

Fact-Finders Recommend 5% April 1, 3½% January 1

New Protest: "No Raise, No Razor"

Frustration over the state's adamant refusal to grant pay increases to its employees has resulted in at least one personal protest as described below. Apparently, the Taylor Law, which prohibits strikes by public employees, says nothing about growing beards.

Fred Webber, of Holbrook, explains his reasons for the hairy protest:

"Since last April 1, the start of another fiscal year without a pay raise, my motto has been 'no raise, no razor.'"

"I have been in the New York State service (Department of Transportation) for 16 years, as a tree-pruner supervisor.

"My salary and that of the other 140,000 state employees is a disgrace. In spite of inflation we haven't had a pay raise for two years. Therefore, last April 1, I decided not



to shave until I get a pay raise.

"This is my personal protest against the situation, by which I remind everyone who sees my hairy face of how

the Carey administration is hurting state employees.

"Besides saving a few dollars on razor blades, I can sleep extra five minutes in the morning."

Convention Nears: Negotiations Main Order Of Business

(Special to The Leader)

ALBANY—Contract negotiations between the State of New York and the Civil Service Employees Assn. promises to be the main topic of discussion during the union's upcoming spring convention at the Concord Hotel, Kiamesha Lake, March 20-23.

Streamlining of convention business has resulted in a shorter-than-usual and more economical meeting, cutting traditional the four-day spring session down to what amounts to three full days, Sunday through Wednesday. About 1,400 official CSEA delegates are expected to attend.

The convention opens 1 p.m. on Sunday, March 20, with a luncheon meeting of the CSEA Board of Directors. Registration and certification of delegates is set to begin at 3 p.m. Separate meetings of state negotiating unit delegates and County Division delegates are set for 8:30 to 10 p.m. on opening day.

State and county delegates, as well as retiree delegates, will hold separate meetings from 9:30 a.m. to 12:30 p.m. on Monday, March 21, and the opening session of the full delegate business meeting will be from 2:30 to 5:30 the same day. An educational program will be held from

8:30 to 10 p.m. that evening.

Delegate meetings are set for all day Tuesday, March 22, with the customary delegate's banquet scheduled for Tuesday night.

The spring meeting will conclude on Wednesday, March 23.



Changes Demanded After 10 Years Of Taylor Inequities

WHEN THE Legislature finishes with the problem of the State budget towards the end of this month, it will be none (Continued on Page 6)

State And CSEA Cautious

ALBANY—Although the Civil Service Employees Assn. was calling it a compromise proposal that "we're not exactly elated with" and Gov. Hugh Carey was publicly stating he doesn't know where to find the additional funds, neither side had taken any official position at Leader presstime on a fact-finders' report in the contract dispute between the CSEA and the State of New York.

The anxiously awaited report from the 3-member fact-finding panel headed by noted New York City labor mediator Theodore W.

Kheel was issued last week, and it recommended that the 145,000 state employees represented in four major bargaining units by the CSEA receive a 5 percent sal-

ary increase with a minimum of \$500 on April 1, and an additional 3½ percent hike with a minimum of \$350 on Jan. 1. (Continued on Page 3)

Time To Apply To Supplement Life Insurance

ALBANY—Time is running out for Civil Service Employees Assn. members to apply for a \$5,000 or \$10,000 MONY Supplemental Life Insurance policy through Ter Bush and Powell, the CSEA insurance agency.

Members have until mid-April to apply for this insurance, on a non-medical basis.

To be eligible for this special offer you must:

- Be a CSEA member, insured in the Basic Group Life through Travelers Insurance and be actively at work.

(Continued on Page 16)



JAMES CORBIN

... defends contract provisions

Arbitrate Take-It-Or-Leave Job Transfers For Suffolk Workers

HAUPPAUGE—Following charges that Suffolk County violated the terms and intent of the layoff provision of the recently approved four-year contract, James Corbin, president of Suffolk chapter 852 of the Civil Service Employees Assn. and county officials have agreed to arbitration over two issues: the question of what constitutes a bona fide job offer and the correct procedure for protecting seniority during layoffs.

The problem developed when 87 employees, victims of legislative budget cuts, refused the county's first job offers and were scheduled to be terminated.

According to the language of the Jan. 10 agreement between the County and the CSEA, employees scheduled to be laid off shall be given a "bona fide of-

fer from the county for employment within county government. Such offer shall include, but not be limited to positions in the competitive class, non-competitive class, CETA, and seasonal employment."

In addition, the agreement stipulates that "such offer will be as close as possible to the existing salary of the affected employee."

Employees who were scheduled to be laid off received a Feb. 18 mailgram from George Meyer, Suffolk County director of civil service, stating that "efforts will be made by the county administration to provide you . . . with an opportunity for another position utilizing the 'bump and retreat' system."

"We don't feel that the County (Continued on Page 16)

The 'Games' Some Medical Officers Play

For several years, I have been critical of the manner Fire Department officers take care of injured firefighters, while also carrying on lucrative medical practices. The medical officers often chose to let firefighters wait. There have been some unfortunate consequences.



THAYER

A few doctors manage to bring criticism upon the entire operation.

Some time ago, an upper Bronx hook and ladder company was called to a post office fire. A postal employee carelessly closed the walk-in safe while locking up for the night, causing the safe door to explode, flooding the building with tear gas. Three of four tear gas containers in the safe went off.

The captain of the first due hook and ladder company, after venting and clearing the building, ordered the removal of the safe door's backplate. Suddenly the fourth gas canister went off in a fireman's face.

The injured man was sent to the nearest hospital. A medical officer was notified but he never got to examine the fireman, who later went on sick call for considerable time. It might have been avoided if the medical officer had just gotten out of bed instead of trying to diagnose the

child, himself. When he got to the street, Battillo was burned and gasping. Despite this, he tried to give the child mouth-to-mouth resuscitation. He collapsed and was taken to a hospital. A medical officer at the Manhattan medical office was notified. He said his presence at the scene would serve no useful purpose since the man was

There was a more recent incident in Brooklyn March 3. At 10:01 a.m., Brooklyn box 1647 sounded. It was fire at 354 Saratoga Ave. The building, a four-story brick tenement, had flames coming from fourth-floor windows. Ladder 123 and 176 arrived at almost the same time.

Lt. John Carroll of Ladder 123 rushed up the interior stairway to the fourth floor. He crawled 15 to 20 feet into a blazing apartment, found a badly burned woman and carried her to safety.

Meanwhile, Fireman James Battillo of Ladder 176 scurried up a side fire escape into the apartment. About 15 feet in, he found two children, also badly burned. He got them both to a window. He handed one child to Fireman Kenneth Memmen. Battillo brought out the second

already at the hospital, and that 60 firemen were waiting to be examined in Manhattan. I have been told that when medical officers are downtown, other doctors are on call. Why no standby doctor was called to the

scene this time is unclear.

Fireman Battillo went back to quarters at about 1 p.m.—he was injured at about 10:10 a.m.—the medical officer finally visited him.

That's not the end of the story, however. The medical officer was angry over how Battillo was treated at the hospital. It seems an intern, unfamiliar

vented this mistake, but assigning an on-call doctor could have avoided this. It's pretty silly to have medical officers running to the Medical Office each morning between 9 a.m. and 1 p.m. or even 2 p.m. in hopes that no firemen are going to get hurt in the morning—only in the afternoon—by order of the medical office.

As one high-placed official at 110 Church St. (Fire Department headquarters) once said: "When we deal with firemen, we deal with brawn rather than brains."

Unfortunately, that attitude seems to be gradually finding its way to the medical office.

A tip of the helmet goes to Uniformed Firefighters Association Brooklyn trustee Daniel Stromer who got right on this story and got it to the press. He knows and believes in the value of the media. Thanks for being very much on the ball, Dan.



Fire Flies Columnist Paul Thayer Is Dead

FORT LEE, N.J. — Paul Thayer, a Pulitzer Prize-winning photographer and a Leader columnist since 1969, died March 9, at his home, 410 Park Pl., Fort Lee, N.J.

Death came to the rotund author of Fire Flies, the column based on the activities of New York City firefighters, one day before his 59th birthday. He had been ill for several years and returned home from the hospital only two weeks earlier.

Although he worked as a dispatcher for the New York City Transit Authority, the Fire Department was his true love. He

followed fire trucks and was friends with many of the men in the department, often writing about their exploits and the dangers attached to the job.

His enthusiasm for firefighting began as a child in Brooklyn, his birthplace, spending many hours at the local firehouse. Weary firefighters could always depend on him to supply coffee and doughnuts after a tough fire.

As he grew older, his interest in firefighting intensified. Once, while working as a TA bus driver, he spotted a fast-moving fire truck. He immediately pulled the bus—passengers and all—off the regular route and followed the truck. He stayed until the fire was extinguished.

He also became an accomplished photographer early. He often told this story of his first picture.

"I took my first picture in 1936 and it was almost my last," he said.

It was a ship fire in the Hudson River and Mr. Thayer said he took his life in his hands running out of his Brooklyn home at 2 a.m. But when he got to the pier, he was barred from the ship because he lacked press identification. A Daily News photographer took pity on the teen-ager and took him on the ship with him.

The Daily Mirror published Mr. Thayer's pictures. Later, when he got home, he heard the ship nearly exploded while he was on board.

He won the Pulitzer in 1956 for a series of pictures he and several News photographers took to show a typical day in the city.

Mr. Thayer was also interested in music and played the organ.

Law Stenographer

ALBANY—A senior stenographer (law) eligible list, resulting from open competitive exam 20-994, was established Feb. 14 by the State Civil Service Department. The list contains 36 names.

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THE SKY IS FALLING, THE SKY IS FALLING

These applicants at Jamaica office of Division of Employment seem unaware that ceiling is a sometime thing above them, but workers there are very concerned about safety.

State And CSEA Cautious

(Continued from Page 1)

1978. Under the Taylor Law, Governor Carey has 10 days in which to officially accept or reject the report, and that announcement is expected sometime this week. The CSEA is not expected to make its position known until after the Governor announces his.

The proposal worked out by the fact-finding panel is significantly different from the final positions of either side entering fact-finding. The CSEA was asking for a salary increase of 12 percent with a minimum of \$1,200 while the State was standing firm on a final offer of a \$350 raise on April 1 and a 5 percent hike next Jan. 1. Although at first glance the fact-finders reversed the State's offer, it actually went well beyond that by recommending the \$500 and \$350 minimum increases, which would result in substantially more money for many of the affected

employees.

Both the CSEA and the State agree that the report would cost about \$80 million for the coming fiscal year, an increase of \$25 million over the State's final offer. Governor Carey was saying he doesn't know where to find that money while the union was publicly saying the amount is still not what is justified. However, comments and reaction from both sides were viewed as cautious, and many observers saw that as encouraging, since a fast, flat rejection by the Governor of any recommendation over the State's final offer was anticipated by many.

The CSEA said it was not elated over the report because the two-step increase recommended actually works out to about 6 percent for the coming fiscal year, although since the increases become part of the salary structure they will ultimately add up to the 8½ percent figure.

The CSEA said the recommen-

ded increases will amount, however, to more than \$900 for the average state employee, noting the average salary for the 145,000 employees is presently \$10,600 a year. For the average employee, the 5 percent hike on April 1 would total about \$530 and the 3½ percent next Jan. 1 would add about \$390 more. The union cautioned that 70 percent of the employees do not earn the average salary, and that those under \$10,000 a year would receive a total salary hike of \$850, the minimum increases added by the panel.

The CSEA pointed out that the fact-finding panel made a number of observations that support major contentions of the union in its negotiations with the State. In its report, the panel said state workers are hard hit by the rise in the cost-of-living while going without a general salary increase since April 1974. And, the panel said, "after a careful review of

(Continued on Page 8)

Alcoholism Units Win Guarantee Of Notice And Time

ALBANY—The Civil Service Employees Assn. has obtained a written guarantee of six months' notice and six months employment for the workers in five alcoholism units run by the state Department of Mental Hygiene. Union insiders feel there is also a chance the monies, to keep the units open, will be restored to the state budget before the document is voted on in the legislature.

CSEA executive vice-president William McGowan filed a grievance recently, objecting to the manner in which the DMH was planning to close the alcoholism units at Creedmoor, Bronx, Kingsboro, Rockland and Pilgrim Psychiatric Centers.

"According to the agreement negotiated between the state and CSEA last year, the state must give six months' notice to the workers who will be laid off when the alcoholism units are shut down," Mr. McGowan said. "The state had nevertheless planned to close them by March 31, 1977." Now, the units will not close until July 24—if at all.

The DMH assistant-commissioner for manpower and employee relations, John Lagatt, relayed the good news to Mr. McGowan at a hearing on the DMH budget that was held in Albany last week. The guarantee that the employees will receive proper notice comes from Donald Wollett, director of the state's Office of Employee Relations.

Support for the CSEA's efforts not to close the alcoholism units at all has come from Senator Frank Padavan, chairman of the Senate Committee on

Mental Hygiene and Addiction Control. The Senator said that he "will not endorse Governor Carey's plans to close the five units," and further, that he "will recommend to the Senate the full reinstatement and funding for all five."

Senator Padavan is joined by Senator Dale Volker, chairman of the Senate Sub-Committee on Alcoholism. The pair issued a joint statement when the DMH plans were revealed, saying, "It is not within the prerogative of the Department to take official actions based on unratified proposals within the Executive Budget."

Gov. Carey's proposed budget included the closing of the facilities, but that budget can be—and almost certainly will be—modified in the legislature before it is voted upon later this spring.

Senators Padavan and Volker said, "The closings do not now have the approval of the legislature or its committees."

Additional help for the union has come from influential Senator Joseph Pisanl of Westchester County, who called the proposed closings "a reckless sacrifice of human lives."

"I am sure the Legislature will repudiate these proposed closings," he said.

"Job Action May Follow"; Bendet

MANHATTAN—Solomon Bendet, president of the Metropolitan New York Region II, Civil Service Employees Assn. announced last week that he intended to recommend to the Region a job action by state employees in the event the Governor rejects the fact-finder's report and is sustained by the Legislature.

Mr. Bendet said that if the Governor accepts the report, the CSEA will "certainly give it serious consideration." However, he stated that it was incumbent upon the Governor to act in a prompt and positive manner "to allay the fears of the state workers who have not had a salary increase since 1974."

Ⓛ 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.

MARCH

- 20-23—CSEA convention, Concord Hotel, Kiamesha Lake.
- 24—New York City chapter executive board meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
- 25—Town of Oyster Bay unit second annual dinner-dance: Old Country Manor, Hicksville.
- 26—Westchester Local 860 annual dinner dance: 8:30 p.m. to 1:30 a.m., Riviera Beach Club, New Rochelle.
- 26—Brooklyn Developmental Center chapter 447 executive committee meeting: 4 p.m., Brooklyn Developmental Center, 888 Fountain Ave., Brooklyn
- 29—Syracuse Area Retirees chapter luncheon meeting: 1 p.m., Raphael's Restaurant, State Fair Blvd., Syracuse.
- 30—Nassau County Retirees chapter meeting: 11 a.m., American Savings Bank, 1960 Hempstead Turnpike, East Meadow.

APRIL

- 21—Broome County unit general meeting: 6 p.m., O'Brien's Dance-land, Kirkwood.
- 22-23—Central Region V meeting: Ithaca.

Erie CSEA Fights County Proposal To Lay Off 128

BUFFALO—Erie County officials, claiming a \$2.2 million budget deficit, plan to lay off 128 employees, but so far have not indicated where the layoffs will hit.

"They've got all the departments disrupted," said Victor Marr, president of the Erie chapter of the Civil Service Employees Assn. which represents more than 4,000 county employees.

County officials, Mr. Marr said, "have been working everybody overtime, but we're wondering when they plan to give us the comp time for the overtime."

The county to date has offered two plans to protect the 128 jobs. One involved county employees taking off two or three days without pay to offset payroll costs.

The CSEA rejected that proposal when county officials refused to guarantee the union that no jobs be lost.

"How could they ask my people to take time off without insuring against layoffs?" Mr. Marr said. "I can't ask my people to do something without getting something in return."

The second plan, labeled a

"charade" by Mr. Marr, suggested county employees who missed work during Buffalo's blizzard take time off and apply for food stamps and unemployment benefits to compensate for their county paychecks. That suggestion died before it was ever formalized.

"Right now we're stymied," Mr. Marr explained. "We've taken the attitude that we better do our own research on the job situation so we're ready when the county proposes something."

To that end, the CSEA has reviewed possible state contracts with outside vendors that would replace food-service workers at the county's Home and Infirmary and Meyer Memorial Hospital. Bids on the contracts all were

rejected as too high but Mr. Marr said the CSEA was ready to scream if the bids had been accepted.

On another front, the CSEA has been keeping tabs on personnel matters to make sure the county fills temporary and part-time needs with laid-off county workers.

"We're making sure that they're rehiring our people," Mr. Marr said.

One advantage of the budget crunch and threatened layoffs has been in CSEA membership rolls. Mr. Marr reports that management employees, denied the 8 percent pay hike awarded to the CSEA, have now applied for union status.

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Where Have All The Addicts Gone? .

Taking Another Look At The Office Of Drug Abuse Services

By JANE B. BERNSTEIN

THE Office of Drug Abuse Services (ODAS) used to employ approximately 2,200 people who were involved in the treatment of about 5,800 substance abusers.

Since the decimation of the agency's facilities last year as part of the state's efforts to save money, only 3 out of 14 treatment centers remain. And only about 1,000 employees are left to treat 300 in-patients and 1,500 after-care patients, or 1,800 addicts out of 5,800 who were being treated.

This paper carried the reports of patients who committed suicide after learning that their respective centers would be closed, or their particular counselors turned life-savers would be laid off. There were also cases of heart attacks and deaths that resulted when certain drug workers learned they would soon lose their jobs. The question is, not to be asked facetiously, what is going on in the state drug treatment agency now?

Since he took the post in 1976, ODAS Commissioner Daniel Klepak has actively supported Gov. Hugh Carey's plans to merge the separate offices of drug abuse and alcoholism into one administrative unit.

GOV. CAREY has submitted proposed legislation this year to reorganize the Department of Mental Hygiene, included in which is the plan to merge alcohol and drugs into one Office of Alcoholism and Substance Abuse Services. Statewide Senate/Assembly hearings are now being held on the proposal.

The remaining ODAS employees are fearful of the possibility of such a merger, because, they say, it could mean the end of any expansion of the few state drug treatment programs left.

If this is so, the consequences might be unfortunate. For, according to Commissioner Klepak's own statistics, there are 564,000 substance abusers in New York State. Ninety percent of them are located in the New York Metropolitan area. Included in these numbers are approximately 230,000 hard drug users—those who use heroin, methadone and morphine, and 333,500 users of other drugs—cocaine, methedrine, etc.

Only 53,000 of these people are presently in treatment—but not necessarily in drug-treatment programs. Many of them, in fact, are in local correctional facilities, on probation or parole or in non-drug-related institutions because of drug-related crimes. The possibility for continued criminal activity by drug users who are not receiving treatment is fairly obvious.

Of the three treatment centers left, two of them, Manhattan Rehabilitation Center and Melrose Treatment Center, are located in the Metropolitan area. The third is Masten Park Treatment Center in Buffalo.

The workers at Melrose are among the ones who expressed



Melrose Treatment Center located near the edge of the South Bronx is one of three remaining centers out of 14 that were closed by the state. It was shut down for six months but reopened last November with several changes in its program for rehabilitation.

fear and concern at the thought of not being able to expand that program.

MELROSE sits at the foot of the South Bronx—a notorious section of New York City that has been all but burned out, and slightly resembles Europe at the end of World War II.

It is situated across from the Criminal Courts Building, conveniently so, for most of the residents of the center are referred from there. Many of them have been given the choice of treatment or jail. Treatment looks very attractive from that viewpoint, even if the front door to the center is locked and there are crossbars on all of the windows.

Melrose had been closed down for six months last year, but reopened last Nov. 18 with a mostly different bunch of employees, and a new way of rehabilitating drug abusers.

Giles Spoonhour, a senior counselor, survived the center's closing, and returned there when it opened. He functions as a utilization review committee designee, which means that he is responsible for documenting each client's need for treatment in that facility.

"The state has not yet sent us a statement of treatment policy, so we're really not sure what the

state thinks we should be doing here, and what our ultimate goals are in terms of rehabilitation," Mr. Spoonhour said.

ONE of the new aspects of the program is supposedly a greater cooperation with community-based programs. But Mr. Spoonhour says no one has yet been released to the community, so there is no way of measuring how effective the policy is.

Some of the other changes were directed toward the employees, and they are not the sort that were welcomed.

For example, narcotics parole officers, a grade 19 title on the state level, was changed to drug abuse treatment specialist I, which is a grade 18 title.

"Titles have been changed, and that's really hard to fight, because it has always been management's prerogative to make a change of that sort," Mr. Spoonhour said.

Monte Saunders is employed in the new title after being rehired. He is making \$1,000 less a year and says he is doing about eight times as much work.

"I now have included in my duties group and individual counseling, ward security, supervision of the paraprofessionals and acting as a security officer when clients have to be transported to

someplace outside the building."

Mr. Saunders says the effect of this change may not prove beneficial to the client either.

"Before the shutdown, a client used to stay with us anywhere from six months to a year. But



Giles Spoonhour, senior counselor at Melrose says there is no way of telling how effective the new program is because no one has been released from the facility into smaller therapeutic communities yet.

now the maximum stay is four months," he said. "In the old system, there was more time for therapy, because the counselor wore only one hat, but now things are spread pretty thin."

There is no permanent security staff stationed on each floor and, as a result, there were 10 successful escapes during the first four months the facility was reopened. There were also injuries to staff members during some not-so-successful escape attempts, and many late comebacks after weekend passes. But center director Thomas Wills says the escape attempts have ceased in the past two months.

While clients are involved in treatment, they are trained in life skills and receive vocational tutoring. Many of them are evaluated and hired to duties in the facility, including building maintenance, kitchen work and tutoring, for a maximum of five hours a day, six days a week at the minimum wage. As a matter of fact, they've replaced some state workers who were doing the same jobs.

"It's really too early in this program to tell how it is working out," Mr. Wills said. "But I think we've hit a level of stability right now . . . we have our staff, and they have an idea of what they're trying to do, even if they have not received the statement of treatment policy. There's less tension here than before the closing among the residents, and there's a freer atmosphere."

"Our treatment specialists who were narcotics parole officers are not being asked to sit down, look at a guy's arms, take a urine sample and send him on his way. They are being asked to get involved with their clients. I think that treatment has improved here and will get even better."

ALTHOUGH residents still do manage to bring some drugs into the house after they have been out on a pass, Mr. Wills says peer pressure is working to stop this practice, with residents keeping tabs on each other.

The ODAS workers at Melrose are feeling their way along with the new program as they encounter day-to-day situations.

But the concept of the merger is presenting new worries and problems.

"Actually, we're afraid that this agency as we know it will be phased out altogether," Mr. Spoonhour said. "Or that it may retain its title, but will be a mere shadow of what it was."

Staffers expressed concern that ODAS could become merely a channel through which money is funneled to private therapeutic communities. And with Governor Carey's desire to see more drug treatment in the community, this is not a far-out notion.

"Our morale is incredibly low, no matter how we see the residents responding," Mr. Spoonhour said. "The actions of the administration in the past year and at the present time lead us to believe that they really do not give a damn about us."

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FRIDAY, MARCH 18, 1977

Fact-Finders' View

SOMETIME this week, the long agony of state employees could be ended, provided that the State Administration and the state employees union, the Civil Service Employees Assn., agree to the fact-finders' recommendations made last week.

Fact-finding in itself is not binding on either party. It is a step in the negotiating process that may have an effect on the thinking of those members of the public who are concerned about such issues.

In actuality, the last time fact-finding was resorted to in the 1974 impasse between the State and the CSEA, the Governor and the Legislature gambled that the public didn't care about the facts. Consequently, they rammed a one-sided imposed settlement down on the employees, and scooted out of town. The fact-finders that year had recommended a 6½ percent wage increase, but the Governor, with legislative backing, prevailed with a \$250 bonus (minus tax deductions).

We remember, in particular, the CSEA's 1974 efforts to gain a greater minimum salary increase for the employees at the lower end of the wage scale. This concern for the low wage earner was in keeping with the CSEA's figures that show 70 percent of the state's employees earning less than the \$10,600 average. The State, however, turned a deaf ear to the "little people."

We are glad to note that the fact-finders this year recognized this fact, too, by recommending a minimum wage increase for those people who would benefit least from a percentage boost in their salaries.

Emptying bed pans in a Mental Hygiene institution or filing papers in an administrative office may not be the most glamorous jobs in the world, but Heaven help us if management had to perform these same jobs.

We know that \$80 million may seem like a large sum to the public taxpayer, but to the 145,000 state employees—especially those earning the \$6,000 minimum or others in the 70 percent category making less than average—their individual share will be little enough.

After a three-year wait, honest work deserves honest pay.
(M.O.B.)

Alcohol Rehabilitation

WITH the vast number of alcoholics in New York State, (600,000 of them in the Metropolitan Area alone) the need for alcohol rehabilitation units is obvious. Yet the fate of five such units, located at Creedmoor, Rockland, Kingsboro, Pilgrim and Bronx Psychiatric Centers, will remain up in the air until the end of this month. At that time, it will be up to the State Legislature to decide whether to close them down as Gov. Hugh Carey has recommended, to save \$1 million.

There are other, if few alternatives to these units, such as Long Island's Brunswick House—part of Brunswick Hospital Center in Amityville. But not every person in need has insurance to cover a stay in such a private facility, as do state and county employees.

Alcohol rehabilitation should be available to everyone who needs it, including those who cannot afford to pay for it.

We hope our lawmakers realize this and act accordingly.
(J.B.B.)

Don't Repeat This!

(Continued from Page 1)
too soon for the members to get down to the business of modernizing the Taylor Law. It is true enough that when the Taylor Law was enacted ten years ago, it was a distinct improvement over the Condon-Wadlin Act, which it replaced.

However, a decade of experience with the Taylor Law has persuasively demonstrated many of its imperfections, which were pointed out at that time by the Civil Service Employees Assn. The accumulated experience of the past ten years mandates changes to make the administration of collective bargaining in the public employment sector more equitable.

Anderson Amendments

Among the more significant Taylor Law amendments pending in the Legislature is a bill introduced by Senate Majority Leader Warren M. Anderson to give the Public Employment Relations Board the power to enforce good-faith bargaining on the part of governmental agencies. In a ruling handed down by the Court of Appeals in 1974, it was held that PERB had no power with respect to bad-faith bargaining other than an exhortation to the parties to bargain in good faith.

Under that interpretation, PERB has absolutely no power to enforce good-faith bargaining, even though that is a requirement of the Taylor Act. Under the Anderson bill, PERB would be given the power and authority to direct offending parties to cease conduct that constitutes a refusal to negotiate.

Among other provisions in the Anderson bill is one that would give PERB the authority to withhold from an offending governmental agency any of the benefits from strikes provoked by a public agency. Thus a public agency whose bad faith bargaining practices provokes a strike would be deprived of money penalties assessed against public employees who may have been engaged in strike activities. This provision of the Anderson bill would clearly remove present incentives to the governmental agencies to provoke a strike among its employees.

Agency Shop

Another significant pending bill has been introduced by Assemblyman Stephen J. Greco, of Buffalo, the chairman of the Assembly Committee on Government Employees, which would authorize the agency shop. This bill would require all non-members represented by a certified public-employee organization to contribute an amount equivalent to dues to the certified representative association.

The Greco bill would put an end to the free loaders among civil service employees, who get all the benefits of representation by their certified association representative, but refuse to share in the costs needed and expended in order to obtain those benefits. The Civil Service Employees Assn. incurs considerable expense in compiling the economic and other data necessary in the collective bargaining process. It expends considerable sums for representation in proceedings before PERB, fact-finding committees and in the courts, in order to protect the rights of civil service employees, individually and collectively.

(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.

Waiver Of Support Void

A husband and wife executed a separation agreement in June, 1974, which provided, among other things, for the support of the children of the marriage, a disposition of certain property, transfer of title to the marital residence, and certain other matters. The agreement contained the following clause:

"The parties do further agree that the wife shall make no claim for alimony or support for herself at this time, in view of the fact that she is able to work and support herself."

In spite of this waiver the wife commenced a proceeding against her husband in the Family Court in which she sought support for herself. The Family Court dismissed her petition on the grounds that Section 463 of the Family Court Act bars the entry of a support order for a wife in the absence of proof that she is in need of public assistance. The court held as well that it was without jurisdiction to modify the support waiver provision or find that it was void or voidable. The court stated that such a determination would have to be made in the State Supreme Court. Having made these rulings, the court refused to take testimony, and therefore the record is devoid of proof as to the wife's claim for support.

THE APPELLATE DIVISION, Fourth Department, was presented with this situation on the wife's appeal, and the Appellate Court held in favor of the wife to the effect that the wife's purported waiver of support was contrary to public policy and was, therefore, void.

The court pointed out that Section 5-311 of the General Obligations Law provides, in part, that a husband and wife cannot contract to relieve the husband from his liability to support his wife. The specific language of that statute has often been used for the purpose of invalidating separation agreements in which the wife waives or suspends the husband's obligation to support her.

The New York State Court of Appeals has held that such suspension of support provisions are void as violative of Section 51 of the Domestic Relations Law. That section was the predecessor of General Obligations Law, Section 5-311. The Court of Appeals stated in one case, "By such statutory prohibition, husband and wife are stripped of power to relieve the former of his obligations; both are rendered incapable of bargaining away the woman's right to the man's support."

WHEN A SEPARATION agreement provides for regular support payments, and the husband is not in breach of that agreement, the Family Court Act, Section 436, bars the wife's support petition unless she is likely to become in need of public assistance. However, where the husband is in breach of a support provision in a separation agreement, the wife may bring a Family Court petition for support based on the husband's means irrespective of whether or not she is in need of public assistance. The Appellate Court was of

(Continued on Page 7)

What's Your Opinion

By PAMELA CRAIG

QUESTION

The Last Offer Binding Arbitration bill is again being considered by the Legislature. Do you believe that LOBA would be more fair than the existing system of resolving labor disputes in the public sector?

THE PLACE

Brooklyn Developmental Center

OPINIONS

Jim Nessel, maintenance assistant mechanic: "I feel it would be more fair to us. When we as a union present our facts to a panel of fact-finders or arbitrators and if they find the facts to be in our favor, I think that should be binding on both parties. The fact that the Governor can veto the arbitration is a game between the Governor and the Legislature. An example would be when the fact-finders came up with a 6½ percent increase. Carey shot it down and gave the state workers a \$250 bonus. I feel that a panel which studies only the issues would be a better party to gamble with than a politically minded Governor."



Nathaniel Flowers, electronics mechanic: "In my opinion, I feel the LOBA bill is a good bill for public employees. It would eliminate some of the power the Governor uses to limit fact-finders when they favor public employees. This is especially true today with our raises in question. It would eliminate some of the red tape and politics the public employee must endure when fighting for a raise. Keeping the actual arbitration in fact-finding means the process is closer to home. Why have fact-finders if the Governor ignores them? As it stands now, it's merely a waste of time and money."



Jean Hirsch, purchasing, senior account clerk: "Yes, because in this form, we would have a say-so in the matter, as opposed to Albany playing football with the facts, using them at their discretion and even dropping them if politically advantageous. I'm opposed to giving Carey the ultimate power. I resent the fact that the state depends upon us, yet refuses to acknowledge us monetarily. I'd prefer an impartial panel whose interests would be to find out what is best for both parties, instead of deciding that we need more roads, at the last minute."



Brenda Nichols, mental hygiene therapy aide: "Yes, I believe the LOBA bill would be more fair than the method used today. When our labor disputes go to fact-finders, the Governor can overrule even though the fact-finders have found that we are entitled to a raise. The state presents facts to the fact-finders which indicate whether it has the ability to pay. The union presents facts to the fact-finders, too. That should be the day in court for the union and state. The jury should rule on the facts."



Eleanor Mooney, senior account clerk: "I think the LOBA bill is more fair to the state worker than the present system. If we leave the arbitration to Albany, we'll never see a raise. I feel that the Governor does not take fact-finding seriously. I know that we are not represented very well when our dispute reaches Albany. We really aren't in political favor today. What's to eliminate the passing of our disputes from one bureaucracy to another? The LOBA bill does just that."



Esther Dolman, account clerk: "I feel that the present way of resolving labor disputes does not represent us in Albany. With the LOBA bill in effect, at least we will have a fighting chance. With fact-finders, the issues are studied and conclusions are made and the ruling is impartial. Once it passes fact-finding it becomes a political buck-passing situation. Our lives are being jeopardized while Albany plays political football. I think it is only fair that we are represented through this bill."



LETTERS TO THE EDITOR

Thank You

Editor, The Leader:

I would like to thank Jack Bloomfield for taking the time to send me a copy of his recent column concerning my remarks before the United Parent Association of New York City.

He very aptly captured the spirit of my speech and my urgent call for both the State and Federal governments to ease the unfair burden education places on our financially drained City.

Abraham D. Beame, Mayor
New York City

For A Strong CSEA

Editor, The Leader:

Ten years ago when I first became a public employee, little did I realize that slowly but surely I would lose many of my Constitutional Rights.

For instance: due to a recent Supreme Court decision public employees are no longer protected by The Fair Labor Standards Act; public employees are

no longer entitled to minimum wages or payment of overtime.

Public employees are not protected by the Occupational Health And Safety Act against unsafe or unhealthy working conditions. The only protection we have against these conditions are negotiated and preserved in our contract.

Public employees in New York State are prevented by the Taylor Law from reaching a fair and reasonable solution to contract disputes by the use of strikes or binding arbitration. (While I do not necessarily advocate the use of strikes to settle labor disputes, I strongly believe that we should have the right to strike.)

You and I, as public employees, are in many situations faced with many of the same challenges that faced the workers in private industry 50 or more years ago at the beginning of the labor

movement.

The only way public employees can win equal rights with workers in private industry is through a strong CSEA.

David L. McCabe
Syracuse

Undying Love

Editor, The Leader:

I would like to tell you that Paul Thayer's article in the Feb. 25 issue of the Leader is really beautiful.

Although this is just one story about firefighters from Truck 30 who fought a fire in Harlem, it could have been told of any city firefighter unit in any New York City community.

I have worked in a city hospital and have had the opportunity to witness the unselfish, unbiased dedication of New York City firemen, even back in the days of rioting.

God bless their undying love of mankind, even while they are being insulted. I am a Black

BUY
U. S.
BONDS!

RETIREMENT NEWS & FACTS

By A. L. PETERS

Forms Take 143 Million Hours

Although former President Ford succeeded in eliminating 700 different federal government forms last year, a survey indicates that in 1976 it took 143 million hours to meet the federal government requirements—about 10 percent more than the year before. Biggest information demander is the Department of Labor, which added 20 percent to its form-filling requirements totaling 20 million hours. Pension plan status reports require 4.2 million hours, and plan distributions took another 1.5 million hours.

...
Military retirees will receive a 4.8 percent cost-of-living increase effective April 1 according to

the new calculation. For the first time, some of the retirees, whose pay had been based on the current active-duty pay scale, will go on a different retired pay formula to benefit from the cost-of-living increases. If this switch were not permitted, they would receive only 1.0 percent of an increase.

Civil Service Law & You

(Continued from Page 6)
the opinion that it should follow the same principle with respect to a void agreement as it would with a breached agreement. The court also stated that no separate action was necessary in order to invalidate the waiver provisions of the separation agreement since the provision in question was obviously void.

The court, therefore, refused to agree with the Family Court's position that it had no jurisdiction to entertain the wife's petition in this case, and the case was remanded to the Family Court for the purpose of conducting further proceedings to determine the extent of support that the wife should receive. *Krochalis v. Krochalis*, 386 N.Y.S. 2d 266 (App. Div., 4th Dept.).

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.

American and I believe there is room in our city for truth. Refusing to see does not mean to be blind...

Mrs. J.M. Newman
Brooklyn

Auto Insurance

Editor, The Leader:

The article "Auto Insurance Consumer Group Target" (March 4) was interesting. If more groups would pressure their State Legislature in regard to the biggest insurance rip-off of our times, something might be done about the pretense of a stalemate debate while a law expires to the benefit of the insurance companies. It just shows the power of the Insurance Lobby in Albany.

Stanley Jasek
Whitesboro

Amend Tax Law

Editor, The Leader:

A bill has been introduced in the Legislature to amend the tax law, in relation to exempting all forms of fuel, gas and electricity used for home heating from the sales tax.

Introduced by Jean Amatucci, of the 98th Assembly District, the amendment will ease the financial burden on the state's senior citizens.

Retirees work very hard to keep their budgets down. Passage of the bill would be a great help to their efforts.

Please urge passage of this bill.

John M. Van Duzer
Middletown

Don't Repeat This!

(Continued from Page 6)
Non-members receive all the benefits of these expenditures, not to mention the time, effort and energies expended by the officers of CSEA in representing with dedication and skill the thousands of civil service employees in the state and local governments. Equity dictates that all those who receive the benefits of these efforts should be willing to bear a fair share of the costs.

The Greco bill to accomplish this objective is not a controversial measure. It has unfortunately been before the Legislature for a number of years without any action taken on it. It is time that the Legislature move on the bill at the present session.

Governor's Pledge

As a practical matter, Governor Hugh Carey, in his election campaign, pledged his support for legislation to establish the agency shop. The Legislature should move on the Greco bill to permit the Governor to redeem his pledge.

In addition, it is high time that the Legislature removed from the Taylor Law the penalty provision under which a public employee who is on strike is penalized for two days' pay for each day out on strike. This provision has been a real incentive for governmental agencies to provoke strikes, since they then use the penalty revenues for a balancing item in their budgets.

Ten years of Taylor Law inequities are enough. The time for change is now.

Treasurers Seminar



Southern Region III treasurer Patricia Comerford, of Helen Hayes Hospital, reviews records with Civil Service Employees Assn. vice-president James Lennon, standing, of East Hudson Parkway Authority, and Alexander Hogg, president of the union's Middletown Psychiatric Center chapter 415. They were participants in a regionwide seminar for union treasurers. Many chapter presidents were also on hand.

(Leader photos by Ted Kaplan)

Lennon Says Cups And Saucers Not A Bread And Butter Issue

FISHKILL—The president of the Southern Region III of the Civil Service Employees Assn. has condemned recent allegations of employee pilfering at state mental hygiene institutions as "a smokescreen for the real problems confronting the DMH today."

James J. Lennon added, "Any institution director or business manager who names pilfering as a 'major problem' is simply covering up for the gross problems of mismanagement the DMH has suffered from for the past several years. At a time when the state is trying to get out of the business of caring for its mentally ill altogether, pilfering should be considered the least of their problems."

Mr. Lennon was referring to recent statements by institution officials that employees have been stealing food and household items from the grounds of the facilities this year at a high rate.

"First of all, the CSEA records prove these charges are absolutely false," Mr. Lennon said. "Requests for legal assistance from the union because of charges of pilfering amounted to only a handful—perhaps less than five or six—statewide, this year. This is the usual number of such requests, and does not in any way represent a major jump in this figure."

The president added that the total number of requests for legal assistance for disciplinary cases involving all kinds of infractions of rules or regulations

amount to about 1,500 this year—also average, he said.

The CSEA, New York State's largest public employee union, represents more than 55,000 workers in Mental Hygiene facilities throughout the state. Several thousand DMH workers are employed in the Southern Region.

"The great problems facing the DMH today are the proposed restructuring of the department into three separate units; the tremendous understaffing that has led to the cutoff of federal funds; and the proposed phase-out of the state institutions with its resulting turnover of responsibilities to unprepared communities," Mr. Lennon said. "All

these problems can be traced to years of gross mismanagement."

"I find it incredible—not to mention insulting and untrue—that institution directors would tell reporters that a great concern is the disappearance of cups and saucers."

"The average Mental Hygiene employee is an honest, hardworking person, making about \$9,000 a year. By contrast, the commissioners, directors and assistant commissioners and directors in the DMH have for years been working very loose hours at salaries of \$30,000 to \$40,000 a year. In my opinion, that's the real theft that's going on in the DMH," said Mr. Lennon.



Civil Service Employees Assn. treasurer Jack Gallagher, left, seems to be concerned about whatever John Clark is saying. Mr. Clark of Letchworth Village Developmental Center, is a member of the CSEA Board of Directors as a Mental Hygiene representative from Southern Region III.



During pause for chapter officers to pick up financial forms, CSEA treasurer Jack Gallagher, right, waits to resume the seminar that he conducted for Southern Region III. Among those identifiable as they pick up the forms are, from left, Margaret Connors, treasurer of Hudson River Psychiatric Center chapter 410; Tris Schwartz, president of Dutchess-Putnam Retirees chapter 909, and Rose Marcinkowski, third vice-president of Southern Region III.

Fact-Finders Recommend

(Continued from Page 3)
all the evidence, we cannot characterize the State's argument as the traditional "inability to pay."

HOT LINE

To find out the status of a bill in the State Senate, a special toll-free number has been put into operation. The number is:

800-342-9860

By dialing this number, the public can learn whether a bill has been reported out of committee, passed or killed. (In some areas, it is necessary to dial the number "1" first.)

Rather, its position is based on an asserted need for a more rational system of public employee compensation vis-a-vis the private sector in light of the state's worsening economic position."

And, speaking to the State's offer, the panel found "the State's offer fails to generate an adequate dollar increase during the coming contract year to relieve the immediate impact of past inflation." Furthermore, the panel concluded "No further erosion of their (employees) salary structure should be tolerated, and the enduring principles of equity, comparability and plain common sense dictate some compensation for past losses."

Furthermore, the panel in effect upheld the CSEA's conten-

tions that state workers are not generally overpaid, and that, in fact, a substantial number of them are underpaid. "... even the State concedes that about a third of these employees, primarily in the Operational and Institutional Service Units, receive wages which have lagged noticeably behind those of equivalent employees in the private sector," they said.

Under the law, if either side rejects the report the dispute will move to the next and final step in negotiations, a legislative hearing process before a special committee of state legislators. Two years ago that occurred, and the lawmakers forced the now infamous \$250 "bonus" upon the state workers.



Doing some practice work in financial record-keeping, Mid-Hudson Library unit treasurer Bertha Schaerer, right, is double-checked by the same unit's Ristiina Wigg.



Sullivan County Department of Transportation chapter 521 president Albert Knight, left, watches as the chapter treasurer, Isaac Sears, goes over financial forms.

State Worker List Of Assembly Committees

ALBANY — Following are the standing Assembly committees for the 1977 session. The Civil Service Employees Assn. urges members to contact their legislators on all issues affecting public employees. Asterisks indicate the ranking minority member of each committee.

(Senate committees will be listed in the next issue of The Leader.)

Communications to all legislators may be addressed to: State Capital, Albany, N.Y. 12224.

• **Aging** — Chairman Thomas R. Fortune (D), Brooklyn; Louis DeSalvio (D), Richmond-NYC; Armando Montano (D), Bronx; Frank J. Barbaro (D-L), Brooklyn; John C. Dearle (D), Bronx; Jean Amatucci (D), Sullivan-Orange; Andrew D. Virgilio (D), Monroe; Gerdi E. Lipschutz (D), Queens; Denis J. Butler (D), Queens; Thomas S. Boyland (D), Brooklyn; Thomas J. McInerney (D), Westchester; Robin L. Schimminger (D), Erie; Clifford E. Wilson (D-L), Queens; *Fred G. Field (R), Albany; John T. Flack (R), Queens; James F. Hurley (R), Ontario-Seneca-Wayne; Henry W. Dwyer (R), Nassau; Robert A. D'Andrea (R), Saratoga; John J. Flanagan (R), Suffolk; and James F. Nagle (R), Monroe.

• **Education** — Chairman Dr. Leonard P. Stavisky (D), Queens; Harvey L. Strelzin (D), Brooklyn; Edward Griffith (D), Brooklyn; James W. McCabe, Sr. (D), Broome-Tioga; Elizabeth A. Connelly (D), Richmond; George J. Hochbrueckner (D), Suffolk; Angelo F. Orazio (D), Nassau; Jose E. Serrano (D-L), Bronx; Albert Vann (D), Brooklyn; Andrew D. Virgilio (D), Monroe; Armando Montano (D), Bronx; Thomas R. Frey (D), Monroe; Alexander B. Grannis (D-L), NYC; Charles D. Schumer (D), Brooklyn; Thomas S. Boyland (D), Brooklyn; Richard J. Keane (D), Erie; Clifford E. Wilson (D-L), Queens; *Eugene Levy (R), Rockland; Armand P. D'Amato (R), Nassau; John B. Daly (R), Niagara; Richard C. Ross (R), Westchester; Mary B. Goodhue (R), Westchester; Clarence D. Lane (R), Columbia-Greene-Albany; Leonard F. Bersani (R-C), Onondaga; Alfred A. Dellibovi (R-C), Queens; William E. Bush (R), Onondaga, and Thomas S. Gulotta (R-C), Nassau.

• **Governmental Employees** — Chairman Stephen R. Greco (D), Erie; Louis DeSalvio (D), Richmond-NYC; Seymour Posner (D), Bronx; Peter G. Mirto (D), Brooklyn; Louis Nine (D), Bronx; Frank J. Barbaro (D-L), Brooklyn; Angelo DelToro (D), NYC; Vincent A. Marchiselli (D), Bronx; Thomas J. McInerney (D), Westchester; Gary Proud (D), Monroe; *Neil W. Kelleher (R), Albany-Rensselaer; John C. Cochrane (R), Suffolk; Glenn Warren (R), Dutchess-Orange, and Robert D'Andrea (R), Saratoga.

• **Labor** — Chairman Seymour Posner (D), Bronx; Thomas J. Culhane (D), Bronx; Michael L. Pesce (D), Brooklyn; Angelo DelToro (D), NYC; Maurice D. Hinchey, Jr. (D), Ulster; Vincent A. Marchiselli (D), Bronx; Angelo F. Orazio (D), Nassau; Denis J. Butler (D), Queens; Thomas S. Boyland (D), Brooklyn; David P. Greenberg (D), Brooklyn; Gary Proud (D), Monroe; Frank J. Barbaro (D-L), Brooklyn; *Joseph M. Reilly

(R), Nassau; William R. Sears (R), Onelda; Fred G. Field (R), Albany; Guy J. Velella (R-C), Bronx; John R. Zagame (R-C), Oswego-Onelda, and George A. Murphy (R), Nassau.

• **Mental Health** — Chairman Elizabeth A. Connelly (D), Richmond; James W. McCabe, Sr. (D), Broome-Tioga; Edward Abramson (D), Queens; Estella B. Diggs (D), Bronx; Michael L. Pesce (D), Brooklyn; Paul E. Harenberg (D), Suffolk; George Friedman (D), Bronx; Robin L.

Schimminger (D), Erie; *Robert C. Wertz (R), Suffolk; Charles D. Cook (R), Schoharie-Albany-Delaware - Montgomery - Schenectady; Peter S. Dokuchitz (R), Herkimer-Otsego; William E. Bush (R), Onondaga, and David O. Martin (R-C), St. Lawrence-Franklin.

• **Rules** — Chairman Stanley Steingut (D), Brooklyn; Louis DeSalvio (D), Richmond-NYC; William F. Passannante (D), NYC; George A. Cincotta (D), Brooklyn; Stephen R. Greco

(D), Erie; Arthur J. Kremer (D), Nassau; Dr. Leonard P. Stavisky (D), Queens; Arthur O. Eve (D), Erie; Stanley Fink (D), Brooklyn; Leonard Silverman (D), Brooklyn; Saul Weprin (D), Queens; Arthur J. Cooperman (D), Queens; Alan G. Hevesi (D), Queens; Irwin J. Landes (D), Nassau; Melvin Miller (D), Brooklyn; Louis Nine (D), Bronx; Thomas R. Frey (D), Monroe; Daniel B. Walsh (D), Cattaraugus - Erie - Chautauqua; Thomas J. McInerney (D),

Westchester; *Perry B. Duryea, Jr. (R), Suffolk; Dominick L. DiCarlo (R), Brooklyn; James L. Emery (R), Livingston-Albany-Ontario; Willis H. Stephens (R-C), Putnam-Dutchess-Westchester; Charles D. Henderson (R), Steuben-Schuyler-Chemung; Clarence D. Lane (R), Columbia-Greene-Albany; Glenn H. Harris (R), Hamilton-Fulton-Franklin-Montgomery; William L. Burns (R), Suffolk; L. Richard Marshall (R-C), Chemung-
(Continued on Page 16)

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*	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.	A. Gov. Employees Com.	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. Civil Service Com.	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, DelToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	S. Civil Service Com. A. Gov. Employees Com.	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. Gov. Employees Com., 1/26 reported, amended, 1/27 3rd rdg. A.781A.	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
None, Garcia, Cochrane*	The Bill would extend representation rights to employees of the Div. of Military & Naval Affairs.	No Status	FAVOR
S.2901, Flynn	This would extend the current \$2,000 survivors' benefit for employees who retire during or after 1966 to those who retired prior to 1966.	Introduced in Senate	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.	Gov. Oper. Comm. Sen. Civ. Serv. Comm.	FAVOR
A.2929, DelToro	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, DelToro	This bill allows disciplinary proceedings to be negotiated in local government contracts.	Sen. Civ. Serv. Comm. Gov. Employees Comm.	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. Civ. Serv. Comm. Gov. Employees Comm.	OPPOSE
S. 2542, Volker A.3442, Zimmer	This bill prevents loss of state aid to school districts that were closed due to adverse weather conditions or fuel shortages during the '76-'77 school year.	Passed into law	FAVOR
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.	Passed both Houses	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. Gov. Employees 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. Gov. Employees 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. Civ. Serv. Comm. Gov. Employees Comm.	FAVOR

Latest State And County Eligible Lists

EXAM 35-907
SOC SRVS PRGRM SPEC
Test Held Nov. 6, 1976
List Est. Feb. 14, 1977
(Continued from Last Week)

128 Keys Judith A Becker	78.7	157 Sacks Morris E Brooklyn	76.5
129 Agat Michael C Albany	78.6	158 Nussbaum S I Brooklyn	78.5
130 Rogone John G E Greenbush	78.6	159 Tripp Mary F Ballston Lk	76.4
131 Marder Bellman C Brooklyn	78.6	160 Tornabene Nina NYC	76.4
132 Homuth Barbara Rochester	78.5	161 Bouchard A J Troy	76.4
133 Kornblau H J NYC	78.5	162 Merkelbach K E Illion	76.4
134 Canfield Edward Troy	78.4	163 Zaldin Harriett Woodmere	76.3
135 Ross Linda A Albany	78.3	164 O'Connell S F Albany	76.1
136 Lenihan William Albany	78.3	165 Schulte Gregory Scarsdale	76.0
137 Finedell Joann Watervliet	78.3	166 Evans Maryellen Sand Lake	75.6
138 Aswad Paul T Albany	78.3	167 Darnowski John Maspeth	75.6
139 Coviello Joseph New Rochelle	78.2	168 Cohn Edward H Brooklyn	75.6
140 Poole Carl N Latham	77.8	169 Ferris Charles Fultonville	75.6
141 McGraw Thoms E Albany	77.5	170 McGovera W F Queens Vill	75.6
142 Skelly Lawrence Howard Beach	77.4	171 Ehrenpreis F Middle Vill	75.6
143 Architzel Anne Flushing	77.3	172 Bicher Arlene R Bronx	75.6
144 Zeidman Daniel Locust Val	77.3	173 Hanibal J L Jamaica	75.6
145 Mulcare S S N Chatham	77.3	174 Hartstein R M Brooklyn	75.5
146 Murray Thomas C Brooklyn	77.2	175 Barry Janet E Brooklyn	75.5
147 Thompson D P Albany	77.1	176 Grunfest Larry Brooklyn	75.4
148 Jones Carlton W Mckownville	77.1	177 Khachadourian E Albany	75.4
149 Burrell Edward Corning	77.0	178 Heim Barbara J Buffalo	75.3
150 Wallace William Churchville	76.8	179 Lomonte Richard Arverne	74.6
151 Green Barbara C Bronx	76.8	180 Jackowitz R L Brooklyn	74.6
152 Hoffmaster John Rochester	76.8	181 Fraser Francine Bronx	74.5
153 Howells Daniel Kenmore	76.7	182 Podvin Donna R Rensselaer	74.5
154 Gleason John M Fairport	76.6	183 Galinski F A Albany	74.5
155 Taillie Paul M Brockport	76.6	184 Fitzpatrick T J Slingerlands	74.5
156 Slattery John T Durham	76.6	185 Srancin Eugene Fabius	74.5
		186 Defichy Richard Syracuse	74.5
		187 Harkness Frances Albany	74.4
		188 Powers Terrance Ballston Spa	74.4
		189 Weiner Arthur F Kew Gardens	74.3
		190 Cavagnero C C Rochester	74.3

191 Evans Donald H Sand Lake	74.2	216 Goldstein R C Brooklyn	72.5
192 Grossman Rita Delmar	74.1	217 Bevilacqua C Staten Is	72.4
193 Hammer Virginia Albany	74.0	218 North Tracy W Latham	72.4
194 Flaxman M Rochester	73.6	219 Cushman Marlene Brooklyn	72.3
195 Barorsky Victor Brooklyn	73.6	220 Pritchett Allan Pt Wash	72.3
196 Fischer M M Seaford	73.6	221 Dompierre P J Slingerlands	72.1
197 Mittiga Mary A Bronx	73.5	222 Davi Robert V Jackson NJ	71.7
198 Lind Ralph E Camillus	73.4	223 Ahern William P Troy	71.6
199 Zashkoff P NYC	73.4	224 Mighty Julia Jamaica	71.5
200 Storm Eleanor Brooklyn	73.4	225 Copio Hyman Forest Hills	71.5
201 Murphy Brian R Mt Kisco	73.4	226 Heimberg Helene Brooklyn	71.5
202 Rathbun Harold Selkirk	73.4	227 Haley Kathleen Woodside	71.4
203 Kelley Charles Johnstown	73.4	228 Hyer Daniel C E Greenbush	71.4
204 Lohre David H Loudonville	73.3	229 Boehler Charles Auburn	71.3
205 Kozlowski S D NYC	73.3	230 Roginski L W Amsterdam	71.1
206 Coppola F M Scotia	73.2	231 Buchner Robert Albany	71.1
207 Barber Carl Forest Hills	72.8	232 Poltrino Arthur Clifton Park	70.6
208 Johnson Peter W Jamaica	72.8	233 Leibin Sheldon Brooklyn	70.6
209 Kraft Sheridan NYC	72.6	234 Goretzky Jay M Staten Is	70.6
210 Morgan John M Loudonville	72.6	235 Marano Joseph R Brooklyn	70.5
211 Hammer David S Bronx	72.5	236 Pizzo John J Staten Is	70.5
212 Maxstein Joan S NYC	72.5	237 Miller Muriel W Rensselaer	70.4
213 Cohen Stephen N S Ozone Pk	72.5	238 Orchanian John Bronx	70.4
214 Dorfman Gail NYC	72.5	239 Grady Janie M NYC	70.3
215 Earley John L NYC	72.5	240 Acito Michael J NYC	70.2

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EXAM 35-980
SENIOR STENO
Test Held Nov. 6, 1976
List Est. Feb. 14, 1977

1 Desocio A Syracuse	101.3	101	72.5
2 Higgins M E Glens Falls	100.0	102	72.4
3 Reich Patricia Bay Shore	99.8	103	72.4
4 Koval Karen C Watervliet	99.7	104	72.3
5 Bean Shirley T Perry	99.0	105	72.3
6 White Helen D Canandaigua	98.9	106	72.2
7 Reep Gertrude M Fredonia	98.7	107	72.2
8 Greenberg T M Amherst	98.4	108	72.1
9 Hanchar Dorothy Johnstown	98.3	109	72.1
10 Richey Jeanne M Massena	97.9	110	72.1
11 Cross Cristina Schenectady	97.9	111	72.1
12 Seager Pauline Cortland	97.8	112	72.1
13 Forster Ann M Buffalo	97.8	113	72.1
14 Mahr Elizabeth Haverstraw	97.7	114	72.1
15 Pobereskin Ruth Oranburg	97.5	115	72.1
16 Behnke Sharon S Lafayette	97.5	116	72.1
17 Wieder Ethel Queens Vill	97.2	117	72.1
18 Hoose Claudia B Albany	97.2	118	72.1
19 Williams Judith Bohemia	97.0	119	72.1
20 Blakesley Gayle Slingerlands	96.7	120	72.1
21 Diehl Amy E Averill Pk	96.6	121	72.1
22 Beaver Barbara Clifton Pk	96.5	122	72.1
23 Mayotte Marie C Tupper Lake	96.5	123	72.1
24 Perkowski Mary Hastings Hud	96.1	124	72.1
25 Parsons Carole Clay	96.0	125	72.1
26 Day Marilyn A Schenectady	95.9	126	72.1
27 Young Barbara A Cohoes	95.8	127	72.1
28 Cusno Helen Staten Is	95.7	128	72.1
29 Bellefeuille J Rome	95.6	129	72.1
30 Riano Irja M Rensselaer	95.6	130	72.1
31 Garbin Annette Watervliet	95.6	131	72.1
32 Higgs Helen M Fredonia	95.5	132	72.1
33 Hally Elizabeth Rochester	95.2	133	72.1
34 Hendricks E F NYC	95.2	134	72.1
35 Panten Lily J Tonawanda	95.0	135	72.1
36 Sanson Lisa G Germantown	94.9	136	72.1
37 Williams Doris Schenectady	94.7	137	72.1
38 Lindsay Linetta Syracuse	94.7	138	72.1
39 Rock Helen P Plattsburgh	94.6	139	72.1
40 Misura Susan I Buffalo	94.6	140	72.1
41 Berger Marguery Albany	94.6	141	72.1
42 Hughes Patricia Castleton	94.5	142	72.1
43 Farmer M M Old Forge	94.4	143	72.1
44 Williamson N J Utica	94.4	144	72.1
45 Vanallen L M Scotia	94.4	145	72.1
46 Uhler Judith K Cortland	94.3	146	72.1
47 Jahelka D Setauket	94.3	147	72.1
48 Bowers Eunice E Elmira	94.2	148	72.1
49 Rutigliano N Frankfort	94.0	149	72.1
50 Desposito K M Ridge	94.0	150	72.1
51 Fitzgibbon M A Albany	93.8	151	72.1
52 Sando Nancy L Emira	93.7	152	72.1
53 Bunz Nancy A Buffalo	93.7	153	72.1
54 Kruttel Carol A Johnson City	93.7	154	72.1
55 Risley Susan J Mt Vision	93.6	155	72.1
56 Mackin Mary K Schenectady	93.6	156	72.1
57 Hill Marianne Schenectady	93.6	157	72.1
58 Gersch Dale H Castleton	93.6	158	72.1
59 Wright Florence Saranac	93.6	159	72.1
60 Dowd Joan V Clifton Pk	93.5	160	72.1
61 Shaughnessy M A Cohoes	93.4	161	72.1
62 Eurtio Joan M Norwood	93.1	162	72.1
63 Call Eleanor P Slingerlands	93.1	163	72.1
64 Kellogg R A Hannibal	93.1	164	72.1
65 Esposito F P Schenectady	93.1	165	72.1
66 Roosevelt M E Cl Bridge	92.8	166	72.1
67 Clark Catherine Binghamton	92.6	167	72.1
68 Feldman Arlene Syracuse	92.5	168	72.1
69 Grasso D M Shizley	92.4	169	72.1
70 Smith Haisoohi Albany	92.4	170	72.1
71 Weigand Carol G Huntington	92.4	171	72.1
72 Savage Pearl Albany	92.4	172	72.1
73 Bean Joanne Gloversville	92.3	173	72.1
74 Dazio E J New Hartford	92.3	174	72.1
75 Horowitz Karen Bronx	92.3	175	72.1
76 Jeffery Carol B Johnson City	92.2	176	72.1
77 Brandow Joan M Albany	92.2	177	72.1
78 Engel Patricia Buffalo	92.2	178	72.1
79 Crawford K L Manlius	92.1	179	72.1
80 Beidl Margaret Troy	92.1	180	72.1
81 Sawaryn K M Auburn	92.0	181	72.1
82 Lamora G M Tupper Lake	92.0	182	72.1
83 Miller Kathy E Slingerlands	91.8	183	72.1
84 Vargas Eileen Mastic Beach	91.7	184	72.1
85 Harris Kathleen Latham	91.7	185	72.1

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(Continued next week)

Roll Back Auto Insurance Price Hike After Pressure

MINEOLA—Claiming that the union deserves much credit for forcing a rollback in auto insurance increases, Irving Flaumenbaum, president of Long Island Region I, Civil Service Employees Assn., called the union's pro-consumer action "an example of what we can accomplish if we stick together."

In February, the consumer action committee, chaired by Nicholas Abbatiello, sent a telegram to Gov. Hugh Carey demanding that automobile insurance companies be forced to rescind the announced rate increases of 15 to 30 percent passed during a lapse in the state's law requiring prior approval of rate increases.

In addition, the consumer committee sent a detailed questionnaire to 29 Long Island legislators demanding to know what part the lawmakers played in allowing the law to lapse and requesting information on how the rate hikes were allowed to occur.

"The Governor immediately found a way to take credit for protecting the consumer, but not until he saw the ferocity of the public's reaction. I am proud that the CSEA was one of the leaders in this consumer revolt," Mr. Flaumenbaum said.

Since the rate increases were announced by the insurance companies in February, eight insurance carriers have rescinded their price hikes. Among them are: State Farm Mutual Insurance Company; Continental Insurance; Government Employees Insurance Company and the Allstate Insurance Company. Seven other companies have not rolled back their increases, but these companies account for only 15 percent of policyholders affected by last month's increases, according to State Insurance Superintendent Thomas J. Harnett.

The consumer committee "will keep the pressure on our elected officials and the companies that are trying to rip off consumers," said Mr. Abbatiello, who added that the committee will lead a campaign against the high price of coffee. "We're considering a boycott and other forms of consumer action, which we will discuss at our next committee meeting. But we're not limiting our scope. Anything that affects—unfairly—members and consumers will come under study," he said.

Mr. Abbatiello is also second vice-president of the Long Island Region.



Long Island Region I consumer committee member Eileen Gorski, of Central Islip Psychiatric Center, and chairman Nicholas Abbatiello, left, of Nassau County, review with Civil Service Employees Assn. vice-president Irving Flaumenbaum a telegram from the region to Gov. Hugh Carey demanding investigation into car insurance rate hikes.

CSEA Leaders To Appear On Arthritis Telethon

MINEOLA—The participation of members of the Civil Service Employees Assn. in the annual Stop Arthritis Telethon March 19 and 20 will be spotlighted with the appearance of three top CSEA leaders on the TV broadcast.

The Arthritis Fund announced that three statewide regional presidents are scheduled to appear on the screen Saturday night.

They are: Irving Flaumenbaum, president of Long Island Region I; Sol Bendet, president of Metropolitan Region II, and

James Lennon, president of Southern Region III.

They will announce the advance contributions made by CSEA members and accept pledges telephoned to them during the telethon.

The CSEA leaders were scheduled Saturday night so that they would be free to depart Sunday for the annual CSEA delegates convention at the Concord Hotel, Kiamesha Lake.

The telethon runs from 10:30 p.m. Saturday through Sunday on WOR, Channel 9.

Capital Region Plans Bus Trip

ALBANY—The activities committee of Capital Region IV, Civil Service Employees Assn., is sponsoring a bus trip to New York City on Saturday, March 26.

The bus is scheduled to leave Executive Park, Stuyvesant Plaza, Albany, at 8 a.m. It will return from New York City at 8 p.m.

The cost is \$10. Checks, payable to Capital Region CSEA, may be sent to F. Donald Ruggaber, P.O. Box 7030, Capital Station Annex, Albany. Further information is available at (518) 474-3556.

SAVE A WATT

Party March 18

STATEN ISLAND—The South Beach Local of the Civil Service Employees Assn. is sponsoring a Party March 18, from 9:30 p.m. until 1:30 a.m., at Nelson Terrace, 23a Nelson Ave., Staten Island.

The price for the evening, which will include an open bar and buffet, is \$8 for members and their guests, \$15 for non-members.

Plan Grievance Seminar By Erie County Chapter

CHEEKTOWAGA—A day-long grievance seminar for members of Erie County chapter of the Civil Service Employees Assn., will be held at the chapter's headquarters, 1780 Union Road, West Seneca, Saturday, March 26, according to Victor E. Marr, chapter president.

While concentrating on the first crucial step in the grievance procedure, the session will be "devoted to exploring the knowledge and preparation needed by, and the various approaches for chapter representatives," Celeste Rosenkrantz, CSEA education chairman, said.

The course will be conducted by Eric Lawson of the western district extension division staff of the New York State School of Industrial and Labor Relations of Cornell University.

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Checks Paid In Suffolk: Battle Deferred 2 Years

HAUPPAUGE—More than 600 Suffolk County judges and court employees almost did not get paid last week because the Office of Court Administration in New York City claimed that pay increases granted to court staffers under the Civil Service Employees Assn. County contract were too high. But quick action by the CSEA and county leaders resulted in a compromise and paychecks were distributed late.

State officials objected to the new four-year contract between the union and the county that provided \$1,250 pay raises in the first year to senior employees. The first portion of the raise was included in the controversial paycheck. The Office of Court Administration ordered the county to withhold the checks.

John Wynne, director of personnel for the Judicial Conference, called the contract invalid. According to terms of the Unified Court Act passed last August, the pact required the approval of that judicial body. The Court Act also limited contracts with municipalities to two years. The Suffolk contract was for four years.

At a hastily called emergency meeting between Suffolk officials,

James Corbin, president of the Suffolk County CSEA chapter and judicial administrators, a compromise with the state was worked out by the union and county officials. It was decided that the State would honor two years of the contract and that the CSEA would bring a legal and PERB action at the end of two years to force the State to comply with the final years of the Suffolk Contract. Judge Richard J. Bartlett, the administrative judge of the New York State Supreme Court, ordered that the county release the checks.

Mr. Corbin said that union attorney James Roemer convinced the court administrators that the State would have to honor the first two years of the CSEA contract, but that under the terms

of the Unified Court Act, the CSEA and the State could either renegotiate or otherwise settle the final two years of the contract in legal action.

"The state's action put us in a dilemma. People had to get paid and if we brought a legal action it would have been weeks or even months before the issues were settled. We opted for an immediate solution to the pay problems and will fight our legal battle in two years," Mr. Corbin said.

"The County kept the State informed of the progress of CSEA-county negotiations, but the agreement should have stipulated that the contract was subject to Judicial Conference approval," Mr. Corbin said. "It is unfair that our members should be penalized for a breakdown in communications between the State and the County," he added.

No GI Bill Benefits For Courses Dropped According To New Rule

BRONX—Veterans going to school under the GI Bill could wind up in debt to the federal government if they drop courses or receive non-punitive grades under certain circumstances, according to Joseph C. Anderson, state director of veterans' affairs.

Mr. Anderson explained that a recent congressional amendment to the GI Bill requires retroactive cancellation of assistance payments for a course dropped without a grade. This applies also in cases when a course is completed but the grade assigned is, in effect, ignored by the school for graduation requirements.

The new regulations do not apply when the situation was caused by circumstances beyond the student's control, the director pointed out. He described the

new regulation as a major change in GI Bill benefit payments policy.

The new law provides that the federal government may not pay educational benefits for any part of a course which is not used in computing graduation requirements. This means that many students will find themselves overpaid under the GI Bill for courses from which they withdrew and for courses in which the assigned grade is not used in computing the requirements for graduation.

Mediators Named To CSEA Disputes

ALBANY—The State Public Employment Relations Board announced the appointment of the following mediators:

Leon Applewhite, of PERB's New York City office, to the dispute between the Town of

Greenburgh and the Civil Service Employees Assn.;

Mark Beecher, of PERB's Buffalo office, to the dispute between the Town of Evans and Local 815, Erie Chapter, CSEA Evans Park Unit;

Frank McGowan, of PERB's New York City office, to the dispute between the town of New Castle and the CSEA (all non-police Town employees).

The Rev. Cannon David C. Randles, of Clifton Park, to the dispute between the Town of Colonie and the CSEA.

Hospital Ass't

ALBANY—A hospital treatment assistant eligible list, resulting from open competitive

exam 24-482, was established Feb. 24 by the State Civil Service Department. The list contains 523 names.

Hold Womens' Labor Relations Seminar

MANHATTAN—New York State School for Industrial Labor Relations of Cornell University will host a seminar in cooperation with the coalition of labor union women on March 26, in Albany.

The seminar is entitled "Women's Work Life: Analyze, Organize, Energize." It will consist of workshops, films and lectures by prominent women in labor relations.

The registration fee is \$1. The seminar will take place in the Legislative Office Bldg., Empire State Plaza, Albany. Registration fees should be sent to Robin Gerber, NYSSLR, 75 State St., New York, room 1102, Albany, 11207.

For further information, call (518) 465-3879.

LEGAL NOTICE

NOTICE—Substance of Limited Partnership Certificate filed in New York County Clerk's Office March 11, 1977. Name is EUPHORIA FILM COMPANY; its business is motion picture production; its principal place of business is 33 Second Ave, New York, New York. Name and residence of general partner is Stephen Gyllenhaal, 33 Second Avenue, NYC; Limited Partner, Craig Pitcairn, 500 East 77th St., New York, New York. The term is to December 31, 2000. The limited partner will contribute \$5,000. now and \$5,000, upon completion of subscription and guarantee of production completion. The limited partner will receive 99% until recoupment of investment and 25% thereafter if film not completed; 37 1/2% until recoupment of investment and 25% thereafter if film is completed. No right of assignment in first year of limited partner interest. General partner may admit new limited partners. Dated March 11, 1977.

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Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow worker.

ONE (Member) WILL GET YOU FIVE (\$5)

For each new member you sign up between now and April 1, 1977, CSEA will award you \$5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof.

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

Ready to go? See your Chapter or Unit president for special sign-up cards which have a place to re-

cord all the necessary information. Send your cards in as soon as you sign up a new member — and we'll credit your account with \$5.00 for each member signed up.

We'll keep your account up to date and will return to you, in writing, a receipt for each new member you've signed up. In approximately 8-12 weeks you will receive your cash payoff.

New members must work in a unit of government represented by CSEA. So we urge you CSEA members — go to it — start signing up non-members for cash in your pocket and security in your future.

NON-MEMBERS SHOULD HELP SHARE THE LOAD

If you're a non-member, we ask you to think of this: sharing the load in these tough times is important. Legally, we represent you — at the bargaining table — and even in processing grievances. And we need your support — morally and financially — to fight the battles ahead. Our dues are most reasonable for the services provided...services which benefit you in many ways.

So help us share the load by signing up with us.

CSEA — the most powerful force in New York State working for public employees.

Observe Brotherhood



The Civil Service Employees Brotherhood Award was made to Solomon Friedman, left, a senior labor standards investigator, at the 24th annual brotherhood observance of the New York State Employees Brotherhood Committee, Inc. The award was made to Mr. Friedman last month at the Roosevelt Hotel, Manhattan. With him is Brotherhood Committee co-chairman Sydney Bykofsky, of Local 169, Amalgamated Clothing and Textile Workers union.

Need Coordinator, Manpower Program

NEW ROCHELLE—The New Rochelle Civil Service Commission is seeking a manpower program coordinator.

There will be an April 16 open competitive examination for the job, which pays \$11,605-\$12,895. Filing closes March 23.

The present vacancy is in the Comprehensive Employment and Training Act program. Possession of a B.A. is enough to qualify.

For further information contact the commission at 515 North Avenue, New Rochelle.

Sr. Stenographer

ALBANY—A senior stenographer eligible list, resulting from open competitive exam 20-983, was established Feb. 14 by the State Civil Service Department. The list contains 96 names.

New York State boasts the largest titanium mine in the U.S. near Tahawus in the Adirondack Mountains.

'Double Standard' Charges Varacchi

STONY BROOK—Union leaders here say the University maintains a separate payroll for management that is nothing less than a double standard. On the one hand they ask non-instructional employees to accept a de-facto wage freeze while they give raises of up to \$2,000 to a favored political management group," charges Al Varacchi, president of Local 610 of the Civil Service Employees Assn. at SUNY, Stony Brook.

Mr. Varacchi said that 29 management confidential employees at Stony Brook campus of SUNY received increases that ranged from \$500 to \$2,000 in July 1976. This information was contained in an Aug. 25 memo from Stony Brook University president John S. Toll to Dr. Jerome B. Komisar, vice-chancellor for faculty and staff relations at SUNY headquarters in Albany.

"This memo exposes the hypocrisy of the state. Governor Carey talks out of both sides of his mouth. He offers us a \$250 one-time bonus while he takes care of his management friends,"

Mr. Varacchi commented.

Mr. Varacchi said that a copy of the memo has been forwarded to the CSEA legal staff in Albany to study courses of possible CSEA action against SUNY.

Program Specialist

ALBANY — A social services program specialist eligible list, resulting from open competitive exam 29-439, was established Feb. 18 by the State Civil Service Department. The list contains 393 names.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 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.-3p.m.); State Building Campus, Albany 12239; Suite 750, 1 W. Genesee St., Buffalo 14202: 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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



Linda Sherman was recipient of scholarship to child of state worker. A 10th-grader at Jamaica High School in Queens, she is the daughter of Mary Ann Sherman, a senior clerk in the Office of Health Services, Department of Labor.



Commissioner for Labor Affairs Louis Valentino, third from right, receives Benjamin Potoker Brotherhood Award, given to a member of management who has contributed to the principles of the committee. Making the presentation is Tony Scotto, president of Local 1814, International Longshoremen's Assn. Applauding at right is Rose Feuerman, Brotherhood Committee chairman and a member of New York City chapter 010 of the Civil Service Employees Assn.

(Staff photos by Pamela Craig)



Offering congratulations to Louis Valentino, center, after receipt of his award, are Civil Service Employees Assn. Local 350 president William DeMartino, left, and State Deputy Commissioner of Parks and Recreation John Prenderville, representing the Governor. Mr. DeMartino, who also serves as CSEA director, representing Labor department employees, and as second vice-president of CSEA's Metropolitan New York City Region II, took the opportunity, also to thank Mr. Valentino for his efforts toward resolving the recent difficulties concerning DofE employees at the erstwhile Bay Shore office.

Stony Brook 614 Nominations Due Before March 21

STONY BROOK—SUNY at Stony Brook local 614, Civil Service Employees Assn., nominating committee has set a March 21 deadline for submitting candidates' names for office for the new term.

According to Leon Mauskapf, nominating committee chairman, any member of Local 614

who desires to run for any office should send a resume and covering letter to Mr. Mauskapf or the local secretary, Alice Balanda, at the CSEA offices, Library Room E4305.

Elections will be held for president, first vice-president, second vice-president, secretary, recording secretary, financial secretary, treasurer, delegate and alter-

nate delegate. In addition, unit representation offices open are chairmen and secretaries for the chapter's operational, PS&T, administrative and custodial units.

Other members of the nominating committee are: Kenneth Nugent, Wanda Drossel, Helen Erlend, Charles Israelian, Alice Baaında and Elaine Parker.

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Workers Not Election Pawns, Bendet Informs Legislators

MANHATTAN—"State employees want to be treated in a just manner and not as pawns in an election game," Civil Service Employees Assn. vice-president Solomon Bendet told a task force of legislators at a "Budget Listen-In" here last month.

Mr. Bendet was invited by Assembly Minority Leader Perry B. Duryea to speak to a committee composed of Republican Assemblymen to voice his opinion on the Administration's proposed state budget for the upcoming fiscal year.

Mr. Bendet told the committee, chaired by Assemblyman Christopher Mega (Rep.-50th A.D., Brooklyn) that the state has cut back on many things, but that the employees have not been able to benefit from the savings.

He pointed out as examples, that the state has been reducing its services to the public in the fields of mental hygiene, drug abuse and alcohol treatment.

"Alcoholism is referred to as a disease," he said. "Instead of treating it, the budget is legislating it out of existence." He noted the proposed phase-out of five alcohol treatment centers in the Metropolitan New York City area (at Bronx, Creedmoor, Kingsboro, Pilgrim and Rockland Psychiatric Centers).

Commenting on the proposed reorganization of the Office of Drug Abuse, he said, "Everytime it seems we are getting somewhere, it is reorganized and cut back. Next thing we know,



Solomon Bendet, testifying at Budget Listen-In by Republican members of the State Assembly, says that "State employees want to be treated in a just manner, and not as pawns in an election game." Mr. Bendet is the Civil Service Employees Assn. vice-president who heads the union's Metropolitan New York Region II. Listening, from left, are Assemblyman Guy Molinari; Christopher Mega, chairman, and John T. Flack and Al Roberts, a Senate Ways Means Committee staff member.

they'll be closing the program down altogether, and well have even more addicts on the street."

He also warned against the proposed reduction of 8,800 workers from the staffs of mental hygiene institutions during the next five years, and shifting of the burden to communities that are unprepared to handle the workload.

He said that everyone is in favor of economies in the administration of the state government, but that rumors of tax

cuts and budget surpluses raise questions about "at whose expense will these alleged huge surpluses be realized?"

He noted that state workers have received practically "zero" since 1974, while the cost-of-living has increased by approximately 22 percent.

"If we were federal employees, every time the Consumer Price Index went up beyond a certain point, our pensions would have gone up. In New York State, though, the pensions are inadequate," he continued.

"You set the policies," he reminded the legislators, "but it is the employees who are the nuts and bolts."

Mr. Bendet, who heads CSEA's Metropolitan New York City Region II and its New York City chapter 010, commended the committee members, however, for their efforts in communicating with their constituents. "This is the first time I am aware of a group of legislators doing what you are doing," he said.

Take-It-Or-Leave In Suffolk County

(Continued from Page 1) has given many of our members a bona fide offer," Mr. Corbin said. "In many instances, the county offered workers with many years' experience jobs that payed as much as \$10,000 less, in a completely different line of

work, at the bottom of the job structure."

Mr. Corbin said that after the CSEA threatened to take the county into Supreme Court, the County agreed to arbitrate the grievance. A mediator is being selected and the session is sched-

uled for this week.

At a March 4 news conference, Mr. Meyer said that the County would now offer CETA positions to the 87 employees after a 15-day unemployment period required by CETA regulations. In addition, Mr. Meyers said that County Executive John V. N. Klein has written to county department heads to request that they hire all laid-off employees on a priority basis for any job openings.

The CSEA has requested that, in the meantime, any employee accepting a county position below his former job level shall receive accrued leave and vacation pay at the former salary level. Mr. Corbin advised employees taking new positions to stipulate that they are doing so "without prejudice" as a protective measure until the arbitration is settled.

Court Workers Meet To Plan April 1 Switch

MANHATTAN — County and state court employees will get together for the first time to discuss plans for, and projected effects of, the April 1 transfer of all local court workers to the state payroll.

Judicial representative Ethel Ross reports that members of the ad hoc committee of local government court employees and state judicial bargaining committee representatives will meet Tuesday, March 21, at the Civil Service Employees Assn. annual convention at the Concord Hotel.

Life Insurance

(Continued from Page 1)

• Be under age 50 and not now be insured under the Supplemental Life Plan.

Recently, all CSEA members presently having deductions made for the Basic Group Life received a letter, application card and brochure describing this offer. The application card and a signed payroll deduction authorization card should be returned to Ter Bush and Powell, Inc., P.O. Box 956, Schenectady, N.Y. 12301. Those who desire more than \$10,000 or are over age 50 should return the blue inquiry slip to Ter Bush and Powell, or see the Ter Bush and Powell sales representative in your area for details on how to apply. Such persons will receive an individual policy.

Public Employee Unionism Topic

ALBANY — Public employee unionism will be the topic for discussion March 16 on "CSEA Questions and Answers" with host George Olson. It may be viewed on Albany's public access cable television at 9 p.m.

Guests will include Jean Gray, vice-president of the Civil Service Employees Assn.'s Capital Region IV; Thomas Ingles, president of the Albany police officers union, and Albany firefighters head Michael Romano.

Tentative CSEA Delegates Convention Schedule

Concord Hotel, Kiamasha Lake
March 20—March 23, 1977

SUNDAY, MARCH 20, 1977

1:00 p.m. Board of Directors Luncheon Meeting, Empire Room
3:00 p.m.-6:30 p.m. Registration and certification of delegates
7:00 p.m.-8:00 p.m. Dinner, Main Dining Room
8:30 p.m.-10:00 p.m. State Negotiating Unit delegates meetings
County delegates meetings

MONDAY, MARCH 21, 1977

8:00 a.m.-9:00 a.m. Breakfast
8:30 a.m.-9:30 a.m. Parliamentary Procedures, Athenian Room
9:00 a.m.-3:00 p.m. Registration and certification of delegates
9:30 a.m.-12:30 p.m. State delegates meeting, Cordillion Room
9:30 a.m.-12:30 p.m. County delegates meeting, Columns
9:30 a.m.-12:30 p.m. Retirees Meeting, Spartan Room
1:00 p.m.-2:00 p.m. Lunch
2:30 p.m.-5:30 p.m. Opening Session, Full Delegates Meeting, Imperial Room
2:30 p.m.-5:30 p.m. Retirees Meeting, Spartan Room
6:00 p.m.-7:00 p.m. Cocktail Party sponsored by Ter Bush & Powell
7:00 p.m.-8:00 p.m. Dinner
8:30 p.m.-10:00 p.m. Education Program, Columns

TUESDAY, MARCH 22, 1977

8:00 a.m.-9:00 a.m. Breakfast
9:00 a.m.-12:00 p.m. Registration and certification of delegates
9:00 a.m.-12:30 p.m. Business Meeting of all delegates, Imperial Room
1:00 p.m.-2:00 p.m. Lunch
2:30 p.m.-5:30 p.m. Business Meeting of all delegates, Imperial Room
7:00 p.m.-8:00 p.m. Cocktail Party
8:00 p.m. Banquet

WEDNESDAY, MARCH 23, 1977

8:00 a.m.-9:00 a.m. Breakfast
9:30 a.m.-12:30 p.m. Business Meeting of all delegates, Imperial Room
12:30 p.m.-2:00 p.m. Lunch, departure

Assembly Committees

(Continued from Page 9)

Tloga; Eugene Levy (R), Rockland; Gordon W. Burrows (R), Westchester, and Joseph M. Relly (R), Nassau.

• **Social Services** — Chairman George W. Miller (D), NYC; Arthur O. Eve (D), Erie; Estella B. Diggs (D), Bronx; Seymour Posner (D), Bronx; Louis Nine (D), Bronx; Jose E. Serrano (D-L), Bronx; James R. Tallon, Jr. (D), Broome; Woodrow Lewis (D), Brooklyn; Gary Proud (D), Monroe; Edward C. Sullivan (D), NYC; *George A. Murphy (R), Nassau; Gerald B. Solomon (R-C), Washington-Warren-Rensselaer; Charles D. Cook (R), Schoharie - Albany - Delaware - Montgomery - Schenectady; R. Stephen Hawley (R), Orleans-Genesee - Monroe - Wyoming; Mary B. Goodhue (R), Westchester, and William E. Bush (R), Onondaga.

• **Ways and Means** — Chairman Arthur J. Kremer (D), Nassau; Louis DeSalvio (D), Richmond-NYC; Arthur O. Eve (D), Erie;

G. Oliver Koppell (D), Bronx; Alan G. Hevesi (D), Queens; Saul Weprin (D), Queens; Thomas R. Frey (D), Monroe; Joseph R. Lentol (D), Brooklyn; Daniel B. Walsh (D), Cattaraugus-Erie-Chautauqua; Thomas J. Culhane (D), Bronx; George W. Miller (D), NYC; Irwin J. Landes (D), Nassau; I. William Bianchi, Jr. (D), Suffolk; Alexander B. Grannis (D-L), NYC; William B. Hoyt (D), Erie; Roland E. Kidder (D), Chautauqua; Jose E. Serrano (D), Bronx; Mark A. Siegel (D-L), NYC; *Willis H. Stephens (R-C), Putnam - Dutchess - Westchester; Charles D. Henderson (R), Steuben - Schuyler - Chemung; L. Richard Marshall (R-C), Chemung-Tloga; William R. Sears (R), Oneida; Lloyd S. Riford, Jr. (R), Cayuga-Cortland; Thomas A. Hanna (R), Wayne-Monroe; Gerald B. Solomon (R-C), Washington-Warren-Rensselaer; Armand P. D'Amato (F), Nassau; Christopher J. Mega (R), Brooklyn, and Mary B. Goodhue (R), Westchester.