

Civil Service LEADER

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New Laws

— See Page 16



CSEA president William McGowan calls for order as union delegates meet in Syracuse to adopt changes in constitution and by-laws prior to Agency Shop becoming effective Sept. 2. Identifiable from rear are executive vice-president Thomas McDonough and vice-president Joseph McDermott. Parliamentarian Celeste Rosenkranz is visible next to gavel in center.

Delegates Vote Dime A Payday In Political Fund

No Increase In CSEA Dues

SYRACUSE—Civil Service Employees Assn. delegates adopted important changes to the union's constitution and by-laws at a one-day special delegates meeting here Aug. 17, paving the way for the CSEA to be eligible to receive Agency Shop fees from certain non-members when the new Agency Shop law becomes effective Sept. 2.

And, in another major amend-

ment, delegates adopted the concept of establishing a political action fund derived by approp-

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Monroe County Workers Vote Strike Action

ROCHESTER—The long-simmering frustration of Monroe County workers boiled over last week as a strike was called for 6 a.m., Monday, Aug. 22.

At Leader presstime, it could not be determined whether the strike began as scheduled, or, as the case with the state strike set for Aug 18, was called off at the last minute.

The Civil Service Employees Assn., which represents the 4,000 county workers, is demanding full restoration of pay lost because of the salary cuts county workers received in January. All county workers earning more than \$12,000 a year

had their salaries cut 5 percent, while those earning more than \$20,000 a year received a 10 percent pay cut.

Strike action was determined at a union membership meeting last week in the Auditorium Theater here.

The meeting was called to decide whether to accept a fact-finder's report or to strike. The CSEA contract with the County had expired last January, and there has been an impasse ever since.

Local president Martin Koenig had said, before the meeting, that if either the County or the CSEA rejects the report, he would recommend a strike.

A spokesman at the Rochester satellite office of the CSEA's Western Region VI, said plans were being made to picket "19 or 20 key locations." Including are the Main County Office Building, the Hall of Justice, parks and zoo, County Hospital, Community College, all Pure Waters plants, the Health Department, the Department of Social Services and the airport.

Promise Fight To Prevent More Willowbrook Layoffs

STATEN ISLAND — Civil Service Employees Assn. Local 429 met in emergency session last week to protest the layoff of 40 temporary and provisional teachers at the Willowbrook Developmental Center and promised to fight further layoffs resulting from the takeover of seven buildings at Willowbrook by United Cerebral Palsy of New York.

Felton King, president of Local 429, told an audience of 150 employees that the union had information that as many as 1,300 employees will be terminated be-

cause the Department of Mental Hygiene had slashed its budget for Willowbrook after promising the CSEA and parents' groups that no employee layoffs would result because of the UCP takeover.

"We are not going to take this lying down. The State has pushed us against the wall and we're going to fight," Mr. King told his audience.

Bella Abzug, New York City mayoral candidate, attended the CSEA meeting after touring some of the buildings scheduled for takeover by UCP Sept. 5. Ms.

Abzug said that if elected mayor she would oppose the dumping of mental patients and the firing of employees. She added that she had received a telephone call from the Department of Mental Hygiene before her visit to Willowbrook to assure her there would be no layoffs. "People like you need job security, especially after you have shown such dedication to helping the mentally retarded," Ms. Abzug added. She said that employees who lose their jobs because of the UCP takeover should be retrained and

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From Fernwood, Ohio, to Willowbrook, Staten Island, to publicize her cause came Louise Lasser, better known as TV-land's "Mary Hartman, Mary Hartman," to pin Bella Abzug campaign button on Willowbrook Developmental Center Local president Felton King. Ms. Lasser attended Local's officer installation, and decried the threatened layoff of 1,300 employees there. Mayoral candidate Abzug toured the facility herself a few days later, and held a press conference. (See additional photos on Page 8.)

ASSAULTS

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

Assail Blackout Plan

ALBANY—Another ranking state lawmaker has come out in opposition to penalties against state employees who missed a day's work because of the July 13-14 blackout in the Metropolitan New York City area.

Senator John Flynn (R-Yon-

kers) urged Gov. Hugh L. Carey to reconsider plans to charge employees for the lost time. Senator Owen Johnson (R-West Babylon) criticized the plan last week.

Senator Flynn says the state workers feel such punishment would be unfair, because state

(Continued on Page 16)

The Battle Over Taylor Law Still Rages

OSWEGO—Although a few verbal flurries erupted over provisions of the Taylor Law, most of the 100 persons attending a two-day conference here last week appeared to agree

that New York State's law governing public employment labor negotiations helps create a climate in which issues involving public employees can be resolved.

"Decade of the Taylor Law:

Review and Preview" was the title of the conference. It was sponsored by the Continuing Education Office of SUNY, Oswego. Principal speakers at the final sessions were William McGowan, president of the Civil Service Employees Assn. (CSEA); John H. Galligan, representing the New York Conference of Mayors; State Sen. Richard E. Schemerhorn, chairman of the Senate Civil Service; Pension, and Taylor Law Committee; and Assemblyman John R. Zagame, an Assembly Labor Committee member.

Conference director Herbert Van Schaack, a mediator and fact finder for the Public Employees Relations Board (PERB) for seven years, introduced Virginia L. Radley, acting college president who noted SUNY col-

lege faculty and staff come under Taylor Law provisions.

In the opening session, Mr. McGowan quickly established himself as opposed to Mr. Galligan's views.

Mr. McGowan attacked the Taylor Law's two-for-one strike penalty, in which striking state workers may be fined two days' pay for each day on the picket line. He insisted public workers be given the right to strike.

"CSEA will never be satisfied after management has three quarters of the apple, then gives CSEA the quarter with the worm," he said.

Mr. Galligan expressed fear that under the Taylor Law, supervisors may be placed in a conflict of interest, by being torn between union loyalties and management responsibilities. He

called for removing supervisors from the same bargaining units as the workers they supervise.

Mr. Galligan also urged an end to the Triborough Doctrine, which protects pay levels and benefits when a contract runs out, keeping public employers from returning to "ground zero" in their contract offers.

Both Sen. Schemerhorn and Mr. Zagame upheld the anti-strike concept of the Taylor Law. They said they were concerned over use of new amounts of money available to public employee unions through the new Agency Shop law. The law mandates non-voluntary union dues contributions by state employees, whether or not employees are union members. Neither politician wants the money used for political contributions.

Mr. Zagame and Sen. Schemerhorn said they foresee no great changes for the Taylor Law.

"If we sit down and use common sense and refrain from demeaning each other, the Taylor Law can work," Sen. Schemerhorn said.

Another conference participant took issue with Taylor Law supporters. "The most repressive labor law in the country," said Larry Hutchins of the Watertown Service Center of the New York Educators Association.

The conference brought together representatives of public employee unions, elected officials and the officially neutral PERB officials. Conference participants came from all over the state.

Dr. Van Schaack said the Taylor Law was like a child—an adopted child, since no legislator in 1967 would allow his name to be attached to the law. It is named for George Taylor, a university professor, who provided the blueprint for the bill.

"As with any child, there are growing pains," said Dr. Van Schaack. "All of us wish to help the child, not through fear, but through the concerns we share for it."

Deals Made Over Dinner

ALBANY—The Division of Laboratories and Research Local of the Civil Service Employees Assn. keeps communications problems to a minimum by inviting individuals from the state administration and CSEA regional or statewide headquarters to its monthly dinner meeting.

Every three months, the local invites the personnel

manager from the state and finds that most differences can be resolved with very few grievances having to be filed. Local president Ernst Stroebel says, "I have seen more deals made over a dinner table than anywhere else."

Good communications are maintained with members through regular releases posted on bulletin boards or mailed.

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Sign Contract For 1,700 Judicial Employees



Participants in signing of contract for Judicial employees were, seated from left, CSEA president William McGowan, Court Administration employee relations director Howard A. Rubenstein and CSEA Judicial representative Ethel Ross. Observing the ceremony, standing from left, are John Casey, attorney for Mental Health Information Service; Julie Drew, president of CSEA's Court of Claims Local 694; Richard J. Bartlett, state administrative judge, and Patrick J. Monachino, CSEA collective bargaining specialist.

ALBANY—A new contract covering some 1,700 state Judicial employees was signed by representatives of the Civil Service Employees Assn., which represents the employees, and the State Office of Court Administration.

Culminating weeks of negotiations, the agreement provides for a 5 percent or \$500 minimum increase for the state-paid court employees retroactive to April 1. a 4 percent or \$400 minimum effective Oct. 1, 1977, and a 5 percent or \$500 minimum hike effective next April 1. CSEA collective bargaining specialist Patrick Monachino, who headed up employee negotiations, noted that the increases are incorporated into the employees' salary schedule. Increments will be included additionally for all eligible employees.

Other contract items include increased travel expenses, up to \$38 per day in New York City and Nassau, Suffolk, Rockland and Westchester counties and up to \$32 per day elsewhere in the state. Expenses for trips outside the state were upped to \$37 per day.

Another contract item in the

newly negotiated agreement allows employees with earned and accrued vacation leave credits to elect to "buy back" up to five days of such accrued vacation credits for cash. Payment for such credit will be based upon salary in effect on Aug. 1, 1977, with "buy back" payments in a separate check to be delivered to the employee in the payroll period nearest Dec. 1, 1977.

Abbatiello Urges Teen Bill Signing

HEMPSTEAD—Civil Service Employees Assn. Nassau County Local 830 has urged Gov. Hugh L. Carey to sign the Bruno-Griffith Bill which would permit high school age youngsters to distribute shoppers (publications containing mostly advertisements).

Local president Nicholas Abbatiello also criticized the State Labor Department for opposing the bill, which is awaiting the Governor's signature.

"It is inconceivable that these young people should not be permitted to do this work and at the same time earn money to help themselves and their families," wrote Mr. Abbatiello in a mailgram to the Governor. "This stand by the New York State Department of Labor is hypocritical and irresponsible in the face of all attempts to get everyone to work so that our economy could be helped."

Apollos Soccer Tickets On Sale

MINEOLA—Regular \$4.50 tickets for New York Apollos professional soccer games are available for all CSEA members through the Nassau Local 830 for 50 cents. It was announced by Nicholas Abbatiello, president.

Tickets are still available for the game Aug. 27 with the New England Oceaneers at Hofstra University Stadium, Unionsdale, at 8 p.m.

Delegates Approve A Political Fund

(Continued from Page 1)
riating \$2.60 a member per year from dues and Agency Shop fees collected.

With approximately 1,000 official CSEA delegates in attendance, the delegate body passed amendments that set the Agency Shop fee at \$58.50 per year, identical to the union's annual dues. And, in order to comply with a requirement of the new state law, the union's constitution and by-laws now provide for a system of rebating the \$2.60 to

employees who file written objections to the use of that amount for political or ideological purposes that the individual disagrees with.

The Agency Shop law, requiring non-dues paying employees in a bargaining unit to pay the equivalent of union dues to help pay for the cost of representation, was passed by both houses of the State Legislature during the last session and signed into law by Gov. Hugh L. Carey on Aug. 3. It becomes effective 30

days after signing, on Sept. 2. Initially the law covers only state employees, but makes Agency Shop a negotiable item for contracts covering all other public employees in New York State.

Establishment of the political action fund in reality represents a reallocation of dues collected by the union, and does not involve any additional payments by members. Dues remain at \$58.50 per year, and from that amount the union will set aside 10 cents biweekly, or \$2.60 per year, in a special political action fund. Details of the administration of that fund, which will total upwards of \$700,000, will be worked out by delegates attending the annual October delegates meeting. It is expected that details as to political action activities, including endorsement and contributions from the fund, will be established at that meeting.

Establishment of the fund, however, immediately makes CSEA a major political force to be reckoned with. Coming off its most successful political action and legislative action year ever, CSEA has now emerged as a

potent factor for consideration by political parties and political candidates from the governor's position right on down to local offices.

On the rebate question, the CSEA constitution and by-laws now provide that any dues-paying or Agency-Shop-fee-paying employee who objects to the use of the \$2.60 portion of dues or fee for political or ideological purposes may file written notice by registered or certified mail to the CSEA statewide treasurer during the month of October each year, and that proportionate amount will be rebated. Provision is also made in those cases where an Agency Shop fee employee believes the CSEA has expended more than the \$2.60 proportionate amount for political or ideological purposes that the individual disagrees with.

Town Of Bolton Highway Aides In CSEA Fold

BOLTON LANDING—Town of Bolton highway workers have organized, been recognized as a unit of the Civil Service Employees Assn.'s Warren County Local 857 and are now negotiating a contract with town officials.

Although the unit consists of only highway workers, unit leaders say they hope all town employees will join.

Timothy A. Coon is the unit president. Other officers are Bruce A. Sherman, vice-president, and Thomas A. French, secretary-treasurer.



TO THE RESCUE

Donald Schmidt, left, and Philip Rongo were recently awarded citations for the daring rescue last March of two fellow workers trapped in a cave-in at a work site at Craig Developmental Center, Seneca. Richard Cox, executive council member of Civil Service Employees Assn. Local 465, makes presentation. Men were also praised by center's director, Nadene D. Hunter.

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

AUGUST

- 26—SUC Potsdam Local 613 20th anniversary celebration and installation of officers: 7 p.m., Ward's Hotel, Route 11, Brasher Falls.
- 26—Hutchings Psychiatric Center Local 435 Clambake: 4-9 p.m., Hinerwadel's, North Syracuse.
- 27—ENCON Local 119 organizational workshop: 2-6 p.m., De-Ruyter Lake.
- 27—Region V Court Employees Local general membership workshop: 11 a.m., Pine Tree Point Club, Alexandria Bay.
- 27—Oneida County Local 833 clambake: 1 p.m., American Legion, Franklin Springs.
- 31—Nassau County Retirees Local 919 meeting: 11 a.m., American Savings Bank, Modell's Shopping Center, Hempstead Tpk., East Meadow, L.I.

SEPTEMBER

- 1—Long Island State Parks Local 102 meeting: 7:30 p.m., AMVETS Hall, Massapequa.
- 5-7—Metropolitan Region II Workshop: Falls View Hotel, Ellenville.
- 9—Public Service Commission, Albany Local 675 steak roast: 1 p.m., Mosall's Grove, McKownville.
- 9—Reception for Nick Abbatiello, president of Nassau Local 830, 6 p.m., Savini's Crystalbrook Restaurant, East Meadow.
- 11—Onondaga County Local 834 clambake: 1 p.m., Hinerwadel's Grove, North Syracuse.
- 11—Hornell Local 007 family picnic: 1 p.m., Almond Dam Recreation Area, Kanakadea Park, Hornell.
- 17—SUNY at Cortland Local 605/DOT Local 520/Cortland County Local 812 combined clambake: 1 p.m., Homer Water Works, Homer.
- 17—Suffolk Local 852 annual Olde Fashioned Picnic: 11:30 a.m.—dusk, Southaven County Park, Yaphank.
- 20—New York Metropolitan Retirees Local 910 membership meeting: 1 p.m., 2 World Trade Center, Room 5890, Manhattan.

Courts Name New Equal Opportunity Employment Head



SARAH E. CURRY
... affirmative action

MANHATTAN—Sarah E. Curry of Brooklyn is the new director of the equal employment opportunity office of the Office of Court Administration (OCA). Richard J. Bartlett, the state administrative judge, made the announcement last week.

Ms. Curry will plan and direct OCA's affirmative-action programs to expand job and pro-

motional opportunities for women and minorities in the court system. She will work with Supreme Court Judge Jawn A. Sandifer, a deputy New York City administrative judge and the courts' equal employment opportunity officer.

Ms. Curry was with National Urban League since 1970. She
(Continued on Page 5)

SHORT TAKES

PAY RATE HIKES SLOW DOWN

Wage and salary rates rose less this year than they did in 1976, according to the U.S. Labor Department. It attributed the 4 percent decrease to a smaller number of collective bargaining settlements.

SPECIAL SESSIONS POSSIBLE

The State Legislature adjourned without approving the \$28 million it promised to five cities. To remedy this situation, Governor Carey might call a special session of the Legislature to unfreeze money from the state municipal overburden aid fund for Rochester and other cities.

FIREFIGHTERS WITHOUT EXAMS

Three men were certified as eligible for firefighter jobs in Buffalo by the City Civil Service Commission on the basis of their participation in the federally-funded "New Careers" program. The usual way of certifying fire-

fighters is through a civil service examination. The Buffalo firefighters' union denied membership because they did not qualify for the job the usual way. Denying membership to appointed firefighters is an unprecedented step in the union's history.

WOMEN SOLDIERS THROW BETTER GRENADE

In a Training and Doctrine Command test conducted at Fort Jackson, S.C., it was found that women had higher passing rates than men in the hand-grenade throw, fire and maneuver, basic rifle marksmanship, and CBR Training. Women's averages fell short of men's in the 10-15 mile march, the confidence course, the obstacle course, and the physical fitness test.

11 WOMEN TO TAKE FIREFIGHTER EXAM

While women have never been specifically excluded from taking the civil service examination for firefighter in Buffalo, none have applied before this year. Eleven applicants this year are women. Fifty percent of the test is written. The other 50 percent is a tough physical agility test.

LARGER SALARY VS. HANDSOME EXPENSE ACCOUNT

Virginia General Assembly members face a dilemma about whether to claim \$2,600, the funds they received for expense allowances and office funds, as part of their salaries for the purpose of computing retirement benefits. But if they do, IRS could demand they pay taxes on this money. On the other hand, if they count the \$2,600 as expense money, the legislators would then have to account for the \$44-a-day allowance, which most have not done, not expecting this unpredicted turn of events.

UNEMPLOYMENT BENEFITS FOR TEMPORARIES

In January, a federal mandate will go into effect requiring the state to pay jobless benefits to temporary state employees who, up until now, had been specifically excluded from state unemployment insurance. For the

past three years, unemployment insurance has been available to state legislature employees who usually work only four to six months. Included in the new mandate will be domestic, migrant workers and municipal employees.

DO FEDERAL RETIREES RECEIVE MORE?

The federal government is reviewing private sector pension plans in order to determine if, as suspected, federal retirement benefits are more generous. Federal employees and military men and women do not contribute to their retirement funds, but their pensions have increased 72.3 percent during the past 10 years. This is a result of tying the systems to cost-of-living increases.

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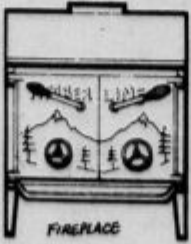


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BOOKS NOT RETURNABLE AFTER 10 DAYS

Civil Service Reform: Still Alive

By JANE BERNSTEIN
After a year of hearings and heated debate over the controversial Civil Service Reform bill, the issue has been tabled. But it won't be long before it is served up again when the 1977-78 legislative session begins.

The Civil Service Employees Assn. has, until recently, maintained a position of bitter opposition to most of the proposed changes in the Civil Service Law as it now stands. Provisions that would change the way workers are appointed to jobs, how they are promoted, and how they are evaluated, created concern in the public employee union leadership that a new political patronage system would be created.

But officials and members of

the CSEA now concede there may be areas in need of change in the system, and have reached a point where they are willing to sit down and discuss their own ideas about what should be changed. They are doing so with legislators and members of the state Commission on Management and Productivity in the Public Sector. This commission was responsible for developing some of the proposals that went into the legislation.

In order to get an idea about where things stand in the reform arena at this point, the Leader spoke with Commission chairman Meyer S. Frucher, a former civil servant himself.

"What the changes in the civil service should do is put merit back into the Merit System," Mr. Frucher said. "There is

presently no reward for individual performance in public employment. In life you are judged by what you do. In civil service, you're judged on a test you take."

Mr. Frucher said that now that the union's initial hostility has been erased toward the Commission, there will be a working relationship in which both parties try to find areas of agreement.

One of these areas is definitely a better way to evaluate an individual's performance, so that he or she may be rewarded for good work. But as mentioned, union officials fear that allowing a supervisor to judge one's work could lead the way to politics on the job, with personal favors being passed around.

The question, then, is how may subjectivity be avoided when evaluation for promotion is made?

"If our founding fathers wanted this kind of impartiality that we get from promotional exams, we would have had our presidents selected from civil service lists," Mr. Frucher joked. "But seriously, it is a political world; however that does not mean that there must necessarily be an abuse of power or the start of a patronage system. In the private sector, managers are given the discretion of rating their employees' performance on the job. People should be judged by their competence."

He said that managerial supervisors should go through training programs to prepare them for their tasks, and that the union should have a definite input into the training.

Bernard Ryan, head of political action for the CSEA, agrees.

"If management is able to operate more effectively, that's really productivity, and that's what it's all about," Mr. Ryan said. "We want to preserve the concept of appointment based on merit and promotion based on true ability. With this in mind, we'll review the examination, appointment and promotion process so that the rating can be an advantage for a worker who is outstanding."

Another area covered in the study bill, which will probably arise later this year, is the proposal to create an executive management corps. This would be open to those within the civil service system through promotion, and also to those who are not yet a part of the system. Its controversial nature includes the fact that workers within the corps would not have tenure, but would, rather, be subject to the terms of a three-year contract.

Mr. Frucher defended this aspect of the plan, saying, "In order for the system to be good at that level, it must be dynamic. There must be a mechanism to insure that those who are good stay, and those who can't do the job are not kept on."

That is not an area where union agreement is expected, and the question arises as to whether the proposal is that much more unpalatable coming from an individual who is, himself, a top-level manager.

"I hope the union sees my role in this whole thing as an honest broker looking for positive reform and change," Mr. Frucher said. "We need a system that

has the ability to bring in good managers and good permanent civil servants. And, incidentally, I started out in civil service on a GS-2 level in the federal system. You can't get much lower than that."

James Featherstonhaugh, CSEA attorney, said, "We do feel that the Commission and its staff have made a particular effort to cooperate with the union in exchanging information to arrive at a compromise that will serve the interests of all parties." He continued, "And while we don't agree on every point, there is a willingness to communicate and receive input."

Mr. Ryan agrees that the Commission is taking a sincere look at the Civil Service Law in an effort to simplify its procedures.

What will the coming year bring in terms of a new reform bill?

Mr. Frucher and CSEA officials say they are not sure, but are open to discussion on the matter.

"Reform must mean that an employee will have a greater opportunity to be judged on performance for advancement," Mr. Frucher said. "I hope this becomes not only a good government issue, but also a good pro-labor and pro-worker issue too."

Name Director To Court Post

(Continued from Page 4)

was director of its Minority Business Opportunity Program, assistant director of the economic development department, the league's largest unit, and most recently, director of its new national skills bank program.

Before joining Urban League, she was assistant field director of the Federation of Southern Cooperatives. She was also extradition secretary in the office of the Governor of Tennessee.

Ms. Curry received a B.A. in urban planning, administration and management from the University of Massachusetts. She did graduate work as a community fellow in urban planning at Massachusetts Institute of Technology and took specialized training at the IBM School of Data Processing, Nashville, Tenn., the Arizona State University School of Business Administration, and the IBM Educational Center (telecommunications for executives), Boca Raton, Fla.

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FRIDAY, AUGUST 26, 1977

The Battle Of Willowbrook

OFTEN we become so convinced of the righteousness of our viewpoint, that we lose sight of the fact that there may be other opinions.

Such an instance can be made of the battle by Civil Service Employees Assn. leaders to save the jobs of an estimated 1,300 employees at the Staten Island facility to care for the mentally retarded.

If you were to ask the typical person at Willowbrook who the culprit is in the current predicament, most likely Gov. Hugh Carey would be named. Regardless of what the Governor may personally believe, he is probably the classic "Man in the Middle."

We quote here the lead paragraph from the July-August 1977 issue of the New York Civil Liberties Union publication:

"Two years after a judge ordered a massive reduction in the number of mentally retarded patients at Willowbrook Developmental Center, and five years after NYCLU began interceding on behalf of the patients, the court's orders have still not been adequately carried out and a new order was issued in June."

The fact is that while the CSEA is fighting to preserve the jobs of its members, who, in their view, serve the best interests of the mentally handicapped, there are other forces working just as diligently against them.

So intent is the NYCLU that they are opposing the recommendation of a court-appointed panel to transfer some of the patients to the Bronx Developmental Center, which had been the subject of a feature a few months ago by The New York Times as an example of architectural excellence for its purpose.

The NYCLU viewpoint is that the transfer to Bronx would only delay their ultimate goal of having them placed in group homes and halfway houses. "Willowbrook should be limited to persons from Staten Island," NYCLU says.

The civil rights organization points out that the Willowbrook population has been decreased from 5,000 down to 2,300 during the last five years, but that U.S. District Judge Orrin Judd has ordered that the number be further reduced to 250.

So the situation presently facing Willowbrook employees and residents is that U.S. District Judge John Bartles has ordered the relocation of Willowbrook residents speeded up by relocating 50 patients per month until October, then 75 per month from October to next April and 100 per month thereafter.

This, combined with the state's agreement to turn several buildings over to the United Cerebral Palsy Foundation for administration, would be enough to concern anyone working at Willowbrook—and it certainly has.

There is developing a renewed spirit of resistance among Willowbrook employees, however. They installed earlier this month a new slate of union officers (some holdovers and others first-timers). The new leader there, Felton King, first came to statewide union prominence several years ago during what is remembered as the "Easter Weekend" job action when several Mental Hygiene institutions struck in a contract dispute with the Rockefeller Administration.

We think it is a controversial issue, and we would like to know what you think, too.

(M.O.B.)

Don't Repeat This!

Australian CS Union Leader Ranks CSEA High On World Tour

The Secretary of the Australian Government Workers' Assn. spent the week of Aug. 8-12 visiting the Civil Service Employees Assn.'s Albany region as part of his seven-nation tour of the top labor unions of the world.

Hugh Armstrong said he found many differences and many similarities between his own union and the CSEA, which will be helpful to him in making a report to the AGWA when he returns home to Adelaide, Australia, in September.

Dynamic Union

I found CSEA to be a very healthy, dynamic union," he said after spending a day visiting the Greenport Township unit of the CSEA with field representative Aaron Wagner. "I especially like the casual, friendly relationship between the rank-and-file and the professional staff. A CSEA member can just say, 'Look, here's my problem,' and the field rep takes it from there without further ado."

Mr. Armstrong, who is a native of Scotland, immigrated to Australia in 1964. He landed a job as a marine engineer with the government, and two days later found himself and his co-workers out on a three-week-long strike.

"Strikes by public employees have always been legal in Australia, and that's as it should be," he says. "A person should always have the right to withdraw his labor."

Despite its name, Mr. Armstrong's union really represents only the public employees of South Australia, which is one of the six states that comprise the nation of Australia. The AGWA has about 11,500 members, whose average salary is about \$8,800 per year. Mr. Armstrong estimates that the cost-of-living on the island-continent of Australia is, if anything, higher than in the United States.

"Inflation there was moving along at about 13 percent a year for a few years," he says, "and unemployment is at about 7 percent. In March, the government decided to try wage-and-price controls, but there was such an outcry against it that it never went into effect."

Mr. Armstrong is in the midst of a three-year term as general secretary of the AGWA—his first term as an officer of the union. He represents the AGWA at meetings of the Australian Council of Trade Unions, which is the national organization with which the AGWA is affiliated.

Constant Raiding

Although the total population of Australia is only 13,000,000, less than that of New York State, there are some 300 labor unions in the land "down under." This makes for a situation of almost constant raiding of one union's membership by another union, Mr. Armstrong said. Informed that the CSEA also spends much time fighting off raids by other unions, he added, "We call this 'poaching' and it's a wasteful diversion of our energies. Unions should concentrate on helping their own members, not stealing others."

(Continued on Page 10)



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 Violation

An Article 78 proceeding was brought to review a determination of the Public Employment Relations Board (PERB).

Police officers of the City of New York have previously enjoyed free subway and bus transportation as well as free transportation on city-owned ferries. This gratuitous service was terminated by the Transit Authority and gave rise to an allegation that the city, by this action, violated its duty to negotiate in good faith with police associations representing the aggrieved employees.

The determination of PERB dated Oct. 29, 1976, found that the City of New York did not violate its duty to negotiate in good faith with the police by reason of the Transit Authority's action, since the Transit Authority is of independent status and within its rights in determining policy. However, the PERB found that the City of New York did violate its duty to negotiate in good faith with the police when it unilaterally terminated free transportation for police officers on city-owned ferries. The PERB thus ordered negotiation in good faith on this issue.

The Appellate Division, Second Department, unanimously confirmed the PERB determinations and found them to be supported by substantial evidence. Petitioner police associations applied to the court for a modification of the PERB order so as to direct restoration of such transit passage with reimbursement for past expenditures plus 3 percent interest. The court denied this application on the ground that under the Taylor Law the PERB is empowered to enter an order that only directs the public employer to "negotiate in good faith." The PERB was therefore not permitted to grant the affirmative relief sought by petitioners. *Melnick, as Pres. of Sergeants' Benev. Ass'n v. PERB*, 394 N.Y.S. 2d 17 (A.D. 1st Dept., 1977).

THE APPELLATE DIVISION, Second Department, decision of April 25, 1977, under an Article 78 proceeding, reviewed a determination of the town board of Stony Point, finding that an employee who had absented himself without explanation for a period in excess of 10 working days was deemed to have resigned his position.

Petitioner had an altercation with his superintendent on the evening of Jan. 24, 1971. Thereafter, petitioner failed to report to work and was not heard from until August, of that year, at which time he commenced an Article 78 proceeding seeking reinstatement. Subsequently, the parties came before Justice Donohue, who found that the matter came within the purview of Section 75 of the Civil Service Law. He directed the town board to: (1) furnish plaintiff with a written notice of his removal with the reasons therefor, (2) give petitioner a copy of the charges preferred against him, and (3) hold a hearing.

On Aug. 2, 1972, respondent notified petitioner that he has been absent without authorization for a period exceeding 10 working days, and pursuant to Rule XX of the Rockland County Civil Service Commission, was deemed to

(Continued on Page 7)

WHAT'S YOUR OPINION

By PAMELA CRAIG

QUESTION: The Civil Service Employees Assn. has described the recently signed-into-law Agency Shop as an opportunity to increase its activities on behalf of its membership. In what areas do you recommend that revenue resulting from Agency Shop be spent?

WHERE ASKED: Kingsboro Developmental Center, Brooklyn

Benny Hayes, maintenance helper: "I think the money we are going to be receiving now should go to the local chapters and be dispersed to the local chapters evenly. I feel the presidents of the local chapters will best know how to use the money. When the money is spent wisely and the members know how it is being spent, then the effectiveness of added revenue is felt more.



There are many ways to involve the members within the union activities, but this costs money to pay for the expenses. If the locals can take charge of their business they could do a better job."

Teddy Phipps, plumber: "I recommend that the revenue be used to eliminate the \$50 deductible on the insurance plan because a lot of poor people can't afford the added burden of a deductible. I also feel that a statewide credit union would benefit the immediate needs of the workers. I believe that the money should be used for the betterment of the members of the CSEA. The union will not make money for at least two years due to the time it takes to collect dues. The union membership will need all the added benefits it can get by then."



James Wilson, teacher: "The revenue from the Agency Shop should be rebated to the local chapters in each region because of the growing amount of money needed to run the business of the chapter. The extra funding will allow more members to take in workshops and conventions and learn more about the organization they are a part of. Money is needed to fund more seminar and training course allowances in order for members to advance in their chosen careers."



Kar Franger, supervisor, dept. of transportation: "I recommend that the revenue resulting from the Agency Shop bill be split between the locals and headquarters. I feel the most fair way would be to split the revenue 50-50. I feel the time has come for the association to share more revenue with the rank and file instead of distributing the dues into areas less beneficial in dollars and cents to the membership. The money should go for added protection such as increased medical insurance or possibly a credit union."



members credit they can afford. This would tighten up the union because they would depend upon the union, not the banks or the state."

Guy Beaubrun, electrical maintenance: "I recommend that the added revenue should be returned to the locals in the form of increased employee benefits. I would like the union to make more people available to deal with grievances. With more money, all legal problems could be handled promptly. The added revenue could be spent to open up a state credit union. A credit union would assure the union



Ken Groves, maintenance helper: "I think that the added revenue should be spent to increase the hospitalization coverage. I would also like to see a better dental plan. There are unions which totally pick up the tab for all prescription drugs. This would save the average family several hundred dollars a year. I feel that there would be less waste if the money was spent locally. I also feel that better personal attention can only be administered at the local level."



RETIREMENT NEWS & FACTS

By A. L. PETERS

Looking At Estates

This is a good time to take a new look at your estate plan.

The changes in the law will affect many decisions you may have made before. The new laws are complex and present both dangers and opportunities. It is a good idea to speak to a lawyer if you think you want to make any changes. Here are the basics:

Pay attention to a plan if you have an estate of more than \$120,000 and expect to have more than \$175,000 by 1981.

If you are married and your estate is worth \$375,000 or less and may be worth as much as \$425,000 by 1981, there are some important changes in the law affecting you.

Take a new look at the law if you and your spouse own property jointly. You need changes if your will refers to marital deductions under the old laws or sometimes, if it doesn't. And there are changes in rules about trusts, or the creation of trusts, when you die. There are special factors involving people who have stock in closely held corporations or a business of their own or a farm. And, of course, if you are planning a substantial gift to an heir or to a charity during your lifetime some changes may be necessary.

Under the old law there were exclusions from gift and estate taxes. The new law provides for a credit that takes into account both lifetime gifts and the size of the estate. Thus, the law exempts \$125,000 from federal gift and estate taxes of 1977 and more each year until it reaches \$175,000 in 1981. But net estates of more than this amount are subject to a tax at 18 percent to 70 percent on a graduated scale.

The old rules in effect permit a spouse to leave one-half of the estate to the surviving spouse without tax. The new law provides that \$250,000 of the estate or one-half of the estate, whichever is greater, will pass to the spouse without tax. On top of this, of course, there is the credit of \$120,000 to \$175,000 so that by 1981 an estate left to a spouse amounting to \$425,000 would not incur any tax liability. There is some tricky wording in the law if your will is based on the old rules. It pays to go over this with an attorney.

Joint ownership is always a problem in estates. This kind of ownership was often subject to taxation regardless of how the joint ownership was worded. Under the new rules, half the value of jointly owned property is considered owned by each person named regardless of who actually paid for it. This applies only to joint tenancy by a husband and wife created by one or both. If you inherited a joint tenancy, it doesn't qualify. Joint tenancy in personal property must have been a completed gift for gift tax purposes; and in real property, a donor must have specified the creation of a joint tenancy as a taxable gift at the time he made it.

These rules apply only to joint interest created after Dec. 31, 1976. So, if you have an old joint interest, you should cancel

and recreate it even if it involves a gift tax liability.

This is the time to review any trust agreements made previously. There is a tougher attitude towards generation skipping transfers.

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

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

(Continued from Last Week)

Yeldell, Florence	.....Hollis
Zeitvogel, Edna M	.....Rochester
Andersen, Anne M	.....Randall
Bumner, Roy	.....Buffalo
Butler, Thell L Jr	.....Lakeview
Chillemi, Domenico	.....White Plains
Craven, John F	.....Lynbrook
Decker, Valerie	.....Slate Hill
DelNegro, Edna M	.....Schaticoke
Garvillia, Stanley A	.....Bullville
Gayer, Barbara E	.....Kings Park
Gilligan, Frank X	.....Franklin Square
Girard, Lawrence T	.....Garden City
Griffin, Shirley M	.....Spring Valley
Grimaldi, Nicholas J	.....Uniondale
Huff, William I	.....Lawtoes
Hurlburt, Margaret J	.....Rome
Jackson, Irene	.....Brooklyn
Lucia, Roger A	.....Altoona
Mambretti, Richard J	.....Rochester
VanPelt, JoAnn	.....Andes
Sacks, Herbert	.....Long Island
Smithy, Herts	.....New York
Vichianson, Vichian	.....Syracuse

Civil Service Law & You

(Continued from Page 6)

have resigned. At this time, petitioner was advised that he could answer the charge in writing and request a hearing. This hearing took place before the town board on Sept. 6, 1972. Plaintiff's explanation for his absence was that he thought he had been fired. The town board did not credit this explanation, and by a determination dated Dec. 27, 1972, terminated petitioner's service by reason of his unexplained absence.

In April 1973, plaintiff commenced this judicial proceeding for review of the town board's determination. The Appellate Division, Second Department, held: (1) Plaintiff was accorded all procedural and substantive rights guaranteed by Section 75 of the Civil Service Law and (2) the town board's determination was supported by substantial evidence. Although the charges against petitioner never used the word "misconduct" as such, it was deemed by the court to be clear that the allegations of unauthorized absence from work indeed constituted charges of misconduct. Furthermore, plaintiff was accorded all of his due process rights. He was given a full administrative hearing, was represented by counsel, testified in his own behalf, called witnesses, and cross-examined adverse witnesses. Matter of Koch v. Bulson, 394 N.Y.S.2d 25 (A.D., 2nd Dept. 1977).

LETTERS TO THE EDITOR

(The following letters were written to Solomon Bendet, Civil Service Employees Assn., Metropolitan Region II president, thanking him for his help when they were ordered to appear without counsel before the State Commission of Investigation, which was looking into fiscal irregularity charges in the State Office of Vocational Rehabilitation. Mr. Bendet insisted the treatment given the workers was in violation of the CSEA contract with the state. The investigation ended with all CSEA members involved with the agency in the clear.—Ed).

Dear Mr. Bendet:

I would like to express my deepest admiration and gratitude to you for your staunch loyalty and competent manner in which you rendered services in my behalf. It is sincerely appreciated since my desperate need for CSEA services emerged at a most unpropitious time and put you in a very tough spot.

It had occurred to me that you might also dogmatically reject my urgent pleas for help. Consequently, I am very gratified

with your interest and sincerity in which you pursued the frustrating and perplexing dilemma. I was confronted with.

You have really restored my belief in human nature because you were not monetarily rewarded or elevated in position for all your time and efforts.

It may be an "Impossible Dream" but, I wish the CSEA had a dozen men like you who would be a shining example of integrity, wisdom, courage, and sympathy for the plight of the working man. To me you are . . . and will always be "The Greatest" and second to none in the entire labor movement.

E. YANISHEFSKY
O.V.R. Rehab. Counselor

Dear Mr. Bendet:

On behalf of my family and myself, I would like to thank you for your help and consideration during the last three weeks of the SIC hearings. The little man in state service too often feels alone and unprotected. I learned that this was not true in my case.

Your quick grasp of our problems and your awareness of the

crucial nature of the hearings as related to the State-CSEA contract was magnificent.

May you continue to have the good health to carry on your noble work and as we say in Hebrew: Hazak, Hazak, Venesh, Hazeh. "Be strong, be strong . . . so that we may strengthen one another."

STANLEY E. SHERMAN
Sr. O.V.R. Rehab. Counselor

LETTERS POLICY

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

Fight To Prevent Layoffs At Willowbrook

(Continued from Page 1)

placed in other jobs by the State.

Under an agreement signed on March 10, the State Department of Mental Hygiene said it would reimburse the private non-profit Cerebral Palsy organization to operate seven buildings at Willowbrook, which contain more than 300 retarded patients between the ages of 10 and 17. United-Cerebral Palsy will completely staff four buildings and will share staffing with the CSEA in the other three buildings.

Mr. King said that when UCP takes over the seven buildings, the jobs of 700 employees presently staffing the buildings will be terminated. "And according to budget figures another 600 may go as well," Mr. King said.

According to William McGowan, CSEA statewide president, "the Department of Mental Hygiene will use a budget made up of Medicare, Medicaid and other state subsidy monies to pay UCP \$26,000 for the care of each patient housed in the Willowbrook facility. "This is approximately two to three times more than the state now pays to care for its patients using state employees."

Mr. King said that the local will picket the UCP headquarters in Manhattan Aug. 26 in a protest against "UCP's lack of expertise in handling mentally retarded children and the State-UCP agreement, which will result in layoffs of state employees."

He added that officers of Local 429, the Metropolitan Region II and headquarters staff experts will meet in the next few weeks to map strategy to "block the State's plans to subcontract care of mentally retarded patients and to fire our members," Mr. King said.



CSEA director Jimmy Gripper (Mental Hygiene, Region II), in foreground, was installing officer for joint ceremony to swear in officers of Willowbrook Developmental Center and Institute for Basic Research in Retardation locals, both on Staten Island. Here he clasps hands in congratulations with Willowbrook Local president Felton King and Institute Local president William Bear. Officers for the two CSEA locals are (not in photo order): For Willowbrook, first vice-president Richard Hyter, second vice-president Tyrone Daniels,

third vice-president Nancy Goldfarb, fourth vice-president Ronn A. ben Aaman, secretary Irene Brandt, treasurer Irene Hillis, corresponding secretary Julia Vanterpool, institutional representative Anna Ebanks, administrative representative Ruth Delaney and PST representative Joanne Maviglia; For Institute for Basic Research, first vice-president Marge Deger, second vice-president Charlotte Rue, third vice-president David Rassin, secretary Peggy Clark and treasurer Joy DeMartino.



New York City Mayoral candidate Bella Abzug listens intently as Willowbrook Developmental Center Local president Felton King explains his intention to fight for preservation of jobs for 1,300 employees facing possible layoff.

Chance To Transfer From Tier 3 To 2 Of Retirement System

ALBANY—The Civil Service Employees Assn. has begun a massive mail campaign to inform every local in the organization of a recent change in the New York State Employees' Retirement System.

CSEA statewide president William L. McGowan has sent a letter to every CSEA local president noting the changes and urging "that this information be disseminated as widely as possible."

The changes come as a result of legislation backed by the CSEA and passed during the last legislative session. It allows certain employees who were on

the public payroll on or before June 30, 1976, to become members of Tier Two of the Retirement System, rather than Tier Three.

Many individuals who fall into this category were "locked out" of Tier Two because their employer failed to file the necessary documents with the Retirement System on time, Mr. McGowan says in the letter.

He adds, "Neither I nor CSEA can guarantee that any particular employee would receive better benefits under Tier Two than under Tier Three. Those questions would have to be answered by the Retirement System. However, I should point out that individuals who joined the system prior to July 1, 1976, are not subject to the 3 percent salary deduction."

"Tier Three" is a term generally applied to employees who began their public employment on or after July 1, 1976. Such employees, since Jan. 1, 1977, have been subject to the new, mandatory contribution to the system of 3 percent of their annual salary.

Mr. McGowan included in his mailing a copy of a letter from the Retirement System to all public employers who participate in that system, explaining the change. The employers' letter notes that, to qualify for returning to Tier Two, those employees wrongfully grouped into Tier Three must file an affidavit with the Retirement System on or before Dec. 31, 1977. Such affidavits are being forwarded to all participating employers.

For employees who submit acceptable affidavits, membership in Tier Two of the Retirement System will be retroactive to June 30, 1976.

Questions regarding this change should be directed to the Employees' Retirement System's Member Services Bureau at (518) 474-3524 or 474-2606.



BLASIE TOURNAMENT RAISES CANCER FUND

Mike Blasié, right, former president of the East Hudson Parkway Authority Local of the Civil Service Employees Assn., presents a check to Margaret Webber, representative of the American Cancer Society, while EHPA director Raymond Radzivil looks on. The check was comprised of funds raised by the annual Mike Blasié Golf Tournament at the Beckman Country Club, in which many CSEA members participated.

Offer Training For Clerk Exam

NEW YORK CITY—Training sessions for principal clerks, promotion series 36-130, are available free to members of Metropolitan Division of Labor Local 350, Civil Service Employees Assn.

Local president William DeMartino said there will be two sessions. Session A will be held at Local Office 440, 225 West 34th St., on Aug. 22 at 5:30 p.m. Session B will be held at the

Amityville CSEA headquarters, 740 Broadway, North Amityville, Long Island, on Aug. 24 at 7 p.m.

Sign-up at the door will be accepted at both locations, but CSEA members have preference, Mr. DeMartino said. He cautioned non-members to contact Connie Minardi beforehand to determine if they can be accommodated. Ms. Minardi may be reached at (212) 855-7500.

Rockland Unit Backs Ceresnak

CLARKSTOWN — Rockland County Local 844 of the Civil Service Employees Assn. has endorsed Antoinette Ceresnak, a CSEA member, in her bid for selection as Democratic nominee

for Clarkstown Receiver of Taxes in the Sept. 8 primary.

Ms. Ceresnak, a town employee for seven years, is a senior account clerk in the Tax Receiver's office.

PERB Recommends 4 Percent For Wayne County Sheriff Dept.

A Public Employment Relations Board fact-finder has recommended a 4 percent across-the-board salary increase for employees of the Wayne County Sheriff's Department, it was announced recently.

John R. Everett, of Webster, is the fact-finder named by the State PERB in a contract dispute between the county and the Civil Service Employees Assn.

Mr. Everett said that the salary increase which includes increments is retroactive to January 1. He also recommended that the present fringe benefits of retirement, personal leave, vacation and health insurance remain unchanged.

Other recommendations include:

- Rejection of request to upgrade criminal investigators one step in the salary schedule above sergeants.
- No increase in clothing al-

lowance of \$250 for plainclothes deputies.

• Employees assigned to second and third shifts to receive differential pay, notwithstanding any days taken off to which they are entitled (such as vacation, sick leave, personal leave, holidays, etc.)

• Days off not to be used in calculating overtime payment.

Farm Teachers

ALBANY—The State Civil Service Department established an eligible list for Teacher Agriculture June 30 as the result of a Feb. 26 open competitive exam. The list contains six names.

Hear Union View At State Women's Conference



The Civil Service Employees Assn.'s Board of Directors mandated that its women board representatives and top officers of each region attend New York State's first women's meeting at union expense. The meeting, which attracted more than 10,000 New York women, highlighted the achievements of women, identified their problems in gaining full and equal employment opportunities and elected 88 delegates to represent New York's views at a National Women's Conference to be held in Texas later this year. Pictured is part of the CSEA display booth.

ALBANY—Jean C. Gray, former first vice-president of Capital Region IV of the Civil Service Employees Assn., was nominated, at the recent New York State Women's meeting, to represent the state at the Houston conference planned for the fall. She, and other women union leaders attending the conference, discussed a variety of issues relating to working women.

Lillian Roberts, of the American Federation of State, County and Municipal Employees, chaired the meeting held here at the Empire State Plaza. Ms. Roberts commented that unions have improved the life style of Americans by fighting for a shorter workday/workweek, social security, human dignity, better wages, training and development of skills.

Cornell School of Labor Relations representative, Alice Cook, a participant in the labor movement since the early 1920's, explained the role that women have played in the history of unionism. Ms. Cook indicated that women still have a way to go since they occupy the lower levels of most jobs and thus have the lowest earnings.

Joy Hipi, of the AFSCME, indicated that only one in four working women belong to unions. There is a need to educate and train women so they can qualify for better jobs, she said.

Catherine Schrier, also of the AFSCME, spoke on the need to have women leaders in unions. Women, to obtain these roles, must believe in themselves, be willing to assume leadership and have the time required. In order

to provide women with more time, since many hold dual roles of workers and mothers, unions should negotiate better child care centers, personal leave, maternity leave clauses, Ms. Schrier said.

United Store Workers vice-president Ida Torres spoke on the fact that women should, if they choose, be able to be trained in various trade occupations since those are the highest paying jobs. Robbie Cagnina, national job developer and assistant director, Recruitment Training Program, said women want equal pay for equal work. National Organization for Women president Noreen Connel spoke briefly on seniority vs. affirmative action. She mentioned there was a need for women to learn that together they can fight sex harassment and discrimination.

Betty Lennon, Capital Region education committee chairman, reported on the conference to the executive board of SUNY at Plattsburgh Local 612.

The following proposals were

approved by the conference:

- A minimum \$3 hourly wage for all employees, public and private.
- Increases in human rights budget in New York State in order to process discrimination cases.
- Translation and publication of workshop proceedings into Spanish.
- Non-support of those companies that participate in the Arab boycott.
- Support of maternity disability leave.
- Opposition to forcing welfare recipients to work at wages lower than the minimum union wage.
- Boycott of J.P. Stevens products, which the group charged practices sex discrimination, poverty wages, token pensions, unsafe working conditions and union-busting tactics.
- Enforcement of affirmative action rules and regulations.
- Support of the Humphrey-Hawkins job bill.
- Support of a state's right to assume their new duties soon.

Labor Studies Program Offered In Albany Area

By DEBORAH CASSIDY

ALBANY—Civil Service Employees Assn. members in and around the Albany area will have the opportunity to attend a two-year, college-accredited labor studies program this fall.

The course, which is in its fifth year of existence, was designed by Cornell University and the State University of New York for working men and women who wish to continue their education on a part-time basis.

Supported by funds from organized labor, the low tuition program offers 12 labor relations courses in such areas as law, collective bargaining, communications and arbitration. Upon successful completion of the courses, students will receive a certificate of labor studies.

According to Dave Harrison, Cornell's Capital District Extension director, the program is open to working adults who have a high school diploma or equivalent basic skills or knowledge. Applicants must be willing to

accept a two-year commitment to study and to attend classes one night a week.

Courses will be held on the SUNYA campus for Albany area members and at various other campuses for localities outside the area.

According to Joseph McDermott, CSEA Capital Region IV president, active members in the region may apply through their locals for financial assistance. Commenting on the program, Mr. McDermott said, "We have good participation now and hope to see more in the future."

Registration began Aug. 15 and classes start Sept. 15. For further details and applications Albany-area CSEA members may contact Dave Harrison at (518) 465-3518.

Offers Conversion Of Insurance Until Sept. 1

ALBANY—The Civil Service Employees Assn. has announced that certain members who are insured under CSEA's group life insurance program will be allowed to convert part of their coverage to permanent form of individual life insurance which contains cash and paid-up values, without medical examination. The deadline for this offer is Sept. 1, 1977.

The offer provides that only actively employed insured members of the group life insurance plan who have attained or will attain the age of 50, 55 or 60 during the calendar year 1977 may convert \$1,000 or \$2,000 of this group insurance to a permanent individual insurance.

Group insurance would be reduced by the amount converted, and the payroll deductions of such insurance would be reduced accordingly.

The conversion plan features many other items of interest to group life insurance members.

All of those interested may request information on the conversion privilege by writing to the Civil Service Employees Assn. at 33 Elk St., Albany, N.Y. 12207 prior to Sept. 1, 1977. The effective date of the converted insurance will be Nov. 1, 1977 contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Co.

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CSEA Southwestern Local Celebrates Anniversary

OLEAN—The 30th anniversary of Southwestern Local 107 of the Civil Service Employees Assn. was observed by members last month at the Castle Restaurant here.

The organization, made up primarily of employees of the Allegany State Park and Recreation Commission, held its organizational meeting on Nov. 23, 1946, and became a part of the statewide organization on Jan. 30, 1947.

Among the guests were: Noel F. McDonald, first president of the Southwestern Local, who provided a brief history. David Morrison, another past president who served from February 1957 to May 1962; Nick Fedorka, chairman of the Allegany State Park and Recreation Commission; Roland A. Block, regional administrator of the Allegany Commission; Dann S. Colvin, assistant regional park manager; James N. Carr, general park superintendent, and Jerry Bromley, vice-president of Southwestern Local 107, were also featured speakers.

Highlight of the evening came when Mary Converse, president of the Southwestern Local 107 since December 1964, and Alice Zannelli, a past officer of the Local, were presented with certificates of recognition and gifts from the CSEA, the Southwestern Local and fellow employees of the Allegany State Park and Recreation Commission.

As part of the statewide centralization plan, Ms. Converse and Ms. Zannelli have been transferred to the Albany office of Parks and Recreation and will assume their new duties soon.

Theodore Wenzl, long-time president of the CSEA, acted as master of ceremonies for the occasion. Father Fafinski, honorary chaplain of Local 107, gave the invocation and the benediction.

Australian Calls CSEA Democracy 'A Rarity'

(Continued from Page 6)
Mr. Armstrong was chosen from a field of about 3,500 candidates for a coveted Winston Churchill Fellowship, which enabled him to begin his study of comparative labor relations in Great Britain, Norway, Sweden and Germany, all of which he has already visited, and Canada and New Zealand, which he will visit after he leaves the U.S.

His journey began last March. In each country, he is visiting with members, officers and staff of the leading unions, finding out what makes for successful working relationships and labor peace.

Mr. Armstrong first heard about the CSEA at the offices of the Trade Union Training Authority in Melbourne, Australia, where the International Directory of Labor Unions indicated that New York's largest public employees union bore a strong resemblance to his own AGWA.

"CSEA has a reputation for being run democratically, which makes it a rarity," he said. "Also, CSEA and AGWA represent exactly the same job titles, with the exception that AGWA represents no supervisory personnel and does represent prison guards."

Issues In Common

Many of the same issues confront public employees in Australia and in New York State. For example, the existence of "free-loaders," who benefit from union negotiations without paying any money to the union, was a major problem in New York until CSEA lobbyists succeeded in getting an Agency Shop bill passed during the last legislative session. In Australia, free-loaders are called "bludgers," and are a thorn in the side of all people who believe in unionism, Mr. Armstrong said. Public employees in Australia

must sign papers saying they are ready to join the union, but there's no law compelling them to do so, or even to support the union financially.

Of all the countries he's been to so far, Mr. Armstrong feels that West Germany offers the best deal to its public employees.

"That's because Germany lets its unions participate in the legislative process to a large degree," he said. "Workers are a dynamic force in the national government." He describes the method by which labor's opinion is solicited as a "consultative process" which results in laws that are largely favorable to unions.

Union involvement in the government decision-making process has led to a record of relatively few strikes by West German workers—one sign that the West

German system is a good one, he says.

CSEA observers note that Mr. Armstrong's call for increased involvement in political action should not be lost on public employees in New York State, where the union scored several important victories in the Legislature this year.

Civil Service Employees Assn. president William McGowan, left, welcomes Australian civil service leader Hugh Armstrong to CSEA headquarters in Albany. CSEA staff heads in background are field services director Patrick Rogers and education director Edward Diamond.



Latest State And County Eligible Lists

EXAM 36-059
DIRECTOR, THRUWAY PERSONNEL
Test Held May, July, 1977
List Est. July 20, 1977

1 Zimmerman M Clifton Park	85.5
2 Bowers R Ballston Lk	79.8
3 Simpkins M R Rotterdam	78.8

EXAM 36-160
PRIN CORP TAX EXMR
Test Held Jan. 15, 1977

List Est. July 14, 1977

1 Ryan John P Flushing	95.4
2 Shestakofsky I Flushing	93.6
3 Farrell Robert Staten Is	92.5
4 McCormack M J NYC	90.9
5 Miller Albert J Albany	89.1
6 Wolinsky G S NYC	88.0
7 Pasternak Peter Schenectady	87.6
8 Zoota Isidore Delmar	86.8
9 Honczar George Albany	85.6
10 Stein Richard H Buffalo	85.3

11 Schiffman S Brooklyn	85.2
12 Bracco Matthew Brooklyn	83.4
13 Quirk Robert L Albany	80.5
14 Weiner Nathan Yonkers	79.4
15 Delord Lawrence Forest Hills	78.9

EXAM 36-161
PRIN ESTATE TAX EXMR
Test Held Jan. 15, 1977
List Est. July 14, 1977

1 Sanders Frank A NYC	91.5
2 Sklar Milton Brooklyn	79.0
3 McKenna Eugene Coram	78.3

5 Rapacioli D F Salamanca	87.6
6 Buch Martin D Verona Beach	87.1
7 Wynne Peter J Hillsdale, NJ	78.5

EXAM 36-165
PRIN SPECIAL TAX INVSTGR
Test Held Jan. 15, 1977
List Est. July 14, 1977

1 Wolinsky G S NYC	94.6
2 Fallis John E Staten Is	93.1
3 Koagel John F Syracuse	85.6
4 Zurlo Philip Hartsdale	84.0
5 Greeley James F Syracuse	82.9
6 Davis Charles E NYC	80.0

EXAM 36-162
PRIN EXCISE TAX EXMR
Test Held Jan. 15, 1977
List Est. July 14, 1977

1 Koagel John F Syracuse	91.1
2 Denowitz A Vall Stream	90.7
3 Sanders Frank A NYC	90.1
4 Fallis John E Staten Is	89.3

EXAM 36-166
PRIN STK TRANSFER TAX EXMR
Test Held Jan. 15, 1977
List Est. July 14, 1977

1 Sanders Frank A NYC	92.8
2 Shore Nathan Brooklyn	85.6
3 Farrell Robert Staten Is	82.0

Find Dropping Benefits Not Such A Good Idea

WASHINGTON — Twenty-seven state and local governments with about 358,000 workers, including over 300,000 New York City employees, have cancelled plans to end social security coverage for their employees, says James B. Cardwell, Commissioner of Social

Security. "We at social security are gratified that the governing bodies of these state and local governments have had second thoughts about taking a step which, in most cases, would have seriously eroded the income security protection of their employees," the commissioner said. "In many cases, these governmental entities decided to continue their social security coverage after they received advice from independent actuaries that they could not duplicate social security benefits through private insurers at comparable cost."

Unlike most American workers, who have mandatory coverage, state and local employees are covered by social security through group—voluntary agreements between states and the federal government. States can ask for cancellation of coverage for a group after the group has been covered for five years. The State must give two years' notice before termination. Once an employee group has dropped social security, it cannot get back in.

The largest municipality to give notice is New York City. Termination notices were filed in the spring of 1976 for workers in ten New York City employee groups. All but three of these groups cancelled termination notices during June and July 1977. The New York City Board of Higher Education, with 24,000 employees; the Health and Hospitals Corporation, with 42,300; and the City University Construction Fund, with two employees, have not yet cancelled their notices.

Alaska, which had filed a termination notice in December 1975 for its 12,600 state employees, cancelled that notice May 31, 1977.

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—John Beaufort, Christian Science Monitor

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—T.E. Kalem, Time



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—Clive Barnes, N.Y. Times

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Court Rocks Teacher Tenure Boat

By MARTIN FOX

ALBANY — Teachers who initially secure their jobs through federal funding programs have no guarantee their hiring dates will mark the start of their three-year probationary periods leading to tenure.

A teacher in the Oneida school system learned as much this month when the Albany Appellate Division ruled she was only a "temporary" employee, not a probationary one, during 1972, the year she worked under funding provided by the federal Emergency Employment Act.

Instead, four of the court's five judges said, her probationary period did not begin until a year later, in January 1973, when the Oneida Board of Education formally appointed her a reading teacher. As a result, the court majority said, the school board could legally deny her tenure in November 1975, because she was still a probationary teacher, falling two months short of the required three years.

The teacher, Mary Lou Durr, originally challenged the board's refusal to grant her tenure in an appeal to Education Commissioner Ewald B. Nyquist. He ruled in favor of the upstate teacher on the basis that she had been continuously employed since January 1972, not January 1973, and ordered the school board to

grant her tenure.

The school board appealed to the Albany Appellate Division, the state's second highest court.

The court's majority maintained the three-year probationary period begins when an "appointment" is made. The judges said when Ms. Durr obtained her job in January 1972, there were no vacancies. The federal EEA grant was intended to provide teaching jobs "during times of high unemployment."

The school board "did not appoint Ms. Durr to serve in any capacity, whether temporary or permanent," the four judges said. "She owed her position and salary for the year 1972 to an act of the U.S. Congress and not the school board."

One judge, Louis M. Greenblott, disagreed.

"An employer-employee relationship" between (the school board) and Ms. Durr began in January 1972, when she assumed her job at a salary level equal to that of other teachers," wrote Judge Greenblott. He criticized the board for relying upon "a formalistic technicality to deny her the protections intended to be available under the Education Law."

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bb hot water heat, newly painted inside & out, no wax kitchen floor, carpet thruout, bflr front & back yard. Blue spruce trees. Located quiet, wooded area just outside of Kerhonkson. 11 yrs old. By owner \$24,500. Call (914) 626-4001 or (914) 626-7633.

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Lakefront contemp home, all elec heat, 4 BR, 2 bth, wrap-around deck, panoramic view. \$70,000. 914-855-5165.

Millbrook, New York, 16-acre estate.

Very large rooms include two living rooms, den, 5 bedrooms, 4 1/2 baths, 8 fireplaces. 12 x 41 foot terrace. In-ground pool, house fully insulated. \$2-25,000 Call owner 914-677-3604 for appointment only if seriously interested.

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BAYSHORE—Must be seen. Custom Built Expanded Ranch, 5 Bedrooms, 3 Baths, Cathedral Ceiling, Living Room with Fireplace—Library—Large Sunny Pine Paneled Family Room—Full Dining Room—Cabinet Lined Eat In Kitchen—Laundry Room—Finished Paneled Basement with Wet Bar—4 Zone Heat—Fully Landscaped 1/2 Acre—Sundeck—2 Car Garage—Above Ground 24 foot Pool. Plus Many Extras—Perfect Mother-Daughter. Real Value \$64,500.00. Principals only 516-666-7015 weekdays after 4:30 P.M. All day Saturday or Sunday.

R.E. - Nassau-Suffolk

SMITHTOWN, Custom-Built, Mint-condition, BRK RANCH, wooded beautiful landscaped plot over 1/4 ac. 3 BR 1 1/2 bths. LR, DR w/chandelier, kit, knotty pine den w/fpic & sliding drs to porch, hardwood flrs, plaster walls & cells thruout, fenced in backyard, 2-c gar, full bsmt, \$59,000. Principals only. (516) 724-1057

New Jersey State

RUMSON 6 ACRE ESTATE Beautiful Colonial home across from Country Club, near ocean, 50 miles from NYC & convenient to railroad. Rare blend of modern gracious living with a minimum of maintenance, featuring central a/c, showplace kitchen, 6 fireplaces, 5 baths, 2 half baths, maid's quarters. Ideal for entertaining. \$174,000. Call owner at 201-381-5900 days or 201-747-4393 eves & weekends.

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HILLSDALE \$69,900 A Tandy-Allen, 7 rm ranch/stone front & central air situated on Indscpd 10-0x200 lot. Stone flr in LR, pan'd DR, 2 BR, 2 bth, sewing rm or office, sunroom/heat & a/c, EIK/dishwasher, refrig, washer & dryer, aft gar/remote control door, fin bsmt/freezer & pool table, rear patio & storage area, outdoor fpl, walk to NYC trans, avail Sept. Owner 201-664-5889.

Real Estate - N.H.

EASTMAN AT GRANTHAM, N. H. Developed by Emil Hansen (of New Seabury fame). Customized Deck House, ultra modern in every respect. 5 bedrms, Din. Rm., 2 full baths. Giant living rm. with field stone fireplace, overlooking lake, enters onto large open deck. Screened-in porch, too. Family rm. with wet bar and own fireplace. Complete wall-to-wall in soft greens to compliment natural woods. Car port, ski tow, tennis courts, paddle tennis, indoor pool and 18-hole golf course, sailing facilities on grounds. Business transfer causes sale of this lovely house completed in Jan. 1977. Immed. occupancy. Buy from owner at \$120,000. Call Collect (617) 969-0888 bus. or 332-4018 or 834-7074

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85 ACRES A 20 acre lake stocked, 100 camp site, room for two hundred more. Priced at \$1400 per acre. More land avail., unlimited potential. Located in tourist area, suitable for subdivision, mobile court, group or priv. estate or sportsman club. Terms avail, close to interstate 79 & 90 2 hrs from Pittsburgh, Cleveland or Buffalo. Must be seen to appreciate. Call 814-864-3617.

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R.E.—Penn. MONTROSE SUSQUEHANNA 400 ac under cultivation 5 mi from Co. seat-Montrose, 1 mi rd frontage-paved rd, barn under construction, \$1000 ac, \$1200 ac-20 ac parcels. 717-278-3948, Squier, RD 4 Box 43, Montrose, PA 18801, princ only.

POCONOS, A-FRAME Bushkill, 3 BR compl furn, pvt community w/swim pool & tennis cts. \$29,500. 201-247-3349 or 201-846-1292

BRADFORD COUNTY 3 rm cottage, 3 1/2 acres, refrig, stove, septic tank, elect, water, gar, fin renov. materials incld, secluded area. \$13,500. Call collect 717-247-2398.

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WAYNE COUNTY FARM 150 acres, Poconos, lg frontage on lake. House w/7 BRs, 2 bths, barn w/box stalls. Equipmt bldg., 5 paddocks, pasture, hay meadows, all fenced. \$230,000. Call wkdays 516-938-7700. Eves/wknds 516-692-4776 or 364-2622 or write Berman, PO Box 160, Hicksville NY 11802.

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R.E. - Vermont

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Helped Wanted M/F

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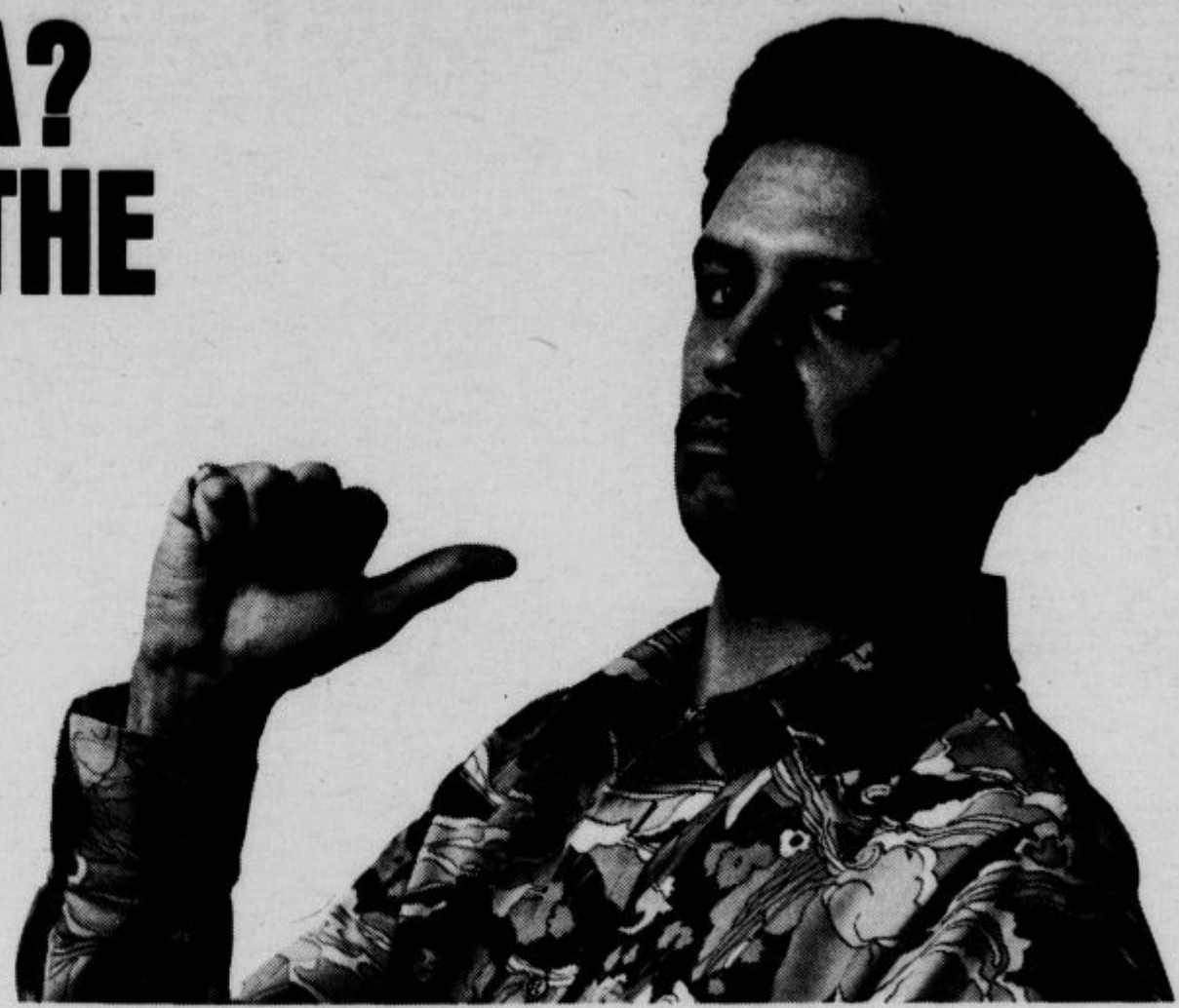
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As we said. Wrong! If every employee of every work location in the County Division belonged to CSEA, your wallop at the bargaining table would be that much stronger. Sure, now you get what your negotiators win. But it could be more.

If every eligible person working for New York State belonged to CSEA, who knows where the State units could go. But as long as a certain percentage of employees do not belong, management (the State of New York) will try to pit non-members against members.

CSEA is only as strong as it is united. Make no mistake about it . . . in most areas of both local and state government CSEA is strong. But anything less than 100% membership participation still leaves something to be desired.

In all our 67 plus years of battling for public employees, we've yet to see a non-member turn down a newly-won benefit or raise. The dues are only \$58.50 a year. \$1.13 a week. And God knows where public employees within New York State would be today if it weren't for CSEA. Government is not known for its philanthropic attitude toward its employees.

Over the years CSEA has won protection for its members so that even a change of political administrations cannot touch them. CSEA has won raise after raise, benefit after benefit. Yet, there are some

people who still don't join. Certainly, \$1.13 dues a week isn't the answer. The price of job security has got to be worth more than that.

There are thousands of dedicated public employees who give freely of their own time and effort to keep CSEA strong—to ward off bureaucratic employee controls from every level of government. When CSEA members get together they discuss this situation in hard-nosed terms. They don't call a non-member a non-member. They call him a FREE-LOADER. If you're a non-member, think of this: Your tax dollars are supporting those officials who would work *against your new benefits*. Why not give a little support for those who are *working for you*? CSEA.

Look up your CSEA representative this week and ask him for a sign-up card. Sure, we're on a membership drive. But not for any other reason than to build a better future for all of us. Remember—every penny of CSEA's dues goes toward representing you. We're not supporting some high monkey-monks in Washington, or bailing somebody out of jail. We're working to maintain our position of being *The Most Powerful Force in New York State working for Public Employees*. We need your moral and financial support.

We also have great voluntary group insurance programs available that'll save you many times your dues on your home, auto, life and disability insurance. That's worth the price of admission alone.



STRENGTH IN UNITY

CSEA Officers Installed Throughout State

Eiss Elected President Region VI Largest Local

BUFFALO—John Eiss of the Erie County Health Department has been elected head of the Erie Local of the Civil Service Employees Assn., the largest Local in the union's Western Region VI.

Mr. Eiss easily defeated his two challengers, Eulis Cathy and Arthur Tomczak. The final mailed-vote total was 502 for Mr. Eiss, 188 for Mr. Cathy and 181 for Mr. Tomczak.

The 3,800-member Local represents 5,000 white-collar employees of Erie County.

Also elected were: Sal Castro, first vice-president; Mike McGee, second vice-president; Patricia DelCotto, third vice-president; Robert Dobstaff, fourth vice-president; Richard Croad, fifth vice-president, and William Sorrentino, sixth vice-president.

Also, Joseph Healy, financial secretary; Rose Marie Saunders, treasurer, Neal Hodgson, sergeant-at-arms, and George H. Clark, executive representative.

LABS AND RESEARCH LOCAL

ALBANY—The Division of Laboratories and Research Local of the Civil Service Employees Assn. installed new officers at a monthly dinner meeting held recently at the Casa Bella Restaurant in Albany. Installed by Capital Region president Joseph McDermott were: Ernst Stroebel, president; Jose Samson, executive vice-president; Alice Bailey, treasurer; Mary Dietz,

secretary; Robert Holly, operational vice-president; Robert Weinbloom, PS&T vice-president; Dorris Rabinowitz, administrative vice-president, and Marjorie Lindsay, institutional vice-president.

OGS LOCAL 660

ALBANY—Earl H. Kilmartin, incumbent president of Office of General Services Local 660, was re-elected to another two-year term of office as president, making this the third time he has held this office. The OGS Local consists of 2,000 members, mainly in the Capital Region. Other officers elected were: executive vice-president, Gerald Purcell; secretary, Nancy Owens; treasurer, Angie Polimerou; administrative vice-president, Joan Perry; operational unit vice-president, Allen Cole; PS&T unit vice-president, Jerry Hrbek; administrative representative, Bill Lynch; PS&T representatives, Dick Rynski and George Werska; operational representatives, LeRoy Holmes and John Wakewood; delegate-at-large (Campus), Mike Ray; and delegate-at-large (Downtown), Mary Costello.

Joseph E. McDermott, president of Capital Region IV, was the installing officer at the Tom Sawyer Motel in Albany.



SARATOGA EDUCATIONAL LOCAL

Officers of the Saratoga County Educational Employees Local 864 of the Civil Service Employees Assn. were sworn in recently during a dinner held at the Scott-Mar Restaurant here. From left are installing officer Jack Gallagher, statewide CSEA treasurer; second vice-president Robert Hall, first vice-president Lester Cole, president Charles Luch, secretary Myrtle Majors and treasurer Sandra Fitzpatrick.

SYRACUSE DC CORRECTION

SYRACUSE—William P. Dwyer is the newly elected vice-president of the Civil Service Employees Assn. Local 424 at Syracuse Developmental Center. An incorrect name was listed in the July 22, 1977, issue.

BUFFALO LOCAL 003

BUFFALO—Buffalo Local 003 of the Civil Service Employees Assn. has re-elected Peter K. Blauboer as president, to serve a two-year term expiring in June 1979.

Also elected by the local were: Curt Grass, executive vice-president; Frank DeGeorge, PS&T vice-president; Patricia A. Pflieger, administrative vice-president; Ronald Szymanski, operational and non-assigned vice-president; Stanley Jarosz, treasurer; Christine R. Kaprzyk, recording secretary, and Ethel Dickinson, corresponding secretary.

The Local, which represents 37 state offices in the Buffalo area, has more than 1,350 members.



INSTALL ERIE EDUCATION OFFICERS

New officers of Erie Educational Local 868 of the Civil Service Employees Assn. were installed July 18, by Western Region VI first vice-president Genevieve Clark. Pictured, from left, are Ruth Walker, treasurer; Jack Schlenker, president; Delores Toncheff, vice-president; Jim Burgoyne, secretary. Standing: Charlotte Mucha, financial secretary; Cecil Fluker, third vice-president; Henry Bigaj, proxy for Joe DePalmo, second vice-president; Bob Bainbridge, county delegate, and Genevieve Clark.



SYRACUSE DEVELOPMENTAL LOCAL

James Moore, left, Civil Service Employees Assn. Central Region V president, swears in newly elected officers of Syracuse Developmental Center Local 424 during an installation gathering at the American Legion, East Syracuse. From left are Santo DeVito, president; Rose James, treasurer, and Sally Zillie, secretary. William Dwyer, vice-president, was unable to attend.



SUNY OSWEGO CSEA OFFICERS TAKE OATH

Newly elected officers for 1977-79 of Civil Service Employees Assn. Local 611, SUNY Oswego, take oath of office. From left are Jack Gallagher, statewide treasurer; Dale Dusharm, Local president elected to third term; Charlotte Murray, Local treasurer; Donald Sawyer, delegate; Rosemary Kellogg, secretary; Mary Jane Fleischman, alternate delegate, and David Schwartz, vice-president. Members of the Local attended formal dinner-dance installation at Vona's Restaurant in Oswego.



HELEN HAYES HOSPITAL LOCAL

The Helen Hayes Hospital Local 302 of the Civil Service Employees Assn. held an installation picnic recently at Krucker's, Pomona. From left are Southern Region president James Lennon, the installing officer, alternate delegate Josie Dragotta, PS&T representative Angela Stubbins, treasurer Joyce Frazzano, operational vice-president James Otte, vice-president Bee Kee, delegate Marge Foust, and president Pat Comerford.



SYRACUSE LOCAL 013

Syracuse Local 013 mixed business with pleasure recently at its annual clambake. The Local took the occasion to swear in its new officers. Taking part in the swearing-in ceremonies were, from left, Claire McGrath, second vice-president; Anne Congel, third vice-president, Richard Cleary, former Regional and Local president; Dick Bersani, former acting president; Frank Winslow, president; Alma La Nigra, treasurer, and Nancy Morrison, first vice-president.

Open Continuous State Job Calendar

Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8,523	20-107
Dietetic Trainee	\$10,118	20-116
Dietitian	\$10,714	20-124
Dietitian, Supervising	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Medical Record Administrator	\$11,337	20-348
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155	and up
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapist Senior (Reg & Spanish Speaking)	\$12,670	20-896
Physical Therapist	-	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical	\$25,161	20-413
Physician I, Clinical	\$27,974	20-414
Physician II, Clinical	\$31,055	20-415
Physician I, Compensation Examining	\$27,942	20-420
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic Technologist (Therapy)	\$8,051-\$10,274	20-334
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Vartype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140



THANKS, SENATOR

Civil Service Employees Assn. Region III political action committee chairman Pat Mascioli, right, thanks State Senator John Flynn of Yonkers, for support on Agency Shop law in State Legislature during just-concluded session. The Westchester Republican was a principal sponsor of the measure which made it possible for the union to collect the equivalent of dues from non-union state employees since they too benefit from union activities.

GO TO HEALTH

By WILLIAM R. WILLIFORD

Cheer up all you hemorrhoid sufferers and start saving those rubber bands.

Drs. Bartzal and Slosberg of Loyola University in Chicago report that hemorrhoids can be safely and effectively removed by ligation with rubber bands instead of by conventional surgery. The cost of the "rubber band surgery" is approximately \$175 as compared to \$1,400 for the conventional method.



The Archives of Surgery (April, 1977) reports on 670 patients who underwent 3,208 rubber band ligations for internal hemorrhoids. The bands are put in place in the physician's office. The rubber bands cut off the blood supply and the tissue sloughs off in a few days. Ninety-eight percent of the patients got rid of their hemorrhoids with no complications sufficient enough to interfere with daily activity. Only 2 percent of the 670 patients treated required hospitalization.

I wonder how long it will take to market the \$25 rubber band? The above little story is significant for two reasons. First, hemorrhoid sufferers are more prevalent than you think. It's just that most people don't feel comfortable discussing this problem over lunch. Second, with the rising cost in the health care industry, it is refreshing to read about a procedure that can drastically reduce the cost of health care.

Today, the best way to wipe out your savings, if you're lucky enough to have any, is to be hospitalized a few days without adequate insurance coverage. A hospital stay which cost \$16 a day in 1950 costs \$160 per day now and is predicted to cost \$640 a day in 10 years. Vice President Mondale recently commenting on rising health care costs stated, "At those rates, it will soon be cheaper to fly to the French Riviera and lie in the sun than to stay overnight in an American hospital."

It certainly does pay to stay healthy. And who knows, with some rubber bands and a little luck you might be horseback riding in no time.

School Bells

BUFFALO—Cornell University is accepting applications for its two-year program in labor relations scheduled to start this fall in Buffalo.

Union leaders and members and working adults are eligible for one-night-a-week (Wednesday) classes at Elmwood Avenue. Campus of State University College at Buffalo. The first term begins Sept. 28. Prospective students have until Sept. 2 to register without paying a \$5 late registration fee. Tuition for the September term in \$75. Registration is taking place at the Buffalo campus.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertisement, please write or call:

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Lattimer Turns Heat On Gov For Snow Veto

CHEEKTOWAGA — Contrasting Governor Carey's various "public relations postures" with his prevailing "public employees be damned" practices, Robert L. Lattimer, president of Western Region VI of the Civil Service Employees Assn., this week unleashed a blistering attack on the "man who talks out of both sides of his mouth."

Mr. Lattimer's latest attack on the Governor followed his veto of CSEA-sponsored legislation which would have restored up to five days of accruals to state employees who were forced to use such accruals during the "Blizzard of '77," when they were unable to work for days in Buffalo due to impossible conditions and travel restriction.

"During the record-breaking blizzard, he made a grandstanding inspection of the impossible conditions, making sure his 'concern' was recorded by TV, radio, and the newspaper. Mr. Lattimer

recalled, "Now, he says no to the only relief the workers sought." "We would probably even have forgotten and forgiven his complete disregard for the plight of public employees during the storm or of his failure to either commend or thank the large percentage of them who labored to maintain or restore services to the public during the ordeal," Mr. Lattimer continued, "but the only response we get is negative."

Compares Private Industry

Mr. Lattimer then recited the many forms of emergency relief available to workers in private industry, who received unemployment insurance, free food stamps and other assistance.

"Our workers who couldn't get to work because of road conditions, or because they would have been arrested for prohibited travel, were told to use accruals."

"This on top of being forced to use accrued credits during snow storms in November and December, and an earlier March ice storm, means that many

workers had to use as many as eleven days worth of credits," he said.

Pointing out that the area was designated a "federal disaster area," the first such in history after a snowstorm, Mr. Lattimer said that this prompted the CSEA to sponsor the relief legislation, and "that's probably why area legislators backed the bill overwhelmingly," he explained.

The Governor's veto fits the pattern he also has displayed in other areas concerning public employees, Mr. Lattimer said.

State School at Industry

"For a period of years, various

groups including CSEA have tried to tell him and his officials of problems at the State School at Industry and potential dangers. There is no response until tragedy occurs. Response then is through media and a quick trip to the facility. Never at any time were there any words to evidence concern for the employee.

Attica

"Problems at Attica were brought to his attention by CSEA; only lip service was given to the situation; tragedy occurs; still no contacts with employees.

SUNY at Buffalo

Politicians decide they should be

seen on the SUNYAB campus to make points with local citizenry about resuming construction, etc. Carey joins parade at the same time his administration refuses to hire adequate staff to maintain and service recently built facilities.

"Over and over again he shows his disdain for public employees," Mr. Lattimer concluded. "He shows no sensitivity whatsoever to their problems even when it doesn't cost anything, as in the restoration of accruals."

He explained that this relief would have been cost-free because "items are never back-filled."

Elmira Water Workers Gain Health Care

ELMIRA — For retired employees still on the young side of 65, the Elmira Water Board contract provides a special attraction.

The contract stipulates that the Water Board will pay full

health insurance costs for retired employees until they reach 65 and qualify for federal or state assistance.

Roger Kane, collective bargaining specialist for the Civil Service Employees Assn., said the

high cost of hospital care had influenced mediators to consider health insurance as the key issue of negotiations.

The two-year contract was signed for the CSEA by unit president Michael Allington after the Board unanimously approved it on Aug. 16. Employees had ratified it by a three-to-one margin last month.

The Board's 65 employees stand to gain a 15 percent increase in pay and benefits throughout the duration of the contract. A 25-cents-per-hour wage hike plus increments are included for each year.

But These Bills Were Signed

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

S.6868, Rules Com. A.8994, Rules Com.	This bill implements the pay raises for the CSEA/State Contract, the State Police Contract and the Security Unit Contract. In addition, the bill provides for the opportunity for employees who were employed prior to June 30, 1976 and through no fault of their own, did not join the Retirement Plan to be eligible for coverage in Tier Two.	Signed into Law.	FAVOR
A.81, Greco, multi. S.19, Schermerhorn, multi.	This increases to \$3,000 the maximum amount a retired person may earn in a public service position without loss of retired allowance.	Signed into law.	FAVOR
S.26363-A Rules Comm. A.3737 Mc Inerney.	This bill allows for the negotiability of retirement benefits for local governments through June 30, 1978.	Passed, signed into Law, April 18, 1977, Chapter 84.	FAVOR
S. 2542, Volker A.3442, Zimmer	This bill prevents loss of state aid to school districts that were closed due to adverse weather conditions or fuel shortages during the '76-'77 school year.	Signed into Law.	FAVOR
S.2574, Schermerhorn A.3645, Marchiselli	This bill provides a retired person may earn in public service an amount equal to the amount stipulated by the Social Security Act that can be earned with loss of benefit.	May 2 Passed, sent to Gov., May 13 signed into Law, Chapter 137.	FAVOR
A.8756, Rules Committee S.6454, Rules Committee	This extends all temporary retirement benefits and supplementation programs until July 1, '78 and requires a comprehensive and constructive survey of public retirement systems in order to clarify the inconsistencies of the coordinated escalator retirement plan.	A. Passed, June 9 S. Passed, June 13 Signed into law June 28	FAVOR
S.2587, Schermerhorn A.3643, Hinchey	Clarifies the various retirement options.	June 7 signed into Law, Chapter 223.	FAVOR
S.6376, Anderson A.8040, Greco	This extends power of PERB to include issuing a decision and ordering an offending party to cease and desist from any improper practice, and to take necessary action to effectuate the policies of the Taylor Law.	June 28 passed both houses Signed into Law July 12.	FAVOR
S.6835, Flynn	This bill provides for an Agency Shop fee to be collected from non-members who are employed by the State of New York. In addition, it allows for non-union members employed by a local government to have the Agency Shop fee deducted from their salary if the certified bargaining agent can negotiate this benefit into the collective bargaining agreement. The bill further provides for a refund to the non-member of any portion of the Agency Shop fee that is used by the union for causes or projects of political nature. This bill is for a two-year period.	Passed both houses. Signed into Law Aug. 3.	FAVOR
S.6833, Padavan, multi	This bill reorganizes the Dept. of Mental Hygiene into three autonomous offices and makes provisions for budgeting, staffing and program development.	Passed both houses. Signed into Law.	FAVOR
S.6246-B, Padavan, Schermerhorn, multi	This establishes a three-member Quality Of Care Commission to oversee the reorganization and operation of the Department of Mental Hygiene.	Passed both houses. Signed into Law.	FAVOR
S.6249-A, Padavan, multi	This bill would allow for the local government funding of patients in local facilities.	Passed both houses. Signed into Law.	FAVOR
S.6244-A, Levy A. Posner	This is an omnibus bill providing for an increase in unemployment insurance and workmen's compensation benefits; in addition, this bill would provide for payment of unemployment insurance benefits to non-teaching school district employees if the negotiated agreement between the union and the employer did not specifically guarantee reemployment.	Passed both houses. Signed into Law.	FAVOR
S.6683, Levy A.8899, Posner	This bill would extend for one year to employees of the Dept. of Labor, Div. of Occupational, Safety & Health for the purpose of conducting a study to determine the best program for inspection of facilities where public employees are employed, this would include establishing of standards as well as providing for sanction.	Passed both houses. Signed into Law.	FAVOR
S.6775, Leichter, multi A.8925, Nadler, multi	This bill would prevent an employer from withdrawing from the Social Security System.	Passed both houses. Signed into Law.	FAVOR
S.6862 Rules Com. A.8992 Rules Com.	Judiciary Day raise bill	Signed into Law.	FAVOR
A. 3527 McInerney	Tier III Bill—Retirement	Signed into Law.	FAVOR
A.8532 Rules Com.	Financing for City of Long Beach	Signed into Law.	FAVOR
S. 6351-A Gordon A.8328 Rules Com.	Indemnify acts of employees bill	Signed into Law.	FAVOR

Penalty Plan Is Assailed

(Continued from Page 1)

offices in New York City were closed that day, and New York City employees who missed work are not being punished.

"I hope this matter can be reconsidered and that state employees will not have to give up a vacation or a personal day for an event over which they had no control," Senator Flynn wrote in a letter to the Governor.

Attorneys for the Civil Service Employees Assn., which represents most of the affected employees, say a class action suit will be filed to block the plan which, according to state officials, would cost each state employee who stayed off the job that day the equivalent of a day's pay in personal leave or vacation time.

The CSEA and many others opposed to the idea note that New York City Mayor Abraham Beame urged all workers in the city to stay home that day.

The blackout hit all of New York City and Westchester County and knocked out power in parts of Long Island and Putnam County. There were no street lights or subways for up to 24 hours in many areas and many building elevators were out. Armed guards were reportedly posted in front of many buildings to keep people—including workers—out.

Analyst List

ALBANY—The State Civil Service Department established an eligible list for Chief Communications Rates Analyst on June 26 as the result of a June 1977 open competitive exam. The list contains two names.

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