

Civil Service LEADER

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Region IV Workshop

— See Pages 8, 9 & 14

CSEA Steamrollers SEIU In Thruway Vote

ALBANY—The Civil Service Employees Assn. scored an impressive victory over a challenging union last week to retain representation rights for more than 2,200 toll, maintenance and clerical employees of the New York State Thruway Authority.

In a mail ballot election supervised by the State Public Employment Relations Board, the CSEA registered a 901-632 victory over the rival Service Employees International Union, which was listed on the ballots as Local 698, AFL-CIO.

"This is an important victory

for the people themselves, because it means their negotiating team can go back to the bargaining table with the solid support of the membership behind their union," said Patrick Monachino, CSEA collective bargaining specialist, chief negotiator for the Thruway workers.

The CSEA and the Thruway Authority had been engaged in negotiations on a new contract for several weeks prior to the challenge, but the Authority broke off all talks several weeks ago when the challenge became official.

"We're ready to get right back

at the table and hammer out a respectable contract for these people," said Mr. Monachino.

The previous contract expired June 30. Negotiators will be working on an agreement retroactive to July 1.

Jean Gray, Thruway Authority
(Continued on Page 16)



WELCOME TO GLENS FALLS

Congressman Samuel Stratton, second from right, is welcomed to Albany Region IV meeting last month. Greeting him are CSEA vice-president/Region IV president Joseph McDermott, CSEA State Division chairman Thomas McDonough and CSEA vice-president/Long Island Region I president Irving Flaumenbaum. Other photos, story on pages 8, 9 and 14.

Dorothy MacTavish Dies; CSEA Secretary 9 Years

ALBANY—Dorothy MacTavish, secretary of the Civil Service Employees Assn. since 1967, died last week after an extended illness.

Mrs. MacTavish had seemed in good spirits at the July 8 meeting of the CSEA Board of Directors, although the strain of her long battle for health was evident. She had undergone numerous operations and treatments during the past two years.

A native of Amsterdam, she lived and worked in the Albany area for more than 26 years. It was in 1950 that she entered CSEA service, when she accepted a stenographic position at union headquarters.

Her employment there lasted for ten years. In 1960, she ac-

cepted a position with the state, and most recently was a secretary in the Division of Handicapped Children, Education Department. Before that she had been employed in the Lieutenant Governor's Office and that of the Presiding Judge of the Court of Claims.

Prior to her election as statewide CSEA secretary, she had been president of the Court of Claims chapter in Albany.

She was also an active member of the National Secretaries Assn. and the Order of the Eastern Star.

CSEA president Theodore C. Wenzl offered this tribute: "In the passing of Dorothy MacTavish, the CSEA has lost a dedicated and most loyal statewide officer. Her long-time popularity amongst our membership attests to her outstanding and ever-faithful service in behalf of government employees. She will be sorely missed."

(Continued on Page 16)



DOROTHY MAC TAVISH



Monroe Is Seeking Arbitrator Over Enforced Furlough Issue

From Leader Correspondent

ROCHESTER—The Monroe County chapter, Civil Service Employees Assn., wants the county to let an arbitrator decide whether the county's furlough plan is legal.

Martin R. Koenig, president of the 4,000-member chapter, said he asked the county to bypass the initial steps of grievance procedures and go directly to arbitration. If the

(Continued on Page 3)

Throwing Open Convention For VP Nomination

IN retrospect it appears that Gov. Jimmy Carter may have missed a great opportunity to electrify the Democratic convention by deny-

(Continued on Page 6)

CSEA Is Victorious In Sullivan Balloting

LIBERTY—The Civil Service Employees Assn. defeated the Service Employees International Union in a representational election for Sullivan County Employees. The final tally was CSEA 169, SEIU 108. A total of 285 votes were cast; two were for no union and six were challenged.

The election was held to determine which union would be certified as the bargaining representative for the 332 county workers. The victory for the

CSEA was the second over SEIU in the county.

The CSEA has represented county employees for eight years and in 1974 turned back another SEIU challenge. The current CSEA contract with the county expires on Dec. 31.

The election results were announced by representatives of the Public Employment Relations Board, who ordered and supervised the election.

Hailing the victory as indica-

(Continued on Page 3)



Sullivan employees respond to rally night before challenge election, as array of CSEA leadership present themselves for question-and-answer session. From left at speakers table are fieldmen Donald King and Frank Martorana, CSEA vice-presidents Richard Cleary and James Lennon (standing), Sullivan chapter president Earl Bivins, CSEA vice-president Irving Flaumenbaum, CSEA president Theodore C. Wenzl, Sullivan County College unit president Tony Coos, Infirmary unit president Walter Durkin and Southern Region III supervisor Thomas Luposello.

Course Offerings, Location

More Fall 1976 semester courses and the locations where they are offered around the state for public employees participating in the employee training benefits plan are listed in this edition of the Leader. The free courses are part of a benefits package negotiated by the Civil Service Employees Assn. See Page 11.

CSEA Objects: Manhattan PC Employee Manual Is Withdrawn

MANHATTAN—The Civil Service Employees Assn., charging violation of its contract, has caused a manual, "Time, Attendance and Accrual Procedure," prepared by the administration of Manhattan Psychiatric Center, to be suspended.

Citing 34 alleged violations, George Bispham, CSEA New York City Region II supervisor, said, "The manual was prepared and implemented on May 20 without prior consultation with the CSEA." He charged violation of the contracts involving four units represented by the union, the Institutional, the Professional Scientific and Technical, the Administrative and the Operational Units.

A grievance against the use of the manual was initiated June 28 by Manhattan PC chapter president, James Fields, and CSEA field representative Harold Krangle. The remedy sought was the withdrawal of the booklet. Mr. Krangle said that the contract violations, affecting the working conditions of some 2,700 employees, included items in the manual dealing with work/day-work/week, tardiness, compensatory time, sick leave, leaves with pay and requiring of PS&T employees to sign in and out.

The grievance was denied on July 7, but an agreement was reached between the union and Manhattan PC providing that a joint labor-management group meet to resolve problems raised by the manual. The meeting was held in Albany July 16. In addition to Messrs. Bispham, Krangle and Fields, other CSEA officials were William McGowan, union vice-president; James Roemer, counsel; Robert Guild, collective bargaining specialist; Al Sundmark, chapter grievance committee chairman, and Floyd Payne.

Officials of the Department of Mental Hygiene were Commissioner Lawrence Kolb, Assistant Commissioner John Lagatt and Associate Commissioner Jerry Dunn.

Following a discussion of the

issues, the union was requested to submit a brief listing the violations. Meanwhile, the department officials said, further implementation of the booklet would be suspended and that there would be a temporary halt on all grievances and disciplinary actions started since the booklet was issued.

Expressing guarded satisfaction over the manual's suspension, Mr. Bispham said that there is no doubt that the administration willfully engaged in an unfair labor practice. He stated that he suspected a "planned, premeditated, programmed" effort on the part of the department to seek a confrontation with the union, not only in institutions in the New York City Region, but throughout the state.

Mr. Bispham further noted that Manhattan PC is in close proximity to the Harlem area and employs a large number of minority group workers. Certain administrative actions at Manhattan PC, including the current episode, he said, "could be racially motivated."

Heading Back For Schooling

The U.S. Civil Service Commission is offering a course called "Construction Contracts" for government employees. Classes will be held in Washington, D.C.

Running from Sept. 27 through Oct. 1 it will train personnel in construction contracting.

Asked if he felt Manhattan PC was being used by the department as an opening wedge to attack employee rights, Mr. Bispham replied affirmatively saying, "They think if they can get away with it here, they will get away with it at other institutions."

A union spokesman said that he had knowledge of other institutions preparing booklets similar to that issued by Manhattan PC.

Court Exams Will Be Held

ALBANY—The New York State Office of Court Administration has announced filing for two Sept. 18 open competitive examinations for law library clerk and one promotional examination for senior clerk. Filing closes Aug. 18.

The law library clerk jobs pay \$7,056-\$8,304 in the eighth Judicial District (Buffalo) (Exam No. 45-487) and \$10,275-\$12,515 in Westchester County (Exam No. 45-486).

The senior clerk promotional jobs pay \$8,155. Applications are available where the candidates work.

For the open competitive examinations candidates must have one-month residency in the county where they wish to be employed. They also need a high school diploma.

For further information contact Staffing Services Unit, Office of Court Administration, Room 1209, 270 Broadway, N.Y.

Nassau Mounts Info Blitz To Win C-Of-L Increases

MINEOLA—The Nassau County chapter, Civil Service Employees Assn., has prepared an in-depth presentation of the case for a cost-of-living adjustment for county employees to be presented at an open legislative determination scheduled for Aug. 2.

A heavy emphasis on the facts, including the recommendations of two out of three members of a fact-finding panel that a 6.6 percent pay increase is justified, will be stressed.

The CSEA has prepared statistical data, research and graphs to make the points clear plus expert testimony for presentation before the Board of Supervisors. "The facts of the case are overwhelming," asserted Irving Flaumenbaum, president of the 23,000-member chapter.

The action came following a pre-hearing conference between Mr. Flaumenbaum, who is also a CSEA vice-president and head of the union's Long Island Region I, and members of the board. The private conference had been arranged pending the setting of a date for a formal hearing.

The legislative determination of an imposed contract was the final stage prescribed by the Taylor Law following the collapse of efforts to negotiate a contract with the administration of County Executive Ralph G. Caso.

Mr. Caso had steadfastly refused to bargain throughout 10 months of negotiations and ignored the majority findings of the fact-finding panel that a cost-of-living pay increase was the minimum that should be granted. One fact-finder called

for a 6.6 per cent increase retroactive to last Jan. 1. The chairman of the panel compromised what he called a proven case for the 6.6 percent with the county's pleas of fiscal crisis and recommended 6.6 percent effective at mid-year.

Mr. Flaumenbaum had earlier exposed the fact that the county's financial bind is attributable to capital spending and other projects, rather than payroll costs. The CSEA has advised both the fact-finders and the Board of Supervisors that payroll costs have been running below the budgeted amount.

Mr. Caso has claimed that the county faces a deficit of \$22 million.

"It has been shown to the satisfaction of the majority of fact-finders that the county's financial problems are not attributable to payroll," Mr. Flaumenbaum declared.

"The Board of Supervisors is on the spot to determine whether it will go along with the county executive's idea of making up his deficit spending by depriving the employees of their rightful pay."

The chapter has planned a stepped-up political action role to be determined by the outcome of the legislative hearing.

Tri-County Retiree Chapter Will Meet

MIDDLETOWN—A meeting of the Orange, Ulster and Sullivan Counties Retiree chapter, Civil Service Employees Assn., will be held Wednesday, Aug. 11. Chapter president John VanDuzer said the meeting will be called to order at 2 p.m. in Room 210, Kiner Building, Middletown.

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RETIREMENT AND PENSION SEMINARS

We are pleased to announce that one of the city's foremost pension and retirement analysts, David Moss will conduct Seminars on Retirement Problems at 45 East 33rd Street, New York City, Suite 601 at 5:30 P.M. on the following Wednesdays, July 21, August 4 and 18, and September 1, 1976.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Cerisse Rubenstein at (212) 689-2016 for confirmation.

A service of the Council of Jewish Organizations in Civil Service and Ramblewood East Information Center.



THEY SERVE IN ONONDAGA — Officers for the Social Services unit of Onondaga County chapter 834 were installed at recent Civil Service Employees Assn. gathering in Syracuse. Chapter president Norm Fowler, right, administers oath of office to, from left, unit president Joanne Plumley; vice-president John Van Deusen; treasurer Dolores Demperio, secretary Sally Greco and corresponding secretary Helen Smith. Other officers are Jeanne Arnold, Alex Seeley, Beth Anwright, Diane Hogue, Anne Jamison, Rosemary Koppel and Barbara Farrow.

Monroe Is Seeking Arbitrator

(Continued from Page 1)
county agrees, he said, an arbitrator could be named in about 10 days to begin hearings.

"I expect the county will agree to this," Mr. Koenig said. He sent a letter requesting the arbitration to Carl Krause, attorney representing the county, and said he expects an answer in a few days.

The Monroe County Legislature has ordered county employees to take two-week unpaid furloughs to make up for a budget gap. The CSEA got a court order last week that has temporarily blocked the furlough plan.

The court order gives the CSEA breathing time to try to settle the dispute through a grievance procedure provided in its contract with the county and through a separate arbitration procedure with the Public Employment Relations Board.

"It's a three-pronged approach to the situation," Mr. Koenig

said. If the court order did not prevent furloughs, employees might lose two weeks of pay and be unable to recover it later, he said.

Mr. Koenig said he filed a request for arbitration hearings last week with the state board but has not received a reply yet.

The case can be arbitrated both by the state board and through the CSEA's contract with the county. If either or both of those arbitrators find the county can legally impose furloughs, Mr. Koenig said the CSEA will again go to court to appeal those decisions.

The CSEA's lawyer, James Hancock, and Mr. Krause argued in State Supreme Court about the validity of the present court case. Mr. Hancock said the court does have jurisdiction to issue restraining orders and injunctions until the county can prove its furlough plan is legal.

State Supreme Court Justice

Robert P. Wagner reserved decision on whether to grant a permanent injunction against the furlough plan or whether to dismiss the temporary restraining order granted last week. Justice Wagner allowed lawyers for the county and the CSEA 10 more business days to file papers before he makes a decision.

Justice Wagner said he will wait until Mr. Hancock provides more information about the court's jurisdiction on the case before issuing a decision. The judge questioned Mr. Krause closely about the county's claim that employees won't be "irreparably harmed" by the furloughs.

"How can you say that when you've got all these county employees losing pay for two weeks?" Justice Wagner asked.

Mr. Krause argued that any damages that can be compensated monetarily aren't irreparable. If the arbitrators agreed the furloughs were illegal, they could order the county to pay back furloughed employees.

"But look at what you're doing to the poor people," Justice Wagner responded. "This is really termination of employment and rehiring after two weeks . . . there is nothing in the Civil Service law about furloughs."

CSEA Is Victorious In Sullivan

(Continued from Page 1)
tive of CSEA's strength and unity, CSEA Southern Region III supervisor Thomas Luposello said, "There was no doubt in my mind that we would win. The only unknown factor was the margin of our victory. We have a record of good and effective representation in Sullivan County, and the employees were not about to risk their jobs and

Roswell Entryway Closed; CSEA Alleges 'Retaliation'

BUFFALO—Charging harassment in retaliation for a Civil Service Employees Assn. court suit that was filed seeking to overturn Gov. Hugh L. Carey's Executive Order 10, Robert W. Stelley, president of the Roswell Park Memorial Hospital CSEA chapter said the union has placed a grievance over the closing of the High Street entrance to the cancer research and treatment center.

"It makes no sense to stop people using the High Street doors in the name of security when a security guard stands there," Mr. Stelley said.

The Governor's executive order demanded that state employees earning more than \$30,000 a year, or those holding policy-making functions, file statements annually describing the amounts and circumstances of any outside income. The CSEA is questioning the order's legality in the courts. A number of mental health professionals at state psychiatric and developmental centers are also affected.

Inconvenienced most by the entrance shut-down are employees who come to work by bus and patients and visitors who rely on public transportation or who stay at motels at Main and High Streets, Mr. Stelley said. Doctors and other medical personnel who use the route to Buffalo General Hospital, with an entrance directly across High Street, are similarly affected.

"This is not the safest area of the city or there would be no need for the hospital security patrols in the area," Mr. Stelley continued. "Exposing patients, visitors and our employees to additional risks—and then refusing even to discuss the situation—stinks."

Mr. Stelley said he has asked Buffalo fire officials to check the effects of the door closing on fire safety in the seven-story building. It houses several cancer clinics and has a storage area

for volatile liquids.

While he said he feels that the hospital administration was retaliating for the CSEA's suit—which enjoined the Governor from requiring the financial disclosure—Mr. Stelley said the move might also be designed to promote the use of a newly opened parking ramp that employees previously disdained in favor of neighborhood parking. The parking ramp is closer to the Elm Street entrance than to the closed High Street doors.



PENSION CHAIRMAN

Dorothy Goetz has been appointed chairman of the Civil Service Employees Assn.'s pension committee, one of the union's 11 standing committees. As such she becomes a non-voting member of the Board of Directors. Ms. Goetz is also president of the Town of Huntington unit, treasurer of Suffolk chapter and secretary of Long Island Region I.

2.35% Boost For N. Colonie

NORTH COLONIE — The North Colonie School unit, Civil Service Employees Assn., has approved a contract holding a 2.35 percent across-the-board pay increase and a number of fringe benefits improvements.

Members of the unit with less than six years' service will receive half an incremental raise which translates into an additional 1.75 percent boost. Each worker had been receiving an automatic annual increment of just under 4 percent for each year of service until the maximum salary level is reached after six years.

Other contract items include increasing the extended sick leave period from six to seven months (but reducing pay from 100 to 84 percent); establishment of pro-rated health benefits based on hours worked and months of the year employed; grievance machinery changes, and increasing custodial pay schedules generally by \$80 a year and maintenance mechanic salaries by \$300 annually.

livelihood with an outfit whose track record in the public sector has been practically nil."

Earl Bivins, Sullivan chapter president, expressed thanks to the employees for their vote of confidence. He said that with the SEIU disruption eliminated, "We can now get down to the serious business of negotiating a new contract."

Alfred University FSA Chapter Has Tentative Pact

ALFRED — The Faculty-Student Assn. chapter of the Civil Service Employees Assn. at Alfred State University has reached tentative agreement with the administration on a three-year contract for employees of the Alfred FSA.

According to Gary Johnson, CSEA collective bargaining specialist who assisted the chapter

in negotiations, the agreement provides for a 20 cents an hour wage increase in the first year, 20 cents for the second, and 25 cents in the third year, plus 10 cents an hour additional longevity in the second year for all employees with at least five years of service and another 10 cents for ten years of service in the third year of the agreement.

The contract also states that all holidays, sick, personal and vacation days should be counted as time worked for the computation of overtime. There is also provision for another paid holiday in the first year and an additional holiday in the third year of the pact.

Chapter president Betty Allen also took part in negotiations.

Ⓢ CSEA calendar Ⓢ

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

AUGUST

- 5—New York State Thruway (Western Division) chapter 056 meeting: Fectur's Forks Hotel, Broadway Street at Union Road, Cheektowaga.
- 7—Chemung County unit annual outing: 1 p.m., Harris Hill Outing Center.
- 11—Orange, Ulster and Sullivan Counties Retiree chapter meeting: 2 p.m., Room 210, Kiner Bldg., Middletown.
- 12—Rochester chapter summer party: 5:30 p.m., Logan's 1420 Scottsville Road, Rochester.
- 13—SUNY Stony Brook chapter "Night at Jones Beach."
- 14—SUNY at Buffalo chapter 602 picnic: Oppenheimer Park.
- 17—New York City Metropolitan Retirees chapter 910 meeting: 1 p.m., Room 5890, Two World Trade Center, Manhattan.
- 20—Office of General Services chapter 660 clambake: Krause's Halfmoon Beach.
- 22—Long Island Region I executive council meeting: 7:30 p.m. Region headquarters, 740 Broadway, Amityville.
- 23—Albany District DOT Good Will Assn.'s "Night At The Races": Saratoga Downs.
- 25—West Seneca Developmental Center picnic: noon-10 p.m., Frandview Grove, 4685 Seneca St., West Seneca.
- 27—Syracuse Area Retirees chapter meeting: 1:30 p.m., Riordan's Restaurant, Market Street, Auburn.
- 27—Department of Motor Vehicles chapter 674 clambake: Krause's Halfmoon Beach.
- 30—Department of Labor chapter 670 steak roast/clam steam: 1 p.m., Krause's Halfmoon Beach.

Low Income Wage Earners Suffolk Sets OC Exams, Promos Could Have Money Coming

MANHATTAN—Although the April 15 deadline for filing federal income tax returns is past, certain low-income individuals who did not have to file tax returns can still receive up to \$400 from the government by filing a return now, according to Charles H. Brennan, IRS District Director for Manhattan, Bronx, Staten Island, Westchester and Rockland Counties.

The \$400 payment is the maximum provided under an "earned income credit" established by Congress. The credit can only be paid to those filing income tax returns, even though they would not otherwise be required to file a return because their earnings are so low, Mr. Brennan said.

To qualify for the credit, workers must have received less than \$8,000 in total income from all sources in 1975. This includes wages, salary, tips, or other compensation. Additionally, the individuals must have paid more than half the cost of maintain-

ing a home in the U.S. for themselves and at least one dependent child for the entire year. The dependent child must be younger than 19 years old, or a full-time student.

Those qualifying for the credit who had total income of \$4,000 or less would receive a check for 10 percent of their earned income, up to the maximum of \$400. The amount of the credit is reduced when income from all sources runs between \$4,000 and \$8,000.

Individuals who believe they may qualify for the credit, but who have not filed an income tax return this year should contact their nearest Internal Revenue Service office

HAUPPAUGE — The Suffolk County Civil Service Department has announced Sept. 18 open competitive examinations for 11 positions and promotional examinations for six positions. The application deadline is Aug. 11.

The open competitive titles range in salary from \$8,000 to \$16,704. Ordinance inspector (No. 16-255) and fire prevention inspector (No. 16-269) each pay \$8,000. Human rights investigator (No. 16-265) pays \$8,978, and senior human rights investigator (No. 16-280) pays \$9,840.

A \$10,000 salary is given for senior fire prevention inspector (No. 16-270). Right of way agent (No. 16-263) gets \$10,858. Airport fire safety officer (No. 16-272) pays \$11,380; at the senior level (No. 16-273), it pays \$12,000. Ordinance enforcement officer (No. 16-256) also gets \$12,000. Chief fire prevention inspector (No. 16-281) pays \$15,000. Public health nurse IV sal-

ary is \$16,704.

The promotional exams are for switchboard supervisor (No. 16-257), senior fire prevention inspector (No. 16-271), senior right of way agent (No. 16-264),

senior airport fire safety officer (No. 16-274), chief fire prevention inspector (No. 16-282), and public health nurse IV (No. 16-262).

Nurse, Medical Specialist, Psychiatrist Posts Open

ALBANY—Licensed practical nurses, psychiatrists and medical specialists are continuously being recruited by the State Civil Service Department for posts in state agencies. Salaries range from \$8,051 to \$33,704 a year.

For all posts no written examinations are necessary. Applicants will be rated according to their education, training and experience.

For licensed practical nurse, No. 20-106, candidates must have a license to practice as a practical nurse in New York or have a limited permit to practice as a practical nurse or have applied for a permit. Practical nurses

are employed with the Department of Mental Hygiene, Education and Health, as well as the State University.

A state medical license and completion of three years of residency training in psychiatry will qualify candidates for psychiatrist I, No. 20-390.

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Arbitrator Decision In Warren Seen Holding Broad Implications

ALBANY—An arbitrator's decision in a case involving the Warren County chapter, Civil Service Employees Assn., and Warren County may cause a statewide and perhaps nationwide impact on public sector contract negotiations.

The American Arbitration Assn.'s arbitrator, Irving R. Shapiro, was presented with two significant issues to decide. They were, first, whether arbitration which was provided for in a contract was advisory or binding, and, second, whether to sustain or reject a past practice even though the contract did not contain a past practice clause.

The case began as a result of the county's alleged failure to treat an employee who was promoted to a new position in the same way it treated an employee who transferred to a position in the same step level and time in grade situation.

The CSEA Warren County chapter, assisted by CSEA field representatives Aaron Wagner and Michael White, proceeded to follow the grievance procedure in the existing document. Unable to resolve union-county differences, they moved to submit the dispute to arbitration again in accordance with the contract. The county and the CSEA then chose an arbitrator from a list provided by the AAA.

The county later added another issue to the case by questioning if arbitration in the contract was advisory or binding.

Basing his decision on the language of the contract, the legal definition of the word, the arbitrator found that unless the county held in full or in part the right to reject the awards of arbitrators in the contract, it was completely bound by the arbitrators' decisions.

On the second issue, the arbitrator found, after a review of all previous contract negotiations and testimony of various county employees, that the county normally treated promotions the same as transfers in regard to step and time in grade. The arbitrator found also that the employees assumed that the county would continue to treat this situation as similar.

Mr. Shapiro then issued his decision stating "through the process of collective negotiations they (the employees) seek to improve their terms and conditions of employment, as they see such.

"The conditions with which they are satisfied, they do not endeavor to change and naturally desire to be continued. The demands submitted for negotiations deal with facets of the job with which they are discontent. The document which results from the negotiated settlement does not, in many instances set forth all of the working conditions and benefits which prevailed prior to the institution of the new relationship of collective as against individual 'bargaining' and which it is mutually assumed will endure.

"It is a well-established holding by arbitrators of disputes involving collectively bargaining agreements that the fashion in

which the parties acted, with reference to its various provisions, put the flesh upon the bare bones of the language of the instrument which recorded their understanding."

Judge Reserves Decision In CSEAer's \$1.5 Million Esopus Board Libel Suit

KINGSTON—Justice William Murray, in a special session of the Ulster County Supreme Court, reserved decision following a recent hearing on a \$1.5 million suit brought against the Esopus Town Board by former Esopus police sergeant Joseph Feraca Sr.

The suit, charging libel, names former Councilman John Bowman, present Councilmen George Villelme, Thomas Johnson and Frank Bell and Esopus Commissioner Frank Wiest.

Mr. Feraca alleges that after libeling him, the Town Board fired him from the police department without a hearing.

James J. Lennon, president of the Civil Service Employees Assn.'s Southern Region III, has gone on record defending Feraca's suit.

"Mr. Feraca has an impeccable record of good citizenship," the CSEA official declared. "In addition to his 17 years' experience on the force, he is a leader in the community and is widely admired by the people in this area. It seems awfully suspicious that he was suddenly thrown off the force with no explanation to the public even though an explanation was demanded."

Mr. Feraca is president of the CSEA unit in the Kingston City Consolidated Schools and is head of security at Kingston High

School.

"The Town Board mysteriously appoints every single incumbent on the police force with the exception of Mr. Feraca," Mr. Lennon continued. "What are they trying to hide? Why are they afraid of Joe Feraca?" Mr. Lennon asked.

"The CSEA is proud to join the citizens of Ulster County in demanding Mr. Feraca's reinstatement, especially since the Town Board refuses to reveal the reason why they refused to reappoint him," Mr. Lennon added. "It's about time the Board stopped regarding town government as their private clubhouse."

While on the town police force, Mr. Feraca helped to found the Ulster County Constables Assn. He was also a founder of the Rifton Youth Club and served as a fire captain for 14 years. Mr. Feraca is also a member of the Ulster County Safety Council. His libel suit is being pressed by attorney Joseph Spiegel of Miller, Moran and Spiegel, Poughkeepsie.



FOUR GO 'FORE!' — There's a golf ball going places and Tom Santella, above, is going to put it there. Mr. Santella and fellow members of the East Hudson Parkway Authority chapter 051, Civil Service Employees Assn., recently participated in a golf outing of the chapter at the Beekman Country Club in Dutchess County. The other 75 percent of the foursome are, from left, Joseph Ozarowski, William Peterson and John Shumansky.

A Fact-Finder Proposes 7% E. Ramapo School Hike

EAST RAMAPO—A Public Employment Relations Board fact-finder has recommended a 7 percent salary increase, including increments, for maintenance and special services staff and mechanics and bus drivers in the East Ramapo School District, Rockland County.

Joseph B. Stulberg, of Rochester, was the fact-finder named by the PERB in a contract dispute between the school district and the Civil Service Employees Assn.

Mr. Stulberg urged the parties to consider a roll-over effect utilizing the 7 percent as the maximum figure. This would, roughly speaking, result in a 3½ percent increase during the first six months of the contract and 3½ percent during the second six months, with a net cost to the district being approximately 4½ percent.

Other recommendations include:

- No change in longevity; rejection of job security clause, standardized eight-step salary schedule, proposals for changes in sick leave, bereavement and

personal leave, health insurance benefits, tool allowance.

- Maximum number of persons on negotiating team during workday sessions to be four unit members plus unit president and CSEA representatives.

- No change in job reassignment provisions; compensation for out of title work.

- Rejection of premium pay for work performed on previously scheduled vacation days and for work performed on Sunday; rejection of meal allotment when employees work overtime; rejection of crediting authorized leave as hours worked for purposes of overtime computation.

- Workweek to remain 40 hours consisting of five eight-hour days, excluding at least a 30-minute uninterrupted lunch period.

Grievance Workshops Set

MANHATTAN — Five two-day workshops on Improving Employee Relations Through Effective Discipline And Grievance Procedures have been set for this autumn and winter by the New York State School of Industrial and Labor Relations of Cornell University.

The courses have been set for the Wednesdays and Thursdays of Sept. 22-23, Oct. 6-7, Oct. 20-21, Nov. 17-18 and Dec. 8-9. The courses, which will be given at NYSSILR's Conference Center at 3 E. 43rd St., Manhattan, will run from 9 a.m. to 4:30 p.m. Cost is \$220 per person which covers course materials and

luncheons.

The workshops will cover such subjects as the disciplinary interview, the warning notice, analyzing discipline problems, basic concepts in contract administration and developing skills in grievance handling.

The workshops will be conducted by NYSSILR faculty members Wallace Wohlking and Matthew A. Kelly. Each workshop will be limited to 25 participants.

Additional information and registration forms are available from Cornell University, 3 E. 43rd St., New York, N.Y. 10017. The telephone number is (212) 697-2247.



KEEP TRADITION — Hudson River Psychiatric Center employees have been fortunate through the years in developing top leaders for the Civil Service Employees Assn. chapter there. Here CSEA vice-president James Lennon pays tribute to three of the women who have served as union president at the Mental Hygiene institution, located within the geographic area served by CSEA Southern Region III, headed by Mr. Lennon. Standing is Madeline Mackey, who succeeded to the chapter presidency following the recent resignation of Rick Recchia. Seated left is former chapter president Tris Schwartz, who now serves as president of Dutchess-Putnam Retirees chapter 909, and at right is Nellie Davis, former president of the chapter and of the Southern Conference and currently chairman of the CSEA statewide retirees committee. Occasion for the get-together was the HRPC chapter 410 Bicentennial Ball at the Holiday Inn, Fishkill, last month.

Wanna be a good guy?

A young woman awaiting

open heart surgery.

A child with Leukemia.

Make a miracle.

Make a friend you'll never meet. Donate blood soon.

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FRIDAY, JULY 30, 1976

Congratulations, CSEA

THERE is the venerable story of the man who, while banging his head into a brick wall, was observed by a friend. Asked why he was punishing himself so, the man replied, "Because it feels so good when I stop."

The story came to mind when we received news of the back-to-back victories scored last week by the Civil Service Employees Assn. in employee representation elections against the Service Employees International Union, AFL-CIO. The victories, both by appreciable margins, were notched in Sullivan County and the New York State Thruway Authority.

Hearty congratulations, of course, are due to both CSEA staffers and members whose hard and dedicated work was responsible for the wins. They are the latest in a long series of CSEA victories over the hapless SEIU. The latter union seems to take what has to be an almost masochistic relish in bringing about representation elections and then getting soundly trounced when it comes time to count the ballots. Perhaps, like the man and his brick wall, SEIU feels good when the balloting stops. But the most recent election results simply reinforce the old political axiom—you can't beat somebody with nobody. It is abundantly clear that CSEA is somebody.

One element in the Thruway election gave us pause, however. SEIU polled less than 30 percent of the votes cast. When 30 percent of a given union entity sign a petition for a rival union, the Public Employment Relations Board is obliged to call an election. Many times, people sign petitions requesting an election to oblige a friend or to shake up the leadership of his or her own union while intending to vote for the incumbent representative.

We feel this is essentially non-productive. While it is good to oblige a friend or fun to shake up union leadership, representation elections are costly affairs in terms of time, effort and money. The time, effort and money expended could be used far more effectively in negotiating new contracts with better pay and working conditions.

But it was a good week for CSEA. And we wonder when SEIU will get tired of hitting its head against a brick wall. (C.O.N.)

Questions & Answers

Q. My father is 65 and doesn't have enough social security work credits to get Medicare hospital insurance. Is there any other way he can qualify for this protection?

A. He can get hospital insurance by paying a monthly premium of \$45 (effective for the 12 months starting July 1976). He also must sign up for medical insurance and pay the additional premium of \$7.20 a month. Your father should call, write, or visit any social security office for more information if he's interested.

Q. My husband died recently and even though I am over 50, I had to go back to work to support myself. A month ago I was involved in an automobile acci-

dent, and now it looks as if I won't be able to go back to work for a long time. I don't know if I've worked long enough under social security to get benefits on my own record, but what about my husband's? He worked for many years.

A. When you contact your social security office the people there will take an application to determine if you are eligible for disability benefits on your own work record or on your husband's. A disabled widow may qualify for disability benefits as early as age 50 if she becomes disabled within 7 years after the death of her husband. Generally you must be severely disabled and not be expected to be able to work for a year or more.

Don't Repeat This!

(Continued from Page 1)

ing the delegates an opportunity to reach a free and independent decision about the candidate for Vice President from among the six prospects who, Governor Carter had announced, he had under active consideration.

This in no way reflects upon the qualities of Senator Walter Mondale, who might well have been the choice of the delegates had they enjoyed the opportunity to act upon the nomination for themselves. In some subtle respects that would have made the Senator a more powerful candidate.

Dramatic Changes

There is a lesson here that the Republicans might bear in mind when their convention meets in Kansas City in the middle of August. Obviously both President Gerald Ford and Gov. Ronald Reagan have given some thoughts about a running mate. Indeed, President Ford, who seems clearly to be the more likely nominee, has publicly announced that he has several persons in mind for the Vice Presidential nomination.

From a political, governmental and public relations point of view, whoever the Republican nominee might be, he would do well to permit the delegates to exercise free choice in the selection of a running mate, from a list proposed by the candidate for President.

The notion that the candidate for President should on his own determine his running mate is archaic, obsolete and fails to account for the dramatic changes that have taken place in the selection of delegates to the nominating conventions.

There was a time not too long ago when delegates to nominating conventions were hand-picked by the professionals—the bosses, if you prefer a pejorative term. The selection of the candidate for President was the product largely of deals made in smoke-filled rooms by the political leaders. For example, in 1932, when Franklin D. Roosevelt was first nominated, the Democrats required a two-thirds vote of the delegates for the nomination. This was designed to give the so-called solid South a veto power over the nomination.

30 Primaries

Under the circumstances, Roosevelt's campaign manager, the late James A. Farley, entered into a deal with Southern delegations under which House Speaker John Nance Garner of Texas was nominated for Vice President.

However, political times have changed. During the present year delegates to the conventions were selected in primaries in some 30 states, more primaries than we ever had before. These open primaries have substantially curbed the power of the political leaders to dictate to their delegations. This is the circumstance that has caused both President Ford and Governor Reagan to direct personal appeals for support to individual delegates as against party leaders.

Adlai Stevenson was sensitive to the changing political winds when, in 1956, he threw open to the convention the freedom to nominate the Vice President.

(Continued on Page 7)



"AGAIN? BUT I JUST GOT THROUGH CLEANING..."



Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

Bargaining Complications

In a recent decision, the Supreme Court, Rensselaer County, was faced with the issue of whether an expired collective bargaining agreement between a School District and the Teachers Assn. continued in force until a successor agreement between the parties was executed.

THIS CASE AROSE when the School District made an application pursuant to Section 7503(b) of the Civil Practice Law and Rules to stay arbitration of grievances on the ground that a valid agreement to arbitrate did not exist. The School District argued that the Teachers Assn. had no right to arbitration because the agreement providing that right had expired. The rationale of the District's position was that the contract remained in effect until June 30, 1975, and this contract contained no provision for an automatic extension of its terms. Therefore, when the contract that provided the Teachers Assn. with the right to arbitration expired, the teachers no longer had the right to arbitration. Relying on the holding of *Board of Education of Connetquot Central School District No. 7 v. Connetquot Teachers Assn.*, the Teachers Assn. argued that the terms of the expired agreement remained in effect until a successor agreement was executed. Therefore, the Teachers Assn. concluded that they still had the right to bring a grievance to arbitration because the old contract granted them that right.

IN ITS DECISION, the court granted the stay of arbitration of grievances, thereby concluding that the terms of an expired collective bargaining agreement do not continue until the execution of a new agreement. The rationale of the court is as follows: The court stated that it would be grossly unfair to the School District at the negotiations of the new agreement to bind the District to the terms of the expired agreement. The court concluded that binding the School District to the expired terms would presuppose that the Teachers Assn. could negotiate an agreement that would provide its members with salary and benefits that were equal to or better than those of the prior agreement. In the words of the court, "The Assn. would be locked into a guaranteed gain position, and the employers in an assured losing stance."

THE COURT ALSO examined the Taylor Law to determine whether there were any specific provisions of the law which stated that the terms of an expired collective bargaining agreement continue until a new agreement is reached. Unable to find a provision that extended the terms of an expired agreement, the court concluded that "if the Legislature had been seeking this result, presumably direct language would have been employed." Thus, based on an attempt to keep the parties on equal footing at the negotiation of the new agreement, and absent language in the Taylor Law stating that the terms of an expired agreement continue until a new agreement is reached, the court held that the expired agreement did not continue until the new agreement was executed. *Betts v. Teachers Assn.*, 92 LRRM 3132, April 15, 1976.

What's Your Opinion

By PAMELA CRAIG

QUESTION

New York City Emergency Financial Control Board says all wage increases for city workers must be tied to increased productivity.

What do you think?

THE PLACE

City Hall Park, Manhattan

OPINIONS

Theresa Thomas, school principal: "I, like a great many of the workers who are left, who tend to be old-timers, feel that as far as I'm concerned, have always produced. The majority of city workers are producing up to their utmost. There is no doubt that we are working up to our optimum and deserve whatever we can get when it's possible to get a raise. One result that I see is the old-timers,

who have been doing good jobs right along, now think that because of the reductions in staff, and because they're expected to produce twice as much, are for the first time thinking strongly of leaving the system. You're going to lose your good, old-time, hard workers because they can't produce any more than they've always produced; they're getting pretty exhausted.

Harry Silver, auditor: "It depends upon the job a person has. Some jobs can be measured in productivity, but it may be difficult to measure productivity in other jobs. That's why the problem has to be studied. You can't just make an overall, across-the-board determination that people must produce more to get more. This isn't fair in certain positions where brain power is the important thing, not how much you are producing. You might take twice as long to come out with something, but the results may be far better than those someone does quickly and which have no meaning or real results. Officials just can't say everyone must produce more to get an increase. That's not really fair. It has to be selective."

Andrew Zuber, small business specialist: "The quality of work should be improved—that's increased productivity. Management should find ways within itself to cut out duplication of effort. Better supervision in guiding the workers to what is essential and what isn't essential. Right now they are doing away with one step of the management process; in many businesses they found out it wasn't really necessary. I feel better productivity lies with management getting their ducks in a row, cutting out some of the unnecessary work and getting it down to where the worker can do meaningful work."

Marilyn Golub, administrative assistant: "That raises the big question of how is productivity measured—and by whom? Adequate job descriptions will then become very important to both employees and employers. Is quality going to be sacrificed for the quantity of work? I feel there should be specific job descriptions for each civil service job and the civil servant should be responsible for that specific job description. Supervisors should be responsible for seeing that the employees are working up to capacity and a higher superintendent should check that the supervisors are being fair. What about the question of increased responsibility without increased pay? That's the beginning of increased productivity."

Guy Warkin, computer programmer: "Yes, I think that should be a requirement. If employees expect to get more money and, with the financial trouble that the city is in right now, they should have their pay raises tied to an increase in productivity. If they can find a more effective way of doing their job, they should be rewarded with higher wages. I would say there are some who are effective and some who are not. The big problem is how to screen the doers from the non-doers. Maybe they should make it a merit raise instead of a productivity raise. That should start screening out some of the people who are unsatisfactory."

Jenny Krivanek, editor: "I think it's fine. If people aren't working for the money they are paid, they shouldn't be getting an increase. I don't know who's going to judge if people are producing up to standard. I've seen good and bad examples of productivity and I think the bad examples should receive decreases in their salaries. But overall, with the cutbacks, I think today, many people have to fill in for people who have been laid off. Maybe the objective has already been met; city workers may be in the process of having to increase their output."

that the President, as he has done in the past, may call a meeting of the Delegates as often as he deems it necessary; that the President shall call a meeting of the Delegates upon the written request of twenty-five members of the Board of Directors or upon the written request of twenty five chapter presidents. Thus if a sufficient number of officials of the Association wish to have the Delegates reconsider any of their decisions, there is a Constitutional method for them to do so.

The Delegates are the ultimate policy makers of the Association. They represent the grass roots. Any attempt to remove that power, which under the Constitution, they now possess, should be resisted with the utmost vigor.

Solomon Bendet

President

CSEA New York Region II

RETIREMENT NEWS & FACTS

By A. L. PETERS

Bond Purchase

The New York City Retirement System authorized and approved the purchase of \$58,700,000 of City Serial Bonds on July 1. This was done to satisfy the condition made by the Secretary of the Treasury of the United States for a loan of \$500 million of financing.

Pension plans are not required to register with the Securities and Exchange Commission. However, SEC is moving into the area and some recent court decisions have held that pension plans and investment contracts are subject to the anti-fraud provisions of the Federal Security laws. There will be more about this in the months ahead.

Discounts to senior citizens are being offered in some European nations on transportation, museums, park admissions, and hotel accommodations. These can run as high as 50 percent upon presentation of proof of age. Inquire in each country when you arrive.

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)

Abagnale, Marie J	Eden
Abraham, Sandra H	New York
Ackert, Fannie M	Poughkeepsie
Adams, Adell F.	New Brighton
Adams, Wanda E	Schenectady
Alberts, Phyllis	Brooklyn
Alger, Grace D	Brentwood
Allen, Edward N Jr	Rochester
Allgaier, Walter G	Lake Ronkonkoma
Altowitz, Claire	Queens
Argento, Harry O	Rochester
Aubrey, William	Haverstraw
Babiarz, Victor S	Cheektowaga
Badgley, Howard	Syracuse
Bailey, Annette	South Nyack
Bailey, Bruce	Highland Falls
Bailey, Catherine	Rockville Centre
Banford, Colleen E	Binghamton
Bartholomew Richard C.	Syracuse
Beattie, J Keith	Massena
Beil, Carl H	Canisteo
Bennett, Mary	Staten Island
Bergeron, Frances	Stony Point
Bernabe, Esperanza	New York
Berry, Richard	Rochester
Bertoni, Luisa F	New Milford, NJ
Bitter, Christopher J	Nesconset
Blackham, George Jr	Westbury
Blicker, Mildred P	Farmingdale
Bonich, Rose M	West Babylon
Boyd, Elizabeth C	Dover Plains
Bradley, Russell	Schenectady
Brady, Joan	New York
Brand, Barbara	New York
Bridges, Charles R	New York
Brinkley, John L	East Orange, NJ

(To Be Continued)

Don't Repeat This!

(Continued from Page 6)

This resulted in a spirited contest between Senator Estes Kefauver and Senator John F. Kennedy. Senator Kefauver won.

There was a time when the Vice President was regarded as a musical-comedy bumbling Throttlebottom. That is no longer true. In recent years the Vice Presidency has become a stepping stone to the Oval office itself. Thus Presidents Truman, Johnson, Nixon and Ford had previously been Vice Presidents. Senator Hubert Humphrey was nominated for President after being the Vice President.

Important Responsibility

This is a fact that the Repub-

licans, and particularly President Ford, since he is the likely candidate, ought to bear in mind. Apart from nominating a candidate for President, the nomination of the candidate for Vice President is the most important responsibility of the delegates. They should no longer be expected to act as robots in exercising that responsibility.

Instead, the Republicans could make a singular contribution to the democratic process by permitting the delegates to choose the candidate for Vice President from among those whom the candidate for President finds compatible with his views.

Letters To The Editor

Of Decisions

Editor, The Leader:

In the July 16 issue of the Leader it is stated: "Whereas the approximately 2,300 vote Delegate Convention is the ultimate policy making body of the Civil Service Employees Association, delegates meet only twice a year. In the interim, the Board (of Directors) is the supreme body and may, if circumstances warrant, reverse Delegates decision."

I respectfully disagree. Article IV Section 2 of the Constitution provides that the acts of the Board of Directors shall be subject to the power and authority of the Delegates at meetings of

the Association. It follows that not only cannot the Board reverse the decisions of the Delegates but that the opposite is true.

The Delegates constitute the ultimate policy making body of the Association. While the Constitution and By Laws provide for one Annual Meeting and one Special Meeting yearly of the Delegates, it is also provided

NAME FINNEY

ALBANY—Louise Finney, of Brooklyn, has been named by Gov. Hugh L. Carey as assistant industrial commissioner for the State Department of Labor. Ms. Finney will be based in the Department's New York City office.

Questions & Answers

Q. I'm 69 and I'm considering applying for supplemental security income payments. The money I have saved from my husband's life insurance is just about gone and I have no other income. Will I have to spend all of the money from my savings account to get payments?

A. Not necessarily. Your eligibility for supplemental security income will depend on whether your resources, including your savings, amount to \$1,500 or more. If you are eligible, the interest on your savings may affect the amount of your supplemental security income payments. Call or write any social security office for more information.

Q. I'm getting social security student benefits and have a chance to earn \$500 a month on a job this summer. I'll make \$1,500. Will I still get my social security benefits?

A. If you have no other earnings in 1976, there's nothing to worry about because you can earn up to \$2,760 this year and still get all of your benefits. If your annual earnings exceed \$2,760, \$1 in benefits will be withheld for each \$2 earned above that amount. No matter how much you earn for the year, however, you can still get a check for any month your wages didn't go over \$230 and you don't do substantial work in your own business.



Albany Region IV education chairman Betty Lennon, of SUNY at Plattsburgh chapter 623, briefs team leaders who headed discussion groups. Seated are, from left, Jeanne Kelso, of Clinton chapter 810; Ms. Lennon, and Barbara Crampton, O. D. Heck DC chapter 445. Standing are Helena Barlow, General Services chapter 660; H. William Lucas, Transportation Region I chapter 676; Karen Messier, Rensselaer chapter 842; Anson Wright, Executive chapter 659; Allen C. Mead, James E. Christian Memorial Health chapter 664, Les Cole, Saratoga Educational chapter 864, and Jack Fitzgerald, Insurance chapter 666.



Participants in one group discussion are, from left, CSEA director Bea McCoy, of Audit and Control chapter 651; discussion leader C. Allen Mead, of James E. Christian Memorial Health chapter 664, Gerald Toomey, president of SUNY Central Administration chapter 693; Mary Jaro, of Taxation and Finance chapter 690; Sue Crawford, Correctional Services chapter 656, CSEA director Jack Dougherty, of Taxation and Finance chapter 690, and CSEA director Frances Bessette, president of Clinton chap. 810.

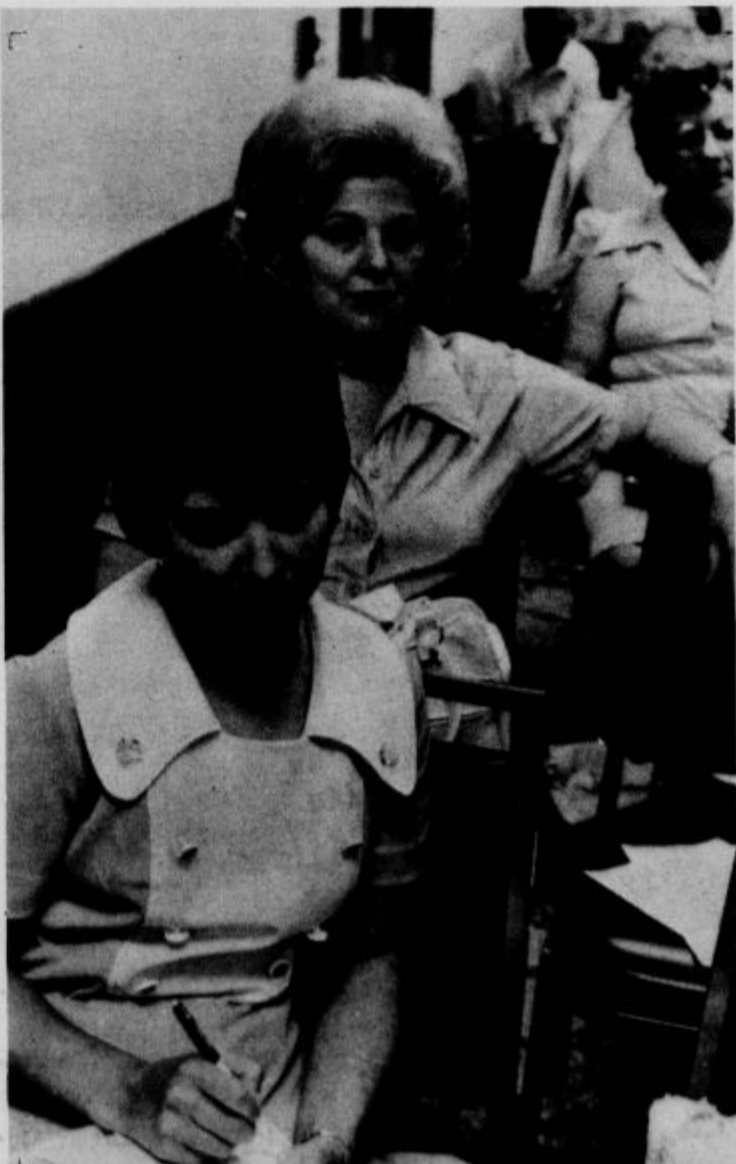


Board of Directors members were among those who participated in the weekend workshop. From left are Jimmy Gamble, Environmental Conservation; Ernst Stroebel, Health, and James Welch, Executive.

(Leader photos by Ray Hoy)



This discussion group met in the courtyard. From left are group leader Jeanne Kelso, of Clinton chapter 810; CSEA director Paul St. John, of Transportation Main Office chapter 687; CSEA director Jimmy Gamble, president of Environmental Conservation chapter 655; Gerry Dickson, Education chapter 657; Phil Planz, Columbia chapter 811; Larry Pfeiffer, O.D. Heck DC chapter 445; Genevieve Ryan, Rensselaer chapter 842, and Grace Vallee, Rensselaer chapter 842.



Connie Buckley, left, a member of the region's political action committee, takes notes on the proceedings, as Santa Orsino, secretary of Taxation and Finance chapter 690, listens.



Reviewing their findings are, seated from left, Michael Steese, of Executive chapter 659; Mary Jarocki, SUNY at Albany chapter 691; Anne Murnane, Correctional Services chapter 656; Ruth Lovegrove, Commerce chapter 654; Les Cole, Saratoga Educational chapter 864; Wendell Lashua, Clinton Correctional chapter 154, and Jerry Hrbek, General Services chapter 660. Standing are John Wright, Executive chapter 659; Sam Ciraulo, president of Rensselaer chapter 842, and Cosmo Lembo, General Services chap. 660.

Stratton Favors Cost-Of-Living Pay Adjustment

GLENS FALLS—Congressman Samuel Stratton told public employees here that government has to make compensation to its workers to help them survive the effects of inflation.

"If we are going to prohibit the men and women who run our form of government from striking, then we have to make compensation to help them survive the cost-of-living that is eating away their take-home pay," he said.

The Schenectady Democrat was principal speaker at the dinner that highlighted the weekend workshop, last month, of the Civil Service Employees Assn.'s Albany Region IV at the Sheraton Inn here.

He said that at the state level, and possibly at the federal level, too, employees should have their salaries adjusted to take into account the cost-of-living.

"Bureaucracy is supposed to be a dirty word," he said. "All of us who are engaged in government, especially you who do the day-to-day work, should resent the public misconception of civil servants."

"Work, fight, give to make democracy live. That's what you people are doing."

The Saturday evening banquet also featured the 11th annual presentation of the President's Award for outstanding service to the region.

This year's recipient was Timothy McInerney, who is president of Transportation Region I chapter 676 and finance chairman of the region. Mr. McInerney is also a CSEA director,

representing Transportation Department, and is chairman of the special Transportation committee.

Past winners of the award have been Mary Hart, Shirley Ellett, Mae DeSeve, Nonie Kepner Johnson, Marion Farrelly, Mildred Wands, Dorothy Honeywell, Irene Dougherty, Alphonse Briere and Gloria Fleming.

Regional president Joseph McDermott also acknowledged Insurance chapter 666 president Jack Fitzgerald, who had just received his law degree.

Good will and fair play were stressed many times during the Saturday workshop sessions.

For example in discussion of how to treat past chapter presidents, instructor Arthur Weinberg responded: "It doesn't matter whether you may have agreed with them, but you have to recognize that they tried to do their best."

Later on, Mr. Weinberg, who is coordinator of the Quality of Work Life Program for New York University's Institute of Labor Relations, applied the same thinking to negotiations:

"Bargaining requires unity," he said, "and you don't achieve that unless you accept the person next to you as your equal, regardless of job classification."

He also noted that there is probably no group that has more grades and classifications than public employees.



Timothy McInerney, right, was recipient of 11th annual presentation of President's Award. He gets to keep the smaller plaque that he is holding. His name is also inscribed on the larger plaque, being held by regional president Joseph McDermott, for permanent display at the regional headquarters in Albany.



Region IV treasurer Mary Jarocki, of SUNY at Albany chapter 691, reads financial report to delegates at meeting Friday evening, prior to the Saturday workshop session.



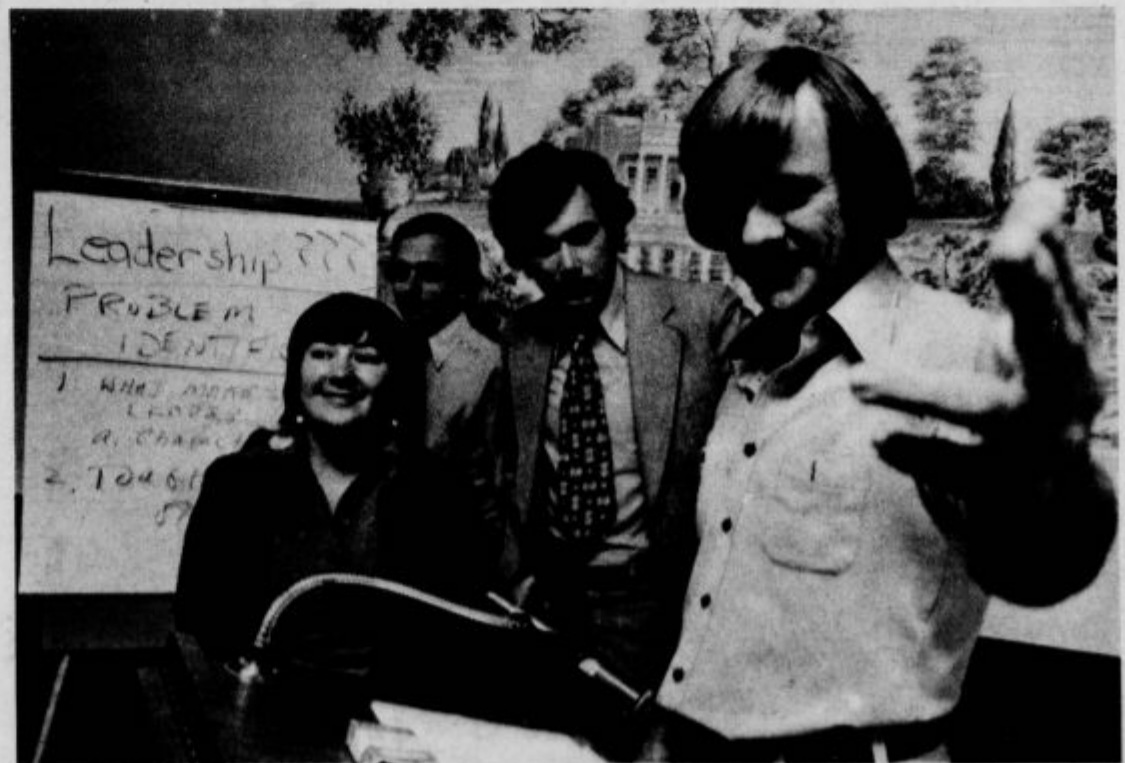
Roundtable discussion was held by, from left, Dot Nadoraski and Marge Egan, both of Education chapter 657; Joyce Cole and Joan Tobin, both of Transportation Main Office chapter 687; Elmer Agnew, Adirondack Correctional chapter 155; Betty Kosinski, Employees' Retirement System chapter 652, and discussion leader H. William Lucas, Transportation Region 1 chapter 676.



Preparing to enter Saturday evening banquet are, from left, Anne Kearney, president of Liquor Authority chapter 661; CSEA director Nicholas Fiscarelli, president of Education chapter 657, and Rita Madden, former president of Insurance chapter 666.



Regional secretary Julia Braden, center, and regional third vice-president Eileen Salisbury, both of Motor Vehicle chapter 674, greet Leader editor Marvin Baxley, who conducted seminar Sunday.



Saturday workshop sessions on grievance procedures and leadership development were conducted by guest lecturers, shown here with regional education chairman Betty Lennon, president of SUNY College at Plattsburgh chapter 612. Behind her, from left, are Arthur Weinberg, David Harrison and Donald Meyerson, of Cornell University's School of Industrial and Labor Relations.

Federal Job Calendar

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

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

Agriculture

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

Engineering And Scientific

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

General

Correction Officer	GS-6	431
Freight Rate Specialists	GS-7, 9	WA-6-13
Mid-Level Positions	GS-9 to 12	413
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07

Medical

Autopsy Assistant	GS-4, 5	NY-9-05
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Medical Technologist	GS-5 to 11	NY-6-03
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-5-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07

Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
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Social And Education

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

Stenography And Typing

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

Nassau CSEA Membership Soars Higher

ALBANY — The Nassau County chapter, Civil Service Employees Assn., has reached a new high of almost 23,000 members, according to the latest tally of the CSEA's computerized membership records.

The chapter, which has long been the largest in the statewide organization, has grown steadily throughout the 28 years since its founding in 1948.

Continued growth this year, in spite of job freezes by many employers, was attributed by Irving Flaumenbaum, chapter president, to a "spirit of unity" among civil service employees in the county, towns, villages, school districts and other local governmental units represented by the chapter.

"Many people who, in the past, have accepted the gains that the CSEA has negotiated without becoming members now realize that they can help themselves and their fellow employees resist the current attacks on the civil service by becoming CSEA members," Mr. Flaumenbaum said.

"We welcome them into membership. Together we are growing stronger," Mr. Flaumenbaum asserted.

Job Title Changed

ALBANY—The State Civil Service Commission is changing the title of mental hygiene assistant therapy aide to mental hygiene therapy aide trainee. The requirements for the \$7,204 job, for which the commission continuously accepts applications, remain unchanged. Those who have already applied will not have to refile.

Applicants need no training or experience, but must pass a short written test showing ability to care for mentally ill patients. The change in title is effective Aug. 12. Applicants can contact individual Mental Hygiene facilities for additional information.

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SHORT TAKES

ALIEN LAW STRUCK DOWN

Three federal judges, sitting in Manhattan, recently struck down a state law that barred aliens from teaching in public schools unless they had applied for citizenship as unconstitutional. The Federal District Court decision said the law "seems repugnant" to the American heritage and noted in the particular case which triggered the decision, "It is undisputed that, in both cases, the denial of certification (to teach) has borne no relation to plaintiff's general character or qualifications, but, rather, is solely the product of their status as nonapplicant aliens." The decision stems from suits brought by Susan M. W. Norwick, a Scot, and Targa U. K. Dachinger, a Finn. The state had claimed in its suit that New York has a "compelling interest" to insure that public school teachers were qualified by profession and example to transmit the American heritage to students.

HIRING GOAL NEAR

Onondaga County is approaching its previously set goal of hiring 6 percent minority group public employees, according to the county affirmative action officer. However, the official, Kathleen J. Howard, said the county's next goal, that of hiring minority group members and women to hold skilled or managerial posts, is expected to be more difficult. Presently, minority groups constitute 5.59 percent of the Onondaga County 4,000-person workforce. Overall, members of minority groups make up about 5.8 percent of the total Onondaga workforce. Approximately 58 percent of the county workforce is female although women constitute only around 49 percent of the total Onondaga workforce.

LEGISLATOR PENSIONS


A bill signed recently by Gov. Hugh L. Carey restarts the state legislature's pension program that was cancelled in 1973. The item was part of a proposal which extended current public employee pension benefits for a year. It allows anyone eligible for any of the old pension plans closed by the legislature in 1973 to sign up anytime from now to the end of the year.

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CSEA-Negotiated Training Courses Available

11
CIVIL SERVICE LEADER, Friday, July 30, 1976

FACILITY	COURSE TITLE	DAY(S)	TIME	COURSE HOURS	CREDITS IF ANY	START DATE	
Harlem Valley Psychiatric Center Wingdale, N.Y.	Abnormal Psychology	T	3:30-6:30	30		9/14	
	Basic Conversational Spanish	W	3:30-6:30	30		9/15	
	English as a Second Language	M	3:30-6:30	30		9/13	
Hudson River Psychiatric Center Poughkeepsie	Team Supervision	TH	3:30-6:30	30		9/16	
	Advanced Supervision	W	3:30-6:30	30		9/15	
	Basic Mathematics	M	3:30-6:30	30		9/13	
	Behavior Modification	W	3:30-6:30	30		9/15	
	Occupational Therapy	T	3:30-6:30	30		9/14	
	Retirement Planning	T	3:30-6:30	30		9/14	
	Basic Counseling Techniques	M	3:30-6:30	30		9/13	
	Hudson Valley Community College Troy Campus	Principles of Accounting, Part I	T&TH	4:00-6:00	60	4	9/14
Principles of Accounting, Part II		T&TH	4:00-6:00	60	4	9/14	
Fundamentals of Electronic Data Processing		TH	4:00-7:00	45	3	9/16	
Introduction to General Psychology		TH	4:00-7:00	45	3	9/16	
Psychology of Personal Adjustment		TH	4:00-7:00	45	3	9/16	
Basic Electricity I		M	3:30-6:30	30		9/13	
Introduction to Sociology		W	4:00-7:00	45	3	9/15	
Introduction to Public Personnel Administration		W	4:00-7:00	45	3	9/15	
Refrigeration & Air Conditioning		TH	4:00-7:00	30		9/16	
Small Engine Workshop		TH	4:00-7:00	30		9/16	
Interviewing: Approaches & Attitudes		TH	4:00-7:00	45	3	9/16	
HVCC at SUNY Albany 1400 Washington Ave.		Concepts of Modern Public Administration	W	4:00-7:00	45	3	9/15
		Governmental Accounting, Part I	T	4:00-7:00	45	3	9/14
	Introduction to General Psychology	W	4:00-7:00	45	3	9/15	
	Abnormal Psychology	T	4:00-7:00	45	3	9/14	
	Introduction to Sociology	TH	4:00-7:00	45	3	9/16	
Interboro Institute 229 Park Avenue South New York City	Principles of Accounting, Part I	M&W	4:00-5:30	45	3	9/13	
	Principles of Accounting, Part II	T&TH	4:00-5:30	45	3	9/14	
	Basic Mathematics	M	4:00-6:00	30	3	9/15	
	Introduction to Electronic Data Processing	T&TH	4:00-5:30	45	3	9/14	
	Introduction to General Psychology	M&W	4:00-5:30	45	3	9/13	
	Introduction to Sociology	T&TH	4:00-5:30	45	3	9/14	
	Basic Conversational Spanish	W	4:00-6:00	30	2	9/15	
	Letter & Memo Writing	T&TH	4:00-5:30	45	3	9/14	
	Beginning Typing	M&W	4:00-5:30	45	3	9/13	
	Beginning Shorthand	M&W	4:00-5:30	45	3	9/13	
	Intermediate Typing	T&TH	4:00-5:30	45	3	9/14	
	Intermediate Shorthand I	T&TH	4:00-5:30	45	3	9/14	
	J. N. Adam Developmental Center	Introduction to General Psychology	W	7:00-10:00	30		9/15
Basic Counseling Techniques		W	6:30-9:30	30		9/15	
Effective Speaking Techniques		T	7:00-9:30	30		9/14	
Kingsborough Psychiatric Center 681 Clarkson Avenue Brooklyn	Introduction to General Psychology	W	4:00-7:00	30		9/15	
	Abnormal Psychology	T	4:00-7:00	30		9/14	
	Occupational Therapy	W	4:00-7:00	30		9/15	
	Improving Reading & Writing Skills	TH	4:00-7:00	30		9/16	
Kings Park Psychiatric Center	Advanced Supervision - Institutional Setting	TH	4:30-7:30	30		9/16	
	Individual & Intergroup Relations	W	5:00-8:00	30		9/15	
	Psychology of Deviance	TH	5:30-8:30	30		9/16	
	Effective Speaking Techniques	T	4:00-7:00	30		9/14	
Letchworth Village Thiells	Advanced Supervision - Institutional Setting	T	4:00-7:00	30		9/14	
	Introduction to General Psychology	M	4:00-7:00	30		9/13	
	Psychology of Interpersonal Relations	TH	4:00-7:00	30		9/16	
	Introduction to Sociology	W	4:00-7:00	30		9/15	
Manhattan Community College 134 W 51 St. New York City	Introduction to Public Personnel Administration	TH	4:00-6:00	30		9/16	
	Basic Statistics	M	4:00-6:00	30		9/13	
	Basic Mathematics	T	4:00-6:00	30		9/14	
	Computer Techniques Workshop	T	4:00-6:00	30		9/14	
	Introduction to General Psychology	T	4:00-6:00	30		9/14	
	Psychology of Interpersonal Relations	W	4:00-6:00	30		9/15	
	Developmental Psychology	TH	4:00-6:00	30		9/16	
	Introduction to Sociology	T	4:00-6:00	30		9/14	
	Basic Counseling Techniques	T	4:00-6:00	30		9/14	
	Understanding & Interpretation of Written Materials	M	4:00-6:00	30		9/13	
	Basic Conversational Spanish	W	4:00-6:00	30		9/15	
	Basic Conversational French	TH	4:00-6:00	30		9/16	
	Intermediate Conversational Spanish	W	4:00-6:00	30		9/15	
	Fundamentals of Electronic Data Processing	W	4:00-6:00	30		9/15	
	Effective Speaking Techniques	W	4:00-6:00	30		9/15	
	English as a Second Language	TH	4:00-6:00	30		9/16	
	Letter & Memo Writing	M	4:00-6:00	30		9/13	
	Refresher in Secretarial Techniques	M	4:00-6:00	30		9/13	
	Manhattan Developmental Center 75 Morton Street	Behavior Modification*	T&TH	2:30-4:30	30		9/14
		Introduction to Social Work Practices**	W	2:30-4:30	30		9/15
English as a Second Language***		M&W	2:00-4:00	40		9/13	
Report Writing***		T&TH	2:00-4:00	40		9/14	

*Conducted at Gouverneur, 621 Water Street, Manhattan

**Conducted at Sheridan Building, 75 Morton Street

***Conducted at Keener Building, Wards Island

Seventh In A Series On Robert's Rules

Objection To The Question

MANHATTAN — If members of an assembly believe a particular main motion should not come before the entire assembly, they may make an objection to the Consideration of a Question—thus voiding the motion altogether.

The objection motion is similar to a point of order, in that the presiding officer, on his own initiative, can submit his objection of this kind to a vote, just as he can raise a question of order on his own accord.

It is important, however, to distinguish between occasions in which an objection to the consideration of a question and a point of order are used.

An objection to the consideration of a question is not used if a main motion is outside the organization's objects as defined in the bylaws or constitution. It is also not used outside the an-

nounced purpose for which a mass meeting has been called. Such a motion should be ruled out of order.

If an objection is sustained, the main motion is dismissed for that session and cannot be renewed during the same session except by unanimous consent or by reconsideration of the objection vote. If it isn't sustained, consideration of the main motion proceeds as if no objection had been made.

When the objection is put to a vote, members are asked to vote for or against consideration of a question objected to (not for or against sustaining the objection). Therefore, those wishing to prevent consideration of the question should vote in the negative.

An objection to the consideration of a question:

- Takes precedence over main

motions, but can be raised only before there has been any debate or before any subsidiary motion has been stated by the chair.

- Yields to the motion to Lay on the Table, to all privileged motions and to incidental motions arising out of itself.

- Can be applied to main motions and to petition and communications that are not from a superior body. Cannot be applied to incidental main motions.

- Is in order when another has the floor, until consideration of the question has begun.

- Does not require a second.
- Is not debatable.
- Is not amendable.

- Two-thirds vote against consideration is required to sustain the objection.

- Negative vote, that is, vote sustaining the objection can be reconsidered. An affirmative vote cannot.

Visual Arts Slot Opens

ALBANY—The State Civil Service Department has announced filing for audio visual training and production specialist (Exam No. 27-612). The filing deadline is Aug. 16 for the \$13,456 job.

Applicants must have an associate degree in electronics or an appropriate related field and two years' specialized experience. An additional two years' experience can be substituted for the associate degree.

The opening is at the training academy of the Department of Correctional Services, Albany. Applicants will be evaluated on training and experience and then 10 applicants with the highest ratings will be given a performance test.

For further information contact an office of the State Civil Service Department, State Office Campus, Albany, N.Y.

Rensselaer Seeks HVCC Senior Clerk

TROY — The Rensselaer County Civil Service Commission has announced a Sept. 18 promotional examination (No. 73-606) for senior clerk. Filing deadline is Aug. 18.

Applicants must have six months' clerical employment in a Rensselaer County department, town, village or school district or in Hudson Valley Community College. There is presently one vacancy for the \$5,563 job at HVCC. There will be a written test; credit will be given for seniority.

For further information contact Rensselaer County Civil Service Commission, Third Floor, Court House, Troy, N.Y.

CBS Vs. Cops

The WCBS-TV Softball All Stars will play the all star team from the 112th Police Precinct for the benefit of St. John's Queens Hospital. The game will be played at the Far Rockaway High School Field, 821 Beach 25th St., Far Rockaway, at 2 p.m., Sunday, Sept. 26.

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Albany Region Workshop At Glens Falls



Members of regional social committee turn horticulturists as they check over petunias used to decorate tables. From left are Grace Fitzmaurice, of Audit and Control chapter 651; Margaret Dittrich, president of Motor Vehicle chapter 674, and Nonie Johnson, of Law chapter 672.



Check for \$575 is presented by Albany Travel Service to regional officials. The payment is based on registration fees by region members during first six months of travel program. Presenting the check, at left, are Robert Milstein and Mary Ann Gerwin. Accepting on behalf of the region are regional travel director Cosmo Lembo, of General Services chapter 660, treasurer Mary Jarocki, of SUNY at Albany chapter 691, and first vice-president Jean C. Gray, Thruway Headquarters chapter 052.



The region's banner is put in place, prior to the concluding banquet, by members of regional social committee. From left are Wayne Dessingue, of Labor chapter 670; Jane Perry, Agriculture and Markets chapter 650; Norma Paige, Audit and Control chapter 651, and Donald Ruggaber, president of Audit and Control chapter.



Barbara Stack, left, of Motor Vehicle chapter 674, joins CSEA directors Gerald Purcell and Mary Moore, both of whom represent Executive Department, as they check over documents.



Larry Nealon, district manager for Ter Bush & Powell insurance agency, provides information on latest plans to Muriel Milstrey, of Motor Vehicle chapter 674. Mr. Nealon had set up booth at workshop to distribute literature.



Lee Johnson, of Taxation and Finance chapter 690, and Sylvia Henry, of Environmental Conservation chapter 655, prepare to attend dinner at which Congressman Samuel Stratton is guest speaker.



Columbia County chapter president Dale Funk, left, and county unit treasurer Phil Pians are able to relax a bit now that the strike situation by Columbia employees has been resolved.



NEW CHAPTER, OFFICERS AT MONROE DC

The newly formed Monroe Developmental Center chapter, Civil Service Employees Assn., recently elected its first slate of officers. They are, above, from left: Ed Pfenniger, delegate; Chris Parnell, alternate delegate; Mary Cartwright, vice-president, and Pat Timineri, president. Monroe DC members were formerly part of the CSEA's Rochester Psychiatric Center chapter. Other officers include Emporia Smith, vice-president; Ora Banks, recording secretary; Eugene Clark, treasurer, and Randy MacDonald, corresponding secretary.

Rockland's Unit Meets To Plan Representation Vote Strategy

NEW CITY—The Rockland County unit, Civil Service Employees Assn., held an open meeting July 21 to discuss a representational challenge election mounted by the Service Employees International Union, AFL-CIO.

Patsy Spicci, unit president, said, "I am sure there were many questions in the minds of our members as to the status of our negotiations and the representational challenge by SEIU. The meeting provided an opportunity for these questions to be answered and for an exchange of ideas and strategy."

The county workers have been without a contract since Jan. 1. In early May, the CSEA members, in a three-to-one vote, rejected a county offer to pay increments and a flat \$150 to workers not eligible for the increment.

Doris Pesner, in the discussions, said CSEA won over SEIU in Sullivan County "and that's a good sign. Let's determine what we have to do in Rockland and do it. We will do what our leaders tell us but they must tell us." Applause followed this remark.

Larry Scanlon, CSEA field representative, said, "In all candor, the situation in Rockland bids fair to come down to a 'push-and-shove' situation and the Taylor Law does recognize 'extreme provocation.'"

Remarks were made to the effect that the legislators should realize that the situation may develop into a "hot war." John Mauro, Rockland chapter president, said to the meeting: "You are CSEA. You must get to your co-workers and keep them informed."

Some members of the units said that, because of the CSEA's immediate preoccupation with challenges elsewhere in the Region and the state, Rockland County was being short-changed and was not getting its fair share of staff help.

Ms. Pesner moved that a strong appeal in the form of a letter be made to CSEA Albany Headquarters for more assistance and more field staff.

"They should realize that we're in a crisis," she declared. The motion was passed unanimously. The members also voted to demonstrate Tuesday, Aug. 17, the

occasion of the next county legislative meeting.

Marion Aicher, chapter political action committee chairman, made an appeal for more members to serve on her committee.

"We've got to let the legislators know that we're interested in them and where they stand," she said. The next committee meeting will be held Tuesday, Aug. 3, at chapter headquarters, New City.

Patsy Spicci, Rockland unit president and a chapter vice-president, made reference to the membership drive currently under way by CSEA and reminded members they would receive \$5 for each new member they recruit.

Meanwhile, a court order restraining the county from beginning its furlough plan has been extended for at least two weeks.

Larry Scanlon, CSEA field representative, called the offer "ridiculous" and proposed that the county join the CSEA in submitting the issues to arbitration. The union is seeking regular increments plus a 5 percent salary increase or \$500, whichever is higher.

The offer to arbitrate was not picked up by the county legislators who apparently seem to prefer a legislative hearing. Under the Taylor Law, this would give them the opportunity to impose a one-year settlement.

The county and the CSEA were subsequently ordered by the Public Employment Relations Board to submit their proposals to a fact-finder by June 25. This was done and a PERB decision should be forthcoming shortly.

The CSEA, meanwhile, was challenged by the SEIU for employee representation. Five days of hearings on unit determination have recently been concluded before a PERB hearing examiner. The parties involved have been asked to submit briefs by July 30.

Mr. Spicci charged that the SEIU broke its pledge to Rockland County employees when, in an open letter, the union promised "to postpone any SEIU/CSEA election until after the contract is settled."

CSEA Drives A Thruway Steamroller

(Continued from Page 1)
ity representative on the CSEA's Board of Directors, travelled across the State during the campaign on behalf of the CSEA ef-

Livingston CSEA Convinces County Board To Cancel Private Contracting Plans

GENESEO—The Civil Service Employees Assn. scored a victory for employees of Livingston County by defeating a proposal by the County to contract out for food services at the infirmary.

CSEA collective bargaining specialist Gary Johnson said that last fall, a committee of the Livingston County Board of Supervisors advertised for bids for the contracting out of the infirmary's food service department, formerly staffed by county employees.

Mr. Johnson said that by December, the County had received one bid from a private food service company outlining costs for running the infirmary operation.

The CSEA negotiator said that the union obtained a copy of the cost figures and after several weeks of analyzing the costs of contracting out, compared with the cost to the county for running its own food service, the CSEA determined that the private contractor would not save the county any money.

Mr. Johnson, accompanied by James Murray, Livingston chapter president, and several other food service workers, attended a special meeting of the Board of Supervisors and presented them with figures supporting their determination.

Then, according to the CSEA representative, after several more weeks of studying additional statistics from other contractors and "counter statistics" from the CSEA, the Board of Supervisors voted to reject the food service contractor's bid and to continue to operate its own service, staffed by county employees.

Shenendehowa Calls Impasse

SHENENDEHOWA — Impasse has been declared in negotiations between the Shenendehowa school unit of the Civil Service Employees Assn. and the Shenendehowa Board of Education.

The Shenendehowa unit has also filed an improper practice charge with the Public Employment Relations Board over the board of education's refusal to grant longevity and increment payments. A grievance has also been filed on behalf of the employees affected by this action of the board of education.

MacTavish

(Continued from Page 1)

Mrs. MacTavish is survived by her husband, John, as well as a son who is a high school music teacher in Connecticut and a daughter who is a secretary in Boston.

The CSEA Constitution makes provision for a vacancy in the office of secretary to be filled for the remainder of the term by the Board of Directors.

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on to a non-member.

fort.
"A great win, and the employees are a lot better off than before this election, because now the Thruway management knows

the vast majority of the employees are strongly behind the CSEA and its efforts at the bargaining table," she said after the victory.

Ms. Gray, who had sent letters to all Thruway employees during the campaign, capped off the win by sending a thank you message to every worker.

"Your CSEA negotiators have just gotten a big vote of confidence, and you can bet your life the Thruway management knows it," she wrote. "Let's take advantage of this and use every opportunity to show that we're all united for the big, common objective—a good, new contract."

The CSEA win was the latest of several challenges from the SEIU that the CSEA has turned back successfully, including a number among Thruway workers. It preceded by one day a win by the CSEA over the SEIU to retain representation rights for Sullivan County employees.

CSEA president Theodore C. Wenzl issued a "thank you and well done" message to all CSEA staff, chapter officers and members who worked on the successful campaigns.

"Two major wins in two days is something everyone can be proud of, especially the employees themselves who made good use of the democratic process by electing to carry on their fight for fairness and justice in labor-management relations under the guidance of CSEA," he said.



POLITICAL ACTION — Buffalo area newspapers were unanimous in giving credit to the Lake Shore Central School unit, Civil Service Employees Assn., in the defeat of two incumbent school board members and the election of George C. Antholzer, left, and William P. Dispence, second from right, in their places. Organizers and leaders of the successful political action were unit president Jack Schlenker, second from left, and Sam Mogavero, chairman of CSEA's County Division and Erie Educational chapter president at right. The effort included monetary contributions, formation of volunteer committees, telephone and personal campaigning and a get-out-the-vote effort on election day. This included providing transportation to the polls for elderly and handicapped in the largely rural area.