

Civil Service LEADER

America's Largest Newspaper for Public Employees

Joe Roulier

Retiree News

— See Page 16

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Rap Governor For Meddling In Union Affairs

(Special to The Leader)

ALBANY—The contract dispute between the Civil Service Employees Assn. and the State of New York, which is heading for the first statewide strike by state employees on April 18, took a new turn when the union filed formal charges accusing the State with illegally interfering with union activities.

A CSEA spokesman said the union has filed an improper practice charge with the State Pub-

lic Employment Relations Board, accusing the state of interfering with union activities by distributing "false and misleading information to employees for the purpose of creating confusion among the rank and file workers and generating distrust against their union."

The CSEA said the State has distributed bulletins to state employees, stating, among other things, "Counsel for the Public Employment Relations Board has stated that the members of

each unit are entitled to vote separately on the question of whether salary proposals are acceptable," implying that the union's negotiating teams did not have the authority to reject either a fact-finding panel's proposal or a subsequent proposal from the Governor in the contract dispute.

"That's an absolute falsehood, in plain English, a lie," said the union. "The Public Employment

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THE BEST OF RIVALS

It's not evident in photo here, but Jean C. Gray and Joseph McDermott will be opposing each other this spring for presidency of Capital Region IV of the Civil Service Employees Assn. Announcement of their nomination was made at region meeting last month; Capital Region was first in state to announce its officer candidates. Ms. Gray, the region's first vice-president, is shown here getting advice from Mr. McDermott, the incumbent two-term president, on responding to question from delegate. (Other coverage of meeting appears on Pages 8 & 9.)

CAREY AIMS DEATH BLOW AT MERIT SYSTEM: WENZL

By PAUL KYER

ALBANY—A cut of \$1,600,000 in the State Civil Service Department budget that would virtually eliminate that agency's classification and compensation division was attacked last week as "a lunge at the juggler vein of the Merit System."

In a scathing attack on the Governor and his proposal, Civil Service Employees Assn. president Theodore C. Wenzl called Governor Carey "the worst political hack of the century, whose latest assault on the Merit System is an attempt to dismantle Civil Service progress and force a return to the spoils system."

In cutting out these funds from the Civil Service Department, Carey said he would seek authority for each agency to set up its own compensation and classification operation.

One of the more profound effects of the proposal would be to eliminate inter-departmental examinations. This would block the efforts of thousands of clerks, stenographers, typists, some professional titles, etc. from seeking promotion in another department when there were none available on the present job one held.

REMINDER
All petitions for independent nomination in the upcoming Civil Service Employees Assn.'s statewide election must be filed with the Executive Director of CSEA and must be received at CSEA Headquarters by April 14, 1977.

Another effect would be varying rates of compensation when similar titles are upgraded in different agencies.

At present, the Civil Service Department's classification and compensation arm operates as an autonomous board, recommends upgradings and/or new pay scales for titles regardless of departmental boundaries.

Dr. Wenzl said, "We fought a long time to obtain wider promotional opportunities and to keep compensation and classification appeals free from political influence. Now Carey wants a return to 'who do you know' rather than 'what do you know.'"

The CSEA president said he would immediately contact taxpayer and other interest groups to fight the proposal in the Legislature. The addition of staffing for individual review boards would cost millions of more dollars than are spent under the current setup.

"The irony," said Dr. Wenzl, "is that this hair-brained idea of Carey's would create political patronage bureaucracies under the guise of economy and reform."

Legislators Ask Strike Date Delay

ALBANY—The four statewide negotiating teams of the Civil Service Employees Assn. were planning to meet here on Tuesday this week to consider a request, by Senator John Marchi and Assemblyman Stephen Greco, to postpone the April 18 strike deadline.

Mr. Marchi and Mr. Greco are co-chairmen of the ad hoc legislative committee named to investigate the contract dispute between the State and the CSEA.

April 18, the strike deadline date, was set by the legislative committee, as the first day of its hearings. The union, accord-

(Continued on Page 3)

★ ★ ★ Long Islanders Say 'No Dice'

NORTH AMITYVILLE — Leaders of Long Island Region I of the Civil Service Employees Assn. have demanded that the union say "no dice" to a request that the April 18 strike deadline be postponed.

The Region I leaders voted unanimously to reject any delay,

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Snow Days Fight Continues

CHEEKTOWAGA — Robert L. Lattimer, president of Region VI of the Civil Service Employees Assn. and a statewide vice-president, is planning to meet with local legislators as part of a continuing effort to gain relief for employees forced to use accrued time during the Blizzard of '77. Mr. Lattimer also urged state workers to mount a massive letter campaign to their legislators, since the Governor has been unresponsive on this issue.

"Maybe it's time for public employees to stand up!" Mr. Lattimer commented. "Pick up the phone, write a letter, send a telegram, inform your legislators that you deserve and demand consideration from the time losses you suffered during the past 11 months."

"Tell them that the public employee, especially in Western New York, is once again being vic-

timized, not only because of what he is, but also by reason of where he lives." In December, Mr. Lattimer said, an official of the Department of Civil Service, told him that people who reside



Without Rockefeller At Helm, State GOP Faces Sorting Out

The Republican state organization, without the firm hand of Gov. Nelson A. Rockefeller at the helm, suffers

(Continued on Page 6)

in Orchard Park, Hamburg, or the Southtowns areas chose those locations and should not expect special consideration because of adverse weather conditions.

"Using such 'logic,' I suppose it follows that the 1.3 million people who have chosen to live on the Niagara Frontier should not have anticipated special assistance from the federal government after our recent devastating storm," said Mr. Lattimer. "Further, various government officials suggest that the public employee should be thankful to have a job and should, therefore, not complain. They like to point out that the public employee fares much better than one in the private sector when such propaganda benefits them."

Mr. Lattimer urged members to bring to the legislators' attention items such as sub-pay,

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INSIDE THE LEADER

Latest State, County Eligible Lists See Page 10
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Appoint Commission Executive

Thomas J. Holmes has been appointed executive assistant to the president of the State Civil Service Commission. Mr. Holmes will carry out assignments covering a wide range of matters, including problems and issues

raised by the public, special interest groups and state employees. He has been an employee of the state for 23 years and of the Civil Service Department for the past eight years.



THOMAS J. HOLMES

Take-It-Or-Leave Job Situation In Suffolk Heard By Arbitrator

HAUPPAUGE—The Civil Service Employees Assn. Suffolk County layoff dispute went to arbitration last week.

Alan Weisenfeld, arbitrator, heard individual cases argued before him in the Department of Labor conference room last week, as attorneys for both sides attempted to define what would constitute a "bona fide" job offer to be made to the 281 employees affected by recent budget cuts and layoffs.

James Corbin, Suffolk CSEA president, attended the hearings with attorney Robert Ziskin, who represented the employees who appeared.

"We'll put all 281 employees

on the stand if necessary," said Mr. Corbin, "because the county is being very cute and trying to make theoretical arguments about what constitutes a 'bona fide' offer. We want to show the arbitrator the kind of shoddy, underhanded treatment many employees received under the guise of a 'bona fide' offer."

About 100 employees have been placed in positions below their former job grades, Mr. Corbin explained. Many took their present positions under protest on the advice of the CSEA and are looking forward to the arbitration for a solution to their grievances.

Three employees testified on the first day of what promises to be a lengthy hearing. They were: James Overton, former labor foreman, grade 14, at Vector Control in East Hampton, with 16 years employment, who was transferred to a grade 7 custodial worker's position in the Suffolk County Infirmary; Peter Kruk, former grade 17 engineer on the Suffolk County dredge with more than 17 years employment, now working as a custodial worker, grade 7, at the Suffolk Community College, and Charles Bowers, former Park Ranger I, grade 15, who is unemployed because the County allegedly failed to offer him an equivalent position he

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CSEA Prepares For Rockland Rival Battle

NEW CITY—Civil Service Employees Assn. members across Rockland County have mobilized in an all-out effort to beat back another challenge to the CSEA by the Service Employees International Union.

This time SEIU is challenging the right of incumbent CSEA to represent some 1,800 employees of Rockland County. But the Rockland County local executive committee, representing all 14 CSEA units in the county, has voted to give the Rockland unit all the support and resources necessary to win the representation election this month.

The executive committee made the commitment at a meeting here last week. Rockland County local president John Mauro told

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CSEA Leader Seeks Thaw On Snow Days Positions

(Continued from Page 1) trade expansion allowances, and other exotic fringe benefits which a large percentage of the private sector enjoys. "The public employee wants no one to suffer, nor does he begrudge others the benefits they've gained," he pointed out. "But conversely, he should not be harassed by the hogwash that because somebody out there receives less his future should be dictated by that person's problems.

"The Department of Civil Service claims that since the CSEA bargained for and won five personal leave days (or snow days), these should be used to cover time lost by employees unable to report to work during the blizzard. Forget the fact that in the past year Western New York employees have been implored by police and local officials on 10 to 15 different days to stay off the streets or be subject to fines or arrests, not to mention the risk to life and limb. The public employee is being shortchanged since the leave time that is charged can never be recouped,"

Mr. Lattimer said.

Legislators should be informed that the following took place between Dec. 3 and the present, Mr. Lattimer said. A meeting was held on Dec. 3 between himself and James Roemer, CSEA counsel, with Civil Service Commission President Victor Bahou and Jim Dermidy from civil service. They discussed losses suffered by employees during the ice storm in March and the blizzards on Nov. 3 and Dec. 2.

Mr. Bahou advised the CSEA to get state agencies to request a waiver of attendance and said such requests would receive consideration by the commission. Mr. Lattimer sent a letter to 49 state agencies requesting waivers of rules.

Twenty-three replies were received, with 21 of these favoring a waiver. Copies of all were sent to Mr. Bahou along with a letter demanding requests be honored.

A letter was received from Mr. Bahou rejecting the request. Monday, Jan. 31, Mr. Lattimer talked with Jack Carey, CSEA assistant executive director for

the State Division. Mr. Carey sent a letter to Donald Wollett, Director of the Office of Employee Relations, asking that relief be given to employees in Western New York. Mr. Carey also talked with Jim Northrup, Mr. Wollett's first assistant, and emphasized the magnitude of the problem in Region VI.

The Civil Service Department recommended that employees could use up to ten days of future leave days, thus bankrupting themselves of time.

On Wednesday, Feb. 16, Mr. Lattimer received verbal notification from Mr. Roemer that he and Mr. Carey had met with Mr. Wollett and Norman Brand from Employee Relations. They were informed that no relief would be given.

"Ladies and gentlemen, CSEA did not make the rules. However, CSEA is fighting like hell to try to get an equitable settlement for its members," Mr. Lattimer said.

"By now I hope that everyone understands the frustrations that are built into the process. You don't just press a button and get time restored."



NASSAU PARKS DEPARTMENT RETIREES

North Hempstead Town Supervisor Michael J. Tully, Jr. presents retirement certificates to Town employees Albert Tortora, left, of Port Washington, 11 years in the Parks Department, and Stanley Dudkewic, of Garden City Park, 24 years in the Parks Department. Mr. Dudkewic also received a 20-year retirement pin.

L.I. Says Strike

(Continued from Page 1) at the monthly meeting of the regional executive board last week.

The postponement had been requested by Senator John Marchi (R-Staten Island), who has been named co-chairman of a

legislative committee to review the impasse between the State and the CSEA on a wage increase for 1977.

Nick Abbatiello, Region I second vice-president, who presided because president Irving Flaumenbaum was recuperating from eye surgery, observed that "the only reason they want to delay is because the legislators will be on vacation."

"Well, let them come back from vacation," he declared. "There is no more important state business than this."

A telegram was dispatched to the Albany headquarters advising of the stand of the Long Island leadership.

The chapter presidents reported near-unanimous support for the strike if no better wage offer is forthcoming. Rallies had been held by all 10 state chapters in the region except Pilgrim Psychiatric Center, whose rally was scheduled this week.

The chapter presidents took their stand to area legislators at a special summit meeting last Friday evening at Muscaro's Restaurant in Melville. The session was called to put the legislators on the spot.

Region president Irving Flaumenbaum said: "We supported almost every one of these men last fall. Now we are going to ask them what they are going to do for us."

Rap Governor For Union Meddling

(Continued from Page 1) Relations Board has stated that the members of each unit are entitled to vote separately on the question of whether salary proposals are acceptable," implying that the union's negotiating teams did not have the authority to reject either a fact-finding panel's proposal or a subsequent proposal from the Governor in the contract dispute.

"That's an absolute falsehood, in plain English, a lie," said the union. "The Public Employment Relations Board has denied to us that anyone connected with the

PERB ever made such a statement, and in fact denied that anyone from the State asked them for such an opinion in this matter. The PERB agreed with the union that a negotiating team has the absolute right to reject offers during negotiations. There has never been any question about that, and for the State to say differently is to perpetrate a deliberate lie on their part."

"The governor is obviously a very desperate man by now, resorting to direct contact with employees and issuing mislead-

ing information. The CSEA had every right to reject the absurd offer from the State, as well as the fact-finding report issued earlier, since it too did not come up to reality in proposing a contract settlement," the spokesman retorted.

"The State tries to infer that our negotiating teams and our union's official policy-making body, the delegates, couldn't reject those offers, but the State Public Employment Relations Board, itself a state agency, has confirmed with us that such proposals can be rejected by negotiating teams, which have that power; and there is no doubt that our own constitution empowers the delegate body to take similar action.

"This is nothing more than the act of a governor who desperately does not want this issue to go before a special legislative committee to be resolved, because he knows the state's position is faulty and that there are

many legislators who are willing to make a much more reasonable settlement," the spokesman added.

"The situation is very clear cut. Either the state or the legislature must come up with a contract offer the union finds acceptable, or we have the first statewide strike by state workers in history come April 18. No amount of propaganda, however misleading and untrue, issued by the state can change the mood of the workers on this issue. And that mood is either we get the reasonable salary increase deserved or the State takes a strike, one that will completely shut down governmental operations for as long as necessary," the spokesman added.

"The Governor better keep out of our internal affairs. He could make a reasonable offer and settle this thing, but it looks like he wants to meddle in things that are none of his business, instead."

CSEA calendar

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

APRIL

- 5—Rockland county unit mass rally: 7:30 p.m., Clarkstown Town Hall, 10 Maple Avenue, New City.
- 6—Rockland County mental health section employees meeting: 12 noon, building "F," Health Complex.
- 7—Rockland County social services section employees meeting: 12 noon, Sheraton Inn, Rt. 59, Nanuet.
- 13—Orange, Ulster and Sullivan Counties retirees meeting: 2 p.m., Middletown Psychiatric Center, Kiener Building, room 210, Middletown.
- 14—Board of Directors, State Executive Committee, County Executive Committee meetings: Quality Inn, Albany.
- 16—Capital Region IV bowling tournament: 1 p.m., Sunset Recreation, 1160 Central Ave., Albany.
- 16—Nassau Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.
- 16—SUC at Fredonia Local 607 25th anniversary dinner-dance: Holiday Inn, Fredonia.
- 18—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 589D, Manhattan.
- 19—Buffalo-Niagara Frontier Retiree Local 903 meeting: 1 p.m., Hotel Lennox, 140 North St., Buffalo.
- 20—Buffalo chapter dinner meeting: 5:30 p.m., Statler Hilton, Buffalo.
- 21—Broome County unit general meeting: 6 p.m., O'Brien's Dance-land, Kirkwood.
- 22-23—Central Region V meeting: Ithaca.
- 25—Rockland Psychiatric Center and Children's Hospital Local retirees dinner-dance: 6:30 p.m., Colonial Manor Old Tappan, N.J.

Strike Delay Requested

(Continued from Page 1) ing to a CSEA spokesman, was asked to delay any action pending the meeting."

"Frankly, we had hoped the legislative committee would have acted a little earlier than that," the spokesman said. "I'm sure the negotiators will give the request the kind of consideration it deserves, but at this moment we are going ahead on the basis of the 18th."

The State and the CSEA were directed to provide the committee with briefs by April 13. The 12-member committee, appointed by Republican Senate Majority Leader Warren Anderson and Democrat Assembly Speaker Stanley Steingut, must make a recommendation to the full Legislature on a wage proposal for the second year of the two-year CSEA contract.

Members appointed to the committee by Mr. Steingut are: Mr. Greco, of Buffalo; Arthur Kremer, of Long Beach; Thomas Culhane, of the Bronx; Angel DeToro, of Manhattan, all Democrats, and Neil Kelleher, of Troy, and Willis Stephens, of Brewster, Republicans.

Mr. Anderson appointed the following Republicans: Mr. Marchi, of Staten Island; Richard Schermerhorn, of Cornwall-on-Hudson; Jess Present, of Jamestown, and Joseph Pisani of New Rochelle. Democrats appointed by Mr. Anderson are: Franz Leichter, of Manhattan, and Karen Burstein, of Woodmere.

April 1 was the deadline for settling the reopener clause. At a statewide convention held last month at Kiamesha Lake, delegates of the CSEA voted to reject a fact-finder's recommen-

dation for a 5 percent raise April 1 followed by an additional 3½ percent Jan. 1. The delegates also turned down Gov. Hugh Carey's offer, which accepted the fact-finder's recommendations for two of the union's four bargaining units and proposed a \$350 hike on April 1 with a 5 percent increase on Jan. 1 for the other two units.

In rejecting both the fact-finder's recommendations and the Governor's offer, the CSEA voted to strike on April 18, if a suitable settlement has not been reached by that time.

The union also voted not to return to work after the strike until amnesty is granted to all strike participants, although CSEA vice-president Joseph McDermott, of Capital Region IV, warned that this would "tie the hands of our negotiating teams."

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Dear Legislator: Hurt And Angry, Ready To Strike

The following letter was written by William L. Schoeffel, of Woodhaven, to State Senator Martin J. Knorr. It is an example of a personal effort to let a legislator know about the needs of a Civil Service Employees Assn. member.

Dear Senator:

At the present time there is a dispute between the State of New York and the Civil Service Employees Assn. concerning the amount of a raise the employees are to receive as recompense for the services they render. Rather than rehash the financial arguments brought forth by the state representatives and the CSEA, I would describe the situation on a more realistic basis. There are three reasons in particular why the usually docile CSEA has rejected the State final offer and has vowed to strike if its proposals are not met. These three reasons are food, clothing and shelter.

Food, clothing, shelter. These items are guaranteed to every citizen by law as part of a social service set up by our society to maintain a minimum standard of existence. Yet, today the civil servant has seen the value of his salary dwindle as the costs of these basic necessities have increased. To a man who lives by the motto, "A decent day's work for a decent day's wage," there is a certain amount of bitterness when he realizes his decent day's work has not yielded enough of a decent day's wage to pay the food bills.

A family man is willing to forgo that new jacket in favor of providing a new pair of shoes for his son or daughter. That old winter coat he has worn for three years will last another season if it means his son or daughter will have a warm outfit to wear to school. But, if there is not enough money to make that choice a man might feel he is underpaid and perhaps when he sees his child having to make do he may become angry enough to strike back, Taylor Law or no, at the well heeled state negotiator who says he deserves no raise.

Also of primary concern is the quality of environment in which the civil servant must live. For three long years any and all costs connected to providing shelter have gone up. Rents, mortgage payments, utility costs (let's not forget the recent gas crisis), maintenance expenses are just a number of examples of increased costs pertaining. The average civil servant can no longer cope financially with the expense of maintaining his shelter. How long can the civil servant contend with overdue bill notices, utility service turnoff notices and the like before he reaches the end of his patience? The answer to this question may become devastatingly clear on April 18, 1977.

Food, clothing, shelter. In other words we are talking about the quality of life, or more specifically the decay of that quality, and repercussions involved. To deny a much deserved pay raise now could not be likened to trimming the fat but rather likened to tearing into bone and sinew. Such an injury would not be soon overcome.

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. March 15 agenda	FAVOR
S.11, Anderson, multi-sponsored A.3322, Calogero, multi-sponsored	This bill would allow PERB to enforce the terms of a negotiated agreement.	A. Gov. Employees Com. S. 3rd Rdg.	FAVOR
S.910, Flynn A.1336, Greco*	This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to more retirees.	A. Gov. Employees Com. S. Civil Service Com., 2-7-77 reported to Senate Finance Committee.	FAVOR
S.1275, Knorr, multi-sponsored A.1584, De Salvo, multi-sponsored	This would entitle Veterans of WW II and Korea Conflict to obtain retirement credit if they were honorary discharged veterans and residents of N.Y. State at time of entry into service.	S. Codes Committee A. Gov. Operations Com.	FAVOR
S.2434, Schermerhorn A.2928, DeToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	S. Civil Service Com. A. 3rd Rdg.	FAVOR
none none	This would lessen penalties on employees who engage in illegal strikes. It would eliminate the automatic probation and "Two-for-one" fines for such employees.	No Status	FAVOR
A.781A, Landes*	This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.	A. Gov. Employees Com., 1/26 reported, amended, 1/27 3rd rdg. A781A.	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 Com.	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.	S. Civ. Service Com.	FAVOR
A.1412, Field S.1131, Nolan	If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PERB as well as a fine not to exceed \$1,000 per occurrence which shall be paid to the employee organization.	Gov. Oper. Comm. Sen. Civ. Serv. Comm.	FAVOR
A.2929, DeToro	8 percent interest be paid by public employer as part of arbitration award in regard to a retroactive salary or wage benefit.	W. & M. Comm.	FAVOR
S.2434, Schermerhorn A.2928, DeToro	This bill allows disciplinary proceedings to be negotiated in local government contracts.	Sen. Civ. Serv. Comm. Gov. Employees 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 Sent to Governor	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
A.2308, Nine multi sponsors S.3082, Flynn	When person with lower rating on eligible list has been appointed to a position, the employee who was passed over may request and receive from the Appointing Officer, the appropriate reasons.	3/9 passed — A S. Civ. Serv. Com.	FAVOR
S.126, B. Smith	Authorizes probation officer who has reason to believe a warrant exists for probationer, to take him into custody.	2/7 Passed. Referred to Ass'y Codes Committee.	FAVOR
A.140, Posner S.1980 Tauriello	Declares it a public policy of the State to prohibit the use of professional strike breakers.	1/17 Passed — A 1/18 Labor Com. — S	FAVOR
S.1337, Budget Bill A.1637, Budget Bill	Consolidates PERB & SLRB* Changes designation to State Employment relations board.* Administration of labor practices in both private & public sectors.	S. Civ. Serv. Com. A. Gov. Employees Com.	OPPOSE
S.1612, Padavan, multi. A.2017, Esposito, multi.	Any honorably discharged veteran shall be eligible for pension credit for time spent in service.	S. Codes A. Gov. Emp. Com.	FAVOR
S.2069, Marchi	If PERB or a Court finds that acts of extreme provocation were committed by an employer, employees determined to have been on strike shall have status restored and probation terminated with any payroll deduction to be restored.	S. Civ. Service Com.	FAVOR
S.2901, Flynn	Survivor's Benefit of \$3,000 for retired State employees shall apply to all State employees regardless of date of retirement.	S. Civ. Service Com.	FAVOR
S.3408, Schermerhorn	Provides for the continuation of retirement negotiations for local governments until 6-30-78.	S. Civ. Service Com.	FAVOR
S.3409, Schermerhorn	In the event of an impasse, contract provisions shall continue.	S. Civ. Service Com.	FAVOR
S.1331, Budget bills A.1336, Budget bills	These are the Governor's bills proposing cuts in aid to local school districts.	S. Finance	OPPOSE

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FRIDAY, APRIL 8, 1977

Interdepartmental Promotions

GOVERNOR CAREY continues to march helter-skelter in his unannounced war on civil service in this state. Before he is through, he may have the effect of General Sherman in his march to the sea during the War between the States, when a path was burned through the State of Georgia.

The latest effort by his Administration would undermine interdepartmental promotions for state employees.

It is bad enough that state workers have been forced to go without raises for the past three years, that a hiring freeze has been imposed for much of the time, that the workload has increased for those people who have survived the onslaught and that there have been mass layoffs through abolishment of whole agencies and/or their subdivisions.

Now comes the Governor with his proposal to do away with the Civil Service Department's compensation and classification division, which, among its duties, provides the medium by which a person in one department may improve his or her position by means of a promotion to another department.

This continuous chipping away at the Civil Service structure is having its bad effects on the morale of the state employees.

The Governor and other state workers are all public employees. April 18 may be more than a strike deadline for the CSEA members: It may be the start of a Civil Service War. (M.O.B.)

Don't Repeat This!

(Continued from Page 1)

from the same sense of frustration and disarray that plagued the Democrats during the years that Rockefeller occupied the Executive Chambers.

Lines are being drawn among Republican leaders in a controversy involving selection of the Republican national committeeman. In terms of prestige, this post merits very little public acclaim. In terms of power, it is insignificant so long as a Democrat occupies the White House and very little patronage channels through Republican state organizations.

Political Symbols

Yet politicians live by symbols, and the office of National committeeman is so symbolic of political power that it becomes a prize whose possession stimulates the salivary glands of every politician.

At the moment, leading contenders for that prize are Richard Rosenbaum, the present Republican state chairman, and former Assemblyman Joseph M. Margiotta, chairman of the Nassau County Republican committee. Rosenbaum plans to resign as state chairman to resume the practice of law, but wants to keep his fingers in the political pot. Margiotta has serious local political problems and would like to be national committeeman because election to that post would strengthen his hand in Nassau County.

Margiotta's immediate problem is a forthcoming hot primary for the Republican nomination for Nassau County Executive. The incumbent, Ralph G. Caso, a former Margiotta protege, has split with Margiotta, and is now using his patronage powers to undermine the Margiotta organization.

Margiotta's candidate is Francis T. Purcell, the presiding Supervisor of the Town of Hempstead. In addition, a third candidate, State Senator John R. Dunne, who is among the most

(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.

Confidentially Waived

The petitioner, an employee of the New York State Department of Mental Hygiene, was served with a notice of discipline containing charges alleging certain acts of misconduct. The employee initiated a disciplinary grievance pursuant to the collective bargaining agreement between the Civil Service Employees Assn. and the State of New York.

The matter came before an arbitrator and the petitioner served a subpoena on the Department of Mental Hygiene requiring the department to produce certain correspondence, books, records, documents and the like, relating to the individual to whom it was alleged that the employee assaulted.

The State refused to produce the documents. The arbitrator denied the employee's request for the production of the records. The employee also sought the right to cross-examine the assaulted person. The employee argued that the department placed in issue the degree of mental disability of the complaining witness, and therefore should not be allowed to shield that information from discovery or cross-examination using the assertion of its confidentiality.

The court, in deciding a motion by the employee to obtain the records to make copies and to permit cross-examination, balanced the interests involved between the employee's ability to earn his livelihood in the future and the confidentiality of the history of the complaining witness.

The court said that, since evidence of the complainant's condition was offered for the purpose of demonstrating the serious nature of the charges, the confidentiality has been waived. The court further said that even if the complaining witness herself has not waived the privilege, her identity could be protected by the arbitrator since this was not a public hearing.

In addition, the court said, the examination of the state's witnesses should be allowed since the privilege had been waived as set forth above, and the questioning of the complaining witness herself as to her mental condition should be left to the arbitrator. *Matter of DiMaina v. New York State Department of Mental Hygiene*, 386 N.Y.S. 2d 590 (Supreme Court, Albany County).

THE CIVIL SERVICE Law provides in Section 52 that vacancies in the positions in the competitive class shall be filled, as far as practicable, by promotion from among persons holding competitive class positions in a lower grade in the department in which the vacancy exists, provided that such lower-grade positions are in direct line of promotion as determined by the applicable municipal commission.

In this case, a group of police lieutenants sought to overturn appointments of desk lieutenants to the position of police captain.

The police lieutenants contended that the municipal Erie County Civil Service Commission acted improperly when it allowed desk lieutenants to take the examination for police captain. Special Term dismissed an Article 78 proceeding to annul the Civil Service Commission's determination, and an appeal was taken to the Appellate Division,

(Continued on Page 7)

Locations For IRS Information, Forms

For Personal Assistance or for State Income Tax Forms and Schedules, come in or call any one of the New York State Offices listed below:

OFFICE	ADDRESS	INFORMATION	TAX FORMS
Albany	The State Campus, Bldg. 9 Albany, New York 12227	(518) 457-7000	(518) 457-2683
Binghamton	44 Hawley Street Binghamton, New York 13901	(607) 773-7787	(607) 773-7874
Bronx	1375 Jerome Avenue Bronx, New York 10452	(212) 488-3400	(212) 488-3608
Brooklyn	141 Livingston Street Brooklyn, New York 11201	(212) 488-3400	(212) 488-3608
Buffalo	65 Court Street Buffalo, New York 14202	(716) 842-4534	(716) 842-4539
Hariem	163 West 125th Street New York, New York 10027	(212) 488-3400	(212) 488-3608
Mineola	114 Old Country Road Mineola, New York 11501	(516) 741-0950	(516) 741-0950
New York	Two World Trade Center New York, New York 10047	(212) 488-3400	(212) 488-3608
Queens	97-77 Queens Boulevard Rego Park, New York 11374	(212) 488-3400	(212) 488-3608
Rochester	1 Marine Midland Plaza Rochester, New York 14604	(716) 546-3050	(716) 546-3050
Suffolk	Veterans Memorial Highway Hauppauge, New York 11787	(516) 979-5252	(516) 979-5252
Syracuse	333 East Washington Street Syracuse, New York 13202	(315) 473-8075	(315) 473-8075
Utica	207 Genesee Street Utica, New York 13501	(315) 797-6120	(315) 797-6120
White Plains	99 Church Street White Plains, New York 10633	(914) 948-8700	(914) 948-8700

Forms may also be obtained at the following City of New York offices:

Manhattan	Municipal Bldg., Room 100	Manhattan	139 Centre Street, Room 110
Bronx	City Collector's Office, Bergen Bldg. 1932 Arthur Avenue	Queens	City Collector's Office 90-15 Sutphin Boulevard, Jamaica
Brooklyn	Municipal Bldg., Room 1 Court and Joralemon Streets	Staten Island	City Collector's Office, Room 200 350 St. Mark's Place

What's Your Opinion

By JANE BERNSTEIN

QUESTION

Union conventions are often the scene for emotional battles on various issues. Do you believe these internal battles are good for the union and why?

THE PLACE

Civil Service Employees Assn. Annual Convention,
Klamasha Lake

OPINIONS

Mae Smith, deputy sheriff, Dutchess County: "I would say probably Yes. Without questions and answers (you call it a battle) or emotional discussions, I don't really think you could call it a convention. There are always conflicting opinions. When you have any type of conflict there has got to be arguments, and I guess sooner or later emotions are going to get high. I think this type of venting of feelings is very beneficial. When people are part of discussions on the convention floor, they get a better chance to learn about an issue instead of just reading it in the newspaper."



Ralph Schnell, probation officer: "I think there is too much time spent at these conventions on the internal battles, and I think this is unnecessary. I think we could spend more time on the more meaningful issues, instead of getting so involved in the internal battles that go on. I think these battles can be disruptive in certain cases. They should be taken care of before we arrive at a convention. I don't think it's necessary for them to be handled on the floor of the convention, or at the general meetings that we have."



Beatrice Kee, hospital clinical assistant: "I don't think all of that screaming and yelling is beneficial. First of all, we're here to take care of business. If we cut down on all of the yelling and fighting with each other, we could get a lot more accomplished. I really don't think these battles serve any purpose whatsoever. And there has been more of them during this convention than during the ones in the past; and I think, as a result, a lot of time has been wasted."



Diana Dougherty, typist: "I don't think the internal battles this union has are beneficial, because they don't accomplish anything. People just keep bickering between themselves. Region I fights with Region II, and Region III fights with Region IV. And nothing gets accomplished. I think a lot of time has been wasted at this convention with issues that are immaterial. For instance, they spend two hours on whether they're going to take a roll call vote when half the counties have gone out to caucus, and to me this is a waste of time."



Karen Chiaramonte, mental health therapy aide: "I think it's beneficial to a point, because everyone is getting to express his opinion, but it seems to me that they get carried away and you begin to hear the same thing over and over. I don't think it's a complete waste of time though, because once in a while it can help to clear up an issue. It's important to let people air their opinions; it's healthy for the union. But they should take care not to get up and make the same point that someone before them has made."



Fred Kotz, mental therapy aide: "Sometimes these battles are good; they bring out the fire in everybody and make them want to participate. They really get fighting spirit going, and this is what the union needs. I've been coming to these conventions for approximately 26 years, and think this convention is one of the most heated. I hope they come out with some good solutions. The battles are necessary to bring out this type of participation."



LETTERS TO THE EDITOR

Plea For Retirees

Editor, The Leader:

In the past decade prices of everything have doubled, tripled and quadrupled—all but one.

Taxes, interest rates, salaries, all have skyrocketed—all but one.

Hospital charges, drugs, food and bills from electricians, carpenters and plumbers still keep going up, up, and up—all but one.

Hard goods, soft goods, oil, gas, rent and car repairs keep spiraling ever upward—all but one.

That one item is New York State pensions to retired Civil Service employees—not the "fat cats," but the average everyday hard-working clerk or professional, who could have earned much more during the war years in private industry and who, in the past, had deducted from their paychecks mandatory non-tax deductible contributions to their retirement accounts, in my case as high as 9.7 percent of my salary.

The Federal Government increases retirement pensions based on the current price in-

dex. In some years the pensions have been increased more than once!

How can our Legislature be blind to the hardships of state pensioners?

**Aaron A. Gold
Latham**

Reverse Bias

Editor, The Leader:

In your "What's Your Opinion" section of the March 25th issue, you asked civil service workers if they favored giving minority applicants for civil service jobs priority over non-minority group members to remedy past discrimination against certain minority groups.

Preferential treatment for minority group members amounts to "reverse discrimination." In other words, the minority gains their civil rights at the expense of the majority.

"Reverse discrimination" is a policy under which individuals are identified and rewarded or penalized according to race. This irrational policy mocks everything that the civil rights move-

ment sought to accomplish in the past, sets up a double standard, discriminates against people who have had no part in past discrimination, discourages excellence and fosters mediocrity. "Reverse discrimination" means the destruction of the civil service Merit System, where appointments are supposed to be based on merit and fitness through fair competition. Ethnic considerations have no place in civil service. The integrity of the merit system must be maintained.

**ELIOT LANDSBERG
Manhattan**

Thayer Tribute

Editor, The Leader:

I was very sorry to hear of the passing of Paul Thayer. Although not a fireman himself, he told it like it was. As a fireman, I just couldn't wait to read his column every week. Too bad we don't have more people like him who know what's going on. Please acknowledge my sympathy to his family.

**CAPT. DON OFFHAUS
Gowanda Fire Dept.**

RETIREMENT NEWS & FACTS

By A. L. PETERS

Medicare Part B Saved In NYC

New York City Mayor Abraham D. Beame has announced that the City will be able to continue payment of Medicare Part B reimbursements at the current rate for retired City employees.

The reimbursement for certain medical expenses such as doctor visits was slated to be eliminated as part of the package of \$24 million to be provided by cuts in fringe benefits for nonuniformed workers. However, District Council 37 has agreed, and the Emergency Financial Control Board has approved, give-ups totaling

\$26.2 million for fiscal 1977 and 1978—exclusive of eliminating the medicare reimbursement.

Every pension fund likes to think its investment advisors are smart enough to beat the market and come out with a better record than the averages. During the '74-'76 period, many of the pension funds were sorely disappointed. There was even talk of suing some of the industrial advisors for a miserable record. The new trend is to match the averages—the Dow Jones or Standard and Poor's. There is a new popularity of investing "by indexing" and three New York City employee pension funds are putting \$229 million of their assets into indexing, trying to match the averages of the market. Pressure for the switch came from City Comptroller Harrison J. Golden last September, but the actual switch was made during the period Feb. 4 to March 11. Three index funds were created—one for the New York City Retirement Fund, one for the police and one for the Fire Prevention System. They will try to match the Standard and Poor's 500 stock index. Inasmuch as pension funds are not permitted to buy stocks in banks or insurance companies, these stocks were excluded.

There are now about \$1.8 billion in index funds helping to insure that the averages will remain averages.

Don't Repeat This!

(Continued from Page 6)

respected members of the Legislature, has also entered the race. Each of the three candidates has a substantial power base in the County and is well known to the voters, so anything can happen in the primary race. Clearly the Margiotta forces are concerned, and there is reason for their concern.

The irritation and divisiveness that is rising to the surface over the contest for National committeeman is just a prelude to the disarray that will confront the Republicans next year when they have to nominate a candidate for Governor. That problem shapes up as a contest between Senate Majority Leader Warren M. Anderson and Assembly Minority Leader Perry B. Duryea, Jr. Both aspirants have distinguished records of legislative service, and both are highly regarded by county leaders in all parts of the state.

Republican Primary

What looms ahead next year is a heated Republican primary not only for the nomination for Governor, but also for every other statewide office, with the possible exception of Attorney General, depending upon whether Louis Lefkowitz determines to run for another term.

A statewide primary will be a new experience for the Republicans. In the years that have passed since the law authorized primaries for statewide office, only the Democrats have been involved in such contests. And their experience shows that there are many difficulties in mobilizing and unifying the party between primary day and election day.

The disarray among Republicans, coupled with the prospect that things will get worse before they get better, is a source of considerable satisfaction to the Democrats.

Civil Service Law & You

(Continued from Page 6)

which upheld the dismissal. The court pointed out that the recruiting requirements, knowledge, skills and ability for the positions of police lieutenant and desk lieutenant were relatively comparable, and it could not be said that the determination of the Civil Service Commission was unreasonable.

The statutory phrase, "in direct line of promotion" has been construed to require that the eligible positions be of the same type, in the same department, division, category, etc., as the higher vacant position. *Application of Walters v. Clark*, 386 N.Y.S. 2d 586.

Buy American!

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. Extensive 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.



Capital Region IV nominating committee chairman Jon Schermerhorn, of Agriculture and Markets Local 650, announces the committee's choices for regional officers. Capital Region is the first of CSEA's six regions to officially name its nominees.

It's McDermott vs. Gray In Region IV Elections



Opposing each other for Capital Region IV first vice-president are C. Allen Mead, left, president of James E. Christian Memorial Health Local 664, and E. Jack Dougherty, a former president of Taxation and Finance chapter 690. Mr. Mead is also chairman of the statewide restructuring committee, and Mr. Dougherty is a CSEA director, representing the Tax Department employees, member of the PST negotiating team and former regional first vice-president.



Incumbent Capital Region IV treasurer Mary Jaroeki, of SUNY at Albany Local 691, goes over treasurer's records with challenger Frank Carlino, of Manpower Services Local 670 (formerly Labor chapter 670).

6 Offices At Stake

By MARVIN BAXLEY

ALBANY—Capital Region IV of the Civil Service Employees Assn. became the first of the CSEA's six regions to officially nominate its candidates for the six regionwide offices at stake in this spring's general union elections.

Nominating committee selections were announced at the March meeting of region delegates at the Thruway Motor Inn here, located across the street from the sprawling State Office Campus on Washington Avenue.

Incumbent Capital Region IV president Joseph McDermott will be opposed in his race for a third consecutive term by Jean C. Gray, who has served with Mr. McDermott for two terms as first vice-president. Mr. McDermott is a former president of Transportation Main Office Local 687, and Ms. Gray is a former president of Thruway Authority Headquarters Local 052 and current Authorities representative to the CSEA Board of Directors.

While the race is expected to be a lively one between the region's two top officers, added interest is provided by the fact that Ms. Gray is the only woman to try for one of the six regional presidencies this year. Capital Region IV, when it was organized as Capital District Conference, was headed twice before by women, however: from 1959-61 by Hazel Abrams and 1961-63 by Deloras Fussell.

Further complicating the Capital Region presidential race may be the entry by petitions of Howard Cropsey, Albany County Local 801 president who was defeated by Mr. McDermott for the regional presidency two years ago, but consequently appointed



Incumbent Capital Region IV third vice-president Eileen Sallsbury, of Motor Vehicle Local 674, will be opposed in this spring's election by Ernst Strobel, president of Laboratories and Research Local 665 and a CSEA director, representing Health Department employees.



Capital Region IV corresponding secretary Carole Trifiletti, left, currently serves in her position by appointment. The Environmental Conservation Local 655 member will oppose incumbent Julie Braden, right, of Motor Vehicle Local 674, for the elective position of regional secretary.



Transportation District 1 Local 676 president Timothy McInerney, right, receives congratulations on nomination for Capital Region IV second vice-president. Shown with him are fellow local member James Hull and fellow CSEA director Jimmy Gamble, president of Environmental Conservation Local 655. Mr. McInerney will be opposed by Public Service Local 675 president Richard Doucette.

by him as the region's political action chairman.

Following last fall's general state elections, Mr. McDermott asked for and received Mr. Cropsey's resignation as political action chairman. Although regional committee appointments, as well as dismissals, are the prerogative of the president, the action stirred heated debate at the March meeting. While Mr. Cropsey did not actively participate in the vocal melee, Mr. McDermott was placed in the awkward position, as presiding officer, of defending the action, which had been discussed at a previous meeting of the region's executive committee.

Other regional officer nominations are:

—First vice-president: C. Allen Mead, of James E. Christian Memorial Health Local 664, and

E. Jack Dougherty, Jr., of Taxation and Finance Local 690.

—Second vice-president: Timothy McInerney, of Transportation District 1 Local 676, and Richard Doucette, of Public Service Local 675.

—Third vice-president: Eileen Sallsbury, of Motor Vehicle Local 674, and Ernst Stroebel, of Laboratories and Research Local 665.

—Secretary: Mary Jaroeki, of SUNY at Albany Local 691, and Frank Carlino, of Manpower Services Local 670 (formerly known as Labor chapter).

—Treasurer: Julie Braden, of Motor Vehicle Local 674, and Carole Trifiletti, of Environmental Conservation Local 655.

Much of the other business of this meeting was spent in preparation for the statewide CSEA Convention, also held last month.



Pat Martinez, vice-president of James E. Christian Memorial Health Local 664, raises questions about political action. Standing by for turn at microphone is John Wyngaard, president of Upstate Supply Support Distribution Center Local 444.

(Leader photos by Ray Hoy)



One of largest delegations at meeting was that of Office of General Services Local 660. Clockwise, from center front, are PST rep Richard Rynski, Operational rep Allan Gold, PST rep Gerry Richardson, executive vice-president and CSEA director Gerald Purcell (Executive), Operational rep Peggy Hoag, Administrative vice-president Helena Barlow, Administrative rep Cosmo Lembo, president Earl Kil-martin, PST rep Jerry Hrbek (behind) and Operational vice-president Douglas Barr, Jr.

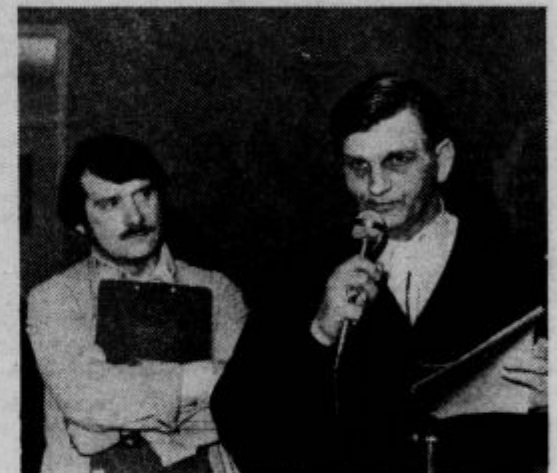
Capital Region Delegates Prepare For Confrontation



Capital Region IV supervisor John Corcoran, CSEA executive vice-president William McGowan and attorney Richard Bursteln were among those seated at dais during region's delegate meeting at Thruway Motor Inn last month.



Workmen's Compensation Board Local 671 Delegate A. Victor Costa and Manpower Services Local 670 president Kaye Yuschak are among those who will be contending for three Labor Department seats on the CSEA Board of Directors.



Commerce Local 654 president George Olson awaits his turn at microphone as Capital District Armory Employees Local 250 president James Stevens requests further information on treasurer's report.



Gesturing expansively, CSEA's State Executive Committee chairman Thomas McDonough speaks out during debate. Mr. McDonough's home chapter is Motor Vehicles Local 674, which is part of Capital Region IV.



There's no good reason for it, but the Leader has been known to misidentify the two chapter presidents in this photo. So, for the record, that is Correctional Service's Lee Fisher, at left, with the same local's delegate Robert FitzJames, and State Liquor Authority's Anne Kearney.



Delegates from several locals were gathered 'round this table. From left are Saratoga County Local 846's treasurer Monica Jump, public relations chairman Yvonne Loncosky and secretary Evelyn Pad-dock; Agriculture and Markets Local 650's president Frank Hubbard, vice-president Sandra Sokolowski and secretary Ronnie Thibodeau; Court of Claims Local 694's president Julie Drew, and CSEA field representative William Lochner.



Constance Buckley, left, delegate from Civil Service Local 653, and Patricia Miller, president of Drug Abuse Services Local 696, are among those running for statewide Board of Directors. Here they receive some advice from Ernest Dumond, Education departmental representative and Education Local 657 president.

Latest State And County Eligible Lists

EXAM 35-981
SR STENO — LAW
Test Held Nov. 6, 1976
List Est. Feb. 14, 1977

(Continued from last week)

- 106 Gottlieb Hilda Kings Park82.1
- 107 Kwiatkowski M A Syracuse82.0
- 108 Kula Ruth Jericho81.8
- 109 Paton Diana L Binghamton81.7
- 110 Goodman Eleanor Wantagh81.7
- 111 Cowell Eleanor Ocean Grov NJ 81.7
- 112 Dittmaier J R Jefferson81.6
- 113 Tierney C Menands81.6
- 114 Dougherty S G Syracuse81.5
- 115 Kresconko C R Hamburg81.5
- 116 Riccio Sandra A Schenectady81.4
- 117 Wheeler Mary A N Syracuse 81.4
- 118 Jordan Davis E Auburn81.4
- 119 Mason Carolyn M Hastings81.4
- 120 Fassbaugh Ruth Grand Island.....81.4
- 121 Salvatore Diane Kings Park81.4
- 122 Haskins Hilda J Castile81.3
- 123 Parsons Linda L Poughkeepsie.....81.3
- 124 Spawn K L Albany81.2
- 125 Steffan Linda A Albion81.2
- 126 Schwieger J Clifton Pk81.2
- 127 Felton Joan M Hamburg80.8
- 128 Dantonio Regina Albany80.8
- 129 Elijah Eddie L Brooklyn80.8
- 130 Plante Sandra J Massena80.7
- 131 Kritz Kathy M Schenectady80.7
- 132 Palmer Jane M Sloansville80.6
- 133 Scott June M Troy80.6
- 134 Brown Hermine E Queens80.5
- 135 Kerr Michelle R Buffalo80.5
- 136 Jablonski Donna Albany80.4
- 137 Davis Geraldine Albany80.4
- 138 Duncan Judith A Dover Plains 80.4
- 139 Vinas Sheila L NYC80.4
- 140 Vigneri Frances Rochester80.3
- 141 Whitbeck Luanne Rensselaer80.3
- 142 Perry Mary L Dansville80.3
- 143 Faulkner Lois G Pine Bush80.3
- 144 Janssen Janet E Smithtown80.1
- 145 Palisch P A Watervliet80.0
- 146 Gusty Marie F Troy79.9
- 147 Mabe Janette F Wantagh79.9
- 148 Yonkers S M Averill Park79.9
- 149 O'Brien Blanche Schenectady 79.8
- 150 Drapeau Carolyn Staten Is79.7
- 151 Steeler J L Buffalo79.6
- 152 Hughes M C Albany79.6
- 153 Holman Deborah Watertown79.6
- 154 Stalpinski A D Schenectady79.6
- 155 Muller Carolyn Hauppauge79.5
- 156 Balcom Betty J Lancaster79.5
- 157 Rathbun Deborah Horseheads.....79.5
- 158 McLaughlin Jane Schenectady.....79.5
- 159 Green Linda M Waterford79.5
- 160 Depaul Patricia Albany79.5
- 161 Mikolonis D M Accord79.5
- 162 Connolly Anne L Elmira79.5
- 163 McGonigal S L Elmira79.5
- 164 Sullivan G M Binghamton79.4

- 165 Sheldon Kurt L NYC79.3
- 166 Vergoni Louise Cohoes79.3
- 167 Morse Cheryl A Schenectady.....79.2
- 168 Demerle K A Buffalo79.2
- 169 Ciccone M E Liverpool79.2
- 170 Cummings Mary E Schenectady 79.2
- 171 Benjamin L S Rhinebeck79.1
- 172 Hoffman Rita M Delmar79.1
- 173 Arndt Bonita S Clifton Park79.0
- 174 Danielson Joann Ashville78.9
- 175 Smith Elizabeth Topper Lake78.6
- 176 Westervelt T M Albany78.6
- 177 Lewellyn Marie Kenmore78.6
- 178 Heath Vanessa Brooklyn78.5
- 179 Falcon Louann Scotia78.5
- 180 Gifford Grace Albany78.4
- 181 McMahon Eileen West Babylon 78.3
- 182 Scrafford E Schenectady78.3
- 183 Averson Celia T Iilon78.2
- 184 Mansfield L M Cossackie78.2
- 185 Waite Lana K Wellsburg78.1
- 186 Neve Joyce M Brooklyn78.1
- 187 Greenwald Lena Staten Is78.1
- 188 Barno Jean A Watervliet78.1
- 189 Caricki Patricia Averill Pk78.1
- 190 Jasinski Dale A Albany78.0
- 191 Ritzenthaler P Rochester78.0
- 192 Langley Deborah Ogdensburg78.0
- 193 Sanders M E Rome77.9
- 194 Will Linda L Troy77.9
- 195 Beebe Jean A Glenmont77.9
- 196 Caruso Marlene Mechanicvill77.9
- 197 Davis Linda M Castleton77.9
- 198 Miller Debra R St Albans77.8
- 199 Vigo Eva I Brooklyn77.8
- 200 Edison Bessie P Grahamsville77.8
- 201 Clark Yolanda A Bronx77.7
- 202 Riccardi Karen Loudonville77.4
- 203 Lagasse Janice Ballston Lk77.4
- 204 Rosette Mary E Albany77.2
- 205 Crowley Debra A Troy77.1
- 206 Culver Delores Mecklenburg77.0
- 207 Lenhardt Linda Slingerlands77.0
- 208 Kessler Mary A Albany77.0
- 209 Branson P M Chatham76.9
- 210 Delacey Ramona Liverpool76.9
- 211 Guarino Theresa Middletown76.9
- 212 Russo Carol A Albany76.9
- 213 Cassidy M M N Massapequa76.8

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

- 502 Depietro F Hauppauge80.3
- 503 Skibinski C S Rochester80.3
- 504 Steen Sarah A Manlius80.3
- 505 Goshleski Del R Cheektowaga.....80.3
- 506 Locigno Susan Binghamton80.3
- 507 Perry Mary L Dansville80.3
- 508 Pollak Linda A Binghamton.....80.3
- 509 Cummings Mary E Schenectady 80.3

- 510 Lenegar M E Albany80.3
- 511 Pierrelouis B B Rosedale80.3
- 512 Hewitt Kathleen NYC80.3
- 513 Rice Kay M N Syracuse80.3
- 514 Lynch Loretta M Horseheads80.3
- 515 Jasinski Dale A Albany80.2
- 516 Walley Donna M Franklin80.2
- 517 EHison Marion Cambria Hts80.2
- 518 Trzewiczynski A Lancaster80.2
- 519 Forfa Janice C Schenectady80.2
- 520 Mackie Beatrice Brooklyn80.2
- 521 Dunbar Elaine M Cortland80.2
- 522 Krzal Christine Dunkirk80.2
- 523 Galary Mary G E Patchogue80.1
- 524 Costello Karen Peconic80.1
- 525 Bassani L L Davenport80.1
- 526 Musso Ann Val Stream80.1
- 527 Vooris Ellen F Nassau80.1
- 528 Burns Maryann Lancaster80.0
- 529 Geraghty Jean H Flushing80.0
- 530 Goodrich M J Farmingdale80.0
- 531 Wright Mary J Stamfordvil79.9
- 532 Pastore C R Schenectady79.8
- 533 Coffey Lydia K Albany79.8
- 534 Pulver Diane P Red Hook79.8
- 535 Walker Linda L Schodack Ldg.79.8
- 536 Burke Dorothy J Oswego79.8
- 537 Guttenberg New Hyde Park79.8
- 538 Green Cheryl E Binghamton79.7
- 539 Ford Jean C New Hartford79.7
- 540 Luciani Cheryl Rochester79.7
- 541 Ruggiero Edith Rome79.7
- 542 Fisher Gloria C Auburn79.7
- 543 Plante Sandra J Massena79.6
- 544 Pallone Barbara Syracuse79.6
- 545 Sims Christine Schenectady79.6
- 546 Lagasse Janice Ballston Lk79.6
- 547 Boccio Joyce A Amsterdam79.5
- 548 Viola Linda A Albany79.5
- 549 Simmons J Troy79.5
- 550 Goodman Eleanor Wantagh79.5
- 551 Ewanciw Helen J Port Jervis79.5
- 552 Cascio Mary R Mt Morris79.5
- 553 Sutton Dolores Otisville79.5
- 554 Kane Paula M Binghamton79.4
- 555 Simonik Tina M Cohoes79.4
- 556 Brown Hermine E Queens79.4
- 557 Eggleston D B Potsdam79.4
- 558 Jezsik Irene H Hauppauge79.4
- 559 Featherstone S Morristown79.4
- 560 Lee Emily F Great River79.4
- 561 Lord Mary T Hilton79.3
- 562 Thiboceau J V Green Is79.3
- 563 Hynes Carol A Troy79.3
- 564 Soweck T M Albany79.3
- 565 Lipkin Natalie Commack79.3
- 566 Bowdy Karen S Latham79.2
- 567 Peck Mary B Stillwater79.2
- 568 Neve Joyce M Brooklyn79.2
- 569 Greenwald Lena Staten Is79.2
- 570 Yendon Nancy J Potsdam79.2
- 571 Jordan Davis E Auburn79.2
- 572 Stedman Janice Oneida Cstl79.2
- 573 Diorio Angela J Commack79.2
- 574 Chavez Linda A Lancaster79.2
- 575 Pond Elizabeth Rocky Point79.2
- 576 Salvatore Diane Kings Pk79.2
- 577 Hyland April Staten Is79.2
- 578 Branson P M Chatham79.1
- 579 Carmody Karen A Cohoes79.1
- 580 Cervola Deborah Hamburg79.1
- 581 Brownell P A Hoosick Fls79.1
- 582 Oldenborg Lynn Centerreach79.0
- 583 Sanders M E Rome79.0
- 584 Barkowski V C Schenectady79.0
- 585 Phillips Twila Pomona79.0
- 586 Matthews Karen Saranac Lake.....79.0
- 587 Arlak Julia R Staten Is79.0
- 588 Richardson L M Centerreach.....79.0

- 589 Camarero E Sound Beach79.0
- 590 Brown Sharon A Whitesboro79.0
- 591 Klippel Sandra Utica78.9
- 592 Beauregard L Cohoes78.9
- 593 Sosei Darcey L Schoharie78.9
- 594 Herrmann Joan E Albany78.9
- 595 Julian Carol A Tonawanda78.9
- 596 Glogowski H M Buffalo78.9
- 597 Welch Juliana L Merrill78.8
- 598 Simmons Joan A Rhinebeck78.8
- 599 Banks B J Brooklyn78.7
- 600 Gardiner Anne Binghamton78.7
- 601 Pickhardt K A Amherst78.7
- 602 Westervelt T M Albany78.6
- 603 Barylaki Betty Elmira78.6
- 604 Francisco R C Delhi78.5
- 605 Baldwin Nancy A Homer78.5
- 606 Tanner Adele Troy78.5
- 607 Anderson Joni S Hamlin78.4
- 608 Golden Nancy P Watervliet78.4
- 609 Emerson Elaine Weedsport78.4
- 610 Jasiewicz Marie Albany78.4
- 611 Russo Emily N Cambridge78.4
- 612 Clute Regina E Wheatley Hts 78.3
- 613 Ruege Maryann C Schenectady 78.3
- 614 Fiacco Mary T Granville78.3
- 615 Lent Darlene L Schenectady78.3
- 616 Scrafford E Schenectady78.3
- 617 Ferrigno C M Johnson City78.3
- 618 Rosette Mary E Albany78.3

- 619 Walling Barbara Johnson City 78.3
- 620 O'Neil Viola C Oswego78.3
- 621 Harrington S I Rome78.3
- 622 Binder Helene C Staten Is78.3
- 623 Whetstone B H Cortland78.3
- 624 Rizzo Carmeline N Collins78.3
- 625 Mateyn Dorothy Warrensburg 78.2
- 626 Anderson G F Wassaic78.2
- 627 Rozell Mary T Rensselaer78.2
- 628 Garher Shirley Howes Cave78.1
- 629 Mastroiano J L Albany78.1
- 630 Halpin Wendy M Troy78.1
- 631 Fogarty Holly A Watervliet78.1
- 632 Ryan Jacklyn A Clifton Pk78.1
- 633 Mason Carolyn M Hastings78.1
- 634 Gandolfi Helen Yonkers78.1
- 635 Brown Donna D Vernon78.1
- 636 Sydlowski S A Buffalo78.1
- 637 Rider Lois Rensselaer78.1
- 638 Zimmerman B A Voorheesvil78.1
- 639 Cardone Diane M Centerreach 78.1
- 640 Kessler Mary A Albany78.1
- 641 Desilva Jo A Albany78.0
- 642 Clute Denise L Saratoga Spg78.0
- 643 Dimond Diane C Schenectady78.0
- 644 Langley Deborah Ogdensburg.....78.0
- 645 Benjamin L S Rhinebeck78.0
- 646 Russo Carol A Albany78.0
- 647 Baldwin Lynda L Salem78.0

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9 Statewide Promotion Exams

ALBANY—The State Civil Service Department has open filing for nine promotion examinations to be held in May and June.

Filing closes April 11 for principal bank examiner, G-27, and principal overseas branch bank examiner, G-29, (both exam no. 36-064), as well as senior bank examiner, G-23, and senior overseas branch bank examiner, G-25 (both exam 36-065).

The jobs are open to State Banking Department employees with related experience. Tests will be held May 7.

Filing closes April 25 for land and claims adjuster at the assistant level, G-19 (36-061), ju-

nior level, G-15 (36-060), and senior level, G-23 (36-062). The jobs are open to Environmental Conservation Department employees with land surveyor experience.

Senior land and claims adjuster, G-23, is also open to qualified employees of the Office

of Parks and Recreation (exam 36-063).

Also open until April 25 is supervising hearing officer, G-27 (exam 36-067), which is open to Social Services Department hearing officers with at least six months' experience. Written deadlines will be held June 4.

Chief medical facilities auditor, G-29, has an April 25 deadline, but an oral test in May rather than a written test. Principal medical facilities auditors of the Health Department with one year's experience may apply.

There is a June 6 application deadline and an evaluation of training and experience instead of a test for psychiatric social worker II, G-19 (39-182), which is open to Mental Hygiene Department employees with six months' experience at level I.

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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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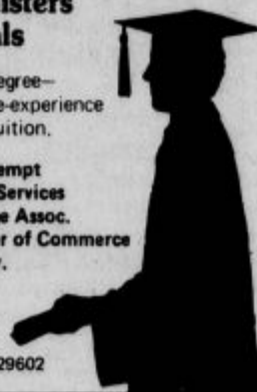


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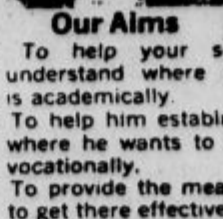
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Battle Stations Prepared For Rockland Challenge

(Continued from Page 2) the members. "It is most important to beat SEIU out of this county once and for all, so that our union can devote all its time and energies to representing the workers. We have spent entirely too much time fighting to keep that bunch of losers out of our lives. All they want is the employees' dues."

The reference was to SEIU's track record of losses to the CSEA throughout the state, and especially in the CSEA's Southern Region, where CSEA-represented employees have defeated SEIU's challenge twice in Ulster

County, twice in Orange County, once in Sullivan, and in various towns and school districts, as well as in the state and the Thruway Authority.

The CSEA has already organized meetings for individual sections of Rockland County employees. These include a luncheon meeting April 6 at 11 a.m. in the Health Complex cafeteria for health complex employees; a noon meeting of Mental Health section employees of Building "F" in the Health Complex, and a luncheon at the Sheraton Nanuet on Rt. 59, Nanuet, for social services section employees from noon until 2 p.m. on April 7.



ZERO ACCIDENT RATE

The mobile unit of the Nassau County Department of Recreation and Parks was recently commended for maintaining a zero accident rate during 1976. Commissioner Richard A. Fitch, left, presents a certificate of achievement to Baldwin's Claire Schlan, assistant supervisor of the unit, and supervisor Gordon Steele, of Massapequa. The Recreation Department's many mobiles may be reserved in advance by organized school and community groups. For further information, call (516) 292-4130.

Take-It-Or-Leave

(Continued from Page 2) claimed. The hearings for the three men took a full day. April 19 was set for a resumption of the hearings. In order to speed up the arbitration process, Mr. Weisenfeld instructed the county and the CSEA to try to classify employees into groups.

"We're willing to do anything to get these men the jobs they were promised under the contract. But if the county tries to obscure the issues we will go through each case on an individual basis," Mr. Corbin said.

Mr. Weisenfeld is the first arbitrator chosen under the conditions of the new Suffolk County-CSEA contract, which provides that a list of five arbitrators be mutually agreed on by the County and the union with the first available arbitrator chosen to hear the case.

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CSEA CONVENTION REPORTS, PHOTOS

Grievance Committee Report

The standing grievance committee report was given by chairman Albert Varacchi, of SUNY at Stony Brook Local 614, at the CSEA spring convention at the Concord Hotel. Other committee members are Abraham Libow, Peter SeJan, George Fassell, Kaye Yuschak, Jimmy Gamble, Marie Romanelli and Phillip Caruso.

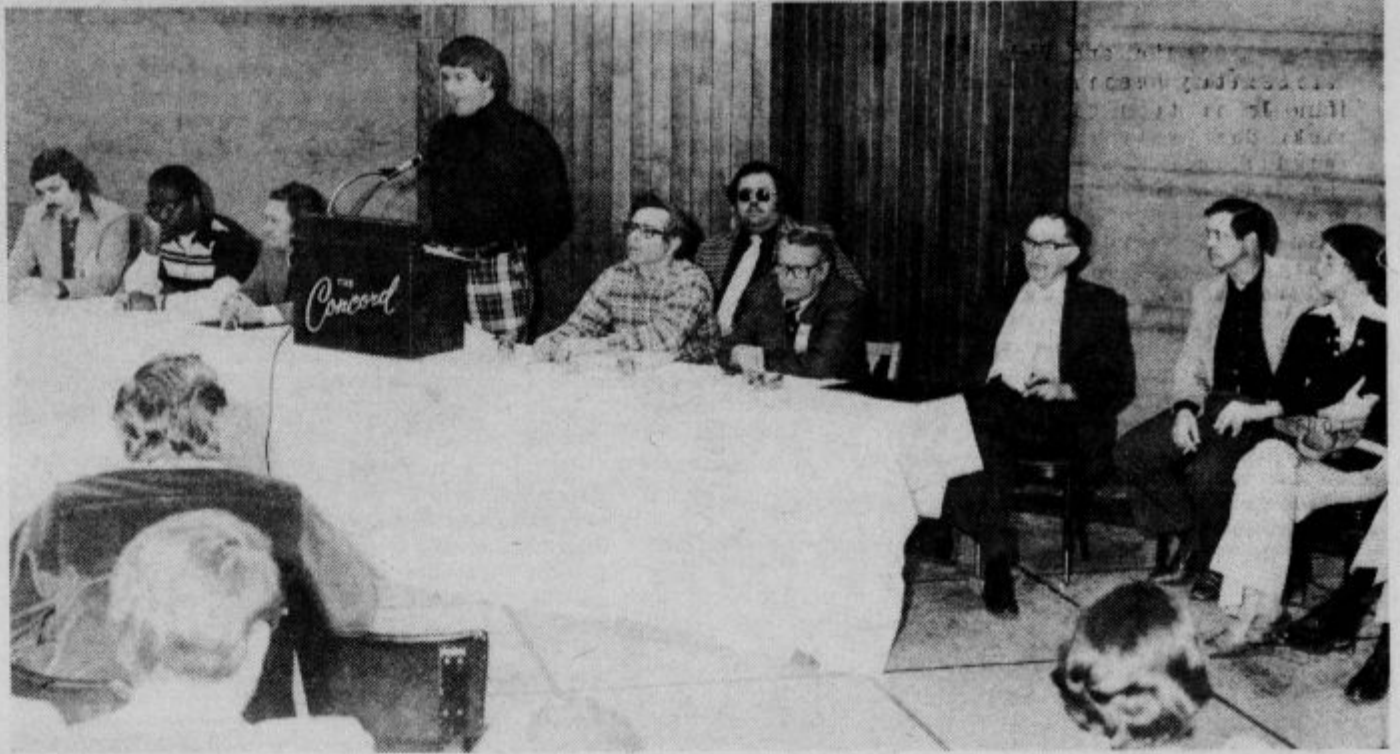
The years 1974 to the present have brought many serious fiscal problems to individuals working for state, counties, and political sub-divisions as well as the Association. These same problems have affected the cost of legal services to the members of CSEA due to the ever-increasing number of grievances and the cost per grievance.

On the basis of this concept at the last Convention, this Committee submitted to the delegate body for their consideration items we thought would be beneficial to state, counties and political sub-divisions with reference to a Model Grievance Procedure which would incorporate three (3) steps and would expedite grievances by the elimination of one or more steps, thereby making the third step, **Arbitration**.

- (1) Grievances pertaining to arbitration procedures and non-contract grievances be defined in contract language.
- (2) Arbitration steps be extended from ten days to thirty days.
- (3) Contract and Disciplinary arbitrations should be conducted on consecutive days.
- (4) All hearings for grievances be held at the local level.
- (5) Time element for grievances as specified in grievance procedure be adhered to.
- (6) All grievance procedures to remain in effect during negotiations and until a new contract is signed.
- (7) Grievances submitted within 30 days will be considered timely.
- (8) Continuous violations of a grievance shall be considered timely.
- (9) Contract and disciplinaries submitted for arbitration to be held in 30 days.

NON-CONTRACT PROCEDURES:

- (1) Grievances covered under this ar-



Professional-Scientific-Technical Bargaining Unit chairman Robert Lattimer faces Unit delegates who expressed their anger at what they viewed as Governor's union-busting tactics of rejecting fact-finders' recommendation. Governor reverted back to his offer of \$350 bonus and 5 percent salary increase Jan. 1, 1978. Seated from left are negotiators Robert Bush and Canute Bernard, staff coordinator Paul Burch, vice-chairman Timothy McInerney, negotiators Vito Rizzo, Jean Treacy, Jack Weisz, Arthur Allen and Patricia Comerford.

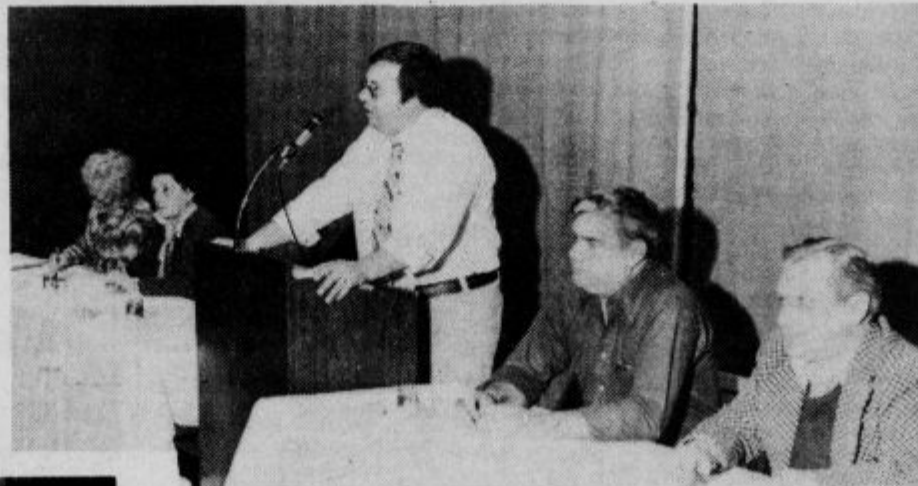
ticle to be held in 30 days.

(2) Decision of Grievance Appeal Board shall be submitted also in 30 days.

(3) Hearing Officer of said Board shall be an impartial individual.

The Committee cannot comprehend the apathy at this time which has been evidenced by the total lack of input from chapter officers and delegates. This Committee cannot strongly impress to the

delegates and chapter presidents the prevalent need for a Model Grievance Procedure. This model grievance procedure, when accomplished, could save not only precious time to the grievant, but tremendous financial savings to chapters, members, and CSEA Inc. To accomplish its endeavors as denoted, this Committee urgently requires the total support of chapter officers and delegates by means of direct input.



Institutional Services Bargaining Unit chairman James Moore presided over meeting of Unit delegates, who reacted angrily to fact-finders' recommendation accepted by Governor to give them salary raise of 5 percent April 1, with additional 3½ percent raise Jan. 1, 1978. Seated at dais, from left, are negotiators Genevieve Clark, Dorothy King, staff coordinator Robert Guild and negotiator Ben Kosiorowski.



Administrative Services Bargaining Unit chairman Thomas McDonough outlines the status of negotiations as collective bargaining specialist John Conoby listens. The Governor rejected the fact-finders' recommendation for this Unit, and continues to offer Administrative employees \$350 now, with a 5 percent pay increase effective Jan. 1, 1978.



Operational Services Bargaining Unit chairman Ed McGreevy listens to delegates as they express their anger over fact-finders' recommendation accepted by Governor to give them raise of 5 percent April 1, with additional 3½ percent raise Jan. 1, 1978. Standing next to him is negotiator James Gripper; seated, from left, are staff coordinator Joseph Reedy and negotiators Charles Schampier, Robert Comeau, James Stanton, James Hull, Francis DeLemo and Arthur Hennessy.

Audit Report

The special auditing committee report was presented to delegates at the CSEA spring convention at the Concord Hotel last month. The committee consists of chairman Louie Sunderhaft, of Onondaga County Local 833, and members Thomas Corridan, Millicent DeRosa, Harold Goldberg, George Harrington, Fred Huber, Arthur Johnson, Richard Marley, Sam Piscitelli and Gerald Toomey.

Since our last report to the Delegates in October of 1976, our Committee has continued its responsibility to review the fiscal operations of your Association. In addition to insuring that established fiscal policies and procedures are adhered to, the Committee reviewed the 1976 Audit by the outside accounting firm and studied the records of the Contingency Action Fund.

Our Committee has reviewed the management letter from the independent accounting firm and has met with Treasurer Gallagher and his staff regarding the suggestions for additional improvements. In general, we have found an improvement in the accounting systems and internal control and will continue to review operations.

In response to a request received at the last Delegate Meeting, the Committee reviewed the records of the Contingency Action Fund and found its operation in line with Board of Directors' mandates. All disbursements from the Fund require Board approval and this directive has been complied with.

The Committee wishes to express appreciation for the guidance and counsel provided by Treasurer Gallagher and his staff. We will continue to meet regularly to audit procedures and internal controls.

Califano "Misspoke" With Quota Remarks

By BERNADETTE AMATO

WASHINGTON, D. C. — Health, Education and Welfare Secretary Joseph A. Califano Jr. has taken back remarks three weeks ago that caused an uproar among education labor leaders and other groups.

Sandford Winston, an HEW press officer, speaking for Mr. Califano, said the Secretary "misspoke" when he reportedly endorsed using quota systems to hire more minority group members and women to education posts.

Mr. Califano was interviewed on the television show, "Meet The Press" and by The New York Times, March 18. When asked about the future of hirings and



JOSEPH CALIFANO

entrance to better professional institutions, he reportedly said he favored quotas.

"How am I, as Secretary of HEW, ever going to find first-class black doctors, first-class black lawyers, first-class black scientists, first-class women scientists, if these people don't have the chance to get into the best places (schools) in the country?" he said.

When questioned about the use of "preferential treatment" for some groups of people and not for others, Mr. Califano said he thinks "we can have preferences and I don't think it constitutes reverse discrimination in any unconstitutional or offensive legal way."

Mr. Califano also told reporters that he believes we have a "moral obligation to encourage and give, if necessary, some preferential treatment to minorities" to make up for a "century of discrimination."

The remarks brought almost instant denunciation from several labor leaders.

Most Americans are in favor of "an integrated society and affirmative action (in order) to

undo the effects of past unconstitutional discrimination," said United Federation of Teachers (UFT) president Albert Shanker. But Mr. Shanker disagrees with lowering standards so that more minorities pass strict entrance exams for post-secondary institutions.

"No one can believe that the way to produce 'first-class' professionals in various fields is to lower the qualifications," he said.

Sanford Winston, press officer for HEW, said that what Mr. Califano meant to say was that he was "a strong believer in affirmative action and a firm believer in its goals." He said the secretary is expected to make a public statement correcting his former remarks.

"Once you impose ethnic quotas upon our educational system, you no longer get 'the best qualified' teachers and supervisors," said Peter S. O'Brien, president of the Council of Supervisors and Administrators of New York.

Mr. O'Brien, whose union represents school supervisors, said minority members in New York "have always fought for an 'equal' chance, not a special chance."

The constitutionality of quotas versus merit is also at issue, said Mr. O'Brien. "There is no con-

stitutional right for any race to be preferred."

Michael Leinwand, president of the Jewish Teachers Association, said his organization was "opposed to any type of quota system and we feel that whether in the short or long run, quotas can not be beneficial."

Mr. Leinwand said he believes quotas are unconstitutional and said he was "surprised and taken aback that a Brooklyn boy (Mr. Califano) could encourage quotas."

Jean Gray, chairman of the affirmative action committee of the Civil Service Employees Assn., said that "while it might not be possible to correct all the mistakes of the past, training programs should be provided so that qualified minority group members have a good chance of getting jobs."

Any change in hiring systems would have to come by legislation, Mr. Califano did not recommend any law change but said that President Carter has suggested a \$4 million program to "identify bright, minority students" to help them go to the best schools in the country.

The HEW secretary hopes the plan will be seen as an affirmative action program. He said he hopes it will help erase past discrimination and appease reverse discrimination foes.



JEAN GRAY

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.

LEGAL NOTICE

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK — JANICE L. FORREST, LACY JOHNSON, MARGARET S. LONG, SHARON MC DANIEL, and ALMA WRIGHT, on behalf of themselves, and all others similarly situated, Plaintiffs, against WESTCHESTER COUNTY DEPARTMENT OF SOCIAL SERVICES, CHARLES W. BATES, NEW YORK STATE DEPARTMENT OF CIVIL SERVICE, VICTOR S. BAYHOU, ERSIA H. POSTEN and MICHAEL N. SCELSI, Defendants. ORDER 75 Civ. 5540 (LPG).

This cause having come on for a hearing before the Honorable Lee P. Gagliardi, District Judge, upon plaintiffs motion pursuant to F.R.C.P. Rule 23 for certification of this action as a class action, and the state defendants' motion pursuant to F.R.C.P. Rule 56(b) for summary judgment, and the Court having heard oral argument thereon, and upon consideration of these arguments and the record, it is

ORDERED, that since the Court finds that questions of law and fact, common to the members of the class, predominate over any questions affecting individual members, and that since a class action is considered superior to other available methods for the fair and efficient adjudication of this controversy, this matter should be and hereby is certified as a class action under Rule 23(b)(3) F.R.C.P. and it is further

ORDERED, that as genuine issues of fact remain to be adjudicated, the state defendants' motion for summary judgment pursuant to F.R.C.P. Rule 56(b) is denied with leave to renew upon completion of discovery, and it is further

ORDERED, that for the protection of the members of the class and otherwise for the fair conduct of this lawsuit, that notice of the pending of the instant proceedings be given to prospective and actual members of the class of plaintiffs in the form annexed hereto as Exhibit A, such notice to be given by publication in certain newspapers as follows:

1. That plaintiffs publish the annexed notice in a newspaper of general circulation in Westchester County, to wit, the White Plains Reporter Dispatch one time per week for 3 consecutive weeks;

2. That plaintiffs publish the annexed notice in the Civil Service Leader, one time per week for 3 consecutive weeks. Dated: March 18, 1977.

LEE P. GAGLIARDI, U.S.D.J.

NOTICE

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK — FORREST, ET AL., v. WESTCHESTER COUNTY DEPARTMENT OF SOCIAL SERVICES, ET AL., 75 Civ. 5540.

To all present and former black employees of the Defendant Westchester County Department of Social Services, who have taken and failed, or passed with scores so low as to be effectively excluded from appointment from the list of eligible persons one or more of the civil service examinations set forth below:

You are hereby advised pursuant to an order of the above Court dated March 18, 1977 of the pendency of the above action, commenced December 5, 1975 wherein plaintiffs on behalf of themselves and all potential members of the class set forth above, challenged the validity of all Civil Service examinations for the positions of caseworker, senior caseworker, unit assistant, and quality control inspector given during the five year period prior to the commencement of the action, on the grounds that said examinations are not reasonably or sufficiently related to the jobs for which they are given, and that said examinations have had a discriminatory impact on blacks within the Department of Social Services, resulting in a gross disparity within the Department between the percentage of whites and non-whites in permanent positions, constituting unlawful discrimination in employment on the basis of race in violation of 42 U.S.C. §2000e-2(a).

You are further advised:

A. You will be excluded as a member of the class of black, present or former members of the Westchester County Department of Social Services who failed or passed with low scores challenged examinations if you so request, by July 1, 1977;

B. The judgment in this action, whether favorable or not, will include all members of the class of black, present or former members of the Westchester County Department of Social Services who failed or passed with low scores, the challenged examinations who do not request exclusion;

C. If you do not request exclusion herein, you may, if you so desire, enter an appearance through your counsel by filing a motion to intervene as a plaintiff.

LEVY, GUTMAN, GOLDBERG AND KAPLAN
Attorneys for Plaintiffs
363 Seventh Avenue
New York, New York 10001
(212) 736 2226

AFFIDAVIT OF SERVICE BY MAIL
STATE OF NEW YORK

COUNTY OF NEW YORK

EUGENE N. HARLEY, being duly sworn, deposes and says:

I am not a party to this action, I reside at 870 Sixth Avenue, New York, New York, I am over 18 years of age.

On the 4th day of March, 1977, I served the within Order and Notice of Settlement upon Louis J. Lefkowitz, Esq., the attorney for state defendants and Evelyn K. Isaac, Esq. Assistant County Attorney, attorney for the county defendants, in this action, at 2 World Trade Center, New York, New York 10047 and 148 Martine Avenue, White Plains, New York 10601, respectively, the addresses designated by said attorneys for that purpose by depositing a true copy of same enclosed in a postpaid, properly addressed wrapper, in an official depository under the exclusive care and custody of the United States Postal Service within the State of New York.

/s/ EUGENE N. HARLEY
Sworn to before me, this 7th day of March, 1977.
PHILIP KAPLAN
Notary Public State of New York
No. 24-7159925 Qual. in Kings County, Commission Expires March 30, 1978



ALBERT SHANKER

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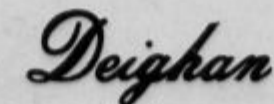
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3 MORE ACTIVE CSEA MEMBERS RETIRE

Several more prominent members of the Civil Service Employees Assn. have recently retired or are planning retirement in the near future. Fran Besette is president of Clinton County Local 810. Julius Stein, with over 25 years in public service, has held many posts in the CSEA including: president and delegate of the Law Department Local 672 and departmental representative to the CSEA Board of Directors. Dorothy Hy has been an officer of Niagara Local 832 and both secretary-treasurer and vice-chairman of the Western Region Counties Workshop.

CSEA Statewide Retiree Report Concerns Goals

This Retiree Committee report was submitted by chairman Nellie Davis at the statewide Civil Service Employees delegate convention held last month at Kiamasha Lake. Other committee members are: Melba Binn, Florence Drew, Charles J. Gormley, John L. Joyce, William L. Mensel, Michael Murphy, Alfred Robinson, Tris Schwartz, Elizabeth Steenburgh and John Tanzl.

The attention of the delegates to this convention is drawn to the retiree legislative goals approved by the delegates in October 1976, in an effort to summarize the highlights of such proposals and the efforts to implement them.

The first goal has been aimed at a cost-of-living supplement to be contained in two separate bills, one to provide a permanent increase to all retired members of the Employees Retirement System, based on the consumer price index. The second cost-of-living bill, to be introduced if the above unlimited bill fails, is for the re-enactment of the supplementation currently in effect, extending the applicable years from 1968 to 1971 inclusive.

The retirees' second goal is to gain legislation which would provide a \$2,000 death benefit to members who retired before Oct. 1, 1966, after ten or more years of state service. They are the only state retirees who do not have such benefit, a discrimination we are striving to remove.

The two other legislative goals for 1977 have to do with improved health insurance benefits for retirees: the first to provide retirees with free dental services and an allowance up to \$50 for an annual physical examination, the second to provide a retiree's widow or widower with cost-free health insurance coverage.

CSEA retirees unanimously want an escalator cost-of-living clause permanently programmed into the formula used for computing their retirement allowances. When the U.S. Department of Labor's Bureau of Statistics reports a percentage of inflationary rise in the consumer price index, this increase would at regular intervals be added to the pension checks of all retired New York State public employees.

Members of the Retirees Committee know that CSEA retired members will not rest until this

dire need is met, but they also know that friendly legislators and other knowledgeable advisors have stated that such a bill would be unreal.

Thus, working closely with CSEA's Legislative and Political Action Committee, the Retirees Committee feels that Senator John E. Flynn's bill S-910 presents a realistic compromise. It would be keyed to the consumer price index. Its limitations actually enhance its chances, such as the applicability of the supplementation up to, but not more than, \$8,000 of an annual retirement allowance, its requirement that the pensioner be 62 years of age before becoming eligible, and that the percentage increase would not exceed 3 percent for any calendar year.

The survivor's benefit legislation referred to above has been introduced in the Senate by Senator Flynn as bill S-2901 and will be sponsored in the Assembly by Assemblyman Thomas R. Frey. Desired legislation pertaining to retirees' health insurance programs is being researched for cost statistics, with nothing

Mandatory Retirement Called 'Irrational'

Howard N. Meyer, who wrote the following article, is a Manhattan labor attorney who has written several books on law and has represented the Civil Service Employees Assn. in grievance cases.

The image of older people as a group whose principal needs are better nursing homes and/or appropriate funding to finance their idleness has obscured an ongoing injustice and the waste of a national resource. Every month the rigorous demands of mandatory retirement result in the involuntary idleness of great numbers of men and women skilled in their work, seasoned and sure and capable of contributing to their employer and society—and rejected by both.

The pre-election rhetoric of the new Washington Administration was based on two typically American ideas that had been lost sight of for some years: justice and fairness in relations between all human beings, and insistence on re-examining ideas and institutions and discarding

them when they prove to be no longer relevant or sound.

The combined effect of these principles made possible in our nation's first century the abolition of slavery. It was seen to be a worn-out hand-me-down and unjust interpersonally. It was also recognized as being uneconomic and blocking our country's growth.

The industrial explosion that followed the end of the Civil War brought with it a new evil: the exploitation of working people by robber-baron types. As this was seen to be unjust and obsolete, we won in our second century equality of bargaining power between workers and management. As "wage slavery" ended, it was seen that unionization led to greater efficiency and productivity. One of the resulting gains was the development of pension plans that supplement Social Security.

Financial protection for retirement brought with it one idea, not at all required by the Social Security Act, but obviously inspired by it. When the

Retirees Committee is pleased that an excellent working relationship with the Legislative and Political Action Committee and staff has developed this year. A first step in that direction was taken when chairman Nellie Davis appointed four members to a legislative subcommittee, chaired by Elizabeth Steenburgh. Legislative chairman Martin Langer and fellow committeemen named Ms. Steenburgh an ex-officio member of their panel. She attends their meetings and functions as a retiree liaison member.

In December, committee chairman Davis submitted to president Wenzl the names of six members recommended for appointment to the committee, bringing the number serving up to the constitutional maximum of eleven, as follows: Michael Murphy of Suffolk County, Alfred Robinson of New York, Tris Schwartz of Dutchess-Putnam, Elizabeth Steenburgh of Capital District, John Tanzl of Syracuse area, and Charles Gormley of Buffalo-Niagara Frontier, effective immediately.

When the

Retirement Grapevine

By THOMAS GILMARTIN
CSEA Retiree Coordinator

The two strongest signals coming out of the retirees committee-delegates meeting on March 21 at the Civil Service Employees Assn. convention were, first, the strengthening of support for retiree cost-of-living legislation and, second, the retirees' unanimous determination to gain the right to vote in Association statewide and regional elections.

Marty Langer's statewide legislative and political action committee has given the retiree bills of 1977 unreserved support this year, to a degree never felt by CSEA retirees before. At the same time retiree committeemen have never before worked harder hand in hand with the LPA committee. Most of the key legislators have been personally contacted with encouraging results, and the next phase is about to break, namely, a flood of letters to the lawmakers written by CSEA retirees and their voting family members in all parts of the state.

In addressing the retirees' meeting, Mr. Langer said, "I think the time has come when people are starting to realize that you can't live on the kinds of income you are drawing."

In this connection, an official of the Retirement System has quoted us the figures that for the 106,000 living retired members drawing retirement allowances from the State Employees Retirement System the average annual allowance is just under \$2,400. During the 1976 fiscal year, 11,573 members of ERS retired. The average allowance was \$3,775. These figures are mentioned here to correct the all-too-prevalent impression that retired public employees are ripping off the taxpayers with fat pensions.

The truth is that most retired public employees in New York State are existing on very low pensions, while living costs continue to climb. If I retired in 1970, my pension check is buying approximately half of the living necessities today that it did seven years ago. Is it surprising that CSEA retirees are pulling out all stops to get a cost-of-living supplementation this year? The stepped-up strategy outlined at the convention is the retirees' only route to economic security.

The CSEA's state constitution forbids retiree members the right to vote for Association officers in the bi-annual statewide election. Resolutions to eliminate this alleged unfairness were unanimously passed by the retirees at this recent convention, and a special subcommittee has been formed to study new approaches for gaining the approval of CSEA's constitution and by-laws committee, the retirees' principal roadblock in their drive for equal rights with full-dues-paying members. Retiree members appointed to this subcommittee by retirees chairman Nellie Davis are William Mensel, chairman, Ralph Brewster, George Celentano, Gordon Hobbs and John Tanzl.

Many hundreds of new members have recently joined the CSEA's retiree organization as a direct result of the new hospital cash indemnity policy offered by Ter Bush & Powell Insurance Agency, requiring membership for eligibility. Forty-two thousand letters from CSEA president Theodore C. Wenzl went out to retired public employees in March, informing them of their excellent opportunity, for which there is a deadline of April 15.

Federal law of 1935 fixed age 65 as the minimum for full benefits, it did not imply in any way that the minimum should be allowed to work as long as they felt fit and saw fit.

Now, without anyone's ever having given the matter much thought in legislative halls—and at a time when the average 65-year-old is in better shape than someone of that age 40 years ago—we find that many employers (including unions, in their capacity as employers) have come to fix the minimum as the maximum: Regardless of your health, dedication or capability, out you go at 65. In not a few instances, there is a single exception: the old man at the top.

The injustice to those able and willing to produce has been tolerated, indeed encouraged, by Federal, state and local laws on discrimination. Although there are statutes prohibiting it on the grounds of age, they have loopholes permitting discrimination against those 65 or older. Except for rumblings in one New York State legislative committee, and some low-key talk by a few

United States Senators, there seems to be nothing on the horizon to stop this outmoded waste of human resources.

As we enter our third century, the new national Administration could pioneer for a breakthrough for justice and practical wisdom: the abolition of involuntary idleness. In its own way, mandatory retirement at age 65 is as arbitrary and wasteful as involuntary servitude. It is as wrong as any other type of differential treatment based on an irrelevant fact.

The random selection of a compulsory retirement age for all human beings, regardless of their physical or mental condition (which is more than ever before capable of being objectively tested), is capricious and irrational. Some persons may have nothing more to give at age 50, played out physically and emotionally. Some may be capable of offering a great deal at 80 or more, such as Justice Oliver Wendell Holmes, Georges Clemenceau, Averell Harriman, Picasso, George Meany and W.E.B. DuBois.