



NEW COUNTY BOARD MEMBER

Thomas Bruno, center, is welcomed as newest member of the Civil Service Employees Assn. Board of Directors and its County Executive Committee. Mr. Bruno represents Cattaraugus County. He is shown here receiving congratulations from County Executive Committee chairman Salvatore Mogavero, right, and CSEA assistant executive director Joseph Dolan. Photo was taken at regular monthly meeting of CSEA Board in Albany last month.

Independent Nomination Petitions Now Available

ALBANY—Petition forms for members seeking independent nomination for Civil Service Employees Assn. statewide offices or departmental representative will be available, by written request, from all CSEA regional headquarters and satellite offices on or after March 3, according to Daniel F. Donohue, chairman of the CSEA 1977 statewide nominating committee.

Individuals not officially nominated as candidates by the

committee may become independent candidates by filing nominating petition forms that met certain requirements. In the case of members seeking a statewide

(Continued on Page 16)

Final-Offer Bill Introduced To Ease Bargaining Impasses

ALBANY—Assemblyman Stephen R. Greco of Buffalo, chairman of the Assembly Governmental Employees Committee, has agreed to sponsor a bill initiated by the Civil Service Employees Assn. which would institute final-offer evaluation.

This bill would provide a binding solution to any impasse in negotiations reached in contract negotiations between a public employer and a union. It is believed that final-offer evaluation would reduce the risk of strikes by public employees and also make contract negotiations a quicker and more reasonable process than is now the case.

Final-offer evaluation would work like this: upon declaration of an impasse in negotiations, a fact-finder would be called in to study the demands of both sides and to make recommendations in the case. If either side rejects the fact-finder's report, the matter would go to an arbitrator who would have to choose either the union's final offer or the employer's final offer. That choice would then be binding upon both

sides, and would stand as the terms and conditions of employ-

HOT LINE

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

800-342-9860

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

Kheel Says Fact-Finding Report Delayed 1 Week. New Date March 7 Or 8

ALBANY—An anxiously awaited fact-finding report into the current contract dispute between the Civil Service Employees Assn. and the State of New York, originally expected to be received about March 1, will be delayed for about one week and is now expected about March 7 or 8.

The 3-member fact-finding panel, headed by noted labor mediator Theodore W. Kheel, of New York City, notified both parties last week that it will not be able to meet the original target date of March 1 for issuing recommendations for settlement of the impasse.

Publication of the report from the blue-ribbon panel should immediately trigger reaction from both the union and the State, since both sides were quite far apart in their positions going into fact-finding. The CSEA has arranged for the union's negotiating team members from the Administrative Services, Institutional Services, Operational Services and Professional, Scientific and Technical Bargaining Units to be in Albany to receive the recommendation, review it immediately, and establish an official union position relative to the report.

In the area of salary increases, scheduled to become effective this April 1, the CSEA has asked for an across-the-board hike of 12 percent with a minimum increase of \$1,200, while the State's final offer was for a \$350 across-the-board hike on April 1 of this year and a 5 percent across-the-

board increase on Jan. 1, 1978. Many contract articles are also under consideration in negotiations, and the panel will be reporting as well on recommendations affecting those articles where no agreement was reached at the bargaining table up to this point.

The State has indicated it will refuse to accept any fact-finding report that recommends in excess of the State's final offer, but the union is hopeful that that position will be open to reconsideration when the report comes

out. The CSEA has continually said it expects the report to recommend increases in excess of the State's last offer.

Rejection of the recommendation by either side will send the contract dispute into the next, and final, stage of negotiations under the state's Taylor Law. That final process is the Legislative hearing step, under which the employer conducts hearings into the contract dispute and then mandates a settlement, which is final and binding un-

(Continued on Page 9)

Onondaga Local 834 Files Improper Practice Charge

SYRACUSE—A spokesman for Onondaga County Local 834 of the Civil Service Employees Assn., recently announced that an improper practice charge has been filed against Onondaga County management after it had failed to pay salary increments Jan. 1, pursuant to county salary plan rules.

Ron Smith, CSEA Central Region V field representative and negotiator for the employees, said, "The IP charge was our only course of action after the County declared a wage freeze and refused to pay the increments." Onondaga County employees represented by the CSEA have been working without a contract since Dec. 31.

In addition to the IP charge, Mr. Smith announced at a press conference in the Region V office that the CSEA negotiating team also declared an impasse in negotiations after 16 lengthy sessions with the County of Onondaga.

"Not only does the County

want a wage freeze, Mr. Smith continued, "it also seeks to diminish other benefits presently enjoyed by county employees."

The CSEA is now awaiting the appointment of the PERB mediator so that negotiations can resume.



Tough Primaries Can Be Expected Whenever Held

THE ACTION of the Legislature, in moving Primary Day from September to June, including provisions for a run-

(Continued on Page 6)

Recommend 3-Year Pact For Rensselaer Deputies

RENSSELAER — A Public Employment Relations Board fact-finder has recommended a three-year agreement with a wage freeze in the first year for deputy sheriffs in Rensselaer County.

Kenneth DeKay, of Esperance, was the fact-finder named by the PERB in a contract dispute between the County and the

Rensselaer County Deputy Sheriffs unit of the Civil Service Employees Assn.

Mr. DeKay recommended the following salary proposal: for 1977 a wage freeze at 1976 salaries; for 1978 a \$600 wage increase for full-time employees (pro-rated for part-time employees) and a \$600 increase in

(Continued on Page 16)

Court Supports Merit System Over 'Reverse Discrimination'

By MARTIN FOX

A state judge has voided the February appointment of 25 state troopers—15 from minority groups and 10 women—because they were selected on the basis of minority representation instead of eligibility according to civil service examination.

The ruling in the case came after a lawsuit was filed in Albany Supreme Court by 10 persons who were denied appointment as state troopers even though they scored higher than the 25 who were appointed.

Judge Edward S. Conway ruled that the 10 unsuccessful applicants were discriminated against

and suffered violations of their constitutional rights. The judge ordered State Superintendent of Police William G. Connelle to remove the 25 troopers challenged and draw up a new list of appointments based upon the existing eligibility list as determined by written and physical examinations.

As in similar suits filed in other states, this case involved what has come to be called "reverse discrimination": the efforts by municipal and state officials to overcome past histories of discrimination against minorities in such areas as employment and housing by giving them priority over whites.

Superintendent Connelle, in defending himself before Judge Conway, argued that "the substantial interest of the state to arrive at more minority representation in the State Police outweighs any reverse discrimination and constitutional objections."

Judge Conway ruled that this practice was in direct violation of both the State Constitution and the Civil Service Law because "these examinations must be objective and competitive for all applicants."

In calling the Superintendent's appointment of the 25 ineligible persons "discriminatory," the



HAPPY IN THEIR NEW OFFICE

Much happier in their new temporary quarters in the State Office Building in Hauppauge, members of the Bay Shore Division of Unemployment office Linda Hess, claims examiner, at left, Anthony Brasacchio, supervisor, and Norma Clement, senior clerk, review a claim file.

judge said the law requires appointment based on only the examination results.

"By subjectively selecting persons for the position of New York State trooper because of an admirable goal of more minority representation in the State Police, without regard to standing on the eligibility list," Judge Conway said, the Superintendent "is depriving (the 10 challengers) of their rights as mandated by the New York State Constitution."

He added, "Administrative action intended to confer favor upon a few and to exclude others equally qualified under our law is discriminatory, a denial of equality of privilege and opportunity and of equal protection of the law."

Because of the importance of the case, and its impact on the hiring practices of other state

and local agencies, an appeal is expected. The appointments had been scheduled to go into effect on Feb. 22.

Last week, the U.S. Supreme Court said it would hear appeals on a California case involving law school admissions and issue a decision. Legal observers said the High Court's ruling would probably be binding on all the states and finally determine whether "reverse discrimination" is a proper remedy for previous violations against minority members and women.

Consultant Nurse

ALBANY—A consultant nurse (emergency coronary care) eligible list, resulting from open competitive exam 27-617, was established Feb. 19 by the State Civil Service Department. The list contains two names.

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George McCarthy, president St. Lawrence Psychiatric Center chapter 423 and co-chairman of the Project BUILD committee, explains purpose of the rally.



It was a wintry day, but that did not deter these civic-minded demonstrators from turning out to show their support for the building project at St. Lawrence Psychiatric Center. The Mental Hygiene institutional complex serves the North County area, including, Lewis, Jefferson, St. Lawrence, Franklin, Clinton and Essex counties. (Leader photos by Betty Steele)



Inside the auditorium of Georg Hall school, a full house of citizens voices support for the building project.

St. Lawrence Marching On Albany March 15 For Building Program

(From Leader Correspondent)

OGDENSBURG—A march on Albany to advocate a construction project at the St. Lawrence Psychiatric Center here was endorsed by 700 people who participated in community-wide rally held last week and sponsored by the center's chapter of the Civil Service Employees Assn.

George McCarthy, CSEA chapter president, headed the rally committee, which was expanded to include community leaders under Project BUILD, an acronym for Be United in Local Development. At stake is the construction of a 304-bed facility, which has been approved for several years but delayed by the state's financial troubles. It would cost an estimated \$12 to \$14 million.

The march on Albany, tentatively scheduled for March 15, would be third phase of Project BUILD's efforts, which include a letter-writing campaign and last week's rally. The CSEA chapter represents nearly 1,000 employees at the center.

Business, labor, political and health-care leaders joined in a two and one-half hour talk session at the rally. The premise of all who spoke was that the failure to construct the new facility would mean the loss of accreditation at the center, and its eventual phaseout. Among the

speakers were: Ogdensburg Mayor Joseph Denny; Bishop Stanislaus Brzana, Catholic Diocese of Ogdensburg; Dr. Lee D. Hanes, director of the psychiatric center; State Senator H. Douglas Barclay; Congressman Robert C. McEwen; Frank A. Augsbury, Jr.; Assemblyman David O. B. Martin; Edward J. Keenan, manager of the Chamber of Commerce, and Charles Kelly, Project BUILD community chairman.

Plans for the march on Albany will be coordinated by Mayor Denny, Mrs. Keenan and Mr. Kelly. The aim is to rally from 1,000 to 2,000 people to dramatize support for the construction project.

ID Specialist III

ALBANY — The State Civil Service Department has opened promotional filing for identification specialist III at the G-23 level until March 7.

A written test (no. 36-056) will be held April 16 for the job, which currently has one vacancy.

Western Region VI Sets March Meeting

BUFFALO — Western Region VI of the Civil Service Employees Assn. will meet March 11 and 12 at the Coachlight Motel in Hornell, according to regional sites chairman Jerry Frieday.

The meeting will be attended by an estimated 150 delegates from the more than 60 chapters

within the 14-county region that stretches westward from the Finger Lakes area.

All chapters are included within Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Livingston, Monroe, Niagara, Ontario, Orleans, Steuben, Wayne, Wyoming and Yates counties.

Host for this meeting will be CSEA chapter 600 at the State

University Ag and Tech College at Alfred.

In keeping with efforts to have the meetings in various geographic areas of the region, the next meeting after Hornell will be at the Holiday Inn, Grand Island, in the northwestern part of the region. Hornell is in the southeast, and the two previous meetings, in Olean and in Rochester, were in the southwest and the northeast, respectively.

Among the reports scheduled to be given at the Hornell meeting is that of the nominations committee, which will present recommendations for candidates for regional officers in this spring's elections. The Western Region is currently headed by CSEA vice-president Robert Lattimer, of Buffalo District Labor chapter 352.

CSEA calendar

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

MARCH

- 5—Nassau Educational chapter dinner-dance: 8 p.m. to 1:30 a.m., Carl Hoppls Valley Stream Inn, Valley Stream.
- 7—Capital Region IV meeting: 5:30 p.m., Thruway Hyatt House, Washington Ave., Albany.
- 9—Capital District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 9—Orange-Ulster-Sullivan Retirees chapter 917 meeting: 2 p.m., Middletown Psychiatric Center, Kiner Building, Room 210, Middletown.
- 10—Westchester local 860 mini-convention: continental breakfast and sign in, 8 a.m.-9 a.m., Rye Country Club, 330 Boston Post Road, Rye.
- 11-12—Western Region VI executive committee meeting: Coachlight Motel, Hornell.
- 12—Metropolitan New York Region II meeting: 12 noon, Fifth Avenue Hotel, 24 Fifth Ave., Manhattan.
- 15—New York City Metropolitan Retirees chapter 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.
- 15—Region III executive board and convention delegates meeting: 8 p.m., Holiday Inn, Newburgh.
- 16—Buffalo chapter general meeting: 6 p.m., Statler Hilton Hotel, Buffalo.
- 20-23—CSEA convention, Concord Hotel, Kiamesha Lake.
- 25—Town of Oyster Bay unit second annual dinner-dance: Old Country Manor, Hicksville.
- 26—Westchester Local 860 annual dinner dance: 8:30 p.m. to 1:30 a.m., Riviera Beach Club, New Rochelle.



Among dignitaries at the rally were, from left, St. Lawrence Psychiatric Center CSEA president George McCarthy, Assemblyman David Martin (Rep., 112th AD), Senator H. Douglas Barclay (Rep., 45th SD), St. Lawrence PC director Lee D. Hanes, M.D., CSEA Central Region V public relations associate Charles McGeary, Project BUILD chairman Charles Kelly, St. Lawrence PC deputy director Everett Stephens and Project BUILD co-chairman Edward Knight.

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Region I Finishing Nominations

March 16 Closing For 2 Open Titles

The Long Island Region nominating committee was completing action last week on recommendations of candidates for regional offices.

The panel, chaired by Joseph Aiello, former president of the King's Park Psychiatric Center Local 411, expected to offer a ballot for the offices of president, four vice-presidents, treasurer and secretary.

Serving with Mr. Aiello are: Arthur Loving Sr., Parks; Carl Pugliese and Alice Heaphy, Nassau; Ruth Grimmer, East Meadow Public Schools; Arthur Hennessy, State University at Farm-

ingdale; Al Castaldi, State University at Stony Brook; Mike Curtin, Suffolk Educational, and Rose Cilli, Pilgrim Psychiatric Center.

March 28 Closing

ALBANY—The State Civil Service Department has opened filing until March 28 for two promotional titles at the G-18 level with May 7 written tests. The jobs are open to employees of the Labor Department.

Senior employment interviewer (Exam no. 36-052) has vacancies in several areas throughout the state and requires six months' related experience at a lower title.

Senior unemployment insurance claims examiner (36-009) requires the same amount of experience.

For further information contact your personnel or business office or the State Civil Service Department.

TROY — The Rensselaer County Civil Service Commission has opened filing for two open competitive titles.

Senior automotive mechanic is open until March 16 and has an April 16 examination (no. 65-786). The salary varies according to jurisdiction. Dental hygienist is open until April 6 and has a May 7 examination. It pays \$5,500.

For further information contact the commission at Court House, Troy.

NEW KID IN TOWN

MANHATTAN—It was a boy for former Leader associate editor Jack Grubel and his wife, Marie, who has also served as a member of the newspaper's production staff. Seven-pound, 6½-ounce, Colin Francis is the Grubels' first child.

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CSL

The Project Return Foundation: Branching Out To Meet Other Needs

By JANE BERNSTEIN

LATE last spring there was this ruckus outside Mayor Abe Beame's house in the form of a camp-out by former drug addicts.

The enclave called itself "The City of The Forgotten," and, representing various drug rehabilitation programs in the New York area, tried to bring home the problems that funding cut-backs by the state would create.

Albany residents also became familiar with the campaign, since many members of the group slept out in the upstate air for quite a few weeks.

It's probably a safe bet that "City of The Forgotten" has been forgotten, or at least has dimmed in the memories of most New Yorkers across the state, as more and more fiscal problems have been dumped on their collective consciousness.

But one thing should not be forgotten, and that's the fact that these drug rehabilitation groups are still working hard to aid those who are trying to get back to reality, and are doing their part to make the cities and towns of this state better and safer places in which to live.

One of those groups is the Project Return Foundation. It's been a symbol of hope for substance abusers for the past seven years in New York City, with residential and out-client facilities located in different parts of town. And shortly, program administrators say, Project Return could mean a new way of life for individuals with other types of problems, including welfare recipients, prison inmates, and members of city youth gangs.

"During the past seven years the groundwork has been laid to deal with other problems as well as with those dealing with drug abuse," says Ed Menken, Project Return's director of program development. "We have found that much of what we've learned in dealing with drug problems is translatable to other areas."

The agency hopes to get a program off the ground by Sept. 1 in an attempt to solve, on a small scale, one of the biggest problems faced by New York City and other cities: namely welfare. Mr. Menken and other agency people have developed a plan to stop the perpetuation of generation after generation of welfare recipients. And the way they plan to go about it is to eliminate what is termed "the welfare mentality."

They define this mentality as a belief in dependency on the "anonymous" government, on the bi-weekly paycheck which is the recipient's "rightful due." There is also a lack of aspiration toward becoming middle class, with a lack of desire for the luxuries afforded by the middle class, including home ownership, higher education, travel and entertainment.

Mr. Menken describes those caught up in this mentality as lacking in self-esteem, competi-

tive confidence, career determination and personal achievement. And, therefore, as long as the attitude exists, the desire to become anything but a welfare recipient does not exist. The motivation must be there, he maintains, to give those on welfare a reason to strive for self-betterment.

The course of action to achieve this motivation is complex and costly. The agency people believe it is feasible.

"We do have part of the costs built in," Mr. Menken says, "because we already have money in the form of the welfare checks the people are receiving."

The first step of the plan is to select certain families who seem as though they would make successful program participants. The agency will draw its first 20 families from among the relatives of project members. These families will pool their welfare checks and begin a basically socialistic way of living. (Mr. Menken says while they may live this way during the course of the program, they will be in the process of preparing to enter into and make contributions to the American economy as it is.)

"We feel that financial management may be improved in this manner," he says.

The families, with the help of agency professionals, will go about finding housing through the Sweat Equity program. This is where the city basically gives a building to a group. The building might be in incredible disrepair or on the verge of being condemned. If the group is responsible and wants to design and rebuild the structure, it may live there and take title to the place.

This program would allow the group to gain satisfaction from developing, parceling out space, and then ultimately owning the building. (How many welfare recipients ever get the chance to own real estate?)

This housing arrangement would become the site for personalized health care, seminars and workshops on living skills, culture and heritage and ethnic pride. In addition there would be educational and vocational training, including evaluation and counseling, tutoring and placement services. Each member of every family will be working closely with social workers, psychologists, career counselors and a myriad of other service people.

A program concentrating on job development and placement will be provided, including various work projects. For those who have the skills, and wish to do so, small businesses may be set up using the help of retired businessmen, management consultants and the Small Business Administration.

While all of these projects are going on, there will be "Attitudinal Skills Training." This will begin when the program starts, and will continue throughout. Professionals will help the participating individuals examine their life styles, their beliefs—

cultural and religious, their values toward society, and their concepts of their homes, families and money. It will stress such concepts as self-esteem and upward mobility. Mr. Menken describes this part of the program as probably the most important in conjunction with the tangible things the whole project will introduce the welfare families to.

A very complex timetable has been developed for the program, which, if all goes according to schedule, will involve 200 families at the end of 20 months.

The possibilities and human resources for the plan are limitless, and hopefully may be realized by the fall if the funding comes through. What is limited, however, is the number of families that can be accommodated at one time.

"What we're trying to do is attack a tiny piece of our global problems, chew it, digest it, and then spit it out as a sort of model for how the rest of the country may take care of the same problems," Mr. Menken said.

Indeed, even a small step toward solving the problems and costs of welfare in this country will be significant.

The agency will also begin work in other areas.

Through the course of Project Return's work during the past years, its staff has come into contact with the prison and corrections system. And staffers see the need to have a program that will help prevent another Attica from occurring.

They are proposing the use of "Conflict Abatement Teams" (CATS) to federal and state government officials. The teams would be composed of approximately ten representatives from the inmate faction, and ten from the administration of New York State prisons. The groups would communicate through different methods, such as role playing and switching places. Hopefully, this would serve to reduce hostility between them and give them a better understanding of each other.

Project Return workers are also looking to address the problem of youth gangs in New York City, by working with another organization called Inner City Roundtable for Youth (ICRY). This group has contacts with 51 gangs around the city, and holds meetings with gang leaders. The ultimate goal of this program would be to utilize the energies of the gangs without breaking them up, but by legitimizing their activities.

"We'd like to draw on their sense of organization and discipline to try to provide services that are needed here in the city," Mr. Menken said.

An example of this is the gang whose members have be-

come escorts for the elderly, running errands for them and making sure that they get around okay when they leave their apartments.

"We all have a need to survive through peaceful co-existence with each other," Mr. Menken said. "And that's what this organization is going to be working on during the coming years."

New Yorkers will probably see more of this type of branching out on the part of state-funded drug programs in the near future. Because even though some of these problems this group is attacking may not always be uppermost in the news, they still do exist. And the people at Project Return haven't forgotten.



Clients congregate outside one of the program's facilities.



Program staffer talks with group during a seminar—an important part of Project Return's re-education method.

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FRIDAY, MARCH 4, 1977

Taxpayers Taken For Ride?

At first blush, there seems to be an embarrassment of riches for certain state officials favored with free use of state-owned sedans and limousines, as well as, in many instances, full-time state-paid chauffeurs.

A recent item in one of the Albany newspapers pointed out that there are nearly 100 of these vehicles assigned to key personnel for their personal use, and that there are 31 full-time chauffeurs (although many other drivers are hidden under other titles).

A story of this type takes on a sensational hue in the aftermath of President Carter's announcement that he is cancelling chauffeur service for his White House staff and other top federal officials.

It sounds even more objectionable in light of the rather stingy offer made to state employees in the current round of "negotiations"—now in the fact-finding stage.

We are old-fashioned enough to believe, however, that top officials are constantly under pressure on their jobs, and that the moments saved and the energy preserved may be well worth it in the long run. We picture these state officials reviewing papers and making vital decisions as they are driven to keep important appointments affecting the welfare of the state and its citizens.

On the other hand, the tight-lipped secrecy surrounding these limousine and chauffeur assignments is another matter altogether. When Arvis Chalmers, one of Albany's super-sleuth reporters, states that he found it virtually impossible to determine to whom many of the cars are assigned, then it is a matter for public concern.

There may be valid cost-saving reasons for some of these assignments. Perhaps the cost of taxis and mileage reimbursements would be far greater than the cost of the chauffeur service. It would also be wasteful if our top officials have to spend an excessive amount of time filling out expense forms, when they should be attending to more important business.

Still, we wonder what purpose is served by providing free cars to the heads of the individual SUNY colleges. We wonder why Cadillacs, Lincolns and Chryslers are the preferred cars, especially in these days of energy conservation. We wonder why some top officials have the personal use of two cars.

We wonder what the tax-paying, voting public thinks. We think there should be an open book on the subject.

(M.O.B.)

Unequal Opportunity

DISCRIMINATION, straightforward, or reversed, is wrong. It certainly does not belong in public employment, which has a well-earned reputation for offering a fair chance to everyone. Generations of all peoples, men and women, have worked themselves up through the ranks of public employment because equal opportunity was guaranteed.

In a way, the "reverse discrimination" question is like "open enrollment": another attempt to adjust equal opportunity to compensate for the sins of the past. Handing out degrees to people with reading problems may have ameliorated some guilt, but did little to help either the student or society.

People must be selected for positions because of qualification, and for no other reason. Scrupulous protection of that kind of equality is the only workable structure for balancing the rights of all sides.

Equal opportunity can not be made more equal. (K.A.S.)

Don't Repeat This!

(Continued from Page 1)

off if none of the candidates for Mayor of New York City gets at least 40 percent of the vote, has been translated by some political leaders as a triumph for Mayor Beame.

If so, it is hardly a triumph that calls for celebration by parades and marching bands. Inherent in the vote of the Legislature, supported by the Beame forces, is an acknowledgment that after many years of service as the City's Budget Director, Comptroller, and now as Mayor, Beame cannot hope to rally to his support at least 40 percent of the City's Democratic enrolled voters.

Confluence Of Needs

This confession of weakness on the part of the Beame forces is likely to generate even greater prospects that State Senator Roy Goodman will enter into the race as the candidate of the Republican and Liberal parties. The patent weakness of the Beame candidacy makes it possible for Goodman to duplicate the feat of eight years ago by Mayor John Lindsay, should Beame manage to win the Democratic primary in the run-off.

In fact, the Beame forces seem to be taking too much comfort in the action of the Legislature. The change in the date for the primary was not so much a victory for Beame, as some of his supporters would like to make it appear. The Legislature changed the primary date not necessarily to please Beame, but the change was consistent also with the needs of many Republican leaders.

Among Republicans, former Assemblyman Joseph Margiotta, Nassau County Leader, was just as anxious as Beame for a June primary because of a hot primary contest brewing in Nassau for the Republican nomination for County Executive. Thus the Legislature acted in response to a confluence of the political needs of Democrats as well as Republicans.

Actually, the only interesting thing about the debate over the switch in dates is that it demonstrates that political leaders never learn. The history of voting in the last several years clearly demonstrates that what determines victory at the polls is not the date of the election but the appeal and caliber of the candidates.

Yet in spite of the convincing evidence, political leaders still regard voters as inanimate objects on a chess board whose moves are determined by the strings pulled by the political leaders. In the political byplay over the primary date, the political leaders have shown once again that they have lost touch with reality and sensitivity to the needs of the voters.

Custodians' Strike

It is somewhat ironic that the change in the primary date coincided with a strike of custodial workers in the City's school system. As a result several hundred thousand school children are being deprived of a half day of school, and poor children are being deprived of free breakfasts and lunches. Whatever may be the merits of the strike, the reaction to the event has been deafening silence at City Hall.

Insofar as the Mayor's office is concerned, the strike might well be taking place in Hoboken.

(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.

Police Officer Wins Seniority

In a recent case, the Supreme Court, Special Term, Part I, New York County, held that a probationary police officer who was on active military duty at the time his name was initially reached for certification from the civil service eligibility list, was entitled to have such date, rather than the date on which he commenced his employment, used in determining his rights on layoff. The court also held that his probationary status was not to be considered in layoff determinations, but that petitioner was not entitled to the benefit of the statute that provides that the date of original appointment for non-disabled veterans is deemed to be 30 months earlier than the actual date.

The case arose when the petitioner, along with all other probationary police officers and a substantial number of permanent officers, was suspended on June 30, 1975, because of New York City's fiscal crisis. Petitioner had taken the competitive examination for patrolman in October 1969 and was thereafter placed on an eligible list. In February 1971, he entered the United States Army and remained on active duty until he was discharged in November 1973. In July 1973, petitioner's name had been reached for certification for appointment, but he was not then appointed because he was still on active duty. Subsequent to his discharge, he had his name placed on a special eligibility list pursuant to Section 243(7) of the Military Law. Thereafter, he was certified for appointment from the special list and was finally appointed on Sept. 27, 1974.

Petitioner's initial argument was that pursuant to Section 243(7) of the Military Law, the date that he was first certified for appointment and not the date on which he was actually appointed was the date that should be used in determining his seniority in the event of suspension. The respondent (Personnel Director of the City of New York) contended that despite the language of Section 243(7), the petitioner was properly suspended because Section 80 of the Civil Service Law requires the suspension of all probationary employees before any permanent employees are suspended. Therefore, respondent concluded that since petitioner was still on probation at the time of suspension and a number of permanent employees were terminated, his suspension was proper.

In its decision, the court noted a conflict existed between the two statutes in that Section 243(7), in providing a means of computing seniority, makes no exception for a case in which an individual is on probation. The court resolved the conflict by holding that Section 243(7) of the Military Law was controlling because it was enacted subsequent to Section 80 of the Civil Service Law. The court reasoned that "by applying Section 243(7), petitioner is being given no preference as a veteran, but is merely preserving for him the existing rights he had if he had not served in the Armed Services."

Petitioner's second contention was that his seniority should be advanced an additional 30 months before July 1973, by virtue of the veteran's preference afforded him by

(Continued on Page 7)

What's Your Opinion

By PAMELA CRAIG
QUESTION

The Agency Shop bill is again being considered by the Legislature. Why do you think that all public employees should contribute an amount equivalent to dues to the recognized certified labor union?

THE PLACE

Brooklyn Developmental Center, Brooklyn

OPINIONS

Florence Zucker, clerk: "I feel that all public employees should contribute to the union fund. I feel it is unfair for the union members to have to subsidize the non-union members. Our dues should pay for our benefits, not for someone who doesn't pay dues. Without the dues, the union could no longer exist. I feel that everybody should pay or nobody should pay. They are the only union we have to represent us. Without proper funding, we would have no union and no representation. Without a union, we would never receive protection for our rights."



Ann Worthy, clerk typist: "I do not feel it is fair for workers who elect not to join the union, to reap the benefits the union has fought for. I truly feel that if an individual is to receive the union benefits, he should pay dues. The union dues are quite inexpensive. I personally feel we have a fine president. You receive protection for your rights when you are in a union. The work for benefits needs equal support for equal protection. Those who wish not to join the union should not receive the benefits of the union."



Phil Piscatella, maintenance supervisor: "The financial burden shouldn't be placed upon union members to carry the non-union members. Their negotiations and disciplinary actions cost the union time and money. Why should the non-union member receive the same benefits the union member receives? They only serve to weaken the organization that protects them. It's a counterproductive action on their part. If they paid dues, there would be more money for the union to fight for our overall protection."



James Gripper, supervising electrician: "Any employee who elects not to become a member of the union should also elect not to receive the benefits the union has fought for and paid for. Some of the benefits pertain to the accumulation of sick-time, vacation-time and paid holidays. If an individual does not want to join the union, then he should not be provided with union benefits. If they are presently enjoying the benefits, then they should be allowed to pay the dues, which are tax deductible."



Carlos Rivera, driver: "Under the law now, regardless of being a union member, the existing union must represent all workers. This forces the dues-paying union members to bear the burden for those who choose not to join. I feel this is unfair. I feel if you work for the state, you should join the union. It's a matter of being fair. I believe in paying for services received. The services should be shut off for those who choose not to pay for them in the first place."



John Catania, plumbing supervisor: "It is my opinion that all workers should belong to the existing certified labor body therein. Either we're all in or we are all out. It is almost impossible to move forward in a split situation. The union has taken upon itself to represent the people and they want to continue in good faith. It's my feeling that the people ought to turn around and do something for the union in good faith."



LETTERS TO THE EDITOR

Gross Income

Editor, The Leader:

Although my husband has "a good steady job" with the State of New York (DOT), we cannot afford to buy writing paper and I shouldn't splurge on a 13-cent stamp. But I wonder if anybody is really aware of how little the state pays. Last year my husband grossed \$7,965.25, including overtime. Now I understand why it is called gross income.

The general public is under the false impression that the state pays well and the state employee does not need a raise. I would like to see anyone else get along on \$103 a week—after bills I am left with \$15 for groceries.

What really upsets me is the fact that government employees were not eligible for emergency food stamps. Most of my friends and relatives received from \$130 to \$160 worth of free stamps, because they missed a day of work. It takes my husband a whole week to earn that kind of money.

While everyone around us is piling up groceries, I am wonder-

ing what I'll feed my family next week. This seems unfair to the very men who put their lives in danger to keep the roads open, working 20 hours and over without a break, sometimes getting snowbound themselves.

As for overtime, state and federal taxes take pretty good care of that.

The people should know of the dirty deal the state is pulling, and if I have anything to say about it, they will.

NAME WITHHELD
Little Valley

Union Sellout

Editor, The Leader:

The City Highway Department employs asphalt workers, laborers and Motor Vehicle Department drivers. Two years ago the city laid off 60 laborers with as much as 15 years on the job.

Recently, the union, Local 376, went along with the Highway Department to change all titles into Highway Repairmen.

Adding insult to injury, the union will allow the MVD drivers to do the laid-off laborers' work,

on a temporary basis, with the promise of permanency within two years. This would include a \$3,000 raise.

I would call this a union sell-out of the laid-off laborers.

NAME WITHHELD
Brooklyn

Bay Shore Heros

Editor, The Leader:

As the Civil Service Employees Assn. representative of Local 66, Bay Shore, I would like to express my thanks to all the CSEA leaders who gave us their complete support.

I am particularly appreciative of Irving Flaumenbaum, Ed Cleary, Bill DiMartino, Marty Sherman, Pat Morano and Joe Sanchez, whose tireless efforts enabled us to obtain suitable working quarters.

I would also like to thank the staff of Local 66 who, although they jeopardized their jobs, stood fast in the face of adversity. These remarkable people should be an example to all state workers.

This experience only proves

RETIREMENT NEWS & FACTS

By A. L. PETERS

Redeeming Private Pension Funds

When the time comes to cash in your IRS or Keogh, you will find that there are many differences in the way the lending institution or the bank will handle your redemption.

ERISA provides that tax-deferred funds cannot be distributed before the age 59½, except in cases of death or disability. If the money is taken out prematurely, you must pay taxes on it at the ordinary rate plus a 10 percent penalty.

Experience indicates that about one third of the institutions which hold the money will not pay out premature distributions. About one sixth handle each case individually. About one-half pay out in accordance with the law. The Employee Plan Division of the IRS says they are working on the problem.

Who, under the new ERISA law, is entitled to be included in pension plans established by a private employer?

The question which has been in limbo since ERISA first came into the public view almost two years ago was resolved last week by the U.S. Labor Department. It will apply to about 33 million employees.

The new regulations define what constitute years of service and interruptions in service. If you have worked, say, for 1,000 hours on a job in a 12-month period, you are entitled to credit for a year of service. The pension plan itself can define how many years of service are required for eligibility but this, too, is strictly limited by law.

Of course many employees have no pension plans at all, and many who have had pension plans are now discontinuing them because they consider the regulations onerous.

Another new provision in the tax law makes it possible to take a limited deduction for cash contributions to an IRA fund by a non-working spouse.

This rule is a compromise with the strong requests that IRA become available to all employees—not just those not covered by employer sponsored programs.

There is one hitch to the rule. The contribution will not be al-

lowed unless the taxpayer and his or her non-working spouse do not actively participate in another qualified plan. The maximum tax deduction for both individuals is 15 percent of the compensation, includable in the working spouses' income for the taxable year. There is also a ceiling of \$1,750.

Another provision requires that the total amount contributed and deducted be split evenly between the working spouse and the non-working spouse.

Don't Repeat This!

(Continued from Page 6)

There has been no effort on the part of the City administration to bring the parties together in a just and equitable settlement, so that schools can begin to function at a normal pace.

Shortly before the legislative action, New York City Deputy Mayor John Zuccotti issued a report revealing a sharp decline in police performance because of personnel cuts and a sharp increase in fire deaths resulting from retrenchment in fire protection services. The report spelled out in detail other areas of the City's operations in which economies have produced serious shortcomings in the quality of life.

These factors are much more likely to determine primary results than the date on which the voters get an opportunity to express their disenchantment with the performance of their elected public officials.

These are some of the factors that make the legislative debate over the date of the primaries an exercise in futility.

Civil Service Law & You

(Continued from Page 6)

Section 85(7) of the Civil Service Law. The court found this contention without merit, stating that Section 80 of the Civil Service Law specifically states that where suspensions are for economic reasons, notwithstanding the provision of Section 85 (7), all probationary employees are to be suspended before permanent employees are terminated. Therefore, the court concluded that since Section 80 specifically exempts Section 85(7) from its provisions, the two statutes must be read together, and petitioner, still being on probation, cannot avail himself of his 30-month veteran's credit to forestall his suspension. *DeFrancis v. D'Ambrose*, 387 N.Y.S. 2d 192.

LETTERS POLICY

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

the changes that can be brought about when all the civil service members work together as a unit.

Betty Mathews
Bay Shore, L.I.

SAVE A WATT

Proposed Changes In CSEA Constitution And By-Laws.

The committee on revision of constitution and by-laws will present the following report at the Civil Service Employees Assn. Delegates Meeting March 20-23 at the Concord Hotel, Kiamesha Lake. It is presented here so that delegates may familiarize themselves with the proposed changes prior to the meeting.

The report has been prepared by a committee under the chairmanship of Kenneth Cadieux, of Nassau chapter. Committee members are William Roberts, Nicholas Cimino, Joseph Kenney, Eugene Nicoletta, Audrey Snyder, Karen White and Earl Mayfield, Sr.

Those portions printed in bold-face type are the proposed additions to the constitution or the by-laws. Portions to be eliminated are set off in brackets, as in [delete.]



KENNETH CADIEUX

CONSTITUTION

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES FOR A SECOND READING AND IF PASSED WILL BECOME PART OF THE CSEA CONSTITUTION:

1. The Committee received the following amendment to Article V of the Constitution entitled "Regions" as follows:

"REGIONS"

"For purposes of internal organization of The Civil Service Employees Association, Inc., the state shall be divided into six regions as follows:

1. Long Island Region: Nassau and Suffolk.

2. [New York City] Metropolitan Region: Richmond, Kings, New York, Queens and Bronx.

3. Southern Region: Westchester, Orange, Dutchess, Ulster, Rockland, Putnam, and Sullivan.

4. [Albany] Capital Region: Clinton, Essex, Warren, Hamilton, Washington, Saratoga, Schenectady, Montgomery, Albany, Schoharie, Greene, Columbia, Rensselaer and Fulton.

5. [Syracuse] Central Region: Broome, Cayuga, Chemung, Chenango, Herkimer, Cortland, Delaware, Franklin, Jefferson, Lewis, Madison, Oneida, Onondaga, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, and Oswego.

6. [Buffalo] Western Region: Niagara, Orleans, Monroe, Wayne, Erie, Genesee, Wyoming, Livingston, Ontario, Yates, Chautauqua, Allegany, and Steuben.

All locals shall be members of the region in which the local headquarters is located." REST OF SECTION REMAINS THE SAME.

The Committee recommends adoption of these amendments in view of the fact that the current trend appears to be to refer to the six Regions as geographical areas and not merely by major cities.

2. The Committee received the following amendment to Article VI, Section 1 of the Constitution entitled "State Executive Committee":

"Section 1. STATE EXECUTIVE COMMITTEE: The power and authority to transact business relating to state em-

ployees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the Legislature, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Associations[,] and Teachers' Retirement System [, and the Higher Education Assistance Corporation] shall as a unit be deemed a State Department. In addition to the foregoing, each State Department with more than 3,000 members of Jan. 1 in an odd-numbered year, shall for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof." REST OF SECTION REMAINS THE SAME.

—Explanation: The Committee recommends adoption of this amendment since the Corporation name was changed by New York State and they were incorporated into the New York State Education Department and should now be represented by the Education Board members.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE CONSTITUTION. THE PRESENTATION TO THE DELEGATES AT THIS MEETING CONSTITUTES A FIRST READING OF THESE AMENDMENTS.

1. The following amendment was proposed by the Committee to Restructure CSEA in its report to the Delegates in October, 1976. The amendment was referred to this Committee:

Article IV, Section 5 "Officers"

"(a) ELECTION. Officers of the Association shall be elected by secret ballot in odd-numbered years in the manner prescribed in the by-laws. They shall hold office for a term of two years or until their successors shall have qualified, commencing July 1st in an odd-numbered year. Vacancy in the office of President shall be filled by the Executive Vice President. Vacancies in the office of Executive Vice President shall be filled by the

Board of Directors by appointing any one of the six Vice Presidents. A vacancy in the term of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the respective regions. Vacancies in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors. Commencing with the 1979 election, no statewide officer shall be an officer of a local or unit if such officer is serving on a paid basis from CSEA, exclusive of the honorarium or expenses approved by the CSEA Board of Directors."

—Explanation: The Committee recommends approval of this amendment on the basis that one individual cannot effectively conduct the business of both a statewide office and a local or unit office at the same time.

2. The following amendment to Article IV, Section 5 of the Constitution entitled "Officers" was proposed from the floor of the Delegates meeting in October, 1976 and was referred to this Committee:

"(a) ELECTION. Officers of the Association shall be elected by secret ballot in odd-numbered years in the manner prescribed in the by-laws. They shall hold office for a term of two years or until their successors shall have qualified, commencing July 1st in an odd-numbered year. Vacancy in the office of President shall be filled by the Executive Vice President. Vacancies in the office of Executive Vice President shall be filled by the Board of Directors by appointing any one of the six Vice Presidents. A vacancy in the term of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the respective regions. Vacancies in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors. No member who has retired from public service may be a candidate for statewide office."

—Explanation: This proposal is based on the concept that individuals seeking statewide office should be active public employees. The Committee recommends approval of this amendment.

3. The following amendment to Article VI, Section 1 of the Constitution entitled "State Executive Committee" was proposed from the floor of the Delegates meeting in October, 1976 and was referred to this Committee:

"Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Association, Teachers' Retirement System, and the Higher Education Assistance Corporation shall as a unit be deemed a State Department. In addition

to the foregoing, each State Department with more than 3,000 members as of January 1 in an odd-numbered year, shall for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The State Executive Committee shall elect from its membership one member to be known as the Chairman of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in [his] the department which he seeks to represent or from which he is retired in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless he shall have been a member in good standing of the Association on or before June 1st of the year preceding the year in which the election is held." REST OF SECTION REMAINS THE SAME.

—Explanation: The Committee recommends defeat of this amendment on the basis that, as mentioned in number 2 above, persons seeking to represent members should be active, public employees.

4. The Committee received the following amendment to Article VIII of the Constitution entitled "Delegates" which would add a new paragraph to the existing Article:

"ARTICLE VIII DELEGATES"

ENTIRE ARTICLE REMAINS THE SAME.

New Paragraph:

"Regional officers not in the capacity of local delegates, shall be delegates at all delegate meetings of the Association. They shall have all the rights and privileges of delegates at the meetings except the right to vote. Allowed expenses may be paid by the region."

—Explanation: The Committee recommends approval of this amendment on the basis that the amendment pertains only to regional officers and, in all probability, will affect only a small number of individuals.

5. The following amendment to Article VIII of the Constitution entitled "Delegates" was proposed during the State Division Delegates meeting held on October 12, 1976 and was referred to this Committee. The amendment would add a new paragraph to the existing Article:

"ARTICLE VIII DELEGATES"

ENTIRE ARTICLE REMAINS THE SAME.

New Paragraph:

"The State Division Delegate body and the County Division Delegate body shall, when they meet prior to the General Delegates meeting, have the rights and responsibilities of the joint delegates meeting."

—Explanation: The Committee recommends defeat of this amendment on the basis that difficulties arise in determining what is strictly County Division and/or State Division business.

Two distinct entities cannot conduct business separately and have the results of that business binding on the Association.

6. The following amendment to Article VII of the Constitution entitled "Delegates" was proposed from the floor of the Delegates' meeting in October, 1976 and referred to this Committee. The amendment would add a new paragraph to the existing Article:

"ARTICLE VII DELEGATES"

ENTIRE ARTICLE REMAINS THE SAME

New Paragraph:

"When State and/or County Division Delegates meet in official session, the motions passed with regard to items affecting solely their respective divisions and not the Association general policy shall be presented to the delegate body by the respective Chairmen for informational purposes only."

—Explanation: The Committee recommends approval of this amendment. Contrary to the proposed amendment in Number 5 above, this amendment refers only to the regular order of business of the State and County Division Delegate meetings and does not seek to grant the power of the general delegate body upon the two Divisions.

7. The Committee received the following amendments to Article VIII of the Constitution entitled "Delegates" which would add a new section to read:

Section 1 REPORTS. No committee of the Association will be allowed to make an oral report to the Delegates unless its report shall have first been submitted in writing at least thirty (30) days prior to the opening of a Delegates' Meeting to Local Presidents with instructions to furnish Local Delegates with copies of the report."

BY-LAWS

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE BY-LAWS. IF PASSED AT THIS MEETING, THE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.

1. The following amendment to Article II, Section 8 of the By-Laws entitled "Proxies" was proposed from the floor of the Delegates meeting in October, 1976 and referred to this Committee:

"Section 8. PROXIES. A member of the Board of Directors, the Directors Committee, the State Executive Committee, the County Executive Committee, or a delegate to any meeting of the Association who is unable to attend a meeting is empowered to appoint, by written designation filed with the Secretary of the Association, a member of his local or department to act in his place, except that delegates may not appoint their own proxy if the local which they represent has provided for the selection

(Continued on Page 9)

Proposed Changes In CSEA Constitution And By-Laws

(Continued from Page 8)
of alternate delegates to attend meetings of the Association which delegates are unable to attend, provided, that the Local has filed by written designation with the Secretary of the Association a description of said Local selection process. [h] However, [that] no officer of the Association shall be represented by proxy. No member of the Board of Directors who is physically present at a board meeting and who is entitled to vote in more than one capacity, shall have the right to a proxy; provided, however, that he may cast one vote for each office or capacity he represents."

—Explanation: The Committee recommends approval of this amendment for purposes of tightening up the proxy procedure.

2. The Committee received the following amendment to Article IV, Section 3 (a) of the By-Laws entitled "Refund and Reimbursement":

"(a) REFUNDS TO LOCALS. Each duly organized Local of the Association which has complied with all of the provisions of the mandated Model Local Constitution shall receive from the Treasurer an annual payment of twenty-five per centum (25%) of the dues collected from the membership in such locals. The expenses of the delegates to regular or special meetings of the Association shall be paid by the local from such funds as hereinafter provided."

—Explanation: The Committee recommends approval of this amendment for the following reason. Delegates have given the Board of Directors the authority to mandate certain provisions in all Local Constitutions, including the terms of office, number of officers, number of annual meetings to be held and other basic requirements which are necessary in order to provide for uniformity in all Locals. In some cases, certain Locals or their officers have refused to comply with these mandated provisions of the Constitution. The most efficient method of enforcement would be to withhold a Local's rebate for the period that the Local was not in compliance with the Mandated Local Constitution.

3. The Committee received the following two amendments to Article IV, Section 3 of the By-Laws entitled "Refund and Reimbursement." The wording of both amendments is identical

Section 3 (d)
"(d) REIMBURSEMENT OF DELEGATE EXPENSES

(1) ANNUAL DELEGATE MEETING. All locals shall receive reimbursement for the expenses of one delegate to the annual meeting and locals having more than 1,000 members shall receive reimbursement for the expenses of one additional delegate for each additional 1,000 members or major fraction thereof. The maximum reimbursement for such delegate shall be [his lodging expenses for the duration of the meeting and railroad or mileage expense] for full group rate quotations if appropriate, or full lodging and meal expenses which shall not exceed the rate paid to State

Board of Directors Committees for the duration of the meeting. Transportation expenses shall also be reimbursed."

"(d) REIMBURSEMENT OF DELEGATES EXPENSES

(2) SPECIAL DELEGATE MEETINGS. All locals shall receive reimbursement for the expenses of one delegate for attendance at any special delegate meeting and locals having more than 1,000 members shall receive reimbursement for the expenses of one additional delegate for each additional 1,000 members or major fraction thereof. The maximum reimbursement for such delegate shall be [his lodging expenses for the duration of the meeting and railroad or mileage expense] for full group rate quotations if appropriate, or full lodging and meal expenses which shall not exceed the rate paid to State Board of Directors Committees for the duration of the meeting. Transportation expenses shall also be reimbursed."

—Explanation: The Committee recommends approval of these amendments. The amendments would have a fiscal impact upon the Association. Currently, if a Delegates' Meeting is held at a location other than one which quotes a full group rate, i.e., the Concord, where room and meals are included in one price, the By-Laws permit unlimited lodging and equitable reimbursement to all delegates for lodging and meals in accordance with the rates established by the Board of Directors for the members of the Board and its Committees.

4. Pursuant to the direction of the delegates at the October, 1976 meeting, the Board of Directors' Charter Committee has studied the disciplinary procedures that currently exist in the Model Local, Model Unit, Model Regional Constitutions and the Statewide Constitution. The Charter Committee recommends the following amendments to Article V, Section 2 of the By-Laws:

"Section 2. Any officer or member may be served with charges by registered or certified mail by his Local President upon approval of the Local Executive [Council] Committee, or by the Regional President, or by the President of the Association, for conduct detrimental to the best interests of the Association. A Local President may be served with charges by registered or certified mail by a designated committee of the Local Executive [Council] Committee upon approval by the Chapter Executive [Council] Committee. [Such charges should contain specific allegations including times, dates, etc.] The specific acts for which discipline is being imposed and the penalty proposed shall be specified in the charges. The charges shall be accompanied by a written statement that the individual charged has a right to object by filing an appeal by registered or certified mail to the Region President within ten (10) days; and that the proposed penalty shall take effect if the individual does not file an appeal with ten (10) days. Within thirty (30) days of [service of the charges] receipt of the appeal the Regional President shall appoint

and convene a Regional Trial Board which shall be composed of five members of the Regional Executive Board except no member of the subject member's local shall be appointed to the Trial Board. If the Region President is the subject of the charges by his local, then the Regional Executive Committee shall elect its own committee of five members to serve as Regional Trial Board. A hearing will be held before the Trial Board at which time either party may be represented by an attorney other than the regional attorney. Verbatim minutes shall be kept and paid for by the charging local or region. If the charges, or any part of them, are sustained, the Trial Board may impose any of the following penalties: reprimand, censure, probation or suspension from local or region membership not exceeding one year, withdrawal of the right to hold office, or withdrawal of membership.

If the member is aggrieved by the Trial Board's determination, he may appeal that determination to the Board of Directors of the Association within fifteen (15) days of receipt by registered or certified mail of the Trial Board's determination. The Board of Directors may reverse, modify or sustain the Trial Board's determination. The Board of Directors must act within sixty (60) days of the receipt of the appeal.

[Any member found guilty under this procedure may not hold office in any capacity for a maximum period of five (5) years.]

—Explanation: The Committee recommends adoption of these amendments for the following reasons:

a. The first change is substituting the word "Committee" for "Council", as the correct name as stated in the Model Local Constitution is Local Executive Committee.

b. The second change would allow the Regional President and the President of the Association to serve a member with charges.

c. The most important change is that now a Regional President will no longer have to automatically convene a Regional Trial Board each time a member is served with charges. This is a very costly procedure as stenographic minutes are required. In the past, a Trial Board has been necessary even when the officer or member charged did not elect to contest the charges. Under the new procedure, the proposed penalty will take effect automatically if the individual served with charges does not file an appeal within ten days. If the individual does elect to appeal, then he will be entitled to a hearing before the Regional Trial Board.

d. The deletion of the last paragraph is recommended because it was felt that this language placed a limitation on the Trial Board and, in fact, in a number of instances led Trial Boards to finding a member who was guilty of a minor infraction totally innocent of all charges to avoid the individual having to forfeit his ability to hold office for five years. Withdrawal of the right to hold office is now added as a possible penalty and it is within the discretion of the

Trial Board as to whether or not this particular penalty should be imposed and for what period.

5. The Charter Committee also submitted the following amendment to Article V, Section 4 of the By-Laws:

"Section 4. The President of the Association or the Board of Directors may suspend from membership any member of the Association for [supporting a competing labor organization] conduct detrimental to the best interests of the Association. Within ten days of a suspension, the member shall be served with charges and a hearing will be afforded before a designated committee of the Board of Directors of the Association. A finding will be made by the committee as to the propriety of the member's acts and a recommendation for a penalty will be given to the President. The President shall then invoke the recommended penalty submitted by the committee."

—Explanation: The Committee recommends approval of this amendment based on the premise that there might be circumstances which justify the suspension of an individual which do not necessarily relate to supporting a competing labor organization.

6. The following amendment to Article VI, Section 1 of the By-Laws entitled "Standing Committees" was proposed by the Restructuring Committee and referred to this Committee:

"Section 1: STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, Retirees Committee, Convention Committee, Political and Legislative Action Committee, Grievance Committee, Pension Committee, Salary Committee, [Committee to Restructure CSEA] Committee for Methods and Procedures, and Education and Training Committee. Standing Committee chairmen and members shall be appointed by the President for the duration of his term of office or until successor appointments have been made." REST OF SECTION REMAINS THE SAME.

—Explanation: The Committee recommends approval of this amendment based on the fact that the Standing Committee to Restructure CSEA has completed its restructuring role and the proper function of the committee will be to recommend changes in methods and procedures of the Association.



45 YEAR AWARD

One of the best employees of Huntington Town, Hazel Schling, second from left, happily accepts plaque presented by fellow members of the Civil Service Employees Assn. at recent dinner honoring her attainment of 45 years with town. Making presentation are CSEA officers, at left, Roy B. Crane and, right from Ms. Schling, town unit president Dorothy Goetz and Shirley Claasen.

March 21 Deadline

MINEOLA—A March 21 deadline has been set by a 15-member nominating committee of the Nassau Local 830 for receipt of suggested candidates' names.

The committee, headed by Elanche Rueth, is screening candidates for president, five vice-presidents, secretary, treasurer, 20 delegates and two representatives to the statewide County Executive Committee and Board of Directors.

Suggestions are being received by the committee, c/o Nassau

CSEA, P.O. Box 91, Hempstead, N.Y. 11550.

Serving with Ms. Rueth are Frank Bratby, Ken Cadieux, Ken Darby, Nick Dellisante, Molly Falk, Ruth Grimmer, Jim Mattei, Frank Mollinelli, Thelma Powell, Haward Quann, Trudy Schwind, Ed Shenkel, Tom Stapleton and Thomas Healy.

Final-Offer

(Continued from Page 1)
Greco as sponsor of this all-important bill," said Bernard J. Ryon, the CSEA's director of legislation and political action. "We now feel that if our members unite in a show of solidarity for this bill, by writing or calling their legislators and stressing its importance to us, that we have a good chance of its passing during this legislative session."

Fact-Finding

(Continued from Page 1)
der the law. With that process, which the CSEA bitterly opposes, the State two years ago rejected a fact-finding report that called for a reasonable salary increase and instead used the Legislative hearing process to force the infamous \$250 "bonus" upon state workers.

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



FLAUMENBAUM DEFENDS MERIT SYSTEM

Irving Flaumenbaum, Region I president of the CSEA, makes a point at a debate before the Long Island chapter of the American Society for Public Administration, recently, at a Long Island restaurant. Mr. Flaumenbaum scored the proposed demise of the Merit System, "as a return to the days of Boss Tweed." Listening on the dais were Joseph Fasbach, Suffolk County labor relations director, at left, and Bert Pogrebin, an attorney specializing in labor negotiations for management, right.

Check-Off Right Lost By Mineola Teachers

ALBANY—The New York State Public Employment Relations Board has found the Mineola Teachers Assn. in violation of the "no strike" provision of the Taylor Law, it was announced last week.

The Board ordered loss of the dues deduction privilege for a period of time during which 60 percent of the association's annual dues would otherwise be deducted. The suspension is to begin on the first practicable date.

The association was found to have violated Section 210.1 of the Taylor Law by causing, instigating, encouraging, condoning and engaging in a strike against Mineola Union Free School District on Oct. 6-8, 12-15, 1976.

The PERB said that the dues

deduction privilege will remain suspended until the association no longer asserts the right to strike against any government as required by provisions of Section 210.3(g) of the Law.

Plant Specialist III

ALBANY—A heating plant equipment specialist III eligible list, resulting from open competitive Exam 27-589, was established Feb. 9 by the State Civil Service Department. The list contains six names.

Scholarship Set

The Jewish Postal Employees Welfare League Scholarship Fund, Inc. will accept applications from children and grandchildren of employees, it was announced last week.

They must be filed by Oct. 1. A deceased member's child or grandchild is also eligible.

Applicants must be 1978 high school graduates. Applications should go to Bernard Sturman, 43 Bronx River Road, Yonkers 10704.

LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. To Attorney General of the State of New York; Dr. Gilbert E. Weinstein; Long Island Jewish-Hillside Medical Center; And to the distributees of Edith McMillan, also known as Edith McMillian, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees or otherwise in the estate of Edith McMillan, also known as Edith McMillian, deceased, who at the time of her death was a resident of 1363 First Avenue, New York, N.Y.

Send GREETING: Upon the petition of the Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y., You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 1st day of April, 1977, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. Dated, Attested and Sealed, February 2nd, 1977.

(L.S.) Hon. Samuel A. Spiegel, Surrogate, New York County David L. Sheehan, Jr. Chief Clerk.

LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. To Attorney General of the State of New York;

And to the distributees of Nikolai Metaska, also known as Nikolai D. Metaska and Nikolas Metaska, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees or otherwise in the estate of Nikolai Metaska, also known as Nikolai D. Metaska and Nikolas Metaska, deceased, who at the time of his death was a resident of 349 East 9th Street, New York, N.Y.

Send GREETING: Upon the petition of the Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y.,

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 25th day of March, 1977; at 9:30 o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. Dated, Attested and Sealed, January 25th, 1977 (L.S.).

Hon. Millard L. Midonick, Surrogate, New York County. David L. Sheehan, Jr., Chief Clerk.

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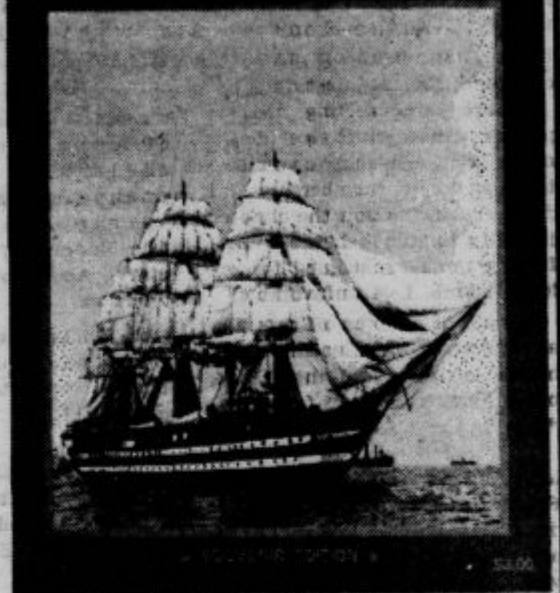
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New York Chapter Votes Down Retirement Clause

MANHATTAN—The New York City chapter voted unanimously to oppose a proposed change in the constitution of the Civil Service Employees Assn. which would prohibit retirees from holding statewide office. The vote came at the chapter's Feb. 24 meeting.

At the same meeting, chapter president Solomon Bendet designated a contingency committee to speak to the membership and discover what action the chapter is willing to take if the state fact-finding report, scheduled for release March 8, is unfavorable.

A slate of chapter officers was announced by nominating committee chairman Irving Goldberg. Nominated are: for president, Solomon Bendet and Vincent Tristino; for first vice-president, Martha Owens and Jerry Fischetti; for second vice-president, Ben Lipkin, Evelyn Glenn and Giles Spoonhour; for third vice-president, Canute Bernard, Bob Diaz, and Francois Frazier.

Other nominations include: for treasurer, Seymour Shapiro

and Marvin Braham; for financial secretary, Anthony Vericella, Mike Furey and Willie Raye; for corresponding secretary, Rose Feuerman, Alice DeSimone and Elsie Yudin; for recording secretary, Abe Libow, and Marie Robinson.

Mr. Goldberg said that further nominations could be made by petitions sent to him at the chapter office, 80 Centre St., Manhattan.

The chapter also voted \$250 to the New York Arthritis Foundation, which is holding a telethon March 19-20. CSEA has agreed to participate in the telethon.



KINGS PARK SEMINAR

Discussing the format of a nurses seminar at King's Park Psychiatric Center recently are guest speaker Assemblyman Robert Wertz (R-Commack), at left, and Greg Surnieki, King's Park Civil Service Employees Assn. chapter president. The all-day seminar dealt with contract negotiations, legislation affecting nurses, civil service examination procedures, deinstitutionalization and restructuring plans for the Department of Mental Hygiene.

State Promo Filing Opens For 15 Titles

ALBANY—The State Civil Service Department has opened 15 promotional titles for filing until March 7. Written tests will be given April 16.

BUY U.S. BONDS!

Testing Ends March 31 For 8 Suffolk Titles

EAST NORTHPORT—The Suffolk County Civil Service Department will cease continuous recruitment testing for eight titles March 31.

Candidates must call for an appointment before March 18.

The titles are clerk typist, stenographer, motor vehicle li-

censing examiner I, stenographer (Spanish speaking), dog warden, engineering aide, account clerk and key punch operator.

For information call the East Northport Testing and Information Center, 295 Larkfield Road, East Northport. Phone: (516) 216-2634.

Varacchi Knocks SUNY Chancellor On Merit System

STONY BROOK—Al Varacchi, president of Stony Brook Local 614 of the Civil Service Employees Assn., accused the Chancellor of the State University of New York of "discrimination against classified employees throughout the university system."

In a letter to Dr. Ernest Boyer, the University Chancellor, Mr. Varacchi said that a "cast system has been created under the present system depriving dedicated employees of the established rewards of the merit system."

"It is about time that all individuals whether they are employed in the custodial services, clerical or maintenance areas be given equal opportunities and consideration with other groups that comprise the university system. I will not sit idly by and continue to observe such wanton abuses of individual rights," Mr. Varacchi stated.

Plant Specialist II

ALBANY—A heating plant equipment specialist II eligible list, resulting from open competitive 27-588, was established Feb. 9 by the State Civil Service Department. The list contains six names.

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RETIREE GRAPEVINE

By THOMAS GILMARTIN JR.
CSEA Coordinator of Retiree Affairs

One of the best friends and advocates retired public employees have in the State Legislature is Senator Richard E. Schermerhorn of the 40th senatorial district. This dedicated legislator, who has a fine record of distinguished public service to his constituents as well as to thousands of other New York Staters, was the subject of an item in this column which a number of readers objected to.

The item which appeared in this space of the February 4 issue of the Civil Service Leader and referred to a cost-of-living increase for retirees, was worded, unfortunately, in such a way as to be easily misinterpreted, putting Senator Schermerhorn in an unfavorable light. This was not intentional and is deeply regretted.

The objectionable word in the reference was "rejected." Referring to a proposal that retirees of the years 1969-1976 be considered for a 3 percent cost-of-living increase, this column stated that "The powerful chairman rejected the proposal out-of-hand for the reason that it was fiscally impossible."

The truth is that the Senator did not reject the proposal, but, to use his own words, "I simply suggested a different approach to be used in getting a cost-of-living increase for retirees. By having all the public retirees from 1969 through 1976 put in one voluminous bill, we are only asking the bill be killed. A bill such as this would cost the State of New York approximately \$119 million or more, and with the State still fiscally unstable the Governor would surely veto it, if it got that far in the legislative process. I suggested that we break it up year by year, helping those who need this increase the most, first."

The record is clear that the Senator has never voted against cost-of-living legislation and, in fact, sponsored the 4 percent-11 percent bill signed by Governor Wilson in 1974, enacting the largest cost-of-living increase ever given to public employment retirees.

Although not so intended, the article gave some readers the incorrect impression that Senator Schermerhorn was against the idea of a cost-of-living increase this year for retired government workers, and nothing could be further from the truth.

This writer wants the readers to take note of this clarification and is sorry that some of them had misunderstood the imprecise use of the word "rejected."

It is understandable that retirees are hypersensitive to the concept of rejection, for so many who have retired within the past nine years have seen their fixed retirement allowances no longer adequate to meet the inflated cost of life's necessities. Their situation is becoming desperate and they are very frightened.

CSEA'S RETIREE CONVENTION DELEGATES WILL hold their meeting at the Concord Hotel on Monday, March 21. Sixty chapter representatives attended the October, 1976 meeting, and more than that number have indicated they will attend this next meeting, to come to grips with retirement problems for which solutions must be found. Chairman Nellie Davis is preparing her agenda for that occasion.

ENDING ON TWO HAPPIER NOTES, THIS COLUMN salutes the New York Metro Retiree Chapter 910 for its first social affair scheduled for April 12 at Rosoff's. This relatively new chapter, under the leadership of president Nathaniel Ackerman, has been strictly business at all of their monthly meetings. It is good to see them plan for some relaxation together with their social chairman, Ceil Malkin.

THE SECOND PIECE OF GOOD NEWS IS THAT OUR fifteenth chartered retiree chapter came into being by approval of the CSEA Board of Directors at their meeting on Feb. 10. This brand-new chapter in the rugged North Country has been long in coming and much credit is due president Melvin Ferns, of Mooers, for his initiative.

New York Retiree Chapter Backs Equal Voting Rights

MANHATTAN—The rights of retirees to vote and to hold office in the Civil Service Employees Assn. was affirmed at the February meeting of the New York Metropolitan Retirees chapter 910 of the union.

A resolution was passed to seek deletion from the CSEA Constitution the sentence that "retiree members shall not be eligible to vote or to hold office, but shall have other such rights and privileges as the Board of Directors may provide."

The motion was forwarded by chapter president Nathaniel Ackerman to Kenneth Cadieux, chairman of the CSEA constitution and by-laws committee.

At the chapter meeting, it was brought out that retirees should not be considered second-class citizens merely because they can no longer afford to pay the full amount of dues.

"Instead of being punished," Mr. Ackerman said, "they should be commended for continuing their interest in the union, whether at the chapter, region or state level."



SHARING THE HONORS

Sharing the honors on the occasion of their retirement from the Nassau County Department of Recreation and Parks are Joseph Annunziato, of Elmont, left, and John Tierney, of Freeport. Both men were congratulated and presented with Certificates of Recognition. Mr. Annunziato for 15 years of service and Mr. Tierney for 16. On hand for the occasion were, from left, Andrew Russac, technical services administrator; Edmund A. Ocker, deputy commissioner; Richard A. Fitch, Commissioner and Frank Piscetelli, parks maintenance supervisor.

Health Care Medicare Medical Open Enrollment Ends On March 31

(Continued from Page 16)
discussed limitations on doctors' incomes, national health insurance, preventive and home care, sanctions on physicians, and nursing care.

Louis L. Levine, GHI deputy board chairman, said the chief objective of the GHI hearings being conducted throughout the state, is "to learn how we can make our role more effective."

"Generally, what we have found is that people are demanding more and improved health services. The question is who's going to pay for them."

Retirees To Hear Vacation Planning

MIDDLETOWN—The Orange-Ulster-Sullivan Retirees chapter 917 will meet March 9, at 2 p.m., at the Middletown Psychiatric Center, Kiner Building, room 210, Middletown.

The guest speaker will show slides of and describe special vacation trips available to retirees.

According to John M. Van Duzer, chapter president, the business meeting will be followed by refreshments and open house.

More Education Money For Vets

MANHATTAN—The Veterans Administration estimates that 6.1 million veterans are currently eligible for GI Bill benefits, including 3.8 million who have used part of their eligibility and 2.3 million who have not taken advantage of it at all.

The V.A. is interested in reaching the half-million men and women who have already used the full 36 months of eligibility that was the maximum entitlement prior to enactment of the new legislation. They may now be entitled to an additional nine months of educational benefits.

All veterans eligible under the criteria outlined above should contact the Veterans Administration for further details of this new entitlement.

Veterans in the New York City area should call, visit or write the VA Regional office at 252 Seventh Ave. The telephone number is 820-8901.

WASHINGTON, D.C.—Open enrollment for Medicare insurance ends March 31. People who didn't sign up when first becoming eligible at age 65 as well as those who enrolled once and cancelled later, can now enroll or re-enroll.

Medical insurance helps pay doctor bills and other medical expenses and is the voluntary part of Medicare, funded by individual premiums and federal general revenues. The basic premium is \$7.20 a month through June 1977.

People who decline Medicare medical insurance and delay signing up for more than a year pay a higher premium. People who sign up and cancel later can re-enroll only once.

Medical insurance supplements Medicare hospital insurance. Hospital insurance is funded by

Social Security contributions from workers and employers. You can also get hospital insurance by paying a monthly premium. The basic premium is \$45 a month through June 1977. You can sign up for hospital insurance in the first three months of any year. People who buy hospital insurance must also sign up for medical insurance.

Open enrollment is considered the time to take a second look at the protection Medicare offers. Social Security offices have free pamphlets on Medicare.

Rensselaer Filing For 3 April Tests

TROY—The Rensselaer County Civil Service Commission has opened filing until March 16 for three examinations to be held April 16.

Senior account clerk (open competitive exam no. 65-516,

promotional exam no. 73-926) pays \$6,745.

Welfare investigator (o.c. exam no. 65-682) pays \$8,976.

For further information contact the commission at Court House, Troy, New York.

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Auto Insurance Consumer Group Target

AMITYVILLE—"Who is to blame for the rip-off that allowed auto insurance to go up from 18 to 30 percent when it wasn't necessary? We demand an immediate investigation," said Nick Abbatiello, first vice-president of the Civil Service Employees Assn. Nassau chapter.

His remarks were made at an emergency meeting of the Long Island Region consumer committee, which he chairs.

Mr. Abbatiello stated, "Some people have their hands in the cookie jar. Let's find out who they are and put them out of office. If no investigation is launched by the state govern-

ment, the CSEA will start its own. It's about time that the people were protected by the representatives they elect."

In addition to the hike in car insurance rates, the consumer committee is looking into rising utility rates and the skyrocketing cost of food and health insurance premiums to see what the CSEA can do as a pressure group to help roll back unjustified price gouging.

"Are all these price hikes necessary or are they just an unjust and possibly illegal way to fill the pockets of certain people?" Mr. Abbatiello asked. "How can all our officials miss these things unless someone is getting paid off? Governor Carey signed legislation to check the insurance companies but it was too late. He locked the barn after the horse escaped," he said.

After the Feb. 22 meeting at Long Island Region headquarters in Amityville, the committee reported to regional president Irving Flaumenbaum, who wired Governor Carey a demand, on behalf of CSEA members, for the rate hikes on auto insurance to be rescinded and for a public hearing with CSEA or other labor representation to permit the insurance companies and the public to make known their views and to examine the origin of "this horrendous increase in automobile insurance."

In addition, questionnaires were sent to all Long Island legislators asking why the insurance companies were permitted to put through the increase in rates. "Where do you stand in regard to this rise in rates which has been perpetrated on the public and why wasn't some action taken by you, as a legislator, to stop this horrendous increase? We in the CSEA are upset and unhappy. We are angry. Please advise us as soon as possible in

writing regarding what your feelings are in this matter," the questionnaire reads.

The consumer committee represents CSEA members at utility rate hearings and investigations. It supports, and will, if necessary, organize boycotts to force prices down, Mr. Abbatiello said.

Other members of the committee are: Florence Murphy, of Kings Park Psychiatric Center; Joe Noya, of Pilgrim Psychiatric Center; Eileen Gorski, of Central Islip Psychiatric Center; Millie Vasallo and Carol Craig, both of the Suffolk Educational chapter; James Corbin, of the Suffolk

chapter; Al Varacchi, of Stony Brook University, and Allen Geneseve, of Hoch Psychiatric Center.

Reelected

James "Barney" Ferguson has been reelected as president of the Grand Council of United Emerald Societies, the parent organization for some 36 Irish groups of civil servants and private sector workers. Mr. Ferguson is a New York city policeman.

The Greater New York Blood Program.
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WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours for Thursdays are 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.-3 p.m.); State Building Campus, Albany 12239; Suite 750, 1 W. Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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

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Theodore C. Wenzl, center, was among those who testified at Syracuse hearing. The Civil Service Employees Assn. president is shown here with a battery of staff members, including Central Region V supervisor Francis Martello, extreme right.

Personal Responsibility In Health Care Called Key By Wenzl At Forum

SYRACUSE—Civil Service Employees Assn. president Theodore C. Wenzl has called for greater personal responsibility in health care.

He made the statement during a Group Health Incorporated (GHI) forum on future health care needs which was attended by leaders in labor, business, and government.

Dr. Wenzl told the gathering that future health care depends a great deal on individuals taking care of themselves.

The CSEA president, referring to himself as the "70-year-old youngster" who, with the exception of injuries caused by an auto accident, never missed a day's work in 46 years, proposed a list of health-care tips for individuals which, if practiced, could eliminate the necessity of formalized care.

These tips included moderating consumption of alcohol, refraining from the use of tobacco and withdrawing from smoke-filled environments, and eating properly.

Regular exercise, rest, safe driving, maintaining a safe living environment and learning to ameliorate stress-producing situations, were also considered important.

"These simple things can improve the general health of all of us," Dr. Wenzl said.

He was joined at the session by State Senator Tarky Lombardi, of Syracuse, chairman of the Senate's Health Committee.

Senator Lombardi said, "More and more people are looking at health services as a matter of right and not privilege."

He explained the focus of government was now on controlling resources along with trying to find new avenues of payment.

With regard to financing hospitals, the senator said, "We have got to get off the per-diem reimbursement rate and try to find new channels of financing."

He said new ways are also needed to treat people. As it stands now, he explained, the payment mechanism is putting people, especially the elderly, in institutions, and "once a person moves into a nursing home, there's no going back."

He also noted that people are going on welfare just to take care of medical costs. Senator Lombardi said public assistance should be available without people impoverishing themselves, but admitted it was a complicated problem.

A plea for insurance policies that can be understood by the layman was made by Edward D. Sugarman, president of the Onondaga County Medical Association.

Dr. Sugarman said he wants policies written so they may be understood at the eight-grade level. "Patients do not understand paid in full coverage pertains only to physicians and hospitals, and they are left with large bills," he said.

He said those involved in medical care should improve the system as a group. "If we don't, health care will become a political football."

Onondaga County Legislator

James Salanger, chairman of the Legislature's planning, resources and development committee, cited poor health planning, services and uncooperative doctors.

He said we must "confront health providers who protect specific health programs." He said physicians must answer charges of unnecessary surgery with regard to government assistance.

Other speakers at the forum (Continued on Page 14)

Tompkins Workers Expect Ruling On Two Grievances

(From Leader Correspondent)

SYRACUSE—The Tompkins County Civil Service Employees Assn. unit is awaiting rulings on two grievances recently heard by the Public Employment Relations Board.

Lou Nayman, unit president, said the county has been charged with improper practice because it refused to tender any wage or benefit offer whatsoever during four and a half months of negotiations.

Deputies

(Continued from Page 1)

Mr. Nayman also said the county introduced a moving-expense policy while negotiations were still going on. He said this could mean up to \$1,000 for certain managerial employees who are also members of the CSEA. Mr. Nayman said that since these people are members of the CSEA, the moving expenses are a condition of employment which was imposed unilaterally by the county's board of representatives.

The chapter president said the union had withdrawn a charge that the county refused to discuss the separation of the management personnel from the CSEA.

Hearing officer Louis J. Patack set two weeks for the filing of briefs. Representing the CSEA at the hearing were regional attorney, Thomas E. Reilly, negotiating committee chairman James Morris and George Cinko.

Hugh Huribut, personnel commissioner, and Robert Wilson, county attorney, appeared for Tompkins County.

Mr. Nayman also said the unit is awaiting a hearing on an improper practice charge filed with regard to the county's failure to pay increments due Jan. 1.

the minimum annual salary for new employees hired during 1978, and for 1979 a \$600 wage increase for full-time employees pro-rated for part-time employees) and a \$600 increase in the minimum annual salary for new employees hired during 1979.

Other recommendations include:

- rejection of request for longevity increments of \$300 after completion of 5, 10, 15 and 20 years of service;

- rejection of union proposal on seniority in such matters as layoffs, promotions and scheduling;

Petitions

(Continued from Page 1)

office, they must file petitions containing valid signatures of a minimum of 4,200 members. Individuals seeking a departmental representative position must file petitions representing the valid signatures of 10 percent of the department of CSEA membership but in no case more than 450 valid signatures.

Nominating petitions must be received by CSEA's executive director, Joseph D. Lochner, by April 14 in order to be considered.

Pending CSEA Legislation Outline

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

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

BILL AND SPONSOR	SUMMARY OF PROVISIONS	STATUS	CSEA POSITION
A.802, Greco*	This is the Agency Shop bill; it would require all non-members represented by a union to contribute an amount equivalent to the dues to the recognized certified labor organization.	A. Gov. Employees Com.	FAVOR
A.2212, Greco*	This bill would provide for final offer evaluation as a means of resolving disputes in negotiations	A. Gov. Employees Com.	FAVOR
S.11, Anderson, multi-sponsored A.3322, Calogero, multi-sponsored	This bill would allow PERB to enforce the terms of a negotiated agreement.	A. Gov. Employees Com. S. Civil Service Com.	FAVOR
S.910, Flynn A.1336, Greco*	This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to more retirees.	A. Gov. Employees Com. S. Civil Service Com., 2-7-77 reported to Senate Finance Committee.	FAVOR
S.1275, Knorr, multi-sponsored A.1584, De Salvo, multi-sponsored	This would entitle Veterans of WW II and Korea Conflict to obtain retirement credit if they were honorary discharged veterans and resident 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. Gov. Employees Com.	FAVOR
none none	This would lessen penalties on employees who engage in illegal strikes. It would eliminate the automatic probation and "Two-for-one" fines for such employees.	No Status	FAVOR
A.781A, Landes*	This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.	A. Gov. Employees Com., 1/26 reported, amended, 1/27 3rd rdg. 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 Comm.	OPPOSE
None, Garcia, Cochrane*	The Bill would extend representation rights to employees of the Div. of Military & Naval Affairs.	No Status	FAVOR
S.2901, Flynn	This would extend the current \$2,000 survivors' benefit for employees who retire during or after 1966 to those who retired prior to 1966.	Introduced in Senate	FAVOR