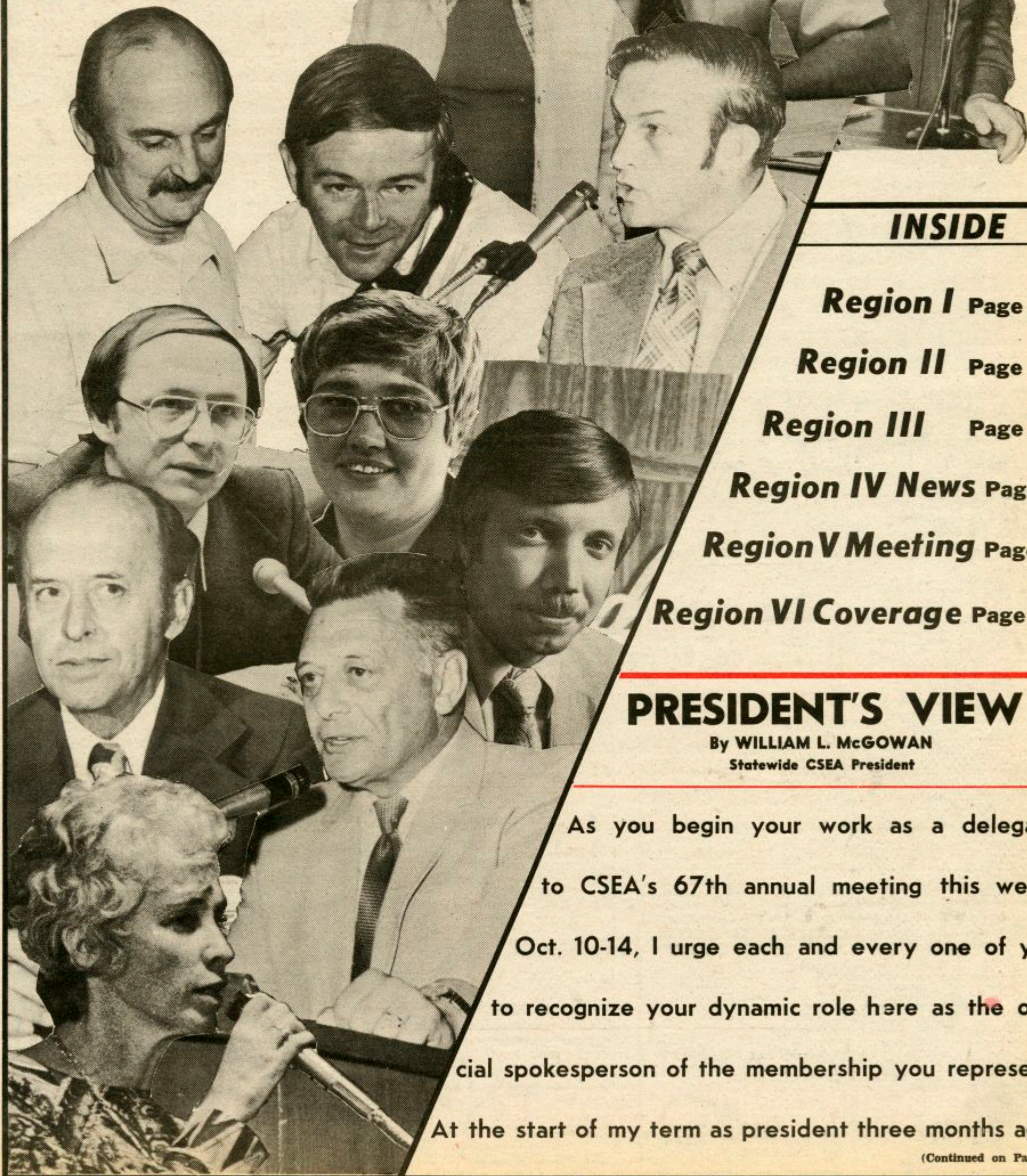


Civil Service LEADER

America's Largest Newspaper for Public Employees

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CONVENTION SPECIAL



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PRESIDENT'S VIEW

By WILLIAM L. MCGOWAN
Statewide CSEA President

As you begin your work as a delegate to CSEA's 67th annual meeting this week, Oct. 10-14, I urge each and every one of you to recognize your dynamic role here as the official spokesperson of the membership you represent.

At the start of my term as president three months ago,

(Continued on Page 3)

SHORT TAKES



Suffolk County legislative member Anthony Noto (R-C Babylon) and school crossing guard Carol Waddell share joke at ceremony honoring her for helping police apprehend a kidnap suspect. Lawmakers presented her with proclamation.

CIVIL SERVICE MAKING CHANGES

The U.S. Civil Service Commission has decided to stop asking government job applicants if they are Communist Party members and to stop barring job applicants who smoke marijuana during non-working hours.

UNION OPPOSES PRIVATE HOSPITAL CONCEPT

John P. Eiss, president of the Erie County Local 815, Civil Service Employees Assn., is urging county officials to continue its jurisdiction over Meyer Memorial Hospital and not turn it over to a private corporation. The county legislature is considering such a proposal and has scheduled public hearings on the matter. Mr. Eiss suggests a public corporation be set up to manage the hospital. His union represents 3,500 Erie County employees, 500 of them at Meyer.

TROY PBA OPPOSES USING CIVILIANS

The Troy Police Benevolent Assn. is on record as opposed to a plan to use five civilians in a proposed police neighborhood unit. City officials have been considering the neighborhood unit concept for two years, but disagreements between the police union and other groups have stalled the project. If approved, the unit, which would operate from a storefront, would combat vandalism, youthful drinking parties and burglaries in the Lansburgh section of the city.

INVESTIGATORS BEING INVESTIGATED

The tables are being turned on the powerful State Investigation Commission. It is being investigated. The Assembly Transportation Committee is looking into charges that the SIC report on alleged "scandal, inefficiency and favoritism" in the State Department of Motor Vehicles contained errors and innuendos. In its report, SIC also called for the firing of Motor Vehicle Commissioner James Melton.

CAREY ASKS FED AID

One billion dollars in new sewer construction grants in Erie and Niagara counties would create 70,000 jobs. Governor Carey has recommended to the U.S. Environmental Protection Agency that it approve 237 projects targeted for the grant money.

Vets' Preference Ending?

Allan K. Campbell, chairman of the U.S. Civil Service Commission, has told Congress that the Federal Personnel Management Project is considering changes in veterans' preference and would welcome the views of Congress concerning the changes.

the long-standing policy of affording veterans an edge in getting and keeping civil service jobs currently are being circulated by the project for comment by interested parties, he said.

The suggested changes, he added, all stem from two principal concerns: "First, there is a need to channel veterans' benefits to those that require the greatest employment assistance and, second, there is a need to respond to the pressing employment needs of women and minorities."

"Despite these successes," he said, "we are faced with competing employment claims by other groups. These claims are not always compatible with the enforcement of the present veterans' preference legislation."

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In Suffolk County

Crossing Guards Keep Jobs

HAUPPAUGE — The Suffolk County School Crossing Guards unit and Suffolk County Local 852, Civil Service Employees Assn., flexed their political muscles last week to

bring about an overwhelming rejection of a proposal to replace the county-employed guards with a private security service.

The proposal to fire the 363 school crossing guards, handing

over their duties to Wackenhut Corporation, was submitted to the Legislature by Suffolk County Executive John V. N. Klein. Mr. Klein claimed the county would save up to \$3 million over the next three years of the county's four-year contract with the union.

CSEA officials and crossing guard leaders had argued during the past two weeks that Mr. Klein had negotiated the contract after crossing guards made significant concessions in collective bargaining."

(Continued on Page 6)

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Suffolk union leader, William Lewis of the Civil Service Employees Assn., pleads with lawmakers not to fire the county's school crossing guards. The Legislature voted 17-1 to keep them on the job.

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President's View

By WILLIAM L. MCGOWAN
Statewide CSEA President

(Continued from Page 1)

I espoused my belief in maintaining open lines of communication between the leadership and the members of the CSEA at all times. I still believe this to be essential in order to improve our effectiveness to serve our



WILLIAM L. MCGOWAN

members and strengthen our union.

I see this convention as a chance for all of us to reflect and act upon the concerns and problems facing our members as well as the

Association as a whole. Personal matters and issues have no place at this annual meeting.

During this week, programs and meetings will be held covering a wide range of matters affecting our membership through the state. An issue of particular interest, the deinstitutionalization of the Department of Mental Hygiene, will be discussed and plans presented for future legislation designed to protect our 55,000 CSEA-represented employees in Mental Hygiene facilities and give better care to the patients of these institutions.

I also urge the delegates of this annual meeting to make every attempt to attend Commissioner John S. Dyson's speech on Tuesday night concerning "The Future Economy of New York State and Its Impact on Public Employees." Have your questions ready, as I believe a good deal of insight regarding future negotiations will be gained from this program.

You have come to this convention prepared to give us the input of your rank-and-file members gained at Local meetings held before your arrival here. The essence of their ideas combined with your hard work as a participant in this annual meeting will be used as the basis for CSEA's actions—and accomplishments—both now and in the future.

ASSAULTS

The Leader is developing a story about Mental Hygiene workers who have been assaulted by patients of the state's hospitals. Any information regarding incidents of this nature should be sent to the editor, Civil Service Leader, 233 Broadway, New York, N.Y. 10007.

File CSEA Grievance On Pay Hike Problem

ALBANY—The Civil Service Employees Assn. has filed a class action grievance at the fourth step with the state office of employee relations, charging that the State of New York has failed to pay negotiated salary increases to numerous employees under terms of the contracts negotiated last April covering employees in the four major state bargaining units.

The grievance was filed at the fourth step by mutual agreement of both parties, meaning the dispute will go directly to arbitration for resolution. An arbitrator is in the process of being agreed upon at the present time, and no selection has yet been made as to who will hear the case.

The CSEA claims that numerous employees promoted after April 1, because of the state's interpretation of the contracts, have been denied the 5 percent or \$500 minimum increase that was to be effective April 1. Additionally, the same situation has developed relative to a 4 percent or \$400 minimum increase effective Oct. 1.

The situation arose at the conclusion of negotiations in April when the state and the CSEA took opposite views on how the negotiated contracts would affect salary increases for individuals promoted after April 1 and also on longevity increments. The in-

crement question will not come up until next April 1. The CSEA pledged to take the matter to arbitration if the state failed to grant increases as negotiated by the union, and when the first employees to be affected were denied the full increase, the union began compiling substantiation for the class action grievance.

The CSEA is claiming that all employees in full-time employment status as of March 31 would receive a salary increase of 5 percent of their April 1, basic annual salary, including the 1977 increment, or \$500, whichever is greater, and that subsequent promotions should not affect that negotiated increase.

CREDIT

The front page photo in last week's Leader of the strike against the Upstate Transportation Consortium was supplied through the courtesy of the Saratogian Tri-County News, Saratoga Springs.



OVERSEE CSEA PERSONNEL FUNCTIONS

Hiring and salary recommendations for Civil Service Employees Assn. staff are responsibility of the union's Board of Directors personnel committee. Members of this important committee are elected by their fellow directors at first meeting following installation of new Board. Transportation representative Timothy McInerney, at head of table, was chosen as chairman by committee members. From left are Region VI Mental Hygiene's James Bourkney, Executive's Mary Moore, Chautauqua County's Donald Maloney, Mr. McInerney, Dutchess County's Ellis Adams, Executive's James Welch and Erie County's George Clark. Other committee members are Region I Mental Hygiene's Betty Duffy and Herkimer County's Mary Sullivan.

122 Workers Reimbursed As PERB Uses New Power

FARMINGDALE—In a decision by a State Public Employment Relations Board hearing officer, which represents the first time that PERB has applied newly gained regulatory powers retroactively, the Farmingdale Union Free School District has been directed to reimburse all 122 members of the Civil Service Employees Assn. unit there for two days' wages that the District had deducted from their salaries, plus 3 percent interest.

Since 1961, non-instructional employees of the school district, represented by the CSEA, have been given the day after Thanksgiving off as a paid holiday. In November 1976 CSEA and the District were engaged in negotiations for a successor agreement to one that had expired in June of that year, and employees were told they had to report to work on the Friday following Thanksgiving.

The workers grieved the order to work on a day they had been previously given as a holiday, but the school board denied the grievance.

On Friday, Nov. 26, 1976, the day after Thanksgiving, 122 of the approximately 155 non-teaching employees in the district did not report for work. As a result, their employer charged them with conducting a strike and docked them for two days' pay as the penalty under the Taylor Law.

In the decision rendered by PERB hearing officer Cole Pilcher, the strike charge by the District against the CSEA Nassau Educational Local and an improper practice charge filed

by the CSEA against the District were considered.

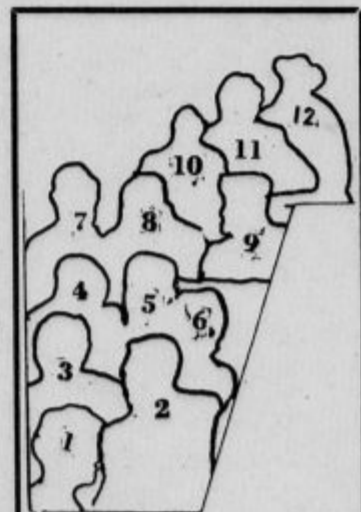
The PERB hearing officer dismissed the strike charge, agreeing with the CSEA's position that "the employer cannot manufacture a strike by ordering employees to come to work on a day upon which they are not scheduled to work."

Mr. Pilcher also sustained CSEA's improper practice charge and ordered that all unit employees be paid for the amount of salary lost as a result of their not working on the day after Thanksgiving, together with 3 percent per annum interest on the amount reimbursed.

New legislation signed last July deletes a portion of Civil Service Law that limited PERB's power to enter an order other than one directing the offending party to negotiate in good faith. The law now allows PERB to order "such affirmative action as will effectuate the policies of this article (but not to assess exemplary damages), including, but not limited to the reinstatement of employees with or without back pay." The Farmingdale School District decision is the first since the law went into

effect that has been applied retroactively.

Prior to this decision, PERB hearing officers had ruled that PERB could not issue remedial relief unless the violation occurred subsequent to the date the PERB powers bill was signed.



COLLAGE

The 12 people selected for the collage on page 1 are representative of the many who contribute significantly to the functioning of the Civil Service Employees Assn. They are: 1. statewide secretary Irene Carr; 2. executive vice-president Thomas McDonough; 3. statewide treasurer Jack Gallagher; 4. attorney James Featherstonhaugh; 5. County Division vice-chairman Mary Sullivan; 6. attorney James Roemer; 7. County Division chairman Joseph Lazarony; 8. State Division executive director Jack Carey; 9. State Division chairman William Deck; 10. State Division vice-chairman Patricia Crandall; 11. County Division executive director Joseph Dolan; 12. parliamentarian Celeste Rosenkranz.

① CSEA calendar ①

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, 233 Broadway, New York, N. Y. 10007. Attn.: CSEA Calendar.

OCTOBER

- 16—Delaware County Local 813 Chicken Barbecue: 1 p.m., American Legion Hall, Delhi.
- 18—New York Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.
- 18—Hudson River Psychiatric Center Local 410 meeting: 8 p.m., Fairview Firehouse, Violet Avenue, Poughkeepsie.
- 21—Western Region VI reception honoring CSEA president William L. McGowan: 7 p.m., Executive Hotel, 4243 Genesee Street, Cheektowaga.



NASSAU CSEA FUN TIME

Children of Nassau County Civil Service Employees Assn. members who are Nassau Off-Track Betting workers are handed orange T-shirts at second annual picnic sponsored by union recently at Salisbury Park, East Meadow. T-shirts were inscribed with OTB symbol. More than 600 people were on hand.

No Make-up Test For Injured Cop

The State Department of Civil Service has succeeded in having dismissed a lawsuit brought against it by a Nassau County police officer because of its refusal to provide him with a make-up examination for sergeant.

Nassau County Supreme Court Judge Bernard Tomson ruled the police officer had not proved that the hand and shoulder injuries he suffered were severe enough to prevent him from taking the examination last Feb-

ruary. Judge Tomson said he could have had someone help do his writing.

The officer, Joseph F. Rogers, sought a make-up examination claiming that the injuries suffered on duty physically prevented him taking the exam. Judge Tomson noted that the Nassau Civil Service Commission had offered to provide him with an amanuensis, a person to write down the answers for him, but Ptl. Rogers declined the offer.

None of the circumstances re-

quiring make-up exams were present in Officer Rogers' case, said the judge. For example, he pointed out, under state law, make-up examinations for civil service promotions are required if candidates are physically unable to take them because of sickness or injury, if the examination is scheduled on a religious holiday or if the candidate is on military duty.

But, Judge Tomson said, the state and county civil service

(Continued on Page 13)

Vet Preference Keeping Women From U.S. Jobs

WASHINGTON—The General Accounting Office says hiring preference for veterans prevents women from getting federal civil service jobs.

"Veterans' preference in federal employment, as a public policy, has been successful in rewarding veterans for sacrifices they have made for the nation," the federal agency said in a report.

But the report added, "veterans' benefits preference represents a dilemma since it is in conflict with the policy of providing equal employment opportunity to the women of the nation."

"Veterans' preference hampers federal agencies from accomplishing their affirmative action goals."

The GAO said it did not recommend abolishing veterans' preference, but it suggested the adverse impact on women could be reduced through Congressional action.

The most frequent recommendation by government agencies, the report said, was to limit application of the preference to the first time the veteran secures a government job and setting a time limit for use of preference after discharge or retirement from the service.

GAO cited the case of a woman seeking a job as a correctional officer in Atlanta. If all veterans' preference had been excluded, she would have been first. But with preference in ef-

fect she was listed 82nd.

Some agencies have used "questionable procedures" to recruit women who cannot be reached through the Civil Service Commission registers, the report said.

Among these are writing job descriptions to fit the qualifications of particular applicants; listing jobs as intermittent to discourage veterans; requesting and returning certificates unused until veterans no longer block the

(Continued on Page 13)

Dual Pension Fee Program Case Pending

WASHINGTON—The U.S. Supreme Court will decide whether an employer may require women workers with a usually longer life span than men, to make larger pension fund contributions.

The justices will hear an appeal by the Los Angeles Department of Water and Power of a lower court ruling, declaring its retirement plan unlawful.

Lawyers for the city say banning such pension programs could have a "heavy financial impact on retirement plans across the country." Similar cases are pending in New York, Michigan, Maine and North Carolina courts.

(Continued on Page 13)

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Arlene Francis Monday-Friday, 10:10-11:00AM
Patricia McCann Monday-Friday, 11:10-12 NOON
Jack O'Brian Monday-Friday, 12:15-1:00PM
Pegeen Fitzgerald Monday-Friday, 1:10-2:00PM
Sherrye Henry Monday-Friday, 2:10-4:00PM

Suffolk Engineer, Park Jobs Opening

HAUPPAUGE — The Suffolk County public job market is souring again.

The county Civil Service Department has scheduled six qualifying exams to fill four jobs. There will be both an open competitive test and a promotional test for two titles, senior engineering aide and principal engineering aide. These tests will be held Dec. 10. Applications must be submitted by Nov. 2.

The other open competitive jobs are senior park maintenance foreman, which pays \$13,000 a year; and assistant town park supervisor, \$13,000.

Principal engineering aides (\$397 bi-weekly) must be high school graduates with four years sub-professional civil engineering experience or a combination of the training and experience qualifications.

Promotional principal engineering aide candidates must have been senior engineering aides with the county for at least two years.

Senior engineering (\$328 bi-weekly) applicants must be high school graduates with at least two years' sub-professional civil engineering experience or a combination of experience and train-

ing. Promotional aspirants must have been engineering aides with the county for at least two years.

For senior park maintenance

foreman, candidates must be high school graduates with six years groundskeeping and maintenance experience, two of them as sup-

ervisors. The test date is Nov. 19. Filing ends Oct. 19.

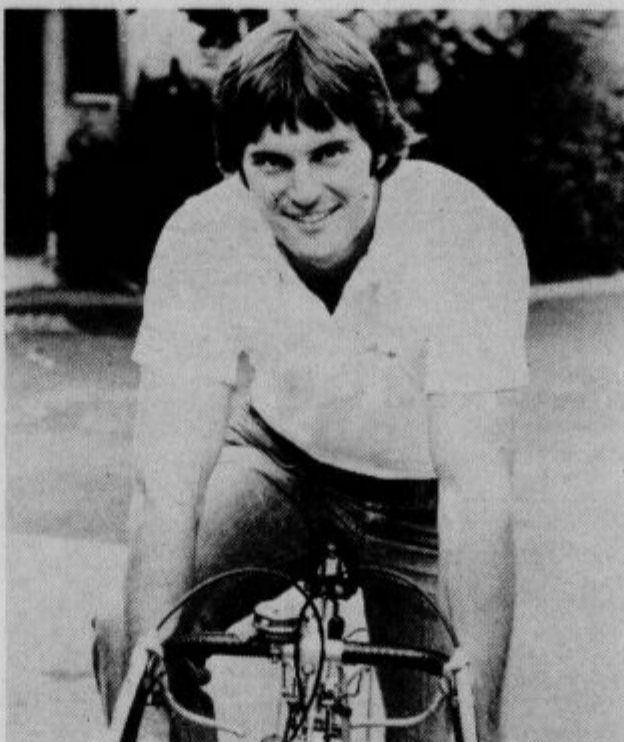
Assistant town park supervisor. (Continued on Page 7)



SUFFOLK LEADERS MEET

The Civil Service Employees Assn. is deeply concerned about bills coming out of state and county legislatures concerning public employees, say union leaders. In picture, Floyd Linton, presiding officer of the Suffolk County Legislature, huddles with William Lewis, Suffolk County CSEA president, in meeting at lawmaker's office in Hauppauge. The two discussed bills maintaining county school crossing guards, abolishing in-step hiring for public nurse jobs, restructuring the county salary plan and hiring more county employees.

The World's Greatest Athlete is proud to have been Newspaper Carrier



Born in Ossining, New York, on October 28, 1949, Bruce spent his youth in Tarrytown and Mt. Kisco, N.Y. and Newtown, Connecticut, where he competed in football, basketball and track. He was All-State pole vault champion in high school, but only Graceland College in Iowa offered a sports scholarship to the man who was to become the world's greatest athlete.

Bruce Jenner made the NAIA All-American Team and the Olympic qualifying standard in the Drake Relays, which he won in 1972. He finished 10th in his first Olympics, prompting him to move to San Jose, California, with his wife, Chrystie, for four years of decathlon training. In August 1975, he set a world record, scoring 8,524 points in a Triangular meet in Eugene, Oregon.

Bruce Jenner is the only man ever to score over 8,500 points, and currently holds the world's record with 8,618 points. He also holds the Olympic and World Record for the greatest second-day score and the greatest 10-meet average score.

A natural athlete and outdoorsman, the 6 ft., 2 in., 195-pound Jenner bicycles, plays tennis, sails, skis and was three-time Eastern water skiing champion.

"It takes steadiness to be a decathlon man," Bruce Jenner says. "And that's what Newspaper Carriers give you—steady performance every day."

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"Being a Newspaper Carrier helped me to acquire the discipline I needed for training." And his training paid off.

Grimacing with pain and tension, Bruce Jenner crossed the 1,500-meter finish at the Montreal Olympics to win the most grueling of all competitions. The 1976 decathlon champion also won the only Olympic honor more precious than

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The New York Civil Liberties Union says it will take whatever legal action necessary to counter defamation

suits filed by New York City police officers against civilians who complain of police misconduct.

libel is a price few would be willing to risk. The result would be fewer complaints, which is precisely what the PBA intends."

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NYCLU executive director Ira Glasser said the Patrolmen's Benevolent Association's plan to file such defamation suits, announced last week, "was nothing more than a self-serving attempt to intimidate citizens from seeking redress of police abuse." Mr. Glasser said the NYCLU would be willing to represent every citizen who is sued for libel as the result of a complaint to the Civilian Complaint Review Board.

"There is no legal basis for such defamation suits," said Mr. Glasser. "The law in New York is crystal clear. Complaints against lawyers filed with the Grievance Committee of the bar association, are absolutely privileged against libel suits. To force citizens to incur the expense of a lawyer to defend a charge of

Suffolk County School Guards Staying On Job

(Continued from Page 2)

"What Klein was trying to do, after having negotiated with us, was to welch on his deal and then force the Legislature to vote the money for his negotiations. It was a cheap political trick and it didn't work," said William Lewis, Local 882 president.

Mr. Lewis went before the Legislature Oct. 4 and argued that the county had invested money in the guards to build up a professional force which should not be thrown away.

"You just don't desert such a group," Mr. Lewis said. He also argued the guards had more than 3,500 years of service among them. The legislators rejected the proposal 17-1. Legislator Claire Sauer (D-Huntington), who cast the only antiguard vote, is not running for re-election.

But it was outside pressure by the guards and the union that legislators say determined the final vote. Presiding officer Floyd Linton (D-Miller Place) said the crossing guards dispute affected the "PTA and the school board. The issue had a great deal of political clout."

Crossing guards, led by CSEA crossing guard unit president Lillian Tully, solicited petitions in support of the jobs from the community. They collected 18,000 signatures in three days. Intensive lobbying by union officials also brought pressure on the lawmakers.

"We have to thank those legislators who were helpful to us in this struggle," Mr. Lewis said, "especially legislators Foley, Mrazek, Bassano, Noto and Adler."

During a recess in the debate, Legislator Tony Noto (R C-Babylon) presented crossing guard Carol Waddell with a Legislative Proclamation. While on duty in Babylon, she prevented a man from abducting a young girl. The man was arrested and is undergoing psychiatric tests.

"School Crossing Guard Carol Waddell exemplified the finest conduct and tradition of the Suffolk County Police Crossing Guards in protecting the public and the small children they are assigned to observe," the proclamation reads.


Mr. Klein, however, said he was prepared for the defeat. He said he included extra funds in next year's budget for guards' salaries.

The guards survived earlier battles last year when the Legislature rejected the same proposal 135 and voted earlier this year 11-0 with 7 abstentions to express its intent to keep the guard through 1977."

Hudson River Psych

POUGHKEEPSIE — Hudson River Psychiatric Center Local 410 of the Civil Service Employees Assn. will hold regular meetings the third Tuesday of each month, starting Oct. 18 at 8 p.m., Fairview Firehouse, Violet Avenue, Poughkeepsie.

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Nassau Seeks To Fill 16 Titles

MINEOLA—Nov. 19 will be a big day in Nassau County. Hundreds of job applicants will be tested for jobs in 16 title areas that day. They will be trying for jobs ranging in salary from \$8,170 to \$22,429 a year with Nassau County agencies and several Nassau towns,

villages, school districts and the Board of Cooperative Educational Services (BOCES). The filing deadline for building construction inspector II and traffic recorder I, both county jobs, is Oct. 14. Applicants for the \$13,228-a-year building construction inspector job must be high

school graduates with at least four years' building construction inspector experience or six years building construction foreman, supervisor or contractor experience. Traffic Recorder I candidates must be high school graduates and hold a driver's license. The post pays \$8,170.

Filing closes Oct. 19 for the other 13 jobs. They are:

Chief accountant, \$18,170, need a bachelor's degree in accounting and five years accounting experience, three as a supervisor.

Accounting executive, \$22,429, need either bachelor's degree in accounting or a certified public accountant license or seven years accounting experience, three as a supervisor.

Assistant accountant, \$13,050, need bachelor's degree in accounting.

Public health nutritionist I, \$13,228, need bachelor's degree in foods and nutrition and basic sciences and 30 credit hours in public health nutrition education, food and nutrition, institutional management; field work in a health agency or related training and two years nutritionist or related training and two years nutritionist or dietitian experience.

Public health nutritionist II, \$17,279, need bachelor's degree in foods and nutrition with preparation in basic sciences and 30 credit hours in public health nutrition, nutrition education, foods and nutrition, institutional management, field work in a health agency and four years nutrition or dietetic experience, two years of which must have been in a public health, community nutrition service, hospital or health facility.

Mail and supply clerk, \$3.75 an hour, need high school diploma and one year's messenger or stockroom experience.

Field accountant, \$14,417, need bachelor's degree in accounting, and three years' accounting experience.

Accountant II, \$17,279, need bachelor's degree in accounting and five years' accounting ex-

perience, two as a supervisor. Groundskeeper IV, \$14,417, need high school diploma and eight years' experience maintaining public grounds and mechanical grounds-keeping equipment, four years as a supervisor, and a driver's license.

Planning drafter II, \$11,295, need associate degree in engineering technology and one year's planning drafter or technical illustrator experience; or a high school diploma and three years experience.

Planning drafter I, \$9,770, need associate degree in engineering technology or a high school diploma and one year's drafting or

illustrating experience. Accountant I, \$11,295, need bachelor's degree in accounting. Accountant III, \$13,000, need bachelors degree in accounting and five years accounting experience.

Special investigator I, no salary announced, need high school diploma, 10 years criminal investigation experience, five years of them investigating syndicated crime, including narcotics, gambling, bookmaking, policy and loansharking cases.

Applicants should contact the Nassau County Civil Service Commission, 140 Old Country Rd., Mineola 11501, for details.

Open Continuous State Job Calendar

| Title | Salary | Exam No. |
|--|-------------------|----------|
| Accounting, Careers In | \$10,714 | 20-200 |
| Actuary (Casualty), Associate | \$18,369 | 20-416 |
| Actuary (Life), Associate | \$18,369 | 20-520 |
| Actuary (Casualty), Principal | \$22,694 | 20-417 |
| Actuary (Life), Principal | \$22,694 | 20-521 |
| Actuary (Life), Senior | \$14,142 | 20-519 |
| Actuary (Casualty), Supervising | \$26,516 | 20-418 |
| Actuary (Life), Supervising | \$26,516 | 20-522 |
| Dental Hygienist | \$ 8,523 | 20-107 |
| Dentist-In-Training | \$20,428 | 27-679 |
| Dentist I | \$22,694 | 27-629 |
| Dentist II | \$25,161 | 27-680 |
| Dietitian Trainee | \$10,118 | 20-888 |
| Dietitian | \$10,714 | 20-887 |
| Dietitian, Supervising | \$12,670 | 20-886 |
| Electroencephalograph Technician | \$ 7,616 | 20-308 |
| Engineer, Assistant Sanitary | \$14,142 | 20-122 |
| Engineer, Junior | \$11,337-\$12,275 | 20-109 |
| Engineer, Senior Sanitary | \$17,429 | 20-123 |
| Food Service Worker | \$ 5,827 | 20-352 |
| Medical Record Administrator | \$11,337 | 20-348 |
| Hearing Reporter | \$11,337 | 20-211 |
| Histology Technician | \$ 8,051 | 20-170 |
| Legal Careers | \$11,164-\$14,142 | 20-113 |
| Librarian, Public | \$10,155 | and up |
| Medical Specialist I | \$27,942 | 20-407 |
| Medical Specialist II | \$33,704 | 20-408 |
| Mental Hygiene Therapy Aid Trainee (Reg. & Spanish Speaking) | \$ 7,204 | 20-394 |
| Nurse I | \$10,118 | 20-584 |
| Nurse II | \$11,337 | 20-585 |
| Nurse II (Psychiatric) | \$11,337 | 20-586 |
| Nurse II (Rehabilitation) | \$11,337 | 20-587 |
| Nurse, Health Services | \$10,714-\$11,489 | 20-333 |
| Nurse, Licensed Practical | \$ 8,051 | 20-106 |
| Nutrition Services Consultant | \$14,880 | 20-139 |
| Occupational Therapist (Reg. & Spanish Speaking) | \$11,337 | 20-895 |
| Occupational Therapist, (Reg. & Spanish Speaking) | \$12,670 | 20-894 |
| Physical Therapist | — | 20-177 |
| Physical Therapist, Senior | \$12,760 | 20-138 |
| Physical Therapy Assistant I & II (Spanish Speaking) | \$ 9,029 | 20-175 |
| Physician, Assistant Clinical | \$25,161 | 20-413 |
| Physician I, Clinical | \$27,974 | 20-414 |
| Physician II, Clinical | \$31,055 | 20-415 |
| Physician I, Compensation Examining | \$27,942 | 20-420 |
| Psychiatrist I | \$27,942 | 20-390 |
| Psychiatrist II | \$33,704 | 20-391 |
| Radiologic Technologist, Radiologic Technologist (Therapy) | \$8,051-\$10,274 | 20-334 |
| Stationary Engineer | \$ 9,546 | 20-100 |
| Stationary Engineer, Assistant | \$14,142 | 20-303 |
| Stationary Engineer, Senior | \$10,714 | 20-101 |
| Variotype Operator | \$ 6,811 | 20-307 |
| Vocational Rehabilitation Counselor | \$14,142 | 20-140 |
| Vocational Rehabilitation Counselor Trainee | \$11,983 | 20-140 |

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examination for Stenographer and Typist.

State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-6600.

Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4261.

Details concerning the following titles can be obtained from the Personnel Offices of the agencies shown:

Public Health Physician—NYS Department of Health, Tower Building, Empire State Plaza, Albany, New York 12237.

Specialist In Education—NYS Education Department, State Education Building, Albany, New York 12234.

Maintenance Assistants (Mechanic) Motor Equipment Mechanics—NYS Department of Transportation, State Office Building, Albany, New York 12232.

You can also contact your local Manpower Services Office for examination information.

Suffolk Park, Engineering Posts Open

(Continued from Page 5)

sor candidates must be high school graduates with three years park management experience or a combination of training and experience.

Applications should go to Suffolk County Department of Civil Service, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge 11787.

Helping Women Return To Work

WHITE PLAINS—The Westchester County Women's Center of White Plains is sponsoring a series of mini-workshops to help women return to the work force.

The free workshops, open to all Westchester and Putnam residents, will focus on balancing the demands of a family and a career.

7 Jobs Open In Rockland

NEW CITY—Three promotionals and four open competitive posts are open in Rockland County. There will be both promotion and open competitive tests for two titles.

Employees of three county agencies are eligible for the promotionals, accountant I, senior psychiatric social worker and supervising public health nurse. The open competitive jobs are accountant I and II, office services clerk and senior psychiatric social worker.

The promotional accountant I

test is limited to county Department of Audit and Control employees. Only Health Department aides are eligible for supervising public health nurse. To be eligible for senior psychiatric social worker (promotional), candidates must be already employed by the county community health center.

The filing for all accountant jobs, office services clerk and supervising public health nurse is Oct. 19. The tests will be held Nov. 19. For senior psychiatric

(Continued on Page 15)

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McDermott Announces Committee Appointments

ALBANY—The Capital Region of the Civil Service Employees Assn. held its first meeting of the new term on Sept. 26 at the Thruway House in Albany.

Opening the meeting, Wayne Dessingue introduced the following Capital Region officers: Joseph McDermott, president; Jack Dougherty, first vice-president; Timothy McInerney, second vice-president; Eileen Salisbury, third vice-president; Carole Trifiletti, secretary, and Julia Braden, corresponding secretary.

Other CSEA officials at the meeting included William McGowan, statewide president; Thomas McDonough, executive vice-president; Jack Carey, assistant executive director; State Division; and Richard Burstein, counsel.

Mr. McDermott presented gifts to Jean Gray, former first vice-president, and Julia Braden, former secretary, in recognition of fine service while they were in office. In addition, he announced his appointment of Ms. Braden as the corresponding secretary for the Region. He then presented a special plaque to John Vallee, former second vice-president, "in appreciation of his dedication, dependability, and unselfish service in the Capital Region in promoting the aims of the CSEA."

Mr. McGowan installed the new regional officers and spoke on his own goals as statewide president. Emphasizing that he will work to the best of his ability for the whole membership, Mr. McGowan told his listeners, "I receive about 100 letters a day from the rank-and-file members and I read and answer all letters from CSEA members." He requested help and ideas from everyone and stated that he plans to visit every region.

President's Report

Presenting his first president's report for the new term, Mr. McDermott announced the appointments of committee chairmen. They are: education, Betty Lennon; political action, Jean Myers; publicity, Mary Weidman; special transportation, Dorothy Honeywell; downtown, Richard Doucette; finance, Norma Paige; activities, Mary Moore; audit, Steve Coupas; social, Nonie Johnson; county, John Vallee; uptown, Ronald Galinski; Adirondack, Frances Bessette; and constitution & bylaws, James Hull.

Mr. McDermott stated that he has not as yet made appointments for the communications and negotiating coordinating committees, two committees for which the constitution does not require him to make appointments. He added that it had been recommended that he consider abolishing the negotiating coordinating committee, since it does not serve the purpose for which it was created, and that no appointments will be made for the communications committee until its guidelines have been set up.

Thus far, he stated, members have been appointed only to the education, political action, and finance committees since it was necessary for them to begin work. The remainder of member appointments are currently being made.

Continuing his report, Mr. McDermott discussed a series of bi-monthly meetings to be held between himself and the new officers of the Region to establish

Capital Region IV Delegates Prepare For Convention

a working relationship and to discuss their aims. He requested that the officers, under the direction of Mr. Dougherty, read the regional constitution and bylaws to make recommendations or changes to be presented to that committee by the end of December.

In concluding, Mr. McDermott urged State Division locals to send comments to the Region concerning job specification for State Division people. These specs were recently sent out by Barbara Palzano, research analyst. He apologized for not returning phone calls right away, due to the high number which he receives daily. He commented that the communications workshop held in June has resulted in the publication of newsletters by some locals, and urged that they send copies of their newsletters to the Region and to the Leader.

He ended by informing locals that they will be receiving computer printout sheets listing invalid addresses and urged them

Schedule Orientation About CSEA Benefits

ALBANY—The Civil Service Employees Assn. in Capital Region IV, under the direction of William Lochner, field representative, has begun a series of orientation meetings in the state where Agency Shop legislation has recently gone into effect.

The program is aimed at new employees and incumbent workers who have been in state service for a number of years, but who have never been made aware of the benefits and structure of the union.

The main thrust, according to Mr. Lochner, is to make all employees aware of the material benefits which the CSEA has to offer.

"Most people do not realize that the CSEA offers many other things in addition to member service, collective bargaining, and the handling of grievances," he said. "Members will be informed that they may obtain life, homeowners, renters, car and accident and health insurance, better buying service, travel service, eye care and expert legal assistance for other than job related matters."

In addition to these goals, the meetings will serve as a communications medium, allowing employees to express fears and displeasures, and to ask questions. It will provide the field representative and the Local officers direct input from the employees.

Most important, says Mr. Lochner, such meetings convey the message that members have union representation from the beginning; they are assured that the CSEA is on the spot or "just a phone call away."

"When employees identify with their Local and become cognizant of their strength in unified

to update their records and mail RSVP cards to the CSEA. Outdated lists are the reason that many members are not receiving the Leader, ballots and other mailings, he stated.

Membership

Speaking on Agency Shop, Mr. Carey, State Division executive director, stated that there are 59,460 Agency Shop members in the State Division and 811 more in the Thruway. He did not have any figures for the political subdivisions.

He continued, saying that the 141 units within the Capital Region, only five have an automatic Agency Shop clause and nine have reopeners in their contracts. Some of the political subdivisions that are not getting Agency Shop, he noted, are larger than some of the state locals. Mr. Carey added that many people are unaware that this is a two-year bill, and that permissive legislation concerning it can be discussed under old or new business.

At this point, Mr. McDermott announced that membership cards have been coming from 600-800 new members in the State Division for the last three weeks. He urged locals to send the new applications to the Region office so that records can be kept for personal letters to be sent out to each new member.

It was announced that when all four Unit contracts for the State Division are done this

month, the Region will deliver them to the Empire State Plaza for downtown distribution and to the State Campus for uptown distribution. Additional copies will be given to the locals for required distribution to non-members.

All State Division locals were urged to support the State Employees Federated Appeal campaign since this is the only campaign for state employees that encompasses all health agencies that used to have separate solicitations.

Locals were urged to recruit volunteers to staff telephones to take solicitations for a Special Arts Festival to be held Nov. 11-13 for the benefit of the physically and mentally handi-

capped in the Albany area.

The many CSEA members who work in the mental health and retardation fields should be especially interested in the festival, said Mr. McDermott.

Committee Reports

In the third vice-president's report, Eileen Salisbury discussed the recent Women's Meeting held in the Empire State Plaza and announced that literature was available for anyone who is interested in what happened.

A motion by Gerald Toomey, president of SUNY Central Administration Local 693, to elect members of the executive committee of the region resulted in the following winners from State and County Divisions: Al Mead, (Continued on Page 19)

Agreement Reached In Rensselaer Prior To County Elections

By DEBORAH CASSIDY

RENSSELAER—In Rensselaer County, Civil Service Employees Assn. members voted 466 to 7 in favor of a two-year contract offering them a \$700 or 7 percent (whichever is greater) increase for January 1978 and a \$600 or 6 percent increase effective January 1979.

Other benefits include agreements in which the County will buy back unused sick time from employees who have used less than four days during the year and will pay a \$30 uniform allowance for mechanic's helpers and a \$50 allowance for mechanics who use their own tools on the job.

This settlement comes after only one month of negotiations between committees headed by Sue Ernst, Rensselaer County unit president, and William Murphy, County Executive. Previous negotiations for the last two contracts dragged on for a year each and resulted in imposed contracts due to the County's insistence that no money was available for

an increase.

Massive reform in the state welfare system has cut the County's cost for local programs, making more money available for the current increases, according to Mr. Murphy.

Questions have arisen concerning the effect of political action on the settlement, since this is an election year for Mr. Murphy.

CSEA officials were not available for comment on this issue. The Rensselaer County Local, however, has announced its endorsement for Robert Stierer, Mr. Murphy's opponent in the executive race, because of dissatisfaction with Mr. Murphy's policies and treatment of public employees in the past.

After 1 1/2 Years of Negotiations

Essex Workers Gain Contract

ELIZABETHTOWN — After more than a year and a half of negotiations, the Essex County members of the Civil Service Employees Assn. have accepted a 1977-1978 contract containing a \$300 bonus for 1977 and a 5.5 percent across-the-board increase, plus increments, effective January 1978.

The contract also provides for a change in the employees' health insurance from the statewide plan to Blue Cross/Blue Shield Plan C

with Major Medical coverage. Specific language concerning layoff, bumping and recall of noncompetitive labor-class employees was also included. Employees will now be granted payment for compensatory time, which cannot be taken off for a specified period, and will be allowed up to three days bereavement leave for each death in the immediate family.

Two other important benefits obtained are the right of non-

competitive and labor-class employees to make use of the grievance procedure in matters of discipline and discharge and the right of the Local president or his designee to take five days per year to attend meetings and conventions on the statewide or regional levels.

These benefits represent significant gains on the part of these CSEA members and reflect efforts to strengthen union organization in small counties.

CAPITAL REGION 4

REGION OFFICERS

President: Joseph McDermott, Transportation
 First Vice-President: E. Jack Dougherty, Taxation
 Second Vice-President: Timothy McInerney, Transportation
 Third Vice-President: Eileen Salisbury, Motor Vehicle
 Secretary: Carole Trifiletti, Environmental Conservation
 Treasurer: Mary Jarocki; SUNY at Albany
 Regional Supervisor: John Corcoran, Jr.

REGION OFFICE

10 Colvin Avenue
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 Telephone: (518) 459-5595



CSEA vice-president Joseph McDermott gave principal speech at Saturday evening finale. He listed foresightedness, planning and innovation among traits for successful union—"but most important is perseverance."



CSEA president William McGowan, far right, swears in officers of Central Region V at finale of weekend events. Right from Mr. McGowan are president James Moore, of Utica Psychiatric Center Local 425; executive vice-president Patricia Crandall, of SUC at Cortland Local 605; first vice-president Dorothy Moses, of Willard Psychiatric Center Local 428; second vice-president Beverly McDonald, also of Willard PC; third vice-president Ralph Young, of Oneida County Local 833; secretary Helen Hanlon, of Syracuse Local 013; treasurer Anna Mae Darby, also of Utica PC; executive secretary Richard Cleary, also of Syracuse Local, and corresponding secretary Jackie Chambrone, also of Utica PC.

Moore Tells Central Region V Goals: 'Good Relations And Accomplish More'

(From Leader Correspondent)
SYRACUSE Region V of the Civil Service Employees Assn. hosted many of the union's leaders, including William McGowan, statewide president, at its fall meeting Sept. 30-Oct. 2 here. Members heard their newly elected Regional president, James Moore, state that it is "a goal of mine to see that staff of Region V and officers of Region V have good relations and accomplish more because of these closer relationships."

McGowan Pledges Action
Friday night was devoted to issues that will come before the statewide meeting at the Concord Hotel this week. President McGowan reminded members that "we are going into a convention" and that most of all, "we're going there to represent what our members want, not what we as individuals want." He urged Region V delegates time and again to be clear on what the membership wants before casting any votes or stating any opinions at that convention.

"Our biggest fault," he said, "is we only call on the rank and file when it's convenient for us. But, we need their input. Also, I am going to listen to staff. I'll give them the tools to do the job, but I intend to use staff, not abuse them. And I'm going to move staff wherever we need them whenever we need them."
"I am sick and tired," he said, "of this union putting out fires—of stopping challenges. It is high time we started making fires and challenging others. God, if we ever united and all started marching to the same drummer, nobody would ever believe what this union could achieve."

At a meeting of the Region V state workshop, presided over by Dale Dusharm of Oswego, staff attorney Mike Smith answered questions on workmen's compensation and disciplinary cases. State collective bargaining specialist John A. Conoby told workshop participants that "our employees are being punished." Mr. Conoby urged employees to file grievances when there are obvious abuses by the state.

"Article 33 is mainly a problem in the area of mental hygiene," Mr. Conoby said. And the state files more and more disciplinary charges as time goes on. There were 2,000 such cases in 1974-75 and about that many in 1975-76," Mr. Conoby said. "Seventy percent of them were in mental hygiene and 85 to 90 percent of the cases are argued successfully by our people," he added.

Both Mr. Conoby and Mr. Smith stressed how important it is for the union to comply with deadlines in the grievance procedure so as not to lose a case. Mr. McGowan interrupted to inform members that "we in Albany are in the process of drawing up a 'bill of rights' for CSEA members which you can carry in your purses or wallets." This announcement was met with applause.

OK Board Honorariums
At the closing general membership meeting, Fred Depew, acting chairman of the Regional corrections committee, read off a litany of problems in the correctional institutes which need attention. Of particular concern is the criminally insane being mixed in with the regular prisoners to be supervised by union

members with no special training in that area. John Tanzl of Auburn, vice-president of the Syracuse area retirees' Local, urged the general membership to support the fight of the retirees in the legislature to obtain better benefits. "You people are going to retire, too," he reminded. Mr. Tanzl thanked Mr. Moore and Mr. McGowan for paying close attention and encouraging the efforts of Region V retirees.

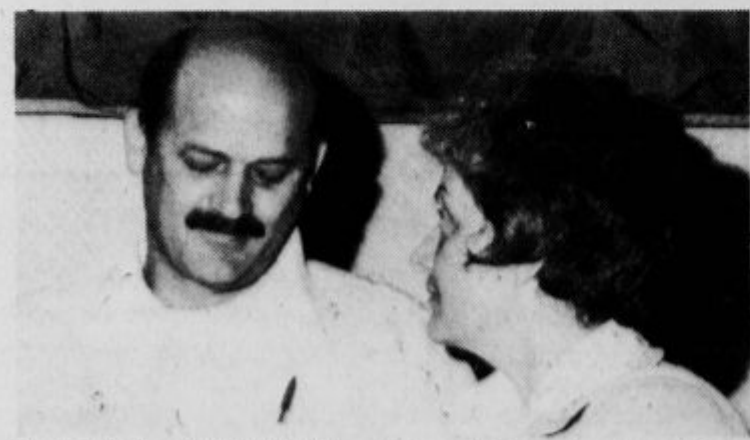
A lengthy debate on whether to aid state board members took place, and the group voted to favor honorariums for statewide Board of Directors members. George McCarthy of Ogdensburg (Continued on Page 19)



Looking over garment bags that were sold to raise funds for regional political action are, from left, Fort Schuyler Local 014 of Utica president James Currier, regional public relations specialist Chuck McGeary, Jefferson unit secretary Elaine Duffany and Jefferson Local 823 president Richard Grieco.



SUNY at Syracuse (Upstate Medical Center) Local 615 served as host for the weekend event that attracted a presumed record of 250 participants from the 20-county Central Region V jurisdiction. Committee chairman Robert Vincent, standing, checks with committee members and Local officers to make sure all details were accounted for in arranging smooth-going convention. Seated, from left, are William La Point, Local 615 president William O'Neill and Loretta Vincent; standing are Ann O'Neill, Richard Esposito, Barbara Esposito and Rita LaPoint. (Leader photos by Thomas Hashem)



Central Region V State Division chairman Dale Dusharm, president of SUC at Oswego Local 611, and vice-chairman Mary Lauzon, president of SUC at Potsdam Local 613, confer at dais during Saturday morning meeting, where state-employed delegates discussed mutual problems.

CENTRAL REGION 5

REGION OFFICERS

President: James Moore, Utica Psychiatric Center
Executive Vice-President: Patricia Crandall, SUC at Cortland
First Vice-President: Dorothy Moses, Willard Psychiatric
Second Vice-President: Beverly McDonald, Willard Psychiatric
Third Vice-President: Ralph Young, Oneida County
Secretary: Helen Hanlon, Transportation, Syracuse
Treasurer: Anna Mae Darby, Utica Psychiatric Center
Regional Supervisor: Francis Martello

REGION OFFICE
 Room 118, Midtown Plaza
 700 East Water Street
 Syracuse, N.Y. 13201
 Telephone: (315) 422-2319

SATELLITE OFFICES
349 Chenango Street
 Binghamton, N.Y. 13901
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FRIDAY, OCTOBER 14, 1977

Double Standard

Reports about how the Saratoga Springs bus driver strike was settled brought back some old memories, some of them bitter and some sweet.

We noted with pleasure that the dispute was settled smoothly. Union leaders came out of the negotiations with the feeling both sides received a fair deal.

The Saratoga bus drivers are Civil Service Employees Assn. members but they are no longer public employees. They work for Upstate Transit Consortium, of Rochester, because of a new gimmick more and more school districts and municipalities are utilizing to avoid their responsibilities to their employees. It's called contracting out to private corporations. Municipal and school officials feel this saves them considerable trouble by not having to deal with the powerful Employees Association.

Union leaders view the new movement with alarm. Many of them believe it is a dangerous weapon in the hands of management, designed to destroy unions and deny workers their rights.

It did not work out that way in Saratoga Springs. In fact, union leaders seem to feel the workers made progress that would have been impossible had they remained public employees. The reason: There was no Taylor Law to contend with.

Under the Taylor Law, public employees are legally barred from striking. The Taylor Law has robbed public servants of what we always thought was a basic American right. The Taylor Law has transformed public employees into second-class citizens.

The strike began after the local school board decided to contract out its bus transportation services for the district's 7,000 pupils, despite a two-year contract it had with the CSEA that had one more year to run. Upstate Transit hired all 65 of the drivers and mechanics left over after the switch occurred, but paid them 50-cents an hour less than they earned as public employees. There was also no union contract. The walkout occurred when one worker was fired for allegedly conducting union organizing activities.

Union leaders demanded a contract, the same wages the workers earned before the change occurred, and the dismissed employee's reinstatement. They won all three demands after nine days on the picket line.

But if they were still public employees, they would face stiff penalties for their action no matter how justified their cause. That fact, which is constantly with us, reminds one of the old sweatshop days when workers had almost no rights and plenty to complain about. We realize days like that are not apt to return, but laws prohibiting any segment of the population of their basic democratic rights can become a dangerous threat to liberty. We feel it's time state officials realize how the repressive Taylor Law is making a mockery out of what could be good relations between public servants and public officials.

It is certainly pointed up in this instance where the strike was settled to everyone's benefit, yet the same employees performing the same jobs would have faced Taylor Law penalties had they been civil servants. (H.A.T.)

Don't Repeat This!

Amendments: More Puzzles For The Voters

In addition to voting on races in a wide variety of local government elections, the voter will find on the ballot this year a series of questions involving proposed amendments to the State Constitution and a proposition that would authorize the State to borrow \$750 million for a wide variety of improvements.

Gov. Alfred E. Smith once said that whenever a question is put before the voters, one should consider the fact that 25 percent of the voters will always vote No, because they are instinctively opposed to any change. That means that a majority must be obtained from the other 75 percent of the voters. The truth of Smith's dictum may surface again in the voting on the various questions on this year's ballot.

Appointed Judges

A couple of these proposed Constitutional amendments deal with restructuring the judicial system. Of these, the most controversial is a proposed change to abolish the present method of electing Judges to the Court of Appeals and substituting a procedure under which the Governor would appoint those judges after prospective nominees are approved by a judicial clearance committee. That committee would be substantially controlled by the Governor and the legislative leaders.

Considerable opposition has been aroused against this proposal. It is led primarily by retired Court of Appeals Chief Judge Charles Desmond and Supreme Court Judge Frank O'Connor of Queens. Both were elected to their judicial posts and both say that to deny voters a choice in this matter is a denigration of the democratic process.

Another question on the ballot is whether a Constitutional Convention with power to rewrite the entire State Constitution should be convened. The decisions of the convention must also be submitted to the voters for approval. Under the State Constitution, this question must be put to the voters every 20 years and this is the year for presenting it to the voters.

The last Constitutional Convention was held in 1967. While many of its proposed changes were valuable, the entire package was rejected by the voters, largely over the so-called Blaine Amendment, which would have permitted use of public funds to aid parochial schools.

It is generally agreed by experts that the State Constitution is too long and too detailed. However, running a convention may cost over \$50,000,000. Whatever may be the merits of a Constitutional Convention at this time, there seems to be no public groundswell in support of the issue. The general view is that the public will reject the proposal.

Promised Goodies

Governor Carey is making a determined pitch to get voter approval of the proposed \$750 million State bond issue. According to the program worked out by the Governor, this would provide many municipalities with

(Continued on Page 11)



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.

The Sabbatical Debate

The New York City Board of Education and the United Federation of Teachers (UFT) entered into a collective bargaining agreement for the period from September 1975 to September 1977. In December 1975, the board cancelled all sabbatical leaves and recalled all teachers on sabbaticals. Those teachers who were recalled had to report back on Feb. 1, 1976. On Dec. 3, 1975, the union filed a grievance pursuant to the collective bargaining agreement and requested that the matter be dealt with expeditiously. Upon the employer's refusal to expedite arbitration, the union commenced an action in Supreme Court, Kings County, to permanently enjoin the board from cancelling the sabbaticals. They sued because the Feb. 1 deadline would have passed before an arbitration award could have been made. The union's demand for a preliminary injunction was denied. On Jan. 12, 1976, the union demanded arbitration. However, the arbitrator, on Feb. 16, 1976, held that by bringing the suit for an injunction, the union waived the arbitration provisions of the contract.

Thereafter, the appellants (teachers) individually filed demands for arbitration of the sabbatical question as it affected them. The arbitrator held that the doctrine of waiver did not bar the appellants' right to arbitrate their disputes. The board then commenced a proceeding to permanently stay the arbitration demanded by the appellants.

The Supreme Court, Appellate Division, Second Department, in its decision, noted that where a party elects to have a dispute determined by a court, it generally is deemed to have waived any right it may have to proceed to arbitration. However, the court held that in this case the appellants cannot be adjudged to have waived their right to proceed to arbitration, as provided by the collective bargaining agreement.

The court reasoned that in the action brought by the union for an injunction, the Kings County Supreme Court judge did not address himself to the underlying issue of whether the board has the power to cancel sabbatical leaves. The court's decision was limited to the question of whether the union had suffered irreparable harm, which would entitle it to the injunctive relief sought. Since its decision can in no way be construed as resolving the dispute concerning the sabbaticals, the Appellate Division held that the union did not waive the arbitration procedure of the collective bargaining agreement. The court concluded that without a showing that the appellants had agreed to have the union act as their designees, they still had their contractual right to independently pursue this grievance to arbitration. **Board of Education of the City School District of the City of New York v. Reuther, 396 N.Y.S.2d 41.**

WHAT'S YOUR OPINION

By PAMELA CRAIG

THE PLACE: Bronx Psychiatric Center

QUESTION: In what way do you feel state employee benefits could be improved or are they satisfactory?

Delores Hunt, therapy aide: "What really needs to be done is weed out those employees who abuse the benefits. There are many employees who are constantly involved in grievance procedure. This is a wasteful drain of the union's precious resources. I feel that these people should be discharged or denied representation by the union. I feel the money saved from useless arbitration could be better used to start a scholarship fund for the employees' children or the employees, themselves. I also feel that we should receive a clothing allowance. Patients often tear our clothes and we are not reimbursed for their replacement."



Vincent Payne, therapy aide: "There are many ways the benefits could be improved. Our compensation for when we get hurt is way out of line. We lose more now than we are gaining. We give away 10 days when we are hurt. I think they should start a form of hazardous pay when you are forced to work in a ward that houses a large percentage of violent patients. Right now we suffer for events that happen on the job, events that we cannot prevent. Our medical plan should also contribute toward the cost of eye glasses or pay for the examination and glasses in full."



Dorothy Parham, head dining room attendant: "The employees here need a rest room or lounge where they could have lunch. In dietary, we don't go any place for lunch. I think the union should investigate and see how many institutions are without lounges for the employees to have lunch and negotiate with the institution for space. I also wish there was a career ladder. There is little or no mobility for salary increases within the civil service system. I speak for dietary as well as for the nursing staff. This takes the incentive away from performing a job well."



William Zemnick, pharmacist: "I would like to see full coverage on a dental plan. I would also like to see full coverage on an optical insurance plan. Other employees throughout the state and county receive optical benefits for their families. I would greatly encourage the union to negotiate a plan for total payment of pharmaceutical drugs. The very utmost on my list of recommendations is to start a scholarship fund for the more needy and scholastically exceptional children of state workers. These are all plans to directly benefit the employee and, with these options, state service would be more gratifying."



Victor Ortiz, therapy aid: "I recently found out that the union does not offer a free life insurance plan. I feel the union should offer a full life insurance program. I feel that we need a clinic provided by the union for employees to receive free medical services. We should have more input regarding the union. Often we find out what has happened after the fact. I feel that this causes members to be dissatisfied, and I also feel that it is not a very democratic way of running the union. There should be a committee set up to see what the union is doing in Albany."



Patricia Maher, therapy aide: "I work on an intensive care unit. I feel that extra monetary consideration should be given to those employees who work on this type of unit. The patients we deal with are the most volatile in the hospital. I feel they should be staffed by more men than women. I don't see why we should have to give 10 days of our time because we get assaulted by patients. It is unacceptable and I never voted for it, and anybody who did vote for it should have their head examined."



RETIREMENT NEWS & FACTS

By A. L. PETERS

SS Taxes Rising?

If you are in the bracket that earns \$37,500 (and I suppose you can say thanks for that), your social security tax will triple by 1986 if the House Ways and Means Committee gets its way.

The committee voted 20 to 17 last week for a new tax rate and tax base. It will go from the current 5.85 percent to 6.05 percent next year (already scheduled), 6.45 percent from 1981 to 1984, 6.9 percent by 1986, and 7.5 percent in 1990.

The bill also raises the maximum wage on which tax is levied from \$16,500 in 1977 to \$19,900 in 1978, \$22,900 in 1979, and \$37,500 by 1986.

Both employers' and employees' taxes are raised in this way.

Recent studies blame the depletion of the social security reserves to high unemployment, the aging population and the relatively small number of workers in ratio with retirees.

Under present law, wages up to \$16,500 are taxed for a total of \$965.25. By 1986, if the rate changes are made, the maximum tax will be \$2,587.50 a year for those earning \$37,500. If inflation continues at the present 6 percent-a-year rate, this will apply to workers earning about \$24,000 in current salary value.

Comments at the hearings indicate that this is not the end. Additional increases are in the works.

At the same time, the committee proposed raising the maximum earnings allowed without loss of benefits from \$3,000 in 1977 to \$4,000 in 1978 and \$4,500 in 1979, but applied the increase only to those 65 or over.

Metal or plastic cards sold by some manufacturers are no substitute for official Medicare cards, say Social Security officials.

cial.

"The Social Security Administration mails official Medicare cards to people who have the protection," one official said.

"You should always show your official card when you receive services covered by Medicare. It's a good idea to carry your Medicare card when you're away from home. If you lose it, you should immediately ask the people at any Social Security office to get you a new one."

Medicare helps pay the health care expenses of people 65 and over, disabled people under 65 entitled to social security disability benefits for 24 consecutive months or more, and people with permanent kidney failure. The benefits are explained in "Your Medicare Handbook," which is mailed to people eligible for the protection. Copies are also available at Social Security offices.

The Social Security Administration is an agency of the U.S. Department of Health, Education and Welfare.

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

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

(Continued from last week)

| | |
|-----------------------|-----------------|
| Arthur Goodman | Brooklyn |
| Leona Kalina | Syracuse |
| Steven Katz | Kew Gardens |
| Thomas W Kirk | Rochester |
| Richard J Klugo | Buffalo |
| Edward E Meadows | Hempstead |
| Grace B Meyer | Piermont |
| Michael J Conners Jr | Peekskill |
| Donald O'Hara | Camillus |
| Richard L Patterson | Syracuse |
| Robert Perez | North Bay Shore |
| Carol L Perrone | Central Islip |
| Jean Pransiskas | Ithaca |
| Harry F Reading | Niagara Falls |
| Patricia A Reek | Comma |
| Catherine Romanovitch | New York |
| Mary E Santos | Middletown |
| Robert D Scott | Rochester |
| William N Sherlock | Middletown |
| Morton R Siegel | New York |
| Michele Taggart | Brooklyn |
| Joseph Tempesta | Yorcktown |
| Joseph Toto | Brooklyn |
| Jean Vehlinger | East Meadow |
| Angel Venzal | Manhattan |
| William J Warne | Warwick |

(To Be Continued)

LETTERS TO THE EDITOR

List Expiration

Editor, The Leader:

I am writing this letter with the hope that others in the same position as I will speak out.

In 1971, at the age of 25, I took the New York City Fire Department Exam. This established list was held in abeyance for quite sometime (approximately three years out of a four-year life) due to:

1. A court case regarding the hiring of minorities on a three-to-one basis
2. The New York City fiscal crisis

This list was extended beyond

its expiration date due to a serious lack of manpower in the Fire Department, but only utilizing it for the hiring of 600 additional men.

I am now 31 years of age, "too old" to take the exam being given in December and only approximately 200 away from being hired.

I have appealed to the proper authorities involved to give those eligibles on the list the opportunity to obtain a job with New York City, but it is up to the courts to give such permission to use this list further than just for the hiring of 600 men.

I understand the reasons for

hiring the minorities on a three-to-one basis, but why not give the remaining people on the list a fair chance.

I urge all others who remain on this list to write to Mayor Beame, Fire Commissioner O'Hagan, your Councilmen, etc. and make them aware of their feelings.

Name Withheld
Oceanside

Workmen's Comp

Editor, The Leader:

On Sept. 1 I became a compensation case. While performing my duty as foreman for a lumber company, I was physically assaulted and am under treatment for head injuries.

While following my doctor's advice, which was to rest and read, I happened to purchase a copy of the Civil Service Leader, dated Sept. 23. In doing so, much to my surprise, I ran across your article titled "Workmen's Compensation, What to Know." I cannot find words to describe the value of the information compiled in this article.

I feel it should be posted pub-

licly for all employees to read.

KEN RICHARDS
New York City

Licensed To Bike

Editor, The Leader:

If someone else has already given you this suggestion on how to increase New York State's budget, it doesn't hurt to get it once again from me.

The Legislature should pass a law that requests the licensing of all bicycles at a fee of \$5 to \$10 per year. When you stop to think of the great number of bikes running on the highways today—because of the gasoline prices—their licensing could mean extra income for the state.

Moreover, these bikes, as well as snowmobiles, are a risk to the auto drivers, causing many accidents on the highways. Therefore, these small vehicles—many of them with motors attached—should carry insurance, the same as cars. This, if done right through the Motor Vehicles Department, would be another source of income for the state. Think about it.

MR. & MRS. JOSEPH DISTLER
Rochester

LETTERS POLICY

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

Don't Repeat This!

(Continued from Page 10)

urgently needed public facilities and open vast new opportunities for employment and business opportunities. As part of his promotional effort, the Governor is making a series of announcements spelling out in detail what every county will get if the proposition is approved. He hopes the distribution of all of the promised goodies will overcome public resistance to additional expenditures, even though they often result in tax increases.

REAL ESTATE VALUES

Publisher's Notice:

All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, sex, or national origin, or an intention to make any such preference, limitation, or discrimination."
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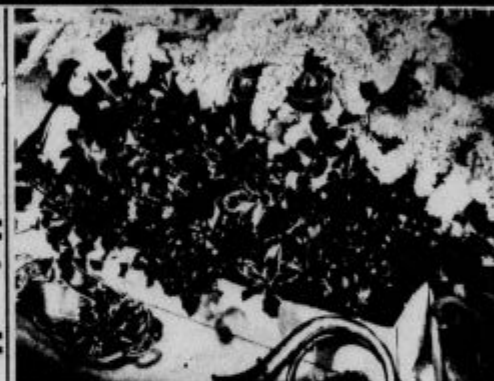
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Latest State And County Eligible Lists

EXAM 36032
CAREER OPPTS IN PKB REC
Test Held March 19, 1977
List Est. Aug. 5, 1977
(Continued From Last Week)
60 Humphrey Joseph Stony Point79.5

61 Herbst Robert J Rhinebeck79.5
62 Bradford David Plessis79.4
63 Crater Lawrence Salamanca79.3
64 Kruger Paul G Rhinebeck79.2
65 Roenish A B Buffalo79.1
66 Rorick Charles Mr Morris78.9

67 Gould Donald D Sackets Hbr78.6
68 Leffhalm Howard Babylon78.5
69 Sator Ronnie L Peru78.5
70 Silver Franks Chaumont78.5
71 Murray William Liverpool78.4
72 Lorence Harry E Grand Is78.4
73 McClure Jeffrey Trumansburg78.3
74 Ryan Charles F Rensselaer78.1
75 Terry James L Trumansburg78.0
76 Parker Richard Verona Beach77.9
77 Hunt Thomas J Garnerville77.9
78 Miller Timothy Rome77.8
79 Maxian Thomas J Silver Spgs77.8
80 Klemann Daniel Watkins Glen77.5
81 Milne Foster E Smithtown77.4
82 Duggan John R Great Valley77.3
83 Morthersell D W Cape Vincent77.1
84 Kollar Frank J Coram77.1
85 Forman Frank J W Haverstraw77.0
86 Worden Dale A Mr Morris76.8
87 Molander D Uniondale76.7
88 Dean Jane C Red Hook76.5
89 Mulvey Bernard Freeport76.5
90 Patnode John F Lk George76.4
91 Johnson Michael S Glens Fls76.4
92 Welton Howard L Oxford76.2
93 Michel Fred Sharon Spgs76.2
94 Bednarski D Niagara Fls76.2
95 Wright Alton L Saratoga Spg76.2
96 Boomhower Alice Rhinebeck76.0
97 Metzger William Manorville75.9
98 Filkins Ralph L Westerlo75.9
99 Cameron Donald Ogdensburg75.7
100 Tryon Craig L Fayetteville75.7
101 Pitsing William Gardiner75.6
102 Dudziak Norman Tonawanda75.5
103 Houghtaling E L Copake Falls75.4
104 Bowen James W Ballston Spa75.2
105 Reilly Anna H Fultonham75.0
106 Kasdorf Robert Massapequa75.0
107 Ruthenberg A R Bohemia75.0
108 Grounds William Carmel74.9
109 Drew Douglas L Geneva74.7
110 Helling Milton Lockport74.7
111 Gutheic Arthur Lindenhurst74.7
112 Laurita James J Copiague74.6
113 Bogdan Jack F Stormville74.5
114 Yerdon Roger A Cornwall Hud74.5
115 O'Connell Paul A Ovid74.5
116 France Nevil A Randolph74.5
117 Soper Richard A Sayville74.4
118 Colley William Cazenovia74.4
119 Page Roland R Red Hook74.4
120 Reid John C Haverstraw74.0
121 Calhoun Anne Delmar73.9
122 Lawton Robert L Laurens73.9
123 McGuinness James Stony Pt73.8
124 Meisner Phillip Val Cottage73.8
125 Rauber Nicholas Dansville73.8
126 Lamb Richard A Levittown73.6
127 Keklak John J Boston73.5
128 None
129 Post Arlene E Slingerlands73.4
130 Lindblom James Bemus Pt73.4
131 Randall Fred J Canastota73.2
132 Tertinek Otto Salamanca73.2
133 Meybohm Donald Bear Mtn72.9
134 Berke Stuart Clifton Pk72.5
135 Michalski John W Sayville72.5
136 Hunting James W Pt Jefferson72.3
137 Groves Raymond Waterport71.9
138 Mahoney L F Seaforth71.7
139 Pelzer Richard Elizaville71.4
140 Krajewski John Niagara Fls71.1
141 Rose Harold D Hamlin70.9

22 Lewis Katherine Middle Vill75.3
23 Thompson Flemon Queens Vill75.1
24 Friend Bernard Bronx75.0
25 Eramo John F Utica73.0
26 Barclay Donald Brooklyn70.6

16 Casino A L Wynantskill84.4
17 Houghton E K Albany84.0
18 O'Sullivan C M Albany83.9
19 Biss Barbara E Saratoga Spg83.5
20 Derrico Gail L Saratoga83.3
21 Flavin J D Awaill Pk82.8
22 Antrim Linda M Clifton Pk82.7
23 Shen Eileen R Troy82.1
24 Magnan Phyllis M Troy81.5
25 Proctor Jeanne Mechanicvil80.7
26 Wierzbicki M B Albany80.6
27 Mihok Andrew Valatie79.9
28 Haynes Nita E Schenectady79.6
29 Vanepps Robert Watervliet79.5
30 Roche Virginia Voorheesvil79.1
31 Lennon Kathleen Albany79.0
32 Kouray Barbara Schenectady78.8
33 Buzanowski Alan Schenectady78.4
34 Hoes Sara M Slingerlands78.0
35 Hasselbach J A Albany77.6
36 Miele Joseph P Schenectady77.0
36A O'Connor Sean M Albany76.9
37 Zaremba Marie A Watervliet76.9
38 Walsh Mary M Troy76.4
(Continued on Page 15)

GO TO HEALTH

By WILLIAM R. WILLIFORD

I was talking to a fellow the other day who had a friend who died from noise.

That's right, too much noise can make you sick and some scientists are convinced that it can kill you.

When somebody with a big mouth shouts, a message is transmitted from your ears to your brain and then to your nerves, glands and organs. A loud or unexpected sound immediately puts your body on alert. Constantly responding to these "alerts" is what can make you sick. With each alert an energy producing hormone called adrenalin is released into the bloodstream. This causes the heart to beat faster, muscles to tense and blood pressure to rise.

So, as you lie in bed every night listening to your neighbor's dog bark all night, you become tense and nervous—under stress. This constant insult to your ears and your body's natural reaction to it can, over a period of years, lead to heart disease, high blood pressure, chronic headaches and ulcers.

Even a steady noise, a little louder than you like, can have harmful effects. A continuous bombardment of noise can make you tense and irritable and may eventually lead to emotional and physical stress. So the next time you tell your son or daughter that their stereo is driving you crazy—your diagnosis just might be right.

So what can you do? Speak softly. Wear earplugs. Know that in some cities there are laws to protect you against noise. And, if your city doesn't have a noise control code you can begin a campaign to establish one.

The New York City noise control code places noise limits on horns, sirens, motor vehicles, air compressors, sound amplifying devices and nuisance noises. There are more irritating sounds that you don't have to tolerate. You can find out what these are by writing: Department of Air Resources, EPA, 120 Wall St., New York City 10005. And in New York City only, if you would like to register a formal noise complaint, write to the above address and request the Citizen's Noise Complaint Affidavit Kit.

If you do live in New York City and your neighbor's noise is ruining your health, you can call the Noise Complaint Center at 966-7500.

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EXAM 36046
LICENSE INVSTGR 2
Test Held May 7, 1977
List Est. Aug. 5, 1977

1 Cape John F Rensselaer97.7
2 Vanacore M J Brooklyn96.1
3 Reinagel Marcia Buffalo95.9
4 Hannan Edward Merrick93.0
5 Goldberg L S Brooklyn93.0
6 Merrow Clinton Amsterdam91.2
7 Gould Donald F Canadea88.1
8 Snay Eugene G Vestal87.0
9 O'Hara William J Spencerport85.6
10 Barney eKith E Schenectady85.5
11 Drzewiecki R G Cheektowaga85.5
12 Zenker Beverly Washingtonvil83.3
13 None
14 Connolly John P Albany80.0
15 Payne Glenn R Bronx79.7
16 Warden Harold S Schoharie78.8
17 Custance George Reno Park78.3
18 Zullo William Lindenhurst78.3
19 Berak John F Niagara Fls77.3
20 Webb William F Carthage77.0
21 Coons Winston L Auburn76.1

No Make-up Exam

(Continued from Page 4)
agencies were right in refusing Ptl. Rogers a make-up examination.

By rejecting the offer of a writing assistant at the original

exam, he ruled, the policeman "has not demonstrated by competent medical evidence that he was physically unable to take the examination by utilizing the services of an amanuensis."

Pension Case Pending

(Continued from Page 4)
Before 1975, the Los Angeles department required women employees to contribute 15 percent more to its compulsory retirement plan than men because, according to statistics, women live an average five years longer than men. Agency officials reasoned that women who receive the same monthly pension payments as men wind up getting a larger overall total.

The agency changed its system in 1975, after the state legislature outlawed the contested provisions.

A class action suit was filed by Marie Manhart, a former employee, and workers Carolyn Mayschak, Margerie Stoop, Alice F. Muller and Ethel L. Lehman and the International Brotherhood of Electrical Workers Local 18, charging illegal sex discrimination.

U.S. District Judge Harry Pregeron ruled in their favor June 20, 1975, and ordered the department to refund the differ-

ence between contributions made by women and men since April 5, 1972, plus 7 percent interest on overpayments.

A three-judge panel of the U.S. 9th Circuit Court of Appeals affirmed his ruling in December 1976.

Vet Preference Hurting Women

(Continued from Page 4)
desired applicant, and hiring a veteran in order to reach an applicant who is being blocked.

"Veterans' preference could have an adverse impact on EEO (Equal Employment Opportunity) and merit principles for years to come," the report said.

"This would be especially true for a male who enlisted in the military in 1976 and subsequently retired after completing a 20-year term. He could still block a register in 1996."

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Region VI: No Honorariums For Board

By KENNETH SCHEPT

VICTOR—Members of Western Region VI of the Civil Service Employees Assn. voted their unanimous opposition to the granting of a proposed \$1,000 honorarium to individuals on the union's statewide Board of Directors. The action took place during the Regional meeting here at the Trenholm East Inn, Sept. 30 and Oct. 1.

Buffalo Local 003 president Peter Blaauboer commented that the CSEA should keep a close accounting of Agency Shop funds, "Because when the Legislature reviews the law in two years, it will be interested in how the funds were appropriated." Currently only the CSEA's statewide officers receive honorariums. The passage of the Agency Shop Bill in June signaled a substantial increase in the union's treasury.

The question of accepting for union membership those private-



Field supervisor Lee Frank responds to a question during the County Division meeting about how management distinguishes its supervisory personnel. According to Mr. Frank, the definition is too broad.



Conducting business at the general business meeting are, from left, regional supervisor Lee Frank, treasurer Barbara Fauser, third vice-president Ramona Gallagher, president Robert Lattimer, first vice-president Genevieve Clark, second vice-president Robert C. Smith and secretary Judith Burgess.

sector employees resulting from the state or a county contracting out for services was addressed by regional president Robert Lattimer. He responded, during the county meeting, to a letter written by Metropolitan Region II president Solomon Bendet expressing his Region's opposition to having such workers become union members.

Mr. Lattimer's position was that the union should have the option of representing those employees; but that the union should not be required to repre-



Co-chairmen of the Rochester Psychiatric Center Local political action committee, Willie Rutherford, left, and Willie Drayton, listen as attorney Steven Wiley makes several points during the State Division meeting.



Niagara County Local past president William Doyle asks question of field supervisor Lee Frank during the County Division meeting.

NEXT MEETING

The Jan. 13, 14 meeting of Region VI will be held at the Sheraton East, Buffalo, and will be co-hosted by the Roswell Park and Health Research Locals.

TRAINING

Training for all new Local officers of Region VI will be held Oct. 29, 9:45 a.m., at the Treadway Inn, Batavia.

sent them all. He cited Willowbrook Developmental Center, where the state has, in effect, contracted out patient care to United Cerebral Palsy as a situation where the union would not have to represent the private-sector employees.

"In defense of Bendet, they do have an issue with UCP; but that should not result in a mandate for the rest of the CSEA," Mr. Lattimer said.

Delegates to this week's statewide CSEA convention decided to caucus Monday, Oct. 10, the first day of meetings at the Concord Hotel, Klamesha Lake, to focus on these and other issues expected to be debated during the convention.

State, County Meetings

Mr. Lattimer began the state meeting by informing the membership about four items with which they should be concerned. (Continued on Page 19)



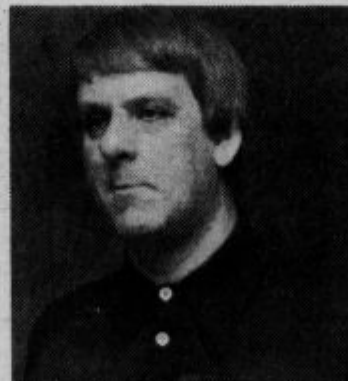
Attorney Steven Wiley answered several questions during the State Division meeting including an inquiry regarding the constitutionality of the Taylor Law. He is flanked by regional second vice-president Robert C. Smith and regional treasurer Barbara Fauser.



Erie Education Local treasurer Ruth Walker, left, financial secretary Charlotte Muehe and president Jack Schlenker are attentive during general business meeting.



Participating during the general business meeting are, in the front row, from left, Brockport Local secretary Diane Dougherty, and also from that Local, Norma Lawrence and George Webster. In the rear, from Buffalo State University College Local are, from left, second vice-president Bill McMillan and treasurer Diane Scropo.



The State Division meeting began with Region VI president Robert Lattimer outlining several problems including the question of relief for work days lost because of last winter's blizzard.



Conducting business at the County Division meeting are, from left: secretary-treasurer Dorothy Hy, chairman George Clark, and vice-chairman Joanne Ripstein.

(Leader photos by Hugo Unger)

WESTERN REGION 6

REGION OFFICERS

President: Robert L. Lattimer, Buffalo Labor
 First Vice-President: Genevieve Clark, Roswell Park
 Second Vice-President: Robert C. Smith, SUNY at Buffalo
 Third Vice-President: Ramona Gallagher, Buffalo Labor
 Secretary: Judith Burgess, Ontario County, Geneva SD
 Treasurer: Barbara Fauser, Health Research
 Regional Supervisor: Lee Frank

REGION OFFICE

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 Telephone: (716) 634-3540

SATELLITE OFFICE

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 Telephone: (716) 473-1400

Latest State And County Eligible Lists

(Continued from Page 13)

- 39 Morrissey J N Troy76.1
- 40 Ringert Sherry Albany76.0
- 41 None
- 42 Bond Donna R Albany75.8
- 43 Vigers George C Albany75.8
- 44 Hammond M E Castleton75.5
- 45 Fruehwirth O R Ravena75.2
- 46 Fuss Christine Albany74.9
- 47 Bastiani K M Albany74.9
- 48 Foley Edna P Albany74.6
- 49 Miers Bethany H Amsterdam74.5
- 50 Call Donnamarie Cohoes74.5
- 51 Francese Bety Albany74.3
- 52 Savoy Arthur J Latham74.2
- 53 Lester Ernest B Rensselaer74.2
- 54 Kasmier Raymond Cropsyville73.8
- 55 Vanvranken J A Nassau73.6
- 56 Bartkowski V J Troy71.6
- 57 Lahart Judith C Albany71.5
- 58 Gardinier M S Niverville71.5
- 59 Green Patricia Scotia71.4
- 60 Heritage W K West Albany71.3

EXAM 36082
SR ATTORNEY REALTY
Test Held June 18, 1977
Est. Aug. 11, 1977

- 1 Costanzo Alfred Selkirk97.0
- 2 Gitter Alan W Albany93.3
- 3 Hallenbeck P D Valatie90.5
- 4 Degen Frederik Leonardsvil88.7
- 5 Economides J A Albany88.5

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 55th floor, New York 10048 (phone 488-4248; 10 a.m.-3p.m.); State Building Campus, Albany 12239; Suite 750, 1 W. Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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

- 6 Balanis John Albany78.0
- 7 Sevinsky James Albany71.7
- 8 Wannick Anthony Island Park71.3
- 9 Tedeschi F J Albany70.8

EXAM 36054
IDENT SPEC I

Test Held April 16, 1977
List Est. July 29, 1977

- 1 Salmon C M Galway95.4
- 2 Thompson Clare Schenectady94.0
- 3 Vigers Diane E Latham93.5
- 4 Belawski Mary M Albany93.1
- 5 Scott Frank J Hudson93.0
- 6 Sillery William Slingerlands91.9
- 7 Coles James Albany91.2
- 8 Vanvranken Gary Nassau91.1
- 9 Allison June A Albany90.3
- 10 Rosencrans John Albany89.9
- 11 Moon Margaret H Catskill89.4
- 12 Caravatto Edith Albany88.0
- 13 Renaldi Stephen Troy87.1
- 14 Kasmier Raymond Troy86.3
- 15 Heckin James M Schenectady86.0
- 16 Tymeson Michael Troy85.3
- 17 Proctor Tim A Mechanicvil84.6

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- 18 Cieszynski Gail Schenectady84.3
- 19 Stiegeler W M Schenectady83.9
- 20 Bulman Susan M Albany83.1
- 21 Stanco James W E Greenbush82.9
- 22 Devoe James E Albany82.8
- 23 Ostrander R Menands82.5
- 24 Kerwin Karen S Albany82.3
- 25 Jackson Beverly Glenmont81.1
- 26 Kennedy Roger P Schenectady80.9
- 27 Smith Valerie J Schenectady80.4
- 28 Williams Joan M Albany80.0
- 29 Decaprio Helena Schenectady79.9
- 29A Anderson M E Selkirk79.0
- 30 Egan Lucinda Loudonville78.1
- 31 Blasen Gail L Troy78.0
- 32 None
- 33 Heintz Rose M Stuyvesant77.0
- 34 Alexander Elsie Albany76.8
- 35 Pelton Edward H Albany76.6
- 36 Windle Bruce A Schenectady75.5
- 37 Pienkowski W M Schenectady75.4
- 38 Knowles M K Albany75.0
- 39 Weakley Richard Middle Vill74.8
- 40 Casimo Anne R Albany74.7
- 41 Kuchis Laraine Albany74.3
- 42 Rosenwald B J Scotia73.2
- 43 Guido Frank R Rensselaer72.6
- 44 Ackerman Robert Menands72.3
- 45 Bland Annie L Menands71.9

EXAM 36055
IDENT SPEC 2

Test Held April 16, 1977
List Est. July 29, 1977

- 1 Jacobus Pauline Albany87.0
- 2 Moore Mary K Mechanicvil84.3
- 3 Higgins Richard Schenectady81.7
- 4 McAuley Robert Albany78.8
- 5 Olmstead Kaye Petersburg75.4
- 6 Lake Elizabeth Schenectady74.1
- 7 Griffin E M Amsterdam72.5

EXAM 36061
ASST LAND & CLMS ADJUSTER

Test Held June 4, 1977
List Est. Aug. 22, 1977

- 1 Dexter James B Herkimer88.5
- 2 O'Brien Clarence Guilderland85.0
- 3 Schosek Paul G Kanona81.1
- 4 Lawrence John E Wayland80.7
- 5 Goodrich Edwin Olean80.6
- 6 Haak Frederik Hadley80.0
- 7 Gnip Louis J N Syracuse78.9
- 7A Vanbeuren H Thompson Rdg 77.6
- 8 Hyatt Harold T Fleischmanns77.5

- 9 Grimshaw Gary W Kanona77.1
- 10 Ryan Richard C Laurel76.2
- 11 Basolt Robert E Adams Center 75.6

EXAM 36056
IDENT SPEC 3

Test Held April 16, 1977
List Est. July 29, 1977

- 1 Kerwin Gerald P Latham84.3
- 2 Bercharlie J A Albany83.0
- 3 Roberson Robert Albany81.0
- 4 Schmidtman W E Rochester80.8
- 5 Higgins Richard Schenectady80.7
- 6 Nowak Mary I Loudonville79.4
- 7 Peck Joseph B Saratoga Spg78.7
- 8 Lindquist B A Albany70.7

EXAM 36060

JR LAND & CLAIMS ADJUSTER
Test Held June 4, 1977
List Est. Aug. 22, 1977

- 1 Grimshaw Gary W Kanona84.1
- 1A Vanbeuren H A Thompson Rdg 84.6
- 2 Schosek Paul G Kanona84.1
- 3 Basolt Robert E Adams Center82.6
- 4 None
- 5 McCracken R J Grand Gorge76.6
- 6 Hyatt Harold T Fleischmanns74.5
- 7 Lawson Harold F Corinth73.9

EXAM 36062

SR LAND & CLAIMS ADJUSTER
Test Held June 4, 1977
List Est. Aug. 22, 1977

- 1 Hulbert Philip Prattsville88.3
- 2 West James M Voorheesvil86.8
- 3 Dexter James B Herkimer86.5
- 4 O'Brien Clarence Guilderland83.0
- 5 Huyck Dale L Saranac Lk81.4
- 6 Lawrence John E Wayland79.7
- 7 Wilson Douglas Adams76.8
- 8 Dunham Daniel C Shandaken76.0
- 9 Ryan Richard C Laurel75.2

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EXAM 36063

SR LAND & CLAIMS ADJUSTER
Test Held June 4, 1977
List Est. Aug. 22, 1977

- 1 Breslin Thomas Warsaw79.7
- 2 Doyle Walter D Saratoga76.2

EXAM 36083

PRIN. LAW DEPT INVSTGR
Test Held May 7, 1977
List Est. Aug. 2, 1977

- 1 Neuberger John Schenectady88.8
- 2 Mulvihill James Jackson Hts86.4
- 2A Greco Anthony Lynbrook82.0
- 3 Nolan James M Loudonville79.0
- 4 Shelberg C L Buffalo78.2
- 5 Leap Richard Albany78.0
- 6 None
- 7 Scerbo Anthony S Ozone Pk77.0

7 Jobs Open In Rockland

(Continued from Page 7)
social worker, the filing deadline is Nov. 28. There is no written test. Evaluations will be based on training and experience.

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LONG ISLAND REGION 1



Regional Headquarters Office:
740 Broadway (Route 110)
N. Amityville, L.I., N.Y. 11701
Phone: (516) 691-1170

By IRVING FLAUMENBAUM
CSEA Vice-President/Region I President

Unity is the keynote of Region I in 1977-78 with the Civil Service Employees Assn., buoyed by a surge of dues, now able to give more support and aid to its chapters in state, county, and local governmental areas as well as school units throughout Long Island.

Political action tops the regional priority list this year. The availability of funds gives the union real teeth so that we can bite, and unfriendly politicians will yell. Whereas, in the past, CSEA endorsements were weakened by the lack of financial backup to make them fully felt, this new dimension gives us the capability to deliver.

In addition, we are attempting to organize—on a voluntary basis—CSEA members who will work at campaign headquarters of candidates the union endorses. Often, campaign workers are more welcome by a candidate than funds, for it is the human elements in campaigns that produce winning political magic. The ability to deliver this one-two punch should make the CSEA a powerful political force in the two Long Island counties over the next few years.

By having political unity as our prime focus, we can avoid the embarrassing but understandable spectacle of two CSEA units endorsing opposing candidates. This year, unit and chapter political action committees will work closely with the regional committee to assure a smooth and cohesive endorsement procedure. Where we are undecided, all factors will be weighed, and all sides will be able to present arguments for the candidates of their choice, before putting final endorsement to a vote. The regional committee will maintain liaison with the state and headquarter's political action committees in making final determinations.

This year we have also urged the necessity of unity so if a strike or job action is called by one unit, it will be supported by members from other Region I units, with money, men and materials.

CHIEF AMONG THE OTHER issues confronting Region I this year is the deinstitutionalization of Mental Hygiene. More than 11,000 Mental Hygiene members are concentrated in the Long Island region. To combat the dumping of mental patients into communities and the resulting loss of jobs by members, a regional Mental Hygiene committee, chaired by Danny Donohue, CSEA president, Central Islip Union Local 404, has been lobbying at the state and local level for CSEA goals and is investigating and monitoring local conditions to assure a minimum impact on members' jobs or new state policies and legislation. We view the fight against foolhardy decentralization as one of our most important goals, and if community facilities are to be built by the state, we insist they be manned by retrained civil servants on the state payroll.

Under the able leadership of president Walter Weeks, Suffolk Educational chapter, and Edward Perrott, Nassau Educational chapter, gains of 6 to 8 percent in salaries have been negotiated this year despite hard sledding against adverse economic conditions. The hard work of these chapters has greatly increased their membership. In the higher education department, Al Varacchi, SUNY at Stony Brook president, is doing a fine job as chairman of the newly formed Universities committee.

In our counties, CSEA members elected two new presidents: Bill Lewis in Suffolk and Nick Abbatiello in Nassau. Both men show vigorous leadership and have backgrounds as grievance chairmen and are emphasizing this basic labor area. The impact of the Agency Shop has produced a tremendous increase in membership in both counties and new members are both vociferous and stimulating to the union.

Towns and villages remain the key areas on Long Island where the Agency Shop agreement has to be implemented. The Region is lending its support and staff experts to Local units who do not have an Agency Shop clause in their 1977-78 contracts. All in all, it is a period of growth and strengthening for Region I and an exciting, vital time to be part of this labor movement.

Seek Reform Of Political Fund

(From Leader Correspondent)

NORTH AMITYVILLE—Long Island Region I delegation last week voted unanimously to fight for reform of a committee overseeing political action funds at the statewide Civil Service Employees Assn. delegates' convention, which opened Oct. 10.

Delegates of the 19 chapters in the Long Island Region also unanimously supported proposals that would apportion political action money with one-third for statewide purposes and two-thirds for Regionwide purposes, and to assure sharing of Agency Shop fees by the statewide organization and chapters and units.

The delegates reached agree-

ment in a special pre-convention caucus called by Region president Irving Flaumenbaum. The meeting was held Oct. 2 at Musicaro's Restaurant, Melville.

It was the second year that the Region held such a caucus to discuss convention issues.

The meeting produced unanimous agreement on convention issues after hearing a call for unity from Peter Higgerson, president of Long Island State Parks Local 102.

NOTICE TO NASSAU COUNTY EMPLOYEES

Through an inadvertence in the Nassau County Controller's office, some members of the CSEA were overcharged on their dues. This is being rectified so it will not happen again. In addition,

Nassau Local 830 is sending a list of those who overpaid on their dues to the CSEA Albany office, from which refunds will be made to each person who made these overpayments.

Court Officers Warned About Classification Plan

MINEOLA—The new Long Island Courts local of the Civil Service Employees Assn. has secured tentative information from the Office of Court Administration indicating that some court officers may be disadvantaged by a proposed classification in state service.

Hyde Smith, of Nassau Court, and Joe Osman, of Suffolk Family Court, interim leaders of the new local pending elections, secured the first information in a conference with John Wynne, director of personnel of the Office of Court Administration.

Mr. Wynne told the CSEA leaders that the grade and salary scale for the position of state court officer had not been fixed.

However, based on the present grade and scale, the CSEA leaders calculated that some court officers on Long Island who qualify for longevity could be slotted into the state classification paying a little less than they will be earning at that time. The result would be that they would face no prospects of further increments or longevity increases.

Further talks were expected to learn of plans for other titles, including court clerks, stenographic personnel and supervisory personnel.

Plan Testimonial For Flaumenbaum

MINEOLA—The 29th annual dinner-dance of Nassau Local 830 of the Civil Service Employees Assn. will be turned this year into a testimonial dinner for past president Irving Flaumenbaum on Saturday, Oct. 22. A limited number of tickets at \$20 per person are available from the Nassau Local Office, phone number (516) 535-2522.

There will be a cocktail hour, full course dinner, dancing to a large band and a floor show. The place is the Malibu Beach Club, Lido Beach, Long Island.

Close to half of the 1,500 members of the Court Local are court officers.

Mr. Smith and Mr. Osman submitted the data to their board of directors and circulated it among upstate court locals.

Nassau Board Meets

MINEOLA—Nassau Local 830 of the Civil Service Employees Assn. has scheduled its next regular board of directors meeting for Oct. 19. The board meets regularly at 5:30 p.m. the third Wednesday of each month at the Salisbury Club in Hempstead.



PETER HIGGERSON
... urges unity

The delegates backed a proposal by Martin Langer, chairman of the statewide political action committee, to create a 24-member board of trustees, with equal representation from the six regions, to oversee a political action war chest that is expected to grow to about \$700,000 a year. Mr. Langer's recommendations also included the 2-1 split between local action and statewide action.

Sharing of Agency Shop fees was part of the report submitted by Kenneth Cadieux, chairman of the statewide constitution and by-laws committee.



FINALIZE OCEANSIDE CONTRACT

Civil Service Employees Assn. negotiators for Nassau Local 830's Oceanside Secretarial unit recently finalized a three-year contract for the unit's members. After many months of negotiating, they were successful in achieving a 5 percent annual increase plus step increments and a new dental plan. Other benefits were retained. A labor-management committee will continue to work out details of upgrading positions and in-service courses. Seated negotiators are, from left, Trudy Fox, Florence Esrig and Rose Kalland; standing are CSEA field representative Nat Zummo, Betty Dunwoody and Margaret Pepe.

LONG ISLAND REGION 1

REGION OFFICERS

President: Irving Flaumenbaum, Nassau County
First Vice-President: James Corbin, Suffolk County
Second Vice-President: Nicholas Abbatiello, Nassau County
Third Vice-President: Ruth Braverman, Nassau County
Fourth Vice-President: Peter Higgerson, LI State Park
Secretary: Dorothy Goetz, Suffolk County
Treasurer: Sam Piscitelli, Nassau County
Regional Supervisor: Edwin Cleary

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North Amityville, L.I.,
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350 Vanderbilt Motor P'kwy
Hauppauge, L.I., N.Y. 11787
Telephone: (516) 273-2211
(CSEA 211)



METROPOLITAN REGION 2

Regional Headquarters Office:
11 Park Place (Room 1210)
New York City, N.Y. 10007
Phone: (212) 962-3090

By SOLOMON BENDET
CSEA Vice-President/Region II President

Unity has always been the hallmark of the Civil Service Employees Assn., because, despite the variety of our career goals and our geographic locations throughout the state, we have been united as union members in our ambition for a better way of living for our members in just compensation for our services in behalf of and for the public.

We in Metropolitan Region II, however, are in the midst of a battle to preserve this precious unity that has made our union so strong in the face of adversity through the years.

At Willowbrook Developmental Center on Staten Island, United Cerebral Palsy has taken over certain work functions, despite objections by the union.

At the Delegates Convention this week, it is expected that a major topic of discussion for union policy decision will be whether private-sector workers may be granted CSEA membership if they are performing the work of public employees.

If the delegates were to adopt this policy, this would place our union in a precarious position at Willowbrook and be harmful to our valued unity. Should we accept United Cerebral Palsy employees as members, a conflict of interest would arise between them and our present employees at Willowbrook.

We in Metropolitan Region II view this situation with alarm, and voted in our regional executive committee meeting last month that the CSEA position should be to "refuse to accept as members employees of private employers to whom state work has been contracted out."

We argue in favor of the traditional CSEA philosophy that the private sector belongs to private sector unions and the public sector to the CSEA. We do not ever want to be put into the position of having to choose between two groups of members competing for the same jobs.

Do we betray our long-standing, loyal employees for the sake of a few more dollars for the union treasury?

We in Metropolitan Region II are united in recognition of this threat to our unity, and are determined to oppose any change in our union's constitution that could prove potentially harmful to all CSEA members throughout the state.

There are other items that Metropolitan Region II discussed at its pre-convention meeting last month, and that we believe are of importance to all CSEA members.

Among the recommendations that were approved by our delegates are:

—That the estimated reimbursement to the Association of the cost of handling the group life insurance plan be assumed by the State of New York and not be taken out of life insurance premiums paid by the employees. Since the State pays the cost of administering the management/confidential life insurance plan, it should do the same for our four Bargaining Units.

—That the dental plan for state employees in the four Bargaining Units be improved and made similar to the one given to management/confidential employees.

—That the Travelers Insurance Company be requested to immediately reinstate the previously eliminated 10 percent life insurance dividend.

—That no pensions or fringe benefits, whether private or public, be subject to taxation. There is a move on to change the state Constitution so that pensions will be taxable, and we want to go on record to prevent this from happening.

—That the New York State Employees Retirement System make every effort to reduce the cost of options selected by retirees.

These are all items that require our immediate attention, since they are vital to the well-being of our members.

As individuals we are like leaves in the wind, although each of us may possess individual strengths. In our union, however, our unity provides us with a power that we are obligated to exercise for the betterment of our members.

The officers and delegates of Metropolitan Region II are determined to fight for what we believe to be the best interests of the Civil Service Employees Assn.'s members.

Suggest Changes In Therapy Aide Jobs At Bronx Hearing

By KENNETH SCHEPT

BRONX—The director of the New York City regional office of the state Department of Mental Hygiene, Alvin Mesnikoff, has indicated that the state should make provisions for those employees, specifically mental hygiene therapy aides, who may lack the skills or the disposition required by the job as the focus of the state's mental hygiene program changes from custodial care to a more therapeutic, community oriented approach.

Dr. Mesnikoff made his remarks as part of the testimony he delivered Oct. 4, during a hearing conducted by the State Senate Mental Hygiene and Addiction Control Committee, at Bronx Psychiatric Center.

He indicated, during a subsequent telephone interview, that workers should be "evaluated to determine in what area their skills lie." Job placements could be made on the basis of work which would be most appropriate to the person's skills.

Asked specifically where people could be placed, Dr. Mesnikoff responded that the mental hygiene system is "large and includes many different jobs requiring a variety of skills." Developing "single systems of service," so that community agencies function in close cooperation with each other would, he said, also facilitate the placement of workers in a variety of positions.

The public hearing, conducted by State Senator Frank Padavan, was held to review the charges

of patient abuse and ineffective administration at Bronx Psychiatric Center made in a report issued by the state's Commission of Investigation. The hearing was held in an attempt, according to Senator Padavan, to evaluate the report and determine if conditions were as serious as charged.

Hugh F. Butts, director of Bronx Psychiatric Center, was the first person to appear before the committee. He said, in part, "Little concern has been focused on the effect of charges of 'ineptitude' and 'indifference' leveled at employees of this hospital. I wish to publicly commend the staff of Bronx Psychiatric Center for the stalwart manner in which they have conducted themselves during a very troubled period."

Dr. Butts responded to questions regarding how reports of violent incidents were filed and to what authority they were forwarded. He indicated that the reports went to the state mental hygiene regional office but that, until recently, the reports were not sent on a current basis.

Asked about thefts from the institution, and what, if anything, had been done to minimize the problem which some sources estimate to be about \$119,000 in state property per year, Dr. Butts described the problem of overseeing an institution which stretches over more than 100 unfenced urban acres.

He said that for three years an allocation of \$65,000 for a guard post had been dropped from the state's budget. Senator Padavan pointed out that a prefabricated guard house had been acquired by Creedmoor Psychia-

tric Center for substantially less money. He urged that Dr. Butts contact the administrators at Creedmoor for details about purchase of the guard house.

The next scheduled speaker was the chairman of the State Investigation Commission, David W. Brown. Instead, the SIC's first assistant counsel James Slater appeared. He was asked by Senator Padavan about the procedures which were used in compiling the report, specifically how incidents of alleged patient abuse were chosen for investigation and with what methods that investigation was pursued. There was a particular patient cited in the report, who testified at times that her assaulter was a Bronx Psychiatric employee; at other times she said it was her husband.

Mr. Slater avoided characterizing either the hospital or the report and responded carefully and factually, sparring verbally at times with Senator Padavan who, commenting that he had been given chairman Brown's assurances that Mr. Slater would be cooperative, said, "perhaps I should have subpoenaed Mr. Brown."

Blanche Sanchez, president of the Board of Visitors at Bronx Psychiatric Center was not optimistic about dealing with the state or with the administration of the hospital when it came to resolving patient care problems with which her group is involved. She said that if the state had acted when it was informed of problems at Bronx Psychiatric there would have been no need for the hearing at which she was testifying. Meetings with Dr. Butts, she said, were "low key"; and she seemed to feel that the results of those meetings were also low key.

"Violent incidents have accelerated," she said. "We need an adolescent unit." The greater number of suicides are committed by adolescents in seclusion cells, she said.

Mental hygiene therapy aides interviewed at the Bronx Psychiatric Center also expressed concern about the adolescent patient population. The aides said that the adolescents generate tension in wards with older patients and that the adolescents are generally the most assaultive toward the employees.

Ms. Sanchez requested that the following areas be investigated: the use of seclusion cells; drug use; unfreezing of staff funds, and the playing of the numbers at the hospital.

Restore Time To 4 Workers

QUEENS—Four employees of the Creedmoor Psychiatric Center have had time lost due to job-related injuries restored to them because of contract grievances filed in their behalf by the Civil Service Employees Assn.

According to Harold Krangle, CSEA field representative, the four employees involved had won the right to have their accrued lost time restored following hearings held before the Workmen's Compensation Board.

The administration of the psychiatric center, however, did not act to restore the lost time until the grievances were filed with the help of Terry Dawson, former local president, and Mr. Krangle.

Mr. Krangle termed the Creedmoor administration's reluctance to restore the time despite the WCB's directive as being "ridiculous" and "lacking in competency in dealing with even the simplest of tasks."

Those who have had time restored are Alberta Williams, 22 days; Barbara Dixon, 42 days; Mary Guy O'Connor, 106 days, and William Hawkins, 236 days.



WILLOWBROOK PICKETING

A main concern in Region II recently, with implications for union members throughout the state, is the effort by United Cerebral Palsy to take over patient care at Willowbrook Developmental Center. CSEA members are pictured demonstrating at UCP headquarters, Manhattan.

METROPOLITAN REGION 2

REGION OFFICERS

President: Solomon Bendet, New York City
First Vice-President: William DeMartino, Metro Labor
Second Vice-President: Dorothy King, Creedmoor Psychiatric
Third Vice-President: William Cunningham, Kingsboro PC
Secretary: Peggy Clark, Institute for Mental Retardation
Treasurer: John Eversley, NY Parole District
Regional Supervisor: George Bispham

REGION OFFICE

11 Park Place (Room 1210)
New York City, N.Y. 10007
Telephone: (212) 962-3090

SOUTHERN REGION 3



Regional Headquarters Office:
Old Route 9, North (RD 2)
Fishkill, N.Y. 12524
Phone: (914) 896-8180

By JAMES LENNON
CSEA Vice-President/Region III President

We are entering a new era of unionism at Southern Region in this year of 1977. At one time, unions were only concerned with the wages, hours and working conditions of their members. Now we are still vitally concerned with these basic functions of the labor movement, but we are moving rapidly into the area of helping to maintain the well-being of all of our members.

We are working to see that the people who belong to Southern Region of the CSEA get a good day's pay for their work and receive all of the benefits to which they are entitled as public employees. But to be truly happy on their jobs, they must be in good physical and mental condition, and we have spared no effort to make sure that they are provided with the maximum amount of health benefits. A recent example of our concern was in southern Westchester, Rockland and the Fishkill area where we were able to get a better dental plan for public employees.

An effort that goes even deeper into the personal lives of individuals is the Employees Assistance Program, which is a pioneering endeavor launched jointly by Southern Region of CSEA and the Department of Mental Hygiene's Mid-Hudson Region. This program, which began 14 months ago, is a pilot project undertaken for the 13,000 employees of the department's Mid-Hudson Region. The ultimate goal of the EAP is to extend it to include all 60,000 employees of the Mental Hygiene Department throughout the state and eventually all public employees in the State of New York.

The EAP is truly a new step in the history of labor and management and, to be successful, it requires the complete cooperation of both groups. Its purpose is to help save the jobs, and with it the physical and mental well-being of public employees afflicted with such problems as alcoholism, drug addiction, other physical and mental illnesses or financial or family difficulties.

The key element in the EAP is the coordinator, who is a person with the confidence of both labor and management. The employee with problems goes to see the coordinator as a friend and a fellow worker, who tries to find assistance that will enable him to solve his problems. Management has agreed that a request for assistance will not jeopardize an employee's job security or promotional opportunities and that all record of these requests will be strictly confidential.

SOUTHERN REGION is also moving ahead on other fronts in its battles in behalf of its members. One program in the health field—which the Region is considering when funds are available—would be to purchase and operate a Regional Health Van, which would travel to all chapters and units to provide blood-pressure screening and many other health-related examinations.

On the financial front, Southern Region is talking with area banks on the possibility of trying to provide members with low-cost loans and free-checking accounts. This could help members in many ways.

We also haven't forgotten our retirees and, to strengthen their position in CSEA, I have recently appointed a three-member committee to meet with Nellie Davis, statewide retiree chairman, to draw up appropriate resolutions which could be introduced at our convention and board meetings.

To continue to do the quality job that the CSEA and particularly Southern Region is used to doing, we definitely need more field staff. With the institution of the Agency Shop law, more dues money will be coming into the CSEA and I feel it is only right that some of these funds be used for more field staff in this large and growing Region.

SOUTHERN REGION has continued its perfect batting average in the challenges brought by the Building Service Employees International Union, winning last summer in the latest challenges in Rockland, Orange, Ulster and Sullivan counties. The SEIU has not been able to oust us in a single challenge election. It proves that the CSEA must be doing something right. My sincere thanks to a great staff and outstanding Region and Local officers for their full cooperation.

Caution Against Interference By Special Interests In CSEA Political Endorsements

By HERBERT GELLER

FISHKILL—A strong plea to prevent elected party officials from serving on CSEA political action committees that endorse political candidates was made by Southern Region III president James Lennon at a meeting Sept. 28 of Southern Region delegates to the Oct. 10 CSEA statewide convention.

Mr. Lennon proposed that new by-laws be enacted forbidding elected party officials—whether state or county—from serving on any CSEA political action committee.

"It is not fair to the CSEA and not fair to the candidates to allow people holding political party posts to serve on political action committees. We want PAC's choice of candidates to be as unbiased as possible," Mr. Lennon said.

CSEA's political action committee became a topic at the delegates meeting when Martin Langer, statewide PAC chairman, gave a report to the members. Mr. Langer, who is a Southern Region member, pointed out that a total of \$690,000 will be available to the CSEA for political action. It will come through the allocation of \$2.60 a year from each member's annual dues.

Election Laws

In compliance with election laws, members have the right to refuse this contribution, Mr. Langer said.

A total of 66 percent of the PAC money will go to the six regions, so that each region will receive about 11 percent of the statewide funds. No region will get less than \$10,000, Mr. Langer said. The remaining 34 percent will be used for statewide CSEA activities.

The statewide fund would be administered by a trusteeship council consisting of the statewide CSEA officers, the six regional presidents and four members elected at large throughout the state.

Each region will be able to endorse all local candidates and those running for the State Senate and Assembly in their areas. The funds that are allocated to each region for political action can be administered by that region, Mr. Langer said.

Employees' Best Interest

The statewide PAC chairman advised that endorsements of candidates be carefully weighed by all political action committee members as to what would be the best interests of public employees and the CSEA in these endorsements. In some cases it might be wise to be neutral, Mr. Langer said.

Marie Romanelli, Southern Region III second vice-president, asked if the new rule was being complied with, that provides that



Putting their heads together to discuss the regional program are, from left, field representative John Deyo, second vice-president Marie Romanelli, regional supervisor Thomas Luposello and third vice-president Rose Marcinkowski. (Leader photos by Ted Kaplan)

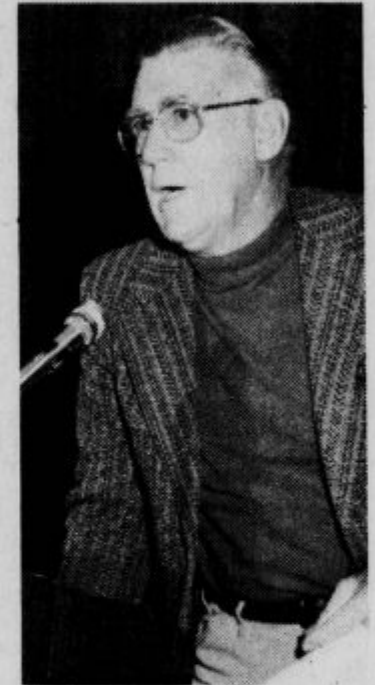
all convention delegates be notified 30 days in advance of the state convention of all proposals to be brought up on the convention floor.

Local presidents have received such notification but notices were not sent to other delegates, she said.

President Lennon said he would check on this at the convention. He also pointed out that it was the Southern Region that established both the 30-day rule and a convention meeting of delegates so that those attending the statewide convention would be thoroughly informed.

A lot of information on all proposed revisions of the CSEA constitution and by-laws to be discussed at the convention was given by Kenneth Cadieux, statewide chairman of the committee for the revision of the constitution and by-laws.

Clarence Lokey, secretary of Retirees Local 917 for Orange, Ulster and Sullivan Counties, read a letter from his chapter (Continued on Page 19)



Orange-Ulster-Sullivan Retirees Local 917 secretary Clarence Lokey urges that priority be given to retiree membership drive.



CSEA director James Welch (Executive), right, accompanied by Jerry Brewster, arrives at meeting to talk with members of State Police locals. Both men are affiliated with New York State Police Headquarters Local 697 in Albany, where Mr. Welch is Local president.

SOUTHERN REGION 3

REGION OFFICERS

President: James Lennon, East Hudson Parkway Authority
First Vice-President: John Clark, Letchworth Village
Second Vice-President: Marie Romanelli, SUC at New Paltz
Third Vice-President: Rose Marcinkowski, Walkkill Correctional
Secretary: Trisha Graff, Rockland Psychiatric
Treasurer: Rose Mary K. Smith, Rockland Psychiatric
Regional Supervisor: Thomas Luposello

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SATELLITE OFFICE
196 Maple Avenue
White Plains, N.Y. 10601
Telephone: (914) 235-2816

West Against Honorariums



James Jarnot, left, delegate from Buffalo Local 003, and Peter Blaauboer, president of that group, are attentive to remarks made by regional president Robert Lattimer during the State Division meeting.



A meeting was also held during the weekend for Region VI members of social service units so that they might be oriented, by a statewide CSEA committee, about how changes in state regulations will affect them. From the Wayne County Local are, from left: Dorann Cole, Joan Fisher and Gail Townsend.

(Continued from Page 14)
 "The matters are not all pleasant," he said:

—The Western Region president said that CSEA headquarters in Albany was waiting for printing to be completed on the last of the four separate Bargaining Unit contracts, which would then be distributed.

—In response to a letter sent to Gov. Hugh Carey regarding his veto of a bill providing that employees not be charged for days lost as a result of last winter's blizzard, Mr. Lattimer received a reply from Donald Wollett, director of the Office of Employee Relations. The explanation provided by Wollett was that if the Governor had signed the bill, he would have been granting employees a benefit not won in collective bargaining, which, he indicated, could "encourage employees to make end-runs" around the collective bargaining process.

—The Public Employment Relations Board was to have ruled last week on whether to permit a challenge to the CSEA's Professional, Scientific and Technical Unit by the Service Employees International Union.

—Mr. Lattimer was critical of a lack of response to a letter which he sent to Local presidents on July 19 asking for the names of people to staff a committee to

investigate how working conditions could be improved for PS&T personnel. "Some Local presidents did not take the time, or have the ambition," to answer the letter, Mr. Lattimer said.

Following state committee reports, regional attorney Steven Wiley responded to several questions including one posed by Stewart Bowdon, vice-president of the State School for the Blind Local 200, regarding the constitutionality of the Taylor Law. Mr. Wiley said the union's intention should not be the elimination of the Taylor Law, but its modification, specifically to effect changes in the penalties for striking. Having the law however, according to Mr. Wiley, is better than having no rights at all against an employer.

Mr. Wiley also addressed the change in the union contract re-

garding compensation after an on-the-job injury. The first ten days out of work are now applied against the individual's sick time. If there is a recurring absence resulting from the same injury, Mr. Wiley indicated that sick time could not again be deducted.

Mr. Lattimer noted his concern about the harassment of Local leaders by personnel administrators. "Some personnel people attempt to have Local presidents sign agreements limiting the time during which union business can be conducted," he said.

Characterizing himself and regional supervisor Lee Frank as "the traveling goon show," he asked the members to "make us aware of problems as they happen," so that he and Mr. Frank could travel wherever necessary to confront management about this problem.

Mr. Lattimer told county members to contact the regional office with problems. "Whatever you feel you want from the Region, we are there; one thing which we're not is clairvoyant."

General Business Meeting

Mr. Frank, Region VI supervisor, praised the work of Monroe County president Martin Koenig and his Local's crisis committee for the success of that group's recent strike.

Mr. Koenig and Ramona Gallagher, regional political action committee co-chairmen, reported on the progress made in setting up a mechanism to assess each member an amount of money for political action, and to have those funds strictly regulated. Currently the Local makes its recommendation for use of such funds to the Region, which forward the suggestion to a statewide board of trustees.

Also, attending a separate meeting at the Trenholm East Inn were Region VI members of social service units receiving orientation about changes in regulations, from members of a statewide social services committee.

The Friday evening through Saturday Region VI meeting was hosted by Ontario County Local 835.

Honor McGowan

CHEEKTOWAGA — Western Region VI of the Civil Service Employees Assn. will hold a reception Oct. 21, in honor of CSEA president William L. McGowan, at the Executive Hotel, 4243 Genesee Street, Cheektowaga, starting at 7 p.m.

Tickets are \$5.00 per person and may be obtained through the Regional office, (716) 634-3540. Deadline for tickets is Oct. 14.

Capital Region Organizes For New Term

(Continued from Page 8)

Jean Book, Samuel Ciraulo, Ernst Srtoebel, Richard Doucette, Ronald Galinski, Gerald Toomey, Betty Lennon and Earl Kilmarlin. In addition to these members, the board includes all the Region officers and the corresponding secretary.

Mr. McDermott stated that at the last CSEA Board of Directors' meeting a motion was made during the budget committee report to give each board member a maximum honorarium of \$1,000, predicated on \$100 for each meeting they attend.

After much discussion, the motion was referred back to the statewide budget committee. Mr. McDermott advised members to talk to their Board members and express their opinion on honorariums.

A tentative budget was presented by Norma Paige and was accepted. She stated that a finalized budget with minor changes would be made shortly.

Nonie Johnson announced plans for the fall workshop to be held Nov. 18-20. A motion

was made by Earl Kilmarlin to hold it at the Queensbury Hotel in Glens Falls; the motion was accepted.

Betty Lennon reported that the education committee is making plans for a stewards' training program sponsored by Cornell University and a program on parliamentary procedure to be presented at the workshop. She added that the committee is also planning four mini-workshops on disciplinary problems to be held throughout the Region.

Jean Myers reported that the political action committee has held a few meetings already and urged Locals to supply her with a list of members for their political action committees. She reminded them that the deadline for submission of endorsements and particulars is Oct. 7.

She stated that the Board of Directors recommended that \$2.60, 50 percent statewide and 50 percent regionwide, be set aside for the political action fund. After much discussion with the statewide committee, it was de-

ecided that a recommendation would be made to the Board of Directors changing this to 34 percent for the statewide and 66 percent for the regions. This will only be a one-year split, she said, and may be re-examined and changed after elections.

Mr. McGowan spoke about a ceremony to be held in honor of Chester Arthur, a United States President from New York State, who introduced civil service legislation on the federal level when he was in office. The CSEA, he said, has been honored by an invitation to participate in the ceremony.

Mike Palumba, of the Department of Audit and Control, expressed some concern over the guidelines for the new employees benefit program in the state, commenting that in his agency, members are often harassed for signing up to take courses. Mr. McDermott promised to look into the matter.

Paul St. John, of the Department of Transportation, reported that he was recently elected to the Federal Credit Union Board,

and advised that every state member can join. He added that 90 percent of the participants are CSEA members and 10 percent are management, while on the Board of Directors 90 percent are management and 10 percent are CSEA. Their assets are over \$500 thousand and could go up to \$100 million, he said, urging members to pick up the literature which he has made available.

The meeting was concluded with a recommendation by John Wyngaard that delegates for the convention get together beforehand to discuss issues which will come up and to prepare to have more individuals stand up and speak.

Good Relations In Central Region

(Continued from Page 9)

burg was cited by Mr. Moore for all his work in connection with the approval of new Ogdensburg psychiatric facilities. "It was the CSEA that pulled everybody together and headed them in the right direction," Mr. McCarthy said of the successful effort.

Moir Greiner of SUNY Oneonta took over from Jim Currier, president of the Fort Schuyler Local, as president of the Regional political action committee. That committee approved requests for funds from various delegates and approved endorse-

ments, which will be announced by the Regional president.

Mr. Currier, in thanking committee members for their help in his year as committee head, said "we had a landmark year and we got it one way—involvement. The proof of our hard work is in the bills passed and in the bills we managed to stall or keep from being voted on or enacted. Remember that success is not always measured by what's been passed."

Mr. Moore cited Bill O'Neill and Bob Vincent, of Upstate Medical Local 615, for their work

in arranging the convention and thanked that Local for hosting the meeting.

Other special guests at the convention included Joseph McDermott, Capital Region president; Jack Gallagher, statewide treasurer; Tom McDonough, executive vice-president; Irene Carr, statewide secretary; Joe Dolan, assistant executive director for local government; Jack Carey, assistant executive director for state government; Thomas A. Gilmarlin Jr., retiree coordinator, and Frank Martello, regional field supervisor.

Southern Region

(Continued from Page 18)

officers asking Southern Region to back the following proposals for retirees:

1. To amend an act of the Legislature to make retirement permissible for those reaching 65 on April 1, 1978, and for subsequent years. Present legislation only applies to those reaching 65 in 1977.

2. To press for passage of a \$2,000 death benefit and a dental health plan, the same as now available for full-time employees.

3. To request revision of the CSEA charter to include retirees in the organization with limited rights to vote in regional elections. "We would like to be part of the family," Mr. Lokey said.

"We also urge that our new CSEA president, William McGowan, have CSEA go all-out to get as many as possible of the 86,000 retirees who are not members to come into the organization. This should be a priority item," Mr. Lokey concluded.



Constitution and by-laws chairman Kenneth Cadioux holds up copy of Leader in which proposed amendments were published to allow informed discussion to take place prior to convention, when they will be voted upon.



TREASURER'S PERSPECTIVE

By JACK GALLAGHER
CSEA Treasurer

As we attend the fall convention of CSEA, Inc., I feel we may have come to a major point in the history of our great union. After two years of extremely difficult financial stress there is a ray of hope. The prior two years resulted in a combined loss of over 1.5 million dollars, but with everyone beginning to pay their share through the Agency Shop fee, our future financial picture will be much brighter. The income generated through the collection of the Agency Shop fee should approach three million dollars this fiscal year.

I hope that our fellow employees who formerly did not choose to belong to our union will be so inclined now. It is only with swelling membership rolls that we can bargain for the kind of contracts our membership deserves. We will be flexing some of our new financial strength with the formation of a political action fund, which will accumulate over one half million dollars in this fiscal year alone. Won't those politicians who view CSEA as a "paper tiger" be surprised!

There is much to do both at the Association Headquarters and in all Locals as we grow financially. At Headquarters I will pursue the collection of agency fee income wherever we have a clause that entitles us to it. In those areas where this provision is not part of the contract, we will attempt to have it installed, so that all who benefit from our negotiations pay their proportionate share of the costs. On the local level, a strong executive board must proceed in an orderly and responsible fashion in administering the budget of the Local. They must be accountable to the membership for their actions and must keep accurate records of all financial transactions. I plan to hold seminars in all the Regions to aid newly elected Local officials in the performance of their fiduciary responsibilities.



McGOWAN, CSEA HELP FUND-RAISING DRIVE

The Civil Service Employees Assn. is helping the fund-raising and publicity aspects of the "Very Special Arts Festivals." New York State co-chairman, Vivienne Anderson, is shown here measuring CSEA president William L. McGowan for a "Very Special" T-shirt. The group sponsors festivals throughout the state each spring and summer featuring the crafts and art work produced by handicapped children, and demonstrates how such children can be helped by arts programs. The CSEA represents more than 60,000 people working in institutions for the handicapped in the state. Fund-raising kickoff for the festivals will be Nov. 11-13.

Special Statewide Delegates' Meeting Tentative Program, October 10-14, 1977

MONDAY, OCTOBER 10

1:00 p.m.-6:00 p.m.
4:00 p.m.-5:30 p.m.

7:00 p.m.-8:00 p.m.
8:30 p.m.-10:00 p.m.

Registration and Certification of Delegates (Promenade Lobby).
Workshop—legal services for CSEA members (Roman Room).
Joseph Conway, chairman, statewide legal assistance committee, presiding. Thomas Linden, staff coordinator, Richard Burstein, Ass't Counsel.

Dinner for all Delegates.

State Departmental Meetings:

- Mental Hygiene (Doric Room)
- Transportation (Ionic Room)
- Health (Room A231)
- Labor (Room A224)
- Social Services (Room A226)
- State Police (Board Room)
- Education (Room A233)
- Correctional Services (Athenian Room)
- State University (Roman Room)
- Environmental Conservation (Room A229)
- Tax and Finance (Grecian Room)
- Division for Youth (Room B)
- Commission for Human Rights (Room A228)
- Executive Dept. and Armories (Room A227)
- Thruway Authority (Room A230)

TUESDAY, OCTOBER 11

8:00 a.m.-9:00 a.m.
9:00 a.m.-5:00 p.m.
9:30 a.m.-12:30 p.m.

9:30 a.m.-12:30 p.m.

9:30 a.m.-12:30 p.m.

1:00 p.m.-2:00 p.m.
2:30 p.m.-5:30 p.m.

2:30 p.m.-5:30 p.m.

2:30 p.m.-5:30 p.m.

7:00 p.m.-8:00 p.m.
8:30 p.m.

Breakfast for all Delegates.

Registration and Certification of Delegates (Promenade Lobby).

State Bargaining Unit Meetings:

- Administrative Unit (Doric Room)
- Institutional Unit (Little Club)
- Operational Unit (Roman Room)
- PS&T Unit (Ionic Room)
- Authorities (Room A230)

County Delegates Panel Discussion:

1. Statewide Probation (Room A234)
James Brady, chairman, Nels Carlson, coordinator
2. Statewide Social Services (Spartan Room)
Richard Tarmey, chairman, Philip Miller, coordinator
3. Statewide Non-Teaching School District Employees (Grecian Room)
Edward Perrott, chairman, Danny Jinks coordinator
4. "CETA Revisited" (Corinthian Room)
John Curtin, New York State Dept. of Labor, Joseph J. Dolan, ass't executive director, moderator; Joseph Lazarony, chairman, County Executive Division, presiding.

Retirees Meeting (Athenian Room)

Thomas A. Gilmartin, staff coordinator

Lunch for all Delegates.

State Division Delegates Meeting (The Columns) William Deck, chairman, State Executive Committee, presiding.

County Division Delegates Meeting (Cordillion Room) Joseph Lazarony, chairman, County Division, presiding.

Retirees Meeting (Athenian Room)

Thomas A. Gilmartin, staff coordinator.

Dinner for all Delegates.

Education Programs:

- "The Future Economy of New York State and Its Impact on Public Employees" (Cordillion Room) John S. Dyson, Commissioner, New York State Dept. of Commerce.
- "Emotional, Social and Financial Factors affecting Retirement" (The Columns) Celeste Rosenkranz, chairman, statewide education committee; Edward Brown, actuary, New York State Employees Retirement System.

WEDNESDAY, OCTOBER 12

8:00 a.m.-9:00 a.m.
8:30 a.m.-9:30 a.m.
9:00 a.m.-12 Noon
9:30 a.m.-12:30 p.m.

1:00 p.m.-2:00 p.m.
2:30 p.m.-5:30 p.m.

6:30 p.m.-7:30 p.m.

7:30 p.m.

Breakfast for all Delegates.

Seminar on Parliamentary Procedure (Athenian Room).

Registration and Certification of Delegates (Promenade Lobby).

First General Business Meeting (Imperial Room)

Presiding: William L. McGowan, CSEA president

Welcome—David Kauffman, chairman, Sullivan County

Board of Supervisors

Parliamentarian—Richard S. Kain, American Arbitration Assn.

Lunch for all Delegates.

Business Meeting for all Delegates (Imperial Room).

Speaker: Senate Majority Leader Warren Anderson

Cocktail Party (The Columns)

Compliments of Ter Bush & Powell and Travellers Insurance Company

Dinner for all guests.

THURSDAY, OCTOBER 13

8:00 a.m.-9:30 a.m.
9:30 a.m.-12:30 p.m.
1:00 p.m.-2:00 p.m.
2:30 p.m.-5:30 p.m.
7:00 p.m.-8:00 p.m.

8:00 p.m.

Breakfast for all Delegates.

Business Meeting for Delegates.

Lunch.

Business Meeting for all Delegates (Imperial Room).

Speaker: Assembly Speaker Stanley Steingut

Cocktail Party (The Columns)

Compliments of the Concord Hotel

Delegate Banquet

FRIDAY, OCTOBER 14

8:00 a.m.-9:00 a.m.
9:30 a.m.-12:30 p.m.

Breakfast.

Business Meeting for all Delegates (Imperial Room).