

*Joe Louie*

# Civil Service LEADER

America's Largest Newspaper for Public Employees

## Contract Coverage

See Pages 8 & 9

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# WENZL SEES LEADERSHIP VINDICATED BY STATE'S HEFTY SALARY INCREASE

By PAUL KYER

ALBANY—A worried but jubilant Ted Wenzl last week detailed the nearly quarter billion dollar pay and benefits package won by the Civil Service Employees Assn., of which he is president, that will give state workers generally a 14 percent increase within less than a year.

All current employees will receive a salary increase of at least \$1,400, with the possibility of more through increments and a special vacation buy-back benefit.

There was no doubt that Dr. Wenzl felt his leadership of the organization was vindicated by the state's hefty offer, which now goes out to the membership for approval.

He said in a press conference last week that "last year we had to recognize the state's fiscal problems and bend our efforts at that time to save jobs. I knew from long experience that this year we had to save careers by making state employment worthwhile and, thanks to the hard-nosed efforts of a magnificent coalition negotiating team, we got what we needed."

For the state agencies and departments represented by the CSEA—as well as other state workers—here's what aides will find in forthcoming paychecks:

- As of April 1, a 5 percent raise or \$500, whichever is greater.

- Another 4 percent increase Oct. 1, or \$400.

- 5 percent more next April 1, or \$500, whichever is greater.

Additional items in the package:

- \$5 million fund to maintain current health benefits. Should there be a surplus at the end of the year it will be used to improve benefits.

- A \$5 million fund for job reallocations. The positions to be upgraded would be studied and proposed by a joint state-CSEA committee. This is a long sought goal of the CSEA.

- Employees for the first time will be able to be paid for five vacation days should they choose not to take that much of their annual earned vacation.

The CSEA agreed to employees using their  
(Continued on Page 3)



"We had to think of what's best for majority of our members," said CSEA president Theodore C. Wenzl as he reflected on grueling 15-hour marathon session that resulted in state's agreement to \$1,400 minimum raise for each employee.

# 14% Even Over Ceiling

By KENNETH SCHEPT

ALBANY—"I am at the top of the pay scale for my grade. Will I still be eligible for the 14 percent salary increase, although it will take me over the salary ceiling?"

This question was asked again and again last week as the rank and file of the Civil Service Employees Assn. investigated the details of its settlement with the state, a settlement generally praised by the media and called "generous to a fault," in a "Daily News" editorial.

The answer to the question is Yes. The agreement reached with the state establishes that an incumbent employee is entitled to a 14 percent increase of his salary earned as of March 31, the increase to be paid in three stages: \$500 April 1; \$400 Oct. 1, and another \$500 April 1, 1977. Yes, even if an employee is at the top of his pay scale, he is entitled, according to the settlement, to a 14 percent wage hike.

Another question which arose as details of the pact became public was whether or not its intention was to increase personal salary schedules by 14 percent.

"There is no doubt that the clear intention of the agreement with the state was to adjust salary schedules upward by 14 percent," said Jack Carey, executive director of the CSEA, and a member of the negotiating team which spent hours closeted with Donald Wollett, of the Office of Employee Relations, and other representatives of the Governor, hammering out the agreement.

The state is currently interpreting this portion of the contract differently, saying, in effect, that personal salary schedules are not adjusted; if the 14 percent raise increases an employee's income beyond the level which would be attained by an increment, then the salary will

increase by 14 percent only.

"The 14 percent increase has impressed other unions," Mr. Carey said. "The state knows as well as we that the intention of the agreement was to increase personal salary scales. It may be politically difficult for the state to acknowledge that, but it's true. We expect that the state will modify the salary schedule."

Mr. Carey made the point that

## Tally Rockland Votes April 27

NEW CITY—Ballots were to be counted April 27 at the Public Employment Relations Board office in Albany to determine the winner of the union representation election between the incumbent Civil Service Employees Assn. and the Service Employees International Union, for the right to represent some 1,800 employees of Rockland County.

increments are not automatic, but must be negotiated for in collective bargaining. According to currently available figures, 45 percent of the workforce represented by the CSEA will receive increments during the coming year along with their salary increases.

"There are always snags in a complicated agreement such as this," Mr. Carey said. "I am sure that this situation will be amicably resolved, but I might point  
(Continued on Page 9)

## CSEA At Work On Scale Permanency

MANHATTAN — In response to a letter last week from Solomon Bendet, president of Metropolitan Region II of the Civil Service Employees Assn., Theodore Wenzl, CSEA president, assured Mr. Bendet that the organization is already at work to make the state's new wage offer a permanent part of the salary schedule.

Mr. Bendet, who wrote congratulating Dr. Wenzl on "your notable achievement in winning this solid pay increase," pointed out that not incorporating the

increases into the permanent salary schedule would create a two-tiered inequity in pay between

## Confused Contract Stories Stir Controversy In Capital Region

ALBANY—Due to muddled media reports, various members of the Capital Region of the Civil Service Employees Assn. were angered by conflicting reports concerning the tentative two-year State-CSEA pact.

The uproar began with a story that inferred various hidden

old and new employees.

Dr. Wenzl replied saying, "We do not intend ever to permit the

agreements within the two-year pact would be detrimental to the CSEA membership. Most of the inaccurate information was coming from management sources or from members who did not fully understand the terms of the tentative agreement, a Cap-

(Continued on Page 9)

state to give unequal pay for equal work and have already notified the Carey Administration that we expect immediate action in this area.

"We are taking the issue to the State Legislature as well. Our most pressing duty has been to put more money into the pockets of state workers now. Rest assured that through your support and the efforts of all other strong CSEA leaders the new benefits will become a permanent part of the state salary schedule in fact."



## Disciplined Unity Gave Muscle To CSEA's Demands

The effectiveness of disciplined calm and determination under fire in resolving

(Continued on Page 6)

# Open Continuous State Job Calendar

Assistant Clinical Physician	\$25,161	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,974	20-414
Clinical Physician II	\$31,055	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Nursing Services Consultant	\$16,538	20-112
Industrial Foreman	\$10,714	20-558
Institution Pharmacist	\$12,670	20-129
Legal Careers	\$11,164	20-113
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic) (Except for Albany area)	\$ 7,616	Various
Medical Specialist I	\$27,942	20-407
Public Librarians	\$10,155 & Up	20-339
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aide Trainee	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Mechanic (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nutrition Services Consultant	\$31,404	20-139
Principal Actuary (Casualty)	\$22,694	20-417
Principal Actuary (Life)	\$22,694	20-521
Physical Therapist	\$11,337	20-177
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Actuary (Life)	\$14,142	20-519
Senior Medical Records Librarian	\$11,337	20-348
Senior Physical Therapist	\$12,760	20-138
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Senior Stationary Engineer	\$10,714	20-101
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Assistant Stationary Engineer	\$ 7,616	20-303
Stenographer-Typist	varies	varies
Variotype Operator	\$ 5,811	20-307

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226. New York 14202.

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



## VOTE FOR CREDIT UNION AT MANHATTAN PSYCH CENTER

Although only 200 affirmative votes were needed to establish the employees desire for a credit union at Manhattan Psychiatric Center, more than 500 employees expressed their interest in a survey earlier this month. One of the purposes of the credit union, according to Civil Service Employees Assn. Local 418 president Jimmy Fields, is make funds accessible to the employees to further their education. Manhattan PC participates in a program with the New York Institute of Technology, which awards BA's in Community Mental Health, Psychology and Sociology Social Work. Happily counting the ballots are, seated from left: Dorothy Miller, Alma Hayes, Rosalind Edwards and Lillian Goodridge. Standing are Al Sundmark, Sam Brown, Mr. Fields and MPC personnel director John Franger.

## Public Worker Health Benefits Called Poor

**BUFFALO**—Victor Marr, president of the Erie County Local of the Civil Service Employees Assn., charged at a recent public forum here that health benefits provided by the state to public employees have not kept pace with the private sector.

Mr. Marr, whose local represents more than 5,000 public employees, was the only speaker during the forum on behalf of the public-sector worker.

"In the mid-60s New York State employees had a policy as good as any in private industry," Mr. Marr told a forum conducted by Group Health Inc.

"But," Mr. Marr added, "because of not keeping up with the times, they (public employees) have fallen far behind private industry, and our employees once again suffer and become second-class citizens as far as health protection."

Mr. Marr blamed the problem on the state's refusal to allow insurance carriers to increase doctors' fees. "The main reason is to keep the state's cost down and once again the employees are the ones who suffer," Mr. Marr explained.

He said other political subdivisions have avoided the statewide plan, and their employees "enjoy a take-home pay that can be spent on other necessities. They do not have to worry about the doctors' fees like our state employees have to do."

Mr. Marr suggested integrating the statewide plan with an option plan that would improve benefits while not costing the

state money, allowing employees to obtain "more for their dol-

lars," and bringing employees "closer to what the private-sector employees are getting."

"Apparently," he told a forum headed by former State Industrial Commissioner Abe Levine, "our state leaders don't care if the employees are fully covered or not." Each time the CSEA brings up health benefits at the negotiating table, "it is cast aside," Mr. Marr added.

## Non-Teaching Unit Pickets Hicksville Board Of Education

**MINEOLA**—The Hicksville unit of Nassau Education Local 865, Civil Service Employees Assn., picketed the Hicksville board meeting at Division Avenue High School recently to demonstrate the need for a workable contract agreement. The Hicksville non-teaching employees have been working without a contract for the 1976-77 school year, and negotiations are at an impasse.

Phillip Alfano, field representative for the unit, has requested that a super conciliator from the Public Employment Relations Board be assigned to the dispute in an effort to reach an agreement after both the school board and the unit negotiating team turned down fact-finders' recommendations.

Unit officers claim that monies originally allocated to provide salary increases for the unit have been diverted into the district's general fund, the reason yet to be explained.

To further compound the frustration of the non-teaching em-

ployees, the school board recently granted additional sabbatical leaves for teachers of the school district for the 1977-79 school year at an estimated cost of \$213,478.-75 to the district to pay people who are not working, in addition to providing substitutes to fill in during their absence. Then when the teachers return from their sabbaticals with accumulated credits, they receive salary increases commensurate with their newly acquired credits.

"The same school board is denying cost-of-living increases to the non-teaching staff of the Hicksville Public Schools," said Ben Gumin, second vice-president of the local, "Men and women who are physically present on the job and willing to do a day's work."

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## Wenzl's Leadership Vindicated

(Continued from Page 1)  
first ten days of sick leave rather than collecting workman's compensation where it applies, but won the right for employees to draw on future sick leave if needed. The organization also agreed to drop its request for meal allowances, in most cases when overtime work was required.

### Eleventh-Hour Victory

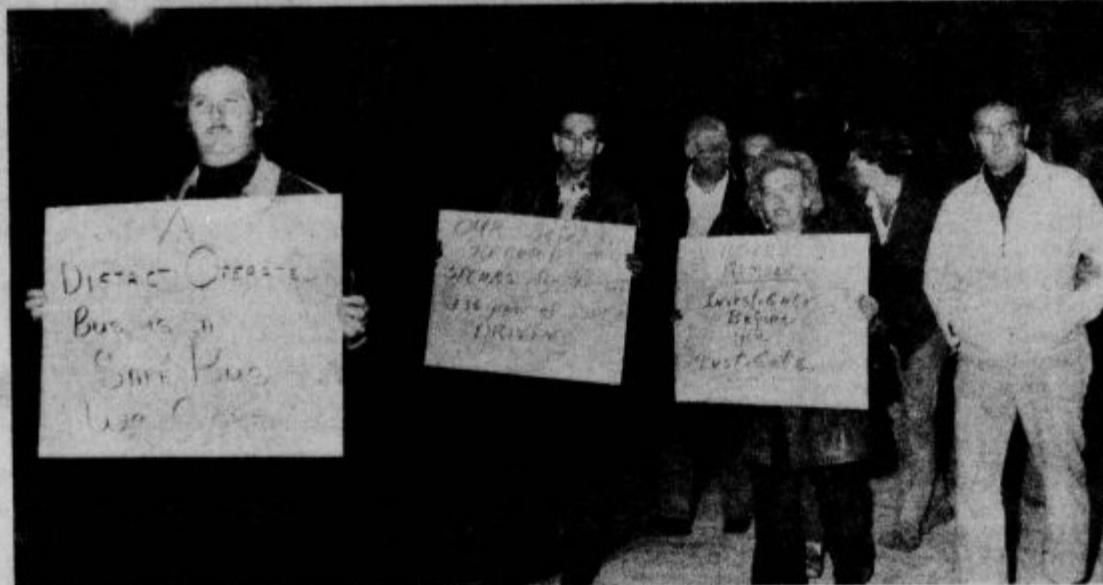
Because the state had seemed totally unimpressed by CSEA efforts to bargain constructively, delegates to the organization's March convention voted to call a statewide strike on April 18 after Gov. Hugh Carey not only ignored a blue-ribbon fact-finder's recommendation for wage increases, but also actually offered state workers less. Some leaders of the state Legislature urged the association to delay action until they could get to work on the problem. But the overtures were declined. Dr. Wenzl reportedly replied, in effect, that "Our leadership operates democratically with the advice and consent of the entire membership, not at the whim of union bosses. Our rank and file felt that the state had provoked a strike. It was my duty to lead them out, if that was what was needed."

It was not needed. Four days before the scheduled walkout, the state called for intense negotiations and, in eleventh-hour action, both sides reached agreement.

Two major factors were said to have finally influenced the Carey Administration that it had to react more positively to CSEA demands and come up with a decent pay offer. First, the Governor reportedly listened at last to his aides closest to the

(Continued on Page 9)

# Contracting Out Of Bus Driver Jobs Draws Fire Of Lakeland CSEA Unit



Marchers emphasize safety as they picket to bring public's attention to the Lakeland School District's attempt to contract out for school bus drivers. Identifiable in photo are CSEA unit president James Larsson, far left, Pearl Griffiths and CSEA field representative Joseph O'Connor, far right.

PEEKSKILL — The Civil Service Employees Assn. is considering legal action against the Lakeland School District over the letting of bids for the contracting out of bus drivers' jobs. The bids will be opened April 27, 1977.

James Larsson, president of the CSEA unit representing the workers, said that "the Board of Education's action is a subterfuge and an obvious attempt to circumvent civil service rules and regulations."

The buses are currently operated by career civil service personnel who stand to lose tenure and benefits by Civil Service Law if the board's plan is implemented.

Mr. Larsson said that the buses are now manned by drivers of proven reliability who have transported children to and from school, over thousands of miles, without incident. He stated that the Board is gambling with the welfare of the children and placing lives in jeopardy by committing them to "an unknown quantity for the sake of a few bucks."

Joseph O'Connor, CSEA field representative, noted that the District by its own proposal will lose control over the drivers and will lose a drivers training program that emphasized safety for the children. "Our drivers are proud of their record and know many of the school children personally," Mr. O'Connor said.

Any saving anticipated by the District, he said, would be speculative since District-owned buses will be utilized, school property and grounds will be used, and fuel to operate the buses will be provided by the District.

Approximately 60 full-time drivers and 30 part-time drivers will be affected by the Board of Education's proposal. Though the Lakeland unit is currently negotiating a contract effective July 1, 1977, the District has said nothing to the union about its plan regarding the bus drivers.

## Programmer

ALBANY—A computer programmer eligible list, resulting from open competitive exam 24-444, was established March 30 by the State Civil Service Dept.

## 22 Years As Local President Enough Says Flaumenbaum

MINEOLA—Irving Flaumenbaum, statewide regional vice-president for Long Island and for 22 years president of the 23,000-member Nassau Local 830, has announced that he will not seek reelection this year to the chapter presidency. He is in nomination to succeed himself as president of the Long Island Region, however.

Mr. Flaumenbaum said he wanted to devote full time to developing the potential of the 53,000-member Long Island Region.

Mr. Flaumenbaum had built the Nassau Local from an organization of a few more than 100 members to its present status as the largest in the state.

He has also served as a statewide vice-president and, since the regional organization of the

CSEA was established, as the president of the Long Island Region.

Nicholas Abbatiello, vice-president of the Nassau Local, and Doris A. Kasner, president of the Nassau County Medical center unit, have been placed in nomination by the nominating committee for the Local presidency.

Also nominated were:

—first vice-president: Ralph J. Natale and Rita Wallace.

—second vice-president: Edward R. Logan, Carlo J. Pugliese and Thomas F. Gargiulo.

—third vice-president: Pasquale D'Alessio and Alex Bozza.

—fourth vice-president: Anthony Giannetti and Carmine Santoli.

—fifth vice-president: Ruth A. Braverman and David B. Flaumenbaum.

—recording secretary: Mary Calafapietra and Esther Phillips.

—treasurer: Sam J. Piscitelli and William F. Keats.

—corresponding secretary: Sally Sartor and Alice Heaphy.

—financial secretary: William R. Dixon and John J. Roberts.

—sergeant-at-arms: Dudley F. Kinsley and John Aloisio Jr.

—county executive committee: Irving Flaumenbaum, Ralph Natale and Sam Piscitelli. Two positions are open.

For delegate (20 positions): Nicholas Abbatiello, Ruth Braverman, Kenneth Cadieux, Mary Calafapietra, Kenneth C. Darby, Molly Palk, Irving Flaumenbaum, Anthony Giannetti, Dudley Kinsley, Ralph Natale, Sam Piscitelli, Thomas Stapleton, Rita Wallace, Howard S. Quann, Doris A. Kasner, Edward Ochenkoski, Carlo J. Pugliese, James F. Mattei, Carmine Santoli, Trudy Schwind, Thelma Powell and Nicholas Dellisanti.

## Ⓞ CSEA calendar Ⓞ

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10007. Attn.: CSEA Calendar.

### APRIL

- 29—Division of Housing and Community Renewal Local spring affair (disco): 4 p.m., Skydive Restaurant, 1 World Trade Center, N.Y.
- 29-31—Southern Region III county division educational workshop: Camelot Inn, Route 9, Poughkeepsie.
- 30—Herkimer County Local 822 installation dinner-dance: 6:30 p.m., Chirico's Restaurant, Herkimer.
- 30—Brooklyn Developmental Center Local 447 executive committee meeting: 4 p.m., Brooklyn Developmental Center, 888 Fountain Ave., Brooklyn.
- 30—Margaret Dittrich retirement party: 6:30 p.m., Sheraton (Round-towner) Motor Inn, Wolf Rd., Albany.
- 30—Nassau Educational Local 865 workshop for member unit officers: 9:30 a.m., Local Headquarters.

### MAY

- 6—Capital Region IV Mix and Mingle: 5 p.m., Polish Community Center, Washington Ave. Extension, Albany.
- 6—Capital Region IV Meet the Candidates night.
- 14—Western Region VI interim meeting: 9:30 a.m., Treadway Inn, Batavia.
- 16—Capital Region IV meeting: 5:30 p.m., Campus Cafeteria, State Campus, Albany.
- 17—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.
- 17—Hudson Psychiatric Center Local 410 meet the candidates night: 7:30 p.m., Cheney Conference Room, Poughkeepsie.
- 18—Buffalo Local dinner meeting: 5:30 p.m., Statler Hilton Hotel, Buffalo.
- 19—Hudson River Psychiatric Center Local 410 election of officers: 8 p.m., Cheney Conference Room, Poughkeepsie.
- 20-22—Mental Hygiene departmental workshop: Friar Tuck, Route 30, between Thruway exits 20 & 21, Catskill.



## A LONG, FULFILLED LIFE ENDS

One week before her death, "Grandma" Louise Begley of the Sunnyside Nursing Home, East Syracuse, noted her 111th birthday April 8 at a party attended by friends and relatives at the nursing home. Among those celebrating her birthday were nephew Jack Gallagher, Civil Service Employees Assn. statewide treasurer; great-great-nephew John Gallagher, and niece Edith Bidwell of Sunnyside and formerly of Central Square, right. Grandma Begley was born in 1866 in Brooklyn, lived in Oswego as a child and later moved to Syracuse.

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# LEGISLATIVE PENSIONS

By JANE BERNSTEIN

**I**N recent years, the public and the press of New York State have been given to criticizing public pension plans. And much of the focus for these attacks has been, in particular, the pension plan for state executives and legislators.

The pressure became so great, in fact, that the plan was discontinued July 1, 1973, supposedly preventing any more legislators or legislative staff members from enrolling in it.

This was not the end of the benefit. The Legislature voted to reopen the plan from July 1 through Dec. 31, 1976, to allow Queens Assemblywoman Rosemary Gunning (R), to collect a retirement allowance under the special policy.

During the period of the reopener, approximately 150 other legislators and legislative aides also slipped into the plan (or 80A under the New York State Retirement System Laws). Certain eligibility requirements were enforced at the time, leaving about 60 people on the waiting list, and 105 others turned away who were found to be ineligible.

What is it that has made the plan so lush? What are the enriched benefits that so angered the public, including incidentally, members of the regular New York State Retirement System?

The legislative retirement allowance is based on 1/40th of the final average salary multiplied by the number of years of service in the system up to 20 years. This final figure must not exceed 75 percent of an individual's final average salary.

This formula for calculating the pension under 80 A yields a higher figure than does the formula in the regular state pension plan.

The pension vests after ten years of service and is payable at age 55. The regular state plan also vests after ten years of creditable service, but in certain cases, full benefits are not payable until age 60. An individual under this plan may retire at age 55, but would have to take a reduction in his or her retirement allowance.

Members of the legislative plan are permitted, as are regular plan members, to buy back credits for World War II service. This right was given to members in 1969, and required a rate of contribution based on legislators' salaries during WWII instead of then-current annual salaries. (The salary of a state legislator during the war was approximately \$2,500 per year.) All legislators had been required to contribute to the state pension system until 1960 when the system was made non-contributory. (It became contributory again for those coming in during 1976.)

It is obvious that the payment for the credit bought quite a bit in the way of benefits for a small amount. The right to buy back was extended to other state and local employees



Many who work in this building in Albany found themselves eligible for a retirement plan with benefits exceeding those in the regular plan for public employees. It's a case where Capitol gains.

in 1970, and a total of 7,000 paid about \$8 million for the veteran's credit. It is estimated that the move cost New York State about \$17 million.

In 1971 the Legislature proposed a bill that called for the formation of a committee to review public employee pensions, because of high costs.

Civil Service Employees Assn. president Theodore Wenzl opposed it, saying, "It is inconceivable that legislators, who are public employees, would set the pace in granting themselves liberalized retirement benefits and then criticize other public employee pension plans which are far less liberal."

Another benefit of the legislative retirement system is that its members may remain in the plan even if they transfer to another position

within the state employ, as long as they have at least ten years in the legislative position.

Robert Tllove, author of Public Employee Pension Funds, writes, by way of explaining the "lush" pension benefits of legislators, that voters originally kept the salaries of their representatives low. To compensate for this, the legislators had no choice but to vote increased pension benefits for themselves. In some states, legislators still do make low salaries. In New York State, this is not true. The current minimum annual salary for an Assemblyman or Senator is \$23,300.

In addition, state representatives also receive \$4,000 a year for office rental; \$15,000 a year to pay staff, and much more if they head a committee; round trip air fare to and from Albany each week, and other daily expenses.

This does not include the yearly lulus which legislators vote themselves. Last year they amounted to \$882,500.

A state Retirement System consultant said, "This pension plan was really developed to provide a good pension to legislators who generally have fairly short job spans, unlike someone who goes to work for the State Insurance Fund and winds up staying there 40 years."

He added, "Unfortunately, it's the type of plan that can easily be abused."

Perhaps the New York State Legislative plan is not that "lush" when one considers that a United States Supreme Court Justice can retire on full pay at age 70 after 10 years of service, or at age 65 after 15 years. But many New Yorkers view 80 A and its benefits with envy.

The plan is closed now, after the letting in of those last 150 workers who either were eligible to join it before 1973 and didn't, or who dropped out and then wished to rejoin it. But what about its chances of reopening in the future?

Deputy State Comptroller John Mauhs says, "If it opened in 1976, I'm sure, if the Legislature is so inclined, that it also may be revived in '77 or '78. There's nothing to prevent it."

**"They Originally Were High  
To Compensate For Low Incomes."  
... But Things Are Different Now**

# Civil Service LEADER

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FRIDAY, APRIL 29, 1977

## Detente At Home

NEW YORK STATE'S citizens, as well as its employees, will benefit from Governor Carey's abandonment of determined neglect toward the men and the women who work under him and by his reaction to the reality of state wages sapped by continued inflation, belated though that reaction was.

As Theodore C. Wenzl, president of the Civil Service Employees Assn., so aptly summed it up: "We were forced to recognize the state fiscal crisis last year; it was the state's turn to recognize ours."

The wage offer, which is expected to receive overwhelming approval by the vast majority of state employees the CSEA represents, will provide a 14 percent increase for employees in three stages in less than a year. It makes an important provision that employees in the lower grades will receive a minimum boost of \$1,400. The 14 percent hike in the middle and upper grades should serve to retain the remainder of the state's dedicated corps of efficient and talented civil servants, without which the state cannot serve the people.

The CSEA is proud of its reputation as a scandal-free democratic union. It can add "effective and intelligent" to that reputation. Not in the last 30 years has the news media generally been so sympathetic to the cause of civil service. The CSEA wisely recognized its role last year as a saver of jobs and the requirement this year to settle for nothing less than a substantial improvement in wage benefits. This intelligent and responsible approach was recognized by the media, who rewarded Dr. Wenzl and his negotiating team with unusual understanding in both news and editorial columns.

Governor Carey was extremely tardy in recognizing the merit of the CSEA's position, but recognize it he did and he is to be congratulated for helping everything to end on a positive note. Detente at home is as important as detente abroad. (P.K.)

## Good News - Finally

NEW YORK CITY civil servants got some of the best news in years last week.

Mayor Beame and the city's financial wizards announced that there will be approximately 15,000 city jobs opening next fiscal year, beginning July 1, and that many of the employees laid off a year and a half ago will get their jobs back.

City officials have finally seen the folly of their previous decisions that resulted in massive layoffs which, in turn, nearly brought city operations to a dead stop. We trust the events of the past year and a half have taught us all something that can be utilized at the next crisis. (H.A.T.)

## Happy Birthday, New York

TWO hundred years ago, on April 20, 1977, the New York Legislature met in Kingston to adopt the state's constitution.

Because of the astute work of the Civil Service Employees Assn. negotiating team and a just reconsideration by Gov. Hugh Carey, the state spent its 200th birthday operating in fine order, its employees possibly never feeling better.

Happy birthday, New York. It's a great celebration when everyone gets a piece of the cake.

## Don't Repeat This!

(Continued from Page 1)  
a potentially disastrous labor dispute was dramatically demonstrated over the last weekend by Theodore C. Wenzl, president of the Civil Service Employees Assn.

A weekend of marathon negotiations produced a major victory for the CSEA, its officers and directors, and its members whose unity and firmness made it clear to the State Administration that the CSEA was not about to surrender its rights and its responsibilities.

The victorious end came after months of fruitless negotiations, coupled with pursuing the tortuous and tortured route established by the Taylor Law to resolve an impasse in collective bargaining negotiations. What is now more clear than ever is the obvious fact that the Taylor Law is in urgent need of revision.

### Significant Facts

As presently written and administered, the Taylor Law sets up an Alice in Wonderland of procedures, which can be invoked by the public employer as a device for bad-faith bargaining and for prolonged and endless procedures which lead nowhere.

The fact that the State Administration and the CSEA could hammer out a reasonable settlement underscores two significant facts. One is that the Administration had clearly not engaged in good-faith bargaining. The other is that the Administration was totally blind to the unity and determination of the CSEA members in their demands for a decent and reasonable settlement based on persistent and continuing increases in the cost of living.

By their determination, the CSEA members showed that they were not going to be made the scapegoats for governmental waste and inefficiency, and that they would not subsidize this waste and inefficiency by sacrificing their living standards.

The victory scored by the CSEA transcends the immediate benefits won by state employees. It stands as a warning to all public employers that bad-faith bargaining will get them nowhere. If at all, public employers at all levels of government must now take heed of the simple fact that there is unity within CSEA membership that will hold firm against all stalling devices, even

(Continued on Page 7)



## Civil Service Law & You

By RICHARD GABA

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

### Few Tenure Rights For Labor

The recent state fiscal crisis necessitated the abolition of approximately 200 labor class positions in the Department of Transportation. After the department determined which positions were to be abolished, the laid-off employees brought an action challenging the procedure by which the department made such determinations. The Supreme Court, Albany County, dismissed the action and the employees appealed.

The department submitted two affidavits with their answer, which detailed the process used by the department in making its determinations. The affidavits essentially stated that positions were to be abolished in certain of the state's 10 Transportation Department Regions to equalize personnel strength in the highway maintenance program among the 10 regions. Productivity of individual employees as well as an employee's status as a provisional or temporary employee were considered by the different regional personnel groups in making their decisions on whether to lay off a specific employee.

THE DEPARTMENT ASSERTED that all terminations were made in strict conformity with the Civil Service Law and the rules and regulations of the Department of Civil Service. Their position was that labor class employees have no preference for retention on the basis of seniority or veteran's status upon the abolition of their positions. Therefore, department heads may determine which incumbents to terminate and are not required to follow a seniority rule.

In deciding whether the department used the proper method in determining which employees to terminate, the court stated that, generally, labor class employees are not granted tenure rights. However, the court noted that Section 86 of the Civil Service Law provides one exception to this general rule. Section 86 provides, in pertinent part, that if a position in the labor class held by any honorably discharged veteran of the armed forces who served in time of war or any exempt fireman as defined in the General Municipal Law shall be abolished for economic reasons or otherwise, the volunteer fireman or veteran holding such position shall not be discharged but instead shall be transferred to a similar position if a vacancy exists. The statute also provides that if the positions of more than one veteran or volunteer fireman are abolished and a lesser number of vacancies exist, the terminated employees shall be entitled to transfer to those vacancies in the order of their original appointment in service. Finally, Section 86 provides that it is the duty of those persons clothed with the responsibility of appointment to effectuate such transfers.

Based on Section 86, the court concluded the department erred in not transferring any volunteer firemen and honorable discharged veterans whose positions were abolished to similar positions if vacancies did in fact exist. Therefore, if the petitioners could prove they are volunteer firemen or veterans entitled to Section 86 protection, they would be reinstated to any existing vacancies in similar positions. *Jones v. Carey*, 389 N.Y.S. 2d 921 (3d Dept. 1976).

## Your Social Security

Q. My wife is no longer sick enough to be in the hospital but still needs daily nursing care. Will her Medicare help pay for her care in some other kind of facility?

A. If your wife was hospitalized at least 3 days, and your doctor feels she needs further skilled nursing or rehabilitation services on a daily basis, Medicare hospital insurance may help pay for her care in a skilled nursing facility. She must enter the facility soon after she leaves the hospital—generally within 14 days.

Q. I earned \$2,500 before reaching 72 last May and \$6,300

the rest of the year. I heard that for social security, the money earned after 72 doesn't count against me. Since I earned under the 1976 yearly limit of \$2,760 before reaching 72, do I need to file an annual report of earnings?

A. Yes. Since you were under 72 during part of 1976 and your total earnings for the year were over \$2,760, you must complete the report and send it to social security by April 15. Do not report earnings for the month you reached 72 or later. When you send in your report, we'll check to make sure you get all the benefits due you for the

year. If you have questions or need an annual report form, call or write any social security office.

Q. My daughter is 19 and severely retarded. Since both my husband and I work full-time and have steady incomes, can she qualify for SSI?

A. Regardless of family income, your daughter may be eligible for SSI. Children are considered independent starting at age 18 (or 21 if in school). A disabled child under 18 (or 21 if in school) can get SSI checks only if the parents have little or no income and limited resources. Call or write any social security office for more information.

# What's Your Opinion

By PAMELA CRAIG

## QUESTION

Some unions spend much more than the Civil Service Employees Assn. for political action. Do you think the results would be significant if the CSEA spent more time lobbying legislators and more money for contributions to political campaigns?

## THE PLACE

7th Regiment Armory, Manhattan

## OPINIONS

**Jerry Bennett**, armory maintenance man: "I feel that we should spend more money and time lobbying legislators. Right now we need all the help we can get. We must make astute judgments as to who we politically finance. Hopefully, our union leaders will study the record of the politicians seeking support. An error in judgment can mean a financial waste of union dues. Politicians are making promises today and then never keeping them. Making political contributions and lobbying are the best ways of getting the politicians to do what we need for them to do."



**Joseph Traversaro**, armory maintenance man: "I feel that contributions to political campaigns would be beneficial. It would give the union more clout, assuming the candidate the union supported won. I would hope that the financially supported candidate would support issues that would be in the best interest of the majority of the union members. I just don't feel that the union leadership should sponsor support for candidates that would favor only a part of the union membership. I know the line is a fine one, but I feel the actual choice before the check is crucial."



**James Jackson**, armory maintenance man: "I think it would be beneficial if they had lobbyists. I feel that full-time lobbyists would be able to speak to the different congressmen and convey the views of the union and seek protection and support for our interests. Lobbyists serve the purpose of exposing the politicians to the union reality. Big organizations employ full-time lobbyists for the purpose of advancing their interests and causes. We will be behind the times and out of the picture unless we play the game."



**Roy Seabrook**, superintendent: "I do believe that the CSEA should spend more time lobbying the Legislature. We have no input into the Legislature unless we let them know that they are working for us. We are practically a forgotten group, especially the armory employees and, as it is, we have no representation with the union. We have about 800 employees who really have no say in their fiscal life. We have to depend on the scraps off the table from the other units. We could hopefully have a real bargaining unit if the CSEA spent more time within the political scene."



**Al Wagner**, superintendent: "The politicians need our support as much as we need theirs. We definitely should have more lobbyists like every other group that cares about its survival. It's essential to have a constant communication with the government when you are part of the system. Relating to the government through political campaigns and lobbying legislators is built into the wheels of our governmental system. Not to contribute would be rejecting that element of the system. We must communicate in order to succeed."



**Cassell Brocket**, superintendent: "I believe that we should spend as much money on political contributions and lobbying as everybody else. We always wind up with less than nothing. Once you contribute, you usually get what you pay for. Since it is evident that the union has not done enough contributing to political campaigns, I would think it was high time for the union to pay for the protection it needs. If large corporations pay for the protection of their interests, then so should the CSEA."



# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Social Security And Women

(Continued from previous week)

The following remarks were made by Tish Sommers, coordinator, Task Force of Older Women, National Organization For Women, at hearings of the Subcommittee on Retirement Income and Employment of the Select Committee on Aging, House of Representatives.

If the system is weighted in favor of women, as the Social Security Administration claims, why are we so poor? Let's analyze the reasons:

1. Sex discrimination in employment begets sex discrimination in retirement. The exclusion from "man-paying" jobs continues to haunt us into our old age. In 1971 the median annual earnings for women were \$2,986, just 40 percent of the men's median earnings of \$7,388, and it is on earnings that the benefit formula is based. Since women typically earn low wages, they also receive low benefits as retirees or disabled workers. So after a lifetime of hard work at low paying, often exploitive jobs, a woman retires at 65 to receive the minimum payment. "That's all there is—after I've worked all my life?" she asks. "That's the way the law is written. It's an insurance system you know."

2. Women are punished for motherhood. The long periods women are out of the job market for child rearing show up later in reduced benefits. If staying home and taking care of children is so important to the fabric of American society that we are denied child-care centers for that reason—wouldn't you think that we would be entitled to retirement benefits like other workers for doing that job? On the contrary, the benefit formula—as they call it—averages out earnings, so that every year out for child raising is counted as zero, thus reducing the average earnings.

As long as women have more years of zero earnings than men, even the full elimination of wage and job discrimination will leave benefits lower for women. To quote an administration bulletin, the bulletin states "The social security program lacks any provision to give credit for—or even to disregard—child-rearing years in computing women's benefits." So now you have two factors, compounding each other — low earnings and time out for child rearing, or zero earning years. Here comes another.

3. If you can't support yourself, you'll have to take less for life. This is better known as actuarial reduction. If you are entitled to benefits, not as a dependent but as a worker, you may elect to take them at 62 but the monthly payment will be reduced by actuarial tables to be the equivalent on a lifetime basis of what you would receive if you waited until 65. In 1970, half the women workers and only one-third of the men claimed benefits at age 62. Seventy percent of women did not hold out until they were 65. Some of these had other sources of income, but many did not, and thereby condemned themselves to an even smaller benefit than they were entitled to. Why would they do that? For many there was no choice, because older women, especially those without jobs, have a terrible time finding one. In

times like these, the only jobs available to them are really exploitive—physically and emotionally draining jobs of babysitting, live-in domestic work, homemaker and chore services for the elderly—all at very low pay scales. Or part-time work, such as in department stores, which take advantage of older women to avoid paying fringe benefits.

Employment figures for women show a sharp drop when we reach our fifties, though you would expect them to rise, because children are grown. In 1972 the labor force participation rate for women at ages 45-54 was 53.9 percent. At ages 55 to 64 it dropped to 42.1 percent. Yet these are crucial years for collecting those social security quarters. Since 1972, as we all know, jobs have not become easier to come by. So what do you do, when you find yourself unable to find a job that pays enough to live on, or one that you can physically cope with? In many cases, such women opt for early retirement.

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.

Adams Michael J	Selkirk
Alvarado Ismael	Bayshore
Arnold Roy B Sr	Syracuse
Barczak John S	Hempstead
Baric Anthony	New York
Barse Charles L	Lyons
Bennington Bertha	Rochester
Bice Douglas A	Binghamton
Blatt Milly	Brooklyn
Boyle Peter A	Deer Park
Briggs Marcia	Middletown
Brown Garfield R	Deer Park
Brown Mary A	Snyder
Bullerin Rosa M	Riverhead
Burnet Clifford W	Angola
Caffrey Ann	Syracuse
Chase David A	Galway
Chiarello John	Brooklyn
Cholousky Frank F	Kings Park
Cohen Abraham J	New York
Collins Susan B	Elmira
Cooper Virginia	Syracuse
Cote Theone	Middletown

(To Be Continued)

## Don't Repeat This!

(Continued from Page 6) in the face of the support such tactics may get from the spineless Public Employment Relations Board.

This is a time for congratulations to Dr. Wenzl, those associated with him handling these difficult negotiations and to the CSEA membership. What this demonstrates is the need for continued growth of CSEA so that it may become more than ever the bulwark against public employer intransigence at the bargaining table.

# LETTERS TO THE EDITOR

## Death Benefits

Editor, The Leader:

Police and fire line-of-duty widows have not received an increase in death benefits in over 12 years despite the fact that the cost of living has gone up 95.4 percent. We have 216 members receiving \$98.68 a week regardless of how many children they have. We are now below poverty level.

Florence A. Churchill  
President, Police and  
Fire Line of Duty Widows of N.Y.C.  
Morris Plains, N.J.

## Injustice

Editor, The Leader:

My attention has just been called to the glaring injustice done to the New York State retired employee.

It is hard to believe that such a glaring injustice is being done to the group.

I am writing to all my friends to protest this injustice verbally and in writing.

I hope this situation will be rectified.

JAMES J. ROCK  
St. Petersburg

## LETTERS POLICY

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

## Wants Explanation

Editor, The Leader:

On behalf of myself and the members and officers of my local, and all my fellow members of CSEA who worked diligently to improve conditions for CSEA members, I demand that your paper print the full agreement proposed by the State of New York to CSEA.

This should include any reference or explanation to what many upstate newspapers have called "hidden items in this agreement."

Barry Markman  
Third Vice-President  
South Beach Local 446, CSEA  
Staten Island

ED NOTE: Mr. Markman was incorrectly identified in the April 22, 1977, issue of The Leader as political action chairman of the CSEA's Metropolitan Region II. He holds that position with the union local at South Beach Psychiatric Center.

# HERE'S HOW MEDIA GREETED CONTRACT

CIVIL SERVICE LEADER, Friday, April 29, 1977



Good press. How long has it been? A new public employee might answer flippantly, "Too long." Long-time members of the CSEA know that "too long" does not quite describe the situation: "Forever" is possibly closer to the truth.

Why now? No one seems to know for sure. Perhaps it is because people in all levels of society, in government service and in the private sector, are all feeling the economic pinch. Perhaps the good press is somehow generated by a genuine sympathy for the plight of low-salaried state workers.

But another factor that also can not be discounted is the respect which the Civil Service Employees Assn. generated by its well-organized, high-powered strike preparation, which threatened the State of New York with a total shutdown of its services. The Governor took that prospect seriously, and so did the state's newspapers.

The "Daily News," in a moderately critical editorial, recognized the power of the CSEA by saying in the first paragraph, that the state workers received a 14 percent increase "after brandishing a strike threat under the noses of Albany officials."

The editorial continued, questioning the generosity of the settlement, "very likely to have a ripple effect," which could prompt other government workers to challenge the administration for higher wages.

The "Buffalo Evening News" in its

editorial called the settlement fair. A rating of fair, in a paper often critical of the state's workers, is an excellent testimony to the professionalism and maturity that went into this contract negotiation effort.

The editorial read in part: "The Sunday accord reached by the Carey administration with state workers is cause for a greatly relieved public to

credit both sides with good sense and responsibility in settling on an equitable contract that averts the disruptions of an illegal strike."

"The New York Times" quotes Governor Carey as saying "The morale and effectiveness of our Civil Service employees could well be impaired if we did not find the funds to compensate them." Even the Governor, it seems, was im-

pressed by the urgency of the workers' demands.

Cartoonist Hy Rosen in the "Times Union" of Albany graphically demonstrated the result of negotiations in terms of an olympic contest, "Everyone's a Winner," read the caption in part. But Ted Wenzl, CSEA president, was on the center award platform in triumph as number one.

**CSEA raise to bolster region's economy**

There's no doubt that the 14 per cent raise... will be a boost to the regional economy... The Governor's decision... will be a boost to the regional economy... The Governor's decision... will be a boost to the regional economy...

**State settle pay boost of 14%**

State workers... averted a strike... The settlement... will be a boost to the regional economy... The Governor's decision... will be a boost to the regional economy...

**14% Salary Boost Averts Walkout By State Workers**

By MICHAEL GREENBERG

A strike that could have crippled virtually all state operations today—from holding out tax refunds to caring for patients in mental hospitals—was averted with only 18 hours of negotiations yesterday by an agreement hammered out between the 141,000-member Civil Service Employees Association and Gov. Carey.

**ALBANY TO GIVE WORKERS 14% OVER 2 YEARS**

Package totals \$215 million

First increase since 1974 affects 140,000 employees—Contract averts strike set for today

**ALBANY PACT TO GIVE STATE WORKERS RAISE OF 14% OVER 2 YEARS**

Package totals \$215 million

First increase since 1974 affects 140,000 employees—Contract averts strike set for today



**CSEA both winners**

Highlights of new contract

Here are highlights of the tentative contract worked out by the Civil Service Employees Assn. and the Civil Service Employees Assn., which was approved by the full CSEA membership in a mail vote before it takes effect.

**PAY RAISE:** The 141,000 state employees covered would get a 14 per cent raise of \$40, whatever it is, effective April 1, 1977. They would get another 4 per cent, whatever it is, effective Oct. 1, 1977. And they would receive another 1 per cent, or \$40, on April 1, 1979.

**INCREMENTS:** Annual increments, which go to about 60 per cent of the employees every year, would continue to be paid. For a Grade 3 worker earning \$6,000, the next \$275 increments are paid in each of the first five years, one of the 10th and 15th years.

**HEALTH AND DENTAL:** The state will contribute another \$5 million to cover increases in premium costs for health plans.

**REALLOCATION:** The state will set aside \$5 million for persons whose jobs will be upgraded to conform to higher levels of work.

**VACATION BUY-BACK:** Persons may get cash for up to five vacation days per year, instead of taking time off. They must notify their agency by August of each year, and the money will be paid in December.

# Labor Pains Leading Up To Birth Of State Contract

By HARRY BERKOWITZ  
Balloting is under way for the contract proposal that averted a strike by 140,000 state workers threatened for last week. Ballot will be due back May 7 and counted May 9.

Details were revealed last week of the marathon negotiating session, held in secret, that resulted in the proposed 14 percent minimum increase over two years for state workers.

Although the final session lasted 15 hours, it was not until the final few hours that the state and the Civil Service Employees Assn. began discussing the offer which would resemble the final agreement.

Participants in the negotiations, which were led by CSEA chief counsel James Roemer and chief state negotiator Donald Wollett, said that it was the state that laid an offer on the

bargaining table at about 7:30 a.m. on Sunday, April 17, that was drastically different from earlier offers and that approximated the final agreement. That agreement came about three hours after the offer was made—20 hours before the strike deadline.

## Talks Break Off

Negotiations had broken off two days before the agreement was reached. At 5:30 on Friday

afternoon, April 15 the union walked away from the bargaining table as CSEA president Theodore C. Wenzl charged there would "absolutely" be a strike.

Union executives said on that Friday night that they regarded a state offer for a 5 percent salary increase retroactive to April 1 plus a one-shot bonus of .75 percent on Dec. 1 as even less attractive than earlier offers.

A fact-finding panel had recommended in March a 5 percent raise starting last April 1 and another 3½ percent starting next January. That proposal was not accepted by either party. It would have cost the state \$80 million in added salary—\$25 million more than the Governor had allotted in the 1977-78 budget.

The offer that was finally accepted had a price tag of \$215 million, covering two years rather than one, but the Governor said the additional cost was made possible by the low interest rate negotiated for spring borrowing by the state this year.

## Election Year

Observers viewed the state's call for a two-year pact, which would avoid the problem of negotiating in an election year, as even more important to Governor Carey than the dollar figure. But in the weeks leading up to the strike deadline, the state did not alter its previous offers very much and the union stuck with its demand for a 12 percent raise and one-year pact.

Negotiations resumed and then broke off the Friday before the threatened strike. Union executives say they were wondering whether the state's intransigence meant it was willing to accept the strike rather than give in. But actually the strike threat had both sides worried, according to participants.

## Substantial Changes

The day after the negotiations broke off the state Public Employment Relations Board tried to get the parties back together for a noon meeting. The union refused to return to the table until the state indicated a willingness to make substantial changes in its offer.

The indication came at 6 p.m. Saturday night and the parties began the final marathon session at 8 p.m. in the 12th floor offices of the state Office of Employee Relations in the Albany Twin Towers.

Still the offers were not drastically different. Each side gave in a little after each of four or five caucuses, but the strike threat still loomed without an acceptable package in sight. At 4 a.m. copies of the Sunday Daily News arrived with its headline heralding the strike threat.

After 7 a.m. the state's drastically revised offer was presented. All it took then were a few adjustments requested by the CSEA and at 10:45 a.m. the package was in place. A press conference followed at noon. Both sides claimed it was a victory.



## SOUTHERN REGION III LEADERS SHOW THEIR UNITY

They may not all have agreed on how to handle the strike situation that faced state employees last week, but these Civil Service Employees Assn. local presidents in the union's Southern Region III were unanimous in their resolve to stick together. Region president James Lennon, far right, is shown here joining hands with the local leaders at a regional State Division meeting earlier this month. From left are Gary Nestor, Orange County State Transportation Local 515; Charles Zoffer, representing East Hudson Parkway Authority Local 159; Martin Langer, Rockland Psychiatric Center Local 421; Reuben Goring, representing Letchworth Village Developmental Center Local 412; Richard Snyder, Wassaic Developmental Center 426; Solomon Williams, Warwick State School Local 557; Frank Mann, Annex Training School Local 554; Robert Thompson, Harlem Valley Psychiatric Center Local 409; Mary Whalen, Ossining Correctional Facility Local 161; Ralph Schwartz, Green Haven Correctional Facility Local 158; Larry Natoli, Matteawan State Hospital Local 160; Marie Romanelli, SUC at New Paltz Local 610; Alexander Hogg, Middletown Psychiatric Center Local 415; Sandra Deyo, Transportation District 8 Local 506, and John Olsen, SUC at Purchase Local 637.

# Public Poll On Pact: 'More Power To Them, And Perhaps To Us ...'

By JANE BERNSTEIN

MANHATTAN—A random polling of New Yorkers on their opinions concerning the tentative pact which includes a 14 percent increase for state employees has revealed some interesting points.

Of the group questioned, which included private sector workers, federal, state and city employees, and retired individuals, approximately 90 percent said they felt that state workers deserved at least that amount in salary hikes.

"I'm not completely familiar with state salary ranges," said a retired saleswoman, "but I don't think that 14 percent would be adequate since it's the first increase since 1974. Inflation has crippled so many incomes—even substantial ones. I think that state workers should probably have been given a 25 percent raise, taking that into consideration."

A New York City subway car conductor said, "That's no kind of raise after three years. Inflation will eat that right up before the workers even get a chance to see it."

One man, himself a state worker, said the increase represents an effective move toward raising state income to meet the current cost of living.

"It's appalling when one considers that about 70 percent of all New York State's public employees make under \$10,000 a year," he said. "This has been a long time overdue."

The majority of those answering made similar statements agreeing that the workers justly deserve raises after all this time.

An issue to consider when examining the increase is also the impact it will have on local government negotiations and future contracts. New York City workers, in particular, reacted strongly to the news of the settlement; some with renewed hope for more money of their own, and others with open hostility.

"I hate state workers for get-

ting this increase," said one city police officer. "I don't see where they are doing any more work than we are to deserve this amount. We haven't had increases since 1975. If they can get more, we should get more, and I don't think we should settle for less."

But another city worker said he thinks that 14 percent is a move in the right direction.

"I say more power to the state employee for coming through

with this," he said. "I think this may be a powerful bargaining point for city civil servants when contracts expire. I don't see how the Control Board could reject a pay hike for city workers when state workers have received one."

This is a sampling of the way the general public feels about the settlement. Now, what remains to be seen, is how state workers, who will have to live with it, view the 14 percent increase.

## Wenzl Leadership Vindicated

(Continued from Page 3)  
employee scene who convinced him the strike was no idle threat. Second, the CSEA was receiving a surprisingly sympathetic press

for its case by newspapers and other media throughout the state who felt state workers should be rewarded for their patience during last year's fiscal crisis.

## Wage Hike Can Exceed Ceiling

(Continued from Page 1)  
out that the 14 percent increase in many cases has the effect of accelerating incremental salary growth by years."

Not including increments, the average salary boosts for the different bargaining units will be as follows:

- Professional, Scientific and Technical: from an average salary of \$15,422 with an increase of \$2,227 to a new average salary of \$17,649.

- Administrative Unit: From \$9,263, with an increase of \$1,400, to a new average salary of \$9,663.

- Operational Unit: From \$9,138, with an increase of \$1,401, to a new average salary of \$10,539.

- Institutional Unit: From \$9,400 with an increase of \$1,415, to a new average salary of \$10,815.

"This is an excellent settlement."  
(Continued on Page 16)

## Contract Stories Stir Region IV

(Continued from Page 1)  
ital Region spokesman said.

Capital Region president Joseph McDermott immediately began a campaign of factual informational reports on station WABY, with Dan Campbell serv-

ing as regional spokesman. The reports, carried five times a day, refuted inaccurate media presentations.

The Capital Region of the CSEA, however, has been direct-  
(Continued on Page 16)

# Latest State And County Eligible Lists

## EXAM 35-942 COMPUTER PROGRAMMER TRNE Test Held Jan. 15, 1977 List Est. March 2, 1977 (Continued from Last Week)

- 142 Vanbramer C L Cohoes .....83.4
- 143 Cline John A Brainard .....83.4
- 144 Green Richard T Albany .....83.2
- 145 Ryan Michael J Mineola .....83.2
- 146 Kellner Leonard Flushing .....83.2
- 147 Cardwell B E Albany .....83.1
- 148 Szozda Stanley Cohoes .....83.1
- 149 Wandel Massie A Staten Is .....83.1
- 150 Palmquist M Clifton Park .....83.0
- 151 Cross Christina Schenectady .....83.0
- 152 Rice Edward J Watervliet .....83.0
- 153 Mahar James E Schenectady .....82.9
- 154 Gluck Leslie H Yonkers .....82.7
- 155 Belawski Edward Albany .....82.7
- 156 Bushell Julia L Stillwater .....82.4
- 157 Sauter Timothy Bayside .....82.4
- 158 Place Loren W Albany .....82.4
- 159 Geel Charles W Feura Bush .....82.4
- 160 Andersson L G Middleburgh .....82.3
- 161 Levine Philip Scarsdale .....82.3
- 162 Vanderbilt S C Albany .....82.1
- 163 Gile Roberta L Albany .....82.1
- 164 Naylor Candice Latham .....82.1
- 165 Neeb John H Tonawanda .....82.1
- 166 Plumadore Scott Albany .....82.0
- 167 Caloro Carol L Latham .....81.9
- 168 Barylski M K Albany .....81.9
- 169 Cotter Wayne B N Babylon .....81.8
- 170 Hellen S L Forest Hills .....81.7
- 171 Moore William D Middle Is. ....81.5
- 172 Miltrey Linda Schenectady .....81.5
- 173 McMahon Michael Troy .....81.4
- 174 Slisz Raymond J Cheektowaga .....81.4
- 175 Lepore Mike V Beacon .....81.4
- 176 Anzalone John J Islip .....81.3
- 177 Zarecki James B Cohoes .....81.3
- 178 Comanzo Thomas Albany .....81.3
- 179 Okeife Thomas J Floral Park .....81.2
- 180 Lenane Patrick Schenectady .....81.2
- 181 Bowles George W Albany .....81.1
- 182 Palmateer S L W Coxsackie .....81.1
- 183 Snyder C K Mechanicville .....81.1
- 184 Wojcicki Peter Schenectady .....81.0
- 185 Gifford Robert Mayfield .....80.9
- 186 Connor Douglas Waterford .....80.8
- 187 Shufon John J Watervliet .....80.8
- 188 Lussier Nancy W Altamont .....80.6
- 189 Lindemann Joan Nassau .....80.6
- 190 Behnke Sharon S Lafayette .....80.6
- 191 Carlos Alan J Schenectady .....80.5
- 192 Lee Ronald Troy .....80.5
- 193 Donnelly M L Williamsvil .....80.5
- 194 Citron Leonard Forest Hills .....80.3
- 195 Lacombe Joyce L Saratoga Spg .....80.3
- 196 Cevasco Barbara Staten Is .....80.3
- 197 Hains Stephen Vernon .....80.3
- 198 Justus Joan E Castleton .....80.2
- 199 Nasser Susan M Selkirk .....80.1
- 200 Stewart William Albany .....80.0
- 201 Ilves Virve Delmar .....80.0
- 202 Haver Jeanie M Kingston .....79.9
- 203 Ranalli M Schenectady .....79.9
- 204 Wolf Ronald L Grand Is .....79.9
- 205 Herzberg A Jackson Hts .....79.9
- 206 Gallagher M A Cheektowaga .....79.9
- 207 Jasinski Linda Glenmont .....79.8
- 208 Chevalier Carol Cohoes .....79.8
- 209 Harrington Dale Utica .....79.8
- 210 Tenczar Ronald Troy .....79.7
- 211 Conners Timothy Albany .....79.6
- 212 Phelan David J Ballston Spa .....79.5
- 213 Conley Mary R Albany .....79.4
- 214 Simpson K E Albany .....79.4
- 215 Trafton Holly A Albany .....79.3
- 216 Masci Joan A Guilderland .....79.3
- 217 Klob Jonathan S Troy .....79.2
- 218 Havis Mark S Rensselaer .....79.2
- 219 Montesi David V Cohoes .....79.2
- 220 Calkins Gary W Schenectady .....79.1
- 221 Breen James R Cohoes .....79.1
- 222 Grant Desi L Jamaica .....79.0
- 223 Murray M A Troy .....79.0
- 224 Owens Gregory M Troy .....78.9
- 225 Dukette Paul K Waterville .....78.9
- 226 Thomas Michael Guilderland .....78.9
- 227 Hiller Dawn E E Greenbush .....78.9
- 228 Haynes Walter L Clifton Pk .....78.9
- 229 Ross Edward A Earlton .....78.8
- 230 Smith Donna M Albany .....78.8
- 231 Smullens E P Johnstown .....78.8
- 232 Newman T W Albany .....78.8
- 233 Bacher Eileen M Albany .....78.7
- 234 Palinski R M Rome .....78.6
- 235 Reed Noreen M Waterford .....78.6
- 236 Casoles Pamela Albany .....78.6
- 237 Swords F Staten Is .....78.5
- 238 Dugan John P Pembroke .....78.5
- 239 Dancho Karen J Menands .....78.4

- 240 Rinaldi Andrew Loudonville .....78.4
- 241 Buckley C M Cohoes .....78.4
- 242 Noonan Mary E Latham .....78.4
- 243 Horwitz Paula NYC .....78.4
- 244 Schaible James Schenectady .....78.3
- 245 Arnold Michael Gansevoort .....78.2
- 246 Schildkraut H M Brooklyn .....78.2
- 247 Fuller Sharlene E Greenbush .....78.0
- 248 Vagelien Leo J Albany .....78.0
- 249 Ryan Theresa Hopewell Jct .....77.9
- 250 Welsh M M Utica .....77.9
- 251 Davey Leslie A Troy .....77.9
- 252 Delehanty Mary Albany .....77.8
- 253 Morgan Rickey L Johnsonville .....77.7
- 254 Desiena Anthony Ballston Lk .....77.6
- 255 Garipey Ronald Troy .....77.6
- 256 Mitten Joseph P Lindenhurst .....77.6
- 257 Heckeler Joy L Watervliet .....77.5
- 258 Gela Gregory H Cohoes .....77.5
- 259 Miller Raymond Schenectady .....77.5
- 260 Ruhl Carol A Watervliet .....77.4
- 261 Gatto Thomas P Buffalo .....77.3
- 262 O'Meara M W Troy .....77.2
- 263 Roche Marsha E Albany .....77.2
- 264 Lee Nancy A Duanesburg .....77.2
- 265 Fontana Michael Astoria .....77.2
- 266 Nicol Virginia White Plns .....77.1
- 267 Lange Joseph Kew Gardens .....77.1
- 268 Wroblewski John Bronx .....77.1
- 269 Hislop Virginia Albany .....77.1
- 270 Ponier Gary A Montgomery .....77.1
- 271 Lynch Jeanne Albany .....77.1
- 272 Olender William Troy .....77.0
- 273 Evans Stafford Watervliet .....76.9
- 274 Rainville Linda Clifton Pk .....76.8
- 275 Salisbury James E Greenbush .....76.8
- 276 Garstang H J Troy .....76.8
- 277 Weekes Earl F Brooklyn .....76.8
- 278 Soron Ronald M Canastota .....76.6
- 279 Baker Michael R Troy .....76.6
- 280 Donahue Dorine Mechanicvil .....76.5
- 281 McCloskey R S Schenectady .....76.5
- 282 Buzanowski Alan Schenectady .....76.5
- 283 Neary John A Schenectady .....76.4
- 284 Casenbrock John Clifton Pk .....76.3
- 285 Romanowski John Rochester .....76.3
- 286 Lent Darlene L Schenectady .....76.2
- 287 Phillips Thomas Stuyvesant .....76.2
- 288 Winokur Daniel Flushing .....76.2
- 289 Cilent Anthony NYC .....76.1
- 290 Kehrer Anthony Hudson .....76.1
- 291 Burns James W Albany .....76.0
- 292 McAllister P A Buffalo .....76.0
- 293 Deforge James M Grafton .....76.0
- 294 Clark Mary A Perryburg .....75.9
- 295 Nelson Robert A Jonesville .....75.9
- 296 Griffin Paul D Albany .....75.8
- 297 Seidman Neil D Albany .....75.7
- 298 Mellis H E Setauket .....75.7
- 299 Gilbert Peter M Colonie .....75.6
- 300 Vanwely Peter Albany .....75.6
- 301 Papa Andrew F Fonda .....75.6
- 302 Hogan Diane M Troy .....75.6

## EXAM 35-980 SENIOR STENO Test Held Nov. 6, 1976 List Est. Feb. 14, 1977 (Continued from Last Week)

- 970 Verlotte Vikki Scotia .....72.3
- 971 Crawford Dannie Albany .....72.3
- 972 Nedelsky M Latham .....72.3
- 973 Jones Terry R NYC .....72.3
- 974 Schneider Joan Rochester .....72.3
- 975 Myers Sheila A Millerston .....72.3
- 976 Mull Catherine Waterloo .....72.2
- 977 Epps Bienvenida L I City .....72.2
- 978 Paige Jessica A Albany .....72.2
- 979 Gordon Miriam L Brooklyn .....72.2
- 980 Zenzen Annie D Rensselaer .....72.0
- 981 Dowd Judith A Massapequa Pk .....72.0
- 982 Tremper Joan A Walkkill .....72.0
- 983 Cote Lenore G Waterloo .....72.0
- 984 Adsit Marylou Baldwinsvil .....71.9
- 985 Tommell Joann Voorheesvil .....71.9
- 986 Cassavaw L Plattsburgh .....71.9
- 987 Tedford Barbara Saranac .....71.9
- 988 Deprimo Celeste Horseheads .....71.9
- 989 Tull Linda NYC .....71.8
- 990 Kelly Linda M Albany .....71.8
- 991 Marks Cathy M Lk Ronkonkma .....71.7
- 992 Latella Linda P Frankfort .....71.7
- 993 Polak Jane M Binghamton .....71.7
- 994 O'Toole Terry A Rensselaer .....71.7
- 995 Lupe Joanne M Albany .....71.6
- 996 Mastriano B J Selkirk .....71.6
- 997 Hayward Wanda C Seaford .....71.6
- 998 Albanese M A Schenectady .....71.6
- 999 Derleth Audrey Greenville .....71.6
- 1000 Horton Betty L Schenectady .....71.6
- 1001 Williams, J L Saranac Lk .....71.6

- 1002 Pekera Nancy L Lafayette .....71.6
- 1003 Briggs Janet L Ilion .....71.6
- 1004 Jones Barbara A Troy .....71.6
- 1005 Edwards M Acra .....71.5
- 1006 Brandimarte L Seaford .....71.5
- 1007 Bacome Sharon M Horseheads .....71.5
- 1008 Kovich Nancy M Bronx .....71.5
- 1009 Cox Carolyn J Brooklyn .....71.5
- 1010 Leventhan L Brooklyn .....71.4
- 1011 Russo Ronni M Oswego .....71.4
- 1012 Patcigo Regina Schenectady .....71.4
- 1013 Hollop Carol A Stormville .....71.4
- 1014 Lamont Joanne B Albany .....71.4
- 1015 Slodowitz M Brooklyn .....71.4
- 1016 Nash Irene C Lindenhurst .....71.4
- 1017 Buagliardi L M Buffalo .....71.4
- 1018 Klett Diana L Schenectady .....71.4
- 1019 Clausman M E Hampton Bays .....71.4
- 1020 Gunther Roberta Ossining .....71.3
- 1021 Brenner Rajejan Wading Rvr .....71.3

- 1022 Fox Marie B Cheektowaga .....71.3
- 1023 Munding Jane K Rochester .....71.3
- 1024 Bielawa Diane S Averill Pk .....71.3
- 1025 Lipiew Mary W Sloan .....71.3
- 1026 Dalessandro J Schenectady .....71.3
- 1027 Sancimo Carol E Calverton .....71.2
- 1028 Miller Debra R St Albans .....71.2
- 1029 Badtsden Louise Jersey City .....71.2
- 1030 Dallara Carol A W Babylon .....71.1
- 1031 Boehringer G I Beechhurst .....71.1
- 1032 Quinn Julianna Conklin .....71.0
- 1033 Blasik Florence Buffalo .....71.0
- 1034 Oviit Linda C Saratoga Spg .....70.9
- 1035 Hoag Deborah L Castleton .....70.8
- 1036 Healy E E Kings Pk .....70.8
- 1037 Rampen Joan Pearl River .....70.8
- 1038 Walawender Ann Frankfort .....70.7
- 1039 White Helen Columbiavil .....70.7
- 1040 Pezzula Valerie McKownville .....70.7
- 1041 Schulz C L E Aurora .....70.7
- 1042 Reyor Joan I Cohoes .....70.7
- 1043 Stiles Kathleen Cattaraugus .....70.7
- 1044 Shippee Carole Troy .....70.7
- 1045 Swierczek E S E Rochester .....70.7
- 1046 Morrone Susan Lindenhurst .....70.7
- 1047 Lisi Mary M Binghamton .....70.6
- 1048 Lipinski Linda Gowanda .....70.6
- 1049 Olivera Wanda Pt Jeffran .....70.6
- 1050 Kellogg B Schenectady .....70.6

- 1051 Hager Mary Masonville .....70.6
- 1052 Veitch Cynthia Albany .....70.6
- 1053 Vanort Joan A Castleton .....70.6
- 1054 Maycock B A Fredonia .....70.6
- 1055 Fronk Dolores M W Albany .....70.6
- 1056 Morhard Evelyn Schenectady .....70.6
- 1057 Redmond Cindy L Auburn .....70.5
- 1058 Watach Vickie K Horseheads .....70.5
- 1059 Matteo Gail R Albany .....70.5
- 1060 Mansfield L M Coxsackie .....70.5
- 1061 Dorn Elaine F Albany .....70.5
- 1062 DeJulio Marilyn Nassau .....70.5
- 1063 Cramarossa M Brooklyn .....70.5
- 1064 Hudson Barbara Depew .....70.4
- 1065 Gavitt Monica A Waterford .....70.4
- 1066 Griffith Pamela Attica .....70.4
- 1067 Slavik Margaret Johnson City .....70.3
- 1068 Szmepinski S A Albany .....70.3
- 1069 Lewis Rhona L Hollis .....70.3
- 1070 Budetti Linda L Pelham .....70.2
- 1071 Conway Maureen Seaford .....70.2
- 1072 Tuthill Marie J Hopewell Jct .....70.2
- 1073 Hansome Jeanne Coram .....70.2
- 1074 Caccamo Teresa Albany .....70.2
- 1075 Coluccio C Jericho .....70.2
- 1076 Woodard Diane M Rochester .....70.1
- 1077 Bartels Carol A Ctl Islip .....70.1
- 1078 Block Paulette Syracuse .....70.0
- 1079 Kruger B M Islip Ter .....70.0

## Conference About Labor Is May 16-18

MANHATTAN — The New York University Institute of Labor Relations will hold its 30th National Conference on Labor, May 16-18 at the Barbizon Plaza Hotel, Manhattan.

The conference is intended to help practitioners in the field of labor relations deal with issues of current importance. Participants include industrial relations executives, labor union officials, attorneys, arbitrators, and others who work in labor relations.

Lecturers from labor, management, government, and law will speak on topics including: negotiations under fiscal stringency, strikes and injunctions, reverse discrimination, management and union views.

Those interested in attending should contact Bruno Stein, 529 Tisch Hall, Washington Square, New York, N.Y. 10003.

## Vets To Meet

The Veterans Pension Committee will meet with state and city public employee vets April 28, 6 p.m., at 125 Worth St. to discuss the pension buy-back bill, pending in the state legislature.

The bill would allow veterans to gain extra retirement benefits for the time they spent in military service.

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—John Deaufort, Christian Science Monitor

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a swinging, stomping dance orgy... a luminous show!  
—T.E. Kalem, Time

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**...GO SEE IT!**  
—Clive Barnes, N.Y. Times

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## Federal Retirees Meeting May 18

MANHATTAN — Manhattan chapter 23 of the National Assn. of Retired Federal Employees will hold a regular meeting May 18, 1:30 p.m., at the McBurney YMCA, West 23 St., Manhattan.

Jack Klein, president of the Queens NARFE chapter, has been invited as guest speaker.

He is expected to discuss a wide range of topics relating to the welfare of retired federal employees.

## Rensselaer County Filing By May 4

TROY — The Rensselaer County Civil Service Commission has announced two open competitive exams to be given in May and June.

An exam will be given May 21 for clerk and filing will close May 5.

Candidates for this \$4,905 a year job must have a high school diploma or an equivalent combination of education and experience.

Filing will close May 4 for an exam for school lunch manager. Candidates must have been legal residents of Rensselaer County for at least four months.

Applications can be obtained from the Rensselaer County Civil Service Commission, third floor, Court House, Troy, New York.

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### Niagara Falls \$79

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### 3 Day Economy Washington \$59

**3 Days Finger Lakes and Corning Glass Center \$89**  
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### 2 Day Valley Forge and Gettysburg, Pa. \$57

### 3 Day Penn. Dutch and Hershey, Pa. \$79

(Family Style Dinner)

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# Pending CSEA Legislation Outline.

This weekly Legislative update is provided by Civil Service Employees Assn.'s office of legislation and political action.

A—Assembly; S—Senate; \*—bills initiated by the CSEA.

BILL AND SPONSOR	SUMMARY OF PROVISIONS	STATUS	CSEA POSITION
A.802, Greco* S. Flynn, multi-sponsored	This is the Agency Shop bill; it would require all non-members represented by a union to contribute an amount equivalent to the dues to the recognized certified labor organization.	Passed Assembly, sent to S. Civ. Service Comm.	FAVOR
A.2212, Greco*	This bill would provide for final offer evaluation as a means of resolving disputes in negotiations	A. Gov. Employees Com.	FAVOR
S.11, Anderson, multi-sponsored A.3322, Calogero, multi-sponsored	This bill would allow PERB to enforce the terms of a negotiated agreement.	A. Gov. Employees Com. S. 3rd Rdg.	FAVOR
S.910, Flynn A.1336, Greco*	This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to more retirees.	A. Gov. Employees Com. S. Civil Service Com., 2-7-77 reported to Senate Finance Committee.	FAVOR
S.1275, Knorr, multi-sponsored A.1584, De Salvo, multi-sponsored	This would entitle Veterans of WW II and Korea Conflict to obtain retirement credit if they were honorary discharged veterans and residents of N.Y. State at time of entry into service.	S. Codes Committee A. Gov. Operations Com.	FAVOR
S.2434, Schermerhorn A.2928, DeToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	S. Civil Service Com. A. 3rd Rdg.	FAVOR
none none	This would lessen penalties on employees who engage in illegal strikes. It would eliminate the automatic probation and "Two-for-one" fines for such employees.	No Status	FAVOR
A.781A, Landes*	This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.	A. 2/14 passed. S. 2/15 Civ. Service Comm.	FAVOR
S.787, Rolison A.1058, Betros	Increase to \$4,800 the maximum amount a retiree may earn in job services during the year without a loss of retirement benefits.	S. Civil Service Com. A. Gov. Employees Com.	FAVOR
S.813, B. Smith A.1088, Flanagan*	If the voters of a school district neglect or refuse to approve expenses for school cafeteria programs or services, the Board of Education may levy a tax to provide for same.	A. Education Comm. S. Education Comm.	FAVOR
S.1143, Schermerhorn* A.1420, Herbst	This bill would make the cost of providing transportation for field trips, which are primarily educational in nature, ordinary and contingent school district expenses.	A. Education Comm. S. Education Comm.	FAVOR
S.1840, Eckert, multi-sponsored	This amends the Retirement Law, modifying eligibility in the Retirement System, clarifying definitions and procedures and establishes a method of integrating Social Security into the Retirement System under CO-ESC Retirement Plan.	S. Civil Service Comm.	FAVOR
S.2985, Garcia A.4042, Cochrane	The Bill would extend representation rights to employees of the Div. of Military & Naval Affairs.	S. Civ. Service Comm. A. Gov. Employees Com.	FAVOR
S.2901, Flynn	This would extend the current \$2,000 survivors' benefit for employees who retired prior to 1966.	S. Civ. Service Com.	FAVOR
A.1412, Field S.1131, Nolan	If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PERB as well as a fine not to exceed \$1,000 per occurrence which shall be paid to the employee organization.	A. Gov. Employees Com. Sen. Civ. Serv. Comm.	FAVOR
A.2929, DeToro	8 percent interest be paid by public employer as part of arbitration award in regard to a retroactive salary or wage benefit.	W. & M. Comm.	FAVOR
S.2434, Schermerhorn A.2928, DeToro	This bill allows disciplinary proceedings to be negotiated in local government contracts.	Sen. Civ. Serv. Comm. Gov. Employees Com.	FAVOR
S.2459, Eckert A.3196, Hanna, multi, Nagle	This bill excludes from Taylor Law coverage, employees designated as supervisory; defines supervisor down to the level of a person having the responsibility to direct employees or effectively recommend the adjustment of grievances.	S. 3/30 Amend. and recom. to Comm. S.2459-A. A. 3/30 Same as above. A3196-A.	OPPOSE
A.81, Greco, multi. S.19, Schermerhorn, multi.	This increases to \$3,000 the maximum amount a retired person may earn in a public service position without loss of retired allowance.	Signed into law.	FAVOR
S.2567, Schermerhorn	Eligibility for preferred list reinstatement shall be for a maximum period of 5 years from the date of separation or demotion.	S. Civ. Serv. Comm.	FAVOR
S.2574, Schermerhorn A.3645, Marchiselli	This bill provides a retired person may earn in public service an amount equal to the amount stipulated by the Social Security Act that can be earned with loss of benefit.	S. Civ. Serv. Comm. A. 3/31 Rept. and ref. to W&M Comm.	FAVOR
S.2580, Schermerhorn A.3527, McInerney	This bill allows employees who were on the payroll on or before June 30, '76 and who for reasons not ascribable to their own negligence, did not become a member of the Retirement System before July 1, '76 to file written request with Comptroller before December 31, '77 for membership in the Tier II System.	S. Civ. Serv. Comm. A. 3/13 Rept. Ref. to W&M Comm.	FAVOR
S.2840, Flynn, multi. A.3899, Nicholsi, multi.	This bill would amend Section 243 of the Military Law regarding crediting of military service for the purpose of retirement and for additional credit in competitive examinations, to include in the definition of Veteran a member of the Armed Forces who served on active duty for at least 181 consecutive days.	S. 3/28 amend & recom., 2840-A. A. 3/28 amend & recom., 3899-A.	FAVOR
A.2308, Nine multi sponsors S.3082, Flynn	When person with lower rating on eligible list has been appointed to a position, the employee who was passed over may request and receive from the Appointing Officer, the appropriate reasons.	3/9 passed — A S. Civ. Serv. Com.	FAVOR
S.126, B. Smith	Authorizes probation officer who has reason to believe a warrant exists for probationer, to take him into custody.	2/7 Passed. Referred to Ass'y Codes Committee.	FAVOR
A.140, Posner S.1980 Tauriello	Declares it a public policy of the State to prohibit the use of professional strike breakers.	1/17 Passed — A 1/18 Labor Com. — S	FAVOR
S.1337, Budget Bill A.1637, Budget Bill	Consolidates PERB & SLRB* Changes designation to State Employment relations board.* Administration of labor practices in both private & public sectors.	S. Fin. Comm. A. W & M Comm.	OPPOSE
S.1612, Padavan, multi. A.2017, Esposito, multi.	Any honorably discharged veteran shall be eligible for pension credit for time spent in service.	S. Civ. Service Comm. A. Gov. Emp. Com.	FAVOR
S.2069, Marchi	If PERB or a Court finds that acts of extreme provocation were committed by an employer, employees determined to have been on strike shall have status restored and probation terminated with any payroll deduction to be restored.	S. Civ. Service Com.	FAVOR
S.2901, Flynn	Survivor's Benefit of \$3,000 for retired State employees shall apply to all State employees regardless of date of retirement.	S. Civ. Service Com.	FAVOR
S.3408, Schermerhorn	Provides for the continuation of retirement negotiations for local governments until 6-30-78.	S. Civ. Service Com.	FAVOR
S.3409, Schermerhorn	In the event of an impasse, contract provisions shall continue.	S. Rept. out Civ. Service Comm.	FAVOR
S.1331, Budget bills A.1336, Budget bills	These are the Governor's bills proposing cuts in aid to local school districts.	S. Finance	OPPOSE
S.26363-A Rules Comm. A.3737 Mc Inerney.	This bill allows for the negotiability of retirement benefits for local governments through June 30, 1978.	Signed into Law.	FAVOR

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# CSEA CONVENTION REPORTS, PHOTOS



Listening intently during meeting are these well-known CSEA figures, from left: executive vice-president William McGowan, executive director Joseph Lochner, vice-president Richard Cleary of Central Region V and stenotypist Helen Van deWal, who recorded the word-by-word proceedings of the session.



CSEA director Ronnie Smith (Mental Hygiene, Region II) was spirited participant in the debate over contract for state employees. This photo of Mr. Smith, who also serves as president of Willowbrook Developmental Center Local 429, was taken during State Division meeting.



Statewide CSEA secretary Irene Carr, right of SUC at Oneonta Local 635, listens to views of, from left, Tony Sarantotoulas, Binghamton Local 002; Frank Micalizzi, Binghamton, and Helen Raby, of SUC at Oswego Local 611.

(Leader photos by Ted Kaplan)

## Special Work Performance Ratings & Examinations Committee Report

The special work performance ratings and examinations committee report was presented by chairman Samuel Grossfield, of Rochester Local 012, retired, at the CSEA spring convention at the Concord Hotel last month. Other committee members are Al Castaldi, William Gagnon, Carl Garrand, George Kawas, Marjorie Reeves, Lloyd Tipton, Robert Weinbloom and Cynthia Chovanec.

We have met twice with heads of the Department of Civil Service to discuss general and specific issues relating to Work Performance Ratings and Civil Service examinations.

A major bone of contention is the comparatively recent ruling in 1974, that within a department, the promoted employee must serve a probationary period. We pointed out that such an employee is treated like an entry worker—the Supervisor need not document the reason for the Unsatisfactory Rating—and the employee has limited grounds for an appeal. Receiving no satisfaction, we decided to go directly to the Civil Service Commission to require documentation and the right of appeal. As a result of our meeting with the Civil Service Commission, their response was as follows:

"The Commission was very sympathetic to the potential problems implied in this issue. Certainly the Commission would be unequivocally opposed to the use of this, or any other, probationary period in an arbitrary and capricious manner. While current probationary procedures contain specific guidelines and checks to provide equitable administration, the Commission does recognize that abuses could occur in specific situations. However, there has been no specific evidence introduced to suggest that there have been any specific abuses of this, and certainly none to suggest widespread abuse. Under the circumstances, the Commission does not believe that an additional appeal step is necessary. However, they would consider a review of this issue if there is evidence of abuse or if such a case should occur. Absent of such formalized procedure, the Civil Service Commission and Department would continue to be available to investigate and assist in situations where may appear to be improper personnel practices."

We decided to do likewise with our request for representation on the Rating Appeals Board and to make it impossible for an agency head to overrule the Ratings Appeals Board. We have never uncovered an instance when an agency head reversed a Rating Board that sustained the unsatisfactory rating. But, whenever the agency head intervened, it was always on the side of management and against the employee. In their letter the Commission reiterated their statements made at the meeting:

"Although the rules prescribe that, as the ultimate appointing authority, the agency head is empowered to make the final rating of any employee in his

or her agency, this decision can be appealed to the Civil Service Commission. Indeed the Civil Service Commission and its staff take into consideration, when processing an appeal, any actions or comments by the parties involved (rater, reviewer, performance rating board, department head, etc.) which provide a more accurate and complete picture of the employee's performance during the rating year. The Commission's role in this process is totally independent from the agency head's and in no way could be considered as a process of affirmation of agency determinations. This is evidenced by the statistics of the past two years. Of the 84 appeals on unsatisfactory ratings for 1974, the Commission granted 17."

In our 1974 report, we submitted a boxscore on unsatisfactory ratings covering the period from 1969 to 1973. We'd like to add 1974 and 1975:

Rating Year	Unsatisfactory Ratings	No. of Appeals Sustained	Appeals Commission
1969	137	27	7
1973	430	73	4
1974	579	83	18
1975	693	102	17

What raises our hackles is the non-chalance with which the Department of Civil Service, though not the Commission, views the increase in the number of unsatisfactory ratings. They view the figures as small in terms of percentages whereas we pointed out that these are flesh-and-blood human beings who are, in ever-increasing numbers, being deprived of certain benefits. We conveyed to the Commission the need for more specific rating guidelines and for CSEA representation on Rating Appeals Boards.

What has always appeared to us as overly harsh was the penalty for a single unsatisfactory rating that totally ignored years of top ratings. Both the



Richard Evans, of Rensselaer County Local 842's Hudson Valley Community College unit, compares opinions with CSEA director Joseph Lazaroni (Rensselaer) as the two men pause between sessions during the action-packed three-day meeting.

Department of Civil Service and the Commission see nothing wrong in this practice. They argue that rewards and punishments should be meted out for each year, individually, otherwise you have no merit system. In their letter, the Commission restated what they felt was the specific clarification provided during the discussions at the meeting.

"Basic to this issue is the recognition of the 'merit' concept of the increment. As explained by the Commission, Section 131 of the Civil Service Law specifically authorizes the granting or withholding of increments based on performance 'during the year immediately preceding.' The Commission affirmed that this is as appropriate."

We also conveyed to the Civil Service Commission our dissatisfaction with the lack of response on our repeated requests for changes in examination practices. A case in point was the procedure on continuous recruitment exams in which exams for demand titles are held every few months. Members have complained bitterly of a system that prevents their appointment from a list because candidates from a later list, who had a higher mark, were interfiled ahead of them. The Commission seemed favorably impressed with our arguments and will advise us of their decision. As stated in their letter:

"The Commission was very sympathetic to the types of problems that were outlined as having occurred in the past and as being potential difficulties in the continuous recruitment process. However, they felt that the proposed change would not be the best solution and would tend to negate the basic concept of a continuous recruitment program where it is appropriate. As indicated at the meeting, the number of titles on continuous recruitment has been significantly reduced since 1975, from 175 to 77. This was the result of a thorough review of the need for continuous recruitment in these titles, based on the very question raised by the Committee. Included in those titles removed from continuous recruitment were those Labor Department titles in which the specific problem examples to which Mr. Grossfield referred had existed. The Commission further directed that a continuing review be made of all titles on continuous recruitment in order to assess the question of continuing need and to avoid the types of problems which prompted this issue."

On the Committee's criticism that the Department of Civil Service is derelict in its duty to prepare exams so that provisionals and others may acquire permanent status, we were shocked to hear from the Civil Service Department Head that (1) they are understaffed and could not meet the needs of the agencies and (2) their staff is obligated to spend 80 percent of its time on preparation of local exams and only 20 percent of their time preparing state exams. We shall press the Commission both to in-

crease the staff and to increase the output of state exams.

It should be noted however that members of this Committee have been successful in getting the Department of Civil Service to schedule overdue examinations on a case-by-case basis. If an employee feels any exam is late, he or she should contact any Committee member, or Mrs. Chovanec at CSEA Headquarters, giving as much information as possible (i.e. title, department, last time exam was given, number of openings, number of people holding provisional titles, etc.).

This Committee will continue to press for access to exam questions and the candidate's answers as the only proper basis for appealing exam questions. However, the Commission seemed disinclined to contest the contentions of Civil Service heads that this would unduly delay promulgation of lists. In fact, as stated in their letter and in their discussion of this issue:

"Our Department uses either a pre-rating review or post-rating review procedure, depending on the nature of the examination. As indicated by the Commission's discussion of the review process, this includes, in either case, a very extensive review of each candidate objection. Every test item, whether or not it is objected to, is analyzed as to candidate performance and a review is performed by Departmental staff, an independent expert and Civil Service Commission members themselves.

"This very thorough process, much more so than in most other jurisdictions, is designed to enable us to perfect the key answers in the examination, and the final key is not set until this process is completed. The Commission, in its review of this issue, confirmed that the current procedure is thorough and adequate."

There is a possibility that legislation will be submitted during this current session to eliminate the one-of-three rule when filling positions from a list. Members are urged to contact their Assemblymen and Senators to voice opposition to such a proposed law.

Another touchy topic broached with the Commission, specifically Commissioner Scelsi, is the continuing trend of state agencies, particularly the Department of Health, to create middle management non-competitive titles while not filling or even abolishing competitive openings. The consequences of this are quite serious. Training, experience and years of dedicated service are being ignored in favor of a spoils system.

Time did not permit an exploration of other subjects with the Commission but we believe this face-to-face discussion was of mutual benefit. The Commission heard, first-hand, how the rank and file of the employees feel and how their morale is affected by these frustrations. Equally important, we have opened the door to future discussions with the top policy-makers.

# Suffolk Jobs Filing Opens

HAUPPAUGE — The Suffolk County Civil Service Department has opened filing until May 11 for ten open competitive examinations. Most of the titles are for inspector jobs.

Building inspector and housing inspector (17-207) and plumbing inspector (17-208) pays about \$8,000 to \$10,000.

Senior zoning inspector (17-215), senior building inspector (17-209), zoning inspector (17-

218), senior plumbing inspector (17-213, and senior housing inspector (17-211) pay about \$10,000 to \$12,000.

Town building and zoning administrator (17-217) pays \$15,000 to \$17,000. Communications systems manager (17-193) pays a bi-weekly starting salary of \$671.

For further information contact the Suffolk County Civil Service Department at H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N.Y. 1787.

## Flaumenbaum O.K., Expresses Thanks

NORTH AMITYVILLE—Irving Flaumenbaum, president of the Long Island Region of the Civil Service Employees Assn., has expressed appreciation for hundreds of cards, letters and calls he received after undergoing eye surgery recently.

Mr. Flaumenbaum had corrective surgery to complete work undertaken last fall on his left eye. The operation was a com-

plete success, and Flaumenbaum has returned to his CSEA duties.

## Dialysis Nurse

ALBANY—A home dialysis nurse eligible list, resulting from open competitive exam 27-608, was established by the State Civil Service Department. The list contains 2 names.



## RETIREMENT PRESENTATION

North Hempstead Town Supervisor Michael J. Tully, Jr. presents a retirement certificate to Town employee Theodore Domurat of Roslyn Heights, who was a Maintenance Plumber in the Incinerator Department since 1966.

## Filing Ends May 4 For 4 Nassau Jobs

MINEOLA—The Nassau County Civil Service Commission has opened filing until May 4 for four open competitive examinations to be held June 4.

Assistant coordinator community youth services (exam 66-083) pays \$10,500 in Oyster Bay and other salaries elsewhere. Social services research analyst I (66-165) pays \$13,228.

Assistant superintendent of recreation (66-102) pays \$17,000 in Oyster Bay and varies elsewhere. Director, Bureau of energy resources (66-429) pays \$22,429.

For further information contact the commission at 140 Old Country Road, Mineola.

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## WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours for Thursdays are 5:30 a.m. to 4 p.m.

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

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

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

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

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 55th floor, New York 10048 (phone 488-4248; 10 a.m.-3 p.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.

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# Seek OSHA Protection For Public Employees

MANHATTAN—The Assembly Standing Labor Committee, chaired by Bronx Democrat Seymour Posner, held an open hearing in New York City last month to seek views on pending legislation that would set occupational safety and health standards for employees of political subdivisions and certain other governmental agencies.

Among those who spoke in favor of coverage for public employees at the OSHA hearing were representatives of the Civil Service Employees Assn. The CSEA's position was outlined by Bernard Ryan, director of political and legislative action. Further arguments were made by CSEA collective bargaining specialist Paul Burch and by William DeMartino, Labor representative on the CSEA Board of Directors, as well as second vice-president of the union's Metropolitan Region II and president of Metropolitan Manpower Services Local 350.

Two CSEA vice-presidents were on hand to show top-rank union support for the OSHA program. They were Metropolitan Region II president Solomon Bendet, who also heads New York City Local 010 that includes many Labor Department employees, and Western Region VI president Robert Lattimer, who also serves as a Labor representative on the CSEA Board.

Text of Mr. Ryan's testimony follows:

"It is clear and undisputed that public employees in New York State need to be protected by a comprehensive safety and health standard. In fact, the New York State Department of Labor in its planning report (report was made by legislative direction) states: 'Thus, without new provision for coverage of public employees, these would be virtually the only workers in the State for whom neither Federal nor State law required occupational safety and health protection.' We could not agree more. It is not merely a matter of having a plan for namesake but a true necessity pointed out by the recent survey made by the New York State Department of Labor.

"However, CSEA cannot agree with the conclusions reached by the Industrial Commissioner and his staff in the proposed legislation that he should be the sole authority for the establishment of safety and health standards. We think such standards must be statutory. Only by having a strong, definitive statute can the inspectors as well as the state agency heads and the affected employees be assured of a reasonably constant standard reviewable only by this and succeeding legislatures. In addition to the statutorily established standards, there must be statutory sanctions. The form that these sanctions must take is in your hands. Suffice it to say, that CSEA does not envision monetary fines where money only goes from one state pocket to another. Rather, we could endorse statutory penalties where an employee was injured, killed or subjected to unhealthy conditions after an inspection reported a violation and an agency neglected to correct such condition. Willful neglect or incompetent compliance cannot be tolerated.

"We are convinced that only by developing statutory standards and sanctions can the public employee feel secure in his working environment. Arbitrary standards or those changed by whim or political consideration

offer little, if any, credibility to the public employee whom you are seeking to protect. Also, compliance based on persuasion rather than statute are ludicrous in these days when agencies and the government itself are concerned with the ramifications of 'fiscal priorities.' What agency head would feel compelled to install needed safety equipment without the threat of a strong, certain sanction?

"The New York State Department of Labor claims that they have 40 inspectors ready to make 'spot checks.' The Department also indicates that there are 8,500 political subdivisions to be inspected and monitored. When you add this figure to the several thousand work sites where state employees are expected to work, you get a total of well over 10,000 work locations to be inspected and policed. Even a quick calculation based upon 40 inspectors and 10,000 work locations gives each inspector approximately 250 work locations each year as a job responsibility. When you consider 261 work days per year minus 10 vacation days, and 11 holidays, you have an inspector with 250 assignments and 240 days in which to accomplish those assignments. This is less than one visit per year per work site. This condition is totally intolerable from our point of view and would allow no more than token inspections, and leave the way open for token compliance, or even noncompliance. Naturally, this would leave the inspector no time at all for reports, compliance hearings or follow ups.

"If the proposed state program is to be 50 percent federally funded, then the cost for additional 120 employees that we seek would be cut in half—therefore creating a new cost for only 20 inspectors—hardly a terrible burden."

## Court Workers May Get Pay Adjustments Result Of Appeal Court Ruling

By JANE BERNSTEIN

MANHATTAN—Hundreds of New York State court employees may be getting salary adjustments which could amount to several hundred thousand dollars, as a result of a ruling by the state Court of Appeals.

The justices of New York's highest court reversed a lower court decision that court workers should not be given credit for time served in a position prior to April 1972.

It was during that month that the Office of Court Administration implemented the newly passed Judicial Law 219, which graded the titles of judiciary employees for the first time. The law states that each grade (i.e. G-12) shall be comprised of five pay steps, one for each year of service in the title, with a graduated increment scale.

Some employees who had been working in positions before the grading were classified without regard to how many years they had been there. As a result, many were angered over a loss of money which they felt they were due according to their service



CSEA's director of political and legislative action, Bernard Ryan, standing center, delivered the union's main argument at public hearing of Assembly Labor Committee last month in New York City on Occupational Safety and Health Legislation for Public Employees. Backing him up is CSEA collective bargaining specialist Paul Burch, shown testifying at left. Other CSEA officials at hearing included statewide vice-president and Metropolitan Region II president Solomon Bendet, far left, Metropolitan Region II second vice-president and statewide Labor representative William DeMartino, standing second from left, and statewide vice-president, Labor representative and Western Region VI president Robert Lattimer, seated second from left. Assemblymen on committee are chairman Seymour Posner, (D, The Bronx), right, and David Greenburg (D, Brooklyn).

## Erie County Local Nominates Officers

BUFFALO—John Eiss and Eulis Cathey have been nominated as candidates to succeed Victor Marr as president of the Erie County Local of the Civil Service Employees Assn.

Mr. Marr plans to leave his local office to run for vice-president of the CSEA's Western Region VI.

Mr. Eiss heads the local's Health Department unit and Mr. Cathey is chairman of the Probation Department unit of the 3,400-member chapter.

James Brady headed the committee that nominated the candidates as the local faces stern negotiations with county officials who claim no money exists for pay raises for county employees.

The local, which represents more than 5,000 workers, has a three-year contract that expires at the end of this year.

Voting for local officers, who will serve two year terms, will be conducted by mail ballots at still-to-be-determined dates.

Candidates on Mr. Eiss' slate include: Salvatore Castro, Michael McGee, Patricia Delcatto, Robert Dobstaff, Richard Croad

## Monroe Sheriff's Unit Considers Job Action

ROCHESTER—The question of a disruptive job action was expected to be answered at a membership meeting of the Monroe County Sheriff's Department unit of the Civil Service Employees Assn. on March 27.

Cpl. Robert Falzone, unit president, said deputies are demanding that the 5 percent pay cut, mandated for county employees by the County Legislature, be restored.

The CSEA is suing the legislature, claiming the pay cuts were illegal.

"Morale is at the lowest point in the 12 years I've been here," Mr. Falzone said.

Sheriff William M. Lombard said he supports the efforts of the deputies and other county employees.

The Monroe County CSEA chapter, of which the deputies unit is a part, has declared an impasse in negotiations for a new contract. The old contract expired Dec. 31.

"I'm pulling for the deputies and all county employees to win this case," Mr. Lombard said. "This (the pay cuts) represents only nickel-and-dime savings to the taxpayer. I think the county legislature is wrong and I hope the county employees win."

Deputies also complain they are among the lowest-paid policemen in the county. Top pay for deputies is just over \$13,900 a year. A City of Rochester policeman makes more than \$15,000 annually after three years on the force.

Sheriff's deputies are talking about the possibility of a ticket blitz in which they would issue tickets for any minor infraction of the law.

The CSEA unit has discussed

and William Sorrentino for vice-presidents; Joseph Healy for financial secretary; Rose Marie Saunders for treasurer; Neal Hodgson for sergeant-at-arms, and George Clark for county representative.

Running with Mr. Cathey are: Arthur Tomczak, Jo Anne Leegant, Betsy Plette, Sue Kozak and Allen Dils for vice-presidents; Robert Petersen for financial secretary; Sally Radice for treasurer; Harry Brown for sergeant-at-arms, and Dave Stalica for county representative.

joint strategy with the Rochester Police Locust Club, which is seeking a cost-of-living increase of between 3 and 8 percent in each of two contract years. The club has been negotiating since May 1976. A fact-finder recommended no wage hike this year, a 2 percent hike in July and another 8 percent hike in April 1978.

## Region IV

(Continued from Page 9)  
ed by regional field supervisor Jack Corcoran to stand at ready alert concerning possible job action plans if the tentative pact is not ratified by the membership.

President McDermott agrees with the CSEA contention that "we know what we negotiated," however, he has expressed anger over the Office of Employee Relations position that media interpretations are more accurate.

Mr. McDermott claims the tentative agreement's language speaks for itself and for the CSEA position.

## Wage Increase

(Continued from Page 9)  
ment, which assures great benefit to the vast majority of the membership. I urge that it be studied carefully and ratified," Mr. Carey said.