

Civil Service LEADER

America's Largest Newspaper for Public Employees

State Exec Committee

— See Pages 8, 9 & 16

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Friday, September 9, 1977

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Monroe County Legislators Approve Pact

ROCHESTER — A new three-year contract giving 3,500 Monroe County government employees an estimated \$5.6 million in new wages and back pay was approved unanimously Aug. 30 by the Monroe County Legislature.

The contract, negotiated during a two-day strike Aug. 22-23 by the Monroe County Local of the Civil Service Employees Assn., calls for:

—A 3 percent wage hike in January followed by another 2 percent increase in July, and a 6 percent raise in January 1979. Increments worth another 4½ percent of wages also will be paid in 1978 and 1979.

—Full restoration of wages and merit increases cut this year by county legislators, retroactive to Jan. 1. The average worker earning more than \$12,000 a year will receive a retroactive check for about \$400; an employee making \$25,000 before the cuts will receive a check for about \$800. Increments also will be included. The pay of employees making less than \$12,000 was not cut.

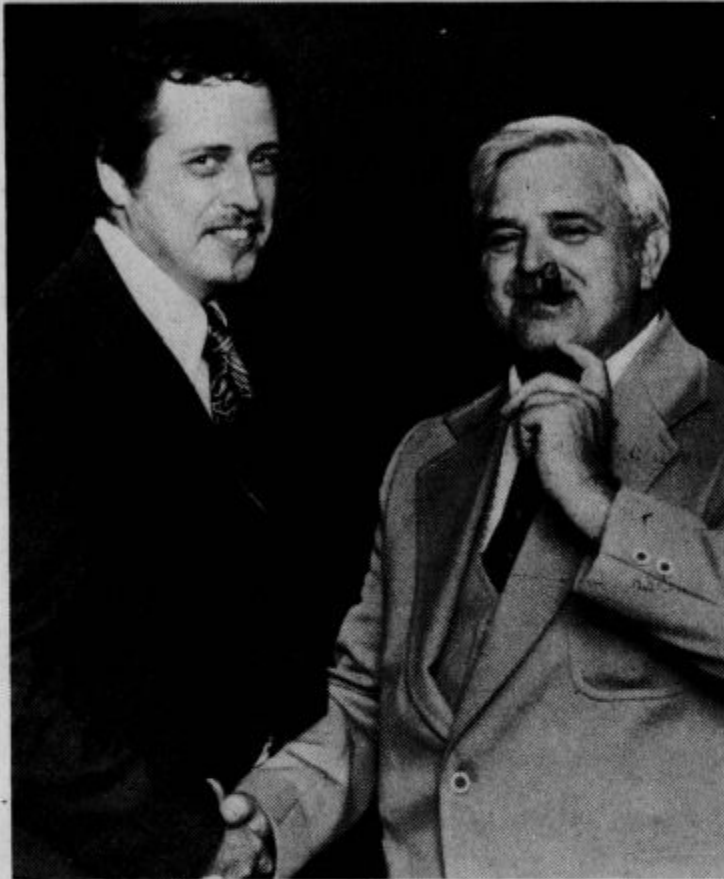
—No temporary "furloughs" or layoffs in 1977 or 1978. If the county can show that expenses must be reduced in 1979, layoffs can be ordered by abolition of job titles. But they must be based on seniority.

—A reopener clause for negotiations of an agency shop in which the county could deduct CSEA fees from all employees even if some didn't belong to the CSEA.

—Permission for the Local president to spend three hours

(Continued on Page 14)

CSEA President Interviewed By Leader Editor ... Page 16



Leader editor Marvin Baxley, left, and William McGowan, president of the Civil Service Employees Assn., are pictured here during a union function earlier this summer. Mr. Baxley interviewed Mr. McGowan about his hopes and plans for the organization of which he recently became head.

Islip Files Zoning Suit To Halt Mental Patient Family Placing

AMITYVILLE—The New York State Department of Mental Hygiene's goal of deinstitutionalization ran into solid opposition from the Town of Islip last month when the town brought suit against 41 families for violating its zoning code by housing mental patients from Pilgrim Psychiatric Center without first obtaining special permits.

The statewide implications of the legal action by a community like Islip from which the state must have cooperation if

deinstitutionalization is to work, was underscored when the state Attorney General Louis Lefko-

witz agreed to defend the 41 families against Islip.

(Continued on Page 3)

Willowbrook's Demonstrators Target Albany

Consider Lockout

By KENNETH SCHEPT
ALBANY — Felton King, president of the Willowbrook Developmental Center Local of the Civil Service Employees Assn., was planning a demonstration last week scheduled for Sept. 7 at the Governor's Albany office, to demand restoration of staff cutbacks at the Staten Island institution and assurances that more state employees will not be laid off there. If this week's protest does not produce the hoped-for results, Mr. King indicated, in a telephone interview, that he was prepared to proceed immediately to "either a lockout, sickout or a strike, depending on the authorization I receive from the membership."

Such action, which could follow the day after the Albany demonstration, would be step four of a plan which began with a demonstration on the Willowbrook grounds, followed by picketing in front of the United Cerebral Palsy Headquarters in Manhattan two weeks ago, and the action, Wednesday, at the Governor's office.

Mr. King said that he did not oppose UCP involvement at Willowbrook, but rather, "the character of that involvement." UCP has assumed responsibility for patient care in seven Willowbrook buildings in the past month. "That organization should be training state employees," Mr. King said, "not taking over state employee jobs."

The Albany demonstration (Continued on Page 14)

CSEA Questions Validity Of PS&T Unit Challenge

ALBANY—An organization that the Civil Service Employees Assn. says is not even a legitimate union has filed what the CSEA also claims are "questionable and probably insufficient" signatures with the State Public Employment Relations Board seeking to mount a representation election against the CSEA in the Professional, Scientific and Technical Unit of state employees.

Don't Repeat This!

Polls Don't Really Predict Outcomes In Primary Races

The tumult and shouting of primary campaigns have reached their climax, but at Leader presstime, the ballots had not yet been cast.

(Continued on Page 6)

The organization, calling itself the Public Employees Federation, consists of the New York State United Teachers and the Service Employees International Union. It filed on Aug. 31 with the PERB what it claimed were approximately 15,000 signatures on cards and petitions purporting to be from state employees in the PS&T bargaining unit represented by CSEA.

(Continued on Page 3)



Region II Civil Service Employees Assn. president Solomon Bendet directs demonstrators in front of United Cerebral Palsy Headquarters in Manhattan during a protest against the takeover of Willowbrook Developmental Center by that organization.

Carter Initiates Management Intern Plan

WASHINGTON—President Carter has signed Executive Order 12008 creating the Presidential Management

Intern Program. Designed to attract to federal service the most committed and best educated young men and women trained in public management, the program will make available 250 two-year internships each year to new public management college graduates. Interns successfully completing internships may be granted competitive civil service status.

President Carter said the interns will bring, along with a fresh approach and energy, sev-

eral years of training plus experience directly relevant to high priority management problem solving.

"There is a large free fund of knowledge and thinking that is untapped in universities from Texas to Minnesota and East to West," the President said. "This

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fund of thinking can be harnessed to bring the government new ideas."

The program will be administered by the U.S. Civil Service Commission's Bureau of Intergovernmental Personnel Programs, which is developing and implementing processes for nominating, screening and selecting individuals to participate in the program. The first participants will be those who receive graduate degrees in public management during 1978.

Civil Service Commission Chairman Alan K. Campbell said CSC will rely heavily on recom-

mendations of deans and faculty of graduate schools of public affairs and public administration and business schools that offer public management programs.

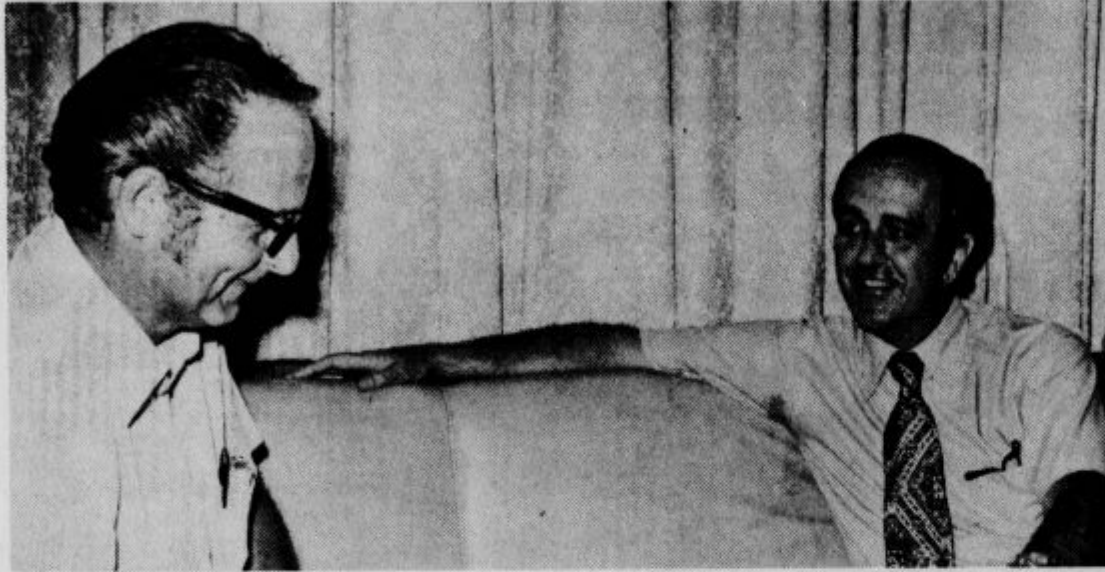
Interns will be paid \$14,097 a year.

Science Teachers

ALBANY — The State Civil Service Department established an eligible list for Science Teacher June 30 as the result of a Feb. 26 open competitive exam. The list contains 108 names.

Business Teachers

ALBANY — The State Civil Service Department established an eligible list for Commercial Subject Teacher on June 30 as the result of a Feb. 26, 1977 open competitive exam. The list contains 177 names.



HOT LINE

Bill Lewis, left, newly elected Suffolk County Civil Service Employees Local 852 president, and John V. N. Klein, Suffolk County executive, get acquainted at recent meeting at the county executive's office in Hauppauge. They discussed use of CETA employees and understaffing in county positions. They established direct hot line between their offices to help avoid confrontations between union and county government.

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Open Continuous State Job Calendar

Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8,523	20-107
Dietetic Trainee	\$10,118	20-116
Dietitian	\$10,714	20-124
Dietitian, Supervising	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Medical Record Administrator	\$11,337	20-348
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155	and up
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical	\$25,161	20-413
Physician I, Clinical	\$27,974	20-414
Physician II, Clinical	\$31,055	20-415
Physician I, Compensation Examining	\$27,942	20-420
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic Technologist (Therapy)	\$8,051-\$10,274	20-334
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Variotype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

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

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

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

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

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

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

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

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

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

Islip Files To Halt Mental Patient Placement

(Continued from Page 1)

The lawsuit, filed by Islip Township on August 24 in Supreme Court in Riverhead, charged 41 families with failing to comply with a town ordinance requiring a special \$150 permit for providing housing for patients from nearby Pilgrim Psychiatric Center.

Peter Cohalan, supervisor of Islip, and one of the most popular young Republican leaders on Long Island, commented, "the single most cherished aspect of our town, the residential neighborhood, is being destroyed by the creation of illegal multi-family units in single-family homes." He added that "family-care homes in other Long Island communities such as Bay Shore and Central Islip, was the fundamental cause of the destruction of once-stable single-family neighborhoods."

The community placement program, which is a key part of the state's deinstitutionalization plan, also figures in the planned reduction of 381 Pilgrim employees by March 1978. A reduced patient population was one of the factors used to arrive at the 381 number.

Under the community placement program, one to six former Pilgrim patients at a time were being released and placed in participating homes in communities near Pilgrim which is located in Islip Township. The families receive \$218 a month per patient. Islip town officials contend that the families are operating businesses in areas zoned single family residential.

The Islip Town Board voted last May to require families boarding former patients to obtain the \$150 permit and to submit to town inspection of homes and public hearings on the permit applications.

The August showdown between the state and the local communities became inevitable when the Department of Mental Hygiene continued to place pa-

tients in homes in Islip telling families that they did not need to obtain the Islip permits.

Robert Spoor, a Department of Mental Hygiene public relations spokesman, said the state can simply "supersede local ordinances" under powers granted the department in the last legislative session. Supervisor Cohalan disagreed claiming that the New York State constitution "specifically reserves the zoning powers for town governments."

The unprecedented entry of the state's attorney general on behalf of the 41 families was requested by the Department of Mental Hygiene. The move was hailed by Morton Posner, executive director of the Federation of Parents Organization, who commented that "the fact that the attorney general is willing to enter adds a tremendous amount of legal clout to our case. On behalf of the patients, this is a singular recognition of their rights."

The outcome of the case will affect the state's plans to place thousands of mental patients in communities through New York State. If the Islip argument that communities rather than the state have the absolute power over zoning is upheld, deinstitutionalization will have received a serious blow because communities have been generally reluctant to accept mental patients, observers say.

There has been considerable resistance by communities to the placing of released mental patients on Long Island. Newspaper stories have appeared about "mental hygiene slums" and the poor conditions in mental hygiene motels in communities like Bay Shore, Sayville and Long Beach.

This summer, state inspectors found state-licensed homes for adults and released mental patients in Long Beach operating with "filthy kitchens" with "dozens of health violations." The inspectors' reports described

"dirty refrigerators," "black meat"; "roaches in pots, in sinks, on floors, walls; food stored on soiled shelves or on the floor, prepared in filthy stoves and served on dirty carts, covered with soiled towels."

The homes cited in the report were among the 15 adult homes operating in Long Beach. Rent in many of the homes is close to the monthly payment of almost \$400.00 paid to the elderly and disabled under the federal Supplemental Security Income Program. There is no medical care and limited personal care at the homes which only provide room, board, and recreation for the inhabitants.

Moreover, because of mounting community resistance, Pilgrim State has already been forced to stop discharging patients into the Sayville and Bay Shore areas. Also, Suffolk Social Ser-

vices Commissioner James Kirby last week declared "a moratorium" on the placement of released mental patients in the communities of Bay Shore and Sayville in response to pressure brought through Suffolk County Legislators on the County Human Services Committee. The move was seen as a symbolic gesture by the county since the placement of mental patients still is the purview of the state, unless that is changed by the courts in the Islip case.

According to Richard Lambert (D-West Islip) chairman of the Suffolk Human Services Committee, the concentration of mental patients in the communities of Bay Shore, Sayville and other Islip villages is "deleterious to both the community and the people."

Irving Flaumenbaum, Region I president of the Civil Service

Employees Assn., commented, "the tragedy is that under the present program of deinstitutionalization, mental patients will be dumped into communities with the least political clout to resist the state. Because of the lack of facilities in these communities, mental hygiene ghettos will be created where patients will receive less care than in the most understaffed institutions."

"If the state is really serious about the welfare of patients and the people who care for them, it will build or fund community care facilities and will retrain our dedicated state employees to staff them. As the community placement program is now structured, it's a sure bet that the communities across the state will fight tooth and nail to prevent the dumping of patients into their neighborhoods," Mr. Flaumenbaum added.



NEW LINE-UP FOR SOUTHERN REGION III

James Lennon, left, Civil Service Employees Assn. vice-president who heads the union's Southern Region III, swears in his officers. From right are first vice-president John Clark, of Letchworth Village Developmental Center Local 412; second vice-president Marie Romanelli, of SUC-New Paltz Local 610; third vice-president Rose Marcinkowski, of Walkkill Correctional Facility Local 163; treasurer Rose Mary K. Smith, of Rockland Psychiatric Center Local 421, and Trisha Graff, also of Rockland PC. This is Mr. Lennon's third term as the Region's president; Mr. Clark's third, unconsecutive term as a vice-president, and Ms. Marcinkowski's second term as third vice-president after several terms as treasurer. For the others, it is a first time as regionwide officers.

Ⓢ CSEA calendar Ⓢ

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 233 Broadway, New York, N. Y. 10007. Attn.: CSEA Calendar.

SEPTEMBER

- 8—King's Park Psychiatric Center Local 411 PEP committee meeting: 7 p.m., Elk's Hotel, Point Jefferson.
- 9—Public Service Commission, Albany Local 675 steak roast: 1 p.m., Mosall's Grove, McKownville.
- 9—Reception for Nick Abbatiello, president of Nassau Local 830, 6 p.m., Savini's Crystalbrook Restaurant, East Meadow.
- 10—Kings Park Local 411 Administrative Workshop: 9 a.m.—5 p.m., Kings Park Psychiatric Center, Kings Park.
- 11—Onondaga County Local 834 clambake: 1 p.m., Hinerwadel's Grove, North Syracuse.
- 11—Hornell Local 007 family picnic: 1 p.m., Almond Dam Recreation Area, Kanakadea Park, Hornell.
- 13—CSEA Region V presidents' meeting: 6:30 p.m., Midtown Plaza Auditorium, Syracuse.
- 14—Utica Psychiatric Center Local 425 installation dinner: 7:30 p.m., Moose Club, Maynard Drive, Marcy.
- 14—Ithaca Area Retirees Local regular meeting: 2 p.m., Salvation Army Building, 150 N. Albany St., Ithaca.
- 17—SUNY at Cortland Local 605/DOT Local 520/Cortland County Local 812 combined clambake: 1 p.m., Homer Water Works, Homer.
- 17—Suffolk Local 852 annual Olde Fashioned Picnic: 11:30 a.m.—dusk, Southaven County Park, Yaphank.
- 20—New York Metropolitan Retirees Local 910 membership meeting: 1 p.m., 2 World Trade Center, Room 5890, Manhattan.
- 20—Buffalo Niagara Frontier Retiree Local 903 meeting: 1:30 p.m., Hotel Lenox.
- 20—Hudson River Psychiatric Center Local 410 meeting: 8 p.m., Cheney Conference Room, Poughkeepsie.

Question PS&T Challenge Legality

(Continued from Page 1)

CSEA statewide president William L. McGowan called PEF "a phantom outfit that does not even meet the requirements of being designated a legitimate labor organization in this state," and said their "pattern of collecting signatures over the past several months was so unscientific and haphazard that the validity of many, if not most, of the signatures is highly questionable."

Mr. McGowan said, furthermore, that the CSEA contends there is not even a legal challenge period in existence since the CSEA has a contract with the state covering the PS&T employees until March 31, 1979. "The state agreed with that position during a recent PERB hearing on a related issue, but the PERB hearing officer did not address the challenge period question because it was not the issue of the hearing," Mr. McGowan noted. He said the CSEA will fight the issue, and others, in court if the PERB does not rule out the challenge "because this is clearly a case where no election should be held under the law."

The rival organization, contending a challenge period exists,

filed its petition on the very last day allowed, if a challenge period did exist, just getting in under their own established deadline. With the PS&T Unit consisting of 44,128 employees, a total of more than 13,200 valid, legitimate signatures would be necessary to meet the 30 percent requirement of the Taylor Law. "We know there were probably thousands of signatures that were of employees not in that Unit and of probably hundreds more of people not even in state employment, and I don't believe they came even close to getting the required 30 percent even if there was a legitimate challenge period in existence," the CSEA president said.

"We call on PERB officials to take extra care in examining the validity of each and every signature presented. They have a certain responsibility to deter-

mine the validity of a challenge petition to prevent fraudulent challenges and the forcing of a union into an illegal and expensive election campaign," Mr. McGowan added.

Aside from that, however, he said the CSEA has appealed an earlier decision by PERB that PEF meets, technically, the requirements of being recognized as a legitimate labor union in this state. The appeal is being made to the full PERB Board, and a reversal could halt any possible representation election. If that action fails, the CSEA will undoubtedly institute a court action challenging the issue of whether or not a challenge period actually exists.

So, although a petition was filed, it appears that the question of whether or not an actual election will be held will not be known until after one or more hearings and legal proceedings are conducted. "We can beat them soundly in an election, if necessary, but the point is that this is not a legal election and we should not be forced to spend enormous amounts of money, time and energy in an election that, at some point in time, will undoubtedly be declared illegal," Mr. McGowan said.

Gas Inspectors

ALBANY—The State Civil Service Department established an eligible list for Sr. Gas and Petrol Inspector on June 22 as the result of a May 7, 1977, open competitive exam. The list contains seven names.



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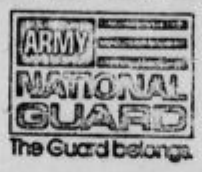
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In my system that I'll send you on certain good deals that you bring me. I'll be your partner, guide you and offer financial assistance. For instance, some of you may be short of capital to undertake that big deal. I'll come in with you. Yes, I'll use my own money and financial backing to help you handle that really good deal using my system, if the deal is right. We can then be assured of a profit. I intend to operate on a nationwide basis, so location will not be a problem. I'll be interested in considering real estate throughout the country.

HOW DID WE START - IT WAS EASY.

I am quite certain that with my education and background I am not smarter than you and yet it was so easy. In fact I couldn't believe how easy it was. Let me start at the beginning of our success story.

In 1967 at the age of 38 on two hundred dollars per week selling appliances. I was struggling to provide for a family of six. Just trying to pay the bills and surviving was a struggle. Needless to say I was heavily in debt.

WE DISCOVERED OUR METHOD

We found our key to success and security in the real estate business - a system that my wife Dianne and I perfected. After using this method for six months, Dianne, working alone, had earned more than \$68,000. It was then that I left my appliance sales job and joined Dianne. We worked fulltime to develop our new career in real-estate. We knew that this newfound success would work time and time again.

WERE WE SUCCESSFUL - YES

After applying our method, in only five years time we were able to semi-retire. By 1972, we had a cash flow of over \$100,000 a year from our successful system. We bought a beautiful new home in a prestigious suburb of Houston that's close to our 345-acre ranch where we raise registered cattle and quarter-horses.

We also found that we could operate our business venture in our spare time, without a real estate license, and in our home.

TWO OF OUR DEALS

Here are two examples of how well our system worked for us.

In 1968, using the same method, we put up a \$1,000 deposit on a real estate investment. We had 120 days to finalize the transaction. In only 45 days, we sold it, earning a profit of \$98,000. We had made 98 times the \$1,000 we had initially invested in earnest money.

In 1972, using the same system, we put up a \$5,000 deposit on an investment opportunity. We sold our contract almost immediately for \$380,000 profit, with a capital gain. (We have the closing statements to back our figures.)

OUR METHOD IS SIMPLE

It can be used by anyone, anywhere, whether you are single or married. Our system is real, it is workable, and it will work for you. What is our system? It is a unique discovery of how to buy real estate properties below wholesale, income property, raw land, subdivisions, acreage, home sites, or that week-end retreat. Yes, I can show and direct you how to locate the type of real estate properties that you are interested in buying. Buy with as little as \$100 down, and at bargain prices so that you can immediately turn the purchase into ready cash. Sounds too good to be true. I guarantee that you or anyone following our system can make a financial success. Maybe you won't make a million dollars, but you can certainly improve your financial condition. Double or even triple it, in a matter of only a few short months.

NATIONWIDE SYSTEM

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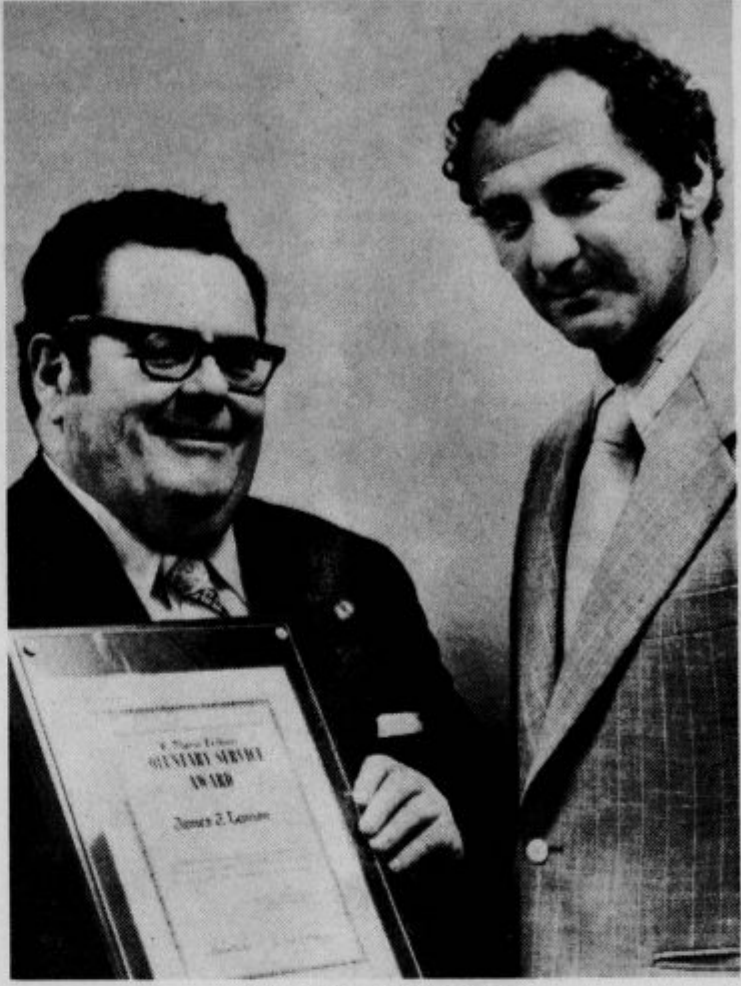
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Do it now. A successful and secure future is ahead of you.



LENNON HONORED

New Rochelle Mayor Vincent Rippa poses with James Lennon, president of Civil Service Employees Assn.'s Region III. The Mayor had just presented the union leader with E. Mario Gribari Volunteer Service Award for his 14 years volunteer service to the Westchester County Recreation and Parks Society. Mr. Lennon worked with senior citizens, teenagers and young children. He is chairman of New Rochelle Advisory Committee on Parks and Recreation and former city recreation commission chairman.

SHORT TAKES

By HELEN WEISMAN

CORRECTION—FED WORKERS DO CONTRIBUTE

The Leader incorrectly stated in a recent issue that federal workers do not contribute to their pension funds. They have always contributed. The present rate is about 8 percent. The Leader apologizes for the error.

WHO WILL SUCCEED BURKE?

Governor Carey's secretary, David W. Burke, has resigned to become a vice-president of ABC News. The new post pays about \$20,000 more than he receives from Albany. The big problem is who will succeed him. The Governor and his advisors are in a heated conflict about a replacement.

GI BILL INCREASED

Full-time students attending college under the GI Bill currently receive \$292 a month. The Senate Veterans Committee has voted to give veteran-students an increase of just over \$19 a month, a 6.6 percent increase.

SAYS PROTECTIVE LAWS PROMOTE INEFFICIENCY

Rep. Morris K. Udall, D-Ariz., second ranking majority member of the House Post Office and Civil Service Committee, says there are "several truly shocking stories about the difficulty experienced by federal managers in attempting to remove employees who either fail to contribute to or directly impede performance of the agency's mission." He feels "incompetent" employees enjoy too many protections and that new ways should be found to track them down, and fire them. Congressman Udall favors using the merit system to promote and fire federal employees.

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Teachers Of Art

ALBANY — The State Civil Service Department established an eligible list for Art Teacher June 30, as the result of a Feb. 26 open competitive exam. The list contains 177 names.

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FRIDAY, SEPTEMBER 9, 1977

Left Out In Monroe

IT was admittedly a partisan vote when Monroe County Legislators refused to extend to members of other unions what had been gained by the Civil Service Employees Assn. members after a two-day showdown last month.

The vote was 17 to 15 along party lines with Republicans saying the other unions must bargain just as CSEA did.

At first blush, that might seem like a grand plug for the CSEA's ability to achieve its members' goals.

But whoa there. It was achieved by a strike. Does this mean that the prevailing attitude is that the other Monroe County employees are expected to resort to such drastic action, too?

And what is the particular item that we are discussing here?

It is the restoration of pay lost since the beginning of the year when this very same Legislature voted to cut salaries between \$12,000 and \$25,000 by 5 percent, and those over \$25,000 by 10 percent.

The issue here was raised as the CSEA contract was approved, and the Monroe County Manager, Lucien A. Morin, asked that the restored pay be extended to himself and about 100 other top administrators who are not part of any bargaining unit.

The outnumbered Democrats said it was not fair to restore the administrators' pay without making similar provision for the 1,000 county employees who are outside the CSEA bargaining jurisdiction. The Republican viewpoint prevailed and the amendment was defeated.

Well, we could say it served them right for not belonging to the CSEA, but let's face it. No one bargained to slash the salaries, so how is it now that they are supposed to bargain to get something back they should not have lost in the first place? (M.O.B.)

Your Social Security

Q. I'm a student looking for a summer job but haven't found one yet. Any point in getting a social security card if I'm not sure of a job?

A. There sure is. Since it takes several weeks to get a social security card, you should apply now so you'll have it when you land a job. Apply at any social security office and bring some identification (such as a student card) and your birth certificate.

Q. I deposited \$160 for some new furniture. Since then, the furniture store declared bankruptcy. If I cannot collect my deposit, may I claim the loss on my Federal income tax return?

A. Your deposit, if you lose it,

would be a nonbusiness bad debt. This type of loss is subject to certain limitations, and is reported in Schedule D of Form 1040.

To claim a bad debt deduction, you must have good evidence that you will not be able to get back the deposit, and make an effort to collect it. Bankruptcy usually is indication that at least part of the debt is worthless.

Once a debt is determined uncollectible, the bad debt deduction is taken in the tax year the debt becomes worthless.

For more detailed information, see IRS Publication 548, Tax Information on Deduction for Bad Debts, available at many IRS offices.

Don't Repeat This!

(Continued from Page 1)
Millions of dollars have been spent by the candidates in television, radio and newspaper advertising and in preparation of leaflets and campaign posters. Additional millions of dollars worth of time and energy have been contributed by volunteers performing the routine chores in a primary campaign: gathering of petition signatures, distributing campaign literature, addressing envelopes.

Thousands of dollars have been spent by candidates and the news media on public opinion polls of one kind or another. Poll taking has become an ingrained habit among political candidates, although the hard evidence indicates a high degree of inaccuracy among pollsters on primary elections. The difficulty arises, because relatively few voters go to the polls in a primary election, and there is no way that poll-taking agencies can figure who will or will not vote.

Almost Un-American

Pollsters try to overcome this difficulty by specifically establishing a special category of those who are certain to vote. However, even with this category, the results remain uncertain. This is because most people questioned are reluctant to admit they will not vote. Such an answer sounds almost un-American.

From a statewide point of view, the most significant primaries are those in New York City and in Nassau County. In the city, Governor Carey has staked much of his political prestige on the candidacy of Mario Cuomo, Carey's secretary of state. The primary in Nassau involves the power of former Assemblyman Joseph Margiotta, the Nassau Republican County leader.

Margiotta is supporting Frances Purcell, supervisor of the Town of Hempstead, for county executive against Ralph Caso, the incumbent, who some years ago was one of Margiotta's favorites. In addition, State Senator John Dunne is making a spirited three-way contest out of the Republican primary. Defeat of Purcell by either Caso or Dunne would be a serious blow to the prestige of Margiotta, known as an active supporter of Assembly Minority Leader Perry B. Duryea, Jr.'s expected bid for the Republican nomination for governor next year.

By the same token a victory for Purcell would increase the stature of Margiotta and, inferentially, the value of his support for Duryea.

However, the primary is but one of Margiotta's obstacles. The winner of the Republican primary will then have to face a tough election campaign against either Assemblyman Irwin Landis and businessman David Piez, who are engaged in a hard-fought primary for the Democratic nomination.

Welcome Headlines

Assemblyman Landis, chairman of the Assembly Committee on Authorities and Corporations, has been investigating alleged irregularities among Port Authority of New York and New Jersey executives in financing various trips abroad and in the use of Port Authority helicopters and airplanes for personal use. The fruits of these investigations

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Hearing Overlooked

A recent decision of the Appellate Division, Second Department, involved an Article 78 proceeding brought to compel petitioner's reinstatement with back pay to his position with the New York City Transit Authority.

On Nov. 4, 1974, petitioner was arrested on the charge of criminal sale of a controlled substance in the first degree, and thereafter, effective Dec. 2, 1974, he was suspended from his position without pay. Inasmuch as petitioner's disciplinary hearing was postponed over his objection and at the request of the Office of the District Attorney of Bronx County, petitioner commenced the instant proceeding for back salary pursuant to Section 75 of the Civil Service Law.

Special Term granted the petition and the Appellate Division, in a memorandum decision, modified the judgment by directing that petitioner's back salary award be offset "by the amount of compensation which he may have earned in other employment . . . during the period of his suspension" and remanded the proceeding to Special Term to determine the amount of such award. This appeal is from the judgment which computed that award following the hearing at Special Term.

The Transit Authority argues on this appeal that Special Term failed to reduce petitioner's award by not taking into account that petitioner had wrongfully delayed his concurrent criminal proceeding in order to effect a greater award. The Transit Authority would have succeeded on its appeal to offset the award if it could have demonstrated on the record that petitioner obtained adjournment of his concurrent criminal proceeding for frivolous reasons, or in bad faith merely to increase his award. The Transit Authority foreclosed re-examination of this question since it did not set forth any subsequent evidence or a change of law.

The Transit Authority's further argument that Special Term should have offset other delays in the disciplinary hearing as attributable to the conduct of the petitioner also did not stand up under close scrutiny. The record reveals the delay between Aug. 11, 1976, and Sept. 10, 1976, was properly occasioned by petitioner's motion to change hearing referees, since the original hearing referee had been named a technical defendant in the Article 78 proceeding, and, as such, was under the obligation to grant the motion to avoid impropriety. Also, further delays occasioned by counsel's actual engagement at trial were not considered attributable "to the conduct of the accused." The court stated, "It is not every ordinary delay which falls within the proscription of the admonition; rather the intent is to protect against undue or extraordinary delays for the purpose of increasing an award." *Yeampierre v. Gutman*, 394 N.Y.S. 2d 450 (A.D. 2nd Dept., 1977)

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Substance of Amended Certif of Ltd Partnership of Memory Productions filed 7/21/77 NY Co Clk. Sole Ltd Partner WM J Dunsmore Jr has become Co-Gen'l Partner and additional Ltd Partners substituted as follows (Names & Cash Capital Contributions): G Adler, 914 S Mooney Blvd, Visalia, CA, \$10,000; JW Barry, 1334 N Avalon Blvd, Wilmington, CA, \$20,000; L Blazina, 544 W 25 St, Merced, CA, \$6,667; AJ Casenza, 1429 College Ave, Modesto, CA \$13,333; JD Darroch, 1213 Coffee Rd, Modesto, CA, \$26,667; H Escobar, 30882 Success Valley Rd, Porterville, CA, \$10,000; RB Evey, 130 N Santa Cruz Ave, Modesto, CA, \$5,000; GC Graham, 1050 Colorado Dr, Merced, CA \$10,000; JR Hays, 1393 E Olive, Porterville, CA, \$20,000; J Keck, 800 W 20 St, Merced, CA, \$6,667; SJ Klor, 1400 Florida Ave, Modesto, CA, \$15,000; P Levy, 3546 E Shields Ave, Fresno, CA, \$13,333; PJ Maloney, 656 W 20 St, Merced, CA, \$20,000; PS Nelson, 16521 Rd 204, Porterville, CA, \$10,000; W Nelson, 803 Coffee Rd, Modesto, CA, \$13,333; BG Nielsen, 800 W 20 St, Merced, CA, \$6,667; CD Powers, 130 N Santa Cruz Ave, Modesto, CA, \$5,000; RW Purvis, 3104 Buckingham Ct, Modesto, CA, \$10,000; NE Ringer, 1400 Florida Ave, Modesto, CA, \$15,000; JW Rowland, 1400 Florida Ave, Modesto, CA, \$15,000; JA Sargent, 3125 W Howard Ave, Visalia, CA, \$10,000; MW Simmons, 3540 E Shields Ave, Fresno, CA, \$15,000; MT Slater, 1852 Scenic Dr, Modesto, CA, \$10,000; LD Smith Jr, 412 E Orangeburg, Modesto, CA, \$10,000; C Stockton, 1034 12 St, Modesto, CA, \$10,000; G Takhak, 2531 N Hickman Rr, Denair, CA, \$40,000; J Ward, 1400 Florida Ave, Modesto, CA, \$20,000; D Weisenberger, 875 W Olive Ave, Porterville, CA, \$18,333; JH Wilhelm, 2644 M St, Merced, CA, \$15,000.

All of the Ltd Partners have agreed to assume his pro-rata portion of overall liability for financing of Partnership property only. Otherwise, Certif identical to that filed 5/19/76 NY Co Clk.

LIMITED PARTNERSHIP CREEM & CREEM

111 Broadway, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on July 12, 1977. Business: General commission and brokerage business including functioning as specialists on New York Stock Exchange. General Partners: Michael Creem, 53 Templar Way, Summit, N.J.; Anthony Creem, 313 W. 29th Street, N.Y.; Timothy Creem, 26 Plymouth Rd., Port Washington, N.Y.; Ralph Costello, Jr., 190 Wellington Rd., Elmont, N.Y. Limited Partners, Cash Contributions and Annual Share of Profits: Theresa Devoe Creem, Michael Creem, Anthony Creem and Timothy Creem, as Executors of the Estate of John J. Creem, Jr., c/o Michael Creem, 53 Templar Way, Summit, N.J., \$300,000, greater of 15% of net annual profits or 10% per annum interest on amount of capital contribution; Anne G. Creem, 26 Plymouth Rd., Port Washington, N.Y., as Trustee under separate trust agreements f/b/o Siobhan N. Creem, \$10,000, Julie A. Creem, \$10,000, Daniel A. Creem, \$10,000, Sharon L. Creem, \$10,000, Stephen D. Creem, \$10,000 and Mark W. Creem, \$10,000; Nancy Creem, 53 Templar Way, Summit, N.J., as Trustee under separate trusts f/b/o Jacob T. Creem, \$10,000 and Linda S. Creem, \$10,000; such Trustees to receive under each separate trust agreement 1% of net annual profits. Term: January 1, 1965 until terminated by operation of law, consent of the majority of partners or as provided in agreement. Limited Partners shall not assign or transfer their interests without written consent of majority of general partners. Partners may withdraw upon 90 days written notice. Contributions to be returned upon consent of a majority of the general partnership. No right to admit additional Limited Partners given. The death or withdrawal of a partner shall not terminate the partnership.

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GO TO HEALTH

By WILLIAM R. WILLIFORD

The rights of smokers versus nonsmokers are increasing as a source of conflict between employees who must work in close proximity to one another.

Nonsmokers are becoming much more assertive in speaking up for their right to work in a smoke-free environment. At the same time, smokers, feeling personally attacked, are aggressively defending their right to smoke. It appears that a social movement is gaining momentum that will no longer passively tolerate the smoking of cigarettes.



Much to the dismay of my smoking friends, the nonsmokers are winning. The 1975 "Adult Use of Tobacco" survey conducted by the National Institute of Health clearly indicates that the social climate among American adults is

turning against cigarette smoking. The survey showed that agreement increased with the statement "the smoking of cigarettes should be allowed in fewer places than it is now" (from 57 percent in 1970 to 70 percent in 1975). Another sign of change is reflected in the survey's finding that 63 percent of the respondents, including 35 percent of the smokers, said it is annoying to be near a person smoking cigarettes. In addition, 78 percent of all adults, including 45 percent of the smokers, felt that management has the right to ban smoking in its place of business, pointing towards "no smoking at work" rules.

The New York State Department of Civil Service Employee Health Service, in cooperation with the American Lung Association of New York State, conducted a survey to determine the smoking habits and attitudes of Department of Civil Service employees. It was found that 40 percent of employees smoke and that the average smoker smokes 12 cigarettes while at work. Approximately half of the smokers indicated that they are interested in quitting. The survey indicated that 66 percent of nonsmokers and 14 percent of smokers would prefer that smoking not be allowed in their work area.

It is encouraging to see a social movement gaining strength that is really in the best interest of everyone's health. As smoking becomes less acceptable in social and work situations, more people will find it easier to quit. Already, more than 30 million adult Americans have kicked the cigarette habit. More and more adults are making the decision that a one or two-pack-a-day habit is not worth the possible consequences of poor health and premature death. We will know the battle is won when teenagers no longer look upon smoking as an adult and mature thing to do.

For information on the rights of nonsmokers write: National Interagency Council on Smoking and Health, 419 Park Ave., So., Room 1301, New York City 10016.

State Eligible Lists

(Continued from Page 10)

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125 Wojcik Susan L Kenmore	82.7	188 Gdaleto D Highland	80.4
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127 Scully Isabelle Delmar	82.7	190 Cohen Evelyn Brooklyne	80.4
128 Lindsay Violet Commack	82.6	191 Szalda Diane M Buffalo	80.4
129 Gordon Alice J Flushing	82.6	192 Green Lois D Albany	80.4
130 Fitzgerald C J Schenectady	82.6	193 Pezzulo Sandra Albany	80.4
131 Freese Janice L Burdett	82.6	194 Kunz Judith M E-Aurora	80.3
132 Dudek Edith A Cohoes	82.5	195 Barnes Karen E Ballston Spa	80.3
133 Neary John C Fayetteville	82.4	196 Iacobucci A F Albany	80.2
134 Powell Carol A Staten Is	82.3	197 Hazell Vivian D Bronx	80.2
135 Shred Earla Z Buffalo	82.3	198 Putnam Darlene Albany	80.0
		199 Salerno Anthony Albany	80.0

(Continued on Page 15)

REAL ESTATE VALUES

Publisher's Notice:
All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, sex, or national origin, or an intention to make any such preference, limitation, or discrimination."
This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

New York State

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Owner will assume mortgage.
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DIX HILLS - UNUSUAL HSE
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New York State

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Colonel Eileen M. Bonner
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For information Write to:
Personnel Division
Agricultural Marketing Service
14th & Independence S.W.
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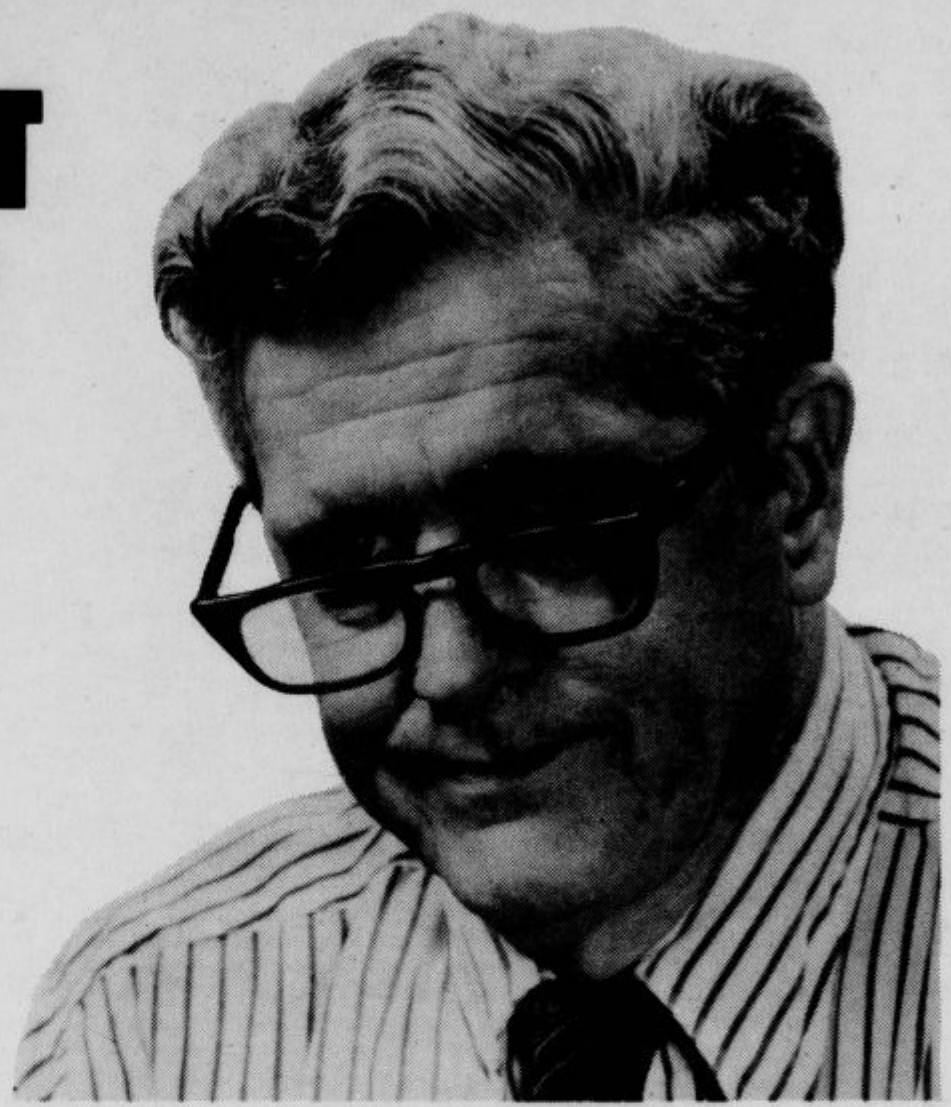
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MOST OF THE PEOPLE IN MY OFFICE BELONG TO CSEA...

ISN'T THAT ENOUGH?

NO.



The Strength of CSEA is in UNITY. The Unity of *all* public employees covered in CSEA's bargaining units.

The goal of those who would destroy the rights and benefits for which you've worked so hard is to divide and conquer. They would like to see department against department, office against office and unit against unit.

While CSEA is the most powerful public employee union in the country today, there is much more to be done to give public employees a fair shake. And the only way we will all succeed is with unity.

That's why it's so important for *you* to make every effort to sign up non-members in CSEA. We must show them that *their* future is on the line, too. CSEA needs their ideas, their participation, and their votes. EVERY ONE COUNTS!

During our membership drive, for each new member you sign up in CSEA, you'll get a \$5 Cash Award. The Cash Award rules are easy.

1. You must be a member in good standing.
2. The new member you sign up must be on the payroll for a minimum of four (4) biweekly pay periods or equivalent.
3. New members must work in a governmental unit represented by CSEA.
4. There is *no limit* to the number of new members you can sign up. Of course, you'll get the \$5 Cash Award for *each* one.

See your Chapter or Unit president for special sign-up cards.

We've come a long way — but there's a long way still to go. United as one, we'll get there!

CSEA
STRENGTH IN UNITY

How State Executive Committee Functions

(Continued from Page 16)
 000 members of major fraction thereof. . ."
 The State Executive Committee usually meets monthly on the morning before or the evening prior to CSEA Board of Di-

rectors meetings.
 The State Executive Committee members are constituent members of the CSEA Board of Directors as well. Consequently, at times they are called representatives and other times they

are known as directors.
 The directors, according to the Constitution, have "The power and authority to transact all business of the Association [shall,] subject to the power and authority of the Delegates at

meetings of the Association. . ."
 Composition of the Board of Directors is made up of the statewide officers, State Executive Committee, County Executive Committee and the immediate past president of the Association. Those are the voting members.

tee shall consist of five members of the Board of Directors to be elected by the Board of Directors at its first organization meeting. Such committee shall meet not later than ten days after the President shall have furnished the proposed budget to the members of the Board of Directors. Such committee shall elect its own chairman, examine such proposed budget, and report its recommendations for the adoption or modification thereof to the members of the Board of Directors at least three days prior to the November meeting of the Board of Directors. The committee shall, from time to time, make such further recommendations relating to the budget as it may deem advisable."


Primary responsibility, though, of the Board of Directors is probably in the area of money. In fact, within the entire Constitution, only one committee has its own section detailing responsibilities. (This is not counting the two executive committees or the Directors committee, all three of which are decision-making legislative bodies.)

Article VI, Section 2 (a) states: "The Directors Budget Commit-



HONOR LETCHWORTH WORKERS WITH LONG SERVICE

Employees of Letchworth Village Developmental Center with 25 years or more of service were honored last month at a testimonial dinner. From left are the center's director Oleh M. Wolansky, Stella Scott, Raymond Smith, Estelle Tuck, Mary Ross Roberta Morin, Jesse Haynes, Mathew Tatti, Marie Novak, Civil Service Employees Assn. president William McGowan, and president of the Board of Visitors Anne Sneed Deane.



TOWN & COUNTY

Recognition Of Leadership

It's very nice indeed to return to action after a long absence. I hope some of you remember this column, and I hope all of you will find it interesting and become regular readers.

Town and County tries to be a column of special interest to CSEAs in local government, and of general interest to all CSEAs. There are many items worth discussing, and in time we should cover all of them.

However, today this column wants to pay tribute to two very hard-working officers who have left a significant mark on CSEA affairs, and who should be recognized.

SAM MOGAVERO has served two terms as chairman of the County Executive Committee. In the local government portion of CSEA, probably no job is more demanding in time and resources than this office. Those of you who have attended conventions and the County Workshop know of the extremely difficult workload carried by Sam at these meetings.

During these years, we have seen the growth of educational chapters, the growth of the County Workshop (now second in size only to our annual conventions), the significant increase in local government membership and the finalizing of negotiating expense procedures for local units. All of this did not just happen—much of the credit for these successes rests on Sam Mogavero's shoulders.

Howard Cropsey, vice-chairman of the County Executive Committee and a Board member from Albany County Local, has served the Board of Directors for ten years and has served with exceptional honor. He has chaired key committees such as budget and membership, and worked on numerous other committees. Probably the most difficult of all tasks facing the statewide Board is budget approval. Under Howard's leadership, this task has become easier and less confusing than before. His further service as vice-chairman of the County Executive Committee has been noteworthy. He is a man who can and does "do the job," whatever that job is.

We hope, and feel sure, that these two super-workers will continue active in our union. Their expertise is needed, and their many friends are interested.

CSEA IS AN ORGANIZATION that allows each of us to meet many wonderful people from all over New York State. High among these wonderful people are Sam Mogavero of Erie County and Howard Cropsey of Albany County.

I would like also in this opening column to congratulate Bill McGowan, our new president, and to pledge to him the same loyalty from all local government CSEAs that has always been offered to our president.

Last, but far from least, a welcome and congratulations to Mary Sullivan, of Herkimer County, elected as vice-chairperson of the County Executive Committee. I know she will be successful, as she always is, in this new undertaking.

See you soon!

Monroe Legislature Approves Accord

(Continued from Page 1)
 daily on CSEA business and still receive full pay from the county. Other CSEA leaders may spend a combined 1,950 hours annually on CSEA business.

—Payment to be raised from 15 to 16 cents per mile in 1978 and from 16 to 17 cents in 1979 for county employees using their own cars on county business.
 —Payment by the county of all

increases in the cost of Blue Cross and Blue Shield insurance in 1978 and 1979.

County Manager Lucien A. Morin asked that contract provisions restoring cut pay be extended to himself and about 100 other top administrators who are not part of any bargaining unit.

Democrats said it was not fair to restore the administrators' lost pay without returning the pay to another 1,000 county workers who are not members of the CSEA. Republicans replied those workers belong to other unions and must bargain just as the CSEA did.

An amendment to restore the previous wage levels automatically to all other county employees was defeated on a party line vote, 17 to 15.

North Country Retirement Information Center Opens

WATERTOWN—Civil Service Employees Assn. members, and other public employees in the North Country area, interested in obtaining information regarding retirement, may contact the representative from the New York State Retirement System at the State Office Building in Watertown between 9 a.m. and 4 p.m., the first Friday of every month.

Richard Grieco, president of CSEA Jefferson County Local 823, announced that arrangements for the retirement representative to make regular appearances in Watertown starting Sept. 2 were the result of cooperative efforts with Assemblyman Robert Nortz, 114th District.

CSEA members, and other public employees wishing to avail themselves of the retire-

ment counseling service, are requested to contact the building superintendent, State Office Building, Washington Street, Watertown, for the assigned room number.

St. Lawrence Legislature Warned Of State MH Plans

CANTON—Two state representatives of the Civil Service Employees Assn. told the St. Lawrence County Legislature's health committee they strongly advise against a state proposal authorizing greater use of community mental health facilities for outpatients from state hospitals.

Robert Guild and James Moore, Region V president, said they are concerned about job security for CSEA members but also stressed their interest in delivering quality service to mentally handicapped persons. They criticized "deinstitutionalization" of mental patients as a practice that has come to mean "dumping patients in unprepared communities," and argued that the plan is only part of Gov. Hugh L. Carey's attempt to trim

the state budget.

"Decent care does not come through budget cuts," noted Mr. Guild, maintaining that staff workers at state hospitals are well trained and can provide better care than would be available if some patients are released under a community mental health program.

Both Mr. Guild and Mr. Moore warned of the financial consequences if the state should decide to withdraw its financial support from dental hospitals, and leave St. Lawrence County holding the bag.

Willowbrook Demonstrates

(Continued from Page 1)
 was expected to involve a greater number of picketers than the one in Manhattan two weeks ago. According to Mr. King, letters have been sent to Mental Hygiene Local presidents around the state; and Solomon Bendet, president of CSEA Region II, has directed field representatives from that area to actively support the Willowbrook employees.

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Can't Fire Without Hearing: Judge

By MARTIN FOX

BROOKLYN — Attorneys for civil service unions always keep a close watch on rulings by the Court of Appeals, the state's highest court, because of the future impact they can have on pensions, tenure and job security.

Since the court has the last legal say, what the judges rule in a case is the law in similar disputes.

An example of this occurred late last month in Brooklyn Supreme Court. A correction officer with the State Drug Abuse Control Commission was fired without a hearing because he was absent from work without authorization for more than 10 days.

Noting that the Court of Appeals had recently decided a similar case, Judge John Monteleone ruled that the higher court's de-

cision was binding upon him and he ordered the correction officer, Lloyd Plummer, reinstated with back pay to the date of his dismissal.

The judge based his decision upon the fact that a rule of the State Civil Service Commission had been declared invalid by the state's highest court. That rule had permitted state agencies to summarily fire any employee who was absent from his job without authorization for more than 10 days.

Judge Monteleone pointed out that the rule had been struck down in the spring by the appeals court in a case involving the unauthorized absence of an employee working for the Downstate Medical Center in Brooklyn.

Judge Monteleone, following instructions from the Court of Appeals, said the rule was in conflict with a section of the

Civil Service Law which requires that employees facing discharge must be granted a hearing.

Since Mr. Plummer had not been granted a hearing, the judge said, his constitutional rights had been violated and his discharge was illegal.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 598-8060.

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

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

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

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

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

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

State Eligible Lists

(Continued from Page 11)

200 Spahr Edna M N Babylon	79.8
201 Vanschoonhoven Kenmore	79.7
202 O'Rourke Joanne Cheektowaga	79.7
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204 Smith Patricia Smithtown	79.6
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206 Mejia Maria Elmhurst	79.6
207 Poggoli Richard Albany	79.6
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209 Wennerstrom E G Schenectady	79.5
210 Winchester W G Castleton	79.5
211 Innis Patricia Wallkill	79.5
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213 Wooster Bettie Leicester	79.3
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215 Calles James J Liverpool	79.3
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'Set A Good Example,' Says CSEA's President McGowan

By MARVIN BAXLEY

ALBANY—Checking his watch, Civil Service Employees Assn. president William McGowan apologized for cutting off the interview.

"My hour is up for lunch, and I've got to set a good example," he said as he finished his sandwich and left the Ambassador Restaurant to return to his office.

The restaurant, next door to the union's Elk Street headquarters, has long been renowned as an afternoon watering hole for CSEA staff members (as well as politicians and newspaper reporters).

During the McGowan lunch hour that particular afternoon, it was conspicuously lacking any members of the CSEA staff. That, perhaps, tells a lot about what is happening during the first 100 days of the McGowan Administration.

'If there are problems, I want to hear about them'

Although he had served for six years as a CSEA vice-president and as the acknowledged leader within the union for Mental Hygiene, which accounts for approximately 20 percent of the total membership, it is no easy task to assume the presidency following the record-setting 11-year tenure of his predecessor.

Consequently, the outwardly low-key president has been moving firmly to establish his authority from the beginning, when presidents traditionally have a degree of residual good will to ease their way through the difficult transition period.

The interview had begun in the CSEA president's office, which was noticeably spartan without the furniture and wall decorations that had distinguished it when Theodore C. Wenzl served there.

"I'm going to have a conference table brought in," Mr. McGowan noted, explaining that he preferred to meet with people as equals around a table than to be ensconced behind his desk with the other persons "too far away to talk eyeball to eyeball."

He has already held one general staff meeting in his office, and had minutes taken of the proceedings. Minutes-taking is a practice he intends continuing to avoid tendencies to momentarily appease the boss in hopes that a commitment might be lost in the shuffle of events.

When compared to CSEA director Bernard Dwyer, Public Service representative on the union's Board, Mr. McGowan said he regarded it as a compliment and had told Mr. Dwyer to keep up his habit of keeping track of unfinished business. (Mr. Dwyer has established a reputation at Directors, Delegates and Capital Region IV meetings, where, toward the end of a meeting, he stands up and lists issues that were left dangling from previous sessions.)

"If there are problems, I want to hear about them," Mr. McGowan said. In fact, in so many different words, it was a sentiment he expressed several times during the interview.

He explained how he is making it a policy to send letters to staff members for explanation of complaints, for follow-up on requests for help or to get specific information. I'm keeping a log to make sure that the letters are answered," he said. It was evident that one

No Response might merit an official frown during the transition period, but that three unacknowledged letters meant trouble.

He added that he makes it a point to answer all his own mail, and that he wants the union's members to feel free to express their opinions to him.

As the union's chief officer, he has also taken on some of the administrative tasks that might normally be carried out by the executive director, a position left vacant since the retirement this summer of Joseph Lochner.

"When I heard reports that two key staff people were supposedly out of the office for personal pleasure, I went immediately to their office to see for myself. They were both at work. I have made it plain that I will not tolerate rumor-mongering or bickering by staff members," he said.

"We have a first-class staff and all our energies must be directed toward providing services for our members," he explained.

"Now that we have the Agency Shop, we cannot afford to rest on our laurels. We must continue to improve the benefits of union membership. The fee-paying non-members are going to resent it if we fail to provide services for them. We want them to want to join CSEA voluntarily. If they are unhappy, they will be a fifth-column of discontent that can be used against us for challenges by other unions," he explained.

It is his concern for and identification with the rank-and-file membership that Mr. McGowan credits for much of his victory margin in the recent election.

He pointed out an instance when a member told him that he didn't have the education to be the CSEA president. "That may be true, but I've been for Labor all my life," Mr. McGowan had responded. "The man pledged me his vote," he said proudly.

"I love my work. I'm here by eight in the morning and stay till 20 minutes after five," he declared.

'Our energies must be directed toward providing services for our members'

Of course, this does not include the countless obligations that are part of the job during evenings and weekends when Mr. McGowan officiates at chapter installations or makes just-plain appearances at meetings to keep in touch with the membership. And as time goes on, there will undoubtedly be more obligations like the labor seminar at the State University at Oswego last month when he spoke on the Taylor Law.

In truth, it should be stated that this interview was not an official "for print" interview. It is based on an informal meeting with Mr. McGowan last month.

"Bill, you said so many interesting things while we talked that I'd like to write a story about it."

"Sure, go ahead."

There was no hesitancy; there were no qualifications; there was no effort to question the content.

It is an attitude in keeping with the man who, on previous occasions, when asked if he would stand by controversial statements, had responded: "If I said it, you can print it."



CSEA MEMBER WINS VETERAN'S AWARD

An employment service representative for the State Department of Labor, Michael LaGatta, seated left, recently was presented a state Veterans of Foreign Wars special award for employment service to veterans. On hand to congratulate Mr. LaGatta were, seated, James Currier, Ft. Schuyler Local 014 president; Thomas Poole, VFW state civil service and employment committee chairman, standing, left, and Earl Stock, VFW membership coordinator and past state commander. CSEA member LaGatta is up for a similar national VFW honor for his work with firms holding federal contracts, and for certain techniques he developed which have been copied outside his nine-county Utica district.

Who Are CSEA's Most Influential Leaders? State Reps Among Them

By MARVIN BAXLEY

When names of Civil Service Employees Assn. leaders are mentioned, the people pictured on pages 8 and 9 of this issue would be prominent.

This most democratic of unions has nearly 500 people who can reasonably claim inclusion in any listing of the CSEA's most influential leaders. There are the 10 statewide officers, the 38 regional officers, the 108 elected directors and the 310 local presidents for starters. Another thousand or so could be mentioned if delegates and local officers and committee workers and negotiators were included, too.

To help the membership understand the structure of the CSEA, the Leader periodically presents an update on the various components of the union's collective leadership.

This week, attention is directed toward the State Executive Committee, whose members were voted on during this summer's election.

The 57 members of the State Executive Committee hold their positions either as statewide officers or as departmental representatives. In three instances, they are both.

The number of departmental representatives varies, depending on the number of employees being represented within the given departments. Thus, there are currently 47 representatives, compared to 51 in the previous administration.

Although they are elected at-large within their departments, the number of departmental representatives is based on a formula of one per each 3,000 members or major fraction

thereof. Each department receives at least one representative, however.

This has resulted in some rather uneven mandates from the voters. For example, Victor Pesci received 71 votes unopposed for re-election as banking representative, while Timothy McInerney got 1,858 votes as one of three at-large Transportation representatives.

Two years ago, the vote for Legislative representative was so low, 2 to 0, that the position was eliminated. Evidently, the election was decided by the losing candidate voting with the winner.

Election to the State Executive Committee is considered, however, to be one of the prestigious responsibilities within the union.

The CSEA Constitution states: "The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association and representatives from each state department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed state departments. The Faculty Student Associations and Teachers Retirement System shall as a unit be deemed a state department. In addition to the foregoing, each state department with more than 3,000 members as of January 1 in an odd-numbered year, shall for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction

(Continued on Page 14)