Western Region Meets

- See Pages 8 & 9

Vol. XXXVIII, No. 15

Friday, July 15, 1977

Price 20 Cents

McGowan Officially Sworn In

Wenzl Plans Legal Fight To Protest

ALBANY—William L. Mc-Gowan was declared, last week, the official winner in a close election over 5-term incumbent Theodore C. Wenzl for president of the 230,000-member Civil Service Employees Assn., the largest public employee union in New York State.

Mr. McGowan had the largest vote count when ballots were tabulated earlier, but Dr. Wenzl immediately filed a formal protest of those results, citing the closeness of the tally, 38 votes, and charging possible irregularities in the conduct of the election.

A CSEA special election procedures committee met last week at union headquarters in Albany to consider Dr. Wenzl's formal protest and rejected it, making the election of Mr. McGowan official. The committee issued a brief statement indicating that "a thorough review of all the items included in Dr. Wenzl's protest was made and we feel that there is no evidence submitted which would justify having a new election. Therefore, the committee rejects the protest."

The action upholds as official a 38-vote margin of victory by Mr. McGowan, who received 17,-318 votes to 17,280 for Dr. Wenzl. A third candidate, Kenneth Cadieux of Hempstead, Long Island, received 11,981 votes. Mr. McGowan was sworn in as president on July 1, the official start of his new 2-year term. He had been conducting all official presidential functions pending the

(Continued on Page 3)



William McGowan, elected president of the Civil Service Employees Assn. in a close election battle with five-term incumbent Theodore C. Wenzl, is sworn into his new office by Joseph McDermott, a state-wide vice-president of the union and president of its Capital Region. (Leader photos by Thomas Hashem)

Pass Mental Hygiene Bill OK For CSEA

By KENNETH SCHEPT

ALBANY—After being proposed by the Governor, amended and rewritten, the bill finally passed in the Senate last week to implement the state's Mental Hygiene deinstitutionalization plan, and was worded to closely coincide with the position of the Civil Service Employees Assn., according to Bernard Ryan, director of legislation and political action for the union.

"We have gotten some excellent support in the Legislature," Mr. Ryan said.

He indicated that State Sena-(Continued from Page 16)

State Workers Should See Pay Hike In August Checks

ALBANY—State employees represented by the Civil Service Employees Assn. will finally be receiving, retroactive to April 1, the first installment on the 3-step, 14-percent-over-two-years pay raise negotiated by the CSEA.

The state workers should initially see their increase in the first August paychecks.

That will represent the 5 percent increase retroactive to April 1. An additional 4 percent increase is scheduled for Oct. 1, and another 5 percent hike will occur on April 1, 1978.

Everything is contingent upon the appropriation bill which was to be signed by Gov. Hugh Carey not later than Friday, July 8. If the signing is delayed the first increase will probably be paid the second paychecks in August. The bill was approved by the Senate last Friday, after having previously passed unanimously in the Assembly. This gives the Governor just enough time to sign the measure and gear up

state payroll machinery to make the earlier payroll in August.

The bill, and therefore the retroactive raises, had been delayed for several weeks while first the State and then the State Legislators played politics with the measure. When the bill first

(Continued on Page 3)



Legislative Power Divisions Blamed For Long Session

Continuation of the legislative session into July must come under the heading of cruel and unusual punishment to legislators. The record-

(Continued on Page 6)

The Elections: A New Direction For CSEA?

By MARVIN BAXLEY

Incumbents did well in the recently concluded elections conducted by the Civil Service Employees Assn., despite

two major upsets.

So did two minority groups: women and blacks, although still not in proportion to their percentage of the membership. Youth did well also

Of those elected, 60 persons were incumbents who either successfully defended their positions or who moved up. This amounts to 67½ percent.

The percentage is even more impressive if previous office-holders are included. An additional seven persons were returned to offices they had relinquished in previous elections. Most prominent, of course, is Thomas McDonough, who regained the executive vice-presidency he gave up two years ago in a close, but losing battle for the presidency.

Altogether, incumbents and former office-holders account for 75 percent of those being in-

stalled this month as statewide and regional officers and as departmental representatives to the Board of Directors' State Executive Committee.

Elections for Local officers and for local government representatives to the Board's County Executive Committee are still being conducted and are not included in these figures.

William McGowan's 38-vote victory for the union presidency and James Moore's substantial win for the Central Region V presidency and accompanying title of statewide vice-president are all the more startling considering that they overcame the trend in favor of incumbents.

It is stock political knowledge,

however, that top leaders take the brunt of any uprising of dissatisfaction within the ranks. Thus, it is explainable that Theodore C. Wenzl, the CSEA's all-time record-holder, should have run into trouble after 11 years as the union's president, and many additional terms as a statewide vice-president, treasurer and conference president.

The other major office turnover continues a trend toward youth. The new Central Region V president, Mr. Moore, is only 30 years old. Together with Western Region VI president Robert Lattimer, elected to a second term, and Capital Region IV president Joseph McDermott,

(Continued on Page 14)

SURPRISING ELECTION FIGURES

- Only nine incumbents lost their offices.
- Women hold majority of regional positions.
- 80 percent of black candidates won.
- Wenzl protest affects Board quorum.
- One statewide vice-president is only 30.
- Counties have 53 percent of Board vote.

State Appeals Court OKs PS&T Unit Ballot Results

ALBANY - An appeals court has lifted an injunction that prevented the Professional - Scientific - Tech nical Unit of CSEA from entering into a new collective bargaining agreement with the

The injunction had been issued in State Supreme Court in May based on fraud and voting irregularity allegations in the ratification vote for the new contract. But the injunction was ended last month and a lawsuit dismissed when CSEA appealed to the Albany Appellate Division.

The five-judge court unanimously agreed that regardless of whether the allegations were true, there were so few of them that they could not have affected the final ratification vote by members of the Professional, Scientific and Technical Services Unit, the Operational Services Unit, the Administrative Services Unit and the Institutional Services Unit. A total of 63 .-876 ballots were returned from the 102,972 mailed out. The final vote showed 48,703 in favor of the new contract and 15,173 against ratification.

In dismissing the lawsuit brought by the Unit members apparently unhappy with the terms of the agreement, the appeals court said "there is no proof . . . that the alleged irregularities in the ratification balloting were so substantial or of such magnitude as to affect the outcome of the balloting."

The court also pointed to the long-standing judicial rule requiring judges not to interfere in the "internal affairs" of labor unions unless there is obvious proof of fraud or other misdeeds in an election that would have affected the outcome. At the very best, the court found there were only 13 "specific instances of irregularity" in the voting, not enough to make even a small impact in the final vote ratifying the contract.

The U.S. Attorney's Office



Irving Flaumenbaum, Civil Service Employees Assn. Nassau County chapter president for 25 years, hands over gavel to his successor, Nicholas Abbatiello. Mr. Flaumenbaum remains Long Island Region I president and statewide CSEA vice-president.

The Guard Changes

In Nassau County

MINEOLA-The board of directors of the Nassau chap-

ganization."

office July 1.

ter of the Civil Service Employees Assn. dispensed with

regular business at its June meeting at the Salisbury Park

Open Nassau MINEOLA-Long Island area

residents who want to be police officers have until Sept. 2 to file for police vacancies with county police departments.

Nassau County Civil Service Commission officials say they will hold a qualifying exam for the jobs \$12,534 to \$16,874 a year Oct. 29.

Nassau residents will be given preference but residents of contiguous counties for 12 months prior to the exam date are also

Besides the residency requirements, candidates must be between 20 and 29 years old, be high school graduates or hold a high school equivalency certificate, and posses a New York State driver's license.

Candidates for Nassau County and Sands Point Police Departments must have 64 college credits by Aug. 31. Great Neck Estates Kings Point and Rockville Center Police Department candidates must have 32 college

Applications can be obtained at county police precincts. They should be filled out and returned to Nassau County Civil Service Commission, 140 Old Country Rd., Mineola 11501.

Job Cut Protest Continues

Long Island mental hygiene employees demonstrated last week to protest a meeting of state and

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State	Zip
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county mental hygiene officials to discuss quality of care in Long Island's four psychiatric centers in the wake of 431 proposed layoffs at Pilgrim Psychiatric Center. (See pictures, page 15.)

Flaumenbaum, Region I pres-

The meeting between State Mental Hygiene Regional Director David Reynolds, Lewis Kirk, Suffolk County Director of Mental Health, and Isidore Shapiro, the Nassau County Director of Mental Health, was to discuss the level of care survey made earlier this year by the State Department of Mental Hygiene. It is believed that the report will recommend large scale release of mental patients to local commu-

Employees handed out flyers to the public and presented the regional office of Mental Hygiene with a petition containing more than 1,000 signatures of lo-

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"It is the height of arrogance to discuss the level of care when the state is cutting staff in Pilgrim. The state knows that lack of staff causes patient-to-patient abuse as documented in the report on patient abuse released two weeks ago," said Irving

for the Southern District of New York is seeking a clerkstenographic unit supervisor. grade GS-7, to be assistant supervisor of the word processing center and to supervise magnetic card selectric typewriters producing complex legal documents. Base salary for the position is \$11,523 a year. Candidates for the position

Budget Examiners

ALBANY - The State Civil Service Department established an open competitive Budget Examiner eligible list, on May 27, the result of a Nov. 6, 1976, exam The list contains 13 names.

Technicians III

ALBANY - The State Civil Service Department established an open competitive Cartographic Technician III eligible list June 17, the result of a Feb. 26 exam. The list contains 23

ATTENTION: UNION WOMEN Cornell offers courses in NYC de-signed for women who work both in the private and public sector.

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Clerk Supervisor Job must meet the following requirements:

Instead, the program was de-

voted to saluting Irving Flaum-

enbaum, who presided at his last

board meeting after 25 years as

About 50 officers and directors

were joined by field staff mem-

bers in presenting Mr. Flaumen-

baum with a plaque and a gift.

the job," Mr. Flaumenbaum told

the crowd. "I looked forward to

the meetings, doing things for

people, just as you all are doing

serving on this board to do

"I always looked forward to

chapter president.

One year of clerical experience, plus three years specialized experience. Study above high

IRS Promotes Philip E. Coates

NEW YORK, N.Y .- Philip E. Coates, veteran U.S. Internal Revenue Service employee has been sworn in as IRS regional commissioner for the North Atlantic Region.

The North Atlantic Region serves taxpayers in New York, Massachusetts, Maine, Vermont, Connecticut, New Hampshire and Rhode Island.

Mr. Coates, 48, had been deputy commissioner for compliance at IRS's national office. He was also district director for the Manhattan District in 1974 and assistant district for the Brooklyn District in 1971. Mr. Coates began his IRS career in 1952 as a collection officer in Welch, W.

Control Engineers

ALBANY - The State Civil Service Department established an open competitive Principal Air Pollution Control Engineer G-31 eligible list June 17, the result of a June exam. The list contains 13 names.

Examiner's List

ALBANY - The State Civil Service Department established an open competitive Senior Budget Examiner eligible list on May 27, the result of of a Nov. 6, 1976, exam. The list contains 14 names.

Opens school may be substituted for a maximum of three years experience (one year of general and two years specialized). Candidates must have demonstrated supervisory ability and managerial experience in automatic text editing or word processing systems. Candidates will be judged on experience. No written test is required. Contact Joseph A. Vitale or Marie A. Defenthis, U.S. Attorney's Office, 1 St. Andrew's Plaza, New York 10007 or call (212) 791-0074 for details.

things for your fellow members."

farewell. I assure you I am not

going to be quiet in this or-

Mr. Flaumenbaum did not seek

reelection to the chapter post

in order to devote full time as

president of the Long Island Re-

gion and statewide vice-presi-

chapter vice-president was elect-

ed chapter president and took

Nicholas Abbatiello, a veteran

He added, "I am not saying

Employee Relations

ALBANY - The State Civil Service Department established an open competitive Budget Examiner Employee Relation eligible list on May 27, the result of a Nov. 6, 1976, exam. The list contains 7 names.

Tax Auditors

ALBANY - The State Civil Service Department established an open competitive Assoc. Special Tax Auditor eligible list on May 31, the result of an April 16 exam. The list contains 5 names.

CIVIL SERVICE LEADER America's Leading Weekly For Public Employees Published Each Friday

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HONOR SUNDERHAFT AS HIS CAREER CHANGES

Ralph Young, Oneida Local first vice-president, left, and Theodore C. Wenzi, right as president of the Civil Service Employees Assn., present Louie Sunderhaft, CSEA Region V executive vice-president, with a plaque honoring him as he leaves the union to take a position with the Utica Water Board Supply. The testimonial dinner was held at the Burrstone Restaurant, New Hartford.

State Workers Should See Pay Hike In August Checks

(Continued from Page 1)

went to the Legislature from the State Office of Employee Relations, the CSEA disagreed strongly with the wording of the bill. The union worked directly with several key legislators and succeeded in getting introduced a version other than that proposed by the State.

However, the thought-to-be routine bill then became a political football, with legislative leaders openly suggesting they might tack on riders that would provide pay raises for legislators and court personnel. A public outcry prevented that, but the legislators then managed to add on more than 20 riders that, among other things, would have opened up the controversial legislative pension program to certain individuals. The legislators were obviously gambling that the Governor would not reject the pay raise portion of the bill and, therefore, accept also the special interest riders. They were wrong, and the pay raise bill was suddenly in danger of being rejected because of the controversial

Governor Carey huddled with legislative leaders and it was agreed to split the riders away from the original appropriations bill, which then went back before the Assembly and Senate for re-approval.

The initial news of the special interest riders raised immediate reaction from news media throughout the state, and led to broadcast interviews with CSEA leaders, such as vice-president Solomon Bendet, who protested the riders over several radio stations in the New York City area.

McGowan Sworn In As President, **Wenzl Protests**

(Continued from Page 1) outcome of Dr. Wenzl's formal protest.

Dr. Wenzl had continued to occupy the president's office. Following today's decision by the special election procedures committee, Mr. McGowan said Dr. Wenzl would be given an appropriate period of time to vacate the office after five terms as presi-

Mr. McGowan becomes the 20th president of the union in its 67-year history. A long-time activist within the union ranks, Mr. McGowan moves up to the top spot after just completing a 2-year term as the union's executive vice-president. He had been a statewide vice-president for another two terms before that.

The 52-year old McGowan is a resident of the Buffalo suburb Orchard Park, and is an electrical technician with the State Department of Mental Hygiene at the West Seneca Developmental Center near Buffalo. He is on full-time leave of absence, and he and his family will live in the Albany area during his period as president of the CSEA.

Mr. McGowan won election to head the CSEA, the third largest independent labor union of any kind in the nation, on the promise of being "a strong leader" and opening up communication channels through the rank-andfile members. He called for a new image and new directions for the union, and a number of new programs reflecting his views are expected to be developed immediately.

Ithaca Workers **Negotiate Pacts** ITHACA-Both the City of

Ithaca administrative and laborers units have successfully negotiated new contracts. Art Santora, City Administrative unit president, says the new contract has been rewritten in its entirety to make the whole thing clearer to everyone. Among the new benefits are a 5 percent wage increase; the replacement of Election Day with a "floating holiday"; changes in grievance procedure; past practice and jury duty clauses; three personal days, in addition to sick time, which can be added to accrued sick time if unused.

COURSE ENROLLMENT DEADLINE

ALBANY-The registration deadline is fast approaching for enrollment in the scores of courses open to Civil Service Employees Assn.-represented state workers in the four major bargaining units for the Fall 1977 session of the Employee Benefits Training Courses. Application cards for any of the courses available must be submitted by Aug. 5, 1977, to the training office or personnel office of the individual's department, agency or facility. The Civil Service Leader will carry a complete course and location schedule in next week's issue.



Eleanor S. Percy, center, receives a gift from the Jefferson Local of the CSEA at a testimonial dinner honoring her for nine years service as Local president. The presentation was made by Peter G. Grieco, interim president. At the right is Betty Rosecrans, chairman of the committee on arrangements.

Honor Percy's Leadership

WATERTOWN—Eleanor S. Percy, who served for nine years as president of Jefferson Local of the Civil Service Employees Assn., was honored at a testimonial dinner last month. A city court employee, she was forced to resign as Local president in the state takeover of courts April 1. She remains active, however, in the CSEA as temporary president

of the newly organized Region V Court Local.

Praise for her CSEA Local leadership came from Theodore C. Wenzl, CSEA president; Judge Philip A. Maphey; Watertown Mayor Karl R. Burns, who presented her with a first citizens certificate from the city, and a host of others, including toastmaster Lee Frank, Buffalo, CSEA Western Region VI super-

She was the recipient of a table lamp with a plaque, a gift from Local members presented on their behalf by Peter G. Grieco, interim Local president. Responding on an emotional note, Ms. Percy said that while no longer eligible for the Local she remains "a member in spirit."

At the time she became president of Jefferson Local in 1968, there were 485 members-the parent unit and one school district unit. Through efforts which involved the field staff, six additional school districts were organized. Then came formation of separate county and city employee groups, bringing the total number of units to nine with a membership of 1,000.

First Multi-Year Contract For Vernon-Verona-Sherrill

UTICA—The Vernon-Verona-Sherill Central School unit of the Civil Service Employees Assn. has ratified a threeyear contract to run through June 30, 1980. Former contracts had always been for one year only.

The contract provides a pay raise of 6 percent with longevity increments retained and a costof-living increase included in the third year. In the second year, a 28th year longevity increment of 9 cents per hour will be added.

All current employee benefits were maintained; new benefits were added: 100 percent hospitalization coverage for employees. 75 percent for dependents: payment of accrued vacation time to the employee of beneficiary upon death, retirement or voluntary separation. Seniority lists are to be provided to the unit president each year by a certain date. These improvements will be implemented in the first year of the contract.

tract, legal holidays may be counted in computing a 40-hour work week. More benefits and work distribution for ten-month and substitute employees have been established.

Unit officers elected for twoyear terms are: president, Betty Walker; vice-president, Grove Seifert; secretary, Dolores Herrig, and treasurer, Ben Rich-

The unit is part of Oneida Education Local 869.

CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. should include the date, time, place, address and city for the function. Attn.: CSEA Calendar.

JULY

15-Syracuse Local 013 clambake: 5 p.m., Hinerwadel's, North 18-Rochester Area Retirees Local 912 executive council meeting:

12 noon, Cartwright's Inn, W. Henrietta. Nassau Local 830 board of directors meeting: 5:30 p.m., Salis-

bury Club, Eisenhower Park, East Meadow, L.I. Oneida County Local 833 Vernon Downs Night: 6:30 p.m.

25-Binghamton Area Retiree Local 902 luncheon meeting; 12 noon, Ramada Inn, Front St., Binghamton.

-Long Island Region I executive council meeting: 7:30 p.m., Region office, 740 Broadway, Amityville, L.I.

Tompkins Workers Win 3.5% Increase

ITHACA — The Tompkins County unit of the Civil Service Employees Assn. recently concluded agreement with Tompkins County on a two-year contract. The first year features a 3.5 percent wage increase, an increment for those eligible, a \$100 bonus for employees at the top of their increment level, an increase in employer payments for dependents' health insurance, and an increase in mileage payments to 15 cents a mile, among other provisions.

The second year includes a \$350 across the board increase, increment, a \$75 top of increment bonus, and an additional increase in health insurance coverage. The agreement has been ratified by the county and by the CSEA membership.

Actuary (Casualty), Associate



Open Continuous State Job Calendar

Actuary (Casualty), Associate	\$18,364	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
Dental Hygienist	\$ 8.523	20-107
Dietetic Trainee	\$10.118	20-116
Dietitian	\$10.714	20-124
Dietitian, Supervising Electroencephalograph Technician	\$12.760	20-167
Electroencephalograph Technician	\$ 7.616	20-308
Engineer, Assistant Sanitary	\$14 142	20-122
Engineer, Junior \$11,337-	\$12 275	20-109
Engineer, Senior Sanitary	\$17.420	20-123
Food Service Worker	£ 5 927	20-352
Hearing Reporter	\$11.227	20-352
Histology Technician	\$ 0.0E1	20-170
Histology Technician Legal Careers \$11,164-	\$ 0,051	20-170
Librarian, Public	-314,142	
Medical Record Administrator	\$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)		20-394
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services \$10,714-	-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapy Assistant I & II		
(Reg & Spanish Speaking)	\$ 9,029	20-174
Pharmacist, Institution	\$12,670	20-129
Physical Therapist	_	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant &	*****	
(Spanish Speaking)	\$ 9,029	20-175
(Spanish Speaking) 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
Psychiatrist II Radiologic Technologist, Radiologic Technologist (Therapy) \$7,632-	433,701	20.31.
Technologist (Therapy) \$7.632	e 0 004	20-334
Stationary Engineer	\$ 9 F44	20-100
Stationary Engineer Assistant	\$14.142	20-100
Stationary Engineer, Assistant	\$10.714	PER SECTION OF SECTION
Stationary Engineer, Senior	\$ 6.011	20-101
Varifype Operator	514.142	20-307
Varitype Operator Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
You may contact the following offices of	the New Yo	ork State

Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examinations for Beginning Office Worker, Stenographer,

Stockroom Worker, and Typist.

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

2 World Trade Center, 55th Floor, New York City 10047 (212)

488-6600.

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

When Dorothy King was sworn in as president of the Civil Service Employees Assn. Local 406 at Creedmoor Psychiatric Center, she had double reason to be proud, At the time, William Mc-Gowan, not yet declared as the CSEA president, stepped aside at the last moment to allow Ms. King's son to install the officers. When the local officers were assembled for the ceremony, Mr. McGowan called for CSEA field staffer Ronald King to perform the ceremony. Mr. King is assigned to the union's Central Region V, but had made the trip to Franklin Square to attend his mother's installation. In the photo, top left, Mr. King, left, administers the oath of office to: front row-second vice-president Charles Bell, president King, first vice-president Clinton Thomas, treasurer Shirley Kreisberg, Local board members Liz Coleman, Jean Greenlaw and Marjorie Reeves; middle row-board members Barbara Smith, Dan Schultz and Kay Harlow, and top row-Alfred Lehman, Grace Garside, Joe Quitoni, Mary Edwards, Henry J. Sarno, Joe Healy and Frank Pondillo. In photo, top right, Ms. King presents clock-plaque to her predecessor, Terry Dawson, in recognition of her services for eight years at the Local's president.

Policy Switch

The Suffolk County Civil Service department is no longer notifying individuals on eligible lists that the list has been extended. Instead, this information will be placed in legal notices sections of the Smithtown News and the Ronkonkoma Re-

Sr. Examiners

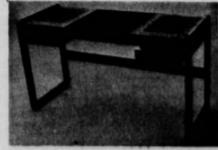
ALBANY - The State Civil Service Department established an open competitive Sr. Budget Examiner Public Finances eligible list on May 27, the result of a Nov. 6, 1976, exam. The list contains 9 names.

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Street			
City	State	Zip	
For Charge Accounts O Please charge to my		☐ Master Charge	
Exp. Date			
Acct. No.			
Signature		A CONTRACTOR OF THE PARTY OF TH	
cost and freight to my l	nome.	5 for the riding mower, inc mower and accessories. (M	

ALBANY-The State Civil Service Department has scheduled 18 promotional exams with an Aug. 1 filing

There will be exams for five principal clerk G-11 titles, principal mail and supply clerk, principal statistics clerk, two principal stenographer titles, principal stores clerk, two associate examiner of municipal affairs titles and principal employment security clerk.

Also listed are senior title searcher, supervising teachers' retirement system information representative, associate valuation engineer, principal valuation engineer and senior valuation engineer.

Current state employees are eligible for the principal clerk, file clerk, mail and supply clerk, stenographer and store clerk exams, which will be held Sept. 10 and 24. Applications must be in by Aug. 1.

For associate and principal examiner of municipal affairs, candidates must pass both an oral and written test scheduled for Sept. 10. The filing deadline is Aug. 1.

(Continued on Page 15)



New officers of the Brooklyn Kingsboro Psychiatric Center were installed recently at the Agean Isles Restaurant, Brooklyn. William J. Cunningham, center, was presented with a plaque in recognition of his 20 years in service at Kingsboro Psychiatric Center. It is the first time in 20 years that Mr. Cunningham did not run for office. Bottom row, from left, are George Bispham, regional supervisor; Karen Feuerstein, secretary; Chick Miguelez, first vice-president; Robert Sage, incoming president presenting plaque to outgoing president Cunningham; Al Rush, second vice-president; Sol Bendet, president Metropolitan Region II and installing officer for the evening, and Gertrude Naughton, treasurer. Back row, from left are Sol Gordon, field representative; Dorothy McNamara, PS&T representative Joan Balzano, dental technicians representative; James McCarthy leader of 50th Assembly District Brooklyn; Mary Bowman, former MHEA representative; James Major, grounds representative; Joe Romano, mental hygiene representative; Sally Jones MHEA representative; Ann Rimpotti, food service representative, and Charles Walcott, nursing representative.

State Court Suit Security

The State Office of Parks and Recreation summer security employees have lost a court fight to prevent the reclassification of their jobs from Civil Service to non-competitive status.

A state appeals court last week reversed a lower court and ruled that economic factors justified the removal of the positions from Civil Service protection.

Five judges from the Albany Appellate Division unanimously agreed late last month that the state agency was not in violation of Civil Service Law when it reclassified the employees since all seasonal employees were given priority for the non-competitive

What touched off the lawsuit was changing the employees from seasonal park patrolmen assisting a full-time police force to parks and recreational assistants, carrying a lower salary. The Office of Parks and Recreation ordered the reclassification because of a new law requiring all parks patrolmen-seasonal and permanent-to undergo extensive ers undergo the training.

The parks agency said such training would be "inappropriate" because the summer patrolmen work only eight weeks and they would have to receive full pay while in training. The seasonal employees were then removed from their Civil Service positions and handed the new jobs of parks and recreation assistants. The new positions carried general responsibility for security and safety at state parks, but not as police officers.

Supreme Court and won a ruling for reinstatement to their old Civil Service jobs. But the victory was short-lived because, on appeal, the Office of Parks and Recreation prevailed.

The decision by the Albany Appellate Division - the state's second highest court-ruled that the abolishment of the posts was

classification

police officer training, including 285 hours of classroom instruction instead of having the work-

The employees sued in Albany

Traffic Supv.

ALBANY-An assistant traffic supervisor eligible list, resulting from open competitive exam 24-106, was established March 28 by the State Civil Service De-partment. The list contains 32 names.

made "for good faith economic reasons" and not because the agency "wished to hire different persons to do the same work."

The court added, "there is no need in the state parks for a seasonal force of fully trained officers."

"The office rationally con-

cluded that in light of the training period for police officers, efficiency required it to hire only so many police officers as were required for police functions, the judges continued, "The decision to abolish the seasonal rather than the permanent patrolmen positions was manifestly sensible."

SERVICE

SHORT TAKES

LULUS RECEIVED

State legislators have already received their special allotmentscalled lulus-for the year. A court ruling cleared the way for payment of about \$800,000 to lawmakers who serve as committee chairmen, minority or majority representatives on committees or in special party leadership posts. Lulu payments usually provoke protests from some taxpayers and some senators and assemblymen who consider the payments wrong.

THREE OFFICIALS QUIT

Three State Job Development Authority top officials have resigned over a policy dispute with State Commerce Commissioner John Dyson, according to the Buffalo Evening News. The newspaper says the trio-G. Brandon Smith, authority executive director, Charles J. Steinbugler, deputy executive director, and Murray Gold, counsel-complained that Mr. Dyson's new deputy commissioner, Michael Curley, is acting as de facto authority executive director. They also complain Mr. Curley has no banking background.

STRIKE ENDS IN DETROIT

Detroit city employees ended the strike that left residents without garbage pickup and bus service for several days. Union leaders and city officials signed a tentative three-year contract. Service reportedly was back to normal the day after the settlement.

By WILLIAM R. WILLIFORD

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

Are you winded and drenched in perspiration following a simple task like brushing your teeth? If so, perhaps it is time you face up to the fact that you have allowed the "old bod" to get a little out of shape. If this is the case, what can you do to improve your fitness

and perform simple tasks with less effort? First, don't panic and overdose on an exercise program that forces you to do too much too soon. Exercise can kill you, especially if you are the competitive type who tries through exercise to impress both self and others after months and years of the soft easy life.

> A good guide to exercise is the following motto used by joggers-"train don't strain." Too many of us are so eager to regain past levels of fitness that we overdo it the first couple of weeks and end up injured, exhausted and dis-

couraged. And so ends another attempt at regaining our lost fitness. Using the "train don't strain" motto, a person enters a training program with respect for exercise and with an understanding of what is going to be achieved through a regular training program.

One's attitude toward exercise is extremely important. You have to obviously believe in the value of exercise, respect it, and remember that you should begin slowly, progressively increasing your training in small doses.

After you have decided you need to exercise and you are going to-your first activity should be a medical checkup by your physician, especially if you are over 30, smoke, are overweight, or have an existing health problem.

You now have to decide what benefits you want to derive from exercise. There are basically three results you can achieve from a regular training program-strength, flexibility and endurance. Pushups, situps and weight-lifting are best for increasing strength while stretching exercises and yoga are ideal for increasing flexibility. Endurance training trains the heart, lungs, and circulatory system and is achieved through swimming, jogging, cycling, and walking.

With heart disease being this country's number one killer, the endurance training activities are gaining in popularity. In fact, without cardiopulmonary fitness, people are not considered to be physically fit. The weight lifter with a well developed body who cannot walk a half mile without losing his breath is not considered fit by today's health standards. The emphasis today is on the lean, fit individual with strength and endurance.

Another point to remember about exercise is that if you don't enjoy it, it probably isn't that beneficial for you. A person who hates his exercise program should find another more enjoyable form of training.



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> Jorry Finkelstein, Publisher Paul Kyer, Associate Publisher

> > Marvin Baxley, Editor

Harcourt Tynes, Associate Editor
Harry Berkowitz,
Gity Editor
Pamela Craig, Photo Editor Kenneth Schept, Associate Editor

N. H. Mager, Business Manager

Advertising Representatives:
ALBANY—Joseph T. Bellew—303 So. Manning Blvd., (518) IV 2-5474 KINGSTON, N.Y.-Charles Andrews-239 Wall St., (914) FE 8-8350

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FRIDAY, JULY 15, 1977

Fate Of Agency Shop

THE 1977 legislative session is fast coming to a close. The Assembly was scheduled to adjourn last Sunday, although the Senate was expected to carry on for awhile to finish its business.

With the Democratic Assembly out of the way, this could be one way for the Republican Senate to get in a few last political licks before the remaining pieces of legislation are forwarded to the Democratic Governor.

Especially interesting to us is how this maneuver can affect the Agency Shop bill that has been so strongly advocated by public-employee unions throughout the state. (And, heavily opposed, we might add, by lobbying groups from outside New York.)

This bill would provide for the payment of an amount equal to dues by the non-union members who now get a free ride for services provided by the bargaining agents.

At the start of the year, officials of the Civil Service Employees Assn., the state's largest public employee union, regarded chances as slim that the Agency Shop bill would pass this year.

But as the session continued, hopes began to rise.

When the Assembly passed a rather general Agency Shop bill, it was originally little more than a psychological victory, since Senate sponsors were still lacking.

Then interest began to develop in the Senate, and the CSEA along with other public-employee unions engaged in an Agency Shop Week that included a public rally and person-to-person lobbying meetings between legislators and union activists.

Suddenly, the Agency Shop bill seemed like a possibility, especially remembering Governor Carey's campaign oratory to support such action.

The Senate bill developed differently than the Assembly bill had, however. The Senate version picked up a number of ifs, ands & buts as it progressed along the tortuous trail toward hoped-for passage.

A two-year trial period was set, with the possibility of extension if it proved workable. Limitation was put on its applicability, so that the law would pertain to state bargaining units, but remain a matter of negotiation in the local government units.

The scenario is now set for the Senate to pass its version of the bill.

Since it is different from that of the Assembly, however, and the Assembly is (as expected at Leader presstime) adjourned, nothing concrete will have been achieved—at least for this session.

Both the Assembly and the Senate can assure their friends in the labor movement that they had done their best, but things being how they are, they're sorry they couldn't have done better, and "we really do deserve your endorsement at next election time."

In our opinion, the Agency Shop bill will have gone down the drain as a result of political gamesmanship.

We would hope that the public-employee unions will have a few shots of their own to call before the game is (M.O.B.) finished.

(Continued from Page 1)

breaker for legislative longevity was two years ago, when the members regarded themselves as blessed when they were permitted to enjoy a Christmas break.

But that was an unusual legislative year, when the members had to deal with a critical and unprecedented fiscal crisis, which threatened the solvency of New York City, Yonkers, the Urban Development Corporation, the State Housing Finance Agency, a number of local school boards and even the state itself.

No Major Crisis

What is particularly frustrating to the members this year about the session running into July is the absence of any major crisis that necessitates a session of such long duration. Essentially, the problem is one of structure and power distribution.

Like Gaul, the power structure in Albany is divided into three parts: the Governor, the Republican-dominated Senate and the Democratic-dominated Assembly. Each has its own institutional perception of public demands and political necessities. Reconciliation of these opposing and conflicting perceptions becomes a work of political art, in which time is frequently the essential ingredient. Thus many pieces, which fall into place in the jigsaw of legislative action in the closing days of a session, were not permitted to do so weeks ago because of the overriding need of each of the three elements in the power structure to posture itself politically, until expedience mandates a compromise. July provides an excellent expedient.

Another factor which contributes to the difficulty of compromise is the growing independence of individual legislators. Legislative leaders no longer exert unquestioned authority as their predecessors could and did several years ago. There was a time when a party caucus was called for the sole purpose of instructing the party delegation how to vote on certain issues. Today, party caucuses are debating societies, with each member feeling free to vent his outrage and opposition to leadership recommendations on certain is-

This was dramatically indicated by the vote to decriminalize possession of small quantities of marijuana and on the death penalty bill. It would take a computer of the highest sensitivity to spell out a Republican or a Democratic position on either of these bills. The tabulation of votes indicates only that each member voted his conscience or his perception of his own constituents' views on both bills.

Acutely Conscious

Where individual members feel so strongly on pending matters, no amount of arm twisting or cajolery can create a party consensus. As a practical matter, the legislative leaders are so acutely conscious of each member's independence on some of these issues, that they know better than to try to force an agreement.

One of the consequences of the long emergency sessions two years ago was that a large numer of legislators decided that legislative service was not a worthy prize of an election campaign. As a result of these individual decisions, many legislators either ran for other pub-

(Continued on Page 7)





Civil Service Law & You .

By RICHARD GABA

The April 12 decision of the Appellate Division, First Department, involves limitations on an Article 78 proceeding challenging the validity of a competitive promotional exam held by the Manhattan and Bronx Surface Transit Operating Authority (MABSTOA) for the position of senior dispatcher.

The Appellate Division found the case to be time barred under CPLR, Section 217, which states, "Unless a shorter time is provided in the law authorizing the proceeding, a proceeding against a body or officer must be commenced within four months after the determination to be reviewed becomes final and binding. . ."

Those who are bringing this action appealed to the MABSTOA examining board questioning the nature, conduct and entire validity of the exam. However, by letters dated August 31, 1976 they were informed of the unsuccessful result of these administrative appeals. It is undisputed that this present proceeding was not instituted until after the expiration of four months from the receipt of these letters, and since it was commenced beyond this four-month statute of limitations, the court did not see fit to decide whether the plaintiffs' suit was meritorious or not. The suit was found to be completely barred due to the running of this set period.

Those members of the court not in agreement with the majority finding adopted the contention of the plaintiffs that they are not time barred. The limitation date on the institution of this Article 78 proceeding should have run not from the date plaintiffs were informed of the adverse result of their administrative appeals challenging the exam, but from the dates they received notice of their final standing on the eligible list.

The plaintiffs' reasoning in this case, first, questioning the validity of the exam itself, and second, wanting to wait until the receipt of final standing on the eligible list before bringing suit, seems to be at the very least, contradictory. In effect, plaintiffs are before the court to ask that the position of senior dispatcher which was filled by others be vacated because the exam is invalid as to all. However, plaintiffs are also claiming that they had to first wait and find out whether they would be entitled to such positions pursuant to the final eligibility list before they challenged the exam. This argument can only result in the conclusion that the exam is invalid for the purposes of appointing those who were appointed after taking the exam, but would not necessarily be invalid for the purposes of appointing

The situation would be very different, however, if plaintiffs were challenging their individual grades and not the very validity of the exam. If plaintiffs' alleged errors in grading proceeding from challenges to the "correct" answers, then the plaintiffs could argue that these proceedings are not time barred, and perhaps avoid the result of this court's decision. Martin v. Ronan, 393 N.Y.S. 2d 463 (A.D. 1st Dept. 1977).

WHAT'S YOUR OPINION

The Legislature this year has been debating a bill that would abolish mandatory retirement. Do you believe there should be mandatory retirement

THE PLACE

Holiday Inn, Cortland

OPINIONS



Emma McKenzie, retired EGK technician, Syracuse: "No. Whenever the time comes, you should be able to retire. I'm 62, and I have just retired because of disability. But I say if you have put your time in, then you should be able to determine when you retire. When you see that you can't function and give good service, then you should be able to retire. Now that I've retired, I think I can give better service.

While I worked, I used to come in when I was sick, and I shouldn't have. I still do volunteer work, and when I see things are not being done right, I can go to the supervisor and raise holy hell. The patients come first, and now I don't have to worry about job security."

Dolores Herrig, secretary, Vernon Verona Sherrill



Central School District: "Yes, I do, because I feel there is so much unemployment now that they should leave openings for younger people. We need the experience of older people, but maybe in consulting jobs. I still think we need to get more employment in America. This is a very difficult question, though, because some people at 65 could still work, while

others can't. It's like voting: Some 18-year-olds are very mature, where others aren't. You have to draw the line somewhere."



Ed Zwack, motor vehicle operator, SUC at Cortland: "It's something to think about, because in a way I'd be against it because of losing good people from their jobs. But, in another way, I think we're approaching a time, with the unemployment situation the way it is, that it might be a good idea; it might leave more positions open and, therefore, help the unemployment situation. I'd rather see tax money used for

the aged (someone over 65) than for unemployed younger people."

William LaPoint, electrician, Syracuse: "No, I do



not. I believe many people are capable of working-even after 75. I know of one man in our own shop. He was more than capable of doing the job after 70, but he was forced to retire. These people have such vast experience. Maybe physically they can't do a job, but mentally, they may be more capable than someone 40 or 50. The age span is so much high-

er than it used to be. The age span is over 70 now, I believe. I think you look forward to all that leisure time, when you retire, but when you reach the age, you don't think of yourself as being that old."

Craig DeMarco, light equipment operator, Water-



town Public Works: "I think mandatory retirement should be after 20 years of service. It would give more people more jobs. If a person retires after 20 years—suppose someone comes in at 19 and leaves at 39-then this creates a turnover in jobs. After a person retires at 39, he could always get a part-time job and go into business for himself. Like

me: I put in sidewalks for the city. After I retire, I could continue to do the same kind of work for myself."

Lee Farrone, registered nurse, Cortland: "I believe people should work as



long as they are able to work -whether they are 65 or 105. I think that many people who have retired are still useful. As for the younger people who are eager to take our places: I understand their eagerness. We were young, too, and eager to move up. But as long as you've got quality, I believe you should use it. You can't beat experi-

ence."

RETIREMENT **NEWS & FACTS**

Proving Birth

When you must prove your age and don't have a birth certificate, what do you do?

The U.S. Bureau of Census will help you with a document called "Proof of Age." Send a written request giving your birthdate, birthplace, and names of your parents. You should also send the addresses of where you lived the first two census studies taken after you were born. These are taken on decennial years-1900, 1910, 1920, etc. It is also helpful if you provide the names of other persons living in the same house and the head of the household at that time.

Great Britain is struggling with a new Social Security system under a 1975 law. It involves both public and the private sectors so that all employees will eventually get two pensions. The first will be the basic flat rate pension from the government. The second will be an additional pension based on earnings which may be provided by the government or under a private plan. The choice has to be made by employees before April 6, 1978.

"Contracting out" is a typical British system. It must be approved by the trade unions at least 90 days before the effective act. All employees must be given varying periods of notice. To meet the deadline, the plan must be completed by December 1977.

Employers are having problems with this because actuarial variations are usually complied only at two, three or five-year intervals.

A great many companies are considering the "contracting out" provisions and Britain's Occupational Pension Board is looking at the plan transmitted very closely.

The Social Security system may add to its overall deficit in 1975 and 1976 and the trust

fund's reserve could run out by the beginning of 1979, according to Commissioner James B. Cardwell. President Carter has made some proposals to take \$14 billion from general revenue each year through 1980 to make up for revenues lost, when unemployment exceeded 6 percent during 1975 and 1976. Another of the President's proposals suggested that the entire payroll be subject to tax instead of only the base, which now limits the employer's payments to \$965 for this year. Apparently, most foreign governments supplement Social Security payments to their funds, according to one official. . . .

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 individ-uals whose membership terminated pur-suant to the provisions of section 40, paragraph 1 of the Retirement and So-cial Security Law on or before August 31, 1974.

(Continued from Last Week) George, Allen W

Glazer, Richard BIthaca
Goen, Neil MBuffalo
Goff, Guy David SrSyrucuse
Glazer, Richard B
Gould, Thomas MLong Beach
Graham, Carlos WBrooklyn Green, MelbertNewark, N.J. Greenberg, Stephen RBrooklyn
Green, MelbertNewark, N.J.
Greenberg, Stephen RBrooklyn
Grossman, ShirleyBrentwood
Greenberg, Stephen K Brooklyn Grosman, Shirley Brentwood Halsey, Robert H Bridgehampton Ham, Mahoney Wyandanch Hamernick, Jerald N Albany Hartzog, Albert M Rochester Harvey, Martha I Interlaken Herberger, Bichard E Albany
Ham, MahoneyWyandanch
Hamernick, Jerald NAlbany
Hartzog, Albert MKochester
Harvey, Martha IInterlaken
Herberger, Richard EAlbany
Herman, RichardRooseveit
Hewitt, Elizabeth &East Aurora
Might, Julian
Herberger, Richard E. Albany Herman, Richard Roosevelt Hewitt, Elizabeth K. East Aurora Hight, Julian New York Holt, Diana S. Buffalo Horning, Sandra L. Canajoharie Howser, Judith I. Syracuse Horse, Frede I. Brooklen
Horning, Sandra LCanajonarie
Wasse Prock I Brooklyn
Huete, Frank J Brooklyn Illenge, Emery East Paterson, N.J. Jackson, Robert B Jamaica Jacobi, Veronica Ronkonkoma Jacobs, Robert F Stony Brook
Inches Poher B Ismaics
Incohi - Verenica Ronkonkoma
Jacobs Robert F Stony Brook
Jarvis Katherine Ismetville
Jarvis, Katherine Jamesville Johnson, Ellen H Monroe
Johnson, Susan EFrewsburg
Jones, DorothyBrooklyn
Iones Wilhelmina Albany
Jones, Wilhelmina Albany Jones, Paul L Bronx
Kelly, Gary E Burdett
Kendrick, Fave JRochester
Kesler, Minnie
Kesler, Minnie
Kinnersley Sharron A Staten Island
Kirton, James JNew York
Kirton, James J
Knapp, Bruce MSyracuse
Koch, Gordon FStony Point
Konyack, Mary EJohnson City
Kreig, Miriam MUtics
Kofsky EllinRochester
Labagh, George A JrMiddletows
Laudman, Richard AOceanside
Lawliss, John LDover Plains
Layden, John IWantagh
Leach, Fredric FRochester
Knapp, Bruce M Syracuse Koch, Gordon F Stony Point Konyack, Mary E Johnson City Kreig, Miriam M Utics Kofsky Ellin Rochester Labagh, George A Jr Middletows Laudman, Richard A Oceanside Lawliss, John L Dover Plain Layden, John I Wantagh Leach, Fredric F Rochester Lents, George W Jr Marco, Ind Leonard, Major M Uniondale Lewis, Marion Gosher
Leonard, Major MUniondale
Lih, June TBuffale
(To Be Continued)

LETTERS TO THE EDITOR to the citizens of New York City.

Broken Promises

Editor, The Leader:

I am one of many laid-off police officers and I can not understand why the city administration says it wants to decrease crime in New York City but fails to do anything to bring the NYC Police Department to full strength.

This question brings me to Mayor Beame and his appointed officials on how a vital agency such as the Police Department can have a loss of nearly 6,000 police officers through retirements and lay-offs and yet recall only 600 police officers during a two-year span.

It would be logical to say that Mayor Beame, the City Personnel Department and Police Commissioner Codd are taking a lackadaisical outlook on murders, rapes, robberies and other crimes committed against New York cit-

BUYEY

constituted blacks on

The sad part of this is that Mayor Beame promised the citizens of NYC that there would be 1,372 additional police officers re-hired. In effect, Beame is not re-hiring the large number of police officers that would be needed to offset the large increase in crime. The hiring order would be at a very slow rate giving the citizens 100 or 200 police officers during a two-tofour-month span. The amount of police officers leaving the Police Department is far greater than what Mayor Beame is promising

If the citizens of NYC are to

be safe on the streets and in their homes, then Mayor Beame better come up with a better answer than just play around with police numbers and their

> STANLEY J. PENTOL, JR. Woodside

Appreciation

Editor, The Leader:

Since I have been an outspoken critic of the work done by

LETTERS POLICY I believe this success demon-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.

CSEA legal consultants, particularly after the recent contract settlement, I feel it is only fair to give credit where it is due. Within the last month, my facility was suddenly threatened with as many as 200 layoffs. We immediately contacted Jim Featherstonhaugh to seek his legal and political assistance to counter this threat. Jim not only responded quickly to keep up to date with new information, but also, in cooperation with Marty Langer, chairperson of CSEA Political Action Committee, contacted state legislators, who effectively helped us pressure the ental Hygiene to reverse the cuts.

strates the potential power which can be generated by our fledgling political action program.

Therefore, on behalf of our membership, I want publicly to express our deep appreciation to both Jim and Marty during our recent crisis.

> TOM BUCARO President, Local 446, CSEA Staten Island

(Continued from Page 6)

lic offices or retired from public life. They did this in the face of a salary increase for the members, more generous expense allowances and improved staffing privileges.

Another long session next year will probably create another exodus from the Legislature.

The political action program of Western Region VI is acknowledged by many sources to have been the best in the union during the past year. Here, Region third vice-president Ramona Gallagher, political action co-chairman along with Monroe Local 828 president Martin Koenig, introduces motions to provide for future development of the program. The motions passed.



ABOVE: West Seneca Developmental Center Local 427 president Elaine Mootry looks apprehensive as she listens to Local director Richard Warmus.

RIGHT: Both Ruth Walker, newly elected treasurer of Erie Educational Local 815, and Theodore C. Wenzl, who has just completed his 11th year as CSEA president, are involved in disputed elections, so they are probably comparing the virtues of their arguments here.



Region Six Votes To Hike Dues ...

(From Leader Correspondent)

BUFFALO-In a meeting that region president Robert Lattimer quipped "set an indoor record" for brevity, delegates of the Civil Service Employees Assn. Western Region VI recently endorsed a resolution to increase the dues of every CSEA member 10 cents per pay period for political

The delegates also recommended dividing the anticipated \$533,000 a year by giving 20 percent for statewide purposes and 80 percent for regional goals.

The meeting, at the Holiday Inn on suburban Grand Island, lasted only 40 minutes. It started late, but raced to a conclusion after the two resolutions dealing with political action were passed.

Ironically, the meeting started 25 minutes late as most delegates took part in a luncheon "roast" for Mr. Lattimer. "It left me emotionally disturbed, but I guess I'm always emotionally disturbed," Mr. Lattimer, obviously moved by the tribute, said when it was over. Lee Frank, regional supervisor, was roastmaster.

During the business session, Ramona Gallagher, Region third vice-president and co-chairman of the Region's political action committee, offered the resolutions regarding the dues increase.

(Continued on Page 9)



ABOVE: Rare smile is elicited from Western Region VI president Robert Lattimer, left, as he accepts "award" from roastmaster Lee Frank, Western Region supervisor. Trophy is engraved "Mr. Know It All," and was given in jest at luncheon in Mr. Lattimer's honor.

ABOVE: Grace Steffen, second

from left, receives congratula-

tions on her election as president of Health Research Local 315

(succeeding Barbara Fauser, who

is the Western Region VI treas-

urer). From left are Niagara Lo-

cal 832 delegate Sara Ronchetti,

Ms. Steffen, Roswell Park Me-

morial Institute Local 303 sec-

retary Roberta Larivey, Niagara

Local acting president Angeline

Fernandez (during recuperation

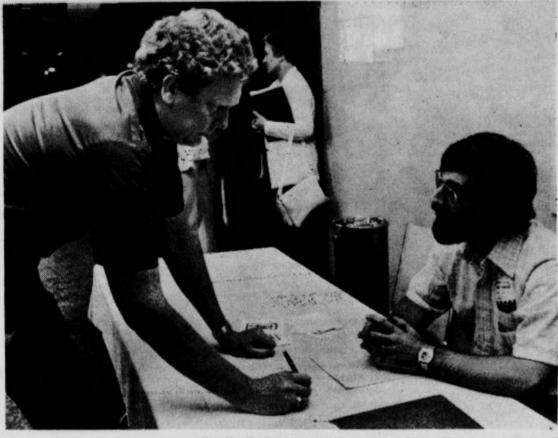
of William Doyle) and Niagara

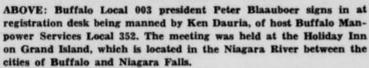
Local's Dorothy Hy, secretary-

treasurer of Western Region



Elaine Todd, third vice-president of Buffalo Manpower Services Local 352, which hosted the weekend meeting last month on Grand Island, presents report to assembled delegates, Although the Local membership is less than 500 members, it boasts two of the Region's officers, president Robert Lattimer and third vice-president Ramona



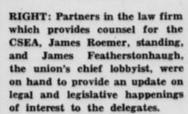




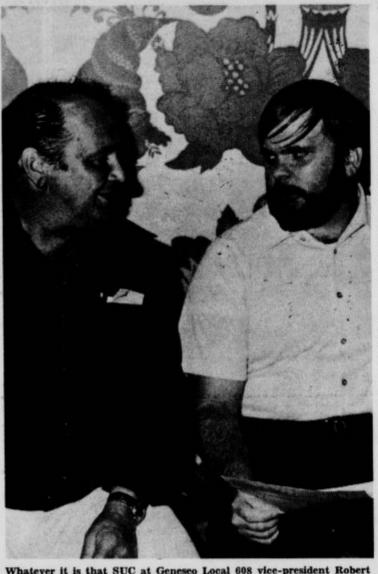
CSEA staff members among interested observers at the meeting included field representative Pat Phelan and Region VI office secretary Kathleen Wojtulski. (Leader photos by Hugo Unger)



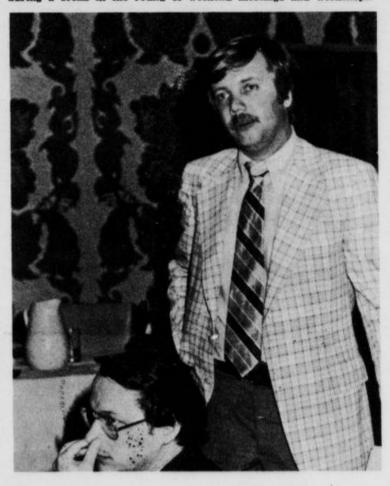
ABOVE: Western Region County Workshop chairman Victor Marr seems delighted by response as he describes progress made during meeting attended by representatives from the Region's 14 counties. Mr. Marr is a former president of Erie Local 815.



LEFT: John McMaster, left, of Southwest School, and CSEA director Donald Maloney, president of Chautauqua Local 807, are attentive during afternoon business session.



Whatever it is that SUC at Geneseo Local 608 vice-president Robert Simpson, left, seems pleased to be saying, Local 608 president Walter Robards seems equally unhappy to be hearing. They are shown here during a break in the round of weekend meetings and workshops.



.. In Brief, But Busy Season

(Continued from Page 8)

She said the political action contribution was not mandatory, explaining members had the option at the end of the year to request from the CSEA the \$2.60 collected during the year by the dues increase.

The two-day weekend meeting opened Friday evening with an address by Philip Ross, state industrial commissioner. Mr. Ross told the delegates he believed public employees deserved the same bargaining rights as employees in the private sector, including the right to strike.

But, Mr. Ross said, a "few limited exceptions" in the public sector were necessary. Mr. Ross stressed that his views were his own and did not represent New York State labor officials. Mr. Ross, a former State University of Buffalo professor, also said he was pushing for agency shops for public employees in the state. Agency shops require all employees represented by a union to pay dues to the union, and Mr. Ross said unions provide services to all in the bargaining unit, whether members or not.

Another objective of his, he said, was to unite affirmative action plans and Merit Systems. "Both the affirmative action and the Merit System must appreciate and award the individual," he said, noting he often hears complaints that affirmative action discriminates against white employees.

"Affirmative action will work only to the extent that it incorporates a sense of fairness to everyone," he said.

3 Strikes And Out In Rensselaer Area

The Rensselaer County Local, in conjunction with the City of Troy and Rensselaer County units, has donated a total of \$400 to a men's and women's softball league formed by area members. The money is to be used for the purchase of new equipment.

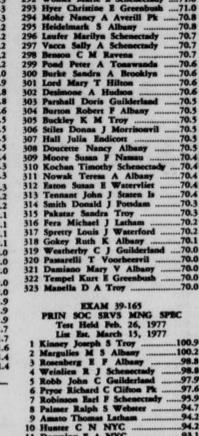
The city-county league, as it is called, is composed of two divisions of five teams each, representing various city and county departments, and plans to have a 13-game schedule.

Latest State And County Eligible Li

	List Est. April 14, 1977	
	(Continued from Last Week)	
211	Rossman C E Albany	6.9
212	Hasselbach J A Albany74	6.9
213	Kugler Dennis R Rensselser74	6.9
214	Yauch Ina M Albany7	6.9
	Myers George A Cohoes7	
216	Lennon Joseph T Albany7	4.9
217	Parker Judith A Menands74	6.8
218	Kirby Roberta K Schenectady 7-	6.6
219	Kelly Marylin S Bellport74	6.5
220	Broughton J J Schenectady74	6.4
221	Conroy John J Troy7	4.3
222	McGuire Susan K Syracuse7	4.2
	Lee Debbie A Troy7	
	Napierski Helen Albany7	
	Relyen Robert J Schenectady 7-	
	Seitz Susan A Albany7	
	Collins Lois A Loudonville7	
228	Flynn William J Watervliet 7	3.5
229	Didomenico A Albany	3.5
230	Scheilding E C Castleton7	3.8
231	Lafore Jean M Albany7	3.1
232	McCulley C L Troy7	3.1
233	Shaffer Janice Latham7	3.
234	Walker Linda L Schodok Lndg 7	3.7
235	Sano Joan M Albany7	3.7
236	Russell John M Troy7	3.
237	Bargher Darleen Albany7	3.
238	Messing Alice T E Syracuse7	3.
	Delaney Loretta Albany	
	Petrosky John F Schoharie7	
	Chen Jui H Albany7	
	Gavitt Monics A Waterford7	
	Mazzella Gina M Hornell7	
	Allmond Edward Schenectady7	
245	Hutchinson B E Setauket7	3.
246	McMahon William Mechanicvil 7	3.

247 Forbes Steven C Cohoes73.4

248 Britton Ethel M Geneseo73.4
249 Maxim Stephen J Schenectady 73.4
250 Hughes Laurel L Albany73.3
251 McCormack Nancy Albany73.3
252 Solomon L M Albany73.3
252 Solomon L M Albany
254 Rokitowski John Amsterdam73.2
255 Davis Phytlis G Voorheesvil73.2
256 Wallace Robert Whitesboro73.2
257 Tremblay Claire Cohoes73.2
258 Fogs Michele J Schenectady73.0
259 Mann Ruth R Holcomb72.9
260 Siegel Maria C E Greenbush72.8
261 Porficio Thomas Howe Caves72.8
262 Ruth Arlene G Bayport72.6
263 Varrone Jane M Schenectady72.5
264 Hammond Mildred Brooklyn 72.5 265 Green Donna M Albany72.5
266 Herzog Thomas H Clifton Pk72.5
267 Minucci Nancy W Babylon72.4
268 Devico Mary E Troy72.3
269 Westervelt John Albany72.3
270 Beebe Dona J Rensselser72.3 271 Higgins Grace P Rensselser72.2
272 Laplante Mary S Albany72.2
272 Laplante Mary S Albany72.2 273 Lyoch Linda A Guilderland72.1
274 Snyder Paul J Climax72.1
275 Jasinski Marcia Utica
276 Ciacetis Mary A Albany72.1
277 Daly Virginia E Carle Place72.0
278 Janoreau M Scotia72.0
279 Dunbar Vivian B Ballston Spa 72.0
280 Rapp Kathyann Albany72.0
281 Kenyon E J Northville72.0
282 Relyes Diana T Schenectady 71.9
283 Wheeler Ann L Troy71.9 284 Rock Michelle E Latham71.9
284 Rock Michelle E Latham71.9
285 Egan Marian R Rensselaer71.7
286 Irish Keith C Albany71.7 287 Barbara Mark P Albany71.6
287 Barbara Mark P Albany71.6
288 Cores Jeffrey W Albany71.4
289 Trzoskowski R J Schenectady71.4



10	Reilly Rosemary	Albany	***************************************	92.1
17	Bushart Bruce O	Guilder	land	91.3
18	Conroy Martin J	Cohoes		91.2
19	Haloick Ann B F	lannacro	ix	90.1
20	Sprecher B R B	rookiva		90.0
21	Kern Jamie A B	enak lun		00.0
22	Haloick Ann B I Sprecher B E B Katz Jessie A B Malkonian Diana	Tookiyii		90.0
24	Malkonian Diana	roy	***************************************	69.4
23	Margulies M S	Albany .		89.2
24	Margulies M S / Weinlein R J Sch	enectady	***************************************	87.8
25	Hilson Arthur T	Selkirk		87.7
26	Hilson Arthur T Mazzaferro R T Spreter Frank W	Voorbe	esvil	87.6
27	Spreter Frank W	Auburn		87.5
28	Bell Barbara J B	Cow Gar	dens	84.7
20	Kaplan Arthur S Jordan John M	coton Is		85.0
10	Landan John W	Cilian I	Dil.	94.0
30	Jordan John M	Chitton 1		04.7
31	Palmer Ralph S	Webster		84./
32	Rosenthal W F	Latham		84.0
33	Doring Arthur J Kavanaugh C J Kuziomko L M	Troy		84.0
34	Kavanaugh C J	Albany		83.1
35	Kuziomko L M	Albany		81.9
36	Guinn John R A	Ibany		81.9
37	Manzella Alfred	Delmar		81.5
	Teeter Philip H	Delmar		81.4
10	Buncell Carl N	Pocheste		91 4
37	Funcell Carl N Hickey John W	Kocneste		01.4
40	Hickey John W	Troy		81.3
41	Dinehart E Fores	et Hills		81.2
42	Roberts Alfred (Abo Gustave Bro	Coeyman		81.1
43	Abo Gustave Bro	oklyn		81.0
44	Norton John C	Albany		81.0
45	Mackey Arthur I	Londor	wille	80.0
46	Robinson Earle S	chenecta	dy	79.9
47	Machan Thomas	M Delm		79.5
40	Poster Marilyan	Storen Is		79 4
40	Porter Marilynn Silver Rosalind	Albany		70 1
47	ottact worming	Aibany	************	120
50	Wray James W Urling Fern De Weaver Lawrence	Fultonvi	lle	.78.7
51	Urling Fern De	lmar		.76.8
52	Weaver Lawrence	e Voorhe	eesvil	76.5
53	Sherry Edmond A	Albany		.76.0
54	Deamsky Lawren	ce Camb	ria Hts	75.7
44	Sherry Edmond / Deamsky Lawren Kalenak P M	NYC		75.7
36	Milazzo Mary A Olszewski C R Susman Shirley	Albany		75
47	Olesewski C P	Ballston	T.b.	75 1
3/	Comment C A	Larban		74
30	Winkler Peter C Kaminsky John Brown Harry H Johnson John G Wilner Myron I	Venat		74
59	Winkler Peter C	Voornee	28A11	./4.0
60	Kaminsky John	F Sche	nectady	74.
61	Brown Harry H	Flushi	ng	.74.0
62	Johnson John G	E School	lack	.73.9
63	Wilner Myron I	. St Jan	nes	.73.7
64	Meister N R Sc	henectad	y	.73.6
65	Ferry Lawrence	Rochestes		.73.4
66	Blaistell R F De	elmar		73
67	Johnson R D C	henectad		73
40	Meister N R Sc Ferry Lawrence Blaisdell R F Do Johnson R P Sc Kelliher Robert	Balleton	T.	72
08	Reiliner Robert	Daliston	-	72.4
09	Roderick P Bros Wight Lawrence			. / 4.
70	Wight Lawrence	Voorhe	esvil	.72.

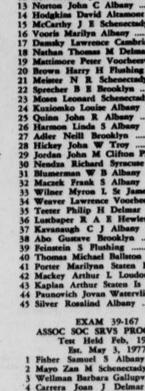
73 Root Charles H Clifton Park71.3
74 Harmon Linda S Albany71.3
75 Scott Michael J Albany70.9
EXAM 39-166
CHF SOC SRVS MNG SPEC
Test Held Feb. 26, 1977
List Est. March 15, 1977
1 Murphy Robert J Colonie90.0
2 Fredericks John C Schenectady85.2
3 Carrera Louis Delmar84.6
4 Skerrett Robert F Delmar83.7
5 Martin Edward T Commack83.5
6 Skellick Daniel E West Sand Lk 81.4
7 Harwick John L Albany81.3
8 Lekich Robert L Kings Pk80.5
9 Smith Robert E Camillus80.5
10 Comiskey Michael P Hillsdale78.5
11 Levenson Laura L Brooklyn77.8
12 McCarthy Thomas Ballston Lk75.8
13 Zalucki John A Ballston Lk74.2
14 Moses Leonard Schenectady73.1
15 Knapp Robert A Saratoga Spgs73.0
16 Honig Herbert M Schenectady73.0
17 Falkowsky Harold Brooklyn70.5
EXAM 39-177
SUP BANK EXMR
OUT DAINE BAME

Test Held Feb. 1977

List Est. March 3, 1977
1 Labosco N Garden Cty91.3
2 Rodriguez G Farmingdale89.3
3 Baumgarden H A Nanuet88.0
4 Lemke Albert H East Meadow85.
5 Philbin Peter M Huntington85.
6 Stovall Albert Huntington85.2
7 Cohen Alan R Levittown84.5
8 Schilling John Broad Channl83.
9 Tully James J NYC82.0
10 Pecoraro Cyrus Tuckahoe81.
11 Pesci Victor V Secaucus80.5
12 Angillo R G Westbury76.
13 Frucht Irwin D Whitestone76.
14 Celentano A J Garden City76.
15 Sidoni Louis Clarence74.
16 Bechtel Louis J Buffalo73.
17 Manzi Ralph Brooklyn73.
18 Conlon F P Livonia73.
19 Vincent Donald Clifton Pk73.
20 Depaolis Darius Englishtown72.
(Continued on Page 11)







43	Kaptan Artnur Staten is
44	Paunovich Jovan Watervliet71.3
45	Silver Rosalind Albany71.1
1000	
	EXAM 39-167
	ASSOC SOC SRVS PROG SPEC
	Test Held Feb, 1977
	Est. May 3, 1977
1	Fisher Samuel S Albany103.4
2	Mayo Zan M Schenectady102.2
3	Wellman Barbara Gallupville101.7
4	Carrera Joan J Delmar99.6
5	Pryor Richard C Clifton Pk98.6
6	Blumerman W B Albany96.5
7	Singer C B Schenectady96.5
8	McCarthy James Schenectady96.5
9	Vooris Marilyn Albany96.4
10	Robb John C Guilderland94.9
11	Dobson David E Canasa94.8
12	Downing E A NYC94.2
13	Cody Richard T Ballston Lk93.7
14	Amato Thomas Latham93.3
15	Currie E M Voorheesvil92.4



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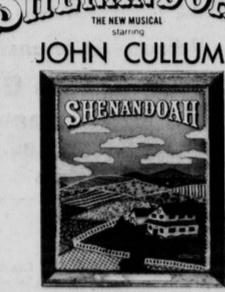
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CSEA, SEIU Battle In Yonkers

(Special To The Leader)

YONKERS-The Civil Service Employees Assn. is protesting the Public Employment Relations Board (PERB) for scheduling a representational election for employees in the Yonkers non-teaching unit.

Joseph O'Connor, CSEA field representative, said PERB acted improperly in permitting the Service Employees International Union (SEIU) "to electioneer and solicit card signatures without CSEA's knowledge that its prior petition was actually de-

The SEIU filed for decertification, but following a PERB meeting on June 16, failed to profuce sufficient employees' designation cards

The PERB then extended the time to June 30, and allowed the SKIU to file a new petition which the board determined timely and, thereupon, scheduled an election for August.

Mr. O'Connor said all this took place without notification to CSEA, thus giving the SEIU an "unfair advantage and undue preference." CSEA officials also objected to the election on grounds that the SEIU used previously signed out-of-date cards.

CSEA also accused the Yonkers Board of Education with allowing SEIU representatives access to school buildings to obto electioneer during the extended period.

Kathleen McDonnel, president of the CSEA unit, said SEIU representatives were observed several times entering school buildings. This, she said, was a "blatant violation" of an agreement that no electioneering would be permitted on school premises.

Yonkers non-teaching unit workers have been without a conBoard of Education recently notified the CSEA that the provisions of the expired contract would not be extended.

Mr. O'Connor said this violated a previously signed agreement calling for an extension of terms of the expired contract. An additional improper practice charge against the Board for not negotiating in good faith has been filed by CSEA.

State Eligible Lists

PRIN SOC SRVS PROG SPBC Test Held Feb, 1977

	Est May 3, 1977	
1	Skerrett Robert Delmar	102.7
	Kilcoyne Thomas Castleton	
	Wellman Barbara Gallupville	
4	Zaron Barbara Slingerlands	96.5
	Sekellick D E W Sand Ik	
	Baldwin John A E Greenbush	
	Smith Robert E Camillus	
	Carrera Louis Delmar	
	Miller Bernard Loudonville	
	Serio Anthony A Guilderland	
	Moses Leonard Schenectady	
	Murphy Robert J Colonie	
	McCarthy Thomas Balsiton Lk	
	Honig Herbert M Schenectady	
	Harwick John L Albany	
	Reilly Rosemary Albany	
	Margulies M S Albany	
	Hickey John W Troy	
	Zalucki John A Ballston Ik	
	Levenson Laura Brooklyn	
	O'Connell Robert Clifton Pk	
	Pogoda Ralph M Albany	
	Doring Arthur J Troy	
24	Fredericks John Schenectady	76.
25	Zetterstrom T F Clifton Pk	73.
	Martin Edward T Commack	
	Comiskey M P Hillsdale	

EXAM 39-169
ASSOC INTERNATL TRADE
CONSULTANT
Test Held Feb., 1977
List Est. March 25, 1977
1 Neufeld Ronald Pittsford93.3
2 Rosen Murray S Brooklyn81.0
3 Flax Stanley Syrucuse77.3
4 Wagner Herbert Brooklyn73.4
FYAW 10.101

EXAM 35-973
TRAFFIC SUPVR
Test Held Jan. 15, 1977
List Est. March 24, 1977
Brooks Donald P Weedsport
Olszewski John Silver Creek
Walker Donald R Clifton Pk
Kaight Gerald G Corfu

EXAM 35-974
SR TRAFFIC SUPVR
Test Held Jan. 15, 1977
List Est. March 24, 1977
Olszewski John Silver Creek ...
Walker Donald R Clifton Pk
Elwood Richard Amsterdam

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of Certificate of Limited Partnership CIATES, 122 E. 42 Sc., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office June 8, 1977. Business: Own or lease real property for construction of restaurants, General Partners: William A. Meyer, 1311 Greenbrook Parkway, Memphis, Tena.; Gail Meyer, 3301 NE 5 Ave., Miami Pla. Limited Partner and Cast Contribution: Paula Mooney, 5990 Hickory Hill Square, Memphis, Tenn., \$100. Term: May 24, 1977 to December 31, 2027. Contribution of original limited partner returned upon adminion of additional limited partners who shall contribute \$25,000 per unit up to 36 units. Limited partners shall receive \$9% of net profits based on contribution. Upon death, retirement, resignation, bankruptcy or incompetence of a general partner, partnership shall terminate unless remaining general partner agree to contibutons.

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Police Administrative Aide
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Homestudy Course for C.S. 6.00 How to get a job Overseas 1.45
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Laboratory Aide
Librarian
Machinists 6.00
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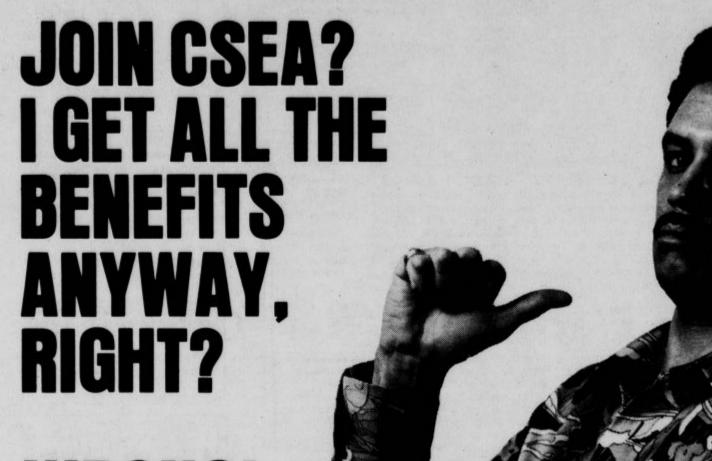
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CSEA is only as strong as it is united. Make no mistake about it . . . in most areas of both local and state government CSEA is strong. But anything less than 100% membership participation still leaves something to be desired.

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

Over the years CSEA has won protection for its members so that even a change of political administrations cannot touch them. CSEA has won raise after raise, benefit after benefit. Yet, there are some people who still don't join. Certainly, \$1.13 dues a week isn't the answer. The price of job security has got to be worth more than that.

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

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

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STRENGTH IN UNITY

CSEA's New Leaders Installed Around State

BINGHAMTON LOCAL

BINGHAMTION—The following are the results of the recent Binghamton Local 002 elections: president, Louis Visco; first vice-president, Fran Goodwin; second vice-president, Joan Adams; third vice-president, Edward Lewis; secretary Jean Sircovitch; treasurer, Margaret Campoli; DOT delegate, Howard Taylor; DOT alternate, David Torrey; SUNY delegate, Suzanne Snyder; SUNY alternate, Stanley Pakel; downtown delegate, Carol Potter, and downtown alternate, Emile Mogannam.

WESTCHESTER LOCAL 860

WHITE PLAINS — Raymond Cassidy has been elected to a third consecutive term as president of the Westchester Local 860. The local is the second largest in the CSEA with over 10,000 members.

Other officers elected were Carmine LaMagna, first vice-president; Pat Masciola, second vice-president; Carmine DiBattista, third vice-president; Janice Schaff, fourth vice-president; Marlene High, secretary; Eleanor McDonald, treasurer, and Leonard Martone, sergeant-at-arms.

Chosen as executive representative to the statewide CSEA Board of Directors was Stanley Boguski. He and Mr. Cassidy both represent the County Local on the CSEA Board, since West-chester is one of only two counties entitled to double representation, because of their large membership. (The other is Nassau.)

NYC LOCAL 1010

NEW YORK CITY — Solomon Bendet has been re-elected president of New York City Local 010 of the Civil Service Employees Assn.

The 6,300-member organization is the largest local of state employees in the union.

Other officers are first vicepresident Gennaro Fischetti, second vice-president Benjamin Lipkin, third vice-president Canute C. Bernard, treasurer Seymour Shapiro, financial secretary Anthony J. Vericella, recording secretary Marie Robinson and corresponding secretary Alice DeSimone.

SCHUYLER LOCAL

WATKINS GLEN—The Schuyler County Local of the Civil
Service Employees Assn. held its
installation of new officers last
month at the Marine Midland
Bank Building, Watkins Glen.
The officers for the coming year
are Ronald G. Alexander, president; Robert Spena, vice-president; Florence Pike, secretary;
Esther Stocum, treasurer, Clayre
Liamarri, delegate.

ROCHESTER RETIREES

ROCHESTER — Melba Binn has been elected to a two-year term as president of the Rochester Retirees Local 912 of the Civil Service Employees Assn. She succeeds Ruth McFee.

Others elected are: first vicepresident, Howard Richardson; second vice-president, George DeLong; secretary, Helen Hall; treasurer, Gladys Smith, and delegate, Irene Darron.



SARATOGA COUNTY INSTALLATION DINNER
John B. Miller, second from right, newly installed president of the
Saratoga County Local 846 of the Civil Service Employees Assn.,
stands with fellow Local officers at their recent installation dinner
held at Pansa's Starlite Room at Saratoga Lake. From left are
Evelyn Paddock, corresponding secretary; Yvonne Loncosky, recording secretary; Edward Wilcox, past president; Mr. Miller, and
Monica Jump, treasurer. Missing from the picture is Harry Dutcher,
vice-president.

The Elections: A

(Continued from Page 1) elected to a third term, they form the nucleus of an emerging youth bloc within the union's top councils.

MORE WOMEN

The increase in the number of women elected to ranking positions is nearly as impressive as the success scored by incumbents.

At all levels, 35 women gained office—an increase of six from the outgoing administrations. In percentage terms, they account for 39 percent of the newly elected officials, up 8 percent from the past year.

Highest ranking woman is Irene Carr, who was returned as statewide secretary, a traditional woman's slot. Although there have been male challenges for the position in the past, and despite the commonality of that post being held by a man in other unions, the CSEA membership has steadfastly viewed the secretary position as a natural guarantee for having at least one woman in the top hierarchy.

On the other hand, Jean C. Gray's effort to expand that toehold to two statewide officers fell short as she lost her challenge for the Capital Region IV presidency.

Ms. Gray does retain her seat on the Board of Directors and will be joined there by 13 other women. Of these, eight, including Ms. Gray, are incumbents, and six are newcomers. Five of the newcomers defeated male opponents, whereas only one man replaced a woman. In percentage terms, 30 percent of the departmental representatives are women.

Among the women on the Board, only Betty Duffy, though, remains from the years when the female members of the State Executive Committee could be counted on one hand, with fingers left over. Next in seniority among women are Ms. Gray, Ethel Ross, Dorothy King and June Boyle, who are now beginning only their third terms. At least 11 men have more seniority on the State Executive Committee (four terms or more.)

In the regions, despite Ms. Gray's loss there, women increased their total by two, up from 18 to 20, giving them the majority with 52½ percent.

BLACKS GAIN

It is in the regions, too, that members of the black minority have made significant gains. While still not gaining statewide vice-presidencies and regional presidencies, both of which were achieved in the past when these offices were filled by separate elections, the inroads were nevertheless impressive this time.

Four of the regions now have at least one black office-holder. They join holdover Metropolitan Region II treasurer John Eversley. The gains were made in Long Island Region I, Metro Region II, Southern Region III and Central Region V. Thus, black representation among the 38 regional officers is now 13 percent.

This figure falls dramatically, though, when it comes to the State Executive Committee, where three black members were elected. Although an improvement over the outgoing number of two, it only brings the total minority representation back to the level at which it existed from 1973-75.

The 61/2 percent black members of the State Executive Committee includes incumbents Jimmy Gamble and Ronnie Smith, who are joined by newly elected Jimmy Gripper. Although percentages quoted thus far have been based on the actual, justcompleted statewide and regional elections, a projected percentage can be made here on the total makeup of the Board of Directors, including the 10 statewide officers, 47 State Executive Committee representatives and the 62 County Executive Committee representatives.

Although the final makeup of the County representatives is still being determined in local elections, it is highly unlikely that any of them will be black. Thus, total black membership of the Board is less than 3 percent. For all statewide and regional positions, however, the figure is in excess of 5 percent.

Perhaps, more significant, though, would be that the victory percentage among blacks is 62 percent for offices sought. The percentage is 80 percent, taking into consideration that three people sought two offices and were each successful in winning one.

Altogether, 10 black candidates ran for 13 positions and won 8. It thus becomes evident that the support is there if the interest were higher.

INCUMBENTS CLASH

Many of the above-cited numbers and percentages can be challenged if different criteria

LINDENHURST

LINDENHURST—Elections for secretary and vice-president were held recently by the Lindenhurst Memorial Library CSEA unit. Sandra Purins, the incumbent, was re-elected vice-president for a two-year term and Terry Kluko won the office of secretary.

President Lucille Knapp stated that 27 of the unit's 28 members voted in this year's election, "which showed a growth of interest in the unit.

One hundred percent of the members recently ratified a 3year contract, which includes an increase of 4 percent, plus increment, for each year of the contract. Other benefits include a dental plan, sick-time option to receive half salary for time accumulated, plus a new pay scale for clerk typists.

FORT SCHUYLER 014

UTICA—Members of the Civil Service Employees Assn. Fort Schuyler Local 014 have re-elected James Currier to serve as president. Others elected to serve two-year terms were: Philip J. Caruso, first vice-president; Charles A. Price, second vice-president; Carol Alexander, secretary and Ronald Majcak, treasurer.

Installation of officers took place on Priday evening, June 24, in New York Mills.

New Direction?

were used to make the determinations. For example, in the instance of the Central Region V executive vice-president race, two incumbent vice-presidents, Patricia Crandall and Richard Grieco, sought the higher position being vacated by an incumbent. This was treated as a win for one incumbent, but not as a negative factor for the loser, since it was not an indication of reaction against anyone so much as a necessary choice between two equals.

On the other hand, in Long Island Region I, fourth vice-president Ruth Braverman defeated incumbent third vice-president Robert Conlon for the position Mr. Conlon held. Consequently, it was tabulated as one plus and one minus.

And while 67½ percent of the winners this time are holdovers, this does not mean that that 32½ of the incumbents were defeated. In actuality, only nine office-holders at all levels failed to retain their position: That's only 10 percent. The difference is accounted for by those who did not seek re-election or who missed out in their attempt to seek a higher position.

Another factor is that seven people won two offices: departmental representative plus a statewide or regional office. Among these are Mr. McGowan, Mr. McDonough and Mr. Moore, each of whom (along with statewide vice-president and Nassau County representative Irving Flaumenbaum) is entitled to cast two votes apiece on the Board of Directors.

Mr. McGowan, at this time, has not determined whether he will keep his position as a Mental Hygiene departmental representative, saying that he wants to wait until all doubts have been removed concerning his election as statewide president.

QUORUM QUESTION

Total membership of the Board is also affected by rival claims on the presidency. While Mr. McGowan won the official ballot count by 78 votes on June 28, acknowledged the unofficial recount of a 38-vote margin in his favor on June 30, was installed as president on July 1 and reaffirmed by the special elections committee on July 7 (following a formal protest by Dr. Wenzi), the matter has still not completely run its course.

Dr. Wenzi has hired counsel, Kohn, Bookstein and Karp, of Albany, to seek a new election.

In the meantime, the difference for Dr. Wenzl is whether he is the presiding officer or a distinguished member of the Board. This factor affects the Board's quorum, since the voting membership of the Board with Dr. Wenzl as president is 119, with a one-third quorum of 39 members required, but with Mr. Mc-Gowan as president and Dr. Wenzl as the immediate past president, the voting membership is 120 and the quorum 40. The CSEA constitution stipulates that the immediate past president is a voting member during the terms of his successor.

Even these figures are subject to challenge, since Schuyler County, with less than 100 members, is not entitled to a vote on the Board. It was previously linked to Washington County, with one vote between them. Recently, though, Washington broke the 100-minimum mark, and has the right to a separate vote. This leaves Schuyler by itself; its representative, Clayre Liamarri, has not been challenged, however.

Thus, including Ms. Liamarri, the member composition is one higher than cited, and the quorum definite at 40.

COUNTY MAJORITY

One additional change also takes place with this election. For the first time, the balance of the Board of Directors is in favor of the County Division. If all Board members are in attendance (using the highest figure of 121), the County Division would account for 64 votes and the State Division 57 votes.

In truth, though, attendance by State Division members is consistently higher than that by County representatives, and thus the State Division can probably outvote the County Division in those very rare instances where such a split might occur.

Further complications may face the County Executive Committee, too, when it meets this week. County Division chairman Salvatore Mogavero is protesting the election in which he apparently was unseated as Educational Locals representative from Western Region VI, but the special elections committee has not yet ruled on this.

Consequently, the Board may have to choose between conflicting claims on the County Division chairmanship, as well as the presidency of this most democratic of unions.

18 State Promotion Tests Set

(Continued from Page 5)

Senior employment security clerks are eligible for the principal employment security clerk Sept. 10 test. This exam also has an Aug. 1 filing deadline. Civil Service Department officials say there are vacanices throughout the state and more are expected.

All state Teachers' Retirement System employees are eligible for the oral test for supervising teachers' retirement system information representative which will take place during August. There is one vacancy in Albany.

The principal associate and senior valuation engineer tests are scheduled for Sept. 10. Applications must be filed by Aug. 1. Department of Public Service employees are eligible.

Civil Service Department officials did not supply data for senior title searcher, exam 36-119, also scheduled for Sept. 10.

No salaries were included in the listings. The jobs range is from G-11 to G-31.

Details are available at state agency personnel offices.

Sked Picnic

HARTSDALE—The Westchester County unit of CSEA will hold its annual picnic, rain or shine; from 11 a.m. to 6 p.m. July 30, at the Ridge Park Picnic Grove, Ridge Road, Hartsdale.



NOT SO SWEET SOUNDS HEARD AT PILGRIM

There will be more of this sort of thing at Pilgrim Psychiatric Center. Workers there were scheduled to stage another rally late last week. They are protesting proposed staff cuts under study by state officials. Workers fear the proposed cuts-reported by attrition-will leave the center short-staffed. In picture above, employees line up just before confronting officials at recent meeting at State Office Building, Hauppauge. In photo at right, Betty Duffy, president of the Civil Service Employees Assn. Local at Pilgrim, addresses demonstrators. Workers said they also fear reduced staff will make patient care more difficult and will cause the center to lose its accreditation.



Suffolk Reports 11 Job Openings

HAUPPAUGE — Job hopefuls and promotion seekers have until July 27 to file for 11 qualifying exams for jobs with Suffolk County agencies.

Nine of the exams are open competitive. Two—senior draftsman and switchboard supervisor—are promotional tests but there are also open competitive senior draftsman and switchboard operator tests.

The other tests are for water treatment plant operator, dental director-medical assistant program, draftsman, sewage treatment plant operator trainee, community liaison officer, psychiatrist III, and public health nurse III.

Both senior draftsman tests and the tests for water treatment plant operator trainee, draftsman and sewage treatment plant operator trainee will be held Aug. 27. Salaries are \$7,000 a year for water treatment operator trainee, \$377 every two weeks for senior draftsman, \$328 every two weeks, draftsman; and \$300 every two weeks, sewage treatment plant operator trainee.

The switchboard supervisor test is scheduled for Sept. 10. They earn \$276 every two weeks.

There is no written test for dental director (\$877 every two weeks), community liaison officer (\$529 every two weeks), public health nurse III (\$556 every two weeks), and psychiatrist III (\$1,004 every two weeks).

Minimum required qualifications range from a high school diploma for sewage plant trainee, draftsman, and water plant trainee to a medical degree and psychiatric residency training for psychiatrist III. Public health nurse candidates need a master's degree in nursing or public health. Community liaison officer applicants need a bachelor's degree and four years rehabilitation counseling experience.

For details and application blanks, contact the county Civil Service Department, H. Lee Dennison Building, Veterans Memorial Highway, Hauppauge 11787.

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WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 p.m.

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

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

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

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

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

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

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

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

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

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Pending Civil Service Legislation

			POSITION
2434, Schermerhorn 2928, DelToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	A. Passed 6-6. S. June 6 first rept., June 7, A2928 Sub	FAVOR
781A, Landes*	This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.	A. 2/14 passed. S. 2/15 Civ. Service Comm.	FAVOR
2574, Schermerhorn 3645, Marchiselli	This bill provides a retired person may earn in public service an amount equal to the amount stipulated by the Social Security Act that can be earned with loss of benefit.	May 2 Passed, sent to Gov., May 13 signed into Law, Chapter 137.	FAVOR
2580, Schermerhorn 3527, McInerney	This bill allows employees who were on the payroll on or before June 30, '76 and who for reasons not ascribable to their own negligence, did not become a member of the Retirement System before July 1,' 76 to file written request with Comptroller before December 31, '77 for membership in the Tier II System.	S. Civ. Serv. Comm. A. 3/13 Rept. Ref. to W&M Comm.	FAVOR
2840, Flynn, multi. 3899, Nicholsi, multi.	This bill would amend Section 243 of the Military Law regarding crediting of military service for the purpose of retirement and for additional credit in competitive examinations, to include in the definition of Veteran a member of the Armed Forces who served on active duty for at least 181 consecutive days.	S. 3/28 amend & recom., 2840-A. A. 3/28 amend & recom., 3899-A.	FAVOR
2308, Nine multi sponsors .3082, Flynn	When person with lower rating on eligible list has been appointed to a position, the employee who was passed over may request and receive from the Appointing Officer, the appropriate reasons.	A. Passed March 9 S. Rules Committee	FAVOR
.126, B. Smith .140, Posner .1980 Tauriello	Authorizes probation officer who has reason to believe a warrant exists for probationer, to take him into custody. Declares it a public policy of the State to prohibit the use of professional strike breakers.	2/7 Passed. 1/17 Passed — A 1/18 Labor Com. — \$	FAVOR
.1337, Budget Bill .1637, Budget Bill	Consolidates PERB & SLRB* Changes designation to State Employment relations board.* Administration of labor practices in both private & public sectors.	S. Fin. Comm, A. W & M Comm.	OPPOSE
.1612, Padavan, multi. .2017, Esposito, multi.	Any honorably discharged veteran shall be eligible for pension credit for time spent in service.	S. Civ. Service Comm. A. Gov. Emp. Com.	FAVOR
.2069, Marchi	If PERB or a Court finds that acts of extreme provocation were committed by an employer, employees determined to have been on strike shall have status restored and probation terminated with any payroll deduction to be restored.	S. Civ. Service Com.	FAVOR
.3409, Schermerhorn	In the event of an impasse, contract provisions shall continue.	S. Rept. out Civ. Service Comm.	FAVOR
3610, Schermerhorn	Amends 61-A of the Retirement and Social Security Law to allow payment of interest on death benefits.	S. Finance Com.	FAVOR
.6564, Volker, multi. . 8114, Greco, Fremming, multi.	Prohibits State employees from being charged with absence or re- quiring the use of leave credits due to extreme weather conditions in the nine counties declared a disaster area between January 29 and February 5, 1977.	A. Ways & Means Com. S. Rules Committee	FAVOR
.6475, Eckert .6476, Eckert	Continues until June 30, 1980, COESC. Retirement Plan.	S. Civil Serv. Com.	FAVOR
.8756, Rules Committee .6454, Rules Committee	This extends all temporary retirement benefits and supplementation programs until July 1, '78 and requires a comprehensive and constructive survey of public retirement systems in order to clarify the inconsistencies of the coordinated escalator retirement plan.	A. Passed, June 9 S. Passed, June 13 Signed into law June 28	FAVOR
.3566, Schermerhorn .6025, Marchiselli	Allows members of the Division of State Police to buy back military service credit. This includes Commissioned Officers Unit represented by CSEA.	S. Passed, June 14 A. Referred to Ways & Means Comm.	FAVOR
.8987, Rules Committee .6859, Rules Committee	Eliminates that part of Section 210 of the Taylor Law regarding persons being on one year's probation who were deemed to be on strike.	S. Civ. Ser. Com. A Gov. Emp. Com.	FAVOR
.4830, Greco .6860, Rules Committee	Eliminates the two for one penalty for people found to be on strike.	A. Ways & Means Comm. S. Clv. Serv. Comm.	FAVOR
.1148, Stafford .1435, Solomon	Creates a Statewide promotion unit for Correctional Services Dept. and mandates residency requirement.	S. Passed, June 8 A. Gov. Emp. Com.	Hel V
2587, Schermerhorn 3643, Hinchey	Clarifies the various retirement options.	June 7 signed into Law, Chapter 223.	FAVOR
.6376, Anderson .8040, Greco	This extends power of PERB to include issuing a decision and ordering an offending party to cease and desist from any improper practice, and to take necessary action to effectuate the policies of the Taylor Law.	June 28 passed both houses	FAVOR
.3849, Amatucci .2586, Schermerhorn	Extends benefits payable only to wives and widows under a retirement plan to husbands and widowers.	A. Passed, June 8 S Civ. Ser Com.	FAVOR
.3542, DeSalvio .2587, Schermerhorn	Provides a lump sum retirement payment if monthly retirement allowance is less than \$25 per month.	Signed into Law June 1, Chapter 196.	FAVOR
.6835, Flynn Note new number for Agency Shop Bill)	This bill provides for an Agency Shop fee to be collected from non-members who are employed by the State of New York. In addition, it allows for non-union members employed by a local government to have the Agency Shop fee deducted from their salary if the certified bargaining agreement. The bill further provides for a refund to the non-member of any portion of the Agency Shop fee that is used by the union for causes or projects of political nature. This bill is for a two-year period.	S. Rules Com.	FAVOR
.6868, Rules Com. .8994, Rules Com.	This bill implements the pay raises for the CSEA/State Contract, the State Police Contract and the Security Unit Contract. In addition, the bill provides for the opportunity for employees who were employed prior to June 30, 1976 and through no fault of their own, did not join the Retirement Plan to be eligible for coverage in Tier Two.	Rules Com. both Houses	FAVOR
.6795, Flynn, multi L8950, Greco, multi	This bill provides for the continuation until December 31, 1980, the names of people who appear on a Preferred List.	S. Rules Com. A. Rules Com.	FAVOR
.6833, Padavan, multi	This bill reorganizes the Dept. of Mental Hygiene into three autonomous offices and makes provisions for budgeting, staffing and program development.	Rules Committee	FAVOR
.6246-B, Padavan, schermerhorn, multi	This establishes a three-member Quality Of Care Commission to over- see the reorganization and operation of the Department of Mental	Rules Committee	FAVOR

Bills which no longer appear on this list have died in committee.

MH Bill, Others Pass

(Continued from Page 1)

tor Frank Padavan, Republican from Queens, had told Gov. Hugh Carey in a letter, "I can not support reorganization proposals as currently drafted unless and until I am assured that we agree to take necessary fiscal steps in next year's mental health budget."

The Governor responded that he "would not propose nor favor any plan which would result in increased administrative costs at the expense of reduced funding for direct patient care." He also told Senator Padavan that there would be "no erosion of staffing."

Along with the Governor's assurances that his budget will not force employee cuts, union members are also protected by a clause actually included in the bill which declares that the union will participate in planning the demonstration project of the state Mental Hygiene plan.

In another measure strongly supportive of the CSEA, both houses passed legislation mandating the recently signed contract between the CSEA and the State. The first installment of that 14 percent pay increase is due in a few weeks. (See full story on page 1).

It was also expected that the Senate would pass a bill already through the Assembly to reinstate five leave days for those state employees forced to miss work because of last winter's blizzard. The Senate was expected to act on a measure which would deny an employer the right to withdraw from the social security system. This bill, which passed the Assembly, faces opposition in the Senate.

Late last month both houses passed a bill extending the power of the Public Employment Relations Board to take necessary action against either party, labor of management, which does not bargain in good faith during no gotiations. The significance of this legislation, for the union, is that for the first time penalties may be applied to management. The possibility of management being penalized could affect the course of future contract talks. The bill is expected to be signed into law.

A "grandfather" bill, which grants permanent job status to about 340 Town of Hempston employees hired before the town adopted a testing policy, has also passed both houses and is expected to be signed by the Governor.

About 42 employees of the Department of Labor had their jobs insured when money was appropriated in another bill to finance their investigation into occupation and health standards for another year. This bill was considered important by the CSEA, because it was concerned with improving working conditions as well as preserving jobs.

The fate of the Agency Shop Bill, a controversial piece of legislation that would permit a union to collect fees from nonmembers it represents, was not clear late last week at Leader presstime. The Senate had not yet voted on the measure and the Assembly was scheduled adjourn after the weekend. Lobbying on both sides of this issue had been intense.