

# Civil Service LEADER

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## Political Action Special Edition

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Friday, October 15, 1976

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### THE PUBLIC EMPLOYEE

By DR. THEODORE WENZL

President,  
Civil Service Employees Association



**ACTION:** Activity is the hallmark of CSEA these days. We are on the move!

In the course of battling day-by-day problems, there is an underlying, relentless, ongoing, total drive toward achieving goals on numerous fronts. Herewith I enumerate ten of these fronts and comment briefly thereon:

1. An upward revision in the state salary structure is long overdue. Our negotiating teams are hard at work in justifying our case.
  2. Our Thruway negotiators are resolutely determined to work out a satisfactory contract for their members, no matter what the obstacles.
  3. The counties represented by CSEA have shown that results can be accomplished by perseverance and by going the last mile, if necessary.
  4. CSEA has stemmed the tide of massive layoffs and a turnabout is now taking place.
  5. Our political action structure, manned by sincere, dedicated members, is now getting key legislators throughout the state to take positions favorable to CSEA.
  6. A high-level meeting with the Governor and his aides has been held by your president and top CSEA officials in pointing out how to cope with the many problems in the Department of Mental Hygiene from the standpoint of the employee.
  7. The Agency Shop concept is gaining legislative support, thereby making it just a matter of time for its accomplishment.
  8. Retirees are organized in a growing, active branch of the total CSEA structure.
  9. Unfinished business in amending the Taylor Law so that a workable final step in the resolution of negotiations impasses is being hammered at in all directions.
  10. Our Public Relations Department is achieving a more favorable image with the general public as to the nature and worth of the public employee.
- You, as a CSEA Delegate in attendance here at our 66th Annual Meeting can and should participate to the best of your ability and should carry back to your home membership the spirit of a CSEA on the move!

## Corbin & Klein Battle Marks Suffolk Meet

HAUPPAUGE—Verbal clashes between James Corbin, president of the Suffolk chapter, Civil Service Employees Assn., and John V. N. Klein, Suffolk County Executive, marked the opening of a Legislative hearing on the CSEA-County 1976 contract last week.

After hearing CSEA demands, and a statement of the county's position, Floyd Linton, presiding officer of the Suffolk Legislature, announced that he would appoint a special committee to gather and evaluate information from both sides before the Legislature acts either to impose a one-year contract under the terms of the Taylor Law or to negotiate a multi-year contract with the union which would be subject to ratification by the membership.

It is widely held that the Legislature will act before Nov. 9

when it must adopt a new budget for 1977.

A dispute over the authority of the Legislature to act—other than to impose a one-year contract—occurred when Mr. Klein stated that he alone has the right to negotiate contracts.

This was hotly contested by Mr. Corbin and CSEA attorneys, who claimed that not only does the Legislature have the authority to negotiate directly with the

union, but that Mr. Klein had negotiated a settlement with the CSEA at a prior Legislative hearing.

The CSEA demands are: a 10 percent across-the-board salary increase; increments; longevity increments; longevity bonuses, and a cost-of-living adjustment based on the federal Consumer Price Index.

While the hearing was under-  
(Continued on Page 10)

## McDermott Calls AFSCME Concepts Far Behind Times

ALBANY—Joseph McDermott, president of Albany Region IV, Civil Service Employees Assn., commenting in a recent interview, had the following thoughts on the recent Miami Beach convention of the American Federation of State, County and Municipal Employees.

"A look at many of the resolutions passed at Miami Beach by the AFSCME indicates how far ahead the CSEA is, and has been, over the years in relation to our so-called public sector rivals," Mr. McDermott stated.

"The CSEA is the largest independent public employee union nationally. While the various factions within the AFL-CIO continue to fight over the public sector representation, and while the sectors within the AFSCME take an inordinate time to focus in on certain goals of public em-

ployees, the CSEA has addressed these issues or espoused new, novel approaches years ahead of these so-called labor giants.

"Look at some of these resolutions the AFL-CIO finally passed after the CSEA developed them:

"Opposition to contracting out of any public work which has been traditionally performed by public employees; the CSEA's been fighting that battle for years.

"Commitment to the proper goals of productivity, to work toward adequate financing of  
(Continued on Page 10)

### CSEA Senate Endorsements

State Senate endorsements by the Civil Service Employees Assn. are detailed on a region-by-region basis on pages 14 through 19 of this special convention issue.

Next week, we hope to do the same with the Assembly endorsements.

One note of explanation: Some districts extend beyond the boundaries of certain regions. In those cases, the maps extend a bit beyond the regions to indicate continuation of the voting districts. The heavy lines indicate those districts that are completely within a given region.

Candidates seeking election in more than one region are included in both regions (for the convenience of our readers who only pay attention to their own regions.)

*Don't  
Repeat This!*

### What Is Causing Rapid Fluxing Of Election Polls?

WITH the election less than one month away, both the Democrats and the Republicans are worried. The Democrats are worried because  
(Continued on Page 6)



### OPEN DIALOGUE ON EMPLOYEE MORALE

Top officials and members of legal counsel for the Civil Service Employees Assn. meet with Gov. Hugh L. Carey at the State Capitol in Albany to discuss low morale problems among state employees and problems arising from the issue by the Mental Hygiene Department of a five-year plan of reorganization. From left are James Featherstonhaugh and James Roemer, legal counselors for CSEA; Governor Carey; CSEA president Theodore C. Wenzl; CSEA executive vice-president William McGowan; and John Carey, CSEA assistant executive director—state. Other state officials attending the recent meeting were David Burke, secretary to the Governor; Judah Gribetz, chief counsel to the Governor, and Donald Wollett, director of the State Office of Employee Relations.



# Schedule Suffolk Arts And Handicrafts Exhibit

HAUPPAUGE — Members of the Suffolk County Police Department unit, Civil Service Employees Assn., will be very crafty during November.

Unit members will display their hand-made art and crafts work in a month-long exhibit in the lobby of the Central Savings Bank, Route 111, at the Hillside Village Shopping Center, Smithtown.

"The idea of the exhibit," remarked unit president Pat Cruz, "is to show people that civil service workers are not only public employees but are also talented, community-minded people."

The exhibits will be identified with the names of their makers and will be protected by the bank. Ms. Cruz said that entries in such categories as pottery, ceramics, needlepoint, crewel

work, macrame "or whatever" are being sought.

Persons interested in exhibiting their work should contact Florence Barresi at the Suffolk County main office in Hauppauge prior to Oct. 22.

### ANALYST LIST

ALBANY—A senior transmission facilities analyst eligible list, resulting from open competitive exam 24-364, was established Sept. 30 by the State Civil Service Department. The list contains eight names.

# Nassau's Fragging Attempt Is Stifled

MINEOLA—For the fifth time since 1970, a Public Employment Relations Board ruling rejected the effort of a small group to fragment the Nassau County Civil Service Employees Assn. bargaining unit, so that that group could have their own union.

A hearing examiner ruled that fragmentation was not in the best interests of county employees as a whole or of the small group of individuals.

"The current bargaining unit which contains those job classifications enumerated in the petition continues to be the most appropriate bargaining unit," wrote hearing examiner Leonard Cooper

# Flaumenbaum: 'Ignore Us At Your Peril!'

MINEOLA—The Nassau County chapter, Civil Service Employees Assn., will open negotiations in behalf of 14,000 county employees for a 1977 contract Oct. 21 with a firm, early deadline for settlement.

The chapter, officials said, have arranged a heavy schedule of negotiating sessions of a minimum of seven meetings during November following the opening round this month.

"If there is no agreement by Nov. 30, we will go to fact-finding," declared Irving Flaumenbaum, president of the chapter. Mr. Flaumenbaum is also president of CSEA's Long Island Region.

Mr. Flaumenbaum said the CSEA will demand a substantial wage increase to help employees catch up with inflationary pressures.

Mr. Flaumenbaum added the CSEA negotiations steering committee members "were disgusted" at the county's stalling of negotiations last year, "and this year, which wound up in fact-finding and then in legislative determination for imposed contracts.

"The county has got to come up with a substantial offer," Mr. Flaumenbaum asserted. "We

hope it is realistic and that we can reach an agreement, but, in no case are we going to be horsed around through months and months of meaningless negotiations.

"The CSEA is demanding action, and the public officials can ignore our demands only at their own peril. It is time to move, and we will be able to tell fairly quickly whether the county has any sincere interest in its employees."

### HRPC VISITOR

ALBANY—Ruth Rita Gold, of Kingston, has been reappointed to the Board of Visitors of the Hudson River Psychiatric Center by Gov. Hugh L. Carey.

Ms. Gold's term will end Dec. 31, 1978.

She is a member of the board of directors of the Ulster County Assn. of Mental Health.

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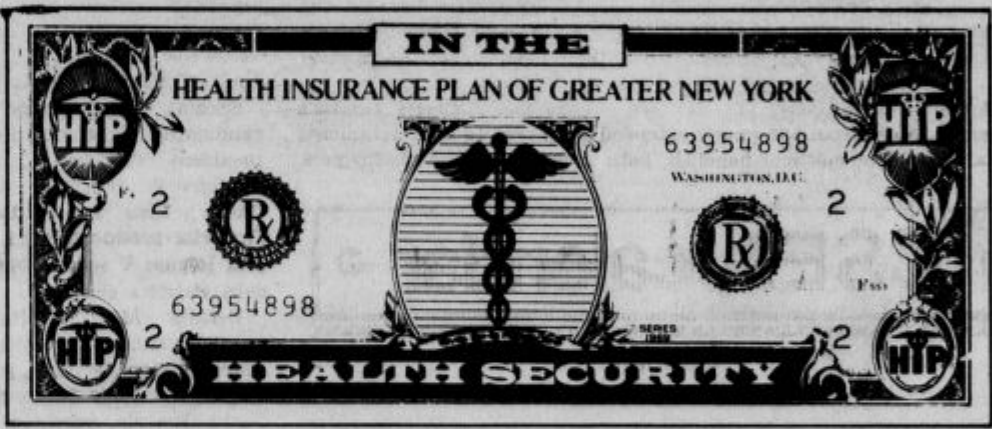
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# November Candidates Meet Binghamton Area CSEAs

By WALT ADAMS

JOHNSON CITY—More than 500 persons gathered at the Fountains Pavilion here recently to meet and listen to area political candidates in a presentation organized by a coalition of Civil Service Employees Assn. groups in Broome County.

The coalition was organized by Eleanor Korchak, president of the Binghamton CSEA chapter.

One of the highlights of the evening was an appearance by "Aunt Sissy" Carter, a representative of Democratic presidential candidate Jimmy Carter. Ms. Carter was escorted to the event by Broome County Democratic Party Chairman John Young. "Aunt Sissy" apparently charmed the audience when she related anecdotes about her nephew in a soft Georgia drawl.

Other speakers included Congressman Matthew McHugh (D-Ulster, Sullivan, Delaware, Broome, Tioga, Tompkins, Chemung) and his opponent William Harter; State Senate Majority Leader Warren Anderson (R-Broome, Chenango, Tioga) and his opponent Broome County undersheriff John Clarke; Assemblyman James Tallon (D-Broome) and his opponent Francis Baland; Assemblyman James McCabe (D-Johnson City) and his opponent Brigham Thompson; and Broome County Executive Edwin Crawford (R) and his opponents, John Vallone (R), Charles Kark (R) and Donald McManus (D).

### Special Guests

Special CSEA guests at the candidates' night included union president Theodore C. Wenzl; Region V president Richard Cleary; Long Island Region I first vice-president Ralph Natale, and Region V second vice-president Patricia Crandall.

Besides Ms. Korchak, the event organizing committee consisted of Mary Battista, president of the Broome County unit; Carlo Guardia, president of the Broome Educational Employees Chapter; Angelo Vallone, Frank Martin, Richard Patrisko and Barbara Piccal of the Broome chapter; Ann Maywalt, of the Broome Educational chapter; Suzanne Snyder, of the SUNY Binghamton chapter, and Claire Pruitt of the Binghamton Psychiatric Center chapter.

Shortly after the event, Ms. Korchak said the CSEA political action committee had selected Senator Anderson and Assemblyman Tallon as two candidates whom the union will support in the November contests.

Pass your copy of The Leader on to a non-member.



CSEA chief Theodore Wenzl extends a welcome to "Aunt Sissy" Carter whose appearance in behalf of her nephew was one of the highlights of the Binghamton area "Meet the Candidates" night. The Broome County event is one of many being organized by CSEA elements as part of the union's political action efforts around the state.

## Western Region Needs Rep Aide

ALBANY — The Civil Service Employees Assn. has announced a position open for a field service assistant in the union's Western Region VI, (Buffalo) office.

The position requires local residence, a car and driver's license and a physical examination. Minimum qualifications include a high school diploma and two years' experience in a job involving contact with the public. A bachelor's degree or specialized training in labor relations may be substituted for experience.

### ROCKLAND VISITOR

ALBANY—Gov. Hugh L. Carey has appointed Edward I. Goldsmith, of Katonah, to the Board of Visitors of the Rockland Children's Psychiatric Center for a term to end Dec. 31, 1979.

Dr. Goldsmith, 48, an attending surgeon at New York Hospital and professor of surgery at Cornell University Medical College, succeeds Patricia A. Herbert, of Washingtonville, whose term has expired.

The post is unsalaried.

Applicants must have the ability to organize, develop, and assist CSEA chapters with programs and activities beneficial to members. Beginning salary is \$12,475.

Interested persons should write to Thomas S. Whitney, CSEA, 33 Elk Street, Albany, N.Y. 12207 by Oct. 22.

Keep U.S. Number 1



Assemblyman James Tallon Jr. (D-Broome), was among the speakers at the Syracuse area "Meet the Candidates" night at the Fountains Pavilion, Johnson City. With Mr. Tallon are "Aunt Sissy" Carter, acting as a representative for her nephew, the Democratic presidential candidate, and Eleanor Korchak, president of the CSEA Binghamton chapter, who coordinated the event.



Pondering a question posed by Ralph Natale, left, first vice-president of the CSEA Long Island Region I, is Senate Majority Leader Warren Anderson (R-Binghamton). Central Region V second vice-president Pat Crandall, of Cortland, awaits the Majority Leader's response. More than 500 guests attended the event to hear comments by a number of political hopefuls, both incumbents and challengers.

## CSEA calendar

### OCTOBER

- 15—Westchester County chapter Hallow'een Masquerade Party: 8:30 p.m., Riviera Beach Club, 360 Davenport Ave., New Rochelle.
- 19—Rochester chapter meeting: 8 p.m., 40 & 8 Legion Post building, 933 University Ave., Rochester.
- 20—Buffalo chapter dinner meeting: 5:30 p.m., Statler Hilton Hotel, Buffalo.
- 20—Capital District Retiree chapter meeting: CSEA Headquarters, 33 Elk St., Albany.
- 20—Nassau County chapter 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow.
- 20—Rome Developmental Center chapter 25 Year Club fall dinner meeting: 7 p.m., Green Acres, Rome.
- 21—Fort Schuyler chapter of Utica general membership meeting: 7 p.m., The Burrstone, Utica.
- 23—Albany Region IV mini-workshop for political subdivisions: 9 a.m., Ramada Inn, Schenectady.
- 29-30—Central Region V (Syracuse) meeting: Messena.
- 26—Syracuse Area Retiree chapter luncheon meeting: 1 p.m., Hotel Pontiac, Oswego.
- 27—Hudson Valley Armory Employees chapter meeting: 8 p.m., Kingston Armory, Kingston.



Bernard Ryan, political action coordinator for the Civil Service Employees Assn., journeyed recently from CSEA Albany Headquarters to confer with members of the New York City CSEA Region II. Mr. Ryan discussed ways and means for CSEAs to work for political candidates who will, in turn, work for the interests of public sector employees. The goal of the



### POLITICAL ACTION, NEW YORK CITY STYLE

union's political action activities was defined as an effort "To reward our friends and punish our enemies" by CSEA president Theodore Wenzl. Political action committee members and CSEAs in general around the state contribute volunteer time and, on occasion, funds to candidates deemed worthy of support. At the New York Region II meeting, from left, is William Cunningham,

ham, region third vice-president and leader of the Brooklyn Developmental Center chapter; Mr. Ryan; James Featherstonhaugh, CSEA attorney, and Canute Bernard of the New York City chapter. In second photograph, region president Solomon Bendet looks pensive as he considers a political action stratagem posed by Mr. Ryan.



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# HOW MUCH MAY UNION MEMBERS PARTICIPATE IN POLITICS?

By JANE B. BERNSTEIN

**I**N any election year, as in this one, there is much talk of campaign contributions—how much? how are they spent? and are they above board?

Labor has been accused, as in the present race for the presidency, of exerting pressure on candidates through support and financial aid. But without name-calling, and discussing promises of returned favors, how may unions organize to show support through service and funds for a candidate for public office?

A union's role in dealing with campaign contributions is governed and limited by the same mandates of the Elections Law as are all groups and individuals. And these are very strictly spelled out.

In a state election, local chapters of a union in a region generally form a political committee, which, according to the definition of the law, is a group of "three or more persons who cooperate to aid or promote the success or defeat of a political party or principal."

The committee must choose a treasurer, whose job it is to make expenditures and file sworn statements documenting them. The statements must include the amounts of contributions received, the names and addresses of persons or political unit represented by the committee, the dates of receipt of money, and the dates and purposes of all expenditures made by the committee.

In addition, the treasurer's name, plus the names of three persons who chose him or her, must be filed with the Secretary of State's Office shortly after the committee has been established. The only item that need not be accounted for is expenditures of less than \$5, unless the money is used to pay political workers, watchers or messengers.

Financial statements must be filed 10 days before an election or primary, 20 days after the election or primary, and, if the election does not signify the end of political activity, a final statement must be filed on Jan. 2 of the year after the election.

In a state election, records must be filed with the Secretary of State. For elections only within New York City, they must be filed with the New York City Board of Elections. For town or village elections, statements must be filed with the office of the town or village clerk.

A committee's receipts must be maintained for at least 15 months after an election.

Violations of the law involving filing of statements may bring penalties of up to \$100 in fines in civil proceedings. Intentionally falsifying statements constitutes a Class A misdemeanor, which could bring a jail term.

Civil Service Employees Assn. attorney James Featherstonhaugh says most com-



Civil Service Employees Assn. attorney James Featherstonhaugh says unintentional violations of election law include tardiness in filing items other than cash.

mon violations include tardiness in filing statements and making out the forms improperly by not stating all contributions. Even if a committee contributes posters, fliers or brochures, these must be assigned a market value and be included in the statement.

The amount of money that may be contributed by a union depends on two things. First, since the dollars come out of the union chapter's funds, its members are limited by how much they can afford to take out of the chapter's treasury.

Second, according to the election law, the sum of 50 cents for each voter registered may be donated. In a primary, only those persons registered in each district from a candidate's party may contribute. In specific elections, certain amounts have been set. For an assemblyman, the political committee may follow the above formula, or contribute no more than \$25,000, whichever is greater. There is a \$40,000 limit for a state senator, and \$2,500 limit for a district of-

fice.

A corporation or a joint-stock association, such as the Civil Service Employees Assn., Inc., may contribute only \$5,000 annually to campaigns.

Within the CSEA, the only chapter that is considered a corporation and is restricted by the law is the Westchester chapter Association.

Where an agency or all-union shop exists, such as with the National Education Assn. in New York City, members may be granted a pro-rata rebate figured on the percentage of money that is being contributed to a campaign. (This protects a union member from being forced to donate out of his dues to a candidate, if he or she does not wish to do so.)

These rules govern only a statewide election. A federal election, including a presidential, congressional or senatorial race, is much more restrictive.

A union's political committee may raise only "hard money." That is, money which is raised through in-

dividuals voluntarily. Funds may not be taken out of a union treasury. One union representative, whose union is selling Carter/Mondale buttons for \$1 each, said the money to obtain the buttons had to be raised before they were purchased. This is the case with any type of federal campaign contribution or service, including T-shirts, brochures, dances, etc. The money cannot come out of the general fund.

Mr. Featherstonhaugh said when state political parties hold fund-raising dinners, all tickets include the inscription that no money resulting from the dinner will be used for federal elections.

"Committees must be very careful to report where money is being spent," he said. "The laws are strictly enforced, because in past years, contributions have been more frequently in cash than in services."

## Name Mediators, Fact-Finders

ALBANY — Two mediators and two fact-finders have been named by the Public Employment Relations Board to contract disputes involving the Civil Service Employees Assn.

The mediators are Theodore Gerber, of the PERB's Albany office, appointed to the dispute between Saratoga County and the Saratoga County CSEA sheriff's department unit, and Frank McGowan, of the PERB's New York City office, to the dispute between CSEA and the Westchester County Town of Somers.

The fact-finders are: Morgan Anderson, of Clinton, to the dispute between the CSEA and the Norfolk Norwood Central School District, St. Lawrence County and Bhal Bhatt, of Buf-

falo, to the dispute between the CSEA and the Lancaster Central School District, Erie County.

## Vet's School Tutoring Aid

BRONX — Veterans studying under the GI Bill who have academic problems may be eligible for Veterans Administration-financed tutoring, according to Joseph C. Anderson, director of the New York State Division of Veterans' Affairs.

The veteran must be pursuing a post-secondary course of education on a half-time or more basis and have a marked deficiency in a required subject in order to be eligible for the tutorial payments, the director said.

Payments not to exceed \$60 monthly for a maximum amount of \$720 are available to those who qualify. Receipt of the tutorial aid does not affect the veterans' basic educational entitlement earned during wartime service.

Individuals seeking further information on the tutorial program are urged to visit the local counseling center of the New York State Division of Veterans' Affairs locate at 1910 Monterey Ave., or 2488 Grand Concourse, Bronx, N.Y.

## LAW INVESTIGATOR

ALBANY — A law department investigator trainee I eligible list, resulting from open competitive exam 24-417, was established Sept. 27 by the State Civil Service Department. The list contains 116 names.

## Suffolk Opens Two Job Slots

HAUPPAUGE — The Suffolk County Civil Service Department has opened filing until Oct. 22 for environmental physicist (Exam No. 16-326), which pays \$732 bi-weekly and community organization specialist (16-329), which pays \$555 bi-weekly.

Salaries vary somewhat by jurisdiction. The last filing date is Oct. 22.

For further information and application forms contact the department at H. Lee Dennison Executive Office Building, Veteran's Memorial Highway, Hauppauge, N.Y. 11787. The telephone number is (516) 979-2266.



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## Political Action

IT may be a long, long way from May to December, but the days are growing short till November 2. And it's time for labor to stop pondering political action and make that final all-out attempt to elect public officials who will best serve its interests.

And why shouldn't it? For years, big business, because of its financial stronghold, has kept the influence coming strong and steady. And when one considers that labor, not the wealthy corporations, represents the majority of the employed in this country, it would seem that it has as much, if not more right, to take advantage of an election year.

One hand does indeed wash the other. But in this democratic society where the few represent the many, shouldn't the many have the choice of who those few are going to be? Political action is not only appropriate . . . it's essential. (J.B.B.)

## Job's A Job

THE Beame Administration has offered laid-off New York City Police officers the chance for temporary employment as parking enforcement agents. We applaud the city's attempt (however small) to get at least some police back to work. We also believe, although the job is a drop in position, that it is more honorable to be offered employment and to accept it, than it is to be out of work.

Many former police officers were complaining that private industry employers were reluctant to give them jobs, fearing they would leave as soon as word of recall came from the city. This problem disappears when the new employer is the city. (J.B.B.)

## Age-Old Story

AMERICANS have gained a reputation for putting "older" citizens out to pasture through forced retirement and age limitations, unlike their counterparts in other areas of the world. This practice could surface in the Civil Service Employees Assn. if the proposed change requiring the retirement of statewide officers over 68 years of age is added to the union constitution.

And speaking of constitutions, or rather constitutionals, former President Harry Truman was in office when the two-term White House limit was passed. But as the incumbent he was excepted from the law, and, had he desired, could have given the American people hell for another term.

In other words, the present statewide officers should not be affected, even if the delegates vote for the amendment.

Another thought to kick around: Should they be prevented, because of age, from running for state office after many hard years of working their respective ways up through the ranks? Consider that overworked adage, "Experience is the best . . ." etc. (J.B.B.)

## Questions & Answers

Q. My husband will be working in Mexico for a year, and we plan to have my aunt come visit us for a month or so. I understand that this may affect her supplemental security income payments. Is this true?

A. Supplemental security

income payments cannot be made to people for any full month in which they are outside the United States. Your aunt's payments could resume after she had been back in the United States for 30 consecutive days.

## Don't Repeat This!

(Continued from Page 1)

Governor Carter seems to have slipped badly, both in the polls and according to the refined instincts of professional politicians. The Republicans are worried, because by the same standards, President Ford has not come up fast enough and far enough.

In light of the best available intelligence, it consequently appears to the political leaders that the race will be a tight one, not only in the popularity returns, but also close in the more critical electoral vote.

### Polls Fluctuate

Part of the problem results from the fact that the public opinion polls seem to be functioning like a roller coaster, with major ups and downs that cannot be accounted for by any significant major issues.

A stranger from outer space, looking at the campaigns as they have thus far developed, might well decide that it is a contest between a candidate for President who discusses his sexual fantasies in public and a member of the Cabinet who tells vulgar, racist jokes in private.

Even the debates between the Presidential candidates are scored like sporting events. Within moments after the debates are over, Walter Cronkite and Harry Reasoner pontificate about who won. Last week Carter scored points for aggressiveness; in the first debate, he lost points for timidity. With that kind of scoring, the final debate between Ford and Carter promises to be a real humdinger, with each trying to be more offensive than the other.

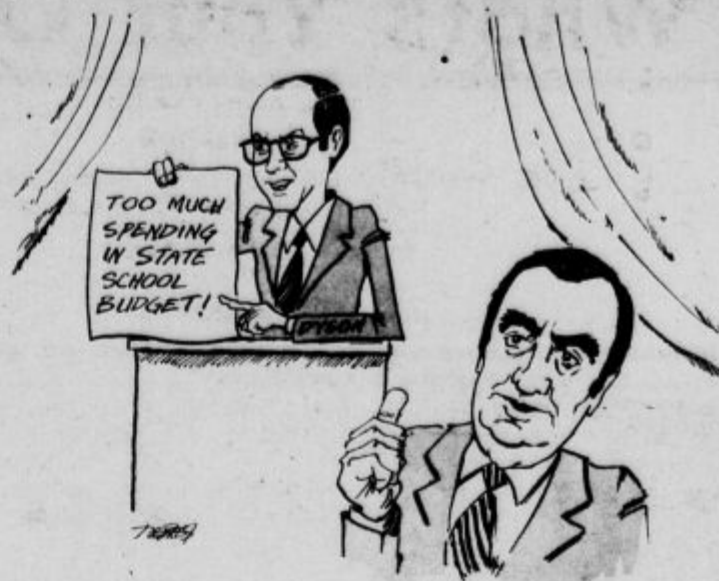
The other part of the problem is a product of the new financing law, under which the candidates are not permitted to accept private campaign contributions, and expenditures are closely monitored by the new Federal Election Commission.

### Campaign Restrictions

Since Ford and Carter are each limited to expenditures that may not exceed \$21 million, the usual campaign hoopla of bumper stickers and buttons are out the window. It took a couple of weeks for Congressman Edward I. Koch to get permission from the Election Commission to distribute campaign buttons reading "Carter Mondale Koch." Assemblyman Joseph Margiotta, in deep disgust, was compelled to paint out the names of Ford-Dole from billboards urging Nassau County Republicans to vote for Republican local candidates, including Ford and Dole.

The limitation on expenditures has severely curbed the normal campaign activities that the professional politicians are familiar with, and on which they rely to bring out the vote on election day. It may indeed be that the apathy that seems to afflict the voters results from the fact that there is very little local evidence of an election for President coming around the corner.

Under the circumstances, the pollsters may be in for a rude awakening when the votes are counted. Where there is apathy, those who vote have intense feelings about a candidate, one way or the other. However, the samples used by the polling organizations do not measure intensity, so that their samples may turn out to be an inadequate reflection of those who do bother (Continued on Page 7)



"THAT'S MY BOY"



## Civil Service Law & You

By RICHARD GABA

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 Probation Case

A recent decision of the Appellate Division, Third Department, involved an interpretation of the period of probation rule, Section 4.5 of the Rules and Regulations of the New York State Department of Civil Service. That rule requires a minimum period of eight weeks and a maximum period of 26 weeks for a probationary term.

IN THIS CASE, each of the petitioners was appointed to a permanent position in the State Department of Social Services subject to a probationary period of not less than eight weeks nor more than 26 weeks. The certificate of appointment stated, however, that the appointment would not become permanent until completion of the maximum period. After the completion of the minimum eight-week period, but prior to the completion of the 26-week period, the petitioners were discharged from their positions. They alleged in Special Term that their positions became permanent after the completion of the minimum eight-week probationary period. The lower court held in favor of the petitioners, and the Department of Social Services appealed.

THE DEPARTMENT CONTENDED that the notice contained in the certificate of appointment was sufficient to establish a 26-week probationary period. The Court of Appeals, however, in the Albano case, held that the civil service rule cited above requires a minimum period of eight weeks, and that the original appointment may not initially impose a period of 26 weeks. However, in this case, the petitioners received a written report prior to the expiration of the eight-week period to the effect that their probation would be continued. Permanent status could not be acquired, therefore, until the expiration of the 26-week period, unless the department gave earlier notice of successful completion of the probationary period.

IN THE ALBANO CASE, the court pointed out that the purpose of the minimum period was to provide an opportunity for the probationary employee to demonstrate his capability. The overall purpose of the probationary period is to give the appointing authority a period within which to determine whether or not the employee is performing satisfactorily. There is no language in the rule which limits extension of the eight-week probationary period only to the reason that the probationer is incompetent or that his performance is unsatisfactory. Accordingly, the Appellate Division reversed Special Term and dismissed the petition. It now appears to be abundantly clear that (a) the initial period of probation cannot be set for the maximum period of twenty-six weeks, (b) the employee is entitled to at least eight weeks to perform on the job, (c) the eight-week probationary period may be extended in writing, (d) the employer may make the employer permanent prior to completion of 26 weeks, (e) the eight-week period may be extended without giving any specific reason therefor. Clark v. Commissioner, New York State Department of Social Services, 53 A.D. 2d 122.



# What's Your Opinion

By PAMELA CRAIG

## QUESTION

As a public employee, what suggestions could you make to improve working conditions in your office?

THE PLACE  
Manhattan

## OPINIONS

Edith Cancellieri, claims examiner: "I feel that a very good way to improve the working conditions in the city, state and federal agencies is to take a test when you first go in, and then proceed on merit. Unfortunately, most people who are able to pass an exam are unable to do the work properly. This is not fair. I've been with the state for 34 years and, unfortunately, I've never been able to pass an exam. I freeze on tests, yet I do the work very well. I resent people coming in after they have passed the exam and then are unable to perform their job properly. They are receiving pay for a job I'm doing now, but I'm not getting paid for it."



Dorrie Lloyd, claims examiner: "What I think would be most effective is to involve the principles of private enterprise in civil service. Otherwise, there is hardly any incentive for people who perform well. Once people have passed a probation period, they are in for life, and my observation has been that very few fail to pass. People less competent than others are treated no differently. The exam has little to do with competency, yet the civil services exam is the criterion for all career and salary movement. I don't have the same incentive as workers in private industry."



Evelyn Parker, senior claims examiner: "They should get rid of the dead wood who are not interested in producing and keep only the interested employee. In private industry, if you do not produce, then you are fired, because you are not needed. I feel that a boss should be able to fire employees who have no interest in performing their jobs. If they don't do their work, I can't do my work. If I must watch my employees, how can I possibly do my work? I don't need a worker who sits, just to receive a paycheck."



Cecelia Waage, clerk: "I think the whole civil service system is antiquated. We need the computers to move in; otherwise we'll go bankrupt. We have a high percentage of cooperation here, though never 100 percent. Yet, the system is so inefficient that it's very difficult to cooperate. My first suggestion is to get rid of all the wasteful paperwork. If I were a supervisor, I would stay up all night, thinking how to thin out paperwork."



dynamic and sensitive to the needs and aspirations of its membership.

Bernard Oliver  
Willard

## Widows' Awards

Editor, The Leader:

With great interest, we read that New York City Comptroller J. Harrison Goldin recommends to the Board of Estimate approval of a Good Samaritan Award to Mrs. Gloria Pirone as a result of the death of her husband in Bellerose, Queens, when he went to the aid of a young girl in a fight.

We are not opposed to the award, which is estimated to be \$8,582.42 per year. We want to point out, however, that the widows and children of firefighters killed in the line of duty, saving lives and property, receive and live on pensions of \$4,200 per year—hardly a munificent sum.

As sure as Mrs. Pirone is in need of support for her family, so are the families of firefighters—who give their lives for their fellow New Yorkers—entitled to the same equitable consideration.

Michael J. Maye  
Manhattan

Emma Russell, payroll audit department: "I think we should all try to set good examples for others to follow. I really feel that I am working up to my optimum. I don't waste time as a worker. I start working as soon as the day starts until time comes to go home. I feel that more work would be done if everyone adhered to a full eight-hour day. As far as the exams go, I feel they are fair. I took the supervisor's underwriting exam and I didn't pass it because I failed to study properly. Next time, I'll read the material the test covers more closely."



Cathy Napolitano, clerk: "I think one should have a good attitude, cooperate with co-workers and have a good sense of humor. The right attitude turns one's work into a pleasure. I enjoy my job very much. I'm near retirement and I hope God gives me the strength to always work. I don't even take vacations. I take an interest in my job and think about its good sides. I get along with everybody. We're friends, sisters and brothers, and this feeling makes me really enjoy my job."



the bureaucratic

## Letters To The Editor

### A Proposal

Editor, The Leader:

A union which is just represents all groups in its midst to its fullest ability. It is common knowledge that all employers do not give equal pay for equal jobs. The State of New York has made second-class citizens of their health workers.

Pharmacists' starting pay is \$5,000, or one-third less in state hospitals, than in New York City voluntary and municipal hospitals as well as in retail pharmacies throughout our state. Other job categories are also underpaid, but none more abused economically than pharmacist. It is hoped that the reason that this situation exists is not because they are one of the smallest minorities found in our union, the Civil Service Employees Assn.

Workers who serve Medicaid and Medicare patients should have medical, dental prescription coverage which has no deductibles and which will incur no expense at all to the worker when he or she needs services. In addition, it is advisable that there be an optical plan that covers

eye examinations as well as coverage for glasses every 18 months. For professional and technical workers, four weeks vacation after one year of service and five weeks after five years of service will bring New York State workers up on an equal plane with many other health workers from other unions.

A health professional magazine for our colleagues may be needed to keep us informed about what is happening in other state health facilities. It may be advisable to set up professional committees for each professional category to plan joint professional conferences, seminars for educational endeavors and sponsor new legislature beneficial to the professions.

An approach of this caliber may be necessary because members from different job categories wish to express opinions and make suggestions through a more direct line of communication to our leaders. Acting on such suggestions may be vital in stimulating a posture which is needed to make our union more

BUY U.S. BONDS

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Pension Exemptions

Several states exempt state and local pensions from state income tax.

In New York State this is indirectly part of the State Constitution. In the State, there are about 117 systems, each with different benefit plans and payment arrangements. Several advisory services are urging that these be turned into one plan to include teachers, firemen and policemen, all of whom develop plans on their own. Such a statewide plan would embrace the many local plans, some of which are now administered by the State; the New York City plans—there are five—and several miscellaneous group plans. Critics feel this would eliminate the whip sawing competition for benefits not related to special group needs and would simplify and improve the administration of the plans.

The Internal Revenue Service holds that benefits due to public employee retirees are subject to income tax unless the plan qualifies under standard requirements of the IRS code. Plans don't qualify if:

- An investment income is subject to federal income tax.
- The employee is subject to tax on the employer contributions for social security after the point of vesting has been reached.
- The employee is currently taxable on interest credits on his contribution.
- Lump sum distributions are treated as regular income.

For most state and local employees, these factors don't enter into the picture because the state itself cannot be taxed.

In practice, the IRS has not enforced collection of income tax on present payments. If IRS should try to collect on these, it would face the question of assessing state and local judges because of their own superior benefits. The problem has arisen only in the few instances where the state or local system has asked for a written opinion. Up to now, Congress has not clarified this issue.

If you are over 65 there are several exemptions for you when you sell your home. Ordinarily the difference between the cost

of the house and the sales price is taxable as a capital gain. IRS has a publication, #523, "Tax Information on Selling Your Home" that tells you about these savings. If you are planning to sell, it's usually better to wait until you are over 65 to take advantage of these provisions of the law.

Intern jobs for young people providing an opportunity for public service on a part-time or full time basis are available. Similar programs for senior citizens (over age 60) are being developed by the U.S. Select Committees on Aging. Resolutions now before Congress provide for a stipend of more than \$150 per week for two-week periods.

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

Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40, paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from last week)

Abernathy, James	Nyack
Adams, Florence A.	East Greenbush
Ake, Barbara	Spencerport
Anderson, Gloria V.	Jamestown
Anderson, James	Brockport
Arizemendi, Frank	Central Islip
Armsden, Catherine M.	Albion
Arnold, Arlene	Rochester
Aris, James H.	Greenlawn
Bailey, Arthur	Liverpool
Bailey, Carol R.	Syracuse
Bailey, Eula L.	Buffalo
Baker, Howard D.	Ithaca
Baker, Margaret J.	Rochester
Baldwin, Weela E.	Oceanside
Barton, Gerard	Brooklyn
Beard, Harold W.	Dundee
Bellel, Everett R.	Buffalo
Benson, Claude S.	Poughkeepsie
Bergmann, Beatrice M.	Brooklyn
Best, Ruth	New York
Bilkedoux, Joseph	Albany
Borreggine, Carol R.	Jamestown
Bradford, Carmen G.	Woodside
Braunstein, John	Brooklyn
Brennan, Karleen Rogers	Madison
Britt, James	Spring Valley
Brown, John J.	Bronx
Brown, Yvonne	Poughkeepsie
Budine, Burtis W.	Binghamton
Buonora, Michael A.	Flushing
Bures, Walter, Jr.	New York
Burke, Jean Zovistoski	Sugar Loaf
Burns, Thomas J.	New Hyde Park
Caceres, Frank Jr.	North Brentwood
Calderone, Frances	Brooklyn
Camardo, Salvatore	Island Park

(To Be Continued)

## Don't Repeat This!

(Continued from Page 6)  
to vote.

### Coattails Cut Off

Another disturbing element in the situation from the viewpoint of the political organizations is the fact that the lack of federal fundings will compel local candidates to run virtually on their own. This would eliminate the coattail effect of a national campaign on which local candidates always depended, particularly in marginal districts.

This absence of a coattail effect is not likely to have a significant impact upon the race for United States Senator between


James Buckley and Patrick Moynihan, since the voter here is accustomed to ticket-splitting with respect to candidates for major office. However, it could have a vital impact in the elections for the State Senate and the Assembly, and control over those chambers during the next two years.

In view of the circumstances, the Republican and the Democratic leaders have cause for concern. They are working under new and untried guidelines, and politicians always worry about anything that changes the rules of the game.



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## 2 Mediators, 3 Fact-Finders, Are Appointed

ALBANY—The Public Employment Relations Board has named two mediators and three fact-finders to contract negotiations disputes involving public employers and elements of the Civil Service Employees Assn.

The mediators, both from the PERB's Albany office, are Theodore Gerber, named to the dispute between Saratoga County and the CSEA, and Ronald J. Kurach, named to the dispute between the City of Hudson and the CSEA.

The fact-finders are Peter Feuille, of Buffalo, named to the dispute between the Erie County Water Authority and the Authority's white-collar CSEA unit; Theodore H. Lang, of New York City, named to the dispute between the West Babylon Non-Teaching School CSEA unit, and Anderson Wise, of Watertown, named to the dispute between the Massena Central School District and the CSEA.

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# Westchester Sets Four Shop Steward Sessions

WHITE PLAINS — Four seminars on the role of the shop steward have been scheduled in Westchester County for Civil Service Employees Assn. members.

Event coordinator Carmine DiBattista of the Westchester County unit, CSEA, in a message to CSEA Southern Region III president James Lennon, commented: "We are attempting to give our shop stewards a healthy amount of knowledge about their jobs."

Seminar dates, speakers, and topics will be: Thursday, Oct. 28, Mr. Lennon, CSEA education director Edward Diamond and Joel Douglas, "The Shop Steward."

Thursday, Nov. 4, CSEA attorney Arthur Grae, "Grievance

Procedures and the CSEA Legal Assistance Program."

Wednesday, Nov. 10, field supervisor Thomas Lupoello and field Representatives Joseph O'Connor, Ronald Mazzola and Don Patrick, "The Function of the Field Representative in Relation to the Shop Steward."

Thursday, Nov. 18, Westchester County unit president Michael Morella and Jack Whalen, Larry Belle and Mr. DiBattista, "Use of Grievance Forms," "CSEA Insurance," and "Membership."

The seminars will be held in the basement conference room, 85 Court St., White Plains.

## 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 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.

## TABER IS NAMED

ALBANY—Paul Taber, of Fayetteville, has been reappointed by Gov. Hugh L. Carey as a member of the State Agricultural Resources Committee.

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A sound dental plan — at a reasonable price — is a big step toward family health security. If your employee group is even considering a dental plan, talk to the Blues. We just might have the answer for you. After all — we're the ones who invented pre-paid health insurance.



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# CSEA's Burch Assails NYDOL Policy For Administrative Aides

ALBANY — Paul T. Burch, collective bargaining specialist for the Civil Service Employees Assn., attacked the New York State Department of Labor last week for guidelines issued for recruiting individuals for 79 new positions as employment service assistants.

In a letter sent to the Labor Department's director of personnel, Mr. Burch called the employment service assistant program "a proposal designed to reach only a certain few people and this amounts to total discrimination against competent employees among others in favor of a few."

The newly created jobs in question are various WIN offices of the Department of Labor. The job specifications describe the program as "designed as the entry point for qualified paraprofessionals to become fully qualified Employment Interviewers, through a four-year training program."

Appointments at the first level will have beginning salaries of \$8,523.

The Department has specified that applicants for the jobs have two years' agency experience in activities in the manpower services field, or development of employment opportunities or job placement counseling.

Persons with clerical or secretarial experience in manpower, social work activities and teaching or instructional duties will not qualify, according to the Department.

"This is a deliberate attempt by the Department to arbitrarily eliminate many state employees from getting these positions by requiring applicants to have experience usually found in com-

munity, non-profit agencies," Mr. Burch said. "Yet, the job announcement fully describes an extensive four-year training program, which includes the completion of 60 college level credits paid for by the Department.

"Since the program is completely controlled by the Department of Labor and the Department of Civil Service, we maintain that those agencies are deliberately closing the door on many otherwise qualified state employees who could be successful in this field, given the educational opportunities as outlined in this program," Mr. Burch said.

# Improper Practice Charge Now Considered By North Tonawanda Signals Unit

NORTH TONAWANDA — The Civil Service Employees Assn., which represents North Tonawanda Signal Department employees, scheduled a membership meeting at 7:30 p.m., Wednesday, Oct. 13, in City Hall to discuss filing improper practice charges against the City with the Public Employment Relations Board.

The charges are in connection with continuing problems in that department over availability of department personnel after normal working hours.

John Woloszyn, president of the CSEA unit, said the meeting should also give the public a clearer picture of the problems.

"So far, the workers have been made scapegoats for management decisions," Mr. Woloszyn said. "It isn't fair."

Mr. Woloszyn said he objected to published accounts of problems encountered with the fire alarm system during the Labor Day weekend. Alderman John Brzozowski, chairman of the Common Council's signal committee, said he and one department employee were forced to correct 25 to 35 interruptions in the absence of the signal supervisor or an on-call list.

Mr. Woloszyn produced a copy of a June 25 memorandum signed by signal supervisor Roger J. Brath to department employees discontinuing the previous "on-call" list, which included all 14

department employees, replacing it with a seven-person emergency call-list.

According to the distribution note at the bottom of the memo, copies were sent to Alderman Brzozowski as well as Alderman Anton Horvath and city attorney James Rogers. Mr. Woloszyn pointed out and also indicated that the memo said the new list "will be posted at Police Headquarters."

"We said the old system was better, but they changed things. Then they try to make us look like the 'heavies' who are causing the problems. As far as we're concerned, they should go back to the old system. It worked," Mr. Woloszyn said.

## EN CON

ALBANY—Commissioner Peter A. Berle of the Department of Environmental Conservation announced the promotion of Harry H. Hovey, of North Greenbush, as director of the Department's Division of Air Resources.

Mr. Hovey has been acting director of the Division since April. Before that he served as associate director for nine years.

# Calls AFSCME Behind Times

(Continued from Page 1)  
government through a progressive tax system and to achieve appropriate level services delivered in an effective and efficient manner; the CSEA has had experience in this area also, more than the AFL-CIO.

"Repeal of all remaining state and local restrictions on voluntary political activity by public employees on their own time, including prohibitions on voluntary political contributions; the CSEA has been involved in action against political activity restrictions of public employees for a decade, but the AFSCME's just getting started now.

"Seeking passage of legislation enabling union security and especially endorses the approach which provides automatic agency shop for exclusive representatives; the CSEA's been battling for this each and every year and

we will keep the battle going until we win.

"Little do our members realize the forward thinking and acting union they have in the CSEA and how far behind the times the AFL-CIO is in public sector unionism."

Mr. McDermott credited this CSEA plus to the fact that members actually run CSEA. He also pointed out a recent business research report noted that from 1960 to 1974, unionization of white collar working force, including civil service, increased to about 40 percent, a percentage substantially above that of other unioned workers.

"A great amount of white collar increased growth, from 2.2 million to 5.9 million, are the public sector people and the international unions are after the public sector as a large, untapped source of dues money. This

can explain why the AFL-CIO is so interested in public sector employees. They never were interested in us civil servants before, now that they are, they look to the well established independents like the CSEA for workable gimmicks to sell their new membership.

"It's too bad our CSEA members haven't been more aware of union issues over the years, he continued. "Otherwise, they would recognize all this game-manship by the AFSCME and the Service Employees International Union."

Mr. McDermott, a CSEA vice-president, concluded. "The CSEA might have internal organizational or administrative problems due to its growing process, but it certainly never was behind the times in being innovative. The AFSCME resolutions are 10-year-old CSEA ideas."

# Varacchi Of Stony Brook SUNY Files A Taxpayer Suit

STONY BROOK—Al Varacchi, president of the State University at Stony Brook chapter, Civil Service Employees Assn., has filed a taxpayer's suit against SUNY charging "a systematic evasion" of the civil service rules.

Mr. Varacchi's suit accuses the Stony Brook administration of funneling higher pay to "favorites" while the mass of employees remain under the state wage freeze.

Elimination of the abuses, he alleged, could save \$2.7 million a year at the Stony Brook campus alone.

The suit attacks a practice of allegedly promoting favored employees to non-competitive titles as "non-teaching professionals," who frequently perform the same duties as other employees but who reap substantial pay increases.

"These positions are given because you are a friend of a friend or because you are somebody's drinking buddy," Mr. Varacchi declared. "We are charging that they are violating the merit and fitness requirements of the State Constitution.

The lawsuit was prepared by CSEA Albany Headquarters staff attorney Marjorie Karowe and served on SUNY last week. It is to be heard in Albany Su-

preme Court.

Mr. Varacchi cited these examples of abuses at Stony Brook:

The wife of a non-competitive executive was promoted from a classified civil service position to an NTP title. Her pay increased from \$7,670 to \$8,303 immediately, to \$9,000 in December, \$9,500 the next March and to \$10,000 by next September.

In another case, an employee in a State Grade 14 position was reclassified into an NTP title, with a pay increase of \$1,400.

A former stores clerk, paid at \$10,000, was re-titled an NTP as a "curator," with his salary going from \$10,000 to \$15,000.

Mr. Varacchi said the CSEA research team had identified 300 cases of such abuse at Stony Brook alone.

"We have information indicating the practice is widespread throughout the State University

system," he asserted.

Ms. Karowe said the NTP classification had been created by the Legislature at the behest of former Gov. Nelson A. Rockefeller, in order to help to lure certain key employees from other universities. It was intended, she said, for policy-level position. However, over the years, the NTP title has been defined with an increasing looseness. Now, she said, evidence abounds of NTP positions for which the job descriptions matches that of a classified civil service clerical title, but with higher pay.

The suit asks the court to order SUNY to limit use of NTP titles to professional employees actually performing educational duties; cancel all illegitimate NTP titles; provide promotions by competitive examination, and refund to the state all excess money paid to persons improperly titled.

# Corbin And Klein In Clash

(Continued from Page 1)  
way at Hauppauge County Center, more than 500 CSEA members picketed the building.

The legislative hearing, the final step in the Taylor Law process, started on Oct. 8. It is the first hearing conducted in Suffolk since the county was changed to a representative board of legislators in 1970.

The rejection of the fact-finders' reports was unanimously voted by the CSEA unit leaders at a meeting conducted in Suffolk union headquarters Oct. 1.

The fact-finder for the blue-collar unit recommended 4.5 percent salary increase. The white-collar fact-finder recommended a 5 percent salary increase and a half-percent of salary for administrative programs and adjustments.

Rejecting the reports, James Corbin, president of the chapter, said that after the fact-finders' reports were received in late September, subsequent negotiation with the county proved fruitless. Since he was obliged to indicate acceptance or rejection within 10 days of the receipt of the report, he was forced to reject them.

"After 'round-the-clock sessions, the best the county could come up with was a half-year increment this year and a half-year increment next year, as well as cutting the \$1,000 bonus for senior members in half for both years. We held the line for increments. No matter what the salary offer they made, under those conditions, we voted to reject," Mr. Corbin said.

Mr. Corbin explained that the Legislature will have two choices to make in settling the contract:

"They can negotiate a new multi-year contract with us or they can impose a contract for one year against our wishes."

In imposing a one-year contract under the provisions of the Taylor Law; the 18 Suffolk County legislators could adopt the terms of the fact-finders' reports, or impose a contract of their own design.

"The increments were the sticking point of the negotiations," said Mr. Corbin, "and we have made that clear to the legislators. We are convinced that, by having our case judged by men who are closer to the grass roots of the communities in which many of our members are constituents, we will receive fair treatment," he added.

Negotiations in Suffolk began in September 1975 and broke off in December of that year when the County suspended the increment for 1976, saying that, since a contract was not in effect, increments would not be paid until all other issues were settled.

The CSEA filed a suit on the increment issue that is still pending in the Appellate Division.

Fact-finding began on March 31. This dragged on over six months, with the county claiming conflicts and, sometimes, employing stratagems that caused a month to elapse between sessions.

Earlier, the CSEA protested naming of two fact-finders by the county, as it viewed it as an attempt by the county to split the CSEA negotiation team.

Prior to this year, one fact-finder had been used by the county.



# Albany Region Workshop Delves Into State Issues

ALBANY—Albany Region IV, Civil Service Employees Assn. recently held its first workshop for state division representatives exclusively at the Quality Inn here.

The morning session dealt with the existing CSEA-State contract. More than 165 representatives participated in a discussion period led by James Roemer, CSEA counsel, and Jack Carey, CSEA assistant executive director, state division.

Mr. Roemer explained that the law firm of Roemer and Featherstonhaugh had developed an index of various grievances under the existing contract which could serve as a guide to what areas of the current contract need negotiated improvements and which areas were working in favor of CSEA members.

"Be wise in deciding which contract areas you decide to reopen on", Mr. Roemer said. "Use your choice to your advantage and don't pick an area that

doesn't really need reopening at this time; choose two that need major improvement from the first word to the last."

The region had asked state division chapter presidents to poll their members on topics on which they wished further explanation or that they wanted to be reopened in negotiations with the State. CSEA unit contracts all call for a salary reopener, plus two additional choices by the union and two by the State.

The workshop appeared to gain

the attention of local media representatives who attempted to test the mood of state workers concerning the upcoming contract negotiations.

Region president Joseph McDermott commented, "CSEA knows it has a hard job to do, especially in light of past experience with this administration. Our membership wants to have the opportunity to actively participate in negotiations, whenever and however possible, as well as being kept informed of developments during the bargaining process."

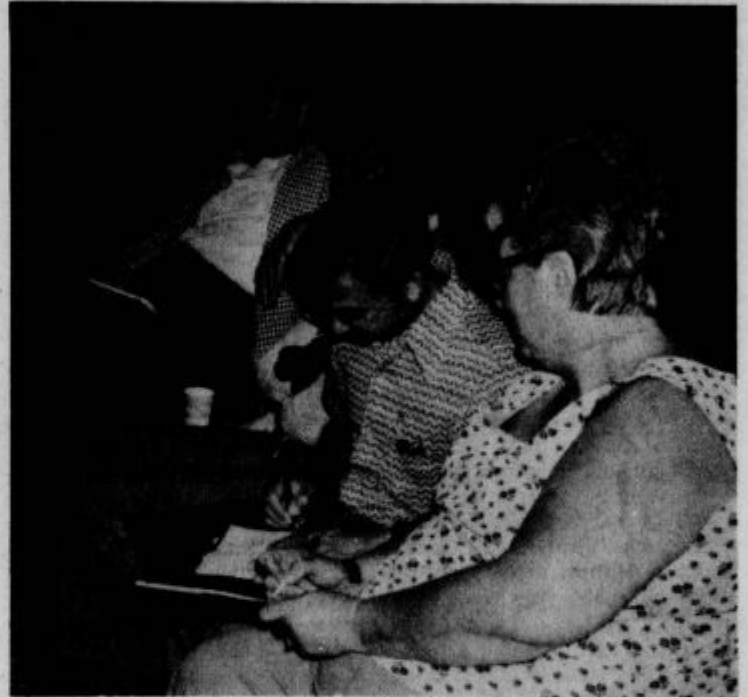
"The education committee of the Albany Region believes that this type of workshop, where the experts, the team members, are actively present to answer and hear suggestions is a great educational experience. It certainly was."

The main theme that developed was one of unity of purpose in gaining a needed salary increase at the negotiating table, with a continued independence in individual unit bargaining still an area of primary importance.

Mr. Carey summed up the message of the workshop this way: "CSEA will not allow the State to whipsaw it in any way. If we go in with a united front, a common purpose, even with all our unique diversity, we shall emerge the winner. We must convince the state that we intend to gain for our members their deserved contract improvements as quickly as possible."



CSEA vice-president Joseph McDermott welcomes two new O.D. Heck delegates to regional meeting which he heads as president. Representing the Eleanor Roosevelt Developmental Services chapter 445 at O.D. Heck are chapter president Vera Michaelson and Kathy Hodges.



Department of Labor chapter 670 president Kaye Yuschak compares notes with chapter treasurer Frank Carlino. In background are chapter shop stewards Ernestine Lafayette and Deran Akullian.



Mary Moore may be a director of CSEA, representing the Executive Department, but here she pitches in in true CSEA-democratic style to assist with registration for the workshop meeting. Signing in is Dirk Roor, of Transportation Main Office chapter 687. Ms. Moore is also regional activities chairman.



Institutional Bargaining Unit chairman James Moore, second from right, led discussion in this group. Mr. Moore, who is president of Central Region V's Utica Psychiatric Center chapter, is joined here by Albany Region IV president Joseph McDermott, right, and Jose Samson, left, of Labs and Research chapter 665, and John Weidman, CSEA director representing Agriculture and Markets.



Panel leaders for mini-session on Operational Bargaining Unit are, from left, panel moderator Earl Kilmartin, president of General Services chapter 660; team member Jim Hull, of Transportation Region 1 chapter 676; collective bargaining specialist Joseph Reedy, team chairman Ed McGreevy, from Western Region VI's Hamburg chapter, and team member Chuck Schampier, of the OGS chapter.



Professional-Scientific-Technical Bargaining Unit mini-session was led by team member Jack Dougherty, left, of Taxation and Finance chapter 690, and team vice-chairman Timothy McInerney, president of Transportation Region 1 chapter 676. Both are also members of CSEA statewide Board of Directors.



Collective bargaining specialist John Conoby is at the speaker's rostrum during Administrative Bargaining Unit mini-session. Seated at left is team chairman Thomas McDonough, of Motor Vehicles chapter 674, and at right is Joan Tobin, president of Transportation Main Office chapter 687.



Regional education chairman Betty Lennon, who also serves as president of the State University College at Plattsburgh chapter 612, looks around to make sure everything is going smoothly at the workshop set up by her committee.



## Suffolk P.D. Unit Members Going Dancing

**HAUPPAUGE** — The annual Election Eve Dance of the Suffolk County Police Department unit, Civil Service Employees Assn., will be held Monday, Nov. 1.


The dance will be held at the Summit Inn on Route 25 (Jericho Turnpike), St. James. Unit president Pat Cruz said proceeds from the event will go to the Suffolk County Home for the Aged and Infirm. The dance will get underway at 9 p.m.

A free ticket will go to the unit member who sells the most tickets to the dance. These are \$13 per person and cover unlimited food and beverages. New officers of the unit will be installed at the event.

### PAROLE BOARD

**ALBANY**—Dasil Elius Velez, of New York City, has been appointed by Gov. Hugh L. Carey as a member of the State Board of Parole.

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# SHORT TAKES

### TEAMSTER SHIFT

In a recently released survey by the Teamsters Union Joint Council 16, it was suggested that the country's "modest economic recovery" of recent weeks is due to increase in government jobs, rather than increases in the private sector. The survey said that non-farm, private payroll jobs rose only 1.2 percent, or 766,000, compared to a rise of 10 percent, or 1,325,000, in government jobs between July 1973 and last July. The survey was based on federal Bureau of Labor Statistics figures. What interested some public sector employee organization officials was the comment by Nicholas Kisburg, the Council's legislative director. Commenting on the study, Mr. Kisburg cited "The massive and potentially dangerous increases in state and local government" rather than in the tax-paying private sector. This comment puzzled some public sector union leaders because the Teamsters are attempting to organize civil servants. When contacted at Fordham University, where he is employed as an adjunct assistant professor, Mr. Kisburg, who has a thing for calling reporters "Old Boy," said he sees no conflict in the situation. Asked to expand his comment, given the Teamsters efforts to enlist public sector workers, he said: "Hey, I gotta go teach a class." And then he hung up the telephone.

### PRISONER SHIFT

The Department of Correction will transfer about 150 minimum security prisoners from various facilities around the state to the old Wilton State School, Mt. McGregor, on or about Nov. 1. Department officials say they have plans to transform the facility, formerly a residence for the mentally retarded, into a minimum-medium facility.

### CON ED COMPLAINT

Assemblyman Andrew Stein (D-L, Manhattan) has called upon the New York State Public Service Commission to disallow what he called "outrageous" payments to members of the Board of Directors of Consolidated Edison Co. Mr. Stein said that fees paid to the 15-member board "are an out-and-out rip-off of the people of New York City" and "totally out of line with what members of a utility company's board should be paid." Fees to the directors, paid on a per-meeting basis, range from \$438 to \$1,014. "To pay members of a public utility board fees ranging from \$195 to \$676 per hour to sit on a board of directors in New York City is an affront to all utility customers," Mr. Stein declared. "Con Ed is constantly telling us it needs rate increases to keep our lights on and then they pay these ludicrous sums of ratepayer money to its Board of Directors to sit in a meeting and discuss who knows what. The time is long overdue for our Public Service Commission to begin to force Con Ed and the other state electric utilities to stop paying extraneous sums of money for items not relating directly to the production of energy."

Keep U.S. Number 1

### APPOINT MASON

**ALBANY**—Patricia C. Mason, of Gouverneur, has been appointed by Gov. Hugh L. Carey as a member of the St. Lawrence-Eastern Ontario Commission for a term ending June 1, 1977.

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# Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

## Agriculture

Title	Salary Grade	Exam No.
Food Inspector .....	GS-5	CH-6-05
Warehouse Examiner .....	GS-5, 7	CH-0-02

## Engineering And Scientific

Engineering, Physical Sciences and Related Professions .....	GS-5 to 15	424
Meteorological Technician .....	GS-6, 7, 9	NY-8-43
Life Sciences .....	GS-5 to 7	421

## General

Correction Officer .....	GS-6	431
Freight Rate Specialists .....	GS-7, 9	WA-6-13
Mid-Level Positions .....	GS-9 to 12	NY-5-13
Senior Level Positions .....	GS-13-15	408
Technical Assistant .....	GS-4, 5	NY-5-07

## Stenography And Typing

Stenographer .....	GS-3, 4	118
Secretaries, Options I, II, III .....	GS-5, 6	NY-5-04
Typist .....	GS-2, 3	NY-1-18

## Medical

Autopsy Assistant .....	GS-3 or 4	NY-5-10
Careers In Therapy .....	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician .....	GS-5, 7	NY-5-09
Licensed Practical Nurse .....	GS-3, 4, 5	NY-5-06
Medical Machine Technician .....	GS-5, 6	NY-3-02
Medical Radiology Technician .....	GS-5, 6	NY-0-25
Medical Technician .....	GS-5, 6, 7	NY-3-01
Medical Technologist .....	GS-5 to 11	NY-6-03
Nurses .....	GS-5 to 12	419
Physician's Assistant .....	GS-5, 7	428
Veterinarian Trainee .....	GS-5, 7	WA-0-07

## Military

Air Reserve Technician (Administrative Clerical/Technical) .....	GS-5 to 12	AT-0-59
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## Social And Education

Social Worker and Correctional Treatment Specialist .....	GS-9 to 12	426
Psychologist .....	GS-9 to 12	WA-9-13
Professional Careers for Librarians .....	GS-7 to 12	422

# 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."

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# State Eligible Lists

EXAM 35-887

CASHIER

Test Held Feb. 28, 1976

List Est. May 12, 1976

(Continued from Previous Week)

1122 Gregory William Rensselaer	70.3
1123 Barger Marleen Albany	70.3
1124 Brower Michael Schenectady	70.3
1125 Bronson Kim R St Albans	70.3
1126 Weil Marcia NYC	70.3
1127 Sandler Rosanne Schenectady	70.3
1128 Thompson Violet Bay Shore	70.2
1129 Gill Kyle D Elora	70.2
1130 Coulbourne L Jamaica	70.2
1131 Connors Thomas Albany	70.2
1132 Chen Elizabeth Watervliet	70.2
1133 Mason Enid E Brooklyn	70.2
1134 Jeell Carol A Albany	70.1
1135 Pellicane J Lindenhrst	70.1
1136 Grecco Vincent oRsedale	70.1
1137 Felize Rose A Watervliet	70.1
1137A Calla James J Syracuse	70.0
1138 Peek Christine Schenectady	70.0
1139 Edapparayile M Staten Is	70.0
1140 Hoffay Diane L Troy	70.0
1141 Lorenzetti P S Seneca Falls	70.0
1142 Gabriel Cynthia Brooklyn	70.0
1143 Lovett Denise A Schenectady	70.0
1144 Leachman Donna Kirkville	70.0

EXAM 39-141

DIRECTOR, LOCAL ASSESSMENT SERVICES

Test Held Sept. 14, 1976

List Est. Sept. 21, 1976

## L.I. Region Has Meetings On LOBA Bill

AMITYVILLE — Conferences have been held between leaders and legislators of the Suffolk Republican and Democratic parties and the political action committee of Long Island Region I, Civil Service Employees Assn. to endorse action on the last-offer-binding arbitration bill.

A session was held at the GOP headquarters in Blue Point, with Republican leaders headed by Assembly Minority Leader Perry Duryea (R-Montauk) and County Chairman Edwin Schwenk. A follow-up meeting was held with Democratic legislators and Democratic Chairman Dominic Baranello at the Democrats' Medford headquarters.

The CSEA delegation was led by Long Island Region I president Irving Flaumenbaum and PAC chairman Ralph Natale.

They advised legislators on both sides of the aisle that the CSEA was putting top priority on a bill to provide last-offer-binding arbitration to settle contract disputes in the public sector.

The LOBA bill has been adopted by CSEA as "the best hope of reforming the Taylor Law."

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2 Patenaude, John J Clifton Park	84.0
3 Jones, Robert F Loudonville	80.7
4 Underwood, William E Clifton Pk	79.6

EXAM 35-624

ASSOC WILDLIFE BIOLOGIST

Test Held Oct. 4, 1975

List Est. Sept. 23, 1976

1 Hall Michael H Cortland	94.5
2 Knoch Harold W Brookhaven	90.4
3 Fried Eric W Albany	88.8
4 Schroder Ronald Rochester	87.7
5 Vannortwick Q G S Kortright	84.4
6 Moore Terry L Allegany	84.3
7 Glidden James W Hinsdale	83.9
8 Inslerman R A Saranac Lake	83.5
9 Henningson A N West Berne	83.1
10 Cole Glenn M Pleasant Val	83.0
11 Hauber John R Lima	83.0
12 Parsons Gary R Pottersville	82.9
13 Beffington B Watertown	79.4
14 Miller Robert L Ravenna	77.9
15 Gardephe C F Onchiota	77.9
16 Thompson David McGraw	76.0
17 Gardephe Edward Cadyville	72.7

EXAM 35-767

ASSOC QUATIC BIOLOGIST

Test Held Oct. 4, 1976

List Est. Sept. 23, 1976

1 Greene Robert A New Paltz	94.0
2 Eckert Thomas H Cape Vincent	93.4
3 Creech Clifford Cincinnati	85.5
4 Keller Walter T Saranac Lake	85.4
5 Lantignie E Chestertown	83.2
6 Widner Carl C Naples	82.8
7 Schneider C P Cape Vincent	81.2
8 Greene David S Coram	81.1
9 Briggs Philip T Oakdale	80.5
10 Buffington B Watertown	78.9
11 Sanford Dudley Davenport	78.5
12 Henningson A N West Berne	75.1

EXAM 55-492

CASHIER, NEW YORK CITY

CRIMINAL COURT

Test Held June 12, 1976

List Est. Sept. 27, 1976

1 Skutel H L Bronx	87.9
2 Prossman S Brooklyn	82.8
3 Lugo JC Bronx	79.7
4 Eanniello MH Elmhurst	73.6
5 Fischman G Flushing	73.4
6 Eberhardt JA New York	73.4
7 Williams CM Bronx	73.1
8 Atlas L New York	72.7
9 Jones VN Jamaica	71.3

EXAM 55-480

PRINCIPAL STENOGRAPHER MHIS,

FIRST JUDICIAL DEPARTMENT

Test Held April 10, 1976

List Est. Sept. 23, 1976

1 Beckerman Bayside	91.3
2 Henriksen SP New York	77.9
3 Rifkin B Bronx	77.7
4 Moten H Bronx	70.9

EXAM 55-475

ADMINISTRATOR III,

COURT OF CLAIMS

List Est. Sept. 23, 1976

1 Dziamba GJ Rensselaer	76.6
2 Graney JA Albany	75.6

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## A B'klyn DC Win For CSEA

BROOKLYN — The Brooklyn Developmental Center chapter, Civil Service Employees Assn., has been successful in a step four grievance against the Department of Mental Hygiene. The grievance involved an employee assigned to do out-of-title duties.

Donald Lando, a plumber and steamfitter, had been assigned to the BDC work control center to perform tasks relating to planning, estimating and inspecting maintenance projects at the facility.

The CSEA charged that Mr. Lando's duties involved work in more than one trade area other than that specifically related to plumbing and steamfitting.

A grievance was filed with the Office of Employee Relations in which the union charged violation of Article 12 of its contract in that Mr. Lando was assigned out-of-title duties.

In its findings and opinion, the OER instructed the department to assign Mr. Lando to regular plumber-steamfitter duties or limit his activities in the work control center to those which are specifically related to the plumbing and steamfitting trade.

### MH DEPUTY

ALBANY—A deputy director of Mental Hygiene services operations eligible list, resulting from open competitive exam 27-315, was established Sept. 30 by the State Civil Service Department. The list contains two names.

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# Long Island Region I



**B. Smith**  
(Republican)  
2nd Senate District:  
Suffolk



**C. Trunzo**  
(Republican)  
3rd Senate District:  
Suffolk



**O. Johnson**  
(Republican)  
4th Senate District:  
Suffolk, Nassau



**R. Marino**  
(Republican)  
5th Senate District: Nas-  
sau

**K. LaValle**  
(Republican)  
1st Senate District:  
Suffolk



**J. Libert**  
(Republican)  
9th Senate District: Nas-  
sau, Queens

**J. Dunne**  
(Republican)  
6th Senate District: Nas-  
sau



**J. Caemmerer**  
(Republican)  
7th Senate District: Nas-  
sau



**N. Levy**  
(Republican)  
8th Senate District: Nas-  
sau

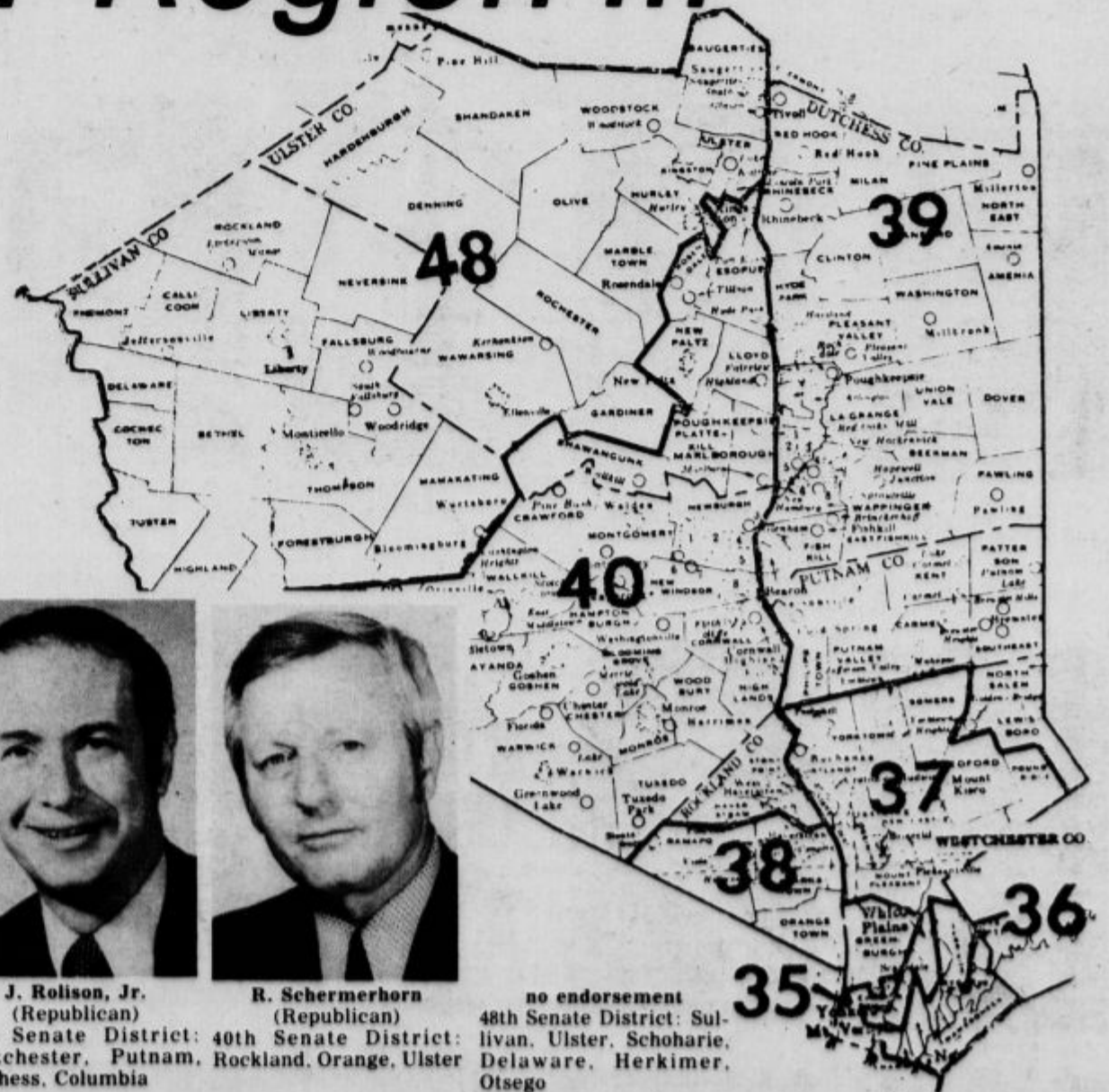
# Southern Region III



**J. Flynn**  
(Republican)  
35th Senate District: Westchester, Bronx



**J. Pisani**  
(Republican)  
36th Senate District:  
Westchester



**B. Gordon**  
(Republican)  
37th Senate District:  
Westchester



**L. Winikow**  
(Democrat)  
38th Senate District:  
Westchester, Rockland



**J. Rolison, Jr.**  
(Republican)  
39th Senate District:  
Westchester, Putnam,  
Dutchess, Columbia



**R. Schermerhorn**  
(Republican)  
40th Senate District:  
Rockland, Orange, Ulster

no endorsement  
48th Senate District: Sul-  
livan, Ulster, Schoharie,  
Delaware, Herkimer,  
Otsego



# CSEA NY City Region II Endorses:

**J. Libert**  
(Republican)  
9th Senate District:  
Queens, Nassau

**no endorsement**  
26th Senate District: New  
York

**A. Bernstein**  
(Democrat)  
33rd Senate District:  
Bronx

15  
CIVIL SERVICE LEADER, Friday, October 15, 1976



**J. Santucci**  
(Democrat)  
10th Senate District:  
Queens



**F. Padavan**  
(Republican)  
11th Senate District:  
Queens



**J. Bronstein**  
(Democrat)  
12th Senate District:  
Queens



**E. Gold**  
(Democrat)  
13th Senate District:  
Queens



**A. Gazzara**  
(Democrat)  
14th Senate District:  
Queens



**M. Knorr**  
(Republican)  
15th Senate District:  
Queens, Kings



**H. Babbush**  
(Democrat)  
16th Senate District:  
Kings



**M. Owens**  
(Democrat)  
17th Senate District:  
Kings



**T. Bartosiewicz**  
(Democrat)  
18th Senate District:  
Kings



**J. Bloom**  
(Democrat)  
19th Senate District:  
Kings



**D. Halperin**  
(Democrat)  
20th Senate District:  
Kings



**W. Conklin**  
(Republican)  
21st Senate District:  
Kings



**A. Lewis**  
(Democrat)  
22nd Senate District:  
Kings



**V. Beatty**  
(Democrat)  
23rd Senate District:  
Kings



**J. Marchi**  
(Republican)  
24th Senate District:  
Richmond, New York)



**C. Bellamy**  
(Democrat)  
25th Senate District: New  
York, Kings



**M. Ohrenstein**  
(Democrat)  
27th Senate District: New  
York



**C. McCall**  
(Democrat)  
28th Senate District: New  
York



**F. Leichter**  
(Democrat)  
29th Senate District: New  
York



**R. Garcia**  
(Democrat)  
30th Senate District: New  
York, Bronx



**I. Ruiz**  
(Rep.-Dem.)  
31st Senate District:  
Bronx



**J. Galber**  
(Democrat)  
32nd Senate District:  
Bronx



**J. Calandra**  
(Republican)  
34th Senate District:  
Bronx



**J. Flynn**  
(Republican)  
35th Senate District:  
Bronx, Westchester



# Albany Region IV Endorses:



**J. Rolison, Jr.**  
(Republican)  
39th Senate District:  
Columbia, Dutchess, Putnam, Westchester



**J. Bruno**  
(Republican)  
41st Senate District:  
Columbia, Rensselaer, Albany, Saratoga



**H. Nolan**  
(Democrat)  
42nd Senate District:  
Albany, Greene

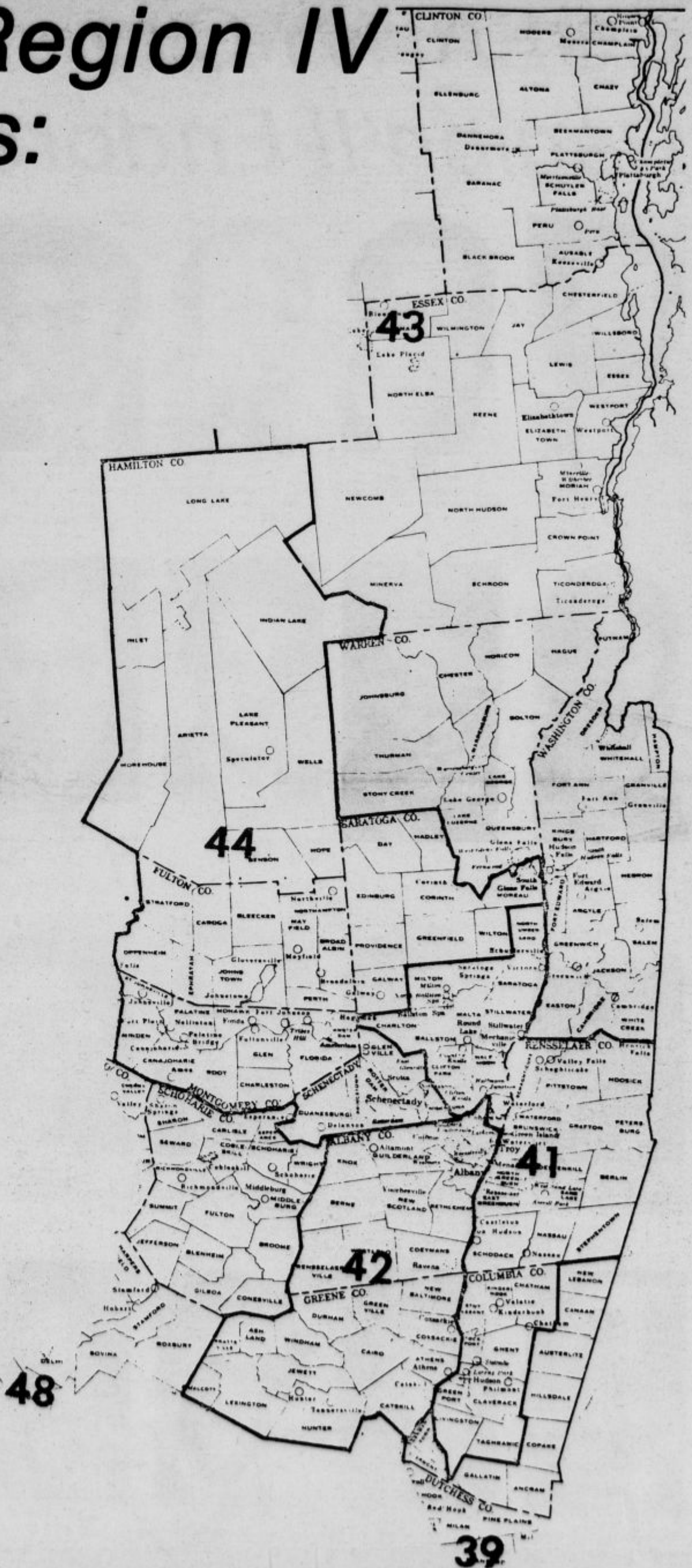


**R. Stafford**  
(Republican)  
43rd Senate District:  
Washington, Warren, Essex, Clinton, Franklin, St. Lawrence



**H. Farley**  
(Republican)  
44th Senate District:  
Hamilton, Fulton, Montgomery, Saratoga, Schenectady, St. Lawrence

no endorsement  
48th Senate District:  
Schoharie, Herkimer, Otsego, Delaware, Ulster, Sullivan





# Central Region V Endorses:



**R. Stafford**  
(Republican)  
43rd Senate District:  
Franklin, St. Lawrence,  
Clinton, Essex, Warren,  
Washington



**D. Barclay**  
(Republican)  
45th Senate District: St.  
Lawrence, Jefferson,  
Oswego, Cayuga



**W. Anderson**  
(Republican)  
47th Senate District:  
Chenango, Broome,  
Tioga



**M. Bragman**  
(Democrat)  
49th Senate District:  
Onondaga, Madison

no endorsement  
46th Senate District:  
Lewis, Oneida,  
Herkimer

no endorsement  
48th Senate District:  
Herkimer, Otsego,  
Delaware, Schoharie,  
Ulster, Sullivan



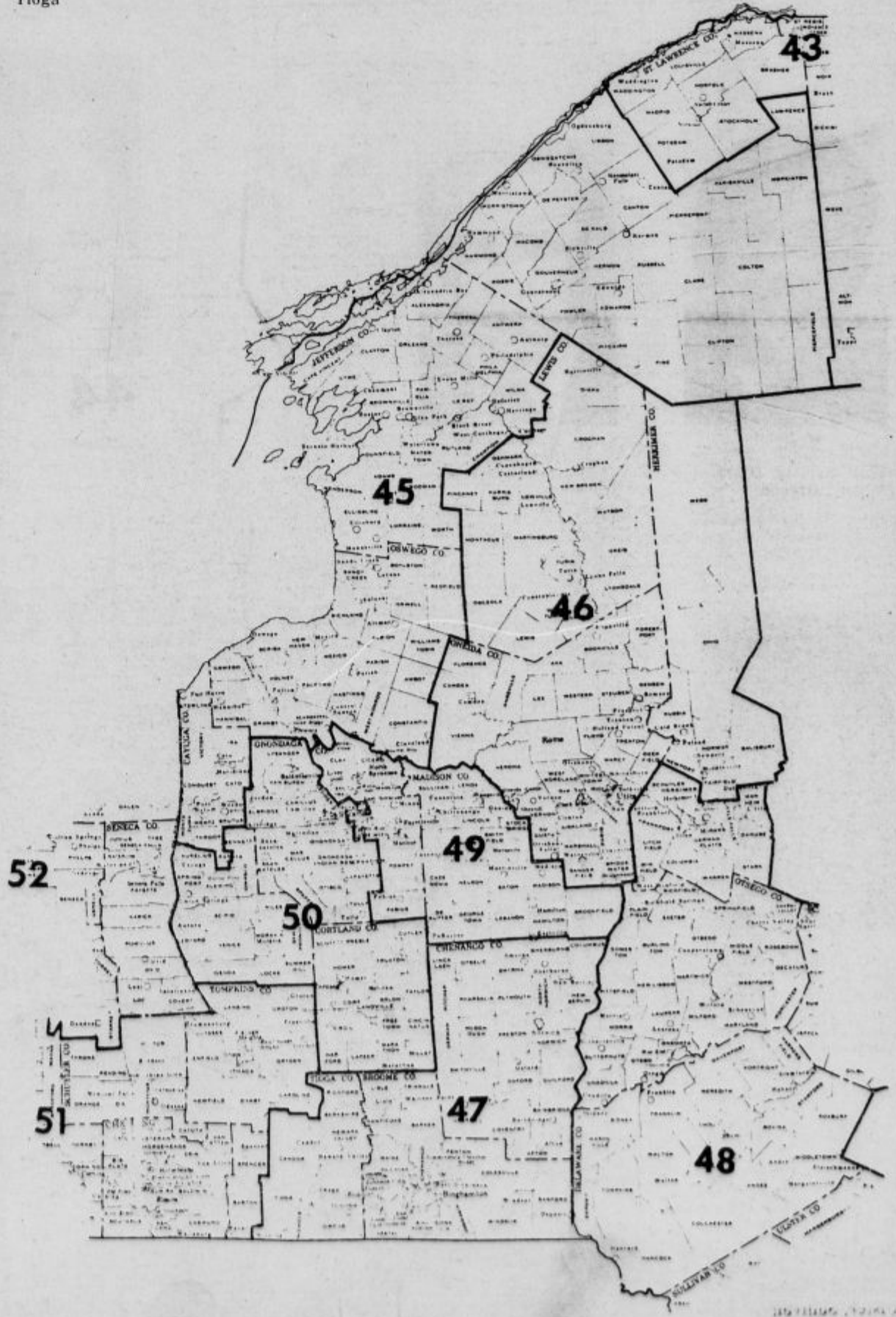
**T. Lombardi, Jr.**  
(Republican)  
50th Senate District:  
Onondaga, Cortland,  
Cayuga



**W. T. Smith**  
(Republican)  
51st Senate District:  
Tioga, Tompkins,  
Schuyler, Chemung,  
Steuben



**F. Warder**  
(Republican)  
52nd Senate District:  
Seneca, Monroe, Ontario,  
Wayne, Yates





# Western Region VI Endorses:



**W. T. Smith**  
(Republican)  
51st Senate District:  
Steuben, Tioga,  
Tompkins, Schuyler,  
Chemung



**F. Warder**  
(Republican)  
52nd Senate District:  
Yates, Wayne, Ontario,  
Monroe, Seneca



**J. Perry**  
(Democrat)  
53rd Senate District:  
Monroe



**J. Darweesh**  
(Democrat)  
54th Senate District:  
Monroe



**J. Griffin**  
(Democrat)  
56th Senate District: Erie



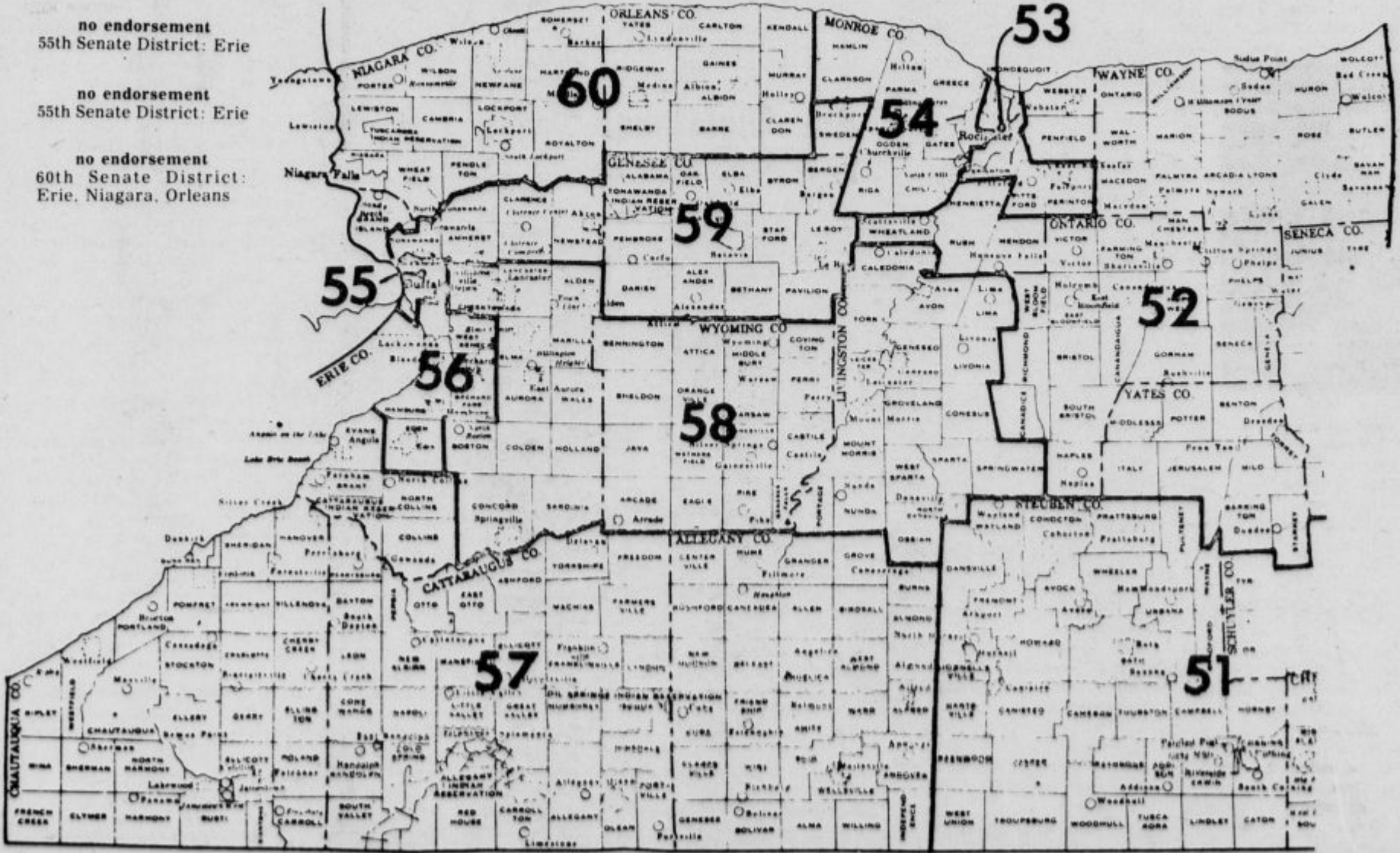
**J. Present**  
(Republican)  
57th Senate District:  
Erie, Cattaraugus,  
Chautauqua, Allegany



**D. Volker**  
(Republican)  
58th Senate District:  
Erie, Wyoming,  
Livingston



**K. Tarbell**  
(Democrat)  
59th Senate District:  
Erie, Genessee, Monroe



no endorsement  
55th Senate District: Erie

no endorsement  
55th Senate District: Erie

no endorsement  
60th Senate District:  
Erie, Niagara, Orleans





### SAFETY SLOGAN AND POSTER CONTEST WINNERS

Winners of a Department of Motor Vehicles safety slogan and poster contest display their winning entries as Margaret Dittich, left, president of the local Civil Service Employees Assn. chapter, and James P. Melton, commissioner of Motor Vehicles, offer congratulations. Holding posters, are from left, Tony Sambereri, third place; Kathleen Wickert, second, and Linda Mather, first. Cash awards of \$25, \$10 and \$5 were given to the winners of the contest sponsored by the joint labor/management committee of the department.

## Islip White-Collar Runoff Set; CSEA Wins Site Issue

ISLIP—Following a dispute over the location of a polling place, the Public Employment Relations Board last week agreed with the position of the Civil Service Employees Assn. and set Friday, Oct. 22, as the date for a run-off election between the CSEA and a Teamsters Union local.

The election will decide representation rights for Islip white-collar workers. The election will take place at the Islip Town Hall, site of the original balloting.

The CSEA won an election Sept. 22 but failed, by a three-vote margin, to get a clear majority, thus necessitating the run-off.

In trying to set a new date for an election, which the CSEA had requested as soon as possible, the PERB was faced with a request by Teamster Local 237 for a change in polling locations, from Town Hall to Town Hall West.

The Teamster's position was

supported by the Islip Town Office of Labor Relations.

In a Sept. 30 letter to the PERB, Thomas B. Dobbs, labor relations officer for the Town of Islip said, "I again offer the use of Town Hall West Auditorium for the election run-off for the following reasons: availability (almost any date you may decide); convenience (auditorium is on the first floor with a direct entrance), and less possibility of disruption of governmental operations."

The CSEA urged that Town Hall site be used, since both sides had agreed to use it during the first election, and that it has historically been the site of prior PERB elections. Moreover, the CSEA charged that the Teamsters wanted to move the site because that union seems to feel they have more supporters in Town Hall West.

But Harvey Milowe, director of public employment practices and representation for the PERB found the Teamsters claims unwarranted.

Ed Cleary, field supervisor for CSEA Long Island Region I, commented that "We don't like what is going on in Islip but we

are certainly pleased that the PERB vindicated our position.

"The Teamsters are trying to do anything they can to grab this bargaining unit away from the CSEA and are bringing pressure on everyone to help them."

Mr. Cleary urged Islip white-collar workers "to get out and vote on Oct. 22, so that you don't wake up on Oct. 23 and find that one or two votes—your own, perhaps—could have changed the outcome of this crucial election."

### Ask Assistance For Fire Victim

NEW CITY—Contributions of money, clothing and household items are being solicited for the family of Carroll Baranowski, a Civil Service Employees Assn. member in the Town of Clarkstown unit. Mr. Baranowski's home was struck by fire Oct. 1 and his wife and one son were severely injured. Two other sons escaped serious injury.

At Leader presstime, Mrs. Baranowski remained in satisfactory condition, while 17-year-old Carroll Jr. was hospitalized in an intensive care unit.

Monetary contributions may be sent to: Carroll Baranowski, c/o H. Peterson, Shop Steward, Box 105, West Nyack, N.Y. 10994.

Clothing and household items may be sent to: The Rockland County chapter office, 169 S. Main St., New City, N.Y. 10956, or to H. Peterson, 18 Strawtown Road, West Nyack, N.Y. 10994. Medium and large sizes are needed in men's shirts and jackets; trouser sizes are 34 Waist/29 Length, 36W/31L and 38W/31L.

### Syracuse Retirees Schedule Luncheon

OSWEGO—A luncheon meeting of the Syracuse Area Retiree chapter, Civil Service Employees Assn., has been set for Tuesday, Oct. 26, according to chapter secretary Hazel C. Ranger.

The luncheon is set for 1 p.m. at the Hotel Pontiac, Oswego. The business meeting has been scheduled to begin at 2 p.m. Reservations should be made with Ms. Ranger at 133 Aberdeen Terrace, Syracuse, N.Y. 13206 not later than Oct. 22.

### Ft. Schuyler Meet

UTICA—The Burrstone Restaurant will be the gathering place for members of the Fort Schuyler chapter, Civil Service Employees Assn. at the next meeting of the group. The meeting will be called to order at 7 p.m., Thursday, Oct. 21, according to chapter president James Currier.

### SUNDRAM NAMED

ALBANY—Gov. Hugh L. Carey has announced the appointment of Joseph D. Sundram, of Niagara Falls, as a member of the State Advisory Committee on Alcoholism.

Mr. Sundram has been active for many years in organizations dealing with the problems of alcoholism. He was named for a term ending December 31, 1978, to succeed Marvin A. Block, of Buffalo, whose term expired. The position is unsalaried.

BUY U.S. BONDS

# Western Region VI Issues Endorsements

BUFFALO — Incumbent Assemblyman Ronald H. Tills (R-Hamburg) has been endorsed for reelection in the 147th State Assembly District and Olean City Judge James E. Crowley, a Democrat, has received the endorsement for State Supreme Court in the Eighth Judicial District by the Western Region (Buffalo) of the Civil Service Employees Union.

The announcement was made by Ramona Gallagher, political action committee chairman for the 14-county region.

The announcement was made at a reception for union-endorsed candidates held at Western Region headquarters, Cheektowaga, hosted by the political action committee, Oct. 5.

The Western Region also endorsed for the Assembly: Carl J. Calabrese (R-140th District); G. James Fremming (D-C, 141st District); Stephen R. Greco (D-C, 142nd District); Arthur O. Eve (D-143rd District); William B. Boyt (D-148th District); Alan J. Justin (R-146th District); Vincent J. Graber (D-148th District); Daniel Walsh (D-149th District), and Rolland E. Kidder (D-150th District).

In State Senate races, the region endorsed: James D. Griffin (D-56th District); Jess J. Present (R-57th District); Dale M. Volker (R-58th District), and Katherine A. Tarbell (D-59th District).

Supreme Court Justice Frank J. Kronenberg, a Democrat, was previously endorsed by the region for re-election.

## Western Region Seeking Political Campaign Aides

BUFFALO—A call for additional volunteers was made last week by Ramona Gallagher, political action committee chairman of the Civil Service Employees Assn.'s Western Region VI (Buffalo), as she announced the night activity schedule for the Buffalo office beginning Wednesday, Oct. 20.

Ms. Gallagher said there is still a need for both contributions and volunteers.

"We have set a goal of one dollar per head and hope individuals and chapters come through so that we can make an impact commensurate with our numbers," Ms. Gallagher said. "And this goes for the worker effort also."

Volunteers will be needed to help with mailings, phone campaigns, and other work, both at region headquarters and at those of the CSEA-endorsed candidates, she explained. Volunteers will work at region headquarters 7-9 p.m. Monday through Friday, and 10 a.m. to 3 p.m. Saturdays. Some of the candidates, Ms. Gallagher noted, need sites for posting campaign signs.

Ms. Gallagher said that contributions should be sent to Barbara Fauser, 161 Marine Drive,

Buffalo, N.Y. 14202, while volunteers can call Ms. Gallagher at (716) 694-5338 and other committee members as follows: Grace Steffen, (716) 649-0340; John Eiss, (716) 838-2681; Joanne Miller, (716) 675-7749, and Joanne Ripstein, (716) 652-0216.

### Albany Region Gives Pol OK's

ALBANY—The political action committee of Albany Region IV, Civil Service Employees Assn., has endorsed: In the 41st Senatorial District, Joseph Bruno; in the 42nd Senatorial District, Howard Nolan; in the 43rd Senatorial District, Ronald Stafford, and in the 44th Senatorial District, Hugh Farley.

The region, in Assembly races, endorsed: In the 102nd Assembly District, Clarence Lane; in the 103rd Assembly District, Fred Field; in the 104th Assembly District, Dick Connors; in the 105th, Charles Cook; in the 106th, Neil Kelleher; in the 107th, Clark Wemple; no endorsement in the 108th Assembly District; in the 109th, Glenn Harris; in the 110th, Gerald Solomon; in the 111th, Andrew Ryan.

Region political action committee chairman Howard Cropsey, stated that, "the political action committee believes that these candidates represent the ideal that all public employees and the general public should desire in their elected officials."

"They are all interested in the public good and have shown concern for the situation facing public employees in this region of the CSEA."

The Albany region will provide endorsed candidates with various services ranging from volunteer help to funds.

### Political Action Group Formed For Columbia

HUDSON — A political action committee has been formed by the Columbia County chapter, Civil Service Employees Assn.

A questionnaire has been sent to candidates running in local elections. Evaluations and endorsements of candidates will be made in the near future.

Aaron Wagner, CSEA field representative serving the Columbia County area, commented on the reasons behind the formation of such a committee.

"As we have learned in this area, the Taylor Law has not been able to remove politics from the negotiating table on any level, from the state to the smallest school district, so the CSEA must become involved in the political arena to protect its position at the bargaining table."

Pass your copy of The Leader on to a non-member.



# Southwestern Chapter Honors CSEA President

★ ★ ★  
★ ★ ★  
★ ★ ★

SEP 10 1976  
THE VICE PRESIDENT  
WASHINGTON  
September 18, 1976

Dear Ted:

It is a genuine pleasure for me to add my congratulations to the Western Region and Southwestern Chapter members of the Civil Service Employees Association for an outstanding career.

Your many contributions to the advancement of public employees have been and will continue to be a source of great appreciation from your colleagues.

Our relations while I served as Governor of New York were always marked by constructive negotiation and were an example of how issues can be worked out between two parties with the same ultimate goal -- the best interests of the people.

Please accept my warmest regards on this very special occasion, and my best wishes for the future.

Sincerely,  
*Nelson A. Rockefeller*  
Nelson A. Rockefeller

Dr. Theodore C. Wenzl  
President  
The Civil Service Employees  
Association, Inc.  
33 Elk Street  
Albany, New York 12207

OLEAN — Theodore C. Wenzl, president of the Civil Service Employees Assn., was honored last month by the union's Southwestern chapter.

Dr. Wenzl was presented an engraved plaque, in the shape of New York State, and a watch by the chapter.

Engraved words on the plaque took note of his service as statewide treasurer, first vice-president and president of the CSEA from 1959 to the present.

Letters of congratulations (reproduced on this page) were read by Celeste Rosenkranz, statewide education chairman of the union. The letters were received from Vice President Nelson Rockefeller, former Gov. Malcolm Wilson, Attorney General Louis Lefkowitz and Comptroller Arthur Levitt. Their messages extolled Dr. Wenzl's abilities as a union leader.

In his acceptance speech, an obviously deeply-moved Dr. Wenzl remarked that CSEA has 304 chapters, ranging from 23,000 members to 17 members. "Southwestern chapter, with only 127 members, is a small chapter," he said. "But it has a big heart."



Southwestern chapter president Mary Converse makes presentation of plaque in shape of New York State to Civil Service Employees Assn. president Theodore C. Wenzl, who was honored at testimonial ceremonies last month in Olean.

STATE OF NEW YORK  
DEPARTMENT OF AUDIT AND CONTROL  
ALBANY

ARTHUR LEVITT  
State Comptroller

September 6, 1976

Miss Mary A. Converse  
209 South Clinton Street  
Olean, New York 14760

Dear Miss Converse:

Thank you for your gracious invitation to attend the September 18 banquet at Olean in honor of CSEA President Theodore C. Wenzl. I appreciate being asked and am sorry I will be unable to be present.

Please convey to Dr. Wenzl my warm commendation for his many years of dedicated and effective service to employees of the State and my best wishes for the future. Our long association has been a source of continuing personal satisfaction.

Sincerely,  
*Arthur Levitt*  
Comptroller



Celeste Rosenkranz, statewide education chairman and former Western Conference president, reads messages of congratulation from dignitaries.

MALCOLM WILSON  
44 WINDSOR ROAD  
SCARSDALE, NEW YORK 10583

August 26, 1976

Miss Mary A. Converse  
209 South Clinton Street  
Olean, New York 14760

Dear Miss Converse:

I acknowledge with thanks receipt of your invitation to speak at the banquet on September 18 in connection with the Western Region Fall Meeting of CSEA which your Southwestern Chapter is hosting. To my regret my schedule will not permit me to accept and I am sorry I will not be able to join with you and your other guests in honoring Doctor Wenzl.

During my 36 years in elective State office, it was my pleasure to work with a series of fine Presidents of CSEA in matters of mutual interest. Ted Wenzl, in the tradition of his predecessors, has been and is an articulate, effective spokesman for men and women who serve our fellow citizens as civil servants, the quality of whose performance - as I have frequently pointed out both publicly and privately - establishes, more than the performance of elected officials, the perception by the average citizens of the quality of their government.

Would you please express my congratulations to Ted on the occasion of this well-merited testimonial.

Sincerely,  
*Malcolm Wilson*

MW:nj



The committee handling Southwestern host duties for recent Western Region VI meeting in Olean, and for testimonial honoring Dr. Wenzl were, from left, Marion Tingwall, Chuck Lindberg, chapter president Mary Converse, vice-president and political action head Jerry Bromley and Joan Boardman.

LOUIS J. LEFRONTE  
ATTORNEY GENERAL  
STATE OF NEW YORK

TWO WORLD TRADE CENTER  
NEW YORK, NEW YORK 10047

August 30, 1976

Dear Miss Converse:

I am very grateful to you for your kind invitation to attend the banquet which will be held on September 18, 1976 to honor the outstanding public servant and a good friend Dr. Theodore Wenzl. While I would enjoy the opportunity to express my high regard and esteem for Ted Wenzl, a previous commitment on that evening will prevent me from attending.

The members of the Civil Service Employees Association are indeed fortunate in having a man of Dr. Wenzl's energies and abilities as their president. He has given unstintingly in his efforts to serve all of the members of the association. In these challenging times it is important that public employees have the service of a strong and dedicated leader. Please have my warm personal regards and best wishes to your honored guest and of course best wishes to all who join to honor him.

Sincerely,  
*Louis J. Lefronte*  
LOUIS J. LEFRONTE  
Attorney General