the contract reads that it is understood that "at any time, any employee can have his or her job abolished."

Howard Cropsey, president of the North Colonie unit in Albany County, said the negotiating team "refused to consider a contract which would include danger to jobs." Such a contract, he added, would be "a worthless piece of paper." He sees the raise as a subterfuge to get contract talks settled.

Although he feels that discussions have made district officials aware of the problems in contracting out, it seems that they may pursue that policy anyway.

In an attempt to gain parental support, the drivers in both districts have been distributing leaflets to students detailing the case of Robert Thomas, a Brittonkill driver who saved the lives of children who respected him enough to obey his orders in an emergency situation (see June 3 issue of the Leader).

In a letter to administration officials, Helen Tragni, president of the Saratoga Springs School District unit, called the move "an infringement on our duties and responsibilities as support personnel in this district." She added that the CSEA will fight "to give this work to our people and not to people outside our own union."

Region IV field representative Mike White issued a letter in which he warned the district that it would lose control of the transportation department as well as the students, and yet would be held responsible for any problems which occur. In response to the district's claim that it will be getting readily trained and competent drivers, Mr. White contended that their own displaced employees will most likely get jobs with the firm. He also warned that the private employees' right to strike will hurt the district in two ways; they will have to grant a raise and will lose state aid for each day of the strike.

John LeRoux, a representative for the school district, said that they are only considering the move as one of many alternatives to cutting budget funds. "At no time did I recommend any of the alternatives," he added.

The CSEA, however, feels that district officials are serious about the contracting issue and according to Mr. Corcoran, the CSEA remains "unalterably opposed to it."

Thruway And CSEA Reach Agreement

ALBANY—The Civil Service Employees Assn. announced that it has reached tentative agreement with the New York State Thruway Authority on a proposed one-year labor agreement covering 176 technical, professional and supervisory Thruway employees represented by the CSEA.

CSEA bargaining specialist Patrick Monachino said the details of the tentative agreement will be presented to the union members in a series of informational meetings in the near future, to be followed by a secret ballot ratification vote. Mr. Monachino said details of the agreement will not be released publicly until the information has been given to the union membership.

If approved, the agreement would be effective from July 1, through June 30, 1978. Negotiations on the new pact began in April.

The new agreement would succeed the existing one-year

contract imposed upon the employees a year ago by the Thruway Authority Board under a provision of the State's Taylor Law. Thruway management last year used the legislative hearing provision of the Taylor Law to impose a no-raise contract upon the employees for one year after negotiation had reached an impasse.

The technical, professional and supervisory employees are one of two bargaining units of Thruway employees represented by the CSEA. The other unit, the 2,200-member unit of toll collectors, maintenance and clerical personnel, are covered by a separate 3-year contract that runs through June 30, 1979.

File Charges Against Mental Hy Center

MANHATTAN—Improper labor practices charges have been filed against the Department of Mental Hygiene and the management of Bernard Fineson Developmental Center by the Metropolitan Region of the Civil Service Employees Assn.

In the first case, union member Cornelius Verton accuses Ed Moore, chief of service, of interfering with union business and with making threats in an attempt to control Mr. Verton's union activity.

The second case states that Salvatore Anastasio, personnel director at Fineson Developmental, deliberately attempted to disrupt normal labor-management discussions.

The charges were filed on behalf of the union by Harold Krangle, field representative.

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METRO LABOR OFFICERS INSTALLED

Newly elected officers of Metropolitan Labor Department Local 350, Civil Service Employees Assn., were installed June 13. From left are Vincent Di Grazia, financial secretary; Celeste Asbury, secretary; Martin Sherman, fourth vice-president; Connie Minardi, third vice-president; William DeMartino, president; Ralph Fabiano, first vice-president; Thomas Perlman, second vice-president; Robert Diecidue, fifth vice-president; Metropolitan Region II president Solomon Bendet, conducting the ceremony; and Carl Laurino, treasurer.

Arbitration For Stale Air Dispute

HAUPPAUGE—The Civil Service Employees Assn. and the State Office of General Services (OGS) are going to arbitration in their long-standing feud over working conditions at the state office building here.

"The State has admitted that it is at fault," said Bob Pols, of the CSEA's Region 10 Department of Transportation Local 508, "but they are not offering to

remedy the situation. They say they are out of cash."

Mr. Pols, Joseph Reedy, CSEA collective bargaining specialist, Edwin Cleary, Region I supervisor, Arthur Allen and Ben Rappaport, both of the DOT Local, met with David Rings of OGS's Albany Headquarters and James Gervity of OGS, at a third-stage grievance hearing June 16 to attempt to settle a grievance over air conditioning, heating and air circulation in the building, but the meeting ended with the union and OGS deciding on arbitration.

Fifty DOT Planning Group employees in Building A and the Department of Labor Division of Unemployment Insurance have officially complained about alleged faulty air circulation there.

CSEA members, who make up more than 1,000 of the office complex staff, have also complained of "unhealthy" air conditions which were the subject of a Feb. 24 labor-management meeting in which the Hauppauge office management and OGS promised to make repairs and to correct conditions by spending \$20,000 to provide new duct work to supply additional fresh air to the second floor of Building B, eliminate gasoline odors by moving gasoline tanks and pumps away from the major fresh-air ducts, and eliminate cafeteria odors that seep through the building by extending intake stakes on the roof.

The major issue, stale air and low humidity, was to be corrected by OGS building maintenance employees who would work through the week and on weekends measuring and balancing the heating and air-conditioning system starting from the sixth floor and working downward.

"None of it happened," Mr. Pols said, "so we went to the third stage. OGS now says that they know the problems exist but are the fault of the building design. OGS says they do not have the money to fix up the building. They did not offer us a remedy so we are going to arbitration to force the correction."



OPPOSE PILGRIM LAY-OFF PLAN

Civil Service Employees Assn. members demonstrate against proposed staff cutbacks at Pilgrim Psychiatric Center on Long Island. Irving Flaumenbaum, president of CSEA's Region I, called the proposed cuts a "deliberate and calculated attempt by the state to close Long Island's mental institutions. . ." CSEA was joined by the Federation of Parents Organizations of the State Mental Institutions. Max Schneider, president of that group, threatened a federal suit if proposed staff reductions are carried out.

Rise In Federal Workers

By DEBORAH CASSIDY
A federal civilian employment total of 2,843,884 for April 1977, recently reported by the U.S. Civil Service Commission, reflected an increase of 1,576 from March 1977, due primarily to seasonal employees hired by the Departments of Interior and Agriculture to work in national parks and forests.

Full-time temporary and intermittent employees in the Ex-

ecutive Branch accounted for an increase of 1,044 in that department.

The increases were centered in the Agricultural and Interior departments, while decreases in both full-time temporary and part-time employment were reported in the U.S. Postal Service, Veterans Administration and Defense. The largest decrease was reported in the Defense Department.

Federal civilian payrolls totaled approximately \$3,716,913,000 in all areas during April 1977, with all but approximately \$200,000,000 paid to employees in the United States, including employees in the Washington, D.C., metropolitan area.

tions and hypertension lifting heavy pails and refuse daily and should receive the same benefits as police and fire.

Members of the Bridge and Tunnel Benevolent Association are at odds with the city's Triborough Bridge and Tunnel Authority over a temporary heart bill in Albany.

Roy Broudny, of Weingart and Broudny, a firm representing the toll collectors union, says the union has long felt that "there are inherent dangers in the officers' job, such as pollution that has caused heart attacks in the past."

Mr. Broudny said there are lung bills, as well as heart bills, for collectors, sponsored by Senator Richard E. Schermerhorn (R-Newburgh) and Howard E. Babbush (D-Bklyn).

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 8:30 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.

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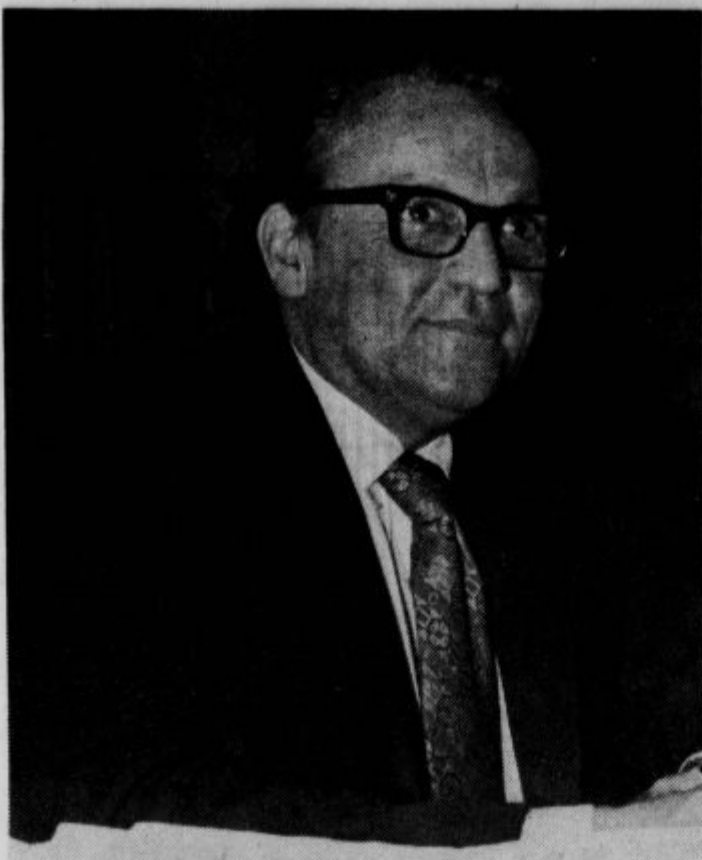
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Joseph Lochner is caught at work in his office during 1971, which marked his 40th year of service with the CSEA. At this time, he had been the union's executive director for more than a decade.

By JANE BERNSTEIN
IT was really Brother Francis from the Christian Brothers Academy who was responsible for hooking Joseph Lochner up with the Civil Service Employees Assn. Joe was working the front desk of the Teneyck Hotel in Albany during 1931, after his graduation from Christian Brothers, the previous year. At that time, William McDonough from the CSEA asked Brother Francis if he knew of an academy graduate who could type and take steno. And so it came to pass that Joe said goodbye to the Teneyck Hotel and went to work for the CSEA, on Nov. 4, 1931. The union had about 9,000 members; dues were \$1 a year, and all union officers were full-time public employees. Now, after 46 years, 16 union presidents, and 230,000 members, Joe Lochner is retiring from the CSEA. His career with the un-

ion—in titles ranging from typist to the present executive director—has spanned a period during which great changes were made in civil service. And he contributed to the growth of the union and to the state civil service system.

During his first year at the CSEA, the first attempt to classify positions in the state service was undertaken. The consulting firm of Griffen Hagen Associates of Chicago was hired by the Joint Legislative Committee to study various jobs and set up classes of positions. Joe's first job was to insure the distribution of their daily reports to union people and to legislative authorities.

It took several years for the Legislature to adopt standardized titles, but the work of the consulting firm and union members resulted in the Feld-Hamilton Law of 1937, which provided equal pay for equal work, and established minimum salaries for all titles.

"That was one of the biggest accomplishments of the CSEA," Joe said. "We all played a part in it, so many people worked that it would be impossible to say that any one person was singularly responsible."

That's Joe's attitude on all of the issues he had a hand in, including the Feld-Ostertag Law of 1938, which set up the right of appeal for employees unhappy with the way they had been classified.

He helped get low-cost group life insurance for CSEA members in 1939, a task, incidentally, which he will be pursuing part-time upon retirement.

"I hope to get the Ter Bush and Powell Insurance Agency to expand," Joe said. "Our members save more than their annual union dues on insurance costs with that agency."

The CSEA's history is a part of Joe's history, with accomplishments too numerous to mention.

"I was always a part of the stuff that was going on, but just a part," he said. "The CSEA kept on growing and I seemed to be needed. I'm not easy to get along with, but I get along here. I never thought about working hours, I got so interested in the progress I saw being made."

Of the many things he's participated in over the past

46 years, Joe said the two that stick out in his mind are the negotiations for the first New York State-CSEA contract in 1969, and the negotiations of 1974-75.

He was unofficially in charge of organization rights for the 1969 contract, and succeeded in gaining time off for employees for union committee meetings, use of bulletin boards in offices to announce union meetings, and the right to discuss union business during working hours.

"I thought we were very successful in that portion of the contract," Joe said. "In these days where people live quite some distance from their offices, they need time during work to explain union policy, because there isn't any time after work."

What does he see in store for the union and public employees in the near future?

"I think there are going to be problems," Joe said. "There are many who are critical of the present civil service system and are out to destroy it and give it back to the politicians. What these people don't realize is that one of the things wrong with the system is the political interference it suffers."

"Things have become more difficult in the union—it's harder now to find improvements," he said. "There is also a lot of internal unrest."

"Previously, things were easier—Governor Rockefeller was very conscious of the needs of public employees and really gave us a fair shake," he said, "but things have been financially tough in the past few years."

ON July 2, Joe Lochner is going fishing. Not for higher wages for state workers; not for better pension benefits; not for the right of public employees to strike. After 15 years as CSEA executive director, Joe Lochner is leaving.

The 65-year-old father of four and grandfather of six will be honored for his dedicated years of service July 14, at the Thruway Hyatt House, 1375 Washington Ave., Albany, beginning at 6:30 p.m.

After he gets back from his fishing trip, "Mr. CSEA" may be found on the tennis court at his apartment complex in Guilderland.

"I'm putting an invitation up: Whoever wants to may come and play," he said.

'Mr. CSEA' Retires

Joe Lochner Served Union For 46 Years



Shown here with some of the union's current top officers and administrators, Joe, at far right, listens intently, ever ready to offer advice gained from his experiences learned during tenures of 16 statewide CSEA presidents—some of whom are pictured behind on wall. From left are assistant executive director Jack Carey, vice-presidents Robert Lattimer, James Lennon and Joseph McDermott and field services director Patrick G. Rogers.



In 1974, Joe Lochner poses with Gov. Malcolm Wilson, who met with CSEA officials in unsuccessful effort to resolve contract dispute with state employees.



Here the CSEA executive director gets together with the union's statewide president, Theodore C. Wenzl, center, and Senate Majority Leader Warren Anderson.



Joe talks with picketer in 1975 Dutchess County worker walkout that was first successful strike by county employees in New York State history.