Central Region V Meeting

al Koules

See Pages 8 & 9

Vol. XXXVII, No. 6

Friday, May 14, 1976

Price 20 Cents

CSEA, Thruway, **Have Tentative Pact Agreement**

ALBANY - Tentative agreement has been reached by the Civil Service Employees Assn. and the New York State Thruway Authority on a two-year work contract covering about 270 professional, technical and supervisory employees.

Details of the proposed settlement were not immediately available, but spokesmen for CSEA and the Thruway revealed it includes an innovative income escalator clause providing quarterly one-time payments during the second year of the contract (Continued on Page 3)

An Address Change In Western Region

CHEEKTOWAGA - Effective May 17, the new address of Western Region VI, Civil Service Employees Assn., will be Cambridge Square, 4245 Union Road, Cheektowaga, N. Y. 14225, according to Region supervisor Lee Frank. The telephone number, (716) 634-3540, will remain the



100 PERCENT SUPPORT — Civil Service Employees Assn. vice-president James Lennon, head of the union's Southern Region III, makes presentation to Agnes Earl, president of St. Lawrence County chapter 845, in recognition of the chapter's 100 percent support for the Dutchess County Welfare Fund. St. Lawrence chapter donated 25 cents per member to aid fellow union members in Dutchess County, where employees were penalized under the Taylor Law for participation in a successful job action last summer.

Stony Brook

STONY BROOK - Al Varacchi, president of the Stony Brook SUNY chapter, Civil Service Employees Assn. accused university president John S. Toll of operating a "slush fund" at the expense of civil service employees.

Mr. Varacchi was reacting to news that Stony Brook would keep Nobel Prize physicist Chen Ning Yang on its payroll, despite funding cuts in the SUNY sys-

"How can you justify this action with any sincerity or honesty," asked Mr. Varacchi, head

Court Approves Charter For Downstate Medical

(Special to The Leader)

ALBANY-The State Court of Appeals has ruled unanimously that the parent body of the Civil Service Employees Assn. has the right to organize local chapters in the New York City area and to transfer or assign CSEA members to (Continued on Page 3)

of the 1,200-member chapter at Stony Brook.

In a letter to Dr. Toll, Mr. Varacchi asked for an explanation for the action. He demanded to know if rank-and-file employees would be sacrificed in order to provide the budgetary leeway for Toll to pay the faculty member's \$50,000 salary.

Mr. Varacchi questioned the timing of the announcement, "When employees are denied any cost-of-living adjustments and some workers have been laid off."

The \$50,000 salary had been eliminated from the budget adopted by the state legislature, but Dr. Toll had planned to ad-

(Continued on Page 3)

Columbia County **Begins Operation** Of 'Crisis Center'

HUDSON-The Columbia County chapter, Civil Service Employees Assn., is moving forward with preparations for a possible job action against the county, as the County Legislature takes 12 days to reach a decision on the contract dispute presented at a legisla-

A "crisis headquarters" located at 419 Warren St., Hudson, was opened officially May 10. It will be staffed by chapter and unit volunteers until the dispute reaches either a mandated or negotiated settlement.

tive hearing on May 4.

CSEA public relations associate Daniel X. Campbell explained the development of the crisis center.

"The members desired a central location to serve as an information center and CSEA Albany Region IV had a desire to maintain a center for all of its various communication equipment. The two ideas were put together into one location that can serve as a control center

(Continued on Page 3) **Social Services**

and an information center," Mr.

The store front will be

equipped with a telephone an-

Campbell said.

Trends Moving To Team Effort

KIAMESHA LAKE -State Social Services Department representative told the Civil Service Employees Assn. social service committee that the department's philosophy is changing towards the team approach, with one supervisor in charge of all phases.

John McKenna, director of the Office of Local Manpower Management of the Social Services Department, told the committee: "Within the next few years, we will see a gradual shift away from the concept of 'separation of services' towards the team approach."

Mr. McKenna also said the Department will develop organizational standards to be used in implementing Title XX of the federal Social Services Act. The department also intends to continue its evaluation of job services with possible realignment of current job duties, Mr. Mc-Kenna said.

"We are investigating the possibility of mandating staff levels in federal programs which pro-

(Continued on Page 14)



Many Major Issues **Facing Legislators Before Adjournment**

HE Legislature is urgently trying to wind up its affairs by the end of May and certainly no later than at the end of the first week in (Continued on Page 6)

Know your type? Be a blood donor and find out.

Last-Ditch Effort To Save Drug Centers

By SUSAN DONNER

ALBANY-This week the "City of the Forgotten," the name that clients of six private drug rehabilitation facilities have given themselves, have set up a therapeutic community here and are literally camping out on Gov. Hugh L. Carey's

They plan to peacefully demonstrate until May 21 when the supplemental budget will be voted upon, hoping to get back state funds so that the facilities will not be forced to close.

The Office of Drug Abuse Services (ODAS) has been almost completely dismantled. There are only three centers there had been 15-that will remain open, and these will be cut so severely that most of their staffs will be laid off: many of their special programs will be curtailed. The three remaining facilities will have only 600 beds for clients from the entire State of New York at a time when heroin addiction is on the rise.

"We cannot really separate the consequence to the clients and the consequences to the employees in dealing with the financial cutbacks which are resulting in the facilities closings, layoffs of employees, and preemptory discharges of clients who are being turned out because there is no room for them," said Giles Spoonhour, senior counselor at Brooklyn Central.

The rumors are thick that these last three facilities (Manhattan Rehabilitation Center-100 beds, female; Brooklyn Central Rehabilitation Center - 400 beds. male; and Masten Park Rehabilitation

(Continued on Page 4)



RETIREMENT AND **PENSION SEMINARS**

We are pleased to announce that one of the city's foremost pension and retirement analysts, David Moss will conduct Seminars on Retirement Problems at 45 East 33rd Street, New York City, Suite 601 at 5:30 P.M. on the following Wednesdays, May 12, May 19th, May 26th and June 2nd, 1976.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Cerisse Rubenstein at (212) 689-2016

A service of the Council of Civil Service organizations and Ramblewood East Information Center.

Smith Charges Kolb 'Snub'

STATEN ISLAND-Ronnie Smith, president of Willowbrook Developmental Center chapter 429, Civil Service Employees Assn., has charged Lawrence Kolb with "snubbing" union members at that institu-

Mr. Smith said that the Mental Hygiene Commissioner changed his plans to visit the facility on Friday, April 30, when informed that union members proposed to be on hand upon his arrival during the luncheon period.

It is understood that Mr. Kolb had planned to meet with the press and to comment on achievements of Willowbrook, now operating under a federal court order to improve conditions and services.

Mr. Smith stated that Cora Hoffman, an assistant to the acting director of Willowbrook, was apparently displeased and annoyed when he confirmed in a telephone call that union members planned to greet the Commissioner.

"Kolb never did show up after that," Mr. Smith added. "You would think the Commissioner would have been concerned about the feelings and opinions of employees and want to hear from them. As president of

4,200 employees at Willowbrook, and I was not even advised or invited to meet with the commissioner."

However, Mr. Smith said that members of the Willowbrook Review Panel did meet with some of the employees. The panel has been charged with the responsibility of overseeing implementation of the court's decree.

administrators Willowbrook and Department of Mental Hygiene officials appeared in Federal Court May 7 to show to what extent there has been compliance with the court's order regarding resident care.

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Employee Item No.

Flaumenbaum Issues Call For A CSEA Letter Blitz To Break \$ Bill Deadlock

(From Leader Correspondent)

MINEOLA-"Let them know what we think!"

That was the call issued by Irving Flaumenbaum, president of the 23,000-member Nassau County chapter, Civil Service Employees Assn., to the rank-and-file membership

last week, as Albany legislators continued a deadlock on a tax bill to close a \$22 million budget gap in Nassau County.

Mr. Flaumenbaum advised his members to immediately flood the offices of the legislators with letters expressing their outrage at the partisan deadlock.

"They are playing political games in disregard of the county's position and fiscal crisis and the welfare of employees. The quality of public service in Nassau and the welfare of employees is at stake," Mr. Flaumenbaum asserted. "Let them get together and stop playing games with each other."

The bill was being bottled up by the Nassau Democrat delegation. There are seven members: Arthur J. Kremer, of Long Beach: John S. Thorp, of Rockville Centre; Irwin Landes, of Port Washington; Angelo Orazio, of Plainview, and Lewis Yevoli, of Bethpage. They all can be reached in care of the Assembly, Albany, N.Y. 12224.

Assemblyman Joseph Margiotta (R-Uniondale), sponsor of the rescue bill, threatened to bottle up other tax bills signed to help

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the cities that are in baliwicks of Democrat legislators, but Assembly Majority Leader Stanley Steingut (D-Brooklyn) has so far refuesd to relent on the Nassau bill.

Mr. Flaumenbaum said that all CSEA members, whether in state or local government employ, should protest the dead-

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FREE COURTESY CAR SERVICE TO ISLAND BY APPOINTMENT

A complete citizens' band communications network will be installed to allow communication with various job action sites if the need arises, Mr. Campbell

The CSEA mobile office will serve as a traveling communications supply center.

CSEA officials said they are willing to negotiate the various problems to a reasonable conclu-

Nels Carlson, CSEA collective bargaining specialist stated, "We believe that reasonable men can reach reasonable conclusions to the most complex problems if both sides want to solve the problem. CSEA is ready to try and solve the problem. We now must wait for the county to see if they are ready to really try to bargain in good faith."

SESA Hold Fete

SCHENECTADY - The Schenectady Educational Secretaries Assn. unit, Civil Service Employees Assn., held its annual Secretaries Day banquet at Ecobelli's Tam O'Shanter Inn, Saratoga Road, Schenectady, April 13.

The event was organized by Mary Lou Burnell, SESA vicepresident, and featured entertainment and dancing.

Thruway Pact

(Continued from Page 1)

based on cost-of-living increases derived from the Consumers Price Index.

A mail ratification vote among CSEA members in the employee group is expected to be completed in about three weeks. If ratified, the new agreement will replace the present two-year pact which expires June 30. Bargaining talks began about four months ago.

Attn.: CSEA Calendar.



CSEA collective bargaining specialist Nels Carlson, standing at right, was official spokesman on behalf of Columbia County employees during legislative hearing last week. Mr. Carlson praised

the fact-finder and refuted many of the arguments presented by the Administration.

Approves Charter

(Continued from Page 1) an appropriate chapter.

The ruling from the state's highest court rejects the action started two years ago by CSEA's New York City chapter when it sought to block the statewide organization's approval of a separate chapter for several hundred CSEA members employed at the State University's Downstate Medical Center in Brook-

These members had previously been assigned to the New York City chapter, a composite CSEA local representing employees from many state agency units in New York City, with a total membership of more than 8,000.

state Medical Center workersover 60 percent of the CSEA members there - petitioned the statewide CSEA for their own chapter. The petition was approved by CSEA's Board of Directors at its January 1974 composite-type chapters such as the New York City group.

The following month, February 1974, the New York City chapter went to State Supreme

Board of Directors could not approve the petition since it was not authorized to make the necessary changes in the City chapter's constitution. Only the chapter's delegates could amend its constitution, the chapter said.

The court could find no proof of such a provision in the City chapter's constitution. and ruled, in any event, that the prevailing authority was in a provision mandated by the statewide CSEA for inclusion in all chapter constitutions empowering the CSEA Board of Directors to amend any chapter's constitution by a two-thirds vote. Subsequently, the Appellate Division agreed with the lower court's ruling.

In its memorandum affirming the Appellate Division's order, the Court of Appeals noted that, "we conclude also that the authority of this parent union to amend the local charters carried with it the right to transfer and assign members to its various local chapters."

New York City chapter executive council members learned of the decision at their monthly meeting last week, and agreed to accept the decision.

They decided, however, that since the court decision, in efmandates that the new model constitution now replaces the chapter constitution under which they had based their legal objections, their chapter elections will now have to be postponed until next year.

The model constitution specifies elections be held in oddnumbered years, therefore, the NYC executive council unanimously voted-over the objection of its president, Solomon Bendet -to extend the term of its current officers until 1977.



Crisis center in downtown Hudson has been set up so that CSEA members will be prepared for action in event settlement is not reached next week in Columbia County labor dispute.

McDermott Named To Advisory Group

ALBANY - Joseph E. McDermott, president of Albany Region IV, Civil Service Employees Assn., commended State Senator Howard C. Nolan Jr. (D-Albany, Greene) for the legislator's efforts in organizing a citizens advisory council to study questions relating to

Mr. McDermott has accepted an appointment as a member of the council and will share his expertise on issues and problems affecting public sector employees and employee relations.

public problems.

"Your establishment of a Citizens Advisory Committee to report to you on these concerns and to present 'fresh approaches' should be considered a worthy idea by all your constituents," Mr. McDermott wrote the 42nd District Senator.

The council is to be subdivided into a number of component interest groups, such as the one in which Mr. McDermott will serve, and each group will determine the frequency and location of its meetings. A representative from each group will serve on a general oversight commit-



JOSEPH McDERMOTT

Stony Brook Chief

(Continued from Page 1) just his budget in order to retain replenish your coffers for these the position.

Mr. Varacchi's letter read, in part:

"We must assume that more state graded positions and/or employees will be terminated to cover this unforeseen expenditure and accommodate your promise.

"We assume that many needed projects will be scrubbed to let you come up with the money to cover this bet.

"We assume that professors, lecturers, teachers, graduate assistants will again be dropped to monies.

"We also assume that teaching departments may be phased out to provide for this stipend.

"We assume that you have a slush fund at Stony Brook where you and your administration can provide \$50,000 at the drop of a hat or a prayer.

"If our assumptions are incorrect, a public, prompt and truthful reply would be appreciated. A failure to respond may be considered an admission of the truth of these assumptions."

Late in 1973, about 600 Down-

meeting. According to CSEA, the approval was routine, since there was a long-established precedent of granting the breaking away of special interest groups from existing state employee chapters, especially from

Court claiming the CSEA's

13-14-Conference of Armory Employees meeting: Veterans of Foreign Wars Home, Cortland. -Suffolk chapter bicentennial party: Colonie Hill, Hauppauge. 14-Albany Region IV "Mix and Mingle" party: 5:30 p.m., Michael's

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, 11 Warren St., New York, N. Y. 10007.

CSEA calenda

ouse, Route 9, Latham

15-Madison County chapter dinner dance. 18-New York City Metro Retirees chapter meeting: 1 p.m., 2 World Trade Center, Room 5890, Manhattan,

18-Craig State School chapter 405 meeting: American Legion

19-Oswald D. Heck Developmental Center chapter meeting: 5:30 p.m., center library, building I, Balltown at Consaul Roads, Schenectady.

19-Buffalo chapter dinner meeting: 5:30 p.m., Plaza Suite Restaurant, I M&T Plaza, Buffalo.

20-Central Islip Psychiatric Center chapter information day and buffet: 11 a.m.-5 p.m., Gullhaven Golf Club, CIPC.

22-Broome County unit shop stewards' training day. CARRAGE SANCE SANC



"Most of the counselors have no place to go to seek further employment. Civil Service tells us we can be "trainees" too. It seems unfair to start at the bottom after so many years."

(Hank Winters, Craig Smith, Carol Porter (all ODAS counselors) at staff meeting, Manhattan Rehabilitation Center)



WHERE DO THEY GO NOW?

Center, Buffalo—100 beds, male) also will be phased out just as other intramural facilities, Methadone programs, half-way houses and detoxification units have already been shuttered. Volunteers can no longer be accepted by any

of the remaining facilities; there

just isn't room for them.

Thousands of employees of these facilities are faced with the loss of their jobs. In the private agencies, many are themselves ex-addicts who have been working up to 14 hours a day for very little pay. At ODAS, counselors, directors and narcotic parole officers, who, after 10, 15, or 20 years of service, will no longer have a job. In this particular area, a very interest-

ing situation, and one of impor-

tance to civil service employees, has been brought to light.

According to Civil Service Law, if a job from one state agency can be equated with that of another, vacancies must be filled with permanent civil service employees whose names go on a preferred list. No permanent employees can be laid off while there is a provisional, one who has either never taken or never passed the required civil service test to become a permanent civil service employee, in an equated position.

Here is where the problem arises. At ODAS, job titles are not the same as in other agencies. Therefore, Civil Service is, in effect, telling ODAS staffers that, since they are dealing with a highly specialized clientele and have a special title, "drug abuse rehabilitation counselors," their qualifications are not equivalent for jobs in other agencies.

The ODAS counselors argue in the other direction. According to Mr. Spoonhour, "If we can deal with our clients we can easily handle clients in other agencies. We can deal with young people, we can deal with unemployed people, people with physical and emotional disabilities. We can deal with these people because we do it now."

"What we're asking for," said Henry Winters, director of counseling services at the Manhattan Rehabilitation Center, "is to have our titles equated with similar titles. When you look at the job specs for both agencies, the qualifications are the same. When I

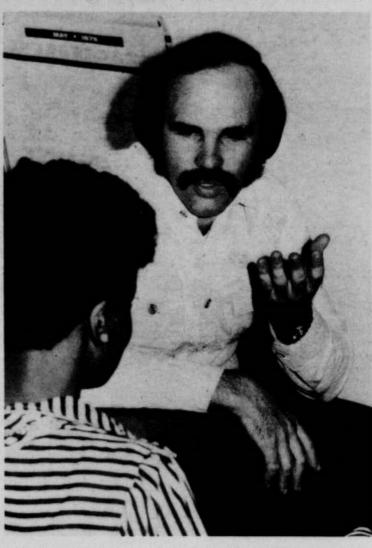
"We are trying to maximize the possibilities for our people to stay in state service. We would rather be state employees and taxpayers, than on unemployment insurance and tax consumers."

(Giles Spoonbour, speaking at CSEA meeting of ODAS staffers at Manhattan's World Trade Center.)



"The kind of clients we serve are those who need a structured environment. There should be an over-all assessment of what the state's treatment needs really are."

(Hank Winters and patient, Manhattan Rehabilitation Center



finished graduate school, I had the qualifications to be a counselor for ODAS or Mental Hygiene. I happened to choose ODAS. I could have chosen either one. What we're saying is that when permanent civil servants are being laid off, those permanent civil service employees should have the right to go into other agencies in the same or similar titles. Permanent civil servants are being laid off in ODAS, while provisionals are being retained in Mental Hygiene because they haven't equated our

"Our clients exhibit every psychopathology known. We have schizophrenic clients, severe acting-out clients, retarded clients. It's really inaccurate for Civil Service to assume that all we deal with is drug addicts. Drug addicts are human beings. They have the same problems as a client in Mental Hygiene. However, they have a different symptomentology. Part of their symptoms are the use of drugs."

The Civil Service Department says it will allow these counselors to enter another agency's program as trainees, but will not let them transfer over at the same level. This would mean a substantial reduction in salaries and status and a probationary period would be required.

To most of the counselors it seems grossly unfair to have to start at the bottom again after years of service. The Civil Service Department has come up with many arguments defending the policy. It claims that when a counselor is transferred or comes

in from a preferred list, there is no probationary or training period, so technically the employee is supposed to be able to function in a job from the first day. If the employee can't, the only recourse is to bring the counselor up on charges. This is a fallacious argument, according to Mr. Winters.

"Even within an agency, when you're going from one facility to another, there has to be an orientation period of some kind. You have to learn the routine of that new facility: how to fit in with the other staff, how to use their procedures, their forms and so on. The argument they use is not a strong one. We could learn a routine in a week or two at the most."

Moreover, the Civil Service Department states it cannot guarantee to Mental Hygiene that all of ODAS' counselors are competent. ODAS claims that there is an excellent evaluation process of counselors every year. Every supervisor has to file annual reports on all subordinates; their supervisors, in turn, file reports on them. If a person is incompetent, this will usually become known during an evaluation. An additional criterion for permanent status is to function on the job from 12 weeks to one year in a probationary status. During this time, the supervisor writes a complete analysis on the counselor's performance every six weeks. If the counselor's performance is not up to expectation during this period, he can be laid off.

(Continued on Page 14)

(This is the second article in a Leader series on drug addiction problems that must be faced in the light of threatened cutbacks in aid at both the private and the public levels. Leader staff member Susan Donner has been interviewing addicts, administrators and union leaders, joining them at protest rallies and touring various facilities. Photography, original artwork and story are by Ms. Donner. The problem is everyone's.)

By A. L. PETERS

Candidates' Stands

How do the leading presidential contenders feel about issues that affect retirees? A Leader analysis from recent speeches indicates the following attitudes:

Ford: Inflation is a threat to the life of older Americans who have been particularly hard hit. A balanced budget, reduced spending, and reduced taxes are suggested. Improvement in Social Security and Medicare, protection against catastrophic illness costs, and health care costs are

Reagan: Improve Social Security so that the benefits can be depended upon and protected from the effects of inflation. By the year 2005, Social Security may have funding problems which must be foreseen and avoided. Working wives-and all women-should be treated equally. Social Security beneficiaries should be allowed to work without losing benefits. A presidential commission should make a comprehensive study in these directions.

Carter: Funding for Social Security must be improved but fuller employment will help solve this problem. Increased Social Security taxes and a higher base rate are suggested. "I will do everything necessary to maintain the system's integrity."

Udall: Mandatory retirement is cruel and uneconomic. Special work should be sought for the elderly; e.g., via a Senior Service Corps.

Your Social Security check will be 6.4 percent higher beginning July 1.

Veterans will find a good deal of practical, helpful information in a new paperback book, "What Every Veteran Should Know About Veterans' Benefits in 1976," published by George Spill-

man, P.O. Box 111, East Moline, Illinois 61244. Price \$4. There is a supplement service for \$7 a

The practice of having Social Security checks in your savings account has been widely used in New York, both as a convenience and as a means of avoiding mailbox pilferage. This system is being extended nationally with the extension of the use of magnetic tapes to eliminate all paper checks. If your checks are now being deposited by mail, they will be switched automatically to the electronic method in a few months, as the areas where this technology is extended nation-

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

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

| 31, 1974. |
|-------------------------------------|
| (Continued from last week) |
| Wheelon, Robert EFairlawn |
| Whitsekr, VickiNew York |
| White, Donald HLevittown |
| Wiedrich, ArleneSchenectady |
| Williams, Betty RPoughkeepsie |
| Williams, John PRochester |
| Winchell, Andrew FPoughkeepsie |
| Wingate, Ella MBronx |
| Witter, Ophelia RPhiladelphia, Pa. |
| Witter, Reginald SPhiladelphia, Pa. |
| Wiznak, Ray Detroit, Mich. |
| Woodfolk, ArbenaNew York |
| Wright, Beverly PRochester |
| Yarter, Judson WMt. McGregor |
| Young, Elsie |
| Yozzo, Augusitne JNewburgh |
| Zaccaro, Vincent MBronx |
| Zandy, June MCheektowaga |
| Zehler, Edward MBuffalc |
| Zema, Helene E |
| (To De Consisued) |

What's Your Opinion

By SUSAN DONNER

QUESTION

In your opinion, what segment of the population is being most seriously affected by the budget crisis?

Lower Manhattan

OPINIONS

David Bagley, student, Queens College: "It would



have to be the middle class because those are the people who are going out, working and paying taxes and those are the people whose money is being misused the most. The very poor or the rich make it either way, by welfare or their own money. The middle class is losing their jobs and really having tremendous changes made in their lives."

Roland Kriegel, Dept. of Corrections: "In times



like these, it is always the older and the poorer and the people that can least afford these cuts. They are the ones that are being hurt the most by them. Hospitals are being cut down, services are being greatly curtailed, like police and fire department cuts, which affect, all the people. Actually all the cutbacks in the services are affecting all of the people, but, as always,

it's the poorer and the older people that are being affected the most."

Thomas Gates, investigator, Crime Victims' Com-



pensation Board: "I believe it's the working man that's in the \$10,000 or less bracket, the individual who's lost his job as a result of the budget crisis. If he has no savings, he has nothing to fall back on and has to rely on unemployment insurance to support his family, which just isn't enough for an average of four per family. So he suffers more so than the

executive in a cushy job who can put something away for an emergency. His emergency is when he loses his job and can't support his family anymore."



Marilyn Shultz, Port Authority clerk/typist: "I think the middle class. The people who don't make that much money and can't get raises. Everything keeps going up. You can't seem to make enough money for food these days. They're also laying off so many people now. Especially the ones we need like policemen and firemen. I guess the very poor are also in a terrible position, but I don't think the changes

are as great for them."

Patrick Quinn, securities treasurer: "I think the



middle class and the poor. Mostly the middle class, because I am one of them. Especially what's happening here in the city. It's frightening. Everything is going downhill, all the services, everything. I ill own my home in Brooklyn. The real estate taxes are just going up and up. Landlords are abandoning apartment houses and there will just be less on the

real estate tax roles which will have to be made up by the private home owners and the rest of the landlords that are still maintaining their apartment houses. That's a typical middle class problem as far as I'm concerned."

Fred Caron, ex-security guard: "I think that the



lower and middle class are the most hurt by all of these cuts. The rich can always afford to send their children to private schools and other things. It's such a shame, all of these people are just trying to get a little bit ahead, trying to get a little bit more and nobody wants to give it to them. I think everybody is going to end up leaving the city. The

lower classes are really stuck here. They will eventually have to take over the city. You know something? It used to be 'our' government. Now it's 'the government.' "

LETTERS TO THE EDITOR

Letter Of Appreciation

(Editor's Note: The following letter was sent to James J. Lennon, president of Southern Region III, Civil Service Employees Assn., and a copy provided the Leader.)

In response to the request in the Civil Service Leader, I am enclosing \$1 to your campaign for donations to replenish funds paid to the Dutchess County unit which went on strike. I can now say I've also been there. As you know, Orange County just finished a strike.

I would donate \$100 if I could. I am happy to be back at work though our results weren't as good as Dutchess'. Manny Vitale put up a hell of a fight here; my gratitude goes to him.

I wish I could be doing more. I certainly appreciate all CSEA did for us here.

> Janet E. Smykla New Hampton

Buckley's Bill

Editor, The Leader:

Senator James L. Buckley's secretary told us at the meetings of Brooklyn Chapter 500, National Assn. of Retired Federal Employees that the Senator is deeply concerned about our welfare and would like to get our views on his bill S. 3134, eliminating 1 percent from the cost of living law.

The following is part of a letter I have sent him to-day:

"I must emphasize that 1 percent ticker to the cost of living law, as enacted in 1969, was to compensate for the delay, which runs out about six months from the time CPI is figured until its benefits reach the pensioner in his check.

"Delay is the main reason for the existence of the 1 percent ticker; while you seek to

eliminate the 1 percent, no guarantee or provision is made to avoid the delay. The removal of the 1 percent will only add a greater burden on the retiree, while inflation and the cost of living runs rampant."

I find it difficult how his Bill S. 3134, squares with his concern for the welfare of the federal retiree and hope he will re-examine his thinking and find it is unfair to many loyal former public servants.

Samuel Komansky Brooklyn

New Reader

Editor, The Leader:

I was interviewed for and appeared in Susan Donner's "What's Your Opinion" column in the April 23 Civil Service Leader. When I purchased that issue I discovered that your paper, which I had never read before, is very informative. I have since purchased The Leader and will continue to do so.

> Anita M. Kramer Manhattan

Express Thanks

Editor, The Leader:

The family of the late Everett E. Owens, husband of Martha Owens, expresses their thanks to those who expressed their kindness and sympathy at a time when it was deeply ap-

> The Owens Family Jamaica

LETTERS POLICY

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

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CONGERS - Information on how to obtain a New York State high school equivalency diploma is currently available from G.E.D., Box 289, Congers, N.Y. 10290.

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FRIDAY, MAY 14, 1976



Case Closed

T'S official now that chapters of the Civil Service Employees Assn. are subordinate to the parent organization.

In a ruling last week by the Court of Appeals, it was found that the central governing body of CSEA, its Board of Directors, was on firm legal ground when a separate chapter for Downstate Medical Center was carved out of New York City chapter, oldest and largest group in the union's State Division.

There are some people who resented the fact that the New York City chapter should have ever challenged the parent organization.

We do not find this a time for gloating over the outcome of the court suit, any more than we would have if the decision had gone the other way.

The fact is that the decision could have gone the other way.

It should be remembered that this case moved, over a two-year period, to the highest court in the state before it was finally resolved. Obviously, for the Court of Appeals to have agreed to hear the case, there were fine points of law in need of clarification.

In our view, it is not a matter of one side or the other winning, but rather one of setting the record straight in a disagreement between members of the same organization.

The union's New York City Region II may now have one more chapter, but the members are all brothers and sisters within the Civil Service Employees Assn.

Questions & Answers

Q. My wife had to be transported by ambulance from the hospital where she underwent her operation to another hospital in a nearby city for special treatments. Will Medicare help pay for the cost of the ambul-

A. Yes, if the following conditions are met: (1) the ambulance, equipment, and personnel meet Medicare requirements, (2) transportation in any other vehicle would endanger the patient's health, (3) your Medicare carrier determines that the treatment is not available at the first hospital, and (4) the second hospital is the nearest one available for the type of treatment your wife required

Q. I understand that some people who get social security benefits are expected to file an annual report of earnings. Who are the people who file the report?

A. People under 72 who earned over \$2,520 and got one or more monthly social security retirement, survivors, or dependents checks or black lung payments in 1975 must submit an annual report of their earnings to social security by April 15. The report is used to determine if people were paid the correct amount of social security benefits for 1975 and to adjust their monthly social security benefit to their estimated earnings.

Q. When I took a part-time job near the end of April I hired a babysitter to stay with my little boy. I pay her \$20 a week. Is it true that I have to deduct social security taxes from her salary?

A. If you pay a household worker \$50 or more in cash wages in any 3-month calendar quarter, you must send a report of the wages and the social security contribution due on the wages to the Internal Revenue Services within one month after the end of the quarter. A babysitter who comes to your home is considered a household worker. Wage reports and social security contributions for the second quarter-April, May, Juneare due in July.

Q. My husband, who's 47, has kidney failure. He's going to a social security office next week to apply for Medicare. If he's eligible, will our children and I also be eligible?

A. No, not unless you too have permanent kidney failure.

Don't Repeat This!

(Continued from Page 1)

June. The members can hardly be blamed for their intensive drive to clear their Albany desks at the earliest possible moment.

In terms of hours worked and the complexity of the issues that they faced, this two-year legislative body has had a more difficult time than any in the history of the state. The members are understandably tired. Pragmatically, what they have to look forward to are difficult primary and election campaigns.

Nonetheless, the members may find it difficult to meet their hoped for deadline. The issues remaining before the Legislature cannot easily be disposed nor, in many cases, can they be swept under the rug for next year.

Judicial Reorganization

The program to reorganize the judicial system is not only controversial, but requires close study and consideration. Senator Bernard Gordon of Westchester and chairman of the key Judiclary Committee in this area, has expressed misgivings about the Governor's recommendation. Senator Gordon and many legislators are deeply concerned about the recommendation that all judges be appointed by the Governor, from among persons recommended by a judicial clearance committee.

Many legislators and some civic groups are opposed to the appointment of judges and prefer the present procedure under which the highest judges in the state are elected by the people. Supreme Court Justice Frank O'Connor of Queens, a former member of the State Senate, is heading a committee that is fighting to retain the present system of judicial election.

The problems of medical malpractice insurance finds the Legislature in the midst of a cross fire between doctors and lawyers over the extent to which limitations should be imposed on limitations of recovery by victims of malpractice and as to limitations that should be imposed on attorneys' contingent fees.

Late last week Senate Majority Leader Warren M. Anderson and Assembly Minority Leader Perry B. Duryea dropped another hot potato in the laps of the legislators. This is an ingenious plan providing for tax rebates, varying with the extent to which state revenues exceed the estimates of the state administration. Since a tax rebate is always welcome to the voters. the Anderson-Duryea proposal puts the Democratic members of the Legislature on the spot.

Stavisky Bill Impact

Moreover, the ghost of the Stavisky bill, which mandates the City of New York to appropriate an additional \$150,000,-000 for education purposes, continues to stalk the legislative corridors. The City's that it cannot meet the requirements of that law without cutting sharply into other urgent municipal services, such as police and fire protection. Attempts are under way to seek a compromise between the City and the Legislature on this issue. So far these efforts have been futile.

Somewhat on the lighter side. the Legislature will have to dispose of the bill introduced by Senate Minority Leader Manfred

(Continued on Page 10)





Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

A Dismissal Case

On April 6, 1976, the Court of Appeals rendered its decision in a case involving power of an arbitrator to order temporary reinstatement of a probationary teacher as a remedy for the School District's failure to afford the teacher certain procedural safeguards under a collective bargaining agreement.

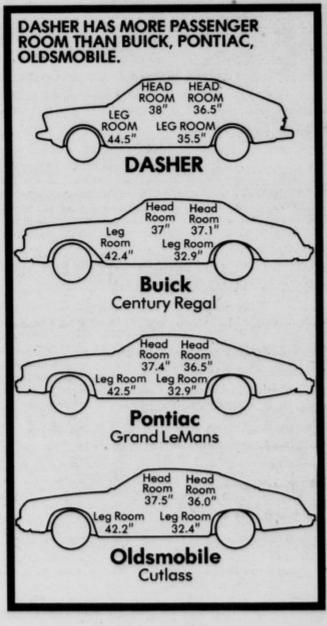
THE TEACHER WAS appointed to a non-tenured position in June 1972. The following spring she was advised by the School District that she would not be recommended for tenure, and the District took the necessary formal action to deny her tenure. Prior to the denial of tenure, the teacher's bargaining agent filed a grievance under the contract, alleging that the teacher was denied tenure on the basis of parents' complaints of which the teacher had not been advised nor given an opportunity to contest in violation of the contract. The District rejected the grievance, stating that it had absolute power to terminate a probationary teacher. The Union demanded arbitration in accordance with the contract, and the District moved for a stay in Supreme Court. Special Term granted the stay on the grounds that the District had the absolute right to terminate the services of a probationary teacher.

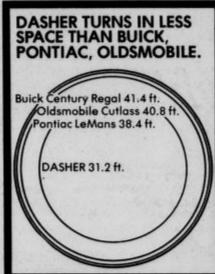
THE APPELLATE DIVISION unanimously reversed, holding that the arbitration proceeding was appropriate to enforce the collective agreement and stated that the teacher should be given the opportunity to refute parents' complaints and to have any false or slanderous material deleted from her file notwithstanding the District's right to terminate her employment.

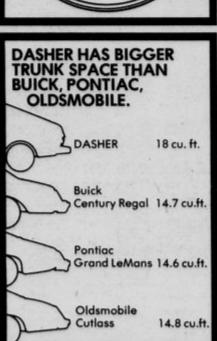
THE ARBITRATOR found that the teacher's dismissal was based on parents' complaints; found that the required conferences and confrontations required by the contract had not been afforded her, and held that the appropriate remedy was reinstatement without tenure for a sufficient period of time so that the contractual safeguards could be utilized. The District moved in Special Term to set aside the award. The court set aside the award, holding that the Appellate Division had limited the arbitrator's power to a remedy of deleting false and slanderous material from the personnel file. The Union appealed to the Appellate Division, which unanimously affirmed Special Term without opinion.

IN REVIEWING the entire matter, the Court of Appeals held that the Appellate Division could not limit the scope of the authorized remedy, and that the arbitrator's award did not abrogate the District's power to terminate this employee. An arbitrator, like a chancellor, is not strictly limited to remedies requested by the parties but is empowered to reach a just result regardless of the technicalities. The Court of Appeals in no way interfered with the District's ultimate power to discharge a probationary employee. It was required merely to reinstate the teacher temporarily and (Continued on Page 10)

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Members of host chapter at Binghamton Psychiatric Center are shown in informal grouping. In front is first vice-president Beth Stover. Seated, from left, are president Leon Wilmot, executive secretary David Furrow and treasurer Doris Campion. Standing are social chairman Ray Stover, delegates Barbara Allen and Claire Pruitt.



Robert Densmore, left, president of Tioga chapter 854's Town of Union unit, and Wendell Murphy, treasurer of Syracuse Division (Thruway Authority) chapter 055, look over photographs distributed to members from past issues of The Leader.



Van Robinson, left, associate field director for Group Health Insurace, was on hand to provide information for members of St. Lawrence chapter 845 delegation. Left from Mr. Robinson are delegates Patricia Ridsdale, Fred Kotz, and Mary Bush, executive representative Flora Jane Beaton and first vice-president David Strader.



Central Region V (Syracuse) treasurer Helene Caliahan, back to camera, works at the registration desk as delegates sign in for the meeting. Receiving identification badge is Ann O'Neill, wife of SUNY at Syracuse chapter 615 president William O'Neill.



Relaxing after a hectic day of debates over regional policy, Central Region V president Richard Cleary seems to have said something that amuses regional corresponding secretary Helen Hanlon, of Syracuse chapter 013; regional secretary Irene Carr, of Oneonta chapter 011, and Claire McGrath, Syracuse chapter.



Chapter leaders are attentive during general business session. From left in first row are Broome chapter 804 president Mary Battista, Broome first vice-president Ruth Marsh, Broome treasurer Jennie Possemato, Broome Educational chapter 866 immediate past president Anne Maywalt and Willard Psychiatric Center chapter 428 first vice-president Hugh McDonald. Identifiable in foreground is Franklin chapter 817 delegate Roy Hall.



Leaders from distant points of the region take opportunity to discuss mutual problems. From left are SUNY College at Potsdam chapter 613 treasurer, St. Lawrence Psychiatric Center chapter 423 PST representative Cindy LeBarge, Binghamton chapter 602 second vice-president Toni Began, SUNY Ag and Tech College at Morrisville chapter 609 president Stephen Zarod and SUNY College at Potsdam chapter president Mary Lauzon.



Madison chapter 827 executive representative Maureen Malone and president Joseph Capparelli have focused new attention on their county through their forceful participation in regional matters. Madison lies between Syracuse and Utica.



Central Counties Workshop chairman Francis Miller, who also serves as president of Oswego chapter 838, makes a telling point from the floor as regional officers listen. At dais are, from left, secretary Irene Carr, president Richard Cleary and first vice-president Dorothy Moses. Executive vice-president Louie Sunderhaft cannot be seen behind Mr. Miller.

'Hope Contract Deters Layoffs,' Cleary Tells Central Delegates

By MARVIN BAXLEY

OWEGO—"The contract recently negotiated in the state sector will hopefully deter large layoffs," Civil Service Employees Assn. vice-president Richard Cleary told delegates to the union's Central Region V (Syracuse) meeting here last month.

"The negotiating teams did their job well, and were fully aware that had they per-

risted in a raise, it would have resulted in drastic cuts in personnel. Next Nov. 1 is opening day for new negotiations to obtain salary increases," he said.

Mr. Cleary, who heads the sprawling Region which stretches from Pennsylvania to Canada, informed delegates on the status of layoffs within the state as of March 17. He pointed out that the figures may have changed since then.

Hardest hit, he noted, has been the Department of Labor, where 1,164 employees, including 613 in the Division of Employment, have been displaced. Next comes the Department of Transportation with 1,010 job losses.

Altogether 5,000 employees have been laid off, with 3,757 in the competitive class, 718 noncompetitive and 333 labor.

Of the competitive employees, 1,773 are in the Professional-Scientific-Technical Unit, 1,405 in Administrative, 681 in Operational and 40 in Institutional.

Grade 14, a middle level grade, was the most severely hit with 689 layoffs, followed by 430 at the relatively low Grade 5 level. Putting it into different terminology, he pointed out that 722 layoffs had taken place among workers making \$10-11,-000, and that 569 were affected in the \$6-7,000 bracket.

Multitude of Contracts

On another subject, Mr. Cleary, now serving his second term as head of the 20-county region, informed delegates that 91 local contracts are currently being negotiated throughout the state by CSEA.

He further noted that as of July 1, another 51 contracts will be up for negotiation.

Mr. Cleary also noted that of the 91 contracts currently being negotiated, 63 are being handled by field reps, with another 16 by collective bargaining specialists and 5 locally by unit leaders.

The estimated 100 delegates, meeting at the Treadway Inn in this picturesque Tioga County town west of Binghamton, were enthusiastic when Mr. Cleary informed them that as of July 1, two new field representatives will

be assigned to the Central Re-

The field service areas of the region will be realigned to provide for the additional reps. When the lines are realigned, Mr. Cleary explained, the reps have the right to bid on territories.

This may result in new reps being assigned to certain chapters. "Even though you may have developed a good working relationship with your old field rep," Mr. Cleary said, "give your new rep a chance to get acquainted with your organization, and I'm sure things will work out well within a short time."

In a lengthy political action report, committee chairman Eleanor Korchak, of Binghamton chapter, said that the public must make it known to the politicians "that we are the government and not they."

She noted that political action would be carried on within the region, but warned the delegates that contributions must be personal donations, and can-

(Continued on Page 14)



ABOVE: Oneida chapter 833 delegate Lewis Eddy reminisces with Loren Youngs, retiree long active with Oneida and Oneida Educational chapter 869.

BELOW: Franklin chapter 817 delegate Roy Hall welcomes two Tompkins chapter 855 delegates, Rita King, left, and Jeanne Chapman, who were attending their first regional meeting.





Crowded meeting room left some delegates with Standing Room Only. From left are SUNY at Syracuse chapter 615 board members Chet Liss and David LeFever, Fort Stanwix chapter 422 at Rome Developmental Center president Francis White Jr., Willard Psychiatric Center chapter 428 institutional rep and regional public relations chairman Carol Warne and Willard PC chapter president Robert Lee.



Chapter on the move right now is Chemung chapter 808, at the southwestern-most corner of Central Region V. Here executive representative Nancy Roark reviews reports with chapter officers, from left, recording secretary Frank McCutcheon, treasurer Lucia Barnes, second vice-president Mary Karski, county unit treasurer Ann Page, corresponding secretary Mary Nelan and president Richard Miller.

Civil Service Law & You

(Continued from Page 6) without tenure so that the contractual rights guaranteed could be exercised. Thus, the Court of Appeals unanimously reversed the Appellate Division and rein-

stated the arbitrator's award. Board of Education, Bellmore-Merrick Central High School v. Bellmore-Merrick United Secondary Teachers, Inc.



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Don't Repeat This!

(Continued from Page 6) Ohrenstein to do something about the vast numbers of prostitutes who openly ply their trade on the streets of the City of New York. Ohrenstein's sponsorship of the bill has brought him into conflict with the American Civil Liberties Union, an organization with which Ohrenstein had always enjoyed warm relations. However, conditions in the Senator's district have become intolerable, and his constituents are up in arms for action to curb the streetwalkers.

As a practical matter, the list of urgent legislative matters still pending seems almost endless. Their ultimate disposition will call for highly sensitive negotiations among the Governor's office, the Republican leadership in the Senate and the Democratic leadership in the Assembly. With primaries and the election looming over the horizon, political coloration will be the major ingredient of the compromises. But even with compromise, it will be touch and go whether the adjournment hopes of the members will be realized.

Dutchess Ed Unit Offers Flag Decais

POUGHKEEPSIE - To mark the coming American bicentennial year, **Dutchess County Education**al Employees chapter, Civil Service Employees Assn., is distributing free of charge decals of two historic United States flags.

The chapter has been distributing decals of the 50-star flag since Flag Day, 1967.

The two historic flags are the Bennington 1776 and the "Betsy Ross" colors.

The first, marked with a "76" in the canton corner, flew in a decisive battle between American and British troops in Bennington, Vt., Aug. 16, 1776.

The Betsy Ross flag, with a circular design of stars representing the 13 original states, is the more familiar Revolutionary War era banner.

The flag decals may be obtained by contacting Ray Rasmuss, 22 Center St., Beacon, N. Y. 12508, or John Famelette, 45 Meyer Ave., Poughkeepsie, N. Y. 12603.

Requests for the decals should be accompanied by a stamped, self-addressed envelope.

APPOINT FOUR

WHITE PLAINS-Westchester County Executive Alfred Del-Bello has named four county residents to the Westchester Community Mental Health Board to replace members whose terms have expired.

The new appointees are Sioux Nichols Taylor, of Mount Vernon, a social worker; Abraham Halpern, of Mamaroneck, and Saverio G. Mortati, of Tuckahoe, T. Downey, of Mamaroneck, an educational consultant.

The appointments are subject to approval by the Westchester County Board of Legislators.

ENGINEER LIST

ALBANY - A senior sanitary engineer design eligible list, resulting from open-competitive exam 24-347, was established April 30 by the State Department of Civil Service. The list contains 12 names.

Steingut Drafts Bill To Extend C.S. Lists

ALBANY-State Assembly Speaker Stanley Steingut's office finished drafting a bill last week that would allow extension of most civil service lists because of the effects of budget crises.

The bill, if passed, would al- matically be reactivated. low the State Civil Service Department, or a given city's Civil Service Commission, to extend most eligible and promotional lists, individually, for the same period of time that a financial crisis affects the filling of vacancies.

This bill would extend the four year limit now allowed for any list, and would exclude any police eligible lists.

The legislation, if the bill is enacted, would also automatically extend preferred lists indefinitely and teacher eligible lists until July 1, 1980.

All civil service lists, expired since July 1, 1975, would auto-

New York City Councilman Theodore Silverman and a group of persons on eligible lists, and union representatives met with Mr. Steingut's aides last week in Albany. They allegedly left with praise for the bill.

"It will solve most of the problems of people on these lists," Mr. Silverman said, predicting a 90 percent chance of passage in the Assembly.

Several bills concerning particular lists have already been introduced in both houses of the Legislature.

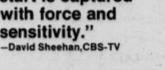
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has dynamic energy. The performances are inspired. James Earl Jones is so charged with vitality that the screen can barely contain him. One is able to understand — finally what it must be like growing up in a ghetto." -Kathleen Carroll, New York Daily News

"A strong picture, Lyrical and gutsy." -Norma McLain Stoop, After Dark

"'The River Niger' shouldn't be missed. It is a skillful probing into the real pressures that motivate families in a ghetto. James Earl Jones is superb, Cicely Tyson is deeply moving."-Frances Taylor, Long Island Press

"Life in the ghetto where the deck is stacked from the start is captured with force and sensitivity."

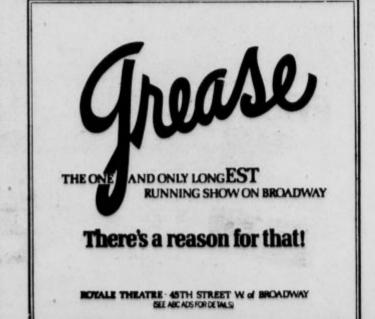




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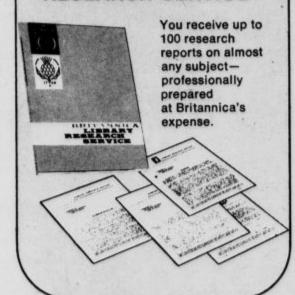
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SHORT TAKES

STATE REVENUES QUESTIONED

The auditing firm of Peat, Marwick, Mitchell & Co., now checking the state's fiscal books under orders from Gov. Hugh L. Carey, has stated it cannot substantiate the state's projections of anticipated revenues for 1976-77. Governor Carey retained the firm in an effort to assure the financial community that the state's fiscal picture is healthy, in an attempt to sell about \$2.75 billion in shortterm tax and revenue anticipation notes with the proceeds intended for state aid to education. The firm's report states that the accountants are unable to give "an opinion on the accuracy of the data utilized for the statement of estimated cash flow of the general fund or for any other financial statements or data. We do not express an opinion as to the likelihood that the actual cash flow of the state's general fund will be as set forth in the statement of estimated cash flow for that year."

DOT LAYOFF SUIT LAUNCHED

The Albany chapter of the New York State Assn. of Transportation Engineers has begun a lawsuit against the state to prohibit the firing of more than 230 Department of Transportation personnel.

ATTACK PUBLIC BARGAINING

Virginia Governor Mills E. Godwin has launched an effort to end public employee bargaining in that sate by directing his attorney general to seek a state court ruling declaring contracts between unions and state and local government agencies to be illegal. A ban on collective bargaining would have particular impact in Northern Virginia where local government agencies negotiate binding contracts with unions representing thousands of policemen, firefighters, clerical workers, craftsmen and other employees. Virginia Attorney General Andrew P. Miller has issued a number of formal opinions in the past six years declaring it illegal for state or local governments to bargain with public employees or enter into contracts with employee unions. The opinions, however, do not have the force of law.



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BUY

Suffolk County Cashier, Med **Exams Are Set**

HAUPPAUGE - Opencompetitive examinations for posts of senior cashier and emergency medical training officer, as well as promotional posts of senior cashier and hospital environmental consultant are currently open for filing in Suffolk County. Starting salaries range between \$7,000 and \$15,-190 a year.

Filing for both promotional jobs and senior cashier opencompetitive jobs will close May 21. Applications will be accepted until May 26 for emergency medical training officer.

Applications and detailed announcements may be obtained from the Suffolk County Department of Civil Service, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge; the East Northport Testing Center, 295 Larkfield Road, East Northport; or the Riverhead Information Center, County Center, River-

Wage Equity Given For Food Servicers

ALBANY - The Assembly has passed legislation sponsored by Labor Committee Chairman Seymour Posner (D-Bronx) that extends prevailing wage protection to food service workers employed under state or municipal contracts.

The bill, which entitles covered employees to at least the average wage for comparable service in privately funded industry, will cover an estimated 10,000 workers statewide.

Included are food service workers in state and city office buildings, universities and State Thruway concessions.

Current law already covers most other building service workers such as doormen, janitors, watchmen, elevator operators and others who work under public contract.

LEVINE TO GHI

MANHATTAN - Louis L. Levine, former New York State Industrial Commissioner, has joined the board of Group Health Inc. as deputy chairman. GHI is a health insurance and health services firm.

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Open Continuous State Job Calendar

| Assistant Clinical Physician | \$25,161 | 20-413 |
|--|-----------|-------------------|
| Associate Actuary (Life) Supervising Actuary (Life) | \$18,369 | 20-520 |
| Supervising Actuary (Life) | \$26,516 | 20-522 |
| Principal Actuary (Life) | \$22,694 | 20-521 |
| Associate Actuary (Casualty) | \$18,369 | 20-416 |
| Principal Actuary (Life) Associate Actuary (Casualty) Supervising Actuary (Casualty) | \$26,516 | 20-418 |
| Senior Actuary (Life) | \$14,142 | 20-519 |
| Clinical Physician I | \$27,974 | 20-414 |
| Clinical Physician II | \$31,055 | 20-415 |
| Compensation Examining Physician I | \$27,942 | 20-420 |
| Dental Hygienist | | 20-107 |
| Dietitian | \$10,714 | 20-124 |
| Supervising Dietitian | \$12,760 | 20-167 |
| Electroencephalograph Technician | \$ 7,616 | 20-308 |
| Food Service Worker | | 20-352 |
| Hearing Reporter | | 20-211 |
| Histology Technician | \$ 8,051 | 20-170 |
| Hospital Nursing Services Consultant | | 20-112 |
| Industrial Foreman | \$10,714 | 20-558 |
| Laboratory Technician | \$ 8,051 | 20-121 |
| Legal Careers Public Librarians \$10,155 | \$11,164 | 20-113 |
| Public Librarians \$10,155 | & Up | 20-339 |
| Licensed Practical Nurse | \$ 8,051 | 20-106 |
| Maintenance Assistant (Mechanic) | \$7,010 | Various 20-407 |
| Medical Specialist I Medical Specialist II | \$27,742 | 20-407 |
| Mental Hygiene Asst. Therapy Aide | \$ 7 204 | 20-394 |
| Mental Hygiene Therapy Aide (TBS) | \$ 7414 | 20-394 |
| Motor Equipment Mechanic | + 7,010 | 20-314 |
| (Statewide except Albany) | 4 9 544 | varies |
| Nurse I | \$10.118 | 20-584 |
| Nurse II | \$11.337 | 20-585 |
| Nurse II (Psychiatric) | \$11.337 | 20-586 |
| Nurse II (Psychiatric) Nurse II (Rehabilitation) Nutrition Services Consultant | \$11,337 | 20-587 |
| Nutrition Services Consultant | \$31,404 | 20-139 |
| Occupational Therapist | \$11,337 | 20-176 |
| Offset Printing Machine Operator | \$ 6,450 | 20-402 |
| Pharmacist Physical Therapist | \$12,670 | 20-194 |
| Physical Therapist | \$11,337 | 20-177 |
| Principal Actuary (Casualty) | \$22,694 | 20-417 |
| Principal Actuary (Life) | \$22,694 | 20-521 |
| Psychiatrist 1 | \$27,942 | 20-390 |
| Psychiatrist II | \$33,704 | 20-391 |
| Radiology Technologist (\$7,632 | -\$9,004) | 20-334 |
| Psychiatrist II Radiology Technologist (\$7,632 Radiology Technologist (T.B. Service) (\$8,079 | -\$8,797) | 20-334 |
| Rehabilitation Counselor and Trainee | \$14,142 | 20-155 |
| Senior Actuary (Life) | \$14,142 | 20-519 |
| Senior Medical Records Librarian | \$11,337 | 20-348 |
| Senior Occupational Therapist | \$12,670 | 20-137 |
| Senior Pharmacist | \$14,880 | 20-194 |
| Senior Physical Therapist | \$12,700 | 20-138 |
| Senior Sanitary Engineer Asst. Sanitary Engineer | \$14.142 | 20-123 |
| Senior Stationary Engineer | \$10.714 | 20-101 |
| Specialists in Education (\$16,358- | \$22 694 | 20-312 |
| Stationary Engineer | \$ 9.546 | 20-100 |
| Assistant Stationary Engineer | \$ 7.616 | 20-303 |
| Stenographer-Typist | | varies |
| Varitype Operator | \$ 6,811 | 20-307 |
| Additional information on required qualify | | ence and |

application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genessee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

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Unisexual Jobs Titles Adopted

ALBANY—The State Civil Service Department has renamed 84 civil service job titles, making them equally descriptive for male or female candidates.

The changes, which will go into effect June 9, were made after a review of approximately 6,800 titles.

The new titles will replace ones presently used in the Department's computerized personnel record file and will be used in examination announcements and all other future references. Conversion is expected to take several months to complete. A complete list follows.

Assistant Bandmaster to Assistant Music Supervisor; Bandmaster to Music Supervisor; Bindery Foreman to Bindery Shop Supervisor; Bridge Repair Assistant; Bridge Repair Mechanic; Bridge Repair Mechanic; Bridge Repairman II to Bridge Repair Supervisor I; Bridge Repair Foreman to Bridge Repair Supervisor II;

Canal Maintenance Foreman to Canal Maintenance Supervisor I; Canal General Foreman to Canal Maintenance Supervisor II; Carpenter Foreman to Supervising Carpenter; Conservation Foreman to Conservation Labor Supervisor;

Deckhand Foreman to Deckhand Supervisor; Draftsman to Drafting Technician; Dredge Craneman to Dredge Crane Operator;

Electrician Foreman to Supervising Electrician; Elevator Repairman to Elevator Mechanic;

Flood Control Light Maintenance Foreman to Flood Control Maintenance Supervisor I; Flood Control Maintenance Foreman to Flood Control Maintenance Supervisor I; Flood Control Maintenance Foreman to Flood Control Maintenance Supervisor II; Forest General Foreman to Forest General Maintenance Supervisor;

General Park Foreman to Conservation Operations Supervisor II; General Parkway Foreman to Parkway Maintenance Supervisor II; Greenhouseman to Greenhouse Worker; Grounds Construction Foreman to Grounds Construction Supervisor; Groundsman to Grounds Worker;

Head Orthotic Seamstress to Head Orthotic Garment Worker; Head Seamstress to Head Garment Worker; Highway General Maintenance Foreman to Highway Maintenance Supervisor II; Highway Light Maintenance Foreman to Highway Maintenance Supervisor I;

Junior Draftsman to Junior Drafting Technician;

Laborer Foreman to Labor Supervisor;



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Machinist Foreman to Supervising Machinist; Maintenance Foreman to Maintenance Supervisor I; Maintenance Man to Maintenance Assistant; Mason and Plasterer Foreman to Supervising Mason and Plasterer; Motor Equipment Maintenance Foreman to Motor Equipment Maintenance Supervisor I; Motor Equipment Partsman to Motor Equipment Storeskeeper; Motor Equipment Repairman to Motor Equipment Mechanic; Musical Instrument Remirman to Musical Instrument Mechanic;

Nurseryman to Tree Nursery Worker:

Orthotic Seamstress to Orthotic Garment Worker;

Painter Foreman to Supervising Painter; Park Foreman to

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Conservation Operations Supervisor I; Park Patrolmen to Park Patrol Officer; Parkway Foreman to Parkway Maintenance Supervisor I; Planting Foreman to Planting Supervisor; Plumber and Steamfitter Foreman to Supervising Plumber and Steamfitter; Principal Draftsman to Principal Drafting Technician; Printing Shop Assistant Foreman to Printing Shop Supervisor I; Printing Shop Foreman to Printing Shop Supervisor I; Printing Shop Supervisor II;

Seamstress to Garment Worker; Senior Draftsman to Senior Drafting Technician; Senior Groundsman to Senior Grounds Worker; Sign Shop Foreman to Sign Shop Supervisor I; Statistical Draftsman to Statistical Drafting Technician; Steam Fireman to Assistant Stationary Engineer; Stream Improvement Foreman to Stream Improvement Supervisor;

Tree Pruner Foreman to Tree Pruner Supervisor; Typewriter Repairman to Typewriter Mechanic.



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(Continued from Page 9) not, by law, be taken from chap-

Ms. Korchak expressed the belief that Senate Majority Leader Warren Anderson (R-Binghamton) was instrumental in resolv-

Meet Date Set By Heck Execs

ter general funds.

SCHENECTADY - The executive council of the Oswald D. Heck Developmental Center chapter, Civil Service Employees Assn., will meet Wednesday, May 19, according to corresponding secretary James D. Green-

The meeting, scheduled to begin at 5:30 p.m., will be held in the library of Building One, HDC, Balltown at Consaul Roads, Schenectady.

Social Trends

(Continued from Page 1) vide 100 percent of the funding." he added

Mr. McKenna also said he is willing to work with CSEA on the problems of home rule, contracting out of services, and creating new job titles and func-

The statewide social services committee is comprised of representatives of local and county departments of social services throughout the state.

Buffalo Sets Dinner Meeting

BUFFALO-A dinner meeting of the Buffalo chapter, Civil Service Employees Assn., will be held Wednesday evening, May 19, according to chapter recording secretary Sue Porpiglia. The dinner meeting will begin at 5:30 p.m. at the Plaza Suite Restaurant, 1 M&T Plaza, Buffalo.

ing the 10-month problem faced by many State University workers who were being threatened with forced two-month layoffs. The problem was resolved last month.

Central Region Delegates

She pointed out that a hot line has been established for information on all bills in progress in the Legislature. The toll-free number is (800) 342-9860. In certain areas, the number 1 must be dialed prior to the area code.

Misuse of CETA Funds

A motion, made by Thomas Elhage, of Oswego chapter, was passed by the delegates. The motion requested the president of CSEA to write President Ford in order to bring to his attention the misapplication of CETA funds in certain local areas.

It was also requested that a copy of this letter by CSEA president Theodore C. Wenzl be sent to all congressmen.

Dr. Wenzl was among the high-ranking officials who attended the weekend meeting. Others included statewide treasurer Jack Gallagher, executive director Joseph Lochner, assistant executive director Joseph Dolan and statewide legal committee chairman Joseph Conway, who conducted an informative seminar Friday evening.

Bargain, Not Burden

At the Saturday evening dinner, guest speaker Morris Sokolinski reminded the delegates that "We must convince the public that public service is not a burden-it is a bargain."

The next regional meeting has been set for June 4 and 5 at the Edgewater Resort in Alexandria Bay. Jefferson chapter will host this event.

State Workshop chairman James Moore announced that a workshop program will be set up to discuss grievance procedures. The second weekend in July is anticipated for this event, Mr.

Fight To Preserve Jobs

Utica Psychiatric Center chapter 425 president James Moore rises to discuss issue of importance to Mental Hygiene employees. Mr. Moore is also a CSEA director (Mental Hygiene, Region V), chairman of the Region V State Workshop and vice-chairman of the statewide State Executive Committee.



Rapt attention is reflected in the faces of these delegates. Identifiable in front are SUNY College at Oswego chapter 611's Charlotte Murray and regional executive secretary Joe McDonald, of Williard Psychiatric Center. In second row, Williard PC chapter 428 is represented by regional first vice-president Dorothy Moses, Sara Wooledge Dawley and Gary Dougherty.

(Continued from Page 4)

What is ironic about the situation is that currently there is a training program going on which totally contradicts what is being said by the Civil Service Department. The ODAS counseling staff at Cooper Rehabilitation Center, one of the ODAS facilities that is being closed, in conjunction with the psychology department there, is training staff for a \$5 million joint program funded by a federal grant for the Division for Youth and the Department of Mental Hygiene.

The trainees are taking a seven-week, full-time course. They are being directly trained by the counseling department of ODAS on how to manage and treat emotionally disturbed, violenceprone adolescents. This new staff will then go back to the Bronx Psychiatric Center, where the new program will be carried out. The staff who did the training are still not being equated with similar titles in Mental Hygiene.

The Civil Service Employees Assn. is concerned about the disregard of this Civil Service Law on preferred lists. It feels that a dangerous precedent could be established for all permanent civil service employees.

According to Mr. Spoonhour, who is a delegate for CSEA's New York City chapter 010: "Even though they are technically within the law, they are using the law improperly and rendering many of our employees unnecessarily vulnerable. CSEA is now in the process of exhausting administrative remedies. These include meeting with the Civil Service Department and the Civil Service Commission prior to taking legal action.

"It's my opinion that the employees, from the professionals down to the clerks and maintenance men, are competent, professional people who know what they're doing. To close down our facilities and not give these people an opportunity to continue in state service in some other agency is a tremendous waste of person power and brain power.

"We are trying to maximize the possibilities for our people to stay in state service. We would rather be state employees and taxpayers, than on unemployment insurance and tax consumers. Our people don't want to be unemployed; our people want to work. They want to continue doing the good job that they have been doing."



Richard J. Hutchings Psychiatric Center chapter 435 delegate Elizabeth Knickerbocker, left, and chapter president Audrey Snyder meet with Arlene Galiagher, CSEA treasurer Jack Gallagher and Cayuga chapter 806 executive representative Marjorie Coggeshall.



Chance for pleasant camaraderic was shared at dinner final evening by, from left, SUNY at Oswego Faculty Student Association chapter 622 president Edna LeBocuf, SUNY College at Oswego chapter 611 vice-president June Veschio, Oneida Educational chapter treasurer Jacke Banek, Oneida Educational chapter president Ted Clark and, at right, SUNY College at Oswego chapter Dale Dusharm.

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WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY - Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

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

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

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 Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 488-4248: 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202: 9 am.-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

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Court

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

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

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| Agricu | ilture | |
|--|---|--------------------|
| Title | Salary Grada | Exam No. |
| Meatcutter Warehouse Examiner | GS-5, 7 | NY-0-30 CH-0-02 |
| Busi | ness | |
| | | |
| Computer Technician | | NS-4-15 |
| Engineering A | nd Scientific | |
| Engineering, Physical Sciences and | | |
| Related Professions | GS-5 to 15 | 424 |
| Meteorological Technician | GS-6 to 9 | NY-8-43 NY-0-22 |
| Technical Aide Technical Assistant | GS 5 to 15 | 421 |
| | | 721 |
| Gen | THE RESERVE TO SERVE THE PARTY OF THE PARTY | |
| Freight Rate Specialists | GS-7, 9 | WA-6-13 |
| Mid-Level Positions | GS-9 to 12 | 413 |
| Sales Store Checker | | NY-3-07 |
| Senior Level Positions | GS-13-15 | 408 NY-5-07 |
| Technical Assistant Telephone Operator | GS 3 4 | NY-5-01 |
| Teletypist | GS 3 to 5 | NY-4-02 |
| | | 141-4-02 |
| Med | | |
| Autopsy Assistant | GS-4, 5 | NY-9-05 |
| Careers In Therapy | GS-6 to 9 | WA-8-03 |
| Dental Hygienist, Dental Lab Techn | nicianGS-5 to 7 | NY-5-09 |
| Licensed Practical Nurse | CC 5 to 5 | NY-5-06 NY-3-02 |
| Medical Machine Technician Medical Radiology Technician | GC 5 4 | NY-0-25 |
| Medical Technician | GS 5 4-7 | NY-3-01 |
| Nursing Assistant | GS-2 3 | NY-1-16 |
| Nursing Assistant (Psychiatry) | GS-2 | NY-5-05 |
| Nurses | GS-5 to 12 | 419 |
| Physician's Assistant | GS-7 to 11 | 428 |
| Veterinarian Trainee | GS-5 to 17 | WA-0-07 |
| Mili | tary | |
| Air Reserve Technician (Administr | ative | |
| Clerical/Technical) | GS-5 to 15 | AT-0-59 |
| Army Reserve Technician | GS-4 to 9 | NY-9-26 |
| Social And | Education | |
| Professional Careers for Librarians | GS-7 to 12 | 422 |
| Psychologist | GS-11, 12 | WA-9-13 |
| Recreational Therapist | GS-5 to 7 | NY-5-09 |
| Stenography | And Typing | |
| Keypunch Operator | GS-2, 3 | NY-3-01 |
| Reporting Stenographer and | | 141-3-01 |
| Shorthand Reporter | GS-5 to 9 | NY-9-17 |
| Stenographer | GS-2 to 5 | WA-9-01 |
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