

The Public Sector

Two major events affecting the Civil Service Employees Assn. were occurring as this issue of "The Public Sector" was going to press.

Ballots were scheduled to be counted by the State Public Employment Relations Board in two union representation elections in which CSEA seeks to represent units of State Police personnel. Participation was running exceptionally high, with well over 80% of the eligible personnel casting mail ballots several days before the voting deadline in both units involving CSEA.

And on November 22, the Appellate Division of State Supreme Court was scheduled to hear oral arguments from CSEA concerning the union's lawsuit seeking to reverse PERB's certification of the Public Employees Federation to represent 45,500 state workers in the PS&T bargaining unit. CSEA retains certification pending the outcome of the court action.

Details of both events will be presented in the next edition.

Vol. 1, No. 8

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Wednesday, November 22, 1978

CSEA supporting Special Olympics

ALBANY — CSEA President William L. McGowan has announced the union's endorsement in a campaign that the entire membership can get behind; raising funds to support the 1978 International Special Olympics.

The Special Olympics is an international program of sports training and athletic competition for the mentally retarded. Next August, the International Summer Games will be held at the State University at Brockport with 3,500 special athletes participating from all 50 states and 35 nations. CSEA is taking an active role in making the games a success.

"Special Olympics is a great program for the mentally retarded," President McGowan said in announcing

the union's support for the games. "Thousands of CSEA members work day in and day out to help mentally handicapped individuals on and off the job. Now our union is going to roll up its sleeves and do a job for Special Olympics. It's a great program, a great cause and I know our members will show everyone the kind of people public employees are. We're going to make the Special Olympics a financial success."

Specifically, the union president directed CSEA staff to assist Special Olympics in bringing its program for fund raising to the members through advertising in the official union's newspaper. It's a unique program that provides benefits to those who give as well as those who receive.

Region 6 President Robert Lat-

timer has already set up a special pilot program to boost the sales of Special Olympics film in that Region. He was instrumental in bringing about statewide support for the program.

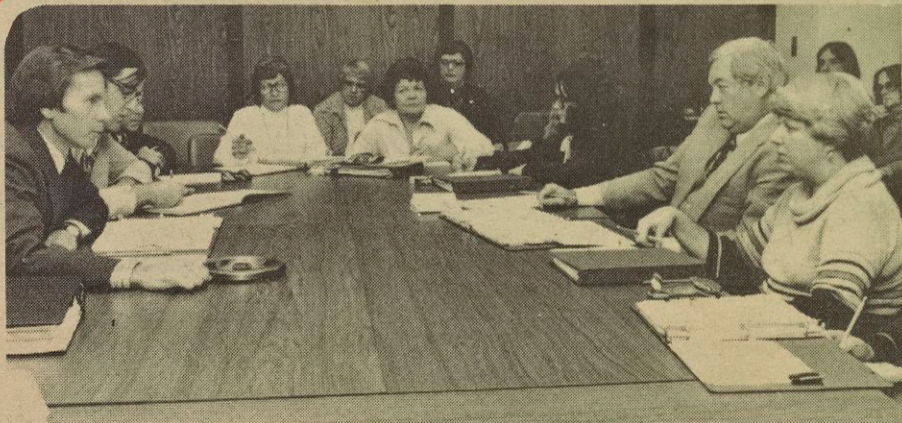
The basic concept of the program is simple. Union members and their families will be asked to buy film and processing for holiday picture taking from the Film for Special Olympics Program. When the members buy the processing package, they get a fresh roll of Kodak film and a prepaid processing mailer. They use the film, drop it in the mailer and drop the mailer in a mail box. They'll receive back professionally photo finished prints, slides or movies. The price of the service is far lower than most photo finishers charge and part of the

price goes as a contribution to Special Olympics.

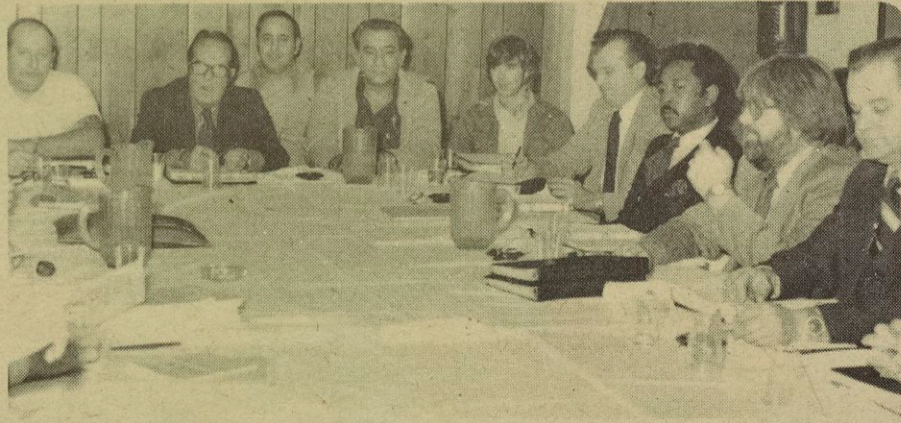
While a pilot program involving participation of coordinators within CSEA's Locals is underway in the Western Region, a special effort is being made in all other Regions to have members send for ordering coupons by directly writing: Film for Special Olympics, P.O. Box 8711, Rochester, N.Y. 14624.

Gradually the participation of CSEA's Locals will be sought across the state to form a "grass roots" network of coordinators to take film orders in an effort to increase sales and thus revenues for the Special Olympics.

More stories on the Special Olympics are on pages 6 and 7.



ADMINISTRATIVE UNIT — CSEA Collective Bargaining Specialist John Conoby, right, stares across the table after exchanging demands. To his left is CSEA team member Elaine Todd.



OPERATIONAL UNIT — Several members of the CSEA bargaining team listen to a discussion following exchanging of demands. Second from right is CSEA Collective Bargaining Specialist Nels Carlson.

Demands exchanged, long process seen

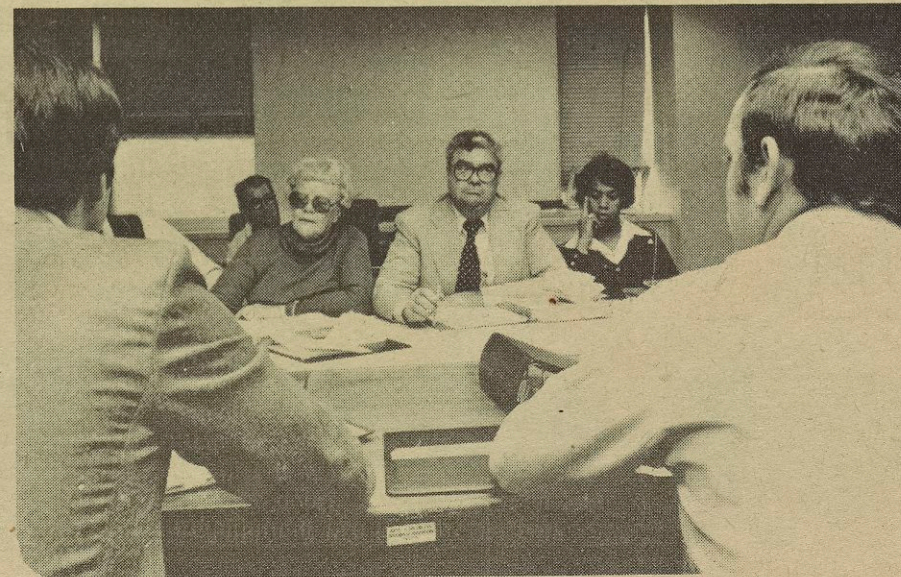
ALBANY — The Civil Service Employees Assn. and the State of New York exchanged initial contract demands late last week, signaling the start of major bargaining talks on behalf of more than 100,000 state employees in the Administrative, Institutional and Operation Services bargaining units.

Bargaining sessions have already been scheduled for the remainder of this month and during December. Additional sessions will be set as the talks progress towards a hoped-for settlement prior to the expiration of the ex-

isting pacts on March 31, 1978. Talks have been suspended pending the outcome of a related court case for some 45,500 state employees in a fourth bargaining unit represented by CSEA, the Professional, Scientific and Technical unit.

By mutual agreement, both sides are adhering to a policy of observing a "news blackout" during negotiations. Details of initial demands and daily progress reports will not be issued as they tend to impede the bargaining process.

INSTITUTIONAL UNIT — Framed by state negotiators, CSEA team member Genevieve Clark and union Collective Bargaining Specialist Robert Guild discuss the union's bargaining positions.



President's Message

In my travels throughout the State, many members ask me what are we really getting out of our affiliation with AFSCME. It seems that we haven't really spread the word as yet and I would like to spend some time talking to you about the benefits of the affiliation.

We are moving in many areas in an effort to make the affiliation work for our members. We will be getting involved in a legislative effort in Washington next year and we will then have input for the first time into federal legislation affecting our members. Significant areas of interest include social security legislation, CETA, countercyclical aid, etc. We will have input into things on the federal level which affect our pocketbook directly in New York State. This input is something new for us and I intend to exercise every option available in an effort to better protect our members.

By virtue of the affiliation, we are now protected by Article XX of the AFL-CIO Constitution. Article XX provides that no federation union shall raid another federation union through the representation election process. For instance, in

areas where CSEA, Local 1000, is the certified bargaining representative and if another AFL-CIO union petitions for an election, CSEA through AFSCME would ask the AFL-CIO to invoke Article XX protections. The dispute settlement procedure between the two unions involved in this type of proceeding has three stages: (1) mediation, (2) arbitration, and (3) an appeal to the Executive Council of the AFL-CIO. I think it is significant to note that to date we have been successful in all but two of our Article XX actions.

Had it not been for Article XX, we probably would have been challenged in three of the State units in August of this year. The indirect protections of the Article saved us thousands of dollars in fending off rival unions.

In the area of communications and public relations, we are about to embark on an advertising campaign designed to improve the image of public employees. Tax cut happy politicians have climbed on our backs again. Taxpayers have taken up the Proposition 13 religion . . . essentially because taxpayers are not aware of the roles played

by public employees. We know what we do for the taxpayers and citizens of New York and it's about time we got our message across. On our own and later with some help from AFSCME, we will help restore pride and first-class citizenship to public workers. This will be a significant effort and I think you'll agree it's long overdue.

In another area, small delegations of CSEA members have attended various AFSCME conferences and the international convention as well as the New York State AFL-CIO convention held a few months ago. Since we are now a part of the family of organized labor, I will not let an opportunity go by that allows us to express our high opinion of public workers; we are going to spread our message. Our Board of Directors recently participated in a training session in Washington and we will be sending two of our staff representatives to the AFL-CIO Labor Studies School for participation in their training session on arbitration.

Finally, in the area of negotiations, our research department is working with AFSCME's research department to



William L. McGowan
President — CSEA

make sure that we have left no stone unturned in our presentation of demands for changes in our 1979 State contracts.

In summary let me say that I am very encouraged by the many ways AFSCME has agreed to assist us and I will do everything I can to make sure that every single member of CSEA benefits from the affiliation. If we all stick together and play on the same team, I am sure that our objectives will be reached.

A refreshing point of view

Editor, *The Public Sector*:

As an entrepreneur, a capitalist and chairman of an enterprise employing over 1,200 persons across the nation, I read Irving Kristol's "Understanding Trade Unionism" in the *Wall Street Journal* of October 23 with both interest and concern.

My firm, American Income Life Insurance Company, is one of a very, very few fully union-organized insurance companies in America. I attribute the growth of our company largely to our successful dealing with the Office & Professional Employees International Union, which represents our employees, and to the generally cordial relationship we enjoy with the American trade union movement.

I agree with Mr. Kristol's observation that the unions are not "protosocialist institutions," but go further in stating that they are a bastion of democratic capitalism, at least in the United States.

It is fortunate that our unions are not ideological in the sense that has prevailed in so much of Europe. This does not mean; contrary to Mr. Kristol, that our unions do not have any basic motivating philosophy. As I view the American scene, it seems to me that some of the best thinking about the basic nature of our society has come out of the trade union movement which, like other organizations, seeks to develop a theoretical base upon which to stand.

Nor are our unions anti-intellectual, although they tend to be pragmatic in dealing with the society in which they dwell. If there is no *Harvard Trade Union Review*, that is the fault of the academics, not the unions. A look at the content of the *Harvard Business Review*, in any case, is good enough reason not to wish such baggage upon the labor movement which unjustly carries too much of the blame for what goes wrong with our society and

little enough credit for what is decent and just.

Mr. Kristol notwithstanding, syndicalism has little or no relationship with the modern American labor movement. The last vestiges of American syndicalism died with the Industrial Workers of the World. Syndicalism would substitute a centralized trade union structure for that of the democratic state, a desire entirely alien to American trade union philosophy. Free trade unions, especially those in the United States, represent an effort to use worker organization to gain effective leverage within existing economic structures, whether in the private or the public sector.

Unions are the first victims of totalitarian society just for this reason. They cannot sit still for tyranny by either political or corporate management, because they are based upon winning acceptance of a charter protecting the interests of those whom they represent.

Workers join unions out of self-interest, and there should be nothing strange about that. Just as the corporation bargains with the banks for money and with suppliers for materials, unions give the workers the opportunity to bargain for wages and working conditions.

Basically, the union is an offshoot of democratic capitalism. I find it exceedingly difficult under these circumstances to understand corporate opposition to such relatively mild measures as labor law reform. In view of democratic capitalism's insistence on sanctity of contract, I find it even more difficult to understand the opposition of so many of my business colleagues to union security arrangements.

Experience has proved that once organized, workers generally remain loyal to the union and will fight

attempts to weaken or destroy their union status. Attempts to portray the labor movement as stagnant are shortsighted. Union organization in the United States has been sufficient to bolster our entire wage structure and to spread so-called fringe benefits far beyond the ranks of the organized.

Unions are an essential balance wheel in the national economy, not only giving workers status in a society dominated by huge corporations, but also forcing management to be more humane and efficient. As one who has had to deal directly with unions, I can attest to changes in management structure growing out of our labor-management relationship that have resulted in significantly greater overall efficiency of operations.

Without arguing about present productivity trends, I insist that unions are a spur to efficiency. Demands for higher real wages and other improvements in turn lead to management efforts to offset costs. Without unions, it is highly unlikely that America would enjoy its present living standards.

Mr. Kristol argues that unions "push society in a 'collectivist' direction." While it is true that unions have sought state intervention to cushion the shocks of the business cycle and to place floors under wages and other working conditions, it is equally true that the real push toward collectivism has come in far greater degree from the huge agglomerates of corporate power that dominate the American economic scene. If anything, the unions have helped significantly to move their members toward greater freedom through participation in the democratic political process. Unions may not have fostered individualism in the Horatio Alger sense, but they surely have fostered greater individual freedom.

I do not see American unions as an-

tipolitical institutions as Mr. Kristol seems to feel. American unions are ideologically opposed to being adjuncts of the state, but they are vehement in insisting upon being recognized as being an important part of the political process. They are, in fact, a bulwark against a collectivist state for just that reason.

Unions, like all other institutions, are fallible and have their blemishes. And, like Mr. Kristol, I cannot "envisage a decent society without free trade unions." I part company, however, with his fear that unions are increasingly difficult to live with because some are able to "bring the entire economy grinding to a halt."

Most union leaders aren't fools and see the strike — any strike — as a last resort since union members suffer more than those forced to put up with some temporary inconvenience.

I agree that it's time to do more thinking about unions and their ability to survive as viable institutions. They are not only essential to a free society; they are a civilizing force within it.

Bernard Rapoport, Chairman
American Income
Life Insurance
Company
Waco, Texas

Editor's Note: Although the above letter is lengthy, and not from a member of CSEA, we elected to print it because we believe it is most interesting. It is refreshing to see a member of management, private or public, defend unionism so intelligently and so strongly. If you appreciate, as we do, what Mr. Rapoport says, perhaps you'd like to let him know that. His address is P.O. Box 208, Waco, Texas 76703.



CSEA wins pay raises for employees on leave

BUFFALO — Persons who were on the State payroll as of April 1, 1977, but on leave of absence on or before October 1, 1977, or who left state service after April 1 but later returned, are eligible for a CSEA-negotiated pay raise effective that October 1, according to a grievance settlement reached last month and brought by the union on behalf of two individuals so affected.

Under the existing contracts between CSEA and the State, 1977 raises came in two steps. Employees in full-time status as of March 31, 1977 received a basic annual salary increase of 5% or \$500, whichever was greater. And, effective October 1 of that year, employees in "full-time employment status as of March 31, 1977" received a second raise of 4% or \$400, whichever was greater.

Problems developed in some cases when persons eligible to receive the

first raise took authorized leave of absence after April 1 and were still on leave as of October 1. The State withheld the second raise, and CSEA filed grievances seeking to recover the second raise.

Grievances were specifically filed on behalf of Carol Ali, an employee of SUNY at Buffalo, and Janice Watson of Lafayette, an employee of the State Department of Taxation and Finance. CSEA Atty. Pauline Rogers of the union's legal firm of Roemer and Featherstonhaugh represented the grievants.

The grievances were resolved last month when both were declared eligible for the second raise. However, payment is currently being withheld while the State investigates records to determine other individuals who might be similarly affected. State workers who left service after April 1, 1977 but later returned are also eligible under the settlement.

CAROL ALI, left, has a smile after reading a resolution to a grievance filed on her behalf which enables her to receive a \$400 salary increase retroactive to October 1, 1977. She received the good news from Barbara J. Kauffman, right, grievance chairperson for SUNY at Buffalo CSEA Local 602.

NEW YORK STATE ELIGIBLE LISTS

Associate Ins. Fnd. Fld. Service Rep. (Promotional Exam No. 36324) Test Held June 24, 1978

1. Webster, Walter, Troy 81.6
2. Himmelfarb, N., Tonawanda 78.1
3. Gidicsin, John, Brooklyn 78.0
4. Mell, Nicholas H., Maspeth 77.5
5. McCaffrey, N.N., Coram 75.4
6. Samuels, Arnold, NYC 74.9
7. Bietry, Raymond, Rockaway Park 73.7
8. Aery, Thomas P., Schenectady 73.5

Insurance Fund Dist. Rep. (Promotional Exam No. 36325) Test Held June 24, 1978

1. Hittig, Edwin H., NYC 96.5
2. Visconti, Vito A., Farmingdale 96.5
3. Sussman, Chester, Bethpage 90.7
4. Klein, Everett F., College Point 82.0
5. McCaffrey, E.N., Coram 81.9
6. Himmelfarb, N., Tonawanda 80.6
7. Webster, Walter, Troy 80.1
8. Hurwitz, Harvey, Oceanside 78.0
9. Lindholm, Eric E., Whitestone 77.1
10. Samuels, Arnold, NYC 75.4
11. Quinn, William E., Garden City 73.7
12. Gidicsin, John, Brooklyn 73.0

Nuclear Power Generation Planner V Test Held June 1978

1. Patel, Kantilal T., Schenectady 75.0

Business Officer (Promotional Exam No. 36248) Test Held January 14, 1978

1. Papp, Steven M., Val Cottage 101.1
2. Greenspan, L.M., New Milford, Ct. 99.3
3. Williams, Fannie, Poughkeepsie 94.8
4. Foster, Brent C., Boston 94.6
5. Gewirtzman, J.D., Haverstraw 94.3
6. Thamasett, R.J., Binghamton 94.0
7. Clinton, Allan E., Westerville 91.7
8. Cohen, Nathan D., Albany 90.9
9. Bittle, Peter S., Hopewell Junction 89.5
10. Fadden, Paul J., Poughkeepsie 89.0
11. Mistler, Edward, Red Hook 88.5
12. Markie, Paul J., Poughkeepsie 87.3
13. McArthur, Paul T., Buffalo 86.0
14. Shulman, Ira L., Brooklyn 85.8
15. Riccobono, Mary, Ogdensburg 84.2
16. Driscoll, Robert, Rochester 82.6
17. Grotefendt, H.C., Brooklyn 81.8
18. Gallagher, T.F., Bronx 81.0
19. Zoellner, Peter, Smithtown 80.0
20. Redditt, Clare L., Ovid 79.0
21. Bell, Benjamin T., Rome 76.5
22. Ziajka, Victor J., NYC 76.5
23. Barish, Barbara, NYC 74.4
24. Broskett, W.F., Vestal 73.9
25. Kaplan, Seymour, Flushing 73.4
26. Kelleher, James, Buffalo 73.0
27. Brousky, Kenneth, Plainview 72.9
28. Valdov, Rein, Nyack 71.9

Business Officer (Exam No. 24613) Test Held January 14, 1978

1. Gottheimer, D.L., Flushing 90.0
2. Scott, John R., Fayetteville 83.5
3. Scharf, Roman, Kings Park 80.5
4. Coffey, Robert A., West Seneca 79.5
5. Meyer, Ken S., Howard Bch 79.0
6. Amo, Michael F., Bedford Hills 78.5
7. Vinograd, Jon F., Salisbury 77.0
8. Troy, Peter J., Pawling 77.0
9. McNamara, T.P., Staatsburg 74.0
10. Hahn, Thomas, Brooklyn 74.0
11. Chieffo, S.V., NYC 74.0
12. Sullivan, J., Guilderland 73.5
13. Kaplan, Seymour, Flushing 72.5

CSEA continues as watchdog of state's CETA program

WASHINGTON — Comprehensive Employment and Training Act (CETA) programs continue to be watched closely by the Civil Service Employees Assn. In order to monitor the Federal employment program, CSEA has a special CETA committee that functions on a statewide basis, plus regional CETA committees which serve as watchdogs over local CETA programs and problems.

The program will draw renewed interest with the allocations recently for fiscal 1979 in New York State. President Carter signed legislation last month re-enacting CETA for another year, and the following allocations have been made to New York State programs. The allocations cover CETA Title II and VI, plus Youth Employment and Training Programs (YETP) and Youth Community Conservation and Improvement Projects (YCCIP) under Title IV.

The following table shows the reallocations for New York State:

	TITLE II/ABC	TITLE IID	TITLE VI	YETP	YCCIP
Albany City	\$ 980,676	\$1,209,306	\$1,951,218	\$ 223,330	\$ 48,407
Balance of Albany County	945,289	883,152	1,451,252	187,816	50,496
Broome County	1,585,052	2,134,716	3,409,820	389,334	79,324
Buffalo City	5,025,929	7,852,010	12,894,238	1,188,519	257,694
Chautauqua Consortium	2,386,027	3,233,488	4,947,232	577,270	120,483
Chemung County	837,000	1,212,282	1,907,806	208,071	45,015
Dutchess County	1,186,381	1,269,674	2,134,301	258,245	63,446
Erie Consortium	4,202,941	5,643,638	9,744,169	1,007,487	227,485
Hempstead/Long Beach Csr	5,911,736	9,190,588	16,553,873	1,608,087	376,287
Rochester City	2,703,669	3,625,014	5,977,471	621,304	134,073
Balance of Monroe County	1,732,934	1,104,646	2,170,178	270,449	98,782
Balance of Nassau County Csr	3,905,492	5,663,541	10,352,777	1,034,790	244,203
Niagara County	2,023,595	2,683,960	4,483,351	451,253	97,842
Oneida County	2,163,781	2,736,477	4,313,295	497,083	108,372
Balance of Onondaga County	1,613,891	1,234,502	2,207,898	227,013	89,323
Orange County	1,952,645	3,003,572	5,005,449	499,412	110,140
Oswego County	1,024,590	1,582,784	2,636,115	252,785	50,960
Rensselaer County	1,135,169	1,500,758	2,410,705	281,850	62,009
Rockland County	1,472,174	2,458,997	4,500,651	416,293	95,677
St. Lawrence County	1,080,282	1,690,667	2,724,628	264,938	55,236
Saratoga County	912,385	1,251,163	2,097,612	239,557	51,523
Schenectady County	996,182	803,846	1,176,990	165,583	43,988
Steuben County	794,275	1,120,253	1,718,338	203,776	40,275
Suffolk Consortium	8,802,833	13,464,089	24,150,456	2,369,274	562,635
Syracuse City	1,753,712	2,237,673	3,562,467	404,876	87,257
Ulster County	1,355,547	1,912,984	3,093,077	327,411	71,368
Westchester Consortium	4,895,263	6,750,130	11,942,518	1,222,842	272,832
Yonkers City	1,657,296	2,440,634	4,240,570	411,043	90,848
Balance of New York	14,959,789	22,796,462	36,915,346	3,846,853	802,772
New York City	68,827,640	112,546,832	178,841,630	17,166,268	3,381,114
NEW YORK	\$148,824,175	\$225,239,838	\$369,515,431	\$36,822,812	\$7,819,866

Conciliator at Morristown

MORRISTOWN — The Civil Service Employees Assn., which represents the non-instructional employee Unit at the Morristown Central School District, has announced that a super conciliator has been assigned to the dispute between the Morristown School Unit of the CSEA and the Morristown Central School District.

Roger Kane, CSEA Collective Bargaining Specialist and chief negotiator for the school unit employees, said Mark Weisenfeld, of Canton, has been appointed by the Public Employment Relations Board (PERB) to conciliate the dispute. A meeting has been scheduled for 7 p.m., November 30, 1978.

In a statement following the announcement, Kane said CSEA is hopeful that a settlement can be reached.

"When you are confronted with a cost of living which has risen to 8.3 percent, we don't think our salary demand of 6 percent, plus increment, is unrealistic," Kane said.

TB grades restored

BRENTWOOD — The Civil Service Employees Assn. has won a settlement on behalf of 78 employees at Pilgrim Psychiatric Center who were downgraded following the abolishment of a tuberculosis service unit at the hospital.

A Mental Hygiene Therapy aide at the hospital, Al Cangiano, filed a grievance which was extended to all 78 employees affected.

CSEA Counsel Pauline Rogers argued successfully that the state violated the CSEA contract when it attempted to downgrade the employee when it abolished the unit.

When the state abolished the TB unit and reassigned the employees, it reduced them by one grade. Under the settlement, all 78 employees affected by the reassignment were elevated by one grade to restore their salary.

Calendar of EVENTS

NOVEMBER

- 21 — Livingston County unit of Rochester Area Retirees Local 912 general membership meeting: 2 p.m., Youth Center, Main St., Mt. Morris.
- 21 — New York Metropolitan retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.
- 29 — Long Island Region 1 special elections seminar; 5-11 p.m., site to be announced.
- 30 — Anti-J. P. Stevens rally, 1 p.m., Meeting Room 6, Nelson A. Rockefeller Plaza, Albany. Everyone welcome.

DECEMBER

- 2 — Stateside Non-Teaching School Employees' Committee Meeting for Jefferson, St. Lawrence, Oswego county school unit representatives; 9 a.m.-1 p.m., Holiday Inn, Watertown.
- 8 — Christmas party, Marcy CSEA Local 414, Roseland, New York Mills. Cocktails, 7-8 p.m.

Handicapped placement program

A special state recruitment and placement program for the handicapped ended its first year with 195 placements made.

The program, administered by the Career Opportunities Division, State Department of Civil Service, was launched in September 1977 following enactment by the Legislature of

Section 55-b of the Civil Service Law.

During the first year, more than 900 applications were received from handicapped individuals; 168 persons were placed under Section 55-b, and 27 were hired in positions not requiring reclassification.

Pension disparity favors politicians

ALBANY — The inequity of the pension system for persons who earn their living from public employment in the State of New York became painfully clear last week with announcement of pensions for four outgoing office holders.

Retiring Attorney General Louis J. Lefkowitz, who first came to Albany as an assemblyman in 1928, will receive an annual pension of \$45,000.

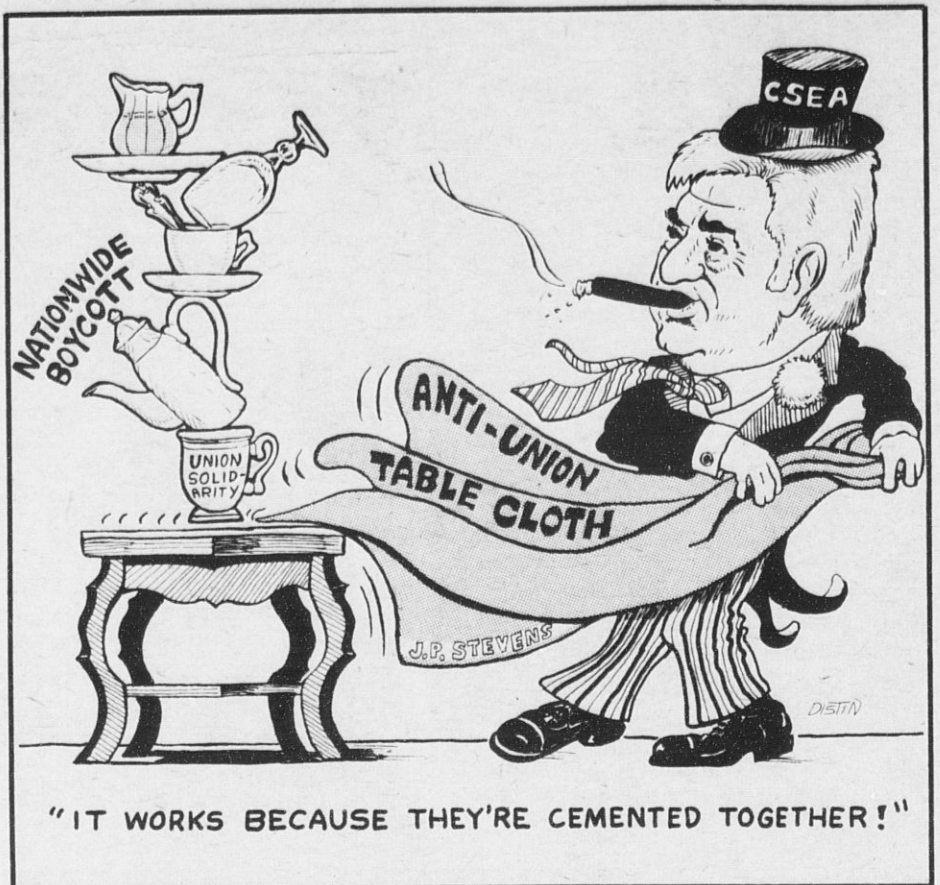
Arthur Levitt, who will retire as comptroller after 24 years, will receive an annual pension of \$36,000.

Two part-time state employees, Assembly Speaker Stanley Steingut and Assembly Minority Leader Perry B. Duryea are eligible for \$28,925 and \$18,900 respectively in annual pensions.

While the four politicians have huge pensions awaiting them, "Retirement Report," a State of New York publication, reported those public employees retiring in the 1976-77 fiscal year had an average annual pension of \$3,927.

The politicians are covered under the Legislative and Executive Retirement Plan, which determines annual pension by multiplying 2.5 percent of the average salary during the last three years by the number of years of government employment with a maximum benefit of 75 percent of annual salary.

This formula allows 50 percent pension after 20 years. Public employees must work 25 years for a 50 percent pension.



Where are your letters?

"The Public Sector" is now eight weeks old, long enough in the life of a publication to notice a trend developing. Where, we wonder, are those thoughtfully opinionated writers we had more than half-expected to flood our mailbag with letters to the editor?

True, there have been a number of good, even excellent, letters published in these pages. But nothing at all like what we had

hoped for. Granted, also, some letters we have received have not been printed; but only because they were in poor taste, or otherwise unsuitable to print in this or any other similar publication. Those writers probably understand that. If not, they should.

The "Letters to the Editor" section, ideally, should be a public forum to express opinions of interest to others. While we desire

thoughtful expressions, there is ample room for dissent, for differing opinions. We will defend your right to express your opinion, and give you the space to do so, provided it falls within the bounds of propriety. That's an editorial judgment we must make in each individual case. We only wish we had more of a selection of letters to make such judgments from. (R.A.C.)

Keeping eye on Conewango

Highway maintenance personnel understand and accept the fact that their usual working conditions are not luxurious. But on the other hand they do not and should not be expected to accept conditions such as those described on page 12 of this issue.

The overall conditions at the

'Special' praise

CSEA, some of whose members have the day-to-day responsibility of caring for many of the state's mentally retarded persons, is a natural for becoming involved in the 1979 International Special Olympic Games.

The games, which will be held at State University college, Brockport, N.Y., in August, provide athletic competition for mentally retarded children and

adults. Details of the Special Olympics are on pages 6 and 7. Special Olympics is one of the most worthwhile activities one can become involved in. The purchasing of the "Film for Special Olympics" is an easy way for an individual to provide support for the program.

We endorse the efforts of CSEA in helping to make the world a little brighter for those in need. (G.A.)

harsh winter of Western New York sets in once again.

The Conewango Valley facility might be the worst of the scores of maintenance facilities around the state. We hope it is, that it is not anywhere near typical. But we should find out, because we expect to hear from other outposts if there are any of a similar state of unacceptability. In fact, we encourage it. (R.A.C.)

in our Opinion

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Military leave policy now set

ALBANY — A standard definition of military leave with pay for public employees on ordered military duty has been set at 30 calendar days, and not 30 work days as pushed for by the Civil Service Employees Assn.

CSEA recently asked for a standard interpretation of the period allowed for military leave with pay because the payment practice varied from department to department. Citing what it said were two previous attorney general opinions supporting the union's position, CSEA asked the Civil Service Commission to establish the policy that employees should be charged with military leave only for those days on military duty that coincide with the individual's state work days and hours. The union argued that charging military leave to employees even for weekends, pass days or days not normally scheduled to work means that employees reach the 30-day limit much quicker annually.

Under Section 242 of the Military Law, public employees must be paid while on ordered military duty, up to 30 days in any one calendar year. That 30-day period was interpreted in different ways from department to department.

The Civil Service Commission asked the State Attorney General's office for a legal determination.

New nurse unit

ALBANY — A new Nurse Unit was opened recently to serve State employees in the Governor Nelson A. Rockefeller Empire State Plaza. The unit is in the Northwest Concourse near Agency Building 4. Employees at the southeastern end of the Plaza are served by a Nurse Unit in the Southeast Gallery, near the Tower Building.

The units are among 23 throughout the State, staffed by 35 nurses and operated by the Employee Health Service, State Department of Civil Service.

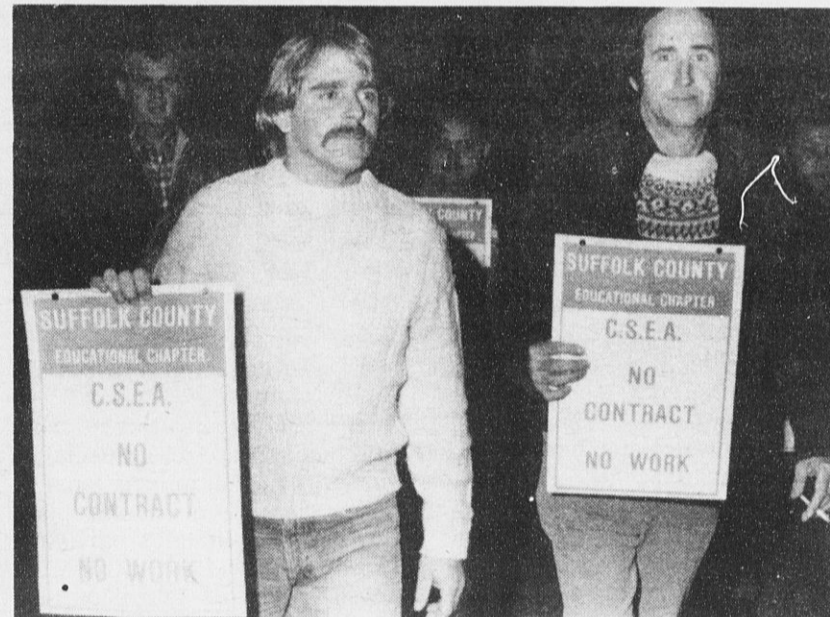
The units provide a wide range of health care services which extend beyond the treatment of cuts and bruises. These services include immediate emergency care, treatments and follow-up care as requested by personal physicians, health counseling and guidance.



PICKETING BY Middle Island School District non-instructional employees is led by, from left, Walter Weeks, President of the Suffolk Educational CSEA Chapter; Joseph Rindos, President of the Middle Island CSEA Unit; and Irwin Scharfeld, CSEA Field Representative.



FIELD REP IRWIN SCHARFELD chats with picketers, encouraging them in their demonstration to bring action into negotiations for a new contract.



PHOTOS BY TONY JEROME
SIGNS SAY IT ALL. Members of the Middle Island CSEA Unit have already taken a strike authorization vote in preparation for possible further difficulties in bargaining with management.

Sick members of school unit stay at home

MIDDLE ISLAND — Both shifts of the 250-member Middle Island School District Unit of the Civil Service Employees Assn. called in sick earlier this month, ill, they said, over the lack of progress in contract negotiations.

The job action by the non-instructional employees spurred the State Public Employment Relations Board to appoint a super-conciliator, Earl Zaddins, and brought both sides back to the bargaining table the day after the November 8th sickout.

The action was not authorized by the union, but Irwin Scharfeld, CSEA fieldman, said he could understand that members would become ill the way the School District Superintendent Marvin W. Rocklein and the school negotiators have been acting.

The employees at the 8,000-pupil Suffolk County School have been working without a contract since July. Scharfeld said that Rocklein had taken an unbendable position in negotiations offering the employees only a 2 and one-half per cent raise. The Middle Island unit of the 4,000-member Suffolk Education Chapter took a strike authorization vote earlier last month and Walter Weeks, president of the Suffolk Educational Chapter, has vowed to "support the members with the full resources and manpower of the Education chapter."

The sick out by the custodial, cafeteria and clerical workers disrupted the school lunch program, telephone communication, heating and lighting and clean up.

Joseph Rindos, president of the Middle Island CSEA unit, said that the members were seeking a minimum of 6 per cent raise. A 5.5 per cent recommended by a PERB appointed factfinder was turned down by both sides last month.

Your civil service rights

Jurisdictional classification

The Constitution of the State of New York provides that appointments and promotions be made by competitive examination as far as practicable.

This means that whenever a legislative body creates a position it is immediately in the competitive class of Civil Service until certain legal steps are taken to place the position either in the unclassified service or the exempt, non-competitive or labor class.

In the State service, this requires an operating department to submit reasons for removing the position from the competitive class to the State Civil Service Commission. If

the Commission approves the request, it forwards a resolution to the Governor. The Governor can either approve or disapprove the resolution. If the Governor approves the resolution, he forwards it to the Secretary of State.

In the municipalities, the local Civil Service agency must publicize in the local press, its intention to place a position outside of the competitive class, then a public hearing is held, a resolution indicating the proposed change is forwarded to the State Civil Service Commission. The State Commission can either approve or dis-

approve the resolution. If they approve the resolution, it is forwarded to the Secretary of State.

In all cases the change in the classification of the position is not legally in effect until the resolution making the change is filed with the Secretary of State.

If your position is in the competitive class and you have obtained tenure in your position after successfully passing the examination and probationary period, any subsequent change in the jurisdictional classification of your position to the exempt, non-competitive or labor class will not affect you. You will retain your

competitive class rights as long as you remain in that position.

On the other hand, if you are now in the non-competitive, exempt or labor class and your position is placed in the competitive class you will obtain all competitive rights the day the appropriate resolution is filed with the Secretary of State. This is true regardless of the length of time you have served in that position.

If you have been legally appointed to a position in either the non-competitive, exempt or labor class, you cannot lose your position by a change in the jurisdictional classification to the competitive class.

"Your Civil Service Rights" is a periodic column prepared by Joseph Watkins, special consultant to the Civil Service Employees Association on Civil Service matters and policy. Questions and comments concerning this column may be directed to Mr. Watkins, Civil Service Employees Association, 33 Elk Street, Albany, N.Y. 12224.

A SPECIAL GIFT FOR THE SPECIAL OLYMPICS

This year 3,500 mentally retarded children and adults will participate in the 1979 International Special Olympic Games to be held at the State University of New York at Brockport. And this year, those children and adults will have the aid and support of 260,000 members of the Civil Service Employees Association.

CSEA is helping the Special Olympics raise the funds to hold the International Games. We're asking you to help us help 3,500 very special athletes find a new kind of joy through participation in the Special Olympic Games.

Special Olympics has already reached into the lives of more than a million mentally retarded children and adults. Through participation in the Games, these special people are learning for themselves — and teaching the rest of us — just how much they can accomplish. The goal is not to win, but to try.

Yet only 25% of the mentally retarded individuals who need the spirit of the Special Olympics are being reached. More help is needed. CSEA and the Special

Olympics are asking for your help.

This Holiday Season your family will be taking lots of photos of special moments you'll want to cherish. By purchasing your film and developing through the "Film For Special Olympics" Program, you'll be helping us raise enough money so Special Olympics can provide the kind of special moments that our special athletes will cherish for the rest of their lives.

In the weeks ahead, ordering information for the Special Olympics Film Program will appear in "The Public Sector." Or you can send now to, "Film For Special Olympics, P.O. Box 8711, Rochester, N.Y. 14624" to request ordering forms.

There are few projects that do more for people than Special Olympics. Through your purchase of Special Olympics Film to save the warm memories of Christmas and Chanukkah, you'll be helping CSEA to give a very special gift to some very special people.



International soccer hero Pele is a Special Olympics soccer coach.



CSEA
CIVIL SERVICE
EMPLOYEES ASSOCIATION

1979
**International
Summer
Special
Olympics**
August 8 - 13, 1979

History of progress

1963

Kennedy Foundation and American Association for Health, Physical Education and Recreation cooperate on a physical fitness program for mentally retarded individuals and offer awards for achievement.

1968

Senator Edward Kennedy announces establishment of Special Olympics Inc. The National Association for Retarded Citizens pledges its national support.

1970

All 50 states, the District of Columbia and Canada have Special Olympics organizations. 50,000 athletes are involved.

National Hockey League Board of Governors announces sponsorship of International Special Olympics Floor Hockey Program.

550 young athletes participate in the First French Special Olympics Games.

150,000 Special Olympians and 65,000 volunteers involved in more than 1,400 local and area meets. All states hold State Special Olympics Games.

Second International Special Olympics Games take place in Chicago with 2,000 athletes from 50 states, the District of Columbia, Canada, France and Puerto Rico.

1972

Jean Claude Killy, world champion skier, welcomes 1,500 young French athletes to French Special Olympics Games.

Third International Games open on campus of UCLA with 2,500 participants.

1973

ABC television broadcasts segment covering Special Olympics on Wide World of Sports.

1974

400,000 children now active in Special Olympics year-round, including 15,000 local meets and games.

Kyle Rote, Jr., winner of the ABC Superstars Competition, contributes \$5,000 of his prize money to Special Olympics.

National Basketball Association and American Basketball Association cooperate to sponsor the National Special Olympics Basketball Program, including Run, Dribble and Shoot competition.

1975

Winner of second Superstars Competition, O.J. Simpson, contributes \$5,000 of his prize money to Special Olympics.

First Presidential Premiere for Special Olympics features Barbra Streisand and "Funny Lady". 10 million Americans see TV Special featuring President Ford, Muhammad Ali, Frank Gifford and Special Olympics athletes.

3,182 Noncommissioned officers run from Washington, D.C. and Los Angeles, California non-stop in a 3,182 mile marathon for Special Olympics. Hundreds of high school and college track and cross country teams, jogging associations, running clubs and

concerned volunteers join to help raise funds to send athletes to the International Special Olympics Games.

Mexican athletes compete for the first time in a Special Olympics.

Fourth international Special Olympics Games takes place with 3,200 young athletes participating from 10 countries at Central Michigan University. CBS television broadcast event on Sports Spectacular show.

New programs start in Hong Kong, the Bahamas, Honduras, Okinawa and other countries.

1977

First International Winter Special Olympics bring more than 500 athletes to Steamboat Springs, Colorado, to learn to ski and skate. CBS, ABC and NBC television cover the event.

Participation in Special Olympics climbs to more than 700,000 with increased number of adult participants. Nineteen countries have Special Olympics.

Bruce Jenner, world's greatest athlete, becomes head coach of Special Olympics track and field activities. Special Olympics launches worldwide soccer program with Pele as head coach and North American Soccer League as sponsor.

Governor Hugh L. Carey, Eunice Kennedy Shriver and Dr. Albert Brown announce award of Fifth International Summer Special Olympics Games in August 1979 to the State University of New York at Brockport.

Variety of events set for August

The events at the 1979 Special Olympics International Games on August 10-11, 1979, at State University College, Brockport, N.Y., will be:

TRACK AND FIELD: 50-meter dash, 200-meter dash, 400-meter dash, mile run, softball throw, 400-meter relay, standing long jump, high jump and pentathlon.

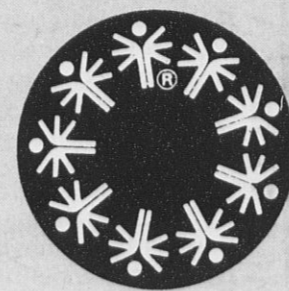
SWIMMING: 25-meter freestyle, 50-meter freestyle, 25-meter backstroke, 25-meter butterfly, 100-meter relay, 25-meter breaststroke and one-meter diving.

FRISBEE-DISC: Accuracy and distance.

GYMNASTICS: Free exercise, tumbling and balance beam.

WHEELCHAIR EVENTS: 25-meter dash, 30-meter slalom and 100-meter relay.

Also bowling, basketball, floor hockey, poly hockey, soccer and volleyball. All but bowling are team sports for the senior age group.



Equal opportunity for all

Special Olympics is an international program of physical fitness, sports training and athletic competition for mentally retarded children and adults.

It is unique because competitors at all ability levels may advance all the way to the International Games. Almost 1,000,000 mentally retarded individuals take part.

Special Olympics contributes to the physical, social and psychological development of mentally retarded participants. Through successful experiences in sports, they gain confidence and build a positive self-image associated with success rather than failure. Success on the playing field often carries over into the classroom, the home and the job.

The Joseph P. Kennedy, Jr. Foundation created Special Olympics and sponsors the program internationally.

The program is operated by Special Olympics Inc., a non-profit organization in Washington, D.C.

State and county organizations hold year-round Special Olympics programs.

Mentally retarded individuals 8 years of age or older are eligible to participate in Special Olympics. There is no upper age limit.

Generally, participants have IQ scores below 75.

Special Olympics offers 14 sports: track and field, swimming, diving, gymnastics, ice skating, basketball, volleyball, soccer, floor hockey, poly hockey, bowling, frisbee-disc, Alpine and Nordic skiing and wheelchair events.

Almost all other Olympic sports are offered as demonstration sports in Special Olympics. Special Olympics

offers team play and individual skills competition in basketball and soccer.

A key feature of Special Olympics is a series of Olympic-type events held annually at each organizational level.

Games provide all the pageantry and excitement of the Olympics Games — opening and closing ceremonies, awards presentations, and associated cultural activities.

More than 10,000 local meets and games are held year-round in communities all over the world. Chapter and national games usually are scheduled in May and June.

International games are held every four years. The 1975 International Games were held at Central Michigan University with 3,200 participants from 50 states, the District of Columbia, Puerto Rico and seven other countries.

The 1979 International Games will take place at the State University of New York College at Brockport on August 8-13, 1979, for 3,500 competitors from the United States and more than 20 other countries.

Contests and tournaments are scheduled during each year to foster competition in each of the Special Olympics sports. Last year 42 states held Winter Special Olympics events featuring Nordic and Alpine skiing and ice skating.

Preparation and training are crucial to Special Olympics. Almost all local, area, chapter and national Special Olympics programs offer year-round training programs designed to improve the participants' physical fitness and competence.

Special Olympics Inc. offers assistance in the form of grants, program materials, medals and ribbons and insurance coverage to Chapters in states in the United States and countries throughout the world.

Within a state or country, Special Olympics Chapters and National Programs offer organizational and program assistance and guidance.

Virtually all world areas to be represented at games

The Special Olympics includes 34 countries and four United States territories. All areas of the world except the Antarctic are represented.

The largest group of participant countries is Latin America, with Argentina, Bahamas, Barbados, Brazil, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Jamaica, Mexico, Paraguay, Venezuela, Puerto Rico and the Virgin Islands.

Europe is represented by Belgium, England, German Federal Republic, France, Ireland, Jamaica, Luxembourg, Netherlands, Poland and Spain.

African participant countries are Ghana, Kenya and Nigeria. The United States and Canada represent North America.

From Asia are Hong Kong, India, Korea, Okinawa, the Philippines and the Seychelles Islands. Oceania participants include Australia, American Samoa and Guam.

For additional information, contact:
Eunice Kennedy Shriver, President
Special Olympics Inc.
1701 K Street NW Suite 203
Washington, D.C. 20006
Tel. (202) 321-1446
or
Peter N. Smits
International Games Director
State University College
Brockport, N.Y. 14420
Tel: (716) 395-2555

Ballots due on Dec. 11

ALBANY — Ballots were mailed out Nov. 17 to all CSEA members who are Judicial Department employees, for the selection of the Judicial Department representative on the Statewide Civil Service Employees Assn. Board of Directors.

The deadline for the return of ballots to the Latham, N.Y. Post Office is 6 p.m. on Dec. 11, 1978.

Ballots will be counted by the Statewide Election Procedures Committee on Dec. 12 at 10 a.m. in CSEA headquarters at 33 Elk St., Albany.

The three candidates for the post, in ballot order, are: Nancy J. Roark; Francis Griffin; and Julia M. Filippone. The candidates will be permitted to attend the ballot-count as observers.

If a Judicial Department member has not received a ballot by Nov. 27, one may be obtained by calling Kathy Barnes at (518) 434-0191.

The election was ordered by the Board of Directors at its Oct. 22 meeting at the Concord Hotel in Kiamesha Lake, to fill the vacancy left by the resignation of Ethel Ross. The term of office will run through June 30, 1979.

NEW YORK STATE ELIGIBLE LIST

Senior Architect

(Exam No. 39-277)

Test Held September 27, 1978

1. Webster, Raymond E., Latham.....	100.1
2. Wilson, James H., Latham.....	99.8
3. Fisher, Eric C., Schenectady.....	97.1
4. Halusa, Dubravko B., Latham.....	94.4
5. Andrews, Raymond J., Rensselaer.....	93.1
6. Kendersky, Joseph L., Cohoes.....	83.0
7. Waterson, Paul W., Loudonville.....	82.8
8. Cisek, Thomas J., Amsterdam.....	74.8

Some Prop. 13-style votes fail

WASHINGTON, D.C. — American voters did not rush headlong onto the Proposition 13 bandwagon on election day earlier this month, according to an analysis compiled by AFSCME.

In the four states where a Proposition 13-type vote was held, the populous states of Michigan and Oregon rejected it. Only in the sparsely populated western states of Idaho and Nevada did the meat ax-approach to tax cutting win voter approval.

The Michigan proposal would have cut assessments in half and would have limited property taxes to 2.5 percent of assessed value. The Oregon proposal would have limited property taxes to 1.5 percent of valuation.

The Nevada vote must be reaffirmed in a referendum in 1980 before it becomes law. The Idaho proposal must be modified by the state legislature because of conflict with the state constitution.

Other tax and revenue measures passed or defeated in Referendums earlier this month were:

- **Arizona:** Limit state revenue to seven percent of personal income, preserving the present relationship of revenue to income. Passed.
- **Hawaii:** Limit spending to growth in the state's economy, with considerable legislative flexibility. Passed.
- **Colorado:** Limit increases in spending to increases in the Consumer Price Index. Defeated.
- **Illinois:** Advisory referendum for tax and/or spending limitations. Passed. Preserve the business personal property tax, a progressive measure. Passed.
- **Michigan:** Limit state taxes as a percentage of personal income, a situation which has existed for five years. Passed. Voucher proposal, to change the financing of public education. Defeated.
- **Nebraska:** Limit increases in local government spending to five percent. Defeated.

- **Texas:** Tie spending increases to economic growth, grant property tax relief through increased homestead exemptions, in a state with rapid economic growth. Passed.

- **Alabama:** Differential assessments and limits on future property tax increases, allowing for lower rates on residential property. Passed.

- **Arkansas:** Exempt food and medicine from sales tax. Defeated.

- **Massachusetts:** Differential assessment, allowing different types of property to be taxed at different rates. Passed (AFSCME actively supported it.)

- **Missouri:** Legislature given authority to roll back state and local taxes. Passed.

- **North Dakota:** Cut individual income taxes and raised corporate taxes. Passed.

- **South Dakota:** Requires two-thirds of legislature to raise sales and property taxes. Passed.

CSEA supports UCS hearings

ALBANY — As a measure aimed at protecting recently-negotiated salary increases for nonjudicial employees in Judicial Districts 3 through 9, the Civil Service Employees Association is supporting Richard J. Bartlett, Chief Administrative Judge of the State's Unified Court System, in his appeal of an October decision by the State Supreme Court which tem-

porarily halted public hearings on a proposed classification plan for the employees.

Based on litigation brought by three court employee associations in New York City, State Supreme Court Justice Max Bloom had ruled that Bartlett lacked the authority to adopt a classification plan which would affect the nonjudicial positions of some 9,300 employees in the state's unified court system. The Office of Court Administration, which wrote the plan, filed a notice of appeal to the Appellate Division, First Department, on Nov. 1. One week later, CSEA attorneys petitioned the Appellate Division for permission to file a brief and interview in support of the appeal. The Court granted CSEA's request.

CSEA is maintaining that as long as administrative procedures which would classify and allocate nonjudicial employees to newly negotiated 1978 salary schedules are

halted, there exists the possibility that implementation of the contracts may be delayed until the matter is resolved. Once the matter of classification and allocation to the new salary schedules is resolved, however, the nonjudicial employees would receive their salary increases as negotiated in agreements reached in Judicial Districts 3 through 9 by CSEA.

In an affidavit presented to the Appellate Division, Stephen J. Wiley an attorney with Roemer and Featherstonhaugh, the union's law firm, wrote that CSEA's support of the OCA appeal was "to inform the court of the inequitable effect which the final judgment herein has on some of the units represented by CSEA, as well as to demonstrate to the court the nature of Judge Bartlett's authority.

At deadline, result of arguments into the matters, scheduled for November 17, were not known.

LETTERS to the Editor

We encourage letters from readers pertaining to items which have appeared in THE PUBLIC SECTOR or which are of interest to public employees. Letters must contain the name, address and telephone number of the writer for verification purposes. Telephone numbers will not be printed, and names may be withheld upon request. Send all letters to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12204.

Editor, The Public Sector:

I read with interest your article, "Proposition 13 On Ballot in Suffolk," in the October 11 issue. My wife and I are senior citizens, 73 years old; I am a veteran of World War II. We have been living in Nassau County for over 40 years and I feel I have a right to refute your article.

I think that the public should have the right to decide how much tax we should pay. As far as the "no tax-nut" is concerned, I agree with you. We all know we have to pay taxes, but why can't we be taxed according to our income. I can't believe a union publication would support a system which might cause a senior citizen to lose his home. My wife and I worked over 50 years running a small business. We did not retire rich, but we were able to pay off our mortgage and acquire a small bank account. In addition to social security, we have a small rent income, but it is not enough to pay our taxes, which amount to over \$4,400 a year, and everyday expenses. In order to pay these high school and property taxes, we have to cut down on our food bills. Also, we are not able to take care of our health properly because Medicare and Medicaid do not pay the entire bills and we cannot afford to pay them.

If there is another increase in taxes, we will lose our home. We cannot sell our home because no-one wants to pay such high taxes. As another senior citizen told me, the only way out is death.

We believe taxes should be paid, but we also feel that they should be collected from the general public or taxed according to the income of the homeowner; not taxed according to the value of the home. Remember, we do not have an income like young people do or like politician Rep. Wylder who earns \$57,000 per year plus \$42,000 from his law practice.

The following politicians received commissions from town and county government insurance policies: Mr. Reilly — \$48,862; Mr. Healey — \$20,750; Mr. White — \$5,000. Why wasn't the money returned to the county or given to senior citizens, who really need it? Perhaps you feel senior citizens do not have a right to live. If services have to be cut because of the passage of Proposition 13, why not start at the top. Let the big chiefs know what it is like to have things taken away because they cannot be afforded.

Hans Westing
North Merrick, N.Y.

AFL & CIO's Article 20 decision determined by date of affiliation

WASHINGTON — When the AFL-CIO Executive Council ruled recently to overturn an earlier impartial umpire's decision that the Public Employees Federation illegally raided CSEA earlier this year when it challenged CSEA's representation rights to the 45,500 state employees in the PS&T bargaining unit, the decision was brief. Just one paragraph long. Here it is in its entirety.

"The decision of the Impartial Umpire finding a violation by the Public Employees Federation (SEIU & AFT) of Sections 2 and 20 in this case is reversed. The Article XX protections stated in the Executive Council policy decision of February 1972 are limited to an independent union that affiliates with an AFL-CIO union at a time when the independent has a current established bargaining or work relationship. Those protections do not apply to an independent that

had, but, at the time of affiliation no longer has, such a relationship. We find that the AFSCME subordinate body here did not have such a relationship at the time of its affiliation."

The decision means, in general terms, that PS&T employees represented by CSEA were not covered by Article XX of the AFL-CIO Constitution because they had voted to disaffiliate prior to the CSEA-AFSCME affiliation. All other CSEA units are protected from illegal raiding as a result of the April affiliation, however.

The Executive Council decision is not appealable. But CSEA is in the Appellate Division of State Supreme Court seeking to prevent certification of the PS&T election. The court case and the Council decision are not directly related.

Sanitary Code changes opposed

The following testimony was delivered on Thursday, November 16, at a meeting of the Codes and Legislation Committee of the Public Health Council, which is considering a revision of the State Sanitary Code. The testimony was given by Timothy Mullens, Civil Service Employees Assn. Research Analyst on behalf of CSEA and its members.

NEW YORK CITY — The CSEA, in behalf of its members employed in the various county public health agencies throughout the State of New York, protest the adoption of the proposed changes to the Sanitary Code.

The proposed changes are regressive and will ultimately deteriorate the quality of public health service rendered in municipalities in the State of New York.

The present code provides a rough table of

organization and various levels of positions in various specialties of public health. This has been a guide and a bible for local health administrators, budget officers and county administrators in establishing the structure of the health department to render the service to the county in the public health field. We were hopeful that any future revision of the code would extend this concept by providing ratios of numbers of employees for a given supervisor in a particular specialty in the public health field. To our dismay, the present proposal moves in an opposite direction and reduces the number of levels of positions in various specialties and does not provide any type of standard other than the creation of a second level position in a particular field of endeavor.

In addition, the Sanitary Code does not exist in a vacuum. It must be responsive and reactive to current social and economic trends in the country.

The adoption of Proposition 13 in California has had and will have a chain reaction throughout the United States. Budget officers and county administrators will seek to eliminate positions not mandated since in many fields of occupations in the Sanitary Code will now be limited if this amendment is adopted to only two levels. Then, such officials will only authorize two levels of positions. The creating dead end positions in the public health field will be totally destructive of employee morale and would further increase the probability of lowered public health service in the counties.

The problem of public health is not a county problem solely but is a state problem and it is only the state through its Sanitary Code that can prescribe and enforce proper standards of staffing of local health departments to assure a high level of statewide health services. The proposed standards will be counter-productive in this regard.

The proposed standards state that a local civil service agency can develop additional titles and classifications for positions above the entry at the first supervisory level. We bring to your attention that there are 57 different and separate county civil service agencies in the State of New York. Each acting on their own will create a Tower of Babel of different positions, different qualifications and different standards. But this authority to establish different positions does not reside with the local civil service commission. Unless the local legislative body has authorized the creation of additional positions, the adoption by the local civil service agency of additional titles is meaningless.

Employees often seek to transfer from one agency to another or from a local agency to the State service. One of the conditions legally affecting such a transfer is that the requirements for the position in both agency should be similar. With a wide disparity of title structures and qualifications that will be established by each agency acting on its own, the possible mobility of present employees will be eliminated. This will further enhance the dead end situation which is so destructive of employees' morale.

The proposed changes in the code are in violation of Title 7 of the Civil Rights Act of 1964. They are not based on any job analysis of the positions. It can be held that they have an adverse impact on the hiring and promotion of minorities since all trainee positions have been eliminated and since there are no alternative requirements to a mandated college degree or other educational qualifications. They do not provide for any mobility of employees and present little or no promotion possibilities. There have been a number of actions brought by the Attorney General of the United States against the State and local civil service agencies in relation to examinations and hiring practices based upon these defects in existence in the procedure. These are lengthy and costly litigations. The adoption of the present code will open the door for many more such cases, particularly in the field of public health.

If the objective of the proposed changes is to eliminate the responsibility of the Public Health Council in reviewing the qualifications of applications for various levels of positions and if it is the desire to transfer this function to local civil service agencies, we do not object to this objective. However, we must point out that a central agency reviewing of all applications is more capable of a uniform standard than delegating the function to 57 different agencies.

We must come back to our first statement. We strongly protest the adoption of these revisions inasmuch as they are detrimental to the development of strong public health programs in the State of New York and will destroy the morale of the persons employed therein.

Six specific objections outlined against Sanitary Code changes

The Civil Service Employees Assn. listed the following specific objections to proposed changes in revising the State Sanitary Code:

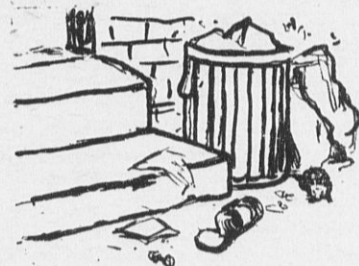
1. The proposed change states that persons working in the field on the date the revisions become effective should be construed to meet entry level qualifications. Yet, many of these persons have obtained higher level qualifications by way of continued education and qualification by civil service examination. We therefore suggest that this section be revised so that they will be able to retain the level of the position they have acquired after so many years.

2. All trainee positions have been eliminated. This has been a positive way of bringing new persons in the public health field. The reintroduction of the trainee position will do much to ameliorate possible objections for the U.S. Equal Employment Opportunity Commission of discrimination in hiring practices.

We also strongly urge the re-establishment of the training courses required for each level of position. The only mention of a trainee course in the new code proposal is for the position of Public Health Sanitarian. This is particularly important when you review the qualifications be-

ing established for certain of the positions in the proposed code.

3. The Environmental Health Technician proposed qualifications have an Associate Degree from a college. This degree can be in any field as the qualifications are now written. Consequently, it would be possible for a person possessing an Associate degree in English to receive this position. He is then placed in the position and required to perform the duties of the position without any prescribed course of training. We do not know how this is possible. The qualifications also



attempt to equate an Associate degree in any field with 60 credit hours with a minimum of 12 credit hours in the physical and biological sciences. We do not see that these are equivalent qualifications since the Associate degree could be in a non-scientific field for which scientific qualifications are required in the ultimate.

4. Public Health Engineer.

The proposal here is to equate a Baccalaureate degree with a professional license. The State Education Law establishes the qualifications for a professional engineering license. These qualifications require that in addition to the graduation of the Baccalaureate degree in engineering, the person have four years of work satisfactory to the Board of Examiners. In addition, before the person acquires the license, he must pass a comprehensive engineering examination. It is obvious, therefore, that these two qualifications are not equal.

5. The proposal states that Physical Therapists "assist patients" in attaining maximum function. We object to this statement of the duties of Physical Therapist since they provide direct medical service to the patients in obtaining maximum function and therefore urge this revision.

6. In the Public Health Educator proposal, under entry level qualifications, the "B." alternative speaks of "health related field." This is loose terminology and will lead to considerable confusion inasmuch as the proposal is to have each one of the 57 different agencies interpret this. We therefore, most strongly, urge that this is clarified to precisely what is meant by "health related field."

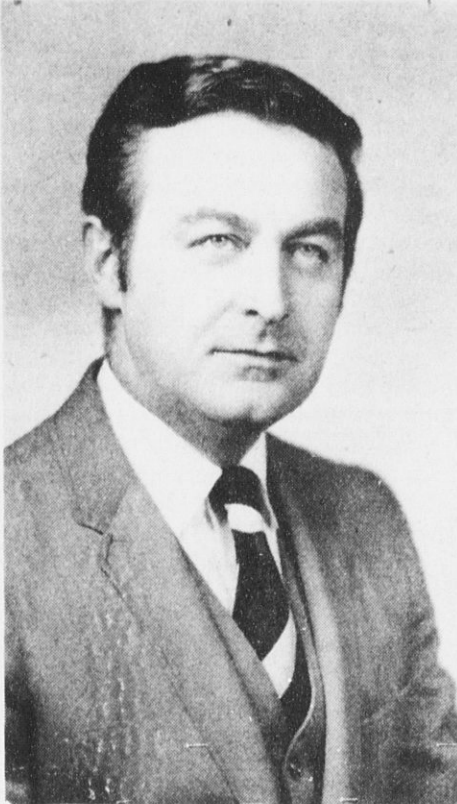
Public Health Council appointed

The Public Health Council has no executive, administrative or appointive duties. Members are appointed by the governor with the consent of the State Senate for six year terms.

At the request of the State Commissioner of Health, the Council considers any matter pertaining to the preservation and im-

provement of public health. The Public Health Council enacts the provisions of the State Sanitary Code subject to approval of the Commissioner of Health. The provisions of the code supercede local ordinances inconsistent therewith, but a city, town or village may enact sanitary regulations not inconsistent with the code.

Dolan on Blue Cross board



JOSEPH DOLAN

ALBANY — Joseph Dolan, Executive Director of the Civil Service Employees Assn., has been elected to a one-year term on the board of directors of Blue Cross of Northeastern New York, Inc., announced Albany Blue Cross Board Chairman Robert A. Quinn. He will serve as a public representative on the Blue Cross governing body.

Mr. Dolan has served as a member of the Albany County Legislature, representing the 14th county district, since 1970. A graduate of Siena College, he is chairman of the finance committee of the Siena College Alumni Association.

Mr. Dolan has studied at Albany Law School and received his master's degree in political economics from the Graduate School of Public Affairs at the State University of New York at Albany.

Mr. Dolan serves on several other boards, including the advisory board of St. Anne's Institute and the board of directors of the Bishop's Memorial Foundation of the Albany Diocese. He also is a member of the University Club, the YMCA, and the Ancient Order of Hibernians in America.

State starts management study

A special, year-long study of State management positions is being conducted by the Division of Classification and Compensation, State Department of Civil Service.

Goals of the study are:

- To review and evaluate compensation plans used in other states and in the private sector, and possibly to

recommend alternative plans which could be adopted by New York State.

- To produce a "master" or "primary" standard for classifying managerial positions. This standard will be a detailed document which describes the characteristics of managerial positions, identifies classification factors which exist in such positions, and provides criteria for evaluating specific positions. Use of the standard will make it easier to review classification requests and save time in classifying managerial positions. To prepare the master standard, job factors common to managerial titles will be identified, described and evaluated as to their relative importance and their relevance to classification and pay.

At the same time, job specifications for titles which cover only one or two positions in State service will be analyzed and brought up to date. Most one- or two-position titles are believed to be managerial in nature.

The study is scheduled for completion next August. It is funded under a grant from the federal Inter-governmental Personnel Act.

NEW YORK STATE ELIGIBLE LIST

Sr. Ins. Fund Fld. Svcs. Rep.
(Promotional Exam No. 36323)
Test Held June 24, 1978

1. Stoloff, Alfred, NYC	94.9
2. Kieber, William, Getzville	92.9
3. Reilly, Laurence, NYC	92.4
4. Calagna, John J., NYC	88.7
5. Roth, Robert, NYC	86.8
6. Margolis, Harry, Valley Stream	85.1
7. Helgans, Richard, Stony Point	84.3
8. Mechlowitz, M., Whitestone	83.7
9. Jangl, Wencas P., Yonkers	83.5
10. Almendral, A.A., Staten Island	82.6
11. Johnert, William, Richmond Hill	80.7
11.a. Naughton, John, Bronx	80.5
12. Bruch, Ted, Buffalo	80.1
13. Inciiti, Dennis, NYC	79.2
14. Gerhard, Robert, Copiague	78.0
15. Brosnan, James H., Yorktown Hts.	78.0
16. App, John P., Endwell	77.7
17. Lim, John F., Bronx	77.2
18. Eppich, Harry P., Wantagh	76.4
19. Lewis, Jack E., Forest Hills	74.8
20. Gilsey, Edward A., Kenmore	74.0
21. Corona, Ronald, Bayville	73.3
22. Knopp, Arthur A., W. Hempstead	71.8

STATE OPEN COMPETITIVE JOB CALENDAR

The following jobs are open. Requirements vary. Apply with the state Civil Service Department, 2 World Trade Center, Manhattan; State Office Building Campus, Albany, or 1 West Genesee St., Buffalo.

FILING ENDS DECEMBER 11

Boiler Inspector	\$11,250	No. 24-814
Senior Social Services Program Specialist	\$18,301	No. 24-859
Assistant Tax Valuation Engineer	\$14,850	No. 24-867
Senior Tax Valuation Engineer	\$18,301	No. 24-868
Electronic Computer Operator	\$8,950	No. 24-871
Upholstery and Bedding Inspector 11	\$12,783	No. 24-873
Upholstery and Bedding Inspector 111	\$16,669	No. 24-874
Assistant Signal Engineer	\$14,850	No. 27-826
Investment Officer	\$20,366	No. 27-828
Teachers' Retirement System Information Rep	\$14,075	No. 27-831
Senior Chemical Engineer	\$18,301	No. 27-832
Senior Electronics Laboratory Engineer	\$18,301	No. 27-833
Principal Economist (Regulatory Economics)	\$22,623	No. 27-846
Industrial Superintendent	\$19,288	No. 80-025
Assistant Industrial Superintendent	\$16,469	No. 80-026

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

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$11,904	20-109
(Bachelor's Degree)		
Junior Engineer	\$12,890	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker	\$6,148	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,118	20-888
Dietician	\$10,714	20-887
Supervising Dietician	\$12,670	20-886
Stenographer	\$6,650	20-890
Typist	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above. State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216. 2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248. Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.



INTEREST IN THE WESTCHESTER COUNTY UNIT of CSEA Local 860's fight against proposed massive layoffs has attracted the interest of the news media in the New York metropolitan area. When Unit President Raymond J. O'Connor (left) addressed the Westchester County Board of Legislators on Nov. 6, WNBC-TV covered it. News coverage also has come from The New York Times, Westchester-Rockland Newspapers and radio stations WCBS, WINS, WNBC and WFAS.

Layoffs proposed in Westchester

WHITE PLAINS — The proposed massive layoff of Westchester County workers was unveiled last week in County Executive Alfred DelBello's proposed 1979 budget.

The budget calls for the elimination of 185 presently filled positions on Jan. 1, 1979, with an undetermined number of additional layoffs following later in the year.

The Westchester County Board of Legislators has until the end of November to restore the positions. As of Dec. 1, 1978, the legislators only can cut the proposed budget, Raymond J. O'Connor, president of the Westchester County Unit of CSEA Local 860, said.

He said the 185 layoffs would save the taxpayers \$1.5 million. "If the legislators can find one-and-one-half million dollars in fat in the budget, they can save the 185 layoffs," he said.

The proposed budget of \$420 million includes a three percent tax cut. "DelBello is catering to the Proposition 13 crowd," O'Connor said.

In addition to the layoffs, the proposed budget only allows for half of the \$4.7 million needed to pay the five percent raise, which went into effect Sept. 1, 1978. O'Connor said the additional funds would come from each department reducing services and laying off additional employees.

O'Connor said the 6,000 members of the unit are being informed of the times and locations of the legislators' budget hearings. He is organizing speakers and pickets for each of the meetings. Other actions are being considered.

He said the proposed layoffs are a violation of a verbal understanding between the unit and the county in that there would be no large layoffs in exchange for the unit accepting an approximate 10.5 percent pay increase over three years.

The hardest hit department would be Social Services with 50 proposed layoffs, including the elimination of the Casework Assistant Unit. Its 22 employees are mostly minorities and women, O'Connor said.

Other hard-hit departments would be the Parks Department, 25 layoffs; Public Works Department, 22; and Hospital, 15.

Report Card

A biweekly column for and about the thousands of non-instructional employees of school districts throughout New York State represented by the Civil Service Employees Association. Comments and/or questions concerning non-instructional school district employees should be directed to Ms. Arne Wipfler, Coordinator of School Affairs, CSEA, 33 Elk Street, Albany, New York 12224.

The passage of school budgets is becoming a more difficult task each year. If a budget is defeated, the school board must attempt to make cuts in order to put together a budget that will meet with voter approval. Unfortunately, you, as a non-instructional employee, stand a good chance of becoming the "cut."

When this happens, the layoff procedure comes into effect.

This article will be devoted to the question of layoff rights as they pertain to competitive class employees. However, please bear in mind that I am speaking in generalities. There are variables in all cases that could change the entire picture.

When a job is abolished, suspension is made from those holding the same title as the abolished position. All temporary, provisional, and contingent permanent employees must be let go before a permanent employee in the abolished title is suspended. Although probationary employees possess superior retention rights to those in the contingent permanent, temporary, and provisional, they must also be suspended before the permanent employee.

The order of suspension can be very complex. Simply, permanent employees are suspended in the in-

verse order of their original permanent appointment. However, determining what constitutes permanent service is an integral part of the order of suspension.

Permanent service starts on the date of the incumbent's original appointment on a permanent basis. A resignation followed by a reinstatement more than one (1) year after the resignation is considered a break in service. Therefore, the prior service is not considered in figuring length of permanent service. Temporary or provisional service occurring before the original permanent appointment does not count. As stated earlier, computation of permanent service is of great importance. Each case should be evaluated on its own merits taking into consideration the many exceptions to the aforementioned general rules.

If two or more permanent employees in a specific title are suspended, demoted or displaced at the same time, the order will be determined by their respective retention standing. In the case of several employees receiving original

appointments on the same day, retention rights will be determined by their rank on the eligible lists from which they were appointed.

Vertical bumping occurs when an employee in a specific title which has a direct line of promotion, displaces an employee in the next lower occupied title. You can only displace the person with the least seniority. If the layoff involves more than one position in the title, the most senior of the suspended employees will be able to bump first. However, if an employee refuses to displace a junior incumbent, the employee will be laid off. The junior incumbent is not protected from being displaced by other, more senior employees.

This article is not intended to answer all your questions about layoffs. Hopefully, it has given you some idea as to the complexities of layoff procedures. If you are faced with a possible layoff you should contact your Regional Office immediately. We can only protect your rights if we are made aware of the problem.

CSEA's legislative scorecard impressive

Assembly

1. J. L. Behan (R-C)
2. G. J. Hochbrueckner (D)
3. I. W. Bianchi (D)
4. R. C. Wertz (R-C)
5. P. E. Harenberg (D)
6. J. C. Cochrane (R-C)
7. J. J. Flanagan (R-C)
8. Endorsed Candidate Lost
9. Endorsed Candidate Lost
10. L. Yevoli (D)
11. P. Healey (R-C)
12. F. Parola Jr. (R-C)
13. T. Gulotta (R-C)
14. J. Reilly (R-C)
15. A. Orazio (D-L)
16. Endorsed Candidate Lost
17. K. Hannon (R-C)
18. A. P. D'Amato (R-C)
19. R. J. McGrath (R-C)
20. A. J. Kremer (D-L)
21. G. Madison (R)
22. G. E. Lipschutz (D)
23. J. A. Esposito (R-C)
24. S. Weprin (D-L)
25. V. Nicolosi (D)
26. L. P. Stavisky (D-L)
27. A. J. Cooperman (D-L)
28. A. G. Hevesi (D-L)
29. A. Jenkins (D)
30. R. Goldstein (D-L)
31. A. Seminero (D)
32. E. Abramson (D)
33. J. T. Flack (R-C)

34. I. C. Lafayette (D)
35. J. Lopresto (R-C)
36. D. J. Butler (D)
37. C. A. Wilson (D-L)
38. F. D. Schmidt (D-R-C)
39. S. Fink (D)
40. E. Griffith (D-L)
41. Endorsed Candidate Lost
42. H. Smoler (D)
43. Rhoda Jacobs (D-L)
44. M. Miller (D)
45. C. E. Schumer (D-L)
46. H. Lasher (D-L)
47. F. J. Barbaro (D-L)
48. S. Hirsch (D)
49. D. DiCarlo (R-C)
50. S. F. Albanese (D)
51. J. Ferris (D-L)
52. M. Pesce (D-L)
53. W. Lewis (D-L)
54. T. Boyland (D-L)
55. T. Fortune (D-R-L)
56. A. Vann (D-L)
57. H. Strelzin (D)
58. J. R. Lentol (D-L)
59. Endorsed Candidate Lost
60. No Endorsement
61. No Endorsement
62. L. F. DeSalvio (D)
63. S. Silver (D-L)
64. W. Passannante (D-L)
65. S. Sanders (D-L)
66. M. A. Siegel (D-L)
67. R. N. Gottfried (D-L)
68. A. B. P. Grannis (D-L)
69. J. Nadler (D-L)

70. E. C. Sullivan (D-L)
71. G. W. Miller (D)
72. A. Del Toro (D-R)
73. E. Lehner (R-L)
74. H. D. Farrell Jr. (D-L)
75. J. Serrano (D-L)
76. C. R. Johnson (D-L)
77. A. Montano (D)
78. E. B. Diggs (D)
79. L. Nine (D)
80. G. J. Velella (R-C)
81. E. L. Engel (D-L)
82. S. Walsh (D-C)
83. G. Friedman (D-L)
84. G. O. Koppell (D-L)
85. John Dearie (D)
86. V. Marchiselli (D-L)
87. Endorsed Candidate Lost
88. R. Ross (R-C)
89. W. Finneran (D-L)
90. G. Burrows (R-C)
91. J. M. Perone (R-C)
92. P. M. Sullivan (R-C)
93. J. S. Fossil (R)
94. W. Stephens (R-C)
95. E. Levy (R-C)
96. R. Connor (D-L)
97. Endorsed Candidate Lost
98. Endorsed Candidate Lost
99. No Endorsement
100. No Endorsement
101. M. Hinchey (D-L)
102. C. Lane (R)
103. M. Hoblock (R)
104. Richard Connors (D)
105. No Endorsement

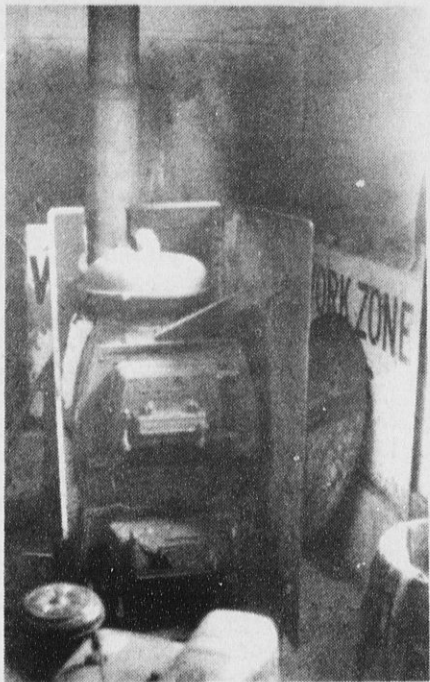
106. N. Kelleher (R)
107. C. Wemple (R-C)
108. No Endorsement
109. G. Harris (R-C)
110. Endorsed Candidate Lost
111. A. Ryan (R-C)
112. D. O'B Martin (R-C)
113. A. Casale (R-C)
114. H. R. Nortz (R-C)
115. W. R. Sears (R-C)
116. N. Calogero (R)
117. Endorsed Candidate Lost
118. Endorsed Candidate Lost
119. Endorsed Candidate Lost
120. M. N. Zimmer (D)
121. W. Bush (R-C)
122. C. Rappleyea (R-C)
123. J. W. McCabe Sr. (D)
124. J. Tallon Jr. (D)
125. Lloyd Riford (R-C)
126. No Endorsement
127. C. Henderson (R-C)
128. Endorsed Candidate Lost
129. L. P. Kehoe (R-C)
130. Endorsed Candidate Lost
131. G. Proud (D-L)
132. A. T. Cooke (R)
133. A. Virgilio (D)
134. R. Robach (D-C)
135. J. F. Nagle (R-C)
136. J. Emery (R)
137. Endorsed Candidate Lost
138. No Endorsement
139. M. Murphy (D-C)
140. R. L. Schimminger (D)
141. Endorsed Candidate Lost

142. S. R. Greco (D)
143. A. O. Eve (D-L)
144. W. B. Hoyt (D-L)
145. R. J. Keane (D)
146. D. T. Gorski (D-C)
147. Endorsed Candidate Lost
148. No Endorsement
149. D. Walsh (D)
150. R. Kidder (D)

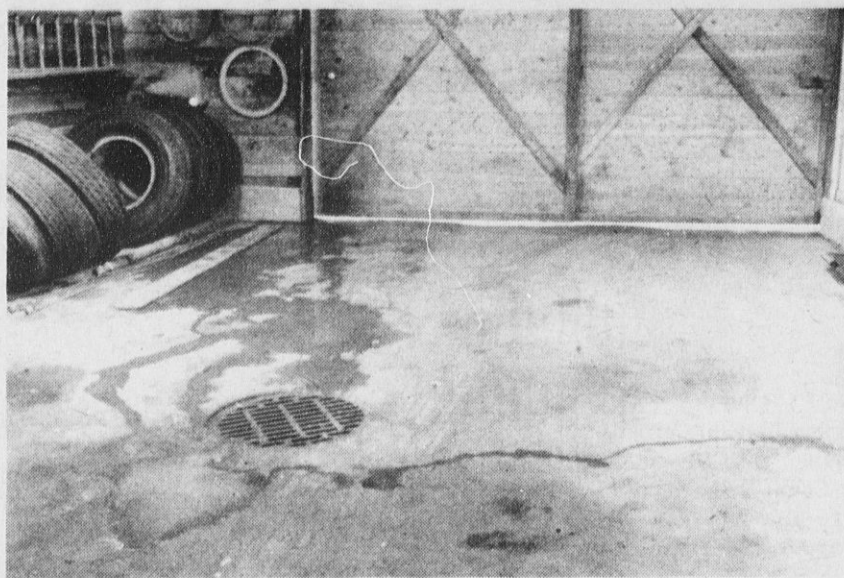
Senate

1. K. P. LaValle (R-C)
2. J. J. Lack (R-C)
3. C. Trunzo (R-C)
4. O. H. Johnson (R-C)
5. R. J. Marino (R-C)
6. No Endorsement
7. J. D. Caemmerer (R-C)
8. N. J. Levy (R-C)
9. No Endorsement
10. J. S. Weinstein (D-R-L)
11. F. Padavan (R-C)
12. G. Lackerman
13. E. Gold (D-L)
14. A. Gazzara (D-R-C)
15. M. J. Knorr (R-C)
16. H. Babbush (D)
17. M. Owens (D-L)
18. T. Bartosiewicz (D)
19. M. Markowitz (D)
20. D. Halperin (D)
21. C. Mega (R-C)
22. M. Solomon (D)
23. V. Beatty (D-L)
24. J. Marchi (R-C)

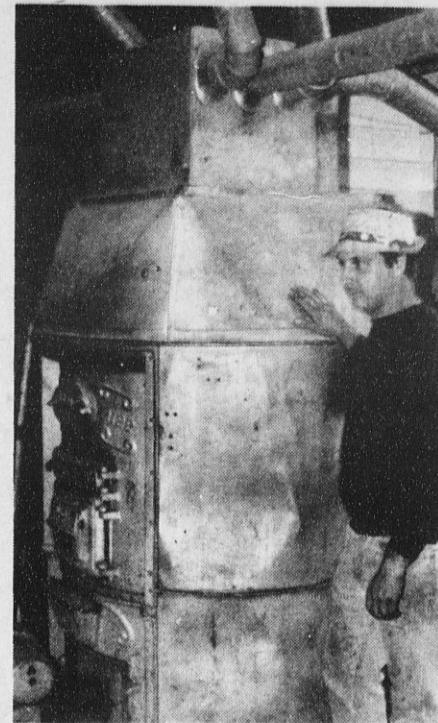
25. M. Connor (D-L)
26. R. Goodman (R)
27. M. Ohrenstein (D-L)
28. C. McCall (D-L)
29. F. Leichter (D-L)
30. O. Mendez (D)
31. I. Ruiz (D)
32. J. Galiber (D-L)
33. A. Bernstein (D-R-L)
34. J. D. Calandra (R-C)
35. J. Flynn (R-C)
36. J. Pisani (R-C)
37. M. Goodhue (R-C)
38. L. Winikow (D-L)
39. J. P. Rolison Jr. (R-C)
40. R. Schermerhorn (R-C)
41. J. L. Bruno (R-C)
42. H. Nolan (D)
43. R. Stafford (R-C-L)
44. H. T. Farley (R-C)
45. H. D. Barclay (R-C)
46. J. H. Donovan (R-C)
47. W. M. Anderson (R-C)
48. No Endorsement
49. No Endorsement
50. Endorsed Candidate Lost
51. No Endorsement
52. F. L. Warder (R-L)
53. J. Perry (D)
54. Endorsed Candidate Lost
55. No Endorsement
56. R. Gallagher (D)
57. J. J. Present (R)
58. D. M. Volker (R-C)
59. Endorsed Candidate Lost
60. J. B. Daly (R)



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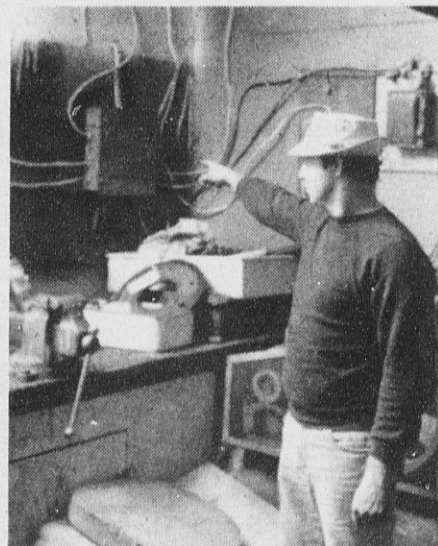
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Conewango Valley

Another Valley Forge winter?

In the southern area of Western New York State, in Cattaraugus County near the border with Chautauqua County, winter usually comes early, stays long and is often very harsh. The area usually receives more snow than Buffalo, 70 miles to the north. This is a story about that area as it heads into winter 1978-79. More importantly, it is a story, a true one, about 22 working men who've been through these winters before and who are now hoping that promises by their employer will be kept in time to beat the fury of a typical Conewango Valley winter that is surely coming their way.

By ALEXANDER MROZEK

CONEWANGO VALLEY — One of the trucks parks inside the garage with its diesel engine barely eight feet away from the furnace, an oil-fired conversion, formerly a wood-burner.

On winter nights 115 watt heaters are plugged into the garage's overloaded 60 amp service in order to keep the engine oil warm enough for the motor to start in the morning.

A bare light bulb, approximately over the engine, provides the sole light by which mechanics provide the truck's maintenance.

That is when they can get there

after climbing over the sander at the back, the plow at the front or the wings at the sides in the narrow bay, which also serves as storage space for drums, tools and other equipment.

In the next bay stands a wood burning pot bellied stove, from another era (but making a comeback here as elsewhere), this one, with metal highway signs on two sides serving as fire shields and protecting the uninsulated side walls from flying sparks and overheating of the wood burner.

On the other side of the wall stands the stack, a one time culvert pipe held together and in position with homemade wooden brackets.

Another light bulb is strategically placed over the engine of another truck parked here.

The mechanic who services this truck, and the other workers, must also climb over a salt spreader, around plows and the wings.

Both bays are entered by way of large sliding doors, under which come the winter winds through "daylight" of up to three inches. That keeps the temperature low enough to prevent thawing of the ice and snow encrusted trucks.

This story is not about Siberia. This story is about a highway maintenance building owned and

operated by the State of New York at Conewango Valley. Here they usually get more snow than at Buffalo, 70 miles to the north.

Here 22 employees of the State Department of Transportation report for work year round. They maintain, plow and sand area roads. They tend the equipment and, in the winter, they freeze inside while doing so. Except in the rest room, which they insulated, paneled, and equipped themselves. Before that "it was out back."

Last year, it was fortunate that a few were there when the fuse box caught fire.

Most of the time there is no one there. Five or six trucks sit outside in the also inadequately lighted yard. There are daily gasoline losses. Even large tires have disappeared.

Recently the Department of Transportation sought new bids on a heating system for the structure, which is antiquated, cramped, uninsulated and potentially dangerous. And DOT now says it plans to correct the other problems. The 22 men who work out of here hope it's soon. Uninsulated walls, exposed wiring, drafty doors, and frozen men and equipment are the alternatives.

Photos by Hugo Unger

①—THIS WOOD BURNING STOVE is surrounded by metal signs to prevent the walls from catching fire.

②—RAIN COMES UNDER THE GAP IN THIS DOOR now, but soon it could be blowing snow and cold. It takes at least two men to open and close these bulky doors.

③—THIS OIL FURNACE CANNOT HEAT the uninsulated, barn-like building. Fred Dye, grievance representative for CSEA Local 514, stands next to the ineffective device.

④—POTENTIAL POWDER KEG describes this storage area for oils and other inflammables.

⑤—CRAMPED OFFICE AND LUNCHROOM combination space can accommodate only about half the 22 men assigned to the facility.

⑥—SPAGHETTI-LIKE WIRING, Fred Dye points out, is typical of wiring throughout entire building.

⑦—WOOD BURNING STOVE means splitting fire wood, and DOT employee James Baker takes his turn. Chimney is an old culvert pipe.



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