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# Rockland 95% Effective



Members of the Rockland unit of the Civil Service Employees Association demonstrate in front of the County Health Complex during the early morning hours. Concerned about patient care at that facility, workers developed arrangements for providing emergency service. Other locations picketed in the County included the Sewer Department and various offices of the Department of Social Services. Although battling temperatures in the teens, the picket lines grew during the week, until on Friday, a unit spokesman called the strike 95 percent effective.

By KENNETH SCHEPT

NEW CITY—Support for the strike against Rockland County by the Rockland unit of the Civil Service Employees Association had grown to about 95 percent effectiveness by last Friday, with workers shivering from the cold as they manned picket lines at locations throughout the county, a spokesman for the unit said.

The County Legislature met Thursday evening and approved an authorization for the county to hire both temporary and permanent workers to replace its striking employees. That meeting was adjourned before members of the Rockland unit, who had packed the chamber, were given an opportunity to express their point of view.

Angered at being ignored, strikers confronted the Legislators as they attempted to leave the chamber, the unit spokesman said. One lawmaker made the point that management personnel had agreed to less of a percentage salary increase than the workers were demanding.

"The manager making \$44,000 will still get an increase greater than my entire salary," Rockland County Health Complex worker Sharon Moses said.

The Public Employment Relations Board appointed Leon Applewhaite to mediate the strike. But on Friday, with the holiday weekend approaching, there was no sign of settlement, although spokesmen for both sides in the dispute indicated a willingness to return to the bargaining table.

(Continued on Page 3)



In predawn darkness and cold, Rockland Health Complex worker Mike Fitzulo prepares a picket sign in anticipation of the strike deadline, 6 a.m., Wednesday.

## CSEA To Push Retiree Bills

ALBANY—The Civil Service Employees Association, with some 20,000 retiree members throughout the state, is ready to begin its lobbying effort on behalf of retirees in the 1978 state legislative session, which starts this week in Albany.

Important retiree legislation the union is backing include bills:

- to provide for supplemental retirement allowances or pensions for those who retired after April 1, 1969;
  - to delete the requirement that those who retired before Jan. 1, 1970, must have attained age 62 on or before May 31, 1972 in order to be eligible for a supplemental retirement allowance;
  - to make permanent the legal provision authorizing a supplemental retirement allowance;
  - to provide that employees and employers continue to have the right to bargain for retirement benefits until June 30, 1979;
  - to extend the life of all temporary retirement benefits;
  - and to restore to police the presumption of accident in disability or death from heart disease.
- CSEA's director of legislation and political action, Bernard J. Ryan, said, "The tremendous

growth in the number of our retiree members and the skyrocketing cost-of-living combine to make this proposed retiree-legislation one of our top priorities for the 1978 session." CSEA's retiree division has grown from 8,000 to 20,000 members under coordinator Thomas Gilmartin.

The proposed bills are backed by New York State Comptroller Arthur Levitt and the comptroller's advisory council. CSEA's representative on the council is James H. Currier, president of the CSEA Fort Schuyler Local.

Mr. Currier recently reported to Dorothy Goetz, who chairs CSEA's statewide pension committee, on the proposed 1978 legislative program of the council, which included the bills outlined above. Mr. Currier also noted that as of Jan. 1, 1978, the Employees Retirement System will be able to provide "estim-

ated" pension benefits in cases where delayed payment of the pension would otherwise result. Payment of this "estimated" (Continued on Page 3)

**Don't Repeat This!**

## Democratic, GOP Primary Contests Likely This Year

The 201st session of the State Legislature is gearing for action. Many of its members hope it will be of short duration, even though they recognize that political considerations will underscore most of its activities.

(Continued on Page 6)

## Carey Hiring Managers, Other Jobs Still Frozen

ALBANY—Civil Service Employees Association president William McGowan said, last week, that a legislative analysis of positions filled last year in the Executive Branch is proof that Gov. Hugh Carey is stuffing "the grossly overloaded and obviously still growing management hierarchy."

A staff report prepared for State Senator John Marchi (R-Staten Island) showed that nearly 70 percent of the positions filled in the Executive Branch between Jan. 5 and Dec. 14 last year were exempt positions. In one department there was a decrease of 1,192 classified jobs and an increase of 1,882 exempt jobs.

"The figures are astonishing and all the more disturbing in light of the Governor's recent call for a modified hiring freeze that will only affect the already too-thin ranks of lower-level classified employees—the very backbone of governmental service, but which will not affect the grossly overloaded and obviously still growing management hierarchy," Mr. McGowan said.

"The report indicates a systematic overloading of middle and upper management simultaneous with a reduction of lower-level classified workers with a resultant severe imbalance in the total workforce," Mr. McGowan said.

The report shows that while Governor Carey's "job-freeze" was in effect during 1977, the total number of positions filled in the Executive Branch jumped from 151,666 to 157,078, an increase of 3.8 percent. But of

those positions, 67.6 percent were in the exempt category.

"Indeed, filled exempt positions climbed from 12,601 in January to 16,257 in December: an increase of 3,656 or 29 percent," the report stated.

"Exempt, non-competitive positions are the cubbyholes and nesting places of political and patronage appointees," president McGowan said. "A 29 percent increase in such filled positions during 1977 alone is alarming. Patronage appointments are rampant under the Carey Administration and are a clear indication that election year 1978 is approaching."

Mr. McGowan said, "The state workforce is down 8,000 employees under the Carey Administration, virtually every job cut being that of a lower-level classified worker. Service levels to the public are low because classified workers perform and provide all the essential services. Exempt, managerial-type people perform virtually no direct services of any kind, and Carey can continue to stuff those management positions with appointees forever and services will not improve. It's a dangerous, costly and ridiculous situation that must be re-

(Continued on Page 3)



# Mental Hy 3-Way Split Opens Up Questions

BY JANE BERNSTEIN

"In this world, there are the splitters and there are the lumpers—at this point in time, there are those who want the Department of Mental Hygiene split into three, but one day, someone is going to come along and lump it back together," said Alvin Mesnikoff, New York City regional director for Mental Hygiene.

Meanwhile, however, legislation has been passed, and the machinery has been set in gear, so that on April 1, 1978, the Department of Mental Hygiene

will become three separate entities—Mental Health, Mental Retardation and Alcohol-Drug Abuse. There are those who view the move as part of Gov. Hugh Carey's attempt to pull the state out of the Mental Hygiene business, to speed up the process of deinstitutionalization. Others say it will improve each administrator's ability to deal with his or her own area, i.e. only mental health or alcohol, instead of having to worry about the entire field. State employees, especially, have been fearful that jobs will be lost, positions will be

shifted, and money will be diverted from direct patient care to cover additional administrative costs.

While many say it is too soon to tell, certain effects of the reorganization are already being felt. And there are certain Mental Hygiene administrators and Civil Service Employees Association officials who are willing to vocalize their thoughts about what changes the plan will bring for employees, patients and politicians.

"Any improvement is necessary and welcome if it will lead to greater effectiveness in the system," Dr. Mesnikoff said. "I hope that the division of the departments will do that—it will obviously be easier for me to look after only mental health, and what I am going to concentrate on when the reorganization is complete is the equitable distribution of funds throughout the departments."

Mental Health, unlike Mental Retardation, does not have the equivalent of a Willowbrook Consent Decree, which mandates that a certain amount of money be spent for services. It is for this reason that opponents of the plan fear there will be a battling for money between the departments, which will undermine the effectiveness of the system.

Danny Donahue, an employee at the Central Islip psychiatric facility on Long Island, and president of his union Local there, said the inequities in funding are going to cause complications.

"There is going to be fighting for resources, with the MR people thinking that they have outfoxed the MH people with respect to budget," Mr. Donahue said. "It's bad enough that inflation has whittled away the existing budget—that amount has got to be increased on all sides."

Newly named Nassau-Suffolk regional director Hagop Mashikian



Hagop Mashikian, Former director of Suffolk State School and now Nassau-Suffolk Mental Retardation regional director, testifies at Harenberg hearings.

disagrees that the imbalance in funding will cause problems.

"It was, several years ago, that Mental Health got more money than Mental Retardation," Dr. Mashikian said. "The pendulum has swung the other way now, especially because of Willowbrook, but there will be a time when it swings back to MH again."

He said he is more concerned with a total increase in budget for all three departments, and that money not be taken from direct patient services to cover the costs of setting up the new administration.

"I'd like to think that Governor Carey meant what he said about not diverting any funds," Dr. Mashikian said, referring to a letter signed by the Governor guaranteeing that patient care will not suffer financial cuts. "The commissioner of each of the new offices should be doing the most that he can to secure more funds for patients and direct-care staff. They all need more money; one department should not be improved at the expense of another."

James Cohen, CSEA consultant on Mental Hygiene, said he does not think the Governor will go back on his word, but that any new money coming in will be used for administration rather than for the patients.

"Which is just as bad as taking money from the patients," Dr. Cohen commented. "There has

(Continued on Page 13)

## NYS Changes System To Open Mid-Level Jobs

ALBANY—The State Civil Service Commission has issued policy directives it says will broaden opportunities for entry into the middle and upper levels of the state service, and will enable state agencies to move more quickly to fill positions where the need is urgent.

Both policies were announced by Commission President Victor S. Bahou.

Mr. Bahou emphasized that the department recognizes and supports the value of career service, in which positions above the entrance level are generally

filled through promotion examination, which can be taken only by those already in specified job titles.

"However," Commissioner Bahou said, "a completely closed system is not conducive to the highest quality of service." He pointed out that Civil Service Law authorizes using open-competitive examinations instead of promotion examinations for filling vacancies above entrance level, but said this provision has not been used extensively in the past.

(Continued on Page 13)

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# Call Rockland County Strike 95% Effective



Picketers peacefully demonstrate as busload of scabs arrives at one of the work locations.

## How Events Led To Walk-Out

At a meeting on Dec. 7 at North Rockland High School, 600 members of the Rockland unit approved a resolution giving the group's negotiating committee authority to take whatever action necessary to reach a fair settlement.

"County employees are tired of being kicked around," Mr. Spicci said at that meeting. "We are frustrated."

Mr. Spicci told those at the meeting that the offer made by Rockland County to the CSEA unit was based on a contract which the County had settled with its highway department workers, a group of about 50 represented by the AFL-CIO.

"That contract's terms are not acceptable to our members," Mr. Spicci said. He said that the 1,800-member CSEA unit did not want to be bound by the same conditions agreed to by the small-

er highway department group.

The union charged that the County entered into negotiations with a predetermined package, making it guilty of negotiating in bad faith. A main objection to the County's demands was, according to a CSEA spokesman, that they would give Rockland the right to have employees working any number of continuous hours per day.

Negotiations with the County began last October after a year's delay that resulted when the Service Employees International Union filed a representation challenge against the CSEA in October 1976.

The Public Employment Relations Board called for a representation election to be held between the two unions. The CSEA won that vote by a margin which the PERB considered

too narrow, and a run-off contest was scheduled.

On May 25 the CSEA was declared the run-off winner, and

**MONETARY SUPPORT FOR THE STRIKERS MAY BE SENT TO: ROCKLAND COUNTY UNIT, 169 SOUTH MAIN STREET, NEW CITY, 10956.**

it seemed as if negotiations could proceed immediately. However, SEIU filed an objection to the run-off result, based on a technicality. It was not until last October that the PERB dismissed that objection and negotiations began.

## CSEA Supports Retirement Bills

(Continued from Page 1) benefit will guarantee that no pensioner will experience a delay of more than 60 days past the date he would have received his first pension check.

"Previously, there were frequently delays of three months or longer before a retiree received his first pension check," Mr. Gilmartin commented. "For people who suddenly have no income, that is a long time to wait. I'm glad the Employees Retirement System was able to develop this 'estimated' check system. We had been supporting a similar process for a long time."

lobbying process; CSEA attorney Pauline Rogers will speak on the proper method for delivering testimony to legislative committee, and William Dougherty, labor counsel to Senate Majority Leader Warren Anderson, will relate the steps an idea must go through in order to become a law.

"We believe the program will be both educational and enjoyable, and we hope every CSEA Local across the state will send a representative," Mr. Ryan said.

## List Established

ALBANY—The State Civil Service Department established an eligible list for prin. real property info. specialist on Oct. 17, 1977, as the result of a September 1977 open competitive exam. The list contains 19 names.

(Continued from Page 1)

Negotiations broke off last Wednesday night after a two-hour session because, according to Patsy Spicci, president of the Rockland unit of the Civil Service Employees Association, "the County continued in its pattern of arrogance and insensitivity. Since the County asked for the session, there had been every reason to expect that it would come up with new proposals."

Rockland County attorney Diana Rivet said that there had been movement on the part of the County. She said the County was "willing to work around the clock" toward a settlement.

Last Thursday morning, State Supreme Court Judge Morton Silberman continued, until Jan. 6, the restraining order which prohibits the workers from striking.

A spokesman for the Rockland unit said that "the Taylor Law makes provisions for consideration by the court, in the event of extreme provocation. In view of the intransigence of the County Legislature, and bad-faith bargaining by the County's negotiators, this provision would

the raises would mean an actual increase of about 1½ percent less than the County proposes on paper," the spokesman said.

He called the strike 95 percent effective. Places hit included the County Health Complex in Parnona, where 800 professional and support employees work. Also, the county Sewer Department and the Department of Social Services were affected.

The CSEA hand-delivered a letter to Bernard Fallon, chairman of the County Legislature, offering to set up emergency care for the critically ill at the Health Complex. But the CSEA received no response, the spokesman said. June Pitts, a CSEA member and president of the Rockland County Nurses Association, met with doctors at the health complex to arrange for nurses from the picketline to enter the hospital and care for the critically ill when needed.

The union charged that in several county departments Comprehensive Employment Training Act workers were being used to fill in for striking employees. The CSEA was advised by Marvin Gottlieb, regional CETA representative, that such action would violate CETA rules.

Management personnel have been voted raises by the County Legislature. Some of the increases are reportedly as much as 20 percent, which could mean \$6,000 raises by 1979, in some cases.

Nels Carlson CSEA collective bargaining specialist, said, "We're not against increases for management, but would like to see our employees treated fairly. Their medium income is \$9,000."

The strike was called after a negotiating session, which began Dec. 21 at 7:30 p.m. and ended at 10 the following morning.

## 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.

### JANUARY

- 13-14—Western Region VI meeting: Sheraton Inn-Buffalo East, 2040 Walden Ave., Buffalo.
- 24—Franklin County Local 817 officers training session and grievance seminar: 7 p.m., Williams Mansion Nursing Home, Malone.

## Political Action Chairmen Must File Now For Seminar

ALBANY—Deadline to apply for the first Civil Service Employees Association statewide lobbying seminar has been extended to Jan. 13.

The program is open to all Locals in the organization, which have been instructed to send their political action chairmen. The seminar will be held Saturday, Jan. 28, 1978, at the Quality Inn, Everett Road, Albany.

All CSEA Local presidents have received registration forms in the mail from Bernard J. Ryan, CSEA's director of legislation and political action. The previous deadline for returning them had been Jan. 6.

During the program, Mr. Ryan will speak on the necessity of a

local lobbying campaign, and of communicating with legislators at the local level; CSEA attorney and lobbyist James Featherstonhaugh will speak on the theory and practice of communicating with legislators on a statewide basis; Senator Joseph L. Bruno (R-41) will give the legislators' point of view on lobbying; Andrew Goldman, director of the assembly program and committee staff, will discuss the role of legislative staff in the



Rockland unit members of the Civil Service Employees Association meet prior to strike deadline to discuss possible strategy.

## Wenzl Election Protest Is Dismissed By Judge

ALBANY—Although the election last June of Civil Service Employees Association president William L. McGowan has been official for several months, a court suit brought by the loser in that contest, former five-term union president Theodore C. Wenzl, has been outstanding ever since. That, too, was removed when State Supreme Court Justice John H. Pennock on Dec. 29 dismissed the Wenzl court suit.

In a hotly contested election, president McGowan defeated Dr. Wenzl for the union presidency by an official margin of 38 votes. Dr. Wenzl protested the results, but the union's special election procedures committee in July rejected the protests and declared Mr. McGowan's election official. Mr. Wenzl later filed his court suit in State Supreme Court,

seeking a court-ordered recount of all ballots in the presidential election. The union's law firm, Roemer and Featherstonhaugh, cross-moved for dismissal of the Wenzl suit. The case was heard by Justice Pennock in late September, and his decision was reserved until issued Dec. 29.

In his decision dismissing the suit, Justice Pennock ruled that the Wenzl protest was untimely in that Dr. Wenzl did not file his protest prior to July 15 as required by CSEA's election procedures.



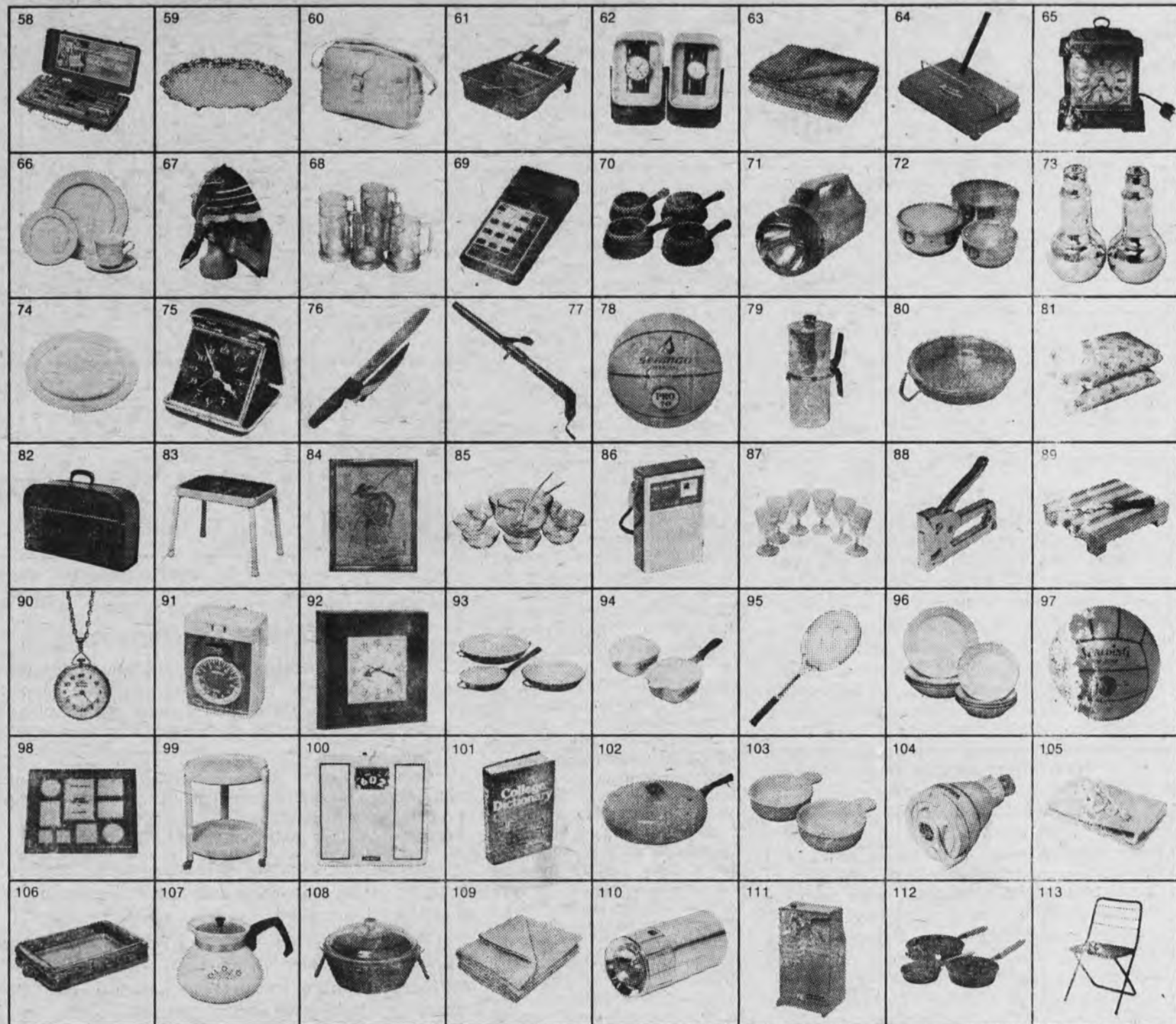




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## Good-Bye Lip Service

ALL over the world, women are on the march. They are taking jobs formerly reserved for men. They are demanding pay equal to what men earn for the same work. They are forcing governing bodies to alter basic concepts of life and they are telling their men that relations between them will never be the same.

Revolutionary? Not really. In the 1960's, minority groups made similar moves, achieving great strides in the process.

Irene Carr, secretary of the Civil Service Employees Association, feels it is time the union joins the march. She suggests the CSEA form statewide and local women's committees and start working with the Coalition of Labor Union Women. She made her recommendations in a report to union officials following her return from the first annual Women's Convention in Houston, Tex, two months ago.

Her remarks are well taken. Yes, it is time—high time—CSEA and other unions got involved with the movement. But we think more than forming committees is required if the people of the world are ever going to enjoy the fruits of full equality. The fight for equal rights has never been the kind of struggle that could be won comfortably.

Unions must work to open the typing pool doors so the ladies can fight for some of the more prestigious and better-paying jobs along with the men. The CSEA civil service committee, under the chairmanship of Jean C. Gray, has long been championing the right of women to equal opportunity in the advancement of their careers, but others must act, too.

If CSEA members should decide to take Ms. Carr's advise, they should do it vigorously. Lip service carries little weight. A few resolutions approved at the end of a busy meeting are meaningless. Women in the 70's, like blacks in the 60's, must be weary of such gestures by now.

The CSEA should not merely agree with Ms. Carr. It should take the plunge like no one has ever done before. It should pioneer new areas and provoke new behavior and thinking, even if some people may consider it outrageous. And the time for this is now. (H.A.T.)

## Voice Of Wisdom

TOO often, when an apple is only partially rotten, people throw away the whole apple.

New York State seems hell-bent on chucking away a good probation rule system for its workers because of abuses to the system committed by a few people. The state Civil Service Commission recently held hearings on several proposed probation rule changes, but ran into strong opposition from the Civil Service Employees Association. The CSEA is attempting to save the apple because much of it, it claims, is still worthwhile.

Admittedly, there have been problems with the probation system. But much of this is caused by laxity in enforcing existing probationary rules.

William L. Blom, CSEA's research director, seemed to be on the right track when he told commission members at one hearing that they should try to make the existing system work rather than destroy it.

Some of the proposals seem to be the kind that create more hardships on workers than solve problems. We feel Mr. Blom's voice is the wisest one heard so far on this issue. We hope the commissioners listen. (H.A.T.)

## Don't Repeat This!

(Continued from Page 1)

In terms of personnel, this session will be little different from last year's. The Republicans will remain in firm control of the Senate and the Democrats will control the Assembly. There will be a few familiar faces missing. Senator James Griffin has become Mayor of Buffalo and Senator Carol Bellamy has been sworn in as New York City Council President. Among the Assemblymen, Andrew Stein has become Manhattan Borough President and Rochester's Thomas Frey is the new chief of operations in the Carey Administration.

### Action Awaited

Again, on the Senate side, Albert Lewis, of Brooklyn, and Karen Burstein are awaiting confirmation as superintendent of insurance and as a member of the Public Service Commission, respectively. Since it is the normal custom of the Senate to confirm appointments of former members without too much controversy, the Lewis and Burstein confirmations should occur soon.

The successors to those who left the Legislature will be selected some time in February, at a date to be declared by the Governor. Whatever happens in those special elections, there will be no significant effect on the shape of either the Senate or the Assembly. Current leadership will remain in control. The only significant change is that the Bellamy and Burstein departures leave Linda Winkow, of Rockland County, as the only woman Senator.

Democratic primaries for nomination for statewide office have become commonplace, but the Republicans so far have little experience with that procedure. They are likely to face that ordeal this year. What looms ahead for the GOP is a fight for the gubernatorial nomination between Senator Majority Leader Warren M. Anderson and Assembly Minority Leader Perry B. Duryea, Jr. While Attorney General Louis Lefkowitz has not yet disclosed his plans, it is no secret that Senator Ralph Marino has his eyes on that office.

Marino, chairman of the Senate Crime Investigating Committee, was recently in the headlines in connection with his committee investigation of pornography and massage parlor operations in New York City and in other parts of the state.

### Fund Raiser

On the Democratic side, while there has been a great deal of talk about opposition to Governor Carey, it seems most likely that such talk will evaporate in time. Four years ago, Carey demonstrated his capacity as an effective campaigner with an ability to raise substantial campaign funds. These two attributes are likely to cool the ardor of any prospective opponent.

Comptroller Arthur Levitt, a firm Albany fixture, has already announced that he will seek an unprecedented seventh term. However, he may face a primary fight from New York City Comptroller Harrison J. Goldin, a former state senator, who campaigned for his present office as "the young dynamo."

The legislative session is likely to become the scene not only of political maneuvering between Democrats and Republicans but also intraparty ploys for political position as the 1978 election draws closer.



## 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.

### Without A Hearing

On June 12, 1976, the petitioner, a New York State police sergeant, was served personally with charges including a notice that the superintendent of the New York State Police was empowered to make findings and impose penalties at the hearing.

One day before the hearing, the petitioner's attorney requested an adjournment. The hearing was rescheduled; however, upon request of petitioner's attorney, the hearing was again rescheduled, this time for July 14, 1976.

Before that date, the petitioner filed a doctor's affidavit indicating that severe back pain prevented his appearance. The hearing was then set down for Aug. 11, 1976. The respondent claims that no notice of any further adjournment was received, and that on Aug. 11, 1976, the petitioner and his attorney failed to appear. The petitioner, however, claims a letter was written prior to that date, again informing the respondent of the impossibility of his appearance. When the petitioner failed to appear, no testimony was taken and the matter was referred to the police superintendent to make findings and impose a penalty, which resulted in petitioner's dismissal.

Petitioner later brought this Article 78 proceeding challenging his dismissal. The Supreme Court, Albany County, held that failure of petitioner to attend the disciplinary proceeding did not waive his right to a hearing. The court reasoned that when a permanent appointee is entitled to a hearing on notice, a hearing must be held, whether he appears or not. By failing to attend, the petitioner does not waive the hearing but only his appearance at it. The court stated that "his default alone cannot be the basis for the imposition of disciplinary action any more than a defendant who fails to appear at a criminal trial can be convicted without requiring the prosecution to adduce proof of the crime charged against him in his absence."

The court contended that the proof adduced at the hearing, regardless of the petitioner's presence, is an indispensable basis for whatever action is taken against him. "Without such evidentiary findings, the determination is automatically arbitrary and capricious and cannot be sustained."

Testimony of the witnesses who were all present should have been taken even if the petitioner failed to attend. Without a hearing, however, the whole proceeding is a nullity. Therefore, in view of the facts here, the court ordered a new hearing, requiring notice be given the petitioner. *Fogarty v. Connelie*, 398 N.Y.S.2d 130.



# WHAT'S YOUR OPINION

By PAMELA CRAIG

PLACE: Transit Authority Police, District 1, New York City

**QUESTION:** What were the most significant events of the past year from the civil servants' point of view?

**John Wilson**, transit police inspector: "I feel the most significant event for us here is the hiring of 50 officers with city funds. We saved money through reducing overtime cash payments and substituting time for cash. This kind of savings has saved the jobs of 194 people. We were also able to hire men back under the mayor's Order 33, which allows for new hiring to replace those who have retired or quit.

Another significant event was the election of Mr. Koch. We are now unsure as to the future of negotiations. Another significant event has been the raise in productivity, although we have had a 19 percent reduction in the force."

**Jimmy Bergen**, transit police patrolman: "The most significant event of the year from a civil service point of view has been the new hirings within the department. The money used to rehire some of our men came about through our men's savings, as well as other savings within the department. The temporary CETA hirings gave little permanence to the men hired. Many of them became transit policemen

because of the job security. It's a psychological boost to know you have been hired on a full-time basis. The men can now begin to plan for their future."

**Barry Landsburg**, transit police sergeant: "I genuinely feel the most significant event of the past year has been the hiring back of men by the Transit Authority. It's a joy to see the men back on the job, performing the duties they were originally trained for. Equally important is the fact that this time, the men were hired with city funds, not federal temporary funds. Also significant is the promise that other patrolmen, who are still waiting, will be recalled. We have been terribly understaffed. These men will give the force a shot in the arm."



**Joseph Cannon**, transit police sergeant: "The rehiring of 50 officers who were laid off during the cutbacks of 1975. Another significant event is their status with the new mayor. When he comes into office, he can choose to lay them off again. There are no guarantees within civil service in this city. There have been no raises for three years. We, as a department, are making monetary sacrifices in a cooperative effort to rehire as many of our men as possible. Also significant is our 19 percent reduction in force, yet our felony arrests have increased."

**Norman Rapport**, transit police lieutenant: "The most significant event of the past year in my mind has been the continuing uncertainty of the city's fiscal prognosis. We are thankful for the temporary CETA funds, but I know I will not rest until all our men are hired back permanently. Another significant event was the election of a new mayor who already stated his opposition to union clout. I hope to look for the best with Mayor Koch, despite what he said with regard to unions. A new mayor can also mean new hope."

**Willie Powell**, transit police patrolman: "The most significant event of the past year from a transit point of view is the hiring of over 50 men this month. This is important because it aids officers to cover the field. The public, as well as the criminals, must see manpower. With this act, it seems that the city is getting back on its feet. If this is true, then hopefully we might get raises in the future. At least it is a sign of hope. I also feel that the hirings were the result of the force reducing its overtime in cash payments."



# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Paying More

If you are on social security, your pay check will be a little bit less this week than in December.

The tax rate goes up from 5.85 percent to 6.05 percent. The maximum amount taxable in 1978 will also go up from \$16,500 to \$17,700. Overall, you will pay \$105.60 more for social security in 1978 than in 1977.

If you are already on social security, there is one benefit. You can earn \$3,240 in 1978 vs. the maximum of \$3,000 in 1977 without penalty.

Many of the changes in the law are determined by a formula designed to keep both benefits and taxes up to date as the average wage increases due to inflation. This increase was based on 6.9 percent inflation rate for 1976. In 1977, the inflation adjustment was 5.9 percent.

The atmosphere finally cleared on social security costs when the House of Representatives and Senate both approved a compromise bill "to save the Social Security system" by providing enough funds to meet anticipated payouts.

From the present \$965 maximum level taxed in 1977, the bill would raise the maximum tax to \$3,046 by 1987. The raises would be 1978, \$1,071; 1979, \$1,404; 1980, \$1,588; 1981, \$1,975; 1982, \$2,131; 1983, \$2,271; 1984, \$2,412; 1985, \$2,686; and 1986, \$2,874.

The increases would be obtained by raising the rate from the present 6.85 percent to 7.15 percent over the 10-year period and raising the maximum taxable base wage from \$16,500 to \$17,700 beginning Jan. 1; to \$22,900 in 1979, \$25,900 in 1980; \$29,700 in 1981, and increasing with the cost-of-living, estimated to be about 5.7 percent a year.

The major factor for retirees was the liberalization of bene-

fits for those who hold a job while they are on social security.

Under the present law, those collecting social security under age 72 lose \$1 for every \$2 they earn above \$3,000 a year. For persons 65 or older, that limit will go to \$4,000 in 1978, \$4,500 in 1979, \$5,000 in 1980, \$5,500 in 1981, and \$6,000 in 1982. In 1982, the exemption age will drop to age 70. Beneficiaries under age 65 are still limited to the present rules—that is, \$3,240 for 1978.

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)

Pittello, Alice	Wyandanch
Quinto, Mary	Hempstead
Raab, Jr., Walter	Freeport
Raczor, Ronald W	Buffalo
Rapley, Robert	Rochester
Ringelheim, Ilene	Bayside
Robinson, Bonnie L	Plattsburgh
Robinson, Judith L	Rockville Centre
Rohloff, Dennis M	Buffalo
Rock, Carol M	Slingerland
Rogers, Louis E	White Plains
Rogers, Tinao B	Flushing
Roman, Gonzalo	New York City
Ross, Willie	Bronx
Satterfield, Charlie	Orangeburg
Schwartz, Paul E	Brooklyn
Sellers, Ruth H	Liberty
Seney, Shirley M	So. Glens Falls
Sickman, Bryon D	Massapequa

## LETTERS TO THE EDITOR

### Affirmative Action

Editor, The Leader:

In the "Short Takes" section of your Dec. 23 issue, it was reported that questions about sex, race and ethnic background will appear on job applications for federal civil service jobs, according to the Washington Post. The new system, which has the blessings of President Carter, was prompted by federal "affirmative action" efforts to recruit and hire more women and minority group members for federal jobs. Many civil rights groups who opposed such questions on job applica-

tions in the past, on the grounds that they were used to exclude minorities, now favor them, often in the hope that these minorities will receive preferential treatment to compensate for past injustices.

These questionnaires dealing with the job applicant's sex, race and ethnic background are not "job-related" and constitute an invasion of privacy by the federal government. Federal government surveys of this type usually lead to some type of quota system under the guise of "civil rights." U.S. Civil Service Commission Chairman Dr. Alan K.

Campbell would have us believe that federal job "quotas" don't really exist, but what they are actually dealing with are "goals." Dr. Campbell has publicly stated that there is no conflict between "affirmative action" and merit.

I take issue with Dr. Campbell. "Affirmative action" means the destruction of the civil service Merit System. Past experience has shown that the federal government's "affirmative action" program has resulted in "reverse discrimination," a quota system and preferential treatment, instead of equal treatment, for minority group members. In other words, the minority gains their "civil rights" at the expense of the majority. The federal government threatens to withhold federal funds to any governmental agency that fails to comply with its misguided social experiment. What the federal government has accomplished is the prostitution of the civil rights movement by mandating practices which would have shocked and appalled us a decade ago. Their irrational policies mock everything that the civil

rights movement sought to accomplish in the past.

ELIOT LANDSBERG  
New York City

### Longevity Steps

(This open letter was written to William McGowan, statewide president of the Civil Service Employees Association.)

At last night's (Dec. 8) meeting of the executive committee of New York City Local 010 of the CSEA, Inc. the following resolution was passed unanimously:

"New York City Local 010 opposes the betrayal of employees of the State of New York which the elimination of longevity salary increases in the present schedule of Section 130 of the Civil Service Law, would encompass."

Many, many long-time employees, especially those in the lower grades, have been waiting patiently for their longevity increases. The passage of a five-step salary schedule would prevent all employees from receiving longevity increases.

Local 010 requests that CSEA, Inc. refuse to support legislation

which would substitute a five-step salary schedule for the present seven-step, and would reflect on by the 5 percent salary increase to be granted on April 1, 1978, and not the entire 14 percent negotiated by the negotiating teams.

On the contrary, we urge that CSEA, Inc. sponsor legislation which would perpetuate the seven-step salary schedule and will contain the entire 14 percent salary increases which we negotiated.

Local 010 wishes to bring to your attention that the purported stipulation of agreement dated Nov. 17, 1977, allegedly giving CSEA's support to a five-step salary schedule to be effective April 1, 1978, was not signed by any officer or official of CSEA. To the best of our knowledge, it was not discussed with the board of officers, the State Executive Committee or the Board of Directors of CSEA, Inc. prior to the date it was entered into.

Your cooperation will be appreciated.

SOLOMON BENDET,  
President  
New York City Local 010,  
CSEA, Inc.

### LETTERS POLICY

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



# 1977 CSEA's Striking Changes

By MARVIN BAXLEY

Seven is supposed to be a lucky number, and if '77 was not exactly twice-blessed with good luck, it was at least a year worth remembering for public employees throughout the state.

It was a year of goals achieved, momentous changes and of reward for hard work. Not

all of these were achieved without a great deal of effort, however, and some are still unresolved.

Determining the ten top news stories is unusually difficult this year, since there have been so many major events. Consequently, many items have been lumped together in general categories (or else the list would have extended close to twice that number).

**1 Contracts.** The really big one, of course, was the new two-year pact for state workers. In two previous pacts since Hugh Carey became Governor, state employees had gained a notorious \$250 bonus plus increments. The Governor had promised a real-money increase for the salary reopener that was part of the last contract. Things looked pretty scary for a while, and the Civil Service Employees Association members mobilized for a strike with a determination never before exhibited. Hours before the strike was to begin, settlement was reached for an entirely new two-year pact that provided for a 14½ percent raise during the life of the contract. Certain newspaper reports muddled the picture, though, and it wasn't until late in the year that some details were straightened out concerning the basic salary schedule for new hires and promotions. Another contract of particular interest was that for Suffolk County workers. In that case, the dispute was over the validity of a two-year imposed contract that the Legislature had approved but that the County Executive said he would not honor in its second year. The

(Continued on Page 9)

IN TRAINING FOR THE POOR HOUSE

SHINE \$1.85

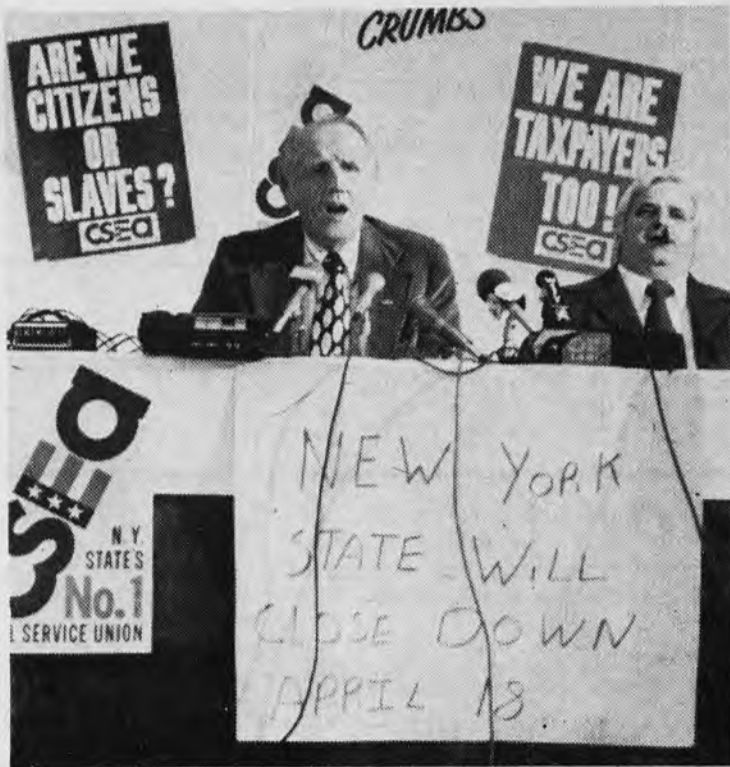
GIVE OUR HUSBANDS A RAISE



Hornell Local president Phil Logan and his family typified the effort that went into statewide strike preparations.



Fact-finding hearings into the State-CSEA contract dispute open in Albany; and March 1 is set as the day the fact-finders will issue their report. The State drops certain demands regarding personal leave days. And nominations are accepted for CSEA statewide offices.



Theodore C. Wenzl held a news conference prior to the strike deadline, as William L. McGowan, who succeeded Dr. Wenzl three months later as the union's president, looked on.



One of the many strike preparation exercises held throughout the State was this picketing at the home of State Senator John Marchi by the South Beach Developmental Center Local.

The Kheel fact-finding report, issued a week late, recommends a 5 percent salary increase for April 1, with another 3½ percent for Jan. 1, 1978. The CSEA charges the Governor with union-busting tactics after he offers the four bargaining units unequal settlements. The CSEA statewide nominating committee selects candidates: William McGowan is to oppose Theodore Wenzl for the number one spot. Also: CSEA hires a Mental Hygiene consultant, James Cohen; PERB decides that the Rockland unit should not be split; PS&T wins the battle against red-line time keeping, and in Kiamesha Lake, under 24 inches of snow, delegates to the CSEA convention set April 18 as the strike deadline.



CSEA files charges against the state for interfering with union activities by distributing false information in an effort to undercut the strike effort. Union negotiators turn down a request by legislators to postpone the strike, and refuse the Governor's offer of 5 percent April 1, 1977, and 5 percent April 1, 1978. Following unprecedented strike-planning throughout the state, the CSEA is down to the wire when a settlement is reached, hours before the strike deadline, in which the State offers more than the fact-finders or the Governor had previously suggested. Also: the battle continues against Governor Carey's ruling that accrued time be applied to time lost because of the Buffalo blizzard.



The "spring" convention was held under 24 inches of snow. When the electricity went out, the Concord Hotel resorted to emergency generators until even that power failed. Suzie Buczensky, left, and Lorraine Krupp, both of Marcy Psychiatric Center Local, were among many searching through snow drifts for a familiar-looking car.





Details snag the final agreement between the State and the CSEA; but by the end of the month it is ratified overwhelmingly, and called "the best contract for the greatest number," by president Wenzl. Also: In New York City a press conference is held to fight the takeover of Willowbrook Developmental Center by United Cerebral Palsy, and 14 state senators sponsor the Agency Shop.



Workers at the Willowbrook Developmental Center Local protested in New York City and Albany against layoffs that resulted from United Cerebral Palsy taking over parts of that institution. The union planned a statewide media campaign to oppose all contracting out.

The contract between the State and the CSEA is signed. The CSEA wins the Rockland representation vote. Mental Hygiene deinstitutionalization is the focus of a growing battle. A New York City demonstration is held to protest the takeover of Willowbrook by United Cerebral Palsy. On Long Island, Nicholas Abbatiello takes over the presidency of the Nassau Local when Irving Flaumenbaum moves aside after 20 years' leadership of the Local. Union executive director Joseph Lochner retires after serving the union for almost half a century. A strike is threatened by Monroe County, if fact-finding fails.



GOV. CAREY'S UNFAIR TIME CHARGES

N.Y.C. BLACKOUT

COMPOUNDING THE MISHAP

In November the State agreed to grant the blackout day's pay to New York City-area employees who reported to work, but were told to go home. As during the Buffalo blizzard, people who obeyed official warnings and stayed away from the city had the time applied against them.



A long period of confrontation between Monroe County and the CSEA resulted in a strike, which ended quickly and successfully.



William McGowan is sworn in as CSEA president after winning a narrow contest against five-term president Theodore Wenzl. The Legislature passes the Agency Shop, and a special delegate meeting is held to discuss the implications of the new law. A dime per payday toward a political fund is voted by delegates at that meeting. Monroe County votes to strike. Joseph Roulier, CSEA director of public relations, dies.

### 1977, Year Of Changes

(Continued from Page 8) dispute was resolved by adoption of a new contract for an unprecedented four-year duration.

**2** Union officer elections. For the first time since the election schedule was revised five years ago, all statewide, regional and Local elections were synchronized for a single year. There were some startling upsets, notably when two-time Central Region V president Richard Cleary lost to James Moore (the first defeat of an incumbent regional president), two-term Suffolk Local president James Corbin lost to William Lewis (presumably because of members' dissatisfaction with four-year contract that they had ratified) and three-year County Division chairman Salvatore Mogavero lost his Board seat to Dominic Spacone, Jr. (and consequently his Division chairmanship). Most spectacular, though, was the loss by five-term statewide president Theodore C. Wenzl to the union's executive vice-president, William McGowan, by only 28 votes. It was only last week that Dr. Wenzl's elec-



The Monroe strike ends quickly, successfully, with restoration of pay cuts, an 11 percent increase, and more job security. Willowbrook demonstrators travel to Albany and consider striking to halt layoffs resulting from the United Cerebral Palsy takeover of that institution. President McGowan requests a lay-off moratorium. Legislators tell union delegates to the fall convention at Kiamasha Lake that they too are concerned about Mental Hygiene deinstitutionalization. Saratoga Springs bus drivers win a nine-day strike.



In support of Willowbrook Developmental workers and others, the union plans a statewide media campaign opposing contracting out. Grievances resulting from the settlement of the statewide contract are settled, establishing promotional and incremental salary increases for those entitled. President McGowan announces the reorganization of the CSEA staff. He tours the state, talking with members in each of the union's six regions.

(Continued on Page 14)



# GO TO HEALTH

By WILLIAM R. WILLIFORD

## 10 Miles A Day

The potential of exercise to solve many of life's problems is almost limitless.

Donald Ardell, in his book, "High Level Wellness," explains how a physical fitness program helped one individual.



"It is hard to exaggerate the importance of physical fitness, but let me try. A client called upon his wellness-oriented physician and exclaimed: 'Doctor, you must help me. My self-concept has deteriorated. I'm overweight. My energy level is low, and I can't sleep nights. Worst of all, my wife says I'm unbearable and doesn't want me around the house anymore. What's wrong?'"

Without hesitating, the insightful physician said: "I know what your problem is: you are physically unfit. Here's what I want you to do: run 10 miles daily for the next 15 days." Immediately, the client responded: "Doctor, that makes sense. I'll do it." And 15 days later, he reported to the physician that he had done as recommended, and the results were wonderful. That is, his self-concept was terrific—he lost weight, had a high energy level and slept soundly at night.

"Fine, fine," said the physician, "but tell me, how are you getting along with your wife?" "How the hell would I know?" he replied. "She's 150 miles away."

The important thing to remember is that it's not what motivates you to exercise that's important. The important thing is that you are exercising regularly and enjoying all of its many side effects.

# State And County Eligible Lists

- EXAM 36009  
SR UI CLAIMS EXMR  
(Option B)  
Test Held May 7, 1977  
List Est. Nov. 25, 1977  
(Continued from Last Week)
- 81 Woodroe Ann P Syracuse .....78.8
  - 82 Reamsnyder G C Camillus .....78.7
  - 83 Schwartz A NYC .....78.6
  - 84 Ribyai Robert J Syracuse .....78.6
  - 85 Dweck Albert S Brooklyn .....78.6
  - 85A Schwartzberg B Flushing .....78.6
  - 86 Dirolf William Malone .....78.5
  - 87 Prout Doreen P Lockport .....78.3
  - 88 Carrethers J D Brooklyn .....78.3
  - 89 Mattingly James Rexford .....78.2
  - 90 Weisz Linda L E Elmhurst .....78.2
  - 91 Kepny Raymond M Rochester .....78.2
  - 92 Prout Doreen P Lockport .....78.0
  - 93 Childs Varma C Olean .....77.8
  - 94 Basle Louis G Troy .....77.6
  - 95 Mathewson J E Yorktown Hts .....77.6
  - 96 Korblum Yigal Brooklyn .....77.5
  - 97 Florheim Carol Fort Lee .....77.5
  - 98 Winokur E V Oyster Bay .....77.3
  - 99 Smolowitz B S Brooklyn .....77.2
  - 100 Trudeau David W Ogdensburg .....77.2
  - 101 Bunt Christine Slingerlands .....77.2
  - 102 Linder Marc R Brooklyn .....77.1
  - 103 Archer Frank E Buffalo .....76.9
  - 104 Fonseca F NYC .....76.9
  - 105 McNamara M M NYC .....76.7
  - 106 Leventhal Alan Suffern .....76.6

- 107 Murray Edward New Rochelle 76.6
- 108 Belowski Mary E Bay Shore .....76.6
- 109 Stearns Ellen M Warsaw .....76.5
- 110 Tubman Harold B Brooklyn .....76.5
- 111 Kropp Clotilde NYC .....76.5
- 112 Edner Robert A Brooklyn .....76.3
- 113 Duffy Sharyn M Rochester .....76.2
- 114 Lewis Christy C Buffalo .....76.2
- 115 Fried Herman L Williamsvil .....76.2
- 116 Kulich Lenore L Westbury .....76.2
- 117 Blodgett Edward Cuba .....76.2
- 118 Pawlowski M K Corning .....76.1
- 119 Roth James R Ravena .....76.1
- 120 Mentzer Richard Albany .....76.1
- 121 Himler Marsha S Middleburgh 76.1
- 122 Hamilton B A NYC .....76.1
- 123 Kazmierczak R B Buffalo .....76.0
- 124 Tilley Robert W NY Mills .....76.0
- 125 Daniels Helen Westbury .....75.9
- 126 Gleason Rita R Cortland .....75.9
- 127 Calderon Gail L Rochester .....75.8
- 128 Erlleman K B E Moriches .....75.8
- 129 Scott John H Batavia .....75.7
- 130 Winokur Daniel Glen Oaks .....75.6
- 131 Dunne Thomas M Jamaica .....75.5
- 132 Brodsky Larry Brooklyn .....75.5

- 133 Connor John F Rochester .....75.5
- 133A Scipioni M D Rochester .....75.5
- 134 Frankel Abner Westbury .....75.4
- 135 Uppichard W N Yonkers .....75.2
- 136 Cardoza Elmer NYC .....75.2
- 137 Lester Barbara Brooklyn .....75.1
- 138 Eisenberg R Brooklyn .....75.1
- 139 Curtin William Babylon .....75.0
- 140 Fatta John V Schenectady .....75.0
- 141 Groob Marsha M NYC .....74.9
- 142 Bowser Robert Sag Harbor .....74.8
- 143 Coonrad F E Poland .....74.8
- 144 Bing Violet N Woodmere .....74.7
- 145 Asherman H Brooklyn .....74.7
- 146 Kinbar Philip H NYC .....74.6
- 147 Tushinski L Yonkers .....74.6
- 148 Taylor Wayne Dobbs Ferry .....74.6
- 149 Dais Anthony D E Greenbush 74.5
- 150 Janitz Mona F Syracuse .....74.5
- 151 Stewart Mark D Rochester .....74.5
- 152 Matthews Robert Massena .....74.3
- 153 Fischer R Bronxville .....74.3
- 154 Donnelly M L Williamsvil .....74.2
- 155 Howard Lester C Cherry Creek 74.2
- 156 Ford Carol V NYC .....74.2

(Continued on Page 15)

## PERB Orders Decertification Vote In Yonkers

ALBANY—The State Public Employment Relations Board has ordered a decertification election for the non-teaching employees of the Yonkers school system. The balloting is to settle a dispute between the Civil Service

(Continued on Page 15)

## Secretary II Trans. Supv., Posts Open

NEW CITY—Rockland job hunters will have to act quickly if they want to qualify for two posts with the county government.

County Civil Service Commission officials scheduled a Jan. 4 filing deadline for supervisor of transportation, an open competitive post, and secretary II, a promotional job open to Nanuet and South Orangetown schools employees. Only Rockland residents are eligible for the secretary post but the transportation post is open to both Rockland and non-Rockland residents. The exam for both jobs is scheduled for Feb. 4.

For details and applications, contact the Rockland County Personnel Office, County Office Building, New City.

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## CHARITY BASKETBALL

Brooklyn Developmental Center's basketball squad took it on the chin last week in a hard-fought game with team from NBC-TV, but center residents didn't. Proceeds from the game, won by NBC, went to the center. Match was arranged by the Civil Service Employees Association Local 447. In picture to right, part of the crowd is shown. Center residents, center employees, union members and relatives of players were on hand at the center's gym. Above, both CSEA (in dark uniforms) and NBC players battle for ball which, for the moment, seems to be eluding everyone. NBC won 107-102. It was first loss of year for CSEA team. Its next game is Jan. 28 against Radio Station WBLB.



## CSEA WINS AGAIN

The Civil Service Employees Association is the official collective bargaining agent for 20 non-security Albany County Jail employees. The union received the designation after all 20 employees voted for it. The CSEA unit is made up of clerks and administrative assistants. Jail guards and sheriff deputies are represented by other unions.

## NEW YORKERS PAY MORE TAXES, SAYS UNION

Teamster Joint Council 16, in a recently released analysis report, says that New Yorkers are the highest taxed people in the United States. New York State and local taxes, the report says, took up to about 20.9 percent of residents' income in 1974. Vermont was second with 13.9 percent.

## STOP SCARE TACTICS, UNION DEMANDS

Local 815 of the Civil Service Employees Association has asked the state Public Employment Relations Board to stop Erie County officials from trying "to scare and coerce union members into giving up a pay raise for 1978." The county had announced it would withhold salary increments and grievance arbitration unless the current contract was renewed before Dec. 31.

## MOTOR VEHICLE AGENCY ASSAILED AGAIN

Another state agency has accused state Motor Vehicle Department officials of poor administrative and bookkeeping procedures, which, it was charged, probably cost the state money. The Department of Audit and Control says that "because of inadequate accounting records and internal control procedures at Motor Vehicles, we could not determine whether all revenue due the state were properly accounted for." In September, the State Investigation Commission made similar charges and called for the dismissal of Motor Vehicle Commissioner James P. Melton.

## STRIKE HITS PUERTO RICO

About 6,000 employees of the Commonwealth-owned light and power company have gone on strike for higher wages in Puerto Rico. Police reported that a bomb had toppled a tower in a vital transmission line in the latest instance of sabotage against the utility company. "We want a decent and reasonable increase to be able to meet the obligations that this unjust society imposes on us," said Luis Lausell, head of the Electrical Industry Workers Union, known as UTIER by its Spanish initials.

## Duryea Is Praised For 'Dumping' Stand

AMITYVILLE — Long Island Civil Service Employees Association Region I president Irving Flaumenbaum has commended Assemblyman Perry Duryea (R-Montauk) for his recent condemnation of the state's policy of "dumping" mental patients.

Mr. Flaumenbaum offered the Assembly Minority Leader information and services of the CSEA to help bring the situation to the attention of the public.

Mr. Duryea, possibly tipping off one theme of his expected run for the governorship against Gov. Hugh L. Carey this fall, garnered headlines in daily newspapers with a recent attack on "dumping" of former mental patients by discharging them to communities with no facilities for their proper care. Many severely affected communities are on Long Island, Duryea's home

base, but the state policy is drawing increasing fire throughout the state.

Mr. Flaumenbaum also commended Assemblyman Paul Harenberg (D-Bellport), another Suffolk legislator, for battling the Governor's dumping strategy. Mr. Harenberg has held a series of public hearings on the prob-

lems as chairman of the Assembly's subcommittee on aftercare.

Mr. Flaumenbaum said that the best interests of patients are being disregarded in the name of economy. The peace and tranquility of communities is disrupted and career employees are unjustly threatened with concern for their futures.

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# Mental Hy Split: A Three-Pronged Problem

(Continued from Page 2)  
been a request for 296 additional administrative staff and a \$5.1 million increase over last year."

Dr. Cohen is also concerned that the reorganization will move more of the decision-making to the county level. If that happens, he said, the individual counties may elect to contract out for services to voluntary agencies, thereby displacing state employees and/or causing a loss of thousands of members for the CSEA.

But so far, the area where the effects of the plan are most immediate are in Mental Hygiene Central Office Headquarters in Albany. Marilyn D'Amico, a stenographer there, is president of that union Local, which represents 340 state workers at 44 Holland Avenue.

Instead of remaining in their positions of employment for only Mental Hygiene, the workers have been reassigned to titles in one of the three new departments. Ms. D'Amico said, out of those who have received their new assignments, only 13 are dissatisfied with them.

"People were happy to know that they were situated and were to be retained in a job," Ms. D'Amico said. "Most workers are doing the same jobs, but they will be doing them under different people."

Employees had the option of submitting letters requesting different assignments than the ones they were given. Ms. D'Amico said the 13 workers who exercised that option are now on a list awaiting the availability of titles in the departments they prefer.

"Our biggest concern right now is the question of whom we will be working for," Ms. D'Amico said. "We're removed from the situations occurring in the state facilities and are not completely familiar with the problems of those who staff them. We have our own interest area."

Some of the concerns of the workers and administrators in the state facilities include the problem of which department will take responsibility for individuals who are multiple-handicapped, i.e. a psychotic who is also an alcoholic. Should Mental Health care for the patient or Alcohol-Drug Abuse?

Dr. Mashikian said this problem will have to be solved on a case-by-case basis. Dr. Mesnikoff agreed with him.

"There will be overlapping in many cases, but I think we will find that most of the care required for patients who are, say, brain-injured with other related problems, will be in Mental Re-

tardation facilities, because they need a highly structured environment," Dr. Mesnikoff said. "As we go along, we'll gain experience in knowing how these people should be treated."

While state employees believe the split into three departments will serve to expand the bureaucracy of Mental Hygiene, Dr. Mashikian disagrees.

"I don't think the bureaucracy will be worse than it has been," he said. "There will be more accountability—and I see the need for a coordinating council of professionals, facility directors and commissioners, who could work together to maximize service to New York State citizens."

Dr. Mashikian, originally a strong opponent of the plan, now has resigned himself to it.

"The reorganization is a real-

ity, and while I know its shortcomings, I can live with it now," he said. "It's going to take time to straighten the bugs out, but when it comes to practical consequences, it will be an improvement over the way the system is set up now."

Dr. Mashikian said he does not share others' anxiety about massive layoffs. He said, if anything, there will probably be more jobs open because of the reorganization.

"If the state wants to take proper care of its patients and really make the plan effective, then it's going to cost a lot of money," said Central Islip's Mr. Donahue. "But that new money will go for bureaucracy, not workers—the Governor has promised a lot without the mechanism to deliver it."

Whether or not that statement is true will become more apparent as April 1 approaches. Meanwhile, state workers will continue efforts to make the transition as non-detrimental as possible, deal-

ing with Commissioners, Daniel Klepak of Drug Abuse; Thomas Coughlin III of Mental Retardation; Anthony DeLuca of Alcohol; and James Prevost of Mental Health.

## The Federal Employee

By PETER ALISON

### Women In Government

Equalizing jobs for women is becoming more of a problem in federal agencies as pressure for equal opportunity grows.

In federal service, all agencies will be encouraged to set aside up to 20 percent of job vacancies for women and minorities. Direction for the move came from Jules Sugarman, U.S. Civil Service Commission vice chairman, and was approved by President Carter.

A five-year program would permit employees to be hired without regular Civil Service testing. Applicants will not have to compete against those who file the regular way. Appointments will be made for a two-year try-out. Permanent civil service status could follow.

The three civil service commissioners who run the federal merit system have approved the plan.

Since most federal employees

are white males, agencies will be required to make a race, sex, ethnic and age analysis at all occupational levels and determine which groups are under-represented. Special emphasis will be given to grades 1 through 18 in job categories with 2,000 or more slots.

Women's groups and civil rights groups have been the chief supporters of the program. Some professional associations and unions, however, have objected strenuously. They call it a quota system. Legal action against what they call reverse discrimination will undoubtedly come from one of these groups.

Meanwhile, the commission plans to use the survey to designate protected classes—such as women, hispanics, blacks, orientals—experiencing adverse impact. Such a determination will trigger special hiring procedures for them called Schedule A. This designation is used for lawyers and other groups not required to take a test for government jobs.

## State Making It Easier

(Continued from Page 2)

The commissioner said competitive examinations could be used when women and minorities are under-represented among prospective candidates, candidates for promotion do not have strong potential for advancement, people outside state service have skills required for programs advanced by technological advances, labor market changes have made high quality candidates available, former employees could be rehired, or when highly qualified individuals who would not accept entry level jobs are available.

The second action taken by the Commission would enable State agencies undertaking new programs to initially fill positions non-competitively in some circumstances. Under such conditions, the Commission would consider an agency request to place positions in the non-competitive class on a "start-up" basis for a specified limited period, subject to review by the Commission. If, after review, it is determined that the non-competitive status should be changed to competitive, the position would be reclassified.

This procedure would be considered by the Commission when positions must be filled quickly, are different from any in State service, making it difficult or im-

### Info Specialists

ALBANY—The State Civil Service Department established an eligible list for real property info. specialist on Oct. 17, 1977, as the result of a September 1977 open competitive exam. The list contains 26 names.

possible to prepare an examination until someone has actually worked in the position, or when it becomes necessary to fill positions rapidly in order to begin a new program without delay, or when recruitment might be difficult if the job were offered on only a provisional basis, with permanent appointment contingent upon subsequent competitive examination.

## Mental Therapy Trainees Sought By State Agency

ALBANY — Mental hygiene therapy aide trainee posts are available with State Mental Hygiene Department psychiatric and developmental centers, state Civil Service Department officials have announced.

The open continuous posts begin with \$7,204-a-year salaries, upgraded to \$8,050 following a training period. Jobs are available for applicants who speak only English and persons who speak both English and Spanish.

Officials say applicants must pass a written examination testing ability to read and speak both languages and ability to care for mentally ill or retarded patients. Candidates seeking the Spanish-speaking posts must be familiar with Spanish spoken in Puerto Rican or Cuban communities in the United States.

Candidates should apply to State Civil Service Department at either State Office Building Campus, Albany; 1 Genesee St.,

Buffalo, or 2 World Trade Center, New York City.

## Federal Job Calendar

These jobs are open in New York City or surrounding counties until further notice. Applicants should contact U.S. Civil Service Commission's New York City Area office. Requirements vary.

### GENERAL SCHEDULE POSITIONS

Written Test Required At Some Grade Levels

Title	*Salary Grade
Communications Technician	5
Data Transcriber	2,3
Dental Hygienist	4
Electronic Accounting Machine Operator	4
Electronics Technician	4
Engineering Technician	5,6,7,8
Examiner (Intermittent)	4
Firefighter (Structural)	4
Fiscal and Accounting Support Positions	4
Hospital Police Officer	5
Medical Aid (Sterile Supplies)	2,3
Nuclear Medicine Technician	5,6,7
Photographer	7
Physical Therapy Assistant	4
Reporting Stenographer	5
Sales Store Checker	3
Shorthand Reporter	7,9
Tractor Operator	6
Travel Clerk (Typing)	5

### TRADES AND CRAFTS

No Written Test

Title	Title
Blacksmith	Quality Inspection Specialist
Chief Engineer (Ferryboat)	Refrigeration and A/C Equipment Operator
Chief Engineer (Marine Diesel)	Shipfitter
Electronics Mechanic	Ship Surveyor
Master (Ferryboat)	Welder
Ordinance Equipment Mechanic	

For further information, contact a federal job information center at either 26 Federal Plaza, New York, 10007 (telephone (212) 264-0422); 590 Grand Concourse, Bronx, 10451 (212) 292-4666; 271 Cadman Plaza East, Brooklyn, 11201 (212)330-7671).

\*The salary grades pay as follows: grade 2 pays \$7,035; grade 3 \$7,930; grade 4, \$8,902; grade 5, \$9,959; grade 6, \$11,101; grade 7, \$12,336; grade 8, 13,662; grade 9, \$15,090.

## State Promotional Job Calendar

FILING ENDS JAN. 16

Chief Clerk	Chief Resources And Reimbursement Agent
Head Clerk	Principal Resources and Reimbursement Agent
Medical Accountant	Security Hospital Treatment Chief
Principaid Claims Examiner Trainee	Security Hospital Supervising Treatment Assistant
Senior Drafting Technician	

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

### Business For Sale

CARVEL STORE FOR SALE in Bronx, moving out of city. Call (212) 562-9842.

### LEGAL NOTICE

LIMITED PARTNERSHIP  
139 WEST 19TH ST. CO., 115 East 9th St, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office December 19, 1977. Business: Own and operate real property. General Partners: Lawrence Devine, 72 Fifth Ave., NYC; Susan Abbott, 37 W 72 St, NYC. Limited Partners: Louise Lane, 303 E 57 St, NYC; Irving Bergman, 1501 Franklin Ave, Mineola, NY; Florine Snider, 1 W 89 St, NYC. Term: April 15, 1977 to April 15, 1987. Unless sooner terminated. Cash Contributions: Susan Abbott \$75,000; Louise Lane \$10,000; Irving Bergman \$10,000; Florine Snider \$5,000. Partners shall share in the net profits as provided in agreement. No additional contributions agreed to be made. Upon death or incapacity of a general partner, the remaining general partner has the right to continue the business. Limited partners may assign interest with consent of general partners. Additional limited partners may be admitted.



# 1977 Was Year Of Changes For CSEA

(Continued from Page 9)  
tion-challenge petition was dismissed by the courts.

**3 Strikes.** After a series of salary cutbacks and layoffs, Monroe County workers went out on strike for two days last summer. It was the largest county group ever to strike, but the shortest countywide strike. It resulted in restoration of the pay cuts, an additional 11 percent increase and provisions to strengthen job security. As the year ended, Rockland County took to the picket lines to protest three years of delay in reaching an equitable agreement there.

**4 Disasters.** Winter snowstorms buried Buffalo and Watertown. Summer blackout left New York City Metropolitan area without electrical services. In both cases state charged work-loss time against employees, though Mayors of Buffalo and of New York City had told them to stay home.

**5 Agency Shop.** Although little optimism was expressed in early days of legislative session, Agency Shop Bill was passed and signed into law by Governor. Two-year trial period provides that non-union state workers contribute amount equal to dues

to their bargaining representative. Several counties also have contracts that include agency shop provision contingent on state law.

**6 Contracting out.** Conflict continues unresolved on contracting out as typified by situations at Saratoga Springs School District and at Willowbrook Developmental Center. At Saratoga Springs, the CSEA won right to represent former members whose jobs were transferred to private bussing firm. At Willowbrook, however, protests were launched against snowballing takeover by United Cerebral Palsy of several buildings and functions at the Mental Hygiene facility. Massive publicity campaign was decided upon as best way to bring the situation to public attention.

**7 Mental Hygiene.** Two areas of concern took the spotlight. The huge department was divided into three smaller departments—Mental Hygiene, Mental Retardation and Drug/Substance Abuse, with the changeover scheduled for next April 1. Deinstitutionalization continues, also, with state employees being joined by community residents in protesting the accelerated movement of Mental Hy residents into com-

munities without proper care.

**8 Reorganization.** For 11 years, Theodore C. Wenzl had been president of the CSEA after a couple of decades of working up the union hierarchy ladder. For 46 years, Joseph Lochner had been a key staff member, with the last 15 years as executive director. Last year, both these men—the top elected official and the top appointed staff members—stepped aside: Dr. Wenzl by losing his re-election bid for an unprecedented sixth term, Mr. Lochner through retirement. In addition, CSEA director of public relations Joseph Roulier died. Thus, as one era passed, another one began to be forged by the new president, William L. McGowan. Mr. McGowan toured the

state extensively to meet with rank-and-file members and announced a major reshuffling of the union's top staff members.

**9 Political action.** CSEA's determination to have a greater voice in the choice of elected officials was accented by delegates' decision to set aside 10 cents a paycheck per member to use in political action fund. The 10 statewide officers, County and State Division chairmen and four others at-large were named as trustees for fund to be administered as separate entity.

**10 Courts.** On April 1, courts that had been under local jurisdictions were taken over by state Court Administration. Terms of previous contracts were being

honored by state until statewide court contract is agreed upon. Details of this procedure are still being worked out.

Everything is not wrapped up in a neat package at the stroke of midnight on Dec. 31, so many of these stories are still being followed for further developments.

Whether any given individual is happy or angry with the year's events, it must still be recognized that it proved a turning point in the history of the Civil Service Employees Association and, consequently, of most of the state's public employees.

Seldom in any one given year have so many problems been resolved, or hopeful beginnings made toward eventual solutions. It has been a year to remember.

## CSEA Names Co-ordinator, School District Affairs

ALBANY—Arne Wipfler has been appointed to the Civil Service Employees Association's newly created position of co-ordinator of school district affairs, it was announced recently.

Ms. Wipfler, who reports to Joseph J. Dolan, CSEA's director of collective bargaining and field services, will act as a liaison between CSEA and its thousands of non-instructional employees in school districts statewide.

Ms. Wipfler joins the staff of CSEA with a strong background in labor relations for school employees gained during her nine years as an elementary teacher with the Horseheads Central School District. During her tenure there she served as grievance chairwoman for her 360-member teacher association and also worked as a lobbyist in New York State and Washington, D.C. for the New York Educators Association of the National Educational Association. She was a representative to NEA's Great Lakes Regional Bargaining Council, a 13-state conference covering the various aspects of collective bargaining, and also attended the 11,000-member NEA convention as a state delegate. She has also

participated in numerous negotiating and fact-finding sessions for school employees.

A graduate of Mansfield State College in Pennsylvania, with a bachelor of science degree in education, Ms. Wipfler received a masters degree in education from Elmira College.



### INSTALL WESTERN THRUWAY LOCAL OFFICERS

At installation dinner party of Western Thruway Local 056 are, from left, Civil Service Employees Association field representative Thomas B. Christy, secretary Joseph Graves, treasurer Edward Kiedrowski, Local president Albert Sibillo, CSEA statewide president William L. McGowan, recording secretary Rose Connolly and vice-president James Collopy.

## Retiree Committee Report

(Continued from Page 16)  
John Kennedy, Albany delegate, stated that there are some facets of the Flynn bill which are unclear and Mr. F. agreed that it should be re-studied for clarification purposes. Mr. Kennedy also pointed out that according to the same bill, as a person reached age 62 he would become eligible for the increase benefit, which is a very good feature.

At this point, Chairlady Davis introduced CSEA's new president, Mr. McGowan. President McGowan observed that there seems to be a lot of misunderstanding as to retirees' rights that ought to be cleared up once and for all. "You have a person on the staff who is very, very capable, and Tom has never ducked work and he is not going to duck it now when I give him another job. I think maybe you people should sit down and get yourself in order with questions that you would like about full dues-paying retirees, where does the rebate go to, your right to go into a retiree chapter or stay in your own chapter—things you ought to know. Why don't you make up, or maybe Tom will make up a questionnaire, to be

mailed out so we can find out what's on your mind, so that we can do some investigating and clear it up once and for all. I think you should do that. Why go around confused all the time?"

"... You retirees can have an awful lot of strength. You have the know-how, you have the time and you have the numbers. With all due respect, and I have asked Jim (Featherstonhaugh) to stay here because I think a great deal of Jim, he does a good job for us in the Legislature, but I think it is time you people decided the type of bill you want. I think the type of bill should be a permanent cost of living. Let's not kid each other. If you think you're going to get it the first year or the second year, you're nuts. But if you get together and get behind us, and hound every politician, you're going to get it. They've got all kinds of money for everything else. Quite frankly, they're not giving it to you because they don't think you're going to yell loud enough.

"Your day is now. The retirees are being heard throughout the country. . . So, please, start pushing with Jim, and Jim will

help you write any bills you need."

Chairlady Davis then introduced Mr. Martin Langer, Chairman of CSEA's Legislative and Political Action Committee. Mr. Langer said he looked forward to having his committee work more closely than ever with the retirees committee this year, and that it may be a good idea if he himself could, upon invitation, attend retiree chapter meetings throughout the state, to advise the chapter on how best to organize their support for political candidates who are on record as friends of CSEA.

George DeLong warned against supporting the Citizens Public Expenditure Service, a taxpayer group which opposes all efforts made for the benefit of public employees and retirees.

Charles Gormley asked Mr. Langer's opinion about chapters having candidates night in the races for the Assembly and Senate. Marty said that each region has a legislative and political action committee to deal with endorsements of candidates with the region, and that their efforts could be correlated with chapter action on announced candidates. He said that each

retiree chapter's legislative chairman should endeavor to work closely within its region.

(To Be Continued)

### Hire Managers

(Continued from Page 1)

versed."  
The report—which does not include SUNY figures due to comparability problems in SUNY's personnel system—showed a decrease of 1,192 classified jobs in the Department of Mental Hygiene and an increase, in the same department, of 1,882 exempt positions. A net decrease of 43 classified slots in the Department of Civil Service was reported with an increase of 84 exempt positions in the same department.

Other areas of increases in positions filled during 1977 included the Department of Correctional Services, with 549 exempt slots out of a total increase of 906 jobs; a 246 job increase in the Department of Education, of which 121 were exempt status; a 574 job increase in the Department of Transportation, which included 228 exempt positions, and an increase of 700 jobs in the Executive Department, including 243 exempt jobs.

## New P.R. Asst.

FISHKILL—Marticia Madory has been appointed public relations assistant for the Civil Service Employees Association's Region III, according to Region president James J. Lennon.

A 1963 graduate of the University of Missouri School of Journalism, Ms. Madory has edited publications for the National Lubricating Grease Institute, Kansas City Purchasing Agents Association, Illinois Education Association and New Jersey Education Association. She was most recently coordinator of communications at Marist College, Poughkeepsie.



# Latest State And County Eligible Lists

(Continued from Page 10)

- 157 Besignano John NYC .....74.2
- 158 Tapp Lillian K Bronx .....74.0
- 159 Riley Thomas F Geneva .....74.0
- 160 Kellman Martha NYC .....73.9
- 161 Bigsby David M Syracuse .....73.9
- 162 Winegar Diane Brooklyn .....73.8
- 163 Reimer Barbara Rochester .....73.8
- 164 Matos Barbara H Teaneck .....73.8
- 165 Alderson S C Mamaroneck .....73.7

- 166 Gugino Harry A Buffalo .....73.7
- 167 Barrington W D Syracuse .....73.6
- 168 Morales Eufemia Mt Vernon .....73.6
- 169 Marlen Howard J West Seneca 73.6
- 170 Sill Richard A Levittown .....73.6
- 171 Corban Thomas S NYC .....73.5
- 172 Piazza Mary M Rochester .....73.4
- 172A Deal John Oneonta .....73.4
- 173 Malinak Michael New Windsor 73.4
- 174 Hart Jean M Passaic .....73.3

- 175 Steiglitz Louis Liberty .....73.2
- 176 Garrity D Bronx .....73.1
- 177 Britton Jessie NYC .....73.1
- 178 Kress Frank M Niagara Fls .....72.9
- 179 Andrews Lee G Lancaster .....72.9
- 180 Manderville M E Troy .....72.9
- 181 Mulvey Charles Tonawanda .....72.8
- 182 Blaufox Jill NYC .....72.8
- 183 Burgess Gregory Bay Shore .....72.7
- 184 Spilke F Brooklyn .....72.7
- 185 Schallmo W M Rochester .....72.7
- 186 Sperber Malcolm NYC .....72.6
- 187 Colonna M R Bronx .....72.6
- 188 Kantrowitz R Brooklyn .....72.5
- 189 Antonucci Marie Buffalo .....72.4
- 190 Palmer Kenneth Mohawk .....72.3
- 191 Harper Monroe Brooklyn .....72.3
- 192 Lebowitz Jack R Levittown .....72.2
- 193 Weiner Burton Brooklyn .....72.2
- 193A Green Geraldine New York .....72.1
- 194 Guirindongo J L Bronx .....72.1
- 195 Garrick Keron D Bronx .....72.1
- 196 Schneider A L Short Hills .....72.0
- 197 Riccio Richard Hudson .....72.0
- 198 Sclafani Carlo Oakland Gdns .....72.0
- 199 Granatstein B F Syracuse .....71.9
- 200 Laozi Richard M Jamestown .....71.6
- 201 Spence Eileen F Pittsford .....71.6
- 202 Tupper Randal O Brooklyn .....71.6
- 203 Wokan Karl P Kirkwood .....71.4
- 204 Daniels Barbara Bronx .....71.4

- 205 Cooper Rose Floral Park .....71.4
- 206 Jeram Theodora Glenmont .....71.4
- 207 Solsky J Brooklyn .....71.2
- 208 Karmin Andrew H Brooklyn .....71.1

- 209 Frantz John M Liverpool .....71.1
- 210 Anderson C H Voorheesvil .....71.0
- 211 Scherlag F H Long Beach .....70.7
- 212 Sullivan Mary L Gloversville .....70.6

## Pick CSEA's McGowan Conference Co-Chairman

ALBANY—Civil Service Employees Association president William L. McGowan has been named co-chairman of the New York State Public Employee Conference, with Victor Gotbaum, District Council 37, and Albert

Shanker, of the United Federation of Teachers.

The conference was formed to allow the strongest labor unions in the state to take a united position on legislation affecting their members. Conference members meet periodically to discuss upcoming legislation and possible lobbying strategies.

Conference members include leaders of the police, fire and skilled trades unions; the transport workers, nurses, sanitation workers and superior officers unions, and the Service Employees International Union.

Barry Feinstein, president of Teamsters Union Local 237, is chairman of the group.

## PERB Orders Vote In Yonkers

(Continued from Page 10)

Employees Association and the Service Employees International Union.

The election is scheduled for early January. The mail balloting will be compiled by the end of the month, said Kathleen McDonnell, president of CSEA's Yonkers unit.

"Many members have called to offer their support," said Ms. McDonnell. "I appreciate their efforts. Now is the time for all of us to stand up and be counted. It would be a shame for Yonkers non-teaching personnel to be represented by a union that has never negotiated a contract for public school employees anywhere in Westchester County. Thanks to 10 years of CSEA representation, there has been great improvement in the lot of non-teaching personnel in Yonkers. I would hate to see us hand ourselves over to a union with no demonstrated ability to deal with the public sector."

## 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.-3 p.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, 100 South Clinton St., Syracuse 13202. Toll-free calls may be made to (800) 962-1470. Federal titles have no deadline unless otherwise indicated.

## Open Continuous State Job Calendar

Title	Salary	Exam No.
Accounting, Careers In	\$10,714	20-200
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
Audiologist, Assistant	\$11,337	20-885
Audiologist	\$12,670	20-882
Dental Hygienist	\$ 8,523	20-107
Dentist-In-Training	\$20,428	27-679
Dentist I	\$22,694	27-629
Dentist II	\$25,161	27-680
Dietitian Trainee	\$10,118	20-888
Dietitian	\$10,714	20-887
Dietitian, Supervising	\$12,670	20-886
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
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
Motor Carrier Transportation Specialist	\$13,404	20-889
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	\$14,880	20-139
Occupational Therapist (Reg. & Spanish Speaking)	\$11,337	20-895
Occupational Therapist, (Reg. & Spanish Speaking)	\$12,670	20-894
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 Social Services Management Trainee/Specialist (Reg. and Spanish Speaking)	\$10,118-\$10,714	20-878/20-879
Technologist (Therapy)	\$8,051-\$10,274	20-334
Speech Pathologist, Assistant	\$11,337	20-884
Speech Pathologist	\$12,670	20-883
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Varitype 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 examination for Stenographer 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) 488-4248.

Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

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.

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



**Hotel  
New  
Yorker**

(CIVIL SERVICE HEADQUARTERS FOR LINCOLN ROAD AREA)

1611 COLLINS AVE at LINCOLN RD.  
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# Retiree Delegates Minutes *Retiree Grapevine*

By THOMAS GILMARTIN  
CSEA Retiree Coordinator

Minutes from Retiree Division meeting at Civil Service Employees Association's Delegate Convention Oct. 11, 1977, at Concord Hotel were prepared by CSEA retiree coordinator Thomas Gilmartin from tapes. This is the second installment.

Don Buswell, retiree delegate from Binghamton, posed a question to Mr. Featherstonhaugh for a legal opinion. He referred to a newsletter from another retired public employees association which stated, "Perhaps you do not know that federal law prohibits any union which lobbies for employees to lobby for retirees." "Has this been considered, and if so, what is the answer?"

Mr. Featherstonhaugh's answer: "... I assume that law would have to be part of the National Labor Relations Act, or something which would prohibit us from doing it in terms of our representing people under one of the federal acts. We do not. Our representation of employees is solely under the New York State Taylor Law, and we represent employees only within the State of New York. So I do not believe, without ever having seen the law, that we would be subject to it. In any event, I can tell you that with all the retiree organizations in the state, most of them are very active in areas dealing with legislation affecting the aged in the Legislature. They are very inactive, and have been traditionally very inactive in dealing with retirement matters for public employees. Almost without exception every single bit of lobbying that is done with regard to public employees retirement pensions is done by public employee unions, by ourselves, or District Council 37, Teamsters, by Public Employee Coalition, and I think incidentally that one of the things CSEA is going to try to do is get the Public Employee Coalition to make a supplemental retirement bill one of their primary bills for the coming Legislative session.

"This means that not only will CSEA be supporting the bill, but the other seventeen public employee unions in the State will be supporting the bill. Bill McGowan is a member of their board and when they have their meeting, one of the proposals of CSEA is to have the Public Employee Coalition make that one of their primary bills."

John Tanzi, Syracuse Area retiree, inquired about the survivor's benefit bill which passed the Senate, and what are the chances of getting it through the Assembly. In reply, Mr. Featherstonhaugh said he felt we could get it through both houses this year, but is not sure we can get it signed.

Mr. Clarence Lokey of Middletown called the attorney's attention to the fact that present supplementation contains a limitation which denies the increase benefit to retirees who were not born before June 1, 1910. He asked if CSEA was aware of this. Mr. Featherstonhaugh said CSEA is very much aware of it, but that the legislators insisted on retaining that exclusion because of the cost factor.

Nellie Davis asked if the State Comptroller deserves credit for passage of the latest supplementation. In answer, Jim stated,

"Let me tell you how the passage of that bill came about. The teachers secured from the Republicans in the Senate a commitment to pass a very large and expensive supplemental retirement allowance for retired teachers. That is all they intended to pass in this last session. When we became aware through our contacts that that is the way the Senate was going, we went to the leadership of the Assembly and convinced the Assembly that they should hold out with the Republicans to get a supplemental retirement allowance increase for all retirees. The Senate Conference and the Assembly Conference met and were at loggerheads for weeks, because the Senate said, no matter what happens, they were going to pass this bill for the teachers and they promised the teachers to get it from the Assembly. We were able to use that as leverage once we got the Assembly on board to agree that they would hold out for one for all retirees to force the Senate to come around to pass the retirees bill for all. The Employees Retirement System really took no active role in it until after the compromise had been reached in the Legislature, because of the effect of CSEA and the other public employee unions on the Assembly."

Mr. Alfred Robinson asked the attorney to comment on the legality of the retiree legislative goal to amend the Taylor Law to allow negotiations for retirees. Mr. Featherstonhaugh said that such a bill is badly needed and he does not think amending the constitution would present an insurmountable obstacle in that area.

Mr. Robinson also referred to a letter he received from the Employees Health Insurance Unit of the Civil Service Department from which he infers that health insurance benefits for retirees can be handled administratively by the President of the Civil Service Commission instead of by legislation. Mr. F. replied that if a proposal is going to cost money, he (president) still has to go to the Legislature to have

it authorize the expenditure.

Mr. Charles Gormley asked the lobbyist's opinion about the goal to have the present supplementation extended to cover the year 1971, and to be made permanent. Jim Featherstonhaugh replied it is very possible that we can get the retirement cut-off year extended from April 1, 1969 to the year 1971, but he is less optimistic about having it made permanent. He added, however, that "even though we've had to sweat it out every year, we have never lost any increase."

(Continued on Page 14)



## BUTERO RETIRES

Sal Butero retired last week as principal stationary engineer at the New York State Psychiatric Center, Manhattan, after 41 years of service in the Department of Mental Hygiene. He will continue to serve as Civil Service Employees Association Local 419 president, a post he has held for the past 14 years. Mr. Butero's union activities have included four years as president of CSEA's Metropolitan Region, which was formerly called the Metropolitan Conference and included Long Island. He has served on the statewide CSEA Board of Directors, as first chairman of the Operational Bargaining Unit, and as third vice-president of the Mental Hygiene Employees Association.



## HANSON AND PFEIL OF LABS AND RESEARCH RETIRE

Arthur M. Hanson and Bernhard H. Pfeil retired recently after a combined total of 57 years service with the Division of Laboratories and Research of the New York State Department of Health. Director of the Environmental Health Center, G. Wolfgang Fuhs, center, congratulates Mr. Pfeil, left, and Mr. Hanson, during a retirement luncheon held at the White Lily Restaurant, Syracuse.

# Retiree Grapevine

By THOMAS GILMARTIN  
CSEA Retiree Coordinator

Retiree chapters throughout the state are having their annual holiday parties at this time, and your writer is one retiree who would have liked to be able to accept all their kind invitations to attend. You see, there is no other group of people in the world more enjoyable to be with at holiday time, in the spirit of friendship and mutual appreciation.

I am sure that this may be true of holiday gatherings of America's older citizens everywhere, for only those who have already lived most of their lives, who have mellowed with the griefs, the joys, the failures and the successes of a lifetime, know how to really count their blessings.

CSEA retirees have all that and more, as they too gather together with friends and colleagues of many years, to have a snort of Christmas cheer and to offer a toast to another year many thought they would never live to see. There are empty chairs and Guy Lombardo may have gone, but Auld Lang Syne and old acquaintances are still here to be touched and savored.

Our Civil Service retirees do not band together for fun and games. Like the union of which it is part, the Retiree Division is a bread-and-butter organization and retiree chapters are formed with serious purposes in mind. But retiree chapter Christmas parties? That is a delightful something else!

Let me, too, put aside for a moment the serious business of fighting for cost-of-living increases, to wish all of my dear retiree friends and other readers of the Civil Service Leader, a most happy and secure New Year for all of them as well as for their loved ones.

A NEWCOMER has appeared on the scene, and will be here to stay, we hope. I refer to the first issue of the CSEA RETIREE Newsletter, finally launched after many frustrating delays. 20,000 copies are being mailed to all retiree members, four times a year. It will open a line of communication that until now has been as dead as a phone disconnected by Ma Bell. We are happy about this and thank the new leadership of CSEA for just another indication that the retirees are indeed now "part of the family" at last.

WHILE WE ARE being grateful, thanks are also offered here to certain key people in the Employees Retirement System, in particular executive director Kenneth Altman, for making it possible for us to invite all recently retired retirees to join us. Mr. Altman's staff persons are being most kind and cooperative in response to my request. State employees in the Retirement System, many of whom are CSEA members, have always rated 10 on this coordinator's scale of 1 to 10, for their efficient and concerned interest in serving retirees and employees in the process of retiring. Understaffed as they are, they do a great job for which they seldom get deserved outside recognition.

YOU 2,700 RETIREE members, most of whom live in Florida, have in your midst a member who is trying to get you all together. Louis Colby, of Holiday, Fla., requested and received from us a print-out of names of people down there who are dues-paying members. Don't be surprised if you are contacted by Mr. Colby one of these days, and it will be with our blessing.

Lou Colby will be remembered by many as one who held numerous offices at one time in the Civil Service Employees Association. He was a member of the Board of Directors, fighting champion for seasonal employees, and president for ten years of Local 102, Parks and Recreation, and many other capacities too numerous to mention here.

The CSEA cannot legally charter a Florida chapter, as it is restricted to New York State by its Articles of Incorporation. However, there is no barrier to forming a club of CSEA retirees in Florida State, to support legislative efforts to be made in the 1978 session of the New York State Legislature. Those interested may contact Louis Colby, 3003 9th Street, Holiday, Fla. 33590.

MARTIN LANGER, indefatigable chairman of the CSEA's statewide legislative and political action committee, spoke recently at a meeting of the Binghamton Area Retirees Local, of which Don Buswell is president. Marty has offered to speak to retiree chapters anywhere insofar as his schedule permits. Thanks to this brainy young man, the CSEA's legislative program will be in better shape than ever before this year, and retirees are interested in a more active role in helping Marty's committee. President McGowan said, "You have the know-how; you have the time." He's right.