

# Civil Service LEADER

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Friday, February 4, 1977

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## Retiree News

— See Page 16

## CSEA To Governor: "What's Good For The Goose Is..."

ALBANY—The Civil Service Employees Assn. has reported that Gov. Hugh L. Carey paid his own staff salary increases of over \$51,000 during the first nine months of the current state fiscal year while he imposed a wage freeze on most other state employees.

The CSEA said the 145,000 state workers the union represents received no salary increases this fiscal year under a Carey-mandated wage freeze, but that Governor Carey "rewarded the political appointees on his own staff with raises ranging from \$500 to \$8,500 in contradiction of his public position of a program of fiscal restraint during the current fiscal year."

The CSEA released a list of 32 members of the Governor's staff who, the union says, received salary increases totaling \$51,065 between April and December of 1976. Additionally, the union's list shows an individual paid at an hourly rate of \$250 who received \$2,500 for only ten hours of work during that period.

The CSEA and the State are locked in a bitter negotiations dispute over salary increases and other contract improvements for the 145,000 state employees the union represents for the coming fiscal year beginning April 1, 1977. Contract talks broke down several weeks ago and subsequent mediation efforts failed. The dispute is presently in formal fact-finding under provisions of the state's Taylor Law which gov-

(Continued on Page 9)

## CSEA Legislation Listing Prepared

ALBANY—A summary of proposed legislation affecting public employees has been prepared for the Civil Service Employees Assn., and distributed to the CSEA executive director, the two assistant directors, to the 13-member statewide CSEA political action committee and to the union's lobbyists.

The report, in three-ring binder form, will be supplemented with updates on legislation as changes occur.

Bernard Ryan, the CSEA's director of political action, prepared the report. It includes not only the descriptions of proposed legislation, but also data on recent elections, lists of members of the standing committees of the state legislature, legislators' phone numbers, home addresses, and room numbers in the capitol.

"All of this will be extremely useful to our members in their attempts to reach their legisla-

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### OLD FRIENDS ARE THE BEST FRIENDS

In the history of the Civil Service Leader, there have been only three editors. As a result, many lasting relationships have developed between the newspaper staff and public employees throughout the years. Thus, it was no surprise that Max Lehman, editor during the '40s and early '50s, should show up at Sam Emmett's retirement party recently. Mr. Lehman, above, is now director of special studies for the state charter revision commission for New York City. See page 16.

## Set February 7 In Albany For First Fact-Finding

ALBANY—Fact-finding hearings in the contract dispute between the State of New York and the Civil Service Employees Assn. will be held on Feb. 7-8, 1977, according to Theodore W. Kheel, chairman of the fact-finding panel.

The sessions will be held in the Regents Conference Room, State Education Building, Washington Ave., Albany, beginning at 10 a.m. The panel has announced that the morning ses-

ion on Feb. 7 will be open to the public and the press. The balance of the hearings will be business sessions limited to the parties and their support staffs.

John Sands, associate professor of law at Albany Law School, has been designated by the panel as liaison between the parties and the panel prior to the hearings. Professor Sands has indicated that arrangements have been made for both parties to submit briefs containing positions and supporting evidence to the panel by Jan. 28, and rebuttal briefs by Feb. 4.



## Emerging Issues Will Test Skills Of New Assembly Leaders

THE emerging issues in the Legislature will push to the outermost limits the talents and skills of the new

(Continued on Page 6)

## Suffolk's 4-Year Pacesetting Pact Wins Heavy Tally

HAUPPAUGE—With an overwhelming vote of approval, members of the Suffolk Local 252 of the Civil Service Employees Assn. ratified an unprecedented four-year contract in balloting that concluded Friday.

The tally was 1,945 to 812 in the white-collar group and 578 to 193 among blue-collar members.

James Corbin, president of the local, hailed the vote as the beginning of a period of labor peace for four years.

The county legislature was expected to enact the settlement Tuesday, Feb. 1. Corbin said that checks reflecting increments were expected the second payday in February. Retroactive checks for increments from Jan. 1 were expected to be issued by the end of February. Payments for new clothing allowances were expected in March.

The deal was considered a breakthrough that may set the pace for unions throughout the state and nation.

The contract restores increments that had been disputed, eliminates a threat of layoffs, creates a new top step with a \$1,250 increment, provides increases for top step employees

of 4 percent next year, 5 percent the following year and the cost of living in the final year, plus a host of fringe benefits.

### Inside The Leader

Save 44 Jobs In Pilgrim Alcoholism Program Phaseout

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Lincoln Holiday Rules Vary Among 4 Units

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Monroe In Impasse, Ontario Talks Stall

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CSEA Still Choice In Middle County

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Legislative Chairmen

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Latest State Eligibles

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## Court Transfer Proposals To Be Presented To Board

By JANE BERNSTEIN

ALBANY—A series of proposals dealing with the impending April 1 transfer of all local court employees to the state payroll will be presented to the Board of Directors of the Civil Service Employees Assn. Feb. 10 for approval.

The tentative plans were formulated by the CSEA ad hoc committee concerned with the new court legislation, at a Jan. 27 meeting at union headquarters.

The committee addressed itself to problems the transfer may produce, including questions of

(Continued on Page 14)

## Plan To Drop Merit System Called "Return To Spoils"

ALBANY—The Civil Service Employees Assn. has attacked a plan to completely revamp the state's civil service system as "a blatant, bold-faced effort to revert to the political spoils system of a century ago."

CSEA president Theodore C. Wenzl warned that adoption of the proposed plan

"would lead to politics and nepotism" and said that the CSEA "is strongly opposing the plan."

The revamping recommendation was made last week by the New York State Personnel Council, comprised of personnel managers in each of the state's departments and agencies. Dr.

Wenzl said the report "was the product of a select group of self-serving personnel managers who would obtain a key role in helping determine who gets hired, who gets promoted, who gets a pay raise, and who does not." Among other changes, the re-

port recommends elimination of guaranteed incremental raises based on seniority and replacing them with raises based on appraisals and recommendations of supervisors and review committees; ending of the "rule of

(Continued on Page 14)

# Merger With Hoch Psychiatric Meets Protest At King's Park

**KINGS PARK**—Employees and patients of Northeast Nassau Hospital voiced their protest last week over a plan to merge their unit with Hoch Psychiatric Center.

The move involves the transfer of about 130 adult patients and 100 employees. It is part of the State Department of Mental Hygiene plan to centralize mental care for Nassau County adults at Hoch, which is located on the grounds of the Pilgrim Psychiatric Center. Northeast Nassau is part of the King's Park Psychiatric Center.

Shortly after patients and employees were informed of the move on Jan. 24, an ad hoc patients group began to circulate a petition against the move. Within a short time, they collected 66 signatures.

Gregory Szurnicki, president of the Civil Service Employees Association in Kings Park, reacted to the merger as "highly contradictory to the state's plans for deinstitutionalization."

Mr. Szurnicki explained that King's Park is situated in one of Long Island's most beautiful areas on the shore of Nissequogue River and the Long Island Sound. Patients are welcomed in town, which is less

than 2,000 feet from most of the buildings at Northeast Nassau, he said.

"Now they want to take people and put them in Pilgrim, which has poorer facilities, larger and more impersonal buildings, and which is landlocked by the surrounding highway system. If ever a hospital could be described as an institution it is Pilgrim. King's Park is almost a half-way house by comparison. It seems a complete turnaround of the state's policy," he added.

The patient's petition is being circulated among parents and relatives of patients as well as among the patients themselves. It charges that Hoch Psychiatric Center is isolated from population centers, is poorly landscaped and lacks the quality of rehabilitation services available at Northeast Nassau.

David Reynolds, Long Island regional director of the Mental Hygiene Department, said Hoch and Northeast Nassau are too small to be run as independent hospitals "offering all necessary services to patients."

Mr. Reynolds said, however, that there "are no large financial savings involved in the consolidation of the two hospitals. We don't intend firing anyone or laying anyone off."



## PARTY HELD IN NASSAU

The Nassau County Department of Recreation and Parks and the Civil Service Employees Assn.'s Nassau chapter held a party at the Salisbury Restaurant in Eisenhower Park, East Meadow. Flanking Thomas Gargiulo, president of the recreation department unit, are, from left, Nicholas Abbatiello, second vice-president of the County chapter; Ralph Natale, first vice-president; Nat Zummo, and Mike Aiello, field representatives.

# LI Alcoholism Program Cut: CSEA Arranges 44 Transfers

**BRENTWOOD**—The Civil Service Employees Assn. Pilgrim Psychiatric Center Local has arranged for the transfer of 44 employees due to be terminated as part of the closing of the alcoholism rehabilitation program here.

The 60-bed unit will be closed April 1 as part of a \$1.2 million budget cut of five state mental hospital rehabilitation programs in the southern area of the state.

Betty Duffy, president of the Pilgrim CSEA local, said that the union had arranged to transfer 44 of the 47 employees to other positions in the hospital. The remaining three employees have not been placed because there are no comparable positions for them.

Last year, 265 patients from Long Island and New York City were admitted and treated in Pilgrim's eight-week program. All admissions stopped on Jan. 25 when word was received from the state budget department that funding for the alcoholism unit would end at the start of the fiscal year.

The closing of the Pilgrim program leaves the 90-bed rehabilitation unit at Central Islip Psychiatric Center as the only facility for treatment for Long Island's alcoholics. Orman Crocker, executive director of the Long Island Council on Alcoholism, estimates that there are

approximately 30,000 alcoholics in Nassau and Suffolk. Private treatment for alcoholism costs between \$125 to \$150 a day in Long Island alcoholic clinics. "Few people can afford that price tag," Mr. Crocker said.

"All the employees of the alcoholic unit can be regrouped for the program if it is reinstated," said Ms. Duffy. "The state said they would transfer alcoholism to the community but no facilities are available," she added.

The office of Mental Hygiene

Commissioner Lawrence Kolb said that the alcoholics who were receiving treatment at the Pilgrim facility should be able to find treatment in the community. But Lewis Kurke, Suffolk County director of community mental health, said no alternative facilities are available.

"There was no planning for community alternatives before the decision was made by the state to close out the alcoholic rehab unit at Pilgrim," Dr. Kurke said.

## 2 Jobs Test Until Feb. 7: Need Mechanical Training

**ALBANY**—Job-seekers with some training or experience in mechanics can apply to the State Civil Service Department until Feb. 7 for two performance tests to be held in February.

**Maintenance assistant mechanic** (exam 27-101) requires either two years' repair shop experience; graduation with an AAS degree in auto or diesel technology; graduation with an AOS degree plus six months' experience, or graduation from a high school technical or vocational program in auto mecha-

nic plus one year's experience. The assistant level pays \$7,616.

**Motor equipment mechanic** (exam 27-626) pays \$9,546 and requires four years' experience or technical school training. The jobs are upstate.

For further information contact the State Civil Service Department.

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## Mediators, Fact-Finders Named To CSEA Contracts

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

Theodore Gerber, of PERB's Albany office, to the dispute between the County of Warren and the Civil Service Employees Assn.

Jack Ginsburg, of PERB's Albany office, to the dispute between The Hospital, Sidney County, and the CSEA, Delaware County.

Frank McGowan to the dispute between the City of Rye and the CSEA, Public Works unit, Westchester County.

Mr. McGowan to the dispute between the Village of Ossining and Village of Ossining unit of the CSEA, Westchester County.

The following fact-finders were also appointed:

Thomas Kochan, of Ithaca, to the dispute between the County of Steuben and the CSEA.

Mr. McGowan, of PERB's New York City office, to the dispute between the City of Rye and City of Rye Clerical unit of

the CSEA, Westchester County.

Sally Gillespie, of Binghamton, to the dispute between the City of Elmira and Elmira City unit of the CSEA, Chemung County.

## Teacher Raise In Warrensburg

**ALBANY**—A Public Employment Relations Board fact-finder has recommended increasing the base salary for teachers in the Warrensburg Central School District, Warren County, to \$9,000.

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## Lincoln Holiday Rules Vary Among 4 Units

ALBANY—Lincoln's Birthday, Feb. 12, falls on a Saturday this year. As a result, state employees covered by contracts of the Civil Service Employees Assn. will be allowed to take another day off with pay, instead of Feb. 12.

For their official records, employees in the state's Professional, Scientific and Professional Bargaining Unit should list the day they take instead of Feb. 12 as a "holiday."

Employees in the other three statewide CSEA bargaining units should record the day they choose to take off instead of Feb. 12 as a "vacation" day.

John M. Carey, the CSEA's assistant director for the State Division, reminds employees in the Administrative, the Operational and the Institutional Bargaining Units that at no time will they be allowed to accrue more than the maximum of 40 vacation days. Therefore, employees who will have accrued those 40 days between now and Feb. 12 should take a vacation day before then. Otherwise, a day will be lost, for paid vacation purposes.

## CSEA Clarifies Option Insurance Revisions

ALBANY—In an effort to clear up confusion concerning the revision of the Basic Group Life Insurance Plan, to become effective May 1, 1977, the Civil Service Employees Assn. has clarified several particulars.

The major feature of the revision is that, effective May 1 and without evidence of insurability, all participating members, men and women, can obtain the same life insurance benefits at the same low rates. Presently, men are covered under the plan's "Option A," which offers higher benefits, and women are covered under "Option B."

Under the revised plan, effective May 1, all women presently covered under "Option B" will automatically be increased to the amount of life insurance as insurance indicated under "Option A," meaning that insured women members will then be insured for the same maximum amount of coverage as their men counterparts at identical age and salary brackets, unless they specifically request to stay under "Option B."

### Must Sign Card

For various reasons, some members may desire to have or retain "Option B" coverage. Those that do must sign and return by March 1, 1977, a card recently mailed to each insured member, otherwise benefits will automatically be under "Option A."

Insured members may have either "Option A" or "Option B" coverage, but not both. "Option B" is not additional insurance. The CSEA spokesman said that members who have, through confusion or misunderstanding, already mailed in their card asking for "Option B" coverage on the assumption it was additional coverage but who really prefer "Option A," should contact "the CSEA so that their coverage will not be changed to or remain at "Option B."

## Ⓞ CSEA calendar Ⓞ

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

### FEBRUARY

- 7—Rochester DOT chapter 506 meeting: 5:15 p.m., Red Lobster, 655 Jefferson Rd., Henrietta.
- 9—Orange-Ulster-Sullivan Retirees chapter 917 meeting: 2 p.m., Middletown Psychiatric Center, Kiner Building, Room 210.
- 10—Statewide Board of Directors meeting: Quality Inn, Albany.
- 10—New York State Employees Brotherhood Committee luncheon: 1 p.m. (registration, 9 a.m.), Grand Ballroom, Roosevelt Hotel, Madison Avenue and 45th Street, Manhattan.
- 15—New York Metropolitan CSEA Retirees chapter 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.
- 16—Nassau chapter 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.
- 16—Buffalo chapter dinner meeting: 5:30 p.m., Statler Hilton Hotel, Buffalo.
- 23—Nassau County Retirees meeting: American Savings Bank, 1960 Hempstead Turnpike, East Meadow, L.I.
- 24—Long Island Region I executive council meeting: 7:30 p.m., Region office, 740 Broadway, Amityville, L.I.

### MARCH

- 7—Capital Region IV meeting: 5:30 p.m., Thruway Hyatt House, Washington Ave., Albany.

# Negotiations At Impasse For Monroe County CSEA

ROCHESTER—Monroe chapter of the Civil Service Employees Assn., the largest employee union in Monroe County with its 4,200 members, has declared an impasse in its negotiations with the county.

The chapter is one of three county employee unions that have declared impasses in contract negotiations here.

Negotiations are tense this year because of the 1977 county budget cutbacks, which resulted in the laying off of 276 persons and the chopping of salaries of many other employees.

The CSEA has begun a lawsuit against the county challenging the pay cuts as illegal.

Employees earning \$12,000 to \$20,000 had their paychecks cut 5 percent beginning this month. Those earning more than \$20,000 a year were hit with a 10 percent cut.

The 276 layoffs were 89 fewer than the county administration's original estimate. Fifty-eight received layoff notices but landed other county jobs, in most cases lower paying.

County administrators had estimated it would take 365 full-time employee layoffs to save the \$3.3 million ordered by the county legislature.

Ronald J. Beckwith, county manager of personnel, said it's possible that a few more employees on the layoff list might get other county jobs that recently have become vacant. A few more may qualify to be rehired under a federal employment grant for which the county has applied, he said.

Only about 90 employees who

received notices had Civil Service "bumping" rights, which enabled them to claim a lower job, bumping the employee there out of work. Another 10 to 12 had civil service rights to claim jobs provisionally held by other em-

ployees.

Some employees were disgruntled to learn that the lump-sum payment for vacation and "comp" time will be reduced 5 percent and 10 percent to reflect salary reductions.

## Lattimer Says Carey Ignoring Agreement

ROCHESTER—About 140 delegates from the Western Region of the Civil Service Employees Assn. met here recently in a closed-door strategy session on stalled contract talks for state workers and layoffs of employees in Monroe County.

"We've got state employees who haven't had a raise in three years and a governor who's not living up to his negotiating agreements," said Robert L. Lattimer, region president. "We also are looking at layoffs in Erie County and other places."

Restrictions on government employees imposed by the Taylor Law prevented Lattimer from reviewing possible steps workers might take to fight layoffs or press for pay raises, he said.

"These are difficult times for everyone in the public sector," he said. "Perhaps the workers who do the public's business can come up with some alternatives to the problems of services and job cutbacks as well as the impact of cost rises on workers."

Gov. Hugh L. Carey, dealing with a huge budget deficit has backed out of an agreement with

state workers for a "substantial" negotiated raise this year, Mr. Lattimer said.

"We have to be cautious about what we say," he said "We are very worried about how we are treated in the media. We are the whipping boy blamed for everything wrong in the state."

## Rensselaer Filing

TROY—The Rensselaer County Civil Service Commission has opened filing until Feb. 16 for a March 19 open competitive examination — associate research analyst (exam no. 65-028).

The job pays \$11,502 and requires either a master's degree and one year's experience; or a bachelor's degree and two years' experience, or an equivalent combination of training and experience.

## Ontario CSEA Talks Stalled On 3 Issues

ROCHESTER — The Ontario County Civil Service Employees Assn. chapter has announced that talks remain stalled over three major issues—salary, sick leave and health insurance.

County employees have been working without a contract since Jan. 1 and both sides have met twice with a state fact-finder.

The CSEA has proposed a two-

year contract with a 6 percent salary increase each year, while the County has proposed a one-year contract with a one-time "bonus" of \$200 for most workers.

The CSEA also opposes changes the County has suggested in present sick leave and health insurance policies.

## Seek Nominations For NYC Chapter

MANHATTAN — Nominations will be accepted until Feb. 17 for the Civil Service Employees Assn.'s chapter 010, representing state employees in New York City.

Chapter nominations committee chairman Irving Goldberg said the committee will meet on that date to select candidates for officers and executive committee delegates from the various work locations.

Suggestions or requests for nomination should include a resume of the candidate's qualifications. They should be mailed to Mr. Goldberg at the chapter office: Room 900C, 80 Centre St., New York City 10013.

The committee met last week to set up guidelines for the election procedures. New York City chapter 010 is the largest single chapter of state employees in the union.

## Westchester 860 Mini-Convention Set For March 10

WHITE PLAINS—The Westchester Local 860 of the Civil Service Employees Assn. will hold a mini-convention March 10.

The event will be at the Rye Country Club, 330 Boston Post Road, Rye. Sign-in and a continental breakfast are scheduled for 8 a.m. to 9 a.m.

Registration costs are \$10 for members, \$20 for non-members. Those wishing to attend are expected to respond by March 1.

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### HONOR CORTLAND PRESIDENT

Marie Daignault, out-going president of the Cortland County chapter of the Civil Service Employees Assn., was honored recently during a recognition dinner held in her behalf at the Terrace Restaurant in Cortland. Among the more than 150 persons on hand to offer congratulations to the two-term president for her contributions to the county CSEA chapter were Theodore Wenzl, right, the CSEA statewide president, and John Fattaruso, left, incoming chapter president.

# President Jimmy Carter Has To Fill Up Cabinet Agencies

**By HARRY BERKOWITZ**  
Even as Jimmy Carter gets used to the Oval Office and Amy gets used to her new school, there are many jobs left for the new President to fill. Herewith, the Leader continues its select list of non-Civil Service jobs President Carter may fill.

Applicants should contact the agency which they are seeking employment with.

(Continued from last week)

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2 Special Assistants, GS-15.  
2 Private Secretaries, GS-10, 9.  
Personal and Confidential Assistant to the Assistant Secretary of Defense, GS-9.  
**Manpower and Reserve Affairs**  
Special Assistant for Communications and Communications Liaison, GS-14.  
Adjutant General to the Director, D.C. National Guard, GS-14.  
3 Private Secretaries, GS-10, 9.  
**Public Affairs**  
2 Private Secretaries, GS-10, 9.  
**General Counsel**  
Private Secretary to the General Counsel, GS-10.  
**OASD (Program Analysis And Evaluation)**  
2 Private Secretaries, GS-10, 8.  
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Special Assistant to the Director, GS-14.  
2 Private Secretaries, GS-9.  
**Office of the Assistant to Secretary of Defense Atomic Energy**  
Private Secretary to the Assistant to the Secretary of Defense, GS-9.  
**U.S. Court of Military Appeals**  
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**Interdepartmental Programs**  
Staff Assistant, GS-13.  
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**Defense Advanced Research Projects Agency**  
Director, Level V.  
Private Secretary to Director, GS-9.  
**Office Assistant Secretary Of Defense**  
**Program Analysis & Evaluation**  
9 Operations Research Analysts, GS-14, 15.  
**Dept. of The Army**  
**Office, General Council**  
General Counsel, Level V.  
Principal Deputy General Counsel, GS-18.  
**Office, Assistant Secretary of the Army (Installations & Logistics)**  
Principal Deputy Assistant Secretary of the Army, GS-18.  
**Office, Assistant Secretary of the Army (Manpower & Reserve Affairs)**  
Principal Deputy Assistant Secretary of the Army, GS-18.  
**Office, Assistant Secretary of the Army (Installations & Logistics)**  
Deputy for Installations and Housing, GS-17.  
**Office, Chief of Legislative Liaison**  
Special Assistant to the Chief of Legislative Liaison Affairs, GS-17.

## Special Notice

### FOR CSEA MEMBERS ONLY CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39½ and apply for this insurance within 120 days from your employment date, you are guaranteed \$150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

If your annual salary is

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(Continued on Page 11)

# Westchester Public Employees Offered Tuition-Free Courses

WHITE PLAINS—The Westchester Community College Institute for Local Government is now accepting applications from eligible public employees and officials in Westchester for four tuition-free courses in management training and other job-related skills.

Courses planned for the spring 1977 semester include "Fundamentals of Budgeting," which provides a basic understanding of all aspects of budgeting; "Concepts of Local Government Administration," which focuses on modern principles of administration of local governments, including political theory and structure; "Fundamentals of Supervision," which concentrates on establishing good employee relationships and efficient work management and "Governmental Accounting," which outlines governmental accounting principles and practices.

According to Elaine Klein, associate dean of humanities and behavioral and social sciences, and director of the institute for Local Government, all of the

courses are taught by experts in the field as well as members of the college faculty. Local officials will join the faculty in teaching the "Concepts of Local Government Administration" course. In addition, a four-session workshop is planned for March on Equal Employment Opportunity/Affirmative Action and will be conducted by Louis Jones, affirmative action coordinator for Westchester County.

This spring, for the first time, the college will award three continuing education credits for each successfully completed course, and New York State will award successful students a special certificate.

Courses are scheduled to begin in March and will meet one day each week from 4 to 6 p.m. to minimize interference with public employees' work schedules.

For more information on the courses, eligibility, registration and the Institute contact Muriel Neiman, Office of Community Services, Westchester Community College, 946-1616, ext. 222.

## Middle County CSEA Turns Back Teachers' Challenge

MIDDLE COUNTY—The Civil Service Employees Assn.'s dominance of Long Island's non-instructional school employees remained secure as the New York State United Teachers (NYSUT) failed in a recent challenge election at the Middle County School district.

With more than 70 percent of the buildings and grounds employees voting, the CSEA won the election with a plurality of 50 percent at the Jan. 20 election.

The Middle County drive was the first by NYSUT for non-teaching members on Long Island, since it broke ranks with the United Federation of Teachers and vowed to build an independent power base to challenge Albert Shanker's control of teacher unions in New York.

"We proved to the teachers that the CSEA will continue to be the only union that understands and knows how to represent non-instructional employees," said Walter Weeks, president of the Suffolk Education Local of the CSEA.

### "Sweet Victory"

"This was a very sweet victory indeed," said Irwin Sharfeld, the CSEA field representative. "The local teachers association had secretly voted to exclude these employees from their organization even if NYSUT had won. In other words, our members were not good enough to belong to the local teachers organization, but were good enough to contribute their money to the teacher's parent organization. And the teachers would have continued to report custodians to management while laughing up their sleeves," Mr. Sharfeld added.

Mr. Sharfeld and Long Island regional organizer Pat Morano worked closely with Frank Consiglio, president of the Middle County CSEA unit, Mike DeTuro, vice-president; Althea Tizzard, secretary, and Lee Dugay, treasurer, in turning back the NYSUT.

## School District Pact Recommended

A Public Employment Relations Board fact-finder has recommended a two-year agreement with a 3 percent salary increase the first year for special education aides in the Carle Place School District, Nassau County.

Clara H. Friedman, of New York City, was the fact-finder named by the PERB in a con-



### REVIEW NO. HEMPSTEAD CONTRACT

North Hempstead Town Supervisor Michael J. Tully, Jr. and Civil Service Employees Assn. unit president Edward Ochenskoski, right, review the recently negotiated contract adopted by the North Hempstead unit membership. The contract provides for base pay increases in 1977 and 1978 and two productivity cash bonuses in 1977.

CIVIL SERVICE LEADER, Friday, February 4, 1977

## Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

### Agriculture

Title	Salary Grade	Exam No.
Food Inspector	GS-5	CH-6-05
Warehouse Examiner	GS-5, 7	CH-0-02

### Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6, 7, 9	NY-8-43
Life Sciences	GS-5 to 7	421

### General

Correction Officer	GS-6	431
Freight Rate Specialists	GS-7, 9	WA-6-13
Mid-Level Positions	GS-9 to 12	NY-5-13
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07

### Stenography And Typing

Stenographer	GS-3, 4	118
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2, 3	NY-1-18

### Medical

Autopsy Assistant	GS-3 or 4	NY-5-10
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5, 7	NY-5-09
Licensed Practical Nurse	GS-3, 4, 5	NY-5-06
Medical Machine Technician	GS-5, 6	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5, 6, 7	NY-3-01
Medical Technologist	GS-5 to 11	NY-6-03
Nurses	GS-5 to 12	419
Physician's Assistant	GS-5, 7	428
Veterinarian Trainee	GS-5, 7	WA-0-07

### Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 12	AT-0-59
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### Social And Education

Social Worker and Correctional Treatment Specialist	GS-9 to 12	426
Psychologist	GS-11, 12	WA-9-13
Professional Careers for Librarians	GS-7 to 12	422

## SHORT TAKES

### BALANCE SUNSHINE AND PRIVACY LAWS

The first open meeting of the State Tax Commission under the new "sunshine law," which became effective Jan. 1, 1977, was on Jan. 18, 1977. The Commission seeks to balance the double mandate of the "sunshine law" and the "privacy law" by having at least two meetings a month. In the future, the second Tuesday of each month will be an open meeting and the fourth Tuesday will be an executive meeting. The executive meetings will address themselves to particular cases which are protected by the secrecy provisions of the Tax Law. Because of the volume of these cases there may have to be more than one executive meeting a month.

### PROFESSIONAL STRIKEBREAKERS PROHIBITED

The New York State Assembly approved legislation to prohibit the use of professional strikebreakers during industrial controversies. The vote was 118 to 20. The bill, A. 140, introduced by Assembly Labor Committee Chairman Seymour Posner (D-Bronx), allows state courts to issue injunctions against employers' use of professional strikebreakers, who are defined as persons who "customarily and repeatedly offer themselves during labor disputes as new employees to replace those involved in the disputes." Current law allows employers to hire professional strikebreakers during disputes under the guise of "economic replacements."

### STATE LEGISLATURE CONTROLS WELFARE

According to New York Attorney General Louis J. Lefkowitz, the State Legislature has been given the sole power to control the welfare system. It appears that the aid, care and support of the needy is a matter of state concern and as such is not a matter relating to a local government's "property, affairs or government." Thus, it appears that a local government has, therefore, no power to adopt local laws in regard to the public welfare system. It is clear, therefore, that State law and rules and regulations of the Department of Social Services are controlling over local social services officials and that local government bodies have no power to direct such local social services officials to take actions which are inconsistent with state mandates (State Board of Social Welfare v. City of Newburgh, 28 Misc 2d 539 (1961)). Local commissioners of social services are compelled to follow State law and the rules and regulations of the Department of Social Services and may not follow the directions of local government bodies or officials when such directions would cause them to take a course of action which is inconsistent with or contrary to state mandates.

tract dispute between the school district and the Carle Place Teachers Assn. representing the special education aides.

Dr. Friedman recommended a 4 percent increase in the second year, 1977-78. Aides presently receive \$3.75 an hour.

# Civil Service LEADER

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FRIDAY, FEBRUARY 4, 1977

## Don't Repeat This!

(Continued from Page 1)  
Democratic Assembly leadership team appointed by Speaker Stanley Steingut. The general outlines of the Governor's program, calling for fiscal austerity at both the state and local government levels, pinch the most sensitive nerves of traditional Democratic policies and programs.

Proposed cuts in welfare and Medicaid services trouble Democratic legislators from poor and ghetto districts. Recommendations for revisions of formulas of state aid to education upset Democratic legislators from both urban and suburban areas. What looms ahead, in light of fiscal austerity, is very little by way of goodies that legislators can bring home to their constituents. The only bright spot on the horizon for the legislators is the Governor's plan for certain tax cuts.

### New Majority Leader

The heavy burden of pushing the Governor's program through the Assembly will rest in the first instance on the shoulders of Assembly Majority Leader Stanley Fink, who is serving his first year as Majority Leader. He has been a member of the Assembly since 1969 and went up quickly in the ranks because of his diligence as a legislator and his ability to get along with his colleagues.

A graduate of Brooklyn College and New York University Law School, and a veteran who served as a lieutenant in the Air Force Judge Advocate General's office, Assemblyman Fink established a fine legislative record as a member and then chairman of the important Assembly Committee on Codes.

Although he is a member of the regular Democratic organization, his liberal instincts permitted him to bridge the gap between the Democratic regular and reform delegations. Consequently, he is trusted and respected by all factions of the Democratic delegation. This puts him in a good position to dampen the flames which frequently break out among the different elements that make up the Democratic delegation.

Nassau County Assemblyman Arthur J. Kremer, who became chairman of the Ways and Means Committee, will be out in front in the controversy that will rage about the Governor's proposed budget. As chairman of Ways and Means, he will be the focus of the State Conference of Mayors, the Association of Towns, and the Association of School Boards, as well as other experienced lobby groups who will be mobilizing to get as much out of the state budget as they possibly can.

### Experienced Chairmen

A particularly interesting problem that confronts Assemblyman Kremer is the fact that three school districts in his Assembly District are faced with the prospect of cuts in state education funds under the budget as submitted by the Governor.

A graduate of New York University and Brooklyn Law School, Assemblyman Kremer will bring to his new responsibilities special knowledge about local government problems, since he served for a number of years as Corporation Counsel of the City of Long Beach and as a member of the Long Beach Urban Re-

(Continued on Page 7)



## Civil Service Law & You

By RICHARD GABA

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

### No-Reprisal Clause Protects "Anyone"

A PROFESSIONAL EMPLOYEE of a school district was absent from her position for 12 days without permission. During this same 12-day period, the Teachers' Association of that district was on strike. The employee refused to cross the picket line. The absent employee was not a teacher and was, therefore, not a member of the bargaining unit covered by the teachers' contract.

The employee was discharged by the district and the Teachers' Association filed a grievance under its contract based upon the following language:

"The (district) . . . agrees it will not engage in any acts of reprisal against anyone because of their participation in the job action of Sept. 4 through 19, 1975." (emphasis added)

The contract also contained a valid grievance and arbitration procedure.

The district moved in Supreme Court to stay the arbitration, which application was denied. On appeal to the Appellate Division, Third Department, the district argued that the provisional employee was not a member of the Teachers' bargaining unit, and that there was no intention to cover her with the benefits of the "no reprisal" clause of the collective bargaining agreement. One judge dissented and agreed with that position. The majority, however, affirmed the lower court's dismissal of the application to stay the arbitration.

### The court said:

"The fact that the employee involved is not a member of the bargaining unit is immaterial. Respondent maintains that the 'No-Reprisal Clause' provides that petitioner will not engage in any acts of reprisal against 'anyone' because of their participation in the job action. Given the definition of an arbitrable grievance in the agreement as including 'the interpretation or meaning of any of the provisions of this agreement' it is clear that the present controversy revolves around the meaning of the 'No Reprisal Clause.'"

In the Matter of South Colonie Central School District v. Patrick Long, as President, South Colonie Teachers' Association, 389 N.Y.S. 2d 448.

A POLICE OFFICER in New York City was brought up on charges of misconduct based upon a series of events which involved giving a ride to two females from Central Park to Tavern on the Green, a restaurant at the edge of Central Park. According to the charges, the officer entered the restaurant for no valid purpose; failed to notify the radio dispatcher of unauthorized personnel in his car; sat at a table in the cocktail lounge with five females while in uniform; refused to leave the premises without just cause after being asked by the assistant manager of the restaurant to leave the premises; failed to obey promptly an order of a superior officer, and committed certain other acts of insubordination.

After a review of all the evidence, the Trial Commissioner found the patrolman guilty of all specifications, except one. The Police Commissioner accepted and approved

(Continued on Page 7)

## An Ire Raiser

EVERYBODY is entitled to make a buck. In fact, one should get a good feeling from seeing others doing well.

But when the others include Assembly aides like Joseph F. Crangle, of Buffalo, who will receive a 4 percent increase over his last year's salary of \$44,505; or Michael Del Guldice, of Syosset, whose salary will also be over \$45 thousand, up \$2 thousand from last year, one begins to feel a little cranky.

Not that these two men should be singled out. Other legislative aides received salary increases, and reportedly the Governor has distributed more than \$50 thousand in raises to his staff.

Perhaps, all these people work hard. But so do the state's other public employees. Perhaps all these people deserved their pay hikes. But then . . .

The state's other public employees have been patient with the government's plea that there is no money to be had. When money is obviously located, but not shared, one begins to wonder.

It's not a good feeling to watch others stepping out for dinner when one can't afford to put food on the table at home. (K.A.S.)

## Short Shift Again

WE wish we understood better the thinking behind the recent Mental Hygiene task force recommendation to let its large institutions "run down" to the lowest possible number of patients over the next five years, and to transfer the department's functions and resources to the county level.

For despite the lessons to be learned from California's misadventure into Mental Hygiene deinstitutionalization, New York continues to plow ahead with plans to reduce the state's involvement in mental health care. In this regard, Governor Carey has continued a policy begun in the Rockefeller Administration and continued by Governor Wilson.

The current state Mental Hygiene system may be gargantuan and difficult to control, but at least there is a method to its madness. We fear that the state's shirking of a painful duty may eventually lead to the kind of scandals that rocked the nursing industry as Mental Hygiene care in this state is reduced to a part-time interest and pastime for profiteers.

It strikes us that the the policy of decentralization at any cost is sheer buckpassing . . . a short shift where far-seeing vision is needed. (M.O.B.)

## Dress Right, Sir

FORTUNATELY for President Jimmy Carter, his election did not depend upon the approval of the Fashion Foundation of America, which left him off its "best dressed" list because he dresses too casually.

Everyone should realize that Presidents and First Ladies with personal flair and style can set fashions; and, conversely, that the voting public would not elect someone who was outrageously out of line with current fashion.

Imagine what the Fashion hierarchy's reaction was, in the early years of this century, when one of the First Ladies stopped wearing a bustle (without prior approval from the Fashion Foundation). (M.O.B.)

# What's Your Opinion

By PAMELA CRAIG

## QUESTION

Do you think that the merit system could be improved upon?

## THE PLACE

New York Psychiatric Institute, Manhattan

## OPINIONS

Amanda Perez, secretary to director of administration:

"Yes, I do. I speak from my own experience. There are those who are good at exam taking and those who are not. As a result, a person who is performing a job, reliably and efficiently, yet is unable to pass an exam, will not be afforded the permanent status. Yet a person can walk off the street, take an exam, pass it and take the job that another has already been doing for years. What does the exam prove? I feel what really counts in situations like that is to allow the supervisor to have input into the decision-making process. There should be more protection for that kind of worker."

ready been doing for years. What does the exam prove? I feel what really counts in situations like that is to allow the supervisor to have input into the decision-making process. There should be more protection for that kind of worker."

Betty Cooper, stenographer:

"Yes, I feel it could be improved. I know cases where people come in without skills or qualifications, yet they receive promotions. Often their bosses help them out, because the employees are politically appointed. I feel they should let the people who are qualified and who have taken the tests get the positions when they become vacant. You can be hired for a line without taking the exam and if the list is not canvassed, then the Merit System is circumvented. If they are going to use the system, then they should strictly adhere to its principles."

the exam and if the list is not canvassed, then the Merit System is circumvented. If they are going to use the system, then they should strictly adhere to its principles."

Eddie Germann, carpenter:

"I feel the Merit System is basically the fairest system to hire from. If the system didn't exist, the positions would probably be filled by inexperienced political appointees. In this respect, I don't believe you should have to wait for years in between increments. If a person is working on the job and performing it well, he or she should be able to receive an increment or raise. It would give the workers a boost of morale and would make them try harder to do good work. It's an incentive to improve the system."

or raise. It would give the workers a boost of morale and would make them try harder to do good work. It's an incentive to improve the system."

Wanita Battle, secretary to director of institute:

"Yes. If you are hired for a certain position and you do it satisfactorily, your employer or individual department head knows best whether you are indeed ready for a promotion. When a job opens in the office, you should have the right to move on to the next level, assuming you pass the probationary period. You should be entitled to automatic advances. The exam principle seems fair, yet it also works against the bulk of the employees because they can't pass the exam which is often not relevant to the work done anyway."

The exam principle seems fair, yet it also works against the bulk of the employees because they can't pass the exam which is often not relevant to the work done anyway."

Marvin Naliek, medical photographer:

"The Merit System needs a tremendous amount of improvement. As it stands now, politics play an important role in the final selection. If they are going to use the tests as criteria, then they should follow the system. Discouragement is often used to bypass people. It's very easy to talk to an employee in the interview, find out what they don't like and then tell them that is what they will have to do. Many hopeful people in line for certain jobs decide not to take the promotion or the job because of discouragement in the interview."

that is what they will have to do. Many hopeful people in line for certain jobs decide not to take the promotion or the job because of discouragement in the interview."

David Aureliano, stores clerk:

"Yes, I feel that the civil service system could be improved upon. A huge percentage of husbands and wives of civil servants work because otherwise there isn't enough money to feed, house and clothe their families. A way to remedy this is to make the testing more equitable for those who have difficulty passing exams, yet are productive, sincere workers. Then it would be possible to be promoted to a higher rate of pay."

promoted to a higher rate of pay."

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Option 1 Was Chosen Most Times

Analysis of the retirements approved by the New York City Retirement System indicates that 400 retired under Option 1; 68 under option 2; 109 under option 3; 85 under option 4; 13 under option 4/2 and 43 under option 4/3.

Items 443 through 448 indicated "approval of cancellation of unclaimed checks for payment of benefits under the New York City Employees Retirement System and recrediting the same to proper funds in accordance with Rule 90." The Board continued to refuse to release the names of those who did not claim their checks on the ground that "it would require too much clerical work." The monies thus went into the general treasury of the fund.

What can the senior citizen expect from the Carter Administration? At this point, a sympathetic handling of current problems with special oversight by Lillian Carter, the 78-year-old mother of the President, and Rosalynn Carter, the President's wife.

If campaign promises are an indication, there should be substantial improvement in health care available, leading to a national health insurance program.

## Civil Service Law & You

(Continued from Page 6) All of the recommendations of the Trial Commissioner. All of this resulted in a dismissal from the force.

The Appellate Division, Second Department, reviewed the evidence adduced at the disciplinary hearing and found that there was ample evidence to support the findings of guilt. The court also held that the Police Commissioner was justified under the law in reviewing the police officer's prior record before imposing a penalty.

In this case, the police officer's prior record showed three citations for excellent police duty and one citation for meritorious police duty. The record, however, was also replete with instances of insubordination and poor attitudes towards fellow officers and superiors, sometimes in the presence of civilians. The majority of the court agreed that the police officer had been unable to adapt to the strict discipline required of policemen, especially with regard to the command system of the Police Department. The court also noted that the officer was on leave for "non-line-of-duty injuries and illnesses for about 20 percent of his possible working days on the force." Taking all of these matters into consideration, the majority found that the dismissal was not so disproportionate to the offense, in the light of all the circumstances, as to be shocking to

one's sense of fairness. In the Matter of John A. Bal, Jr. v. Murphy, Police Commissioner of the City of New York, 389 N.Y.S. 2d 373.

## Don't Repeat This!

(Continued from Page 6) newal Agency.

Kremer's position as chairman of Ways and Means should prove to be a boon to civil service employees. In years past, he was counsel to the Civil Service Employees Assn. and to the Police Benevolent Association. In view of his experience with the needs of the civil service employees, he will bring to the budget process understanding and sympathy for the civil service employees and the Merit System.

Another member of the new Assembly leadership team who will be in the midst of many controversial issues is Queens Assemblyman Arthur J. Cooperman, who became this year chairman of the Assembly Judiciary Committee.

The principal issues before this committee will revolve about issues of court reform. Problems before the committee range from administration of the judicial system to problems about the method of selecting judges. Underlying the basic court reform proposals are highly sensitive political issues, since they involve abandonment of the traditional method of electing judges in favor of their appointment by the Governor, subject to approval by a judicial screening panel.

Assemblyman Cooperman is a graduate of both New York University and its law school, and he has had broad experience as a trial attorney, which gives him special insights into the strengths and weaknesses of the judicial system.

Fink, Kremer and Cooperman, together with other members of the Assembly leadership machine, will play critical roles in managing and steering the Governor's programs through the Legislature.

## LETTERS TO THE EDITOR

### Change Needed

Editor, The Leader:

The County of Orange, which has set itself up as a dictatorship, needs a change of Legislature. After 70 years of GOP rule, there's got to be a change.

It is the Legislature that has to be blamed for the walkout of the County's Civil Service Employees Assn. workers last March.

Democracy requires a two-party system, which has not operated in Orange County. If we do not get men in the Legislature to work for the people, we will soon be in the same financial situation as New York City. The CSEA has got to do something about it.

John M. Van Duzer  
Middletown

### Laud End Of Me Too

Editor, The Leader:

The Uniformed Fire Officers Assn. was delighted with the re-

cent PERB ruling striking down the "me too" clauses in city contracts.

Over the years the fire officers have led the way in negotiating and concluding contracts. Other uniformed groups obtained parity with us during the previous administration.

In the last 13 months, 13 firefighters and fire officers were killed in the line of duty while one street patrolman died protecting the people. Twelve of our heroic dead were under 46 years of age.

Since 1865, 714 members of the New York Fire Department lost their lives in the performance of duty and since 1854, 262 street police were killed in the line of duty. Over these years police personnel was 2½ times greater than fire. Department of Personnel statistics show city-wide employees with 35 injuries per million man hours worked; street police 47, while NYC firefighters sustained 255.

When you consider the hazardous nature of firefighting in

NYC and the tremendous demands and workload since the budget cuts, we intend at the conclusion of this no cost contract to include in our demands—"hazardous duty pay."

The PERB decision will improve our bargaining position based on the hazardous work performed. In recognition of this dedication we expect public support to restore firefighters to the number one position maintained prior to the Lindsay Administration.

Ed Jennings  
President, Uniformed Fire Officers Assn.

### List Established

ALBANY—An associate systems planner (gas) eligible list, resulting from open competitive exam 24-460, was established Jan. 14 by the State Civil Service Department. The list contains 1 name.

BUY BONDS!

SAVE A WATT

# CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE



## EXTENDED TO APRIL 1, 1977

Never in the history of our union has it been so vital to stick together — grow together and share the load to keep us strong. In these tough times, the greater the percentage of membership of any county unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

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

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

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

### CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

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

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

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

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

### NON-MEMBERS SHOULD HELP SHARE THE LOAD

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

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

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



# List Proposed Legislation

# Syracuse CSEA Chapter Names Nominating Group

CIVIL SERVICE LEADER, Friday, February 4, 1977

(Continued from Page 1)  
tors with the most cogent arguments and most educated presentations on behalf of public employees," Mr. Ryan said. "We hope that the regional political action chairmen will distribute the information to key CSEA members in their areas, so that we can get the widest involvement possible on the part of our members."

Another strategy adopted by the political action committee in its attempt to make the union's political action efforts more effective, is the establishment of "key contact" people in each region. These people would get in touch with the state legislators from their area in the summer months or at other times when the lawmakers are in their home districts. The regional political action chairmen will select the "key contact" people.

"We want the legislators to know that CSEA members are knowledgeable and interested in the workings of both legislation and politics," Mr. Ryan said. "We want them to know that we are prepared to lobby effectively all year round, both in Albany and throughout the state—and that we are prepared to help those who help us."

In other action, political action committee chairman Martin Langer also is notifying the four statewide CSEA bargaining committees that legislative action will be deferred until the fact-finding report has been issued concerning the contract dispute between the state and the 140,000 state workers represented by the CSEA.

"We will await the advice of the four CSEA statewide bargaining teams before we go to the legislators with our lobbying program on the contracts," Mr. Langer said. "We don't know yet whether either or both sides will accept the report. If either side

## Governor's Staff

(Continued from Page 1)  
erns collective bargaining for public employees in New York State.

The CSEA says the state's offer for the coming fiscal year is inadequate, "and since the Governor imposed a wage freeze on most employees but found money to reward his own staff this year, it's difficult to separate fact from fiction whenever the State talks about its fiscal condition, which is part of the reason the CSEA feels an impartial fact-finding panel should look at all available evidence of both the need for salary increases and the State's ability to pay those increases."

## Mall Survey: Top 10 Stores

ALBANY—Results of a survey to determine employee preferences of retail stores for the Empire State Plaza have been presented to the State Office of General Services.

The survey, conducted by the Civil Service Employees Assn.'s Capital Region IV, show the 10 preferred stores to be: a clothing store, pharmacy, grocery store, banking facility, gift shop, book store, beauty shop, dry cleaning outlet, record store and barber shop.

rejects it, we will have to go through a joint legislative hearing, and of course we don't know yet who will comprise the legislative committee. And finally, only the bargaining teams themselves can tell us the goals and priorities of their contracts they

will eventually accept."

The union's top-priority bills for the 1977 legislative session have been brought to the legislators for possible sponsorship, and are currently being printed and numbered. A report on them will appear in the Leader shortly.

## Teamster Pension Heads Busted

WESTBURY—The head of Teamster Local 806 on Long Island was accused Jan. 21 in Federal District Court in Brooklyn of having taken \$1 million as a fee for his services to the union's welfare and pension funds.

The charges were filed by the United States Department of Labor as the first action in the department's two-year investigation of the International Brotherhood of Teamsters and the pension reform law.

The suit named George Snyder of Queens Village as paying himself at least \$1 million for his services as a trustee of union funds which was "far in excess of any reasonable compensation

for any services actually rendered."

On Jan. 25, the Department of Labor moved for a temporary injunction to prevent further pay-

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ment to Mr. Snyder from the union's welfare or pension funds.

The Federal action also named 12 past and present trustees of the welfare and pension funds of using pension money to redecorate the Melville Teamster headquarters. The suit asked for the appointment of a receiver to take custody of the three welfare, pension and annuity funds and for the ouster of the 13 past and present trustees including Mr. Snyder.

Teamster Local 806 moved to Melville from New York City two years ago.

Other committee persons include: Catherine Butler, Department of Health; William Gutowski, State Insurance Fund; Pauline Leigh and Richard Sikorski, Department of Transportation; Fred Koslowski, Department of Taxation; Veronica Morgan, Division of Parole, and Raymond Moran, Department of Labor.

### Select Carefully

Syracuse chapter members this spring elect a president, first, second and third vice-presidents, secretary, treasurer and department representatives.

Mr. Bersani cautioned all members to make every effort to select officers who will be dedicated to the needs of state employees through the Civil Service Employees Assn.

## The Legislative Chairmen

# Got An Issue To Oppose Or To Support?

If you wish to support or oppose a bill, write or telephone the bill's sponsor, or contact the legislative committee that has been given the proposal to consider. Here is a list of this year's committee leaders, including their office and telephone numbers:

### ASSEMBLY

**AGING:** Thomas Fortune, Room 626, Legislative Office Building, 472-3070.

**AGRICULTURE:** I. William Bianchi, Room 622, Legislative Office Building, 472-3060.

**BANKS:** George A. Cincotta, Room 941, Legislative Office Building, 472-6650.

**CHILD CARE:** Howard L. Lasher, Room 422, Legislative Office Building, 472-3450.

**CITIES:** John C. Dearie, Room 712, Legislative Office Building, 472-2750.

**CODES:** Richard Gottfried, Room 658, Legislative Office Building, 472-2790.

**COMMERCE, INDUSTRY AND ECONOMIC DEVELOPMENT:** Saul Weprin, Room 713, Legislative Office Building, 472-2710.

**CONSUMER AFFAIRS AND PROTECTION:** Harvey L. Strelzin, Room 845, Legislative Office Building, 472-3800.

**CORPORATIONS, AUTHORITIES AND COMMISSIONS:** Irwin J. Landes, Room 621, Legislative Office Building, 472-3050.

**EDUCATION:** Leonard P. Stavisky, Room 836, Legislative Office Building, 472-3550.

**ELECTION LAW:** Woodrow Lewis, Room 842, Legislative Office Building, 472-7471.

**ENVIRONMENTAL CONSERVATION:** G. Oliver Koppell, Room 62, Legislative Office Building, 472-3040.

**ETHICS AND GUIDANCE:** Edward Griffith, Room 847, Legislative Office Building, 472-3810.

**GOVERNMENTAL EMPLOYEES:** Stephen R. Greco, Room 943, Legislative Office Building, 472-3202.

**GOVERNMENTAL OPERATIONS:** Vincent F. Nicolosi, Room 841, Legislative Office Building, 472-7840.

**HEALTH:** Alan G. Hevesi, Room 717, Legislative Office Building, 472-2740.

**HIGHER EDUCATION:** Melvin H. Miller, Room 824, Legislative Office Building, 472-2000.

**HOUSING:** Edward H. Lehner, Room 716, Legislative Office Building, 472-2760.

**INSURANCE:** Leonard Silverman, Room 627, Legislative Office Building, 472-4210.

**JUDICIARY:** Arthur J. Cooperman, Room 844, Legislative Office Building, 472-3790.

**LABOR:** Seymour Posner, Room 441, Capitol, 472-8464.

**LOCAL GOVERNMENTS:** James W. McCabe, Room 526, Legislative Office Building, 472-2050.

**MENTAL HEALTH:** Elizabeth A. Connelly, Room 741, Legislative Office Building, 472-2570.

**REAL PROPERTY TAXATION:** Peter G. Mirto, Room 822, Legislative Office Building, 472-3740.

**RULES:** Stanley Stelngut, Room 930, Legislative Office Building, and Room 349, Capitol, 472-6151 and 472-7683.

**SOCIAL SERVICES:** George W. Miller, Room 424, Legislative Office Building, 472-2510.

**TRANSPORTATION:** Thomas R. Frey, Room 522, Legislative Office Building, 472-2040.

**WAYS AND MEANS:** Arthur J. Kremer, Room 923, Legislative Office Building, 472-6580.

### SENATE

**AGRICULTURE:** Edwyn E. Mason, Room 413, Capitol, 472-3461.

**BANKS:** Jay P. Rollison, Room 512, Legislative Office Building, 472-6732.

**CITIES:** John E. Flynn, Room 307, Capitol, 472-7460.

**CIVIL SERVICE AND PENSIONS:** Richard Schermerhorn, Room 814, Legislative Office Building, 472-7877.

**CODES:** H. Douglas Barclay, Room 609, Legislative Office Building, 472-2106.

**COMMERCE AND ECONOMIC DEVELOPMENT:** Martin J. Knorr, Room 905, Legislative Office Building, 472-6100.

**CONSERVATION AND RECREA-**

**TION:** Bernard C. Smith, Room 409, Legislative Office Building, 472-2167.

**CORPORATIONS, AUTHORITIES AND PUBLIC UTILITIES:** James T. McFarland, Room 903, Legislative Office Building, 472-6081.

**CRIME AND CORRECTION:** Ralph J. Marino, Room 412, Legislative Office Building, 472-2407.

**EDUCATION:** James H. Donovan, Room 806, Legislative Office Building, 472-2576.

**ELECTIONS:** John D. Calandra, Room 504, Capitol, 472-5332.

**ETHICS:** William T. Conklin, Room 330, Capitol, 472-3440.

**FINANCE:** John J. Marchi, Room 913, Legislative Office Building, 472-6165.

**HEALTH:** Tarky Lombardi, Room 612, Legislative Office Building, 472-2115.

**HIGHER EDUCATION:** Ronald B. Stafford, Room 502, Capitol, 472-7890.

**HOUSING AND COMMUNITY DEVELOPMENT:** Caesar Trunzo, Room 848 Legislative Office Building, 472-2057.

**INSURANCE:** John R. Dunne, Room 710, Legislative Office Building, 472-2034.

**JUDICIARY:** Bernard G. Gordon, Room 708, Legislative Office Building, 472-2026.

**LABOR:** Norman J. Levy, Room 812, Legislative Office Building, 472-2397.

**LOCAL GOVERNMENT:** Jess J. Present, Room 509, Legislative Office Building, 472-2567.

**MENTAL HYGIENE AND ADDICTION CONTROL:** Frank Padavan, Room 803, Legislative Office Building, 472-2527.

**RULES:** Warren M. Anderson, Room 910, Legislative Office Building, and 336, Capitol, 472-7254.

**SOCIAL SERVICES:** William T. Smith, Room 946, Legislative Office Building, 472-8023.

**TAXATION AND GOVERNMENT OPERATIONS:** Roy M. Goodman, Room 310, Legislative Office Building, 472-7490.

**TRANSPORTATION:** John D. Caemmerer, Room 811, Legislative Office Building, 472-3333.

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OPTION A  
Test Held Nov. 1, 1975  
List Est. Jan. 11, 1977

- 1 Johns William M Albany .....84.9
- 2 Davison Robert Waterford .....82.7
- 3 Moore Paul A Schenectady .....82.0
- 4 Silverstein S I Albany .....81.9
- 5 Kerwin Dennis J Albany .....80.9
- 6 Jaffe Ellis Albany .....80.7
- 7 Humphrey B A Scotia .....80.3
- 8 Cardwell Gary L Albany .....78.3
- 9 Dubay Marilyn A Castleton Hud. ....78.0
- 10 Ellis Hugh Albany .....77.8
- 11 Kowalski C J Albany .....77.7
- 12 Purcell James F Albany .....77.3
- 13 Klemczyk John A Rensselaer .....76.6
- 14 McHale Michael Albany .....76.5
- 15 Stone Henry B Schenectady .....75.9
- 16 Herbert Kerry B Albany .....74.7
- 17 Solis William M E Chatham .....74.1
- 18 Vanepps Raymond Albany .....73.4
- 19 Gates Charles A Elnora .....72.6
- 20 Dawson Edward S Elnora .....71.5
- 21 Plescia James J Carmel .....71.0
- 22 Bennett Richard Albany .....70.6
- 23 Styc Kenneth G Albany .....70.2

EXAM 35-966  
SR ACCOUNTANT ST ACCOUNTS  
Test Held Oct. 16, 1976  
List Est. Jan. 14, 1977

- 1 Divirgilio M A Clifton Pk .....99.1
- 2 Lenahan T E Clifton Pk .....93.2
- 3 Scimeca Dennis Latham .....83.9
- 3A Cervasio Ea Troy .....82.6
- 4 Mashmann E D Albany .....74.6

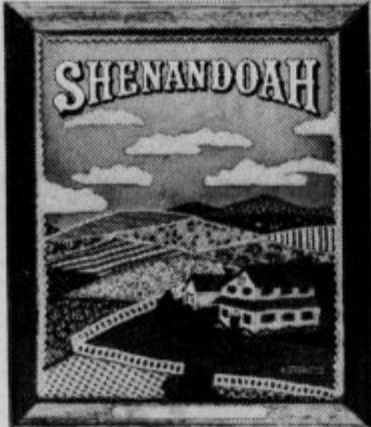
OPTION B  
PRIN CLK CORPORATION SRCH  
Test Held Oct. 16, 1976  
List Est. Jan. 14, 1977

- 1 Symanaki Randy Loudonville .....77.2
- 2 Orsini Morgan M Babylon .....72.5
- 3 Stewart David C Latham .....70.3

EXAM 35-964  
PRIN CLK CORPORATION SRCH  
Test Held Oct. 16, 1976  
List Est. Jan. 14, 1977

- 1 Adami Alan J Albany .....99.0
- 2 Cramer Joseph E Troy .....95.2
- 3 Skelley Joseph Albany .....88.4
- 4 Wisner John W N Troy .....83.9
- 5 Lake Dawn M Rensselaer .....71.2
- 6 Lupe Thomas Albany .....70.5

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OPTION B

- 1 Walter Francis Schenectady .....87.7
- 2 Elmendorf P H Saratoga Spg .....86.4
- 3 Funigiello A J Bronx .....86.4
- 4 McNamara John S Albany .....86.1
- 5 Barth Michael G Albany .....85.3
- 6 McCarthy M J Schenectady .....84.9
- 7 Rosenberg E F Albany .....84.7
- 8 Jones Douglas R Albany .....84.5
- 9 Markowitz A A Loudonville .....83.8
- 10 Stone Carol E Newtonville .....83.3
- 11 Landa Hazel H Cropseyville .....82.6
- 12 Baez Joseph A Kew Gardens .....82.1
- 13 Ksenich Roger A Albany .....81.2
- 14 Childs Gregory Rensselaer .....80.8
- 15 Goldman Alvin H Elsmere .....80.3
- 16 O'Toole James T Albany .....80.3
- 17 Davis Walter J Schenectady .....79.6
- 18 Scott Michael J Latham .....79.5
- 19 Davis Charles Troy .....79.0
- 20 Righi Barry J Elnora .....78.7
- 21 Rampolla M A Latham .....78.7
- 22 Phillips John L Albany .....78.6
- 23 Scott Henry L Albany .....78.6
- 24 Andrian Richard NYC .....78.6
- 25 Mandell Horace NYC .....78.4
- 26 Meierhoffer J C Albany .....78.3
- 27 Rennells Duane Albany .....78.2
- 28 Galinsky Harris Schenectady .....77.6
- 29 Sanders Joseph Glen Oaks .....77.3
- 30 Noble John W Amsterdam .....77.3
- 31 Cheles Barbara Albany .....77.0
- 32 Berry John E Albany .....77.0
- 33 Cafarelli R C Elnora .....76.9
- 34 Taylor Warren S Schenectady .....76.5
- 35 Owen Ronald F Saratoga Spg .....76.5
- 36 Rinaldi K Latham .....76.2
- 37 Freestone Julie Voorheesvil .....76.1
- 38 Jordan John M Albany .....76.0
- 39 Marshall Joseph Elnora .....75.8
- 40 Miller Kenneth Albany .....75.5
- 41 Phillips David A Albany .....75.5
- 42 Flanigan W J Rensselaer .....75.2
- 43 Pullen Irene H Flushing .....75.1
- 43A McArthur P T Buffalo .....74.7
- 44 Goldman Seymour NYC .....74.7
- 45 Giunta Peter A Albany .....74.6
- 46 Venter James C Albany .....74.4
- 47 Knych Joseph A Albany .....74.4
- 48 Kane Richard J Voorheesvil .....74.4
- 49 Church Alan D Ballston Lk .....74.3
- 50 Bochnak P C Rensselaer .....74.0
- 51 Davenport Ruth Albany .....74.0
- 52 Jones Ross P Rochester .....73.9
- 53 Smith Robert V Menands .....73.8
- 54 Ricci Michael A Latham .....73.7
- 55 Silber David Z Wheatley Hts .....73.3
- 56 Chase Larry H Alcove .....73.2
- 57 Lockhart W W Troy .....73.2
- 58 Kahan Joel E Brooklyn .....73.2
- 59 Oral Bernard B Flushing .....72.8
- 60 Boyle James R Delmar .....72.7
- 61 Kelly Martin F Loudonville .....72.7
- 62 Manella A R Delmar .....72.6
- 63 Kaplan Melvin Brooklyn .....72.5
- 64 Meiser N R Albany .....72.5
- 65 Goldband Martin Glen Rock .....72.2
- 66 None
- 67 Parisi Frank J Schenectady .....72.2
- 68 Roth Marcia F Delmar .....72.1
- 69 Vrooman Earle M Albany .....71.9

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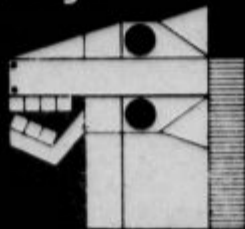
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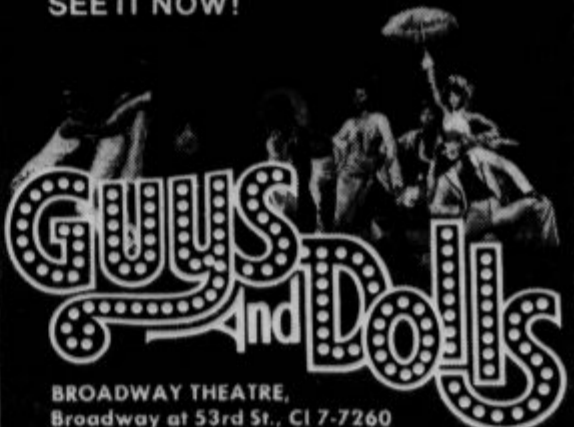
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**Office of the Secretary**  
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 Special Assistant for Financial Management, GS-16.  
 3 Deputy Assistant Secretaries of the Navy, GS-16, 15.  
 3 Special Assistants to the Military Assistant to the President, GS-15, 12.  
 Private Secretary to the Secretary of the Navy, GS-11.  
 Confidential Secretary to the Under Secretary of the Navy, GS-10.  
 4 Confidential Secretaries to the Assistant Secretary of the Navy, GS-10.  
 Special Assistant to the Military Assistant to the President, GS-9.

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 Deputy Assistant Secretary, Program Development and Budget, GS-17.  
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 Deputy Assistant Secretary Energy and Minerals, GS-16.  
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 5 Associate Solicitors, GS-17, 16.  
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**Southeastern Power Administration**  
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 10 Confidential Assistants, GS-11, 9, 7.  
 Steward, GS-5.  
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 Secretary to the Administrator, GS-9.  
**National Park Service**  
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 Special Assistant to the Director, GS-14.  
 Southwestern Power Admin.  
 Administrator, \$37,800.  
 Deputy Administrator, GS-15.  
 Confidential Assistant to Administrator, GS-9.  
 4 Area Managers, GS-15.  
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 Deputy Director, Department of Financial Management, GS-14.  
 Attorney General, GS-14.  
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 Executive Director, Indian Arts and Crafts Board, GS-15.  
**Alaska Native Claims Ad Hoc Appeals Board**  
 Chairman, GS-15.  
 2 Members, GS-14.

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 Principal Deputy Assistant Attorney General (Criminal Division), GS-18.  
 Associate Deputy Attorney General, GS-17.  
 Executive Assistant to the Attorney General, GS-17.  
 Deputy Solicitor General, GS-17.  
 Chief, Organized Crime and Racketeering Section, GS-17.  
 Deputy Director, GS-17.  
 Public Information Officer, GS-17.  
 Pardon Attorney, GS-17.  
 Director of Operations (Anti-trust Division), GS-17.  
 Public Information Officer, GS-16.  
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**Law Enforcement Assistance Administration**  
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 Associate Director (Community Relations Service), GS-15.  
 Confidential Assistant, GS-15.  
 Special Assistant to the Assistant Attorney General, GS-14.  
 Confidential Assistant, GS-14.  
 Staff Assistant, GS-14.  
 Special Assistant, GS-13.  
 Special Assistant to the Director, GS-13.  
 Confidential Assistant to Attorney General, GS-13.  
 Secretary (Stenography) GS-12.  
 Private Secretary to the Deputy Attorney General, GS-12.  
**Law Enforcement Assistance Administration**  
 2 Special Assistants to the Administrator, GS-15.

5 Special Assistants, GS-14, 13, 12.  
 Secretary to the Administrator, GS-11.  
 Secretary to Deputy Administrator for Administration, GS-9.  
 Secretary (Stenography), GS-9.  
 Secretary to Deputy Administrator for Policy Development, GS-9.  
**Bureau of Prisons**  
 Director, Bureau of Prisons, Level V.  
**Drug Enforcement Administration**  
 Director of Public Affairs, GS-15.  
**Office of the U.S. Attorneys**  
 Many Secretary and Confidential Assistants through U.S., GS-6-10.  
**Immigration and Naturalization Service**

Public Information Officer, GS 15.  
 2 Regional Commissioners, (Cal., Minn.), GS-17, 15.  
**DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE**  
**Office of the Secretary**  
 Under Secretary, Level III.  
 5 Assistant Secretaries, Level IV.  
 General Counsel, Level V.  
 Commissioner of Welfare (Special Assistant to the Secretary for Welfare Matters), Level V.  
 10 Regional Directors, GS-17, 18.  
 9 Assistants to the Secretary, GS-17.  
 Special Assistant to the Secretary, (Regulatory Review), GS-16.  
 Special Assistant to the Secretary (Continued on Page 15)

## Open Continuous State Job Calendar

Assistant Clinical Physician	\$25,161	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,974	20-414
Clinical Physician II	\$31,055	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Nursing Services Consultant	\$16,538	20-112
Industrial Foreman	\$10,714	20-558
Institution Pharmacist	\$12,670	20-129
Legal Careers	\$11,164	20-113
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic)	\$ 7,616	Various
(Except for Albany area)		
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aide Trainee	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Mechanic		
(Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapist	\$11,337	20-176
Principal Actuary (Casualty)	\$22,694	20-417
Principal Actuary (Life)	\$22,694	20-521
Physical Therapist	\$11,337	20-177
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Actuary (Life)	\$14,142	20-519
Senior Medical Records Librarian	\$11,337	20-348
Senior Occupational Therapist	\$12,670	20-137
Senior Physical Therapist	\$12,760	20-138
Stationary Engineer	\$ 9,546	20-100
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Stenographer-Typist	\$ varies	varies
Variety Operator	\$ 5,811	20-307
Institution Pharmacist	\$12,670	20-129
Specialists in Education	(\$16,358-\$22,694)	20-312
Senior Stationary Engineer	\$10,714	20-101
Assistant Stationary Engineer	\$ 7,616	20-303

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

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

# REAL ESTATE VALUES

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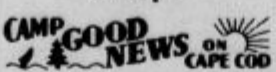
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### BROOKHAVEN OFFICERS SWORN

Civil Service Employees Assn. Suffolk Local 852 president James Corbin, left, swears in Brookhaven Town unit officers Ruth Kempf, president; John Girandola, first vice-president; Joseph Centineo, second vice-president; Jacqueline Dawson, third vice-president; Geraldine Myott, treasurer, and Julia DeTorre, recording secretary. Missing from the Jan. 18 ceremony were: Grace Tschabrun, corresponding secretary, and David Blackburn, sergeant-at-arms.

## Plan To Drop Merit System

(Continued from Page 1)

three" which requires appointments be made from among the top three candidates on an eligibility list, and that written examinations be limited to low-level entrance positions.

The report, delivered to Victor S. Bahou, president of the Civil Service Commission, also recommended creation of a pool of senior management employees who could be promoted and transferred without going through normal civil service procedures.

"This proposal would remove the competitive merit and fitness features of the civil service system which provides an equal opportunity for all, and revert back to a spoils system that reeks with favoritism and is tainted with politics," the union chief said.

"The proposal is disguised by indicating that it would result in promotions and pay raises based on individual merit, which sounds fine on the surface until you realize that determinations of who gets promotions and raises and who does not involves subjective decision making, and that can get you into politics and nepotism," he said.

The CSEA noted that releasing of the report by the personnel managers group could undercut a similar investigation of the state's civil service system by a panel of outside consultants hired by the State of New York with federal funds. The CSEA has had direct input into that investigation, including offering

## 14-Year Employee Retiring In Albany

ALBANY—Mary Weidman, a 14-year veteran of state service, and a long time active supporter of the Civil Service Employees Assn., will officially retire from the Employee Retirement System on Feb. 23, 1977.

Ms. Weidman has been known for her outspoken defense of public employee rights and has often made her views known through letters to newspapers.

Ms. Weidman has served in various CSEA positions, including her present post as regional publicity committee chairman and chapter delegate.

A party celebrating her retirement will be held on Feb. 11, 1977, at Herberts Restaurant in Albany.

a number of suggestions where the union feels changes in the system are warranted. In addition, the CSEA has mapped plans to hire its own consultant to study the entire system and come up with detailed recommendations concerning the system's future. According to the CSEA, neither the union, nor apparently anyone else, had input into the personnel group's report.

Dr. Wenzl admonished those trying to change the civil service system to read the mural in the lobby of the Civil Service Building on the State Campus, Albany. It quotes Theodore Roosevelt, and reads, "The merit system of making appointments is in its essence as democratic and American as the common school system itself. It simply means that . . . applicants should have a fair field and no favor."

## No Valid Grievance Hearing Board Says

WATERTOWN—A three-member panel has ruled that Sheriff Deputy Jack R. Draper, Civil Service Employees Assn. county unit member, did not have a valid grievance against Sheriff Irving P. Angel for implementation of change in shift.

Mr. Draper alleged that Sheriff Angel failed to give "prime consideration" to seniority, as specified in the CSEA contract, in changing Mr. Draper from 4 p.m. until midnight road patrol,

to 8 a.m. until 4 p.m. jail duty as replacement for an employee on five-week vacation.

The panel's decision, based on testimony taken behind closed doors, found that the Sheriff in late November "may have failed to give prime consideration to seniority." However, it said Mr. Draper did not have a valid grievance against the sheriff because the deputy subsequently was reassigned to his former shift, noting that "the deputy's grievance, if any, has been rectified as of Jan. 3 when he was reassigned to the 4 p.m. to midnight shift."

Peter Grieco, CSEA unit president, was a member of the grievance panel hearing and ruling on the case. It was only the second time in 30 years that a grievance board hearing has been held in Jefferson County.

## Feb. 2 Dinner On Bargaining Planned On LI

MINEOLA—Where are union-government negotiations going, is the subject of a Feb. 2 dinner to be held at Musicaro's Restaurant, 1730 Walt Whitman Road, Melville.

Irving Flaumenbaum, president of the Long Island Region of the Civil Service Employees Assn., will discuss the question from the union point of view.

Other participants will be Joseph H. Fasbach, director of personnel and labor relations, Suffolk County Executive Office, and Bert Pogrebin, an attorney experienced in labor negotiations.

Cocktails and dinner are scheduled for 6 p.m. The cost is \$8. Students are welcomed free to the program, expected to begin at 7:45.

The Long Island chapter of the American Society for Public Administration is sponsoring the event.

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## Court Transfer Proposals

(Continued from Page 1)

health insurance and local contracts which are still in effect.

CSEA attorney Steven Wiley reported at the meeting, that action should begin this week to prevent the Office of Court Administration from transferring local court employees to the state health insurance program on April 1. He said the CSEA may initiate a new law suit or may choose to intervene in one that has already been filed by the Nassau County Uniformed Court Officers Benevolent Assn.

## Retirement Grapevine

(Continued from Page 16)

over, the new Assembly bill No. A81, introduced by Assemblyman Stephen Greco (Dem.-142nd AD) of Buffalo, purports to increase to \$3,000 the amount a retired civil servant may earn without diminution of retirement allowance, thus bringing the allowable amount equal to that allowed by Social Security.

For those concerned, I should add that another combination bill S787-A1058 introduced by Senator Jay Rollison (Rep.-39th SD) and Assemblyman Emeel Betros (Rep.-99th AD) both of Poughkeepsie, proposes to raise the limit to \$4,800.

What's new on a cost of living increase for retirees this year? Let no one think the chances this year are improved one little bit over last year. The Grapevine has been informed that the Department of Audit and Control recently proposed to Senator Richard E. Schermerhorn (Rep.-40th SD) of Newburgh, chairman of the Senate Civil Service and Pensions Committee, that a cost-of-living increase of 3 percent across the board be granted retirees of the years 1969 to 1976. The powerful chairman rejected the proposal out of hand for the reason that it was fiscally impossible. Just like that.

This incident, we have reason to believe, should give us retirees an idea of how tough the going will be this year.

Senator John Flynn (Rep.-35th SD) of Yonkers, "Old Faithful" and a member of Mr. Schermerhorn's pension committee, has again introduced a cost-of-living bill, co-sponsored by Mr. Greco, chairman of the Assembly Government Employees Committee, the combination bill S910-A1336, which resembles Mr. Flynn's S-270-A of last year. It would provide a cumulative inflation supplement based on the consumer price index for each calendar year of retirement of not more than or less than 3 percent of each said calendar year, based on a ceiling of \$8,000 annual retirement allowance, and requiring that the retiree have reached age 62.

People who think 3 percent is "peanuts" should take note of the word "cumulative." Those who retired before Jan. 1, 1958, would be guaranteed a minimum of 60 percent. The bill includes a feature making it mandatory that it be renewed each year. Thus, while it is "temporary" and is in force for only a year, it is permanent in the sense that it is legally required to be continued in force by annual re-enactment.

As we understand it, the bill eliminates the existing graduated percentage scale which begins with 1968 and increases back to 1951 and earlier. The supplemental increase would apply to all who retired up to within a year of this law's promulgation.

As soon as the information is available to us, we shall inform all of our retiree members of the number and provisions of each of the bills being introduced by the CSEA this year. As of "presstime" this still has not been available from our attorney-lobbyists.

Theodore Wenzl, president of the CSEA, has recently appointed the following additional members to the statewide retirees committee: Elizabeth Steenburgh of Schenectady, Tris Schwartz of Hyde Park, Michael Murphy of Rocky Point, Alfred Robinson of Brooklyn, John Tanzi of Auburn and Charles Gormley of Buffalo.

## Sam Emmett Retires

(Continued from Page 16)

Assn., added his praise of Mr. Emmett, on behalf of the union.

In his CSEA service, Mr. Emmet was chairman of the statewide membership committee, a member of the State Tax De-

partment negotiating committee, Tax Department representative to the CSEA Board of Directors, and a member of the executive board of the New York City CSEA chapter and a former New York City chapter president.

Sol Bendet, president of New York City's Civil Service Employees Assn. chapter in which Mr. Emmett was active, praised Mr. Emmett for his contributions to the CSEA and said, "It's significant of people's respect for Sam Emmett that so many chose to be present in New York today, rather than in Washington for the Carter inauguration."

With tears in his eyes, Mr. Emmett thanked everyone for attending the event and called it, "the most memorable occasion of my life."

He and Paye, his wife of 40 years, plan a retirement that will include a travel agency business.

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# Mr. Carter's Jobs

(Continued from Page 11)

tary for External Affairs, GS-16.

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Receptionist (Typing), GS-6.

Office of the Secretary, Office of Consumer Affairs

Deputy Director, Office of Consumer Affairs, GS-16.

Director of Public Affairs, GS-15.

Director of External Liaison, GS-15.

Writer-Editor, GS-14.

Confidential Assistant, GS-14.

Office of the Secretary, Office of Civil Rights

6 Special Assistants to the Secretary/Director, GS-18, 15, 14, 11.

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Director, Office of Policy Communications, GS-15.

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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.

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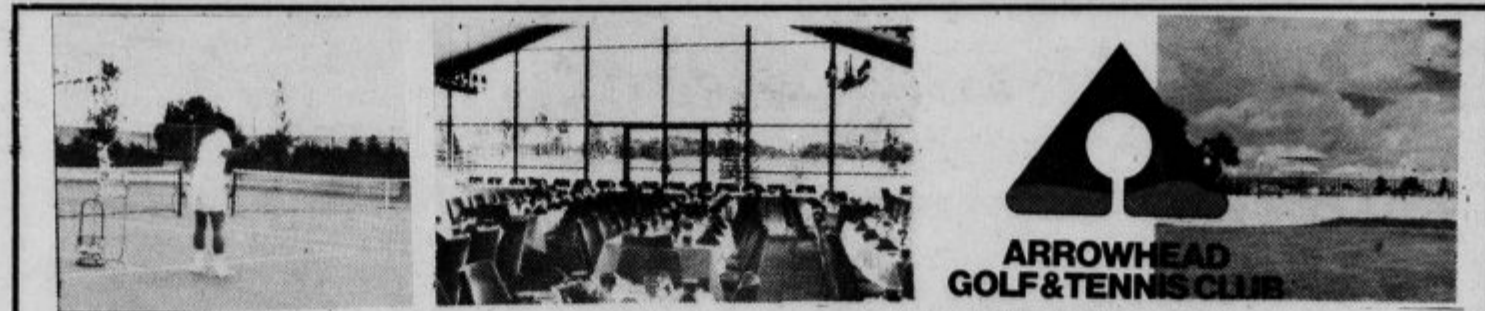
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## The rush to retire... **And now it's Sam Emmett**

What do all these well-known Civil Service Employees Assn. leaders have in common? It's the fact that within the last year or two they have retired from civil service employment. Nearly all of them continue to be vigorously influential within the union, though, as statewide, regional and/or chapter officials. These pictured here are only a random sampling of those who have taken the plunge, and there are a number of other prominent leaders ready to go.

MANHATTAN—A retirement luncheon was held for deputy tax commissioner, associate compliance agent Samuel Emmett on Jan. 20 at Feathers Restaurant in the Fifth Avenue Hotel.

Mr. Emmett retired Jan. 19 after 32 years of service beginning Sept. 9, 1943, when he was one of three men appointed to the first civil service tax collector post.

Subsequently, he became the first senior tax collector in New York State and the state's first associate, then acting principal tax collector.

The several hundred people from around the state gathered at the luncheon included members of Mr. Emmett's family and people whom he had worked with and in some cases trained during his more than three decades of service.

Seymour Piken, senior tax compliance agent, introduced the various speakers, including former Commissioner of Taxation and Finance Mario Procaccino who said, "I'm proud to be here to pay homage to a man like Sam Emmett."

Theodore C. Wenzl, president of the Civil Service Employees (Continued on Page 14)



Newly retired Sam Emmett wastes no time in passing out calling cards announcing his new business venture. His enthusiasm and vigor in union activities have made him a well-known figure, but he chose to retire at 35 years' service with the state, because he did not want to make the "death gamble" in providing for his family. Left, from extreme corner of photo, are CSEA vice-president James Lennon, the union's director of education Edward Diamond and its assistant executive director Joseph Dolan.

## RETIREE GRAPEVINE

By THOMAS GILMARTIN JR.  
CSEA Coordinator of Retiree Affairs

You Civil Service Employees Assn. retirees and, in fact, all retired public employees in the state whose annual retirement allowance is more than \$6,500, should be aware of a bill that has been introduced in the State Senate which, if passed into law, would make your retirement income over \$6,500 subject to the New York State income tax.

Senator Edwyn E. Mason (R-48th S.D.) of Hobart, has introduced the bill S701 which would do just that. Ostensibly it is intended to benefit all retired non-public employees who, unlike retired public employees, must pay New York State income tax. As there are more of the former than the latter, it is sure to get strong support.

Since this proposed legislation would require an amendment to the State Constitution, it must pass through the State Legislature twice, and then go before the state taxpayers for referendum approval. If it gets to referendum, it is likely that the public will vote approval. The big losers naturally will be retired public servants drawing more than the \$6,500 (which is not a great deal of income in these days).

Senator Mason's bill is presently in the Senate Tax Committee, whose chairman is Senator Roy M. Goodman, (Rep.-26 S.D.) of New York City.

By the way, in connection with Senator Mason's bill and any others, including our own, you can keep tabs on a bill's progress by dialing the free hot line for legislation number 1-800-342-9860.

Until Jan. 1, 1977, a retired public employee in the state could return to work in a civil service job and earn up to \$2,760 without any red tape or effect upon his retirement income. But as of the first day of this year, a new law eliminates this opportunity, unless the retiree had already been hired. But what some people do not know is that a retiree can still qualify if he fills out a "section 212 form" obtainable from the retirement system.

I believe the above restriction will be of short duration, as it is a stupid, sterile provision from any angle. More-

(Continued on Page 14)



It took a big head table to crowd in all the dignitaries, and then some were still seated in the audience. At lower left corner, CSEA president Theodore C. Wenzl, second from left, talks with union vice-president Solomon Bendet. Mr. Emmett serves Dr. Wenzl as chairman of the union's membership committee, and he is a former president of New York City chapter 010, which Mr. Bendet now heads. Others on hand to laud Mr. Emmett were representatives of the Taxation and Finance department, the 20-Year Club, the Credit Union, the Brotherhood Committee, and maybe even a few dance clubs, travel agencies and bowling leagues. The guest of honor is fifth from the left.