

Mental Hygiene Aides Plan Massive Rally

By JANE BERNSTEIN

MANHATTAN—The Civil Service Employees Assn. Mental Hygiene Task Force in Region II has planned a demonstration at Gov. Hugh Carey's New York City office, 1650 Avenue of the Americas, from 11:30 a.m. through 2 p.m. on Nov. 28.

The rally is being held to protest the contracting out of services and jobs by the State Department of Mental Hygiene, especially at the Willowbrook Developmental Center. It will also serve to drive across the CSEA's opposition to wholesale dumping of the mentally disabled into communities not prepared to care for them.

"It costs private non-profit corporations double the amount it costs the state to care for these patients, when there's room for them," said Robert Guild, CSEA collective bargaining specialist, who is coordinating the demonstration.

"The state officials must learn that this program of dumping into communities is not going to provide solutions to the many problems of caring for the mentally ill and retarded."

CSEA members of the Task Force, including Mr. Guild, George Bispham, who is coordinator, Mental Hygiene departmental representative James Gripper and Mental Hygiene Council chairman James Moore, are urging all Mental Hygiene workers from all regions to attend.



(Leader photo by Sharon Grasso)

SUNY at Albany student protesters receive bus fare as they prepare to show their student identification cards to board city buses. They are campaigning to draw attention to problems that public riders as well as students will face if campus bus service is discontinued.

Students, Employees Join To Fight For SUNYA Buses

By DEBORAH CASSIDY

ALBANY—Students at the State University of New York at Albany rallied in support of Civil Service Employees Assn. represented bus drivers who are fighting to prevent the University from contracting out its bus services to the Capital District Transportation Authority, a private firm.

A mass demonstration arranged by the Student Association and the Student Unionization Movement to make the public and University officials aware of the problems to be faced, included a press conference with local media, a "Lunch-In" featuring speakers and entertainment in the Administration cafeteria and an afternoon phone tie-up of Administration offices in which students continually called in seeking information on the proposed contract.

Student concerns center mainly on be-

ing crowded in with the general public, infrequent bus runs, especially on weekends, and a cut in the number of bus stops which will force students to do more walking in unsafe sections of the city.

They also contend that the contract will keep CDTA out of fiscal trouble and question what will happen to their bus service if the CDTA folds despite these measures.

Dave Gold, Student Association president, said, "Based on a poll of over 1,000 students, 97 percent are against the change. We were not even consulted in the matter, and yet the students as well as the general public will be inconvenienced."

Working together, the CSEA and the two student groups produced evidence that the contract with the CDTA will cost as much as maintaining their own service

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Proposition 1: Yes Is Urged By CSEA

ALBANY—The Civil Service Employees Assn. this week is recommending to its entire statewide membership, nearly a quarter of a million public employees, that they vote "yes" on Proposition One on Election Day, Nov. 8.

Although at Leader presstime it was not known for sure whether the economic development bond issue would actually appear on the ballot as Proposition One, pending a hearing in the State Court of Appeals this week regarding a constitutional technicality, the CSEA decided to back the proposal in the belief that it "can help revive the state's economic decline by creating 300,000 jobs, provide incentive for industry to remain in New York and further the promotion of tourism and recreation in the state thereby improving the general economy."

In endorsing the \$750 million bond issue, the union points out that proper allocation of funds resulting from approval of the bond issue can generate an additional \$2 billion in public capital investment funds for state and local government projects, the completion of which will not only help to enhance the environment and general attractiveness of New York State as a place for vacations, recreation and business.

The CSEA also supports a "yes" vote for Amendment Five on the Nov. 8 ballot (provision for cost-of-living increases in pension benefits of widows and widowers of public employee retirees). Amendments One, Two and Three, which deal with judicial revisions in the State Constitution are also endorsed by the union.

Amendment One would provide for the appointment of the chief judge and the six associate judges of the State Court of Appeals from a list prepared by a bi-partisan twelve member judicial nominating commission. The list of nominees would be in the form of recommendations of individuals found well-qualified by the commission. The twelve members of the group would consist of four persons appointed by the Chief Judge of the Court

of Appeals, four appointed by the Governor, and one each named by the Speaker of the Assembly, the Temporary President of the Senate, the Minority Leader of the Senate and the Minority Leader of the Assembly. The Governor would fill a vacancy in the Court of Appeals from the list of persons found to be qualified by the twelve-member commission.

Amendment Two would revise the system of administration of the State's Unified Court System. The present administrative board of the Judicial Conference would

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Don't Repeat This!

Legislature OK's City Notes Plan, But Will Court?

Many years ago, the French political scientist, De Tocqueville, observed that in America most political ques-

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GIVES TESTIMONY

State Investigation Commission Chairman David W. Brown, right, testifies before State Senate Mental Hygiene and Addiction Control Committee on alleged abuse of patients at state mental institutions. In picture, committee chairman, Sen. Frank Padavan, at microphone, questions Mr. Brown.

CSEA Wins Final Rockland Verdict

NEW CITY — Time has finally run out for the Service Employees International Union (SEIU) in Rockland County.

As a result, the 1,450-member Civil Service Employees Assn. Rockland County unit can begin negotiating a new contract immediately, according to unit president Patsy Spicci.

Negotiations were held up since October 1976, when the SEIU challenged CSEA's right to continue representing the 1,800 county employees. The state's Public Employment Relations Board called for a representation election between the two unions, postponing CSEA negotiations

until April 27. But the PERB then held that, though the CSEA won that election, it was too close and ordered a run-off vote. Negotiations were postponed a second time.

When the run-off votes were tallied at PERB headquarters in Albany May 25 the CSEA was finally declared the outright winner. It seemed that union negotiations could get under way and CSEA collective bargaining specialist Nels Carlson was named chief negotiator.

However, the SEIU was not through fighting. Although its representative at the vote-count had signed an affidavit certifying the accuracy of the final score (674 to 664 in favor of the CSEA), the SEIU objected to the election on the grounds that all court employees who worked for the county until April 1 were allowed to vote. The CSEA had fought for the right of these

(Continued on Page 11)

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PERB Says Tompkins County Violated Taylor Law Again

ITHACA—A spokesman for the Civil Service Employees Assn. announced that for the second time in three months, the Public Employment Relations Board found Tompkins County to be in violation of the Taylor Law.

According to Lou Nayman, president of the Tompkins County unit of Local 855, "This most recent improper practice decision declares illegal the county's 'union-busting' attempts to cut deals with individual employees, and reaffirms the CSEA status as exclusive bargaining agent for all workers in the unit. In addition, Mr. Nayman continued, "this recent decision makes clear to the employer that upward or downward changes in salary grade cannot be imposed unilaterally, but must be negotiated. Tompkins County has been put on notice by PERB and CSEA that any and all changes affecting terms and conditions of employment can be achieved only through the collective bargaining process," he concluded.

The improper practice charge filed by CSEA in May of 1977 charged that the board of representatives of Tompkins County violated 209a. 1(d) of the Public Employees' Fair Employment Act when in March of 1977 it changed a term and condition of employment of two unit employees by unilaterally granting them a wage increase. CSEA countered with the improper practice charge when the Tompkins County Board of Representatives, on May 23, 1977, granted an additional salary increase to

two members of the unit without negotiating that increase with CSEA.

The county denied the improper practice charge and in July a PERB hearing was held. In part, the hearing officer found "The respondent defends what is otherwise a clear violation of its duty to negotiate on the basis of a contractual management rights clause and the parties' past practice. Neither is a sufficient defense to the charge. In short, the clause does not relieve the respondent of its Taylor Law responsibility to negotiate changes in the terms and conditions of unit employees with the negotiating agent representing those employees."

The improper practice charge and subsequent case were handled for the county unit by unit president Louis Nayman and George Sinko, CSEA field representative for Tompkins County Local 855.

The justices acted in a brief order that sets no national legal precedent but allows lower court rulings to stand.

The justices gave no explanation for their refusal to hear an appeal filed by Louis Arado and

other police who had earned high-priority positions on the 1973 eligibility roster for promotion to sergeant.

The officers' movement up the ranks was interrupted when the police department's promotion practices were challenged as discriminatory in one of a series of court suits.



ENDORSE BUFFALO CSEA MEMBER

Ronald "Micky" Stanton, president of the Buffalo Psychiatric Center Local of the Civil Service Employees Assn. is one of several candidates running for the councilman-at-large position in the City of Buffalo. His candidacy had been endorsed by the political action committee of the CSEA's Region VI.

CSEA Regions V, VI Set Joint County Workshop

SYRACUSE—Civil Service Employees Assn. officers and delegates from 34 Central and Western Region county Locals will gather for a combined regional county workshop scheduled for Nov. 4-6, at the Rodeway Inn, Thruway Exit 35, Syracuse.

Heading the weekend assembly are Francis G. Miller, county workshop president; James Moore, Central Region president; Robert Lattimer, Western Region president. Regional supervisors Frank Martello and Lee Frank are coordinating program arrangements.

Friday evening topics and speakers include: The Taylor Law—field representative Terry Moxley and research analyst Bill Frame will discuss the history of unionism and progress of public

employees, including recent revisions; Civil Service—Joe Watkins, CSEA headquarters consultant, will present a detailed explanation of the proposed changes that would abolish the Merit System.

Topics to be covered Saturday morning include: Stewardship—CSEA field representative Ron Smith will discuss the important need for union stewards; Retirement—Bill Terry, director of informational services, New York State Employee Retirement System, will cover the retirement plans and options in existence, including recently revised plans for newer employees.

Saturday afternoon segments will feature: Negotiations—with fieldmen Jack Miller and Bob Young discussing the art of negotiations step-by-step from initial meeting to contract ratification. Also scheduled for Satur-

day afternoon will be a special period devoted to Section 19-A of the Motor Vehicle and Traffic Law—collective bargaining specialist Dan Jinks will discuss the added responsibilities and new rules and regulations being placed on bus drivers. The weekend workshop is expected to draw over 100 delegates from 34 counties representing more than 40,000 county employees.

Buffalo Meeting

BUFFALO—The monthly delegates meeting of Civil Service Employees Assn. Local 003, composed of state employees in the Buffalo area, will be Nov. 16. Local publicity chairman Michael McGuire has announced that the meeting is scheduled to begin at 5:30 p.m. in the Plaza Suite, One M & T Plaza. Peter Blaauboer is Local president.

Nassau Local Celebrates Opening Of Headquarters

MINEOLA—The Nassau Local of the Civil Service Employees Assn. will celebrate the opening of a new five-room suite of offices as the Local's headquarters with an open house Nov. 9 and 10, it was announced by Nick Abbatiello, president. Members and friends were invited to inspect the new facilities from 4:45 p.m. until 8 p.m. those two days. The suite, which replaces the traditional but smaller headquarters office elsewhere in the Old County Court House, is behind a door labeled 55 in the lower level adjacent to the cafeteria.

Meanwhile, Mr. Abbatiello announced that because of minor

discrepancies in the almost tied election for a new president of the Probation Department unit, that a new election has been ordered. The Local will mail out ballots to members from the department Nov. 10, in a runoff between two candidates for president of the unit, Paul LeGrande and William Keats.

Protest Patient-Care Cuts At J.N. Adam Developmental

PERRYSBURG—Civil Service Employees Assn. members at the J.N. Adam Developmental Center here recently staged a one-day picket to protest management policies.

Paul D. Christopher, of Gowanda, president of the center's CSEA Local, said off-duty workers participated in the "informational picket line" to call attention to what he said was a severe cutback in attendants and other shift personnel.

"It is our compassion and concern for the welfare" of the center's 400 mostly youthful residents "that lead us to protest the policies of management that leave only a bare minimum of personnel to care for the resi-

dents' health needs," Mr. Christopher said.

He said the Local, which represents about 470 of the center's 670 employees, was particularly annoyed by "the state's insistence that foster-home care be substituted for institutionalization."

Stressing that "practically all the people that we have left need total care," Mr. Christopher said the unit was not promoting a strike because "we would not want the residents, most of whom are helpless youngsters, to suffer in any way."

"We are cognizant that under the Taylor Law a strike would be illegal," he added.

Mr. Christopher charged that administrative positions have been increased at the center while direct patient-care posts were trimmed.

Parents and friends of residents at the center are "supporting us all the way," Mr. Christopher said he was assured.

But, he added, "there has been a complete breakdown of cooperation and communication" from the center's administration.

Metro Retirees Meet

MANHATTAN — New York Metropolitan Retirees Local 910 of the Civil Service Employees Assn. will meet at 1 p.m., Nov. 15, at Room 5890, 2 World Trade Center

① CSEA calendar ①

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 233 Broadway, New York, N. Y. 10007. Attn.: CSEA Calendar.

NOVEMBER

- 4-6—Central Region V/Western Region VI combined county workshop: Rodeway Motor Inn, Thruway Exit 35, Carrier Circle, Syracuse.
- 15—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, Room 5890, Manhattan.
- 16—Buffalo Local 003 monthly delegates dinner meeting: 5:30 p.m., Plaza Suite, One M & T Plaza, Buffalo.
- 18-21—Capital Region IV meeting and workshop, Queensbury Motor Hotel, Glens Falls.

DECEMBER

- 9—Downstate Medical Center Local 646 annual Christmas party: 8 p.m. to 1 a.m., Deauville Yacht Club, Knapp St. and Emmons Ave., Brooklyn.

Fight For SUNYA Buses

(Continued from Page 1)

and that the public will be taxed on both the state and federal levels to finance the increased service.

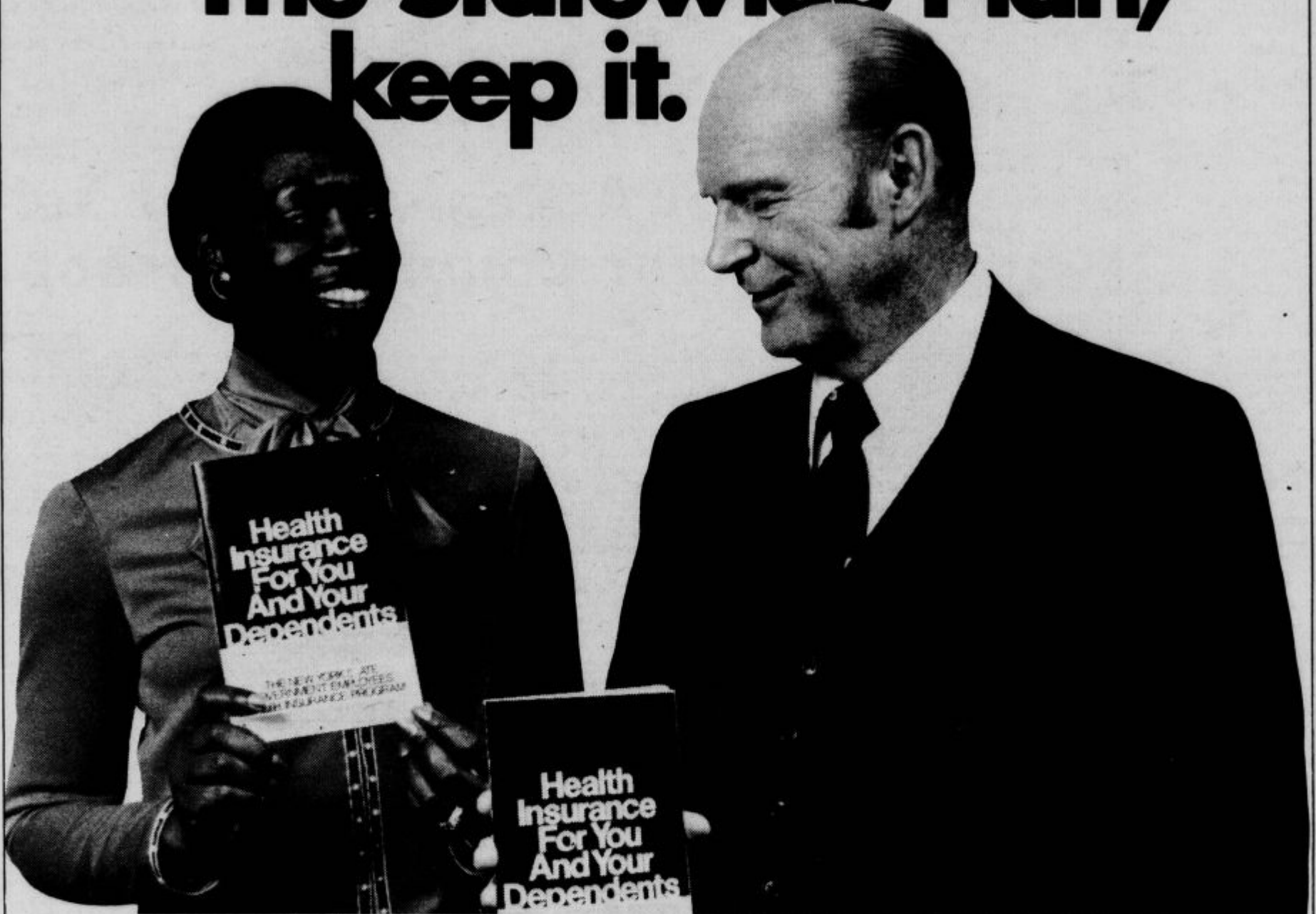
Awaiting more discussion with University officials, Mary Jarocki, SUNYA Local 691 president, said that the CSEA is taking measures to assure that if the contracting out cannot be prevented, the drivers will be placed in comparable po-

sitions within the SUNYA system, with the assurance that salaries, benefits and job protection rights will remain the same.

Speaking at the press conference for the drivers, Charles Knox, vice-president of the SUNYA Local, said that drivers could be placed with CDTA but it would mean a loss of seniority and other benefits.

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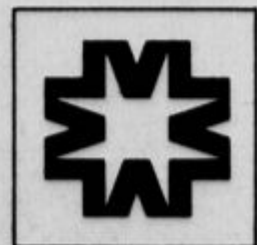
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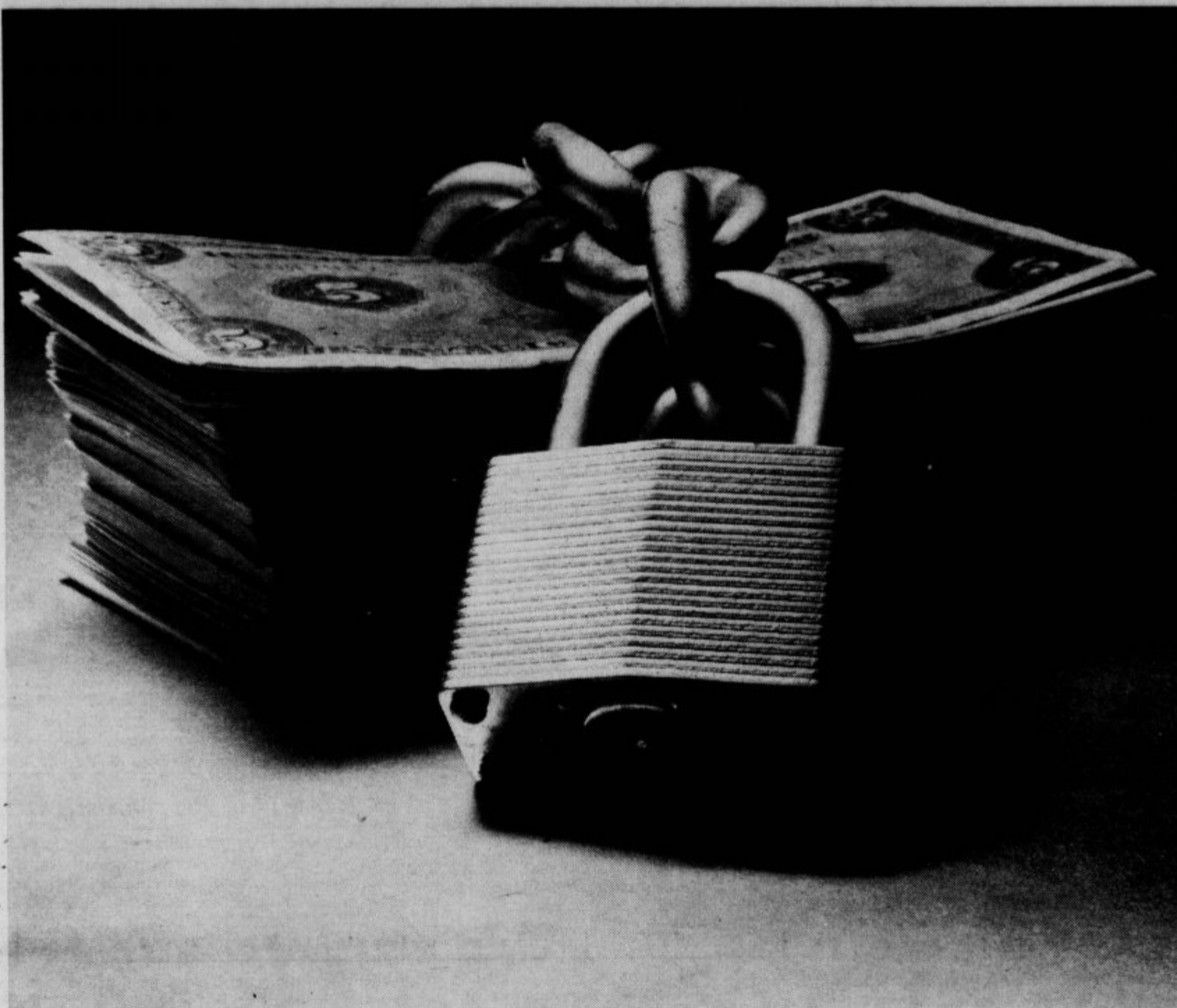


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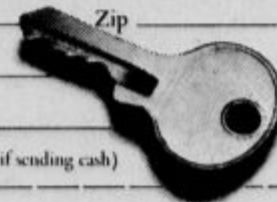
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Dumping Ground

THE news columns of this newspaper recently reported that two major figures in the Legislature were concerned that the state program of placing Mental Hygiene institution patients in private care might be going too fast and too far.

A front page story in last week's New York Village Voice lent credence to those fears by reporting a survey that showed that parts of Manhattan's upper West Side strewn with discharged deinstitutionalized patients who were not receiving proper medical, food and housing care and, worse, were becoming easy targets for vicious hoodlums.

The story alleged also that the State not only was not saving funds nor giving care equal to what these unfortunates had been receiving prior, but also that the program was actually costing more.

Senate Majority Leader Warren Anderson and Assembly Minority Leader Perry B. Duryea, Jr., expressed fears that such a circumstance as described above might happen. Mr. Duryea commented that "even the best modern drug therapy can't cure everybody and send every mental patient back into society. My opinion is that we have reached the rock bottom figure of the number of patients who can be sent into private care and the State may have already exceeded the number that could be safely restored to the community."

The issue is too complex to offer immediate solutions, but it would appear that, logically, the deinstitutionalization program should be stopped immediately and a crash but in-depth evaluation of the entire plan should be commenced before further damage can occur. Human beings are still more important than programs.

Your Social Security

Q. My disability claim was turned down as I wasn't considered disabled enough. Does this mean I can never get social security? I'm 36.

A. No, it means only that you were not eligible for social security benefits based on disability at the time of that decision. You can appeal that decision within 60 days from the date you receive the notice. Or you may reapply for disability benefits if your condition gets worse. Also, you can apply for retirement benefits later on, and your dependents may be eligible for survivors checks if you die.

Q. My father died before he had a chance to apply for social security disability benefits. Is there any way my mother can apply on his behalf and get some back benefits?

A. She may be able to get some back payments if a disability prevented your father

from working a long time before he died. But the application must be made within 3 months of his death. If your mother has in her care a child who is under 18 or, disabled, or if she is at least 60, or between 50 and 60 and disabled, she may be eligible for social security survivors benefits.

Q. I've had Medicare over a year but haven't had to use it until now. What will Medicare pay for when I have an operation next month?

A. Your Medicare hospital insurance will pay for all covered in-patient hospital services except the first \$124. Medicare covers the first 60 days and all but \$31 a day for the next 30 days of care, if needed. If you have Medicare medical insurance, it will pay—after you meet the \$60 annual deductible—80 percent of the reasonable charges made by your doctor for covered services. Take your Medicare card to the hospital.

Don't Repeat This!

(Continued from Page 1)
tions somehow managed to wind their way into the courts.

His perceptiveness is being demonstrated in New York. Last week, the Appellate Division in Albany held constitutionally invalid Proposition No. 1 on the November ballot. That proposition would authorize the floating of a \$750,000,000 state bond issue for economic development purposes.

Public Securities

Another significant issue likely to reach the courts is the action taken last week by the state Legislature, at the urging of federal authorities, to permit New York City to enter the public securities market. The legislation, as passed, authorizes the state Comptroller to hold in escrow as securities for such city notes, all state aid funds to the city.

This bill was passed to meet the demands of bond counsel for prospective underwriters of short-term notes that the city proposes to market. The city corporation counsel, W. Bernard Richland, has already questioned the validity of the legislation, since it would give purchasers of any such notes a priority over city revenues beyond that enjoyed by existing holders of long-term city bonds.

The action by the Legislature cleared the way for the city to sell about \$480 million in short-term notes. The city administration plans to offer the notes to investors by Nov. 4 and hopes the sale will be completed by Nov. 22, just a couple of weeks before the Dec. 2 deadline, when the city anticipates it will run out of cash.

Obviously a successful sale of city notes would be a great triumph for retiring Mayor Abraham D. Beame, who has taken most of the abuse for the city's financial crisis. It would, from Beame's point of view, vindicate the fiscal austerity program he imposed on the city, and would make the financial problems of the city much easier to cope with by his successor, presumably Rep. Edward I. Koch.

The only real obstacle towards meeting the city's objective is the danger that one or more existing bondholders will bring a law suit, arguing that the statutory segregation of funds for the benefit of note holders, violates their rights under their bonds to the city's "first revenues" as security for the bonds. If such a suit is brought, the ultimate result may not be as disappointing to Mayor Beame as the fact that the law suit may delay the note sale.

Legal Uncertainties

Possible consequences of the mere filing of a law suit are that the underwriters would refuse to underwrite the issue until all legal problems are resolved. In addition, there is every prospect that private investors will shun those notes because of legal uncertainties. Thus, even if the existing bond holders lost such a suit, the deadline for the city will have passed before a final decision is handed down by the courts.

In that event, the closing days of the Beame Administration will be taken up with urgent appeals to the Carter Administration and to Congress to provide temporary assistance to the city. Should Koch be elected, as the polls

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Neutral Prerequisites

Recently, a black female blood bank technician brought a civil rights action to obtain reinstatement and back pay after she was disqualified from her position, because she lacked a college degree and failed to pass the qualifying examination.

She began work June 22, 1965, at the Nassau County Medical Center. She was appointed provisionally as a senior laboratory technician, which required graduation from high school, completion of an approved two-year course in medical technology and two years experience as a technician in a medical laboratory, or a satisfactory equivalent of a combination of training and experience. However, because of a reclassification of all county positions subject to Civil Service in 1967, the job was designated "medical technologist I, and new prerequisites for appointment to a permanent position were established. It became necessary to pass a competitive exam, which could be taken only by those holding a bachelor of science degree or a certification by the American Society of Clinical Pathologists (ASCP). A grandfather clause provided that an incumbent who had served at least one year prior to July 7, 1967, would be permitted to take the exam once, regardless of the announced training and experience requirements. However, for subsequent exams the employee would have to meet the requirements set forth in the test announcements.

IN 1971 THE EMPLOYEE, even though she had neither a college degree nor ASCP, took the examination and failed. Yet, she was permitted to continue as a provisional medical technologist I, because the list of eligibles resulting from the 1971 exam was insufficient to fill all positions.

In 1973, in accordance with the grandfather clause, her application to take the exam again was rejected, because she lacked the formal educational requirements. She and three white incumbents were discharged in 1973 based on an updated eligibility list. Three months later she was rehired by the blood bank as a laboratory technician II even though she was given the duties of a medical technician I.

Subsequently, a suit for reinstatement and back pay was instituted, alleging that the requirement of either a B. S. degree or ASCP certification violates Title VII of the Civil Rights Act of 1964. The argument was based on the fact that fewer blacks in the general population have college degrees, and that the requirement violates Title VII because it is insufficiently job-related.

THE UNITED STATES District Court for the Eastern District of New York ordered plaintiff reinstated with back pay. The court recognized that the defendants had acted in good faith. However, the court concluded that a job requirement violates Title VII if "it has a racially disproportionate impact." The court also found no evidence indicating that persons with college degrees perform better as medical technologists than those who do not.

(Continued on Page 7)

WHAT'S YOUR OPINION

By PAMELA CRAIG

PLACE: 125 Worth Street, Manhattan

QUESTION: What should New York City civil service unions be looking for in labor contract negotiations next year?

Vito Chieco, sanitation worker: "Hopefully, the unions will push for a pay increase of 6 percent or more. There have been no raises since July 1975 and the cost of living has increased considerably. We have sacrificed enough. I also feel strongly about the veterans being given preference for the time they devoted to their country. I also feel that when our public officials are willing to give up their pay raises and cost-of-living adjustments, then we will do likewise. The next year will be an election year and I feel that we should use our leverage as voters. I also feel that we should be promised more secure pensions."



Pat Lampo, foreman, Transit Authority: "I hope the civil service unions will negotiate for better and more secure pensions. I also feel they should negotiate for safer working conditions. Often, when money is tight, not buying necessary new equipment could prove hazardous to the workers. Also, the chemicals we use to clean equipment have not been tested for safety standards. I feel all safety standards pertaining to all the different kinds of work civil servants do should be negotiated for. The city should create programs providing incentives to help the average worker from becoming lazy on the job. This will help productivity."



Charlie Drha, detective, Housing Police: "I feel the civil service unions should negotiate a more secure employment system. I feel our pensions should be protected by law from being unwisely spent. I feel the provisionals should be replaced after nine months. If they were to replace the provisionals with bona fide civil servants, then the present civil servants would be free to promote. This would open the door to rehiring the laid-off city police and firemen. We also need more jail facilities to be built to house the increasing number of dangerous persons."

Al Tinkel, public health sanitarian: "I feel that the civil servants have given up enough negotiated fringe benefits. There has been an erosion of seniority and veterans' rights. The unions must fight for a salary increase for all. The unions should look for the city to support the buy-back pension bill for veterans. This bill encourages attrition. The workers who were laid off last year could return to work to fill the positions of those who have been encouraged to retire with full benefits. We should also negotiate for more manpower. How can we improve productivity when the city cuts the workforce?"



James Paterniti, chemist: "I hope the civil service unions will work toward more security for pensioners. I also feel they should negotiate a sliding wage scale to keep abreast of inflation. They should encourage the administration to buy back pension rights for veterans. They should negotiate for more job security once you are qualified. There should be cost-of-living raises which count when our pensions and fringe benefits are computed. The city should try to get more federal funding for the city. We deserve it, and the money could be used to hire laid-off city employees."



Sgt. Raymond Mathews, Transit Police: "I feel strongly that the civil service unions must unite to gain a substantial raise for their members. The burden of keeping the city solvent should not be placed on the civil servant. They should bring superior officers' ranks up to the quota allowed. The present freeze on promotions leaves the younger officers with little promotional future. Promotions within the department would cause a natural attrition which would give the younger fellows hope."



RETIREMENT NEWS & FACTS

By A. L. PETERS

New Maximums

The Senate Finance Committee has come up with a new twist in the social security tax. Until now employers and employees each paid the same amount, 5.85 percent of employee earnings up to \$16,500 or \$965 maximum for each.

Already established is the 6.05 percent rate, up to \$17,700 in 1978, a maximum of \$1,071.

The Finance Committee originally voted to end the parity by raising the earnings base in which employers paid taxes to \$100,000 starting 1979 leaving the lower maximum for employees. Last week the committee scaled back the maximum employer base to \$50,000 between 1979 and 1984 and to \$75,000 in 1985 and after. At the same time, it raised the employees base to \$19,500 in 1979, rising each year so that by 1985 it will be \$30,300.

Under this plan, an employee who earns \$50,000 in 1979 would pay \$1,196 into social security. His employer would pay \$3,068. The increases go on, so that by 1985 an employee earning \$100,000 (assuming inflation continues) would pay \$2,121. His boss would pay up to \$5,250.

For corporations, social security contributions are tax deductible. For other organizations—colleges, hospitals and non-profit groups, state and federal government who pay no federal taxes and therefore can't take a deduction—the committee voted to allocate half the difference from federal treasury revenues. This gives state and local governments a \$3.2 billion tax break from 1979 to 1987.

Meanwhile, the House increased the levy on employees and employers to 6.55 percent by 1981 on the first \$29,700 to \$1,945.35. By 1987 the maximum levy on employees will be \$2,982 on an income of \$42,600. The maximums would go to \$1,204 in 1978, \$1,385 in 1979, \$1,567 in

1980, \$1,945 in 1981 and \$2,115 in 1982.

Q. I was going to retire in December at age 65 but changed my mind and probably won't retire until I'm 72, if ever. How will this affect my social security later on?

A. If you're eligible for social security benefits, they will be increased 1 percent for each year between 65 and 72 that you delay getting checks. But you should apply soon at any Social Security office to get Medicare starting at 65.

Civil Service Law & You

(Continued from Page 6)

The employer appealed to the Court of Appeals, Second Circuit, and it reversed, holding that the plaintiff failed to make out a prima facie case of racial discrimination. The court held that statistical evidence concerning only the general population is insufficient to demonstrate that a job prerequisite operates to exclude minorities.

The court stated: "If we were to hold that a bare census statistic concerning the number of blacks in the general population who have college degrees could establish a prima facie case of discrimination, every employer with a college degree requirement would have the burden of justifying the degree requirement." The burden on the employer does not arise until the discriminatory effect has been shown.

The court reasoned that a statistic relating only to the general population, and not to the employment practices of the defendant, should not be sufficient to raise a presumption against a college degree, particularly in the sciences, which seems to be in the modern day of advanced scientific method, "a neutral requirement for the protection of the public."

The court noted that the prerequisites, neutral on their face, were applied to each employee at the blood bank in a uniform and racially neutral manner. The court concluded that the existence of a grandfather clause, if not irrational, cuts off any substantive due process argument. Here, they could not say that the choice made by the county to limit the waiver to one exam was irrational. *Towensend v. Nassau County Medical Center*, 558 F.2d 117 (1977).

Don't Repeat This!

(Continued from Page 6) predict, he should be a great help to Beame in Washington because of his many friends in the House of Representatives and because of his expertise in getting things done in Washington.

LETTERS TO THE EDITOR

Retiree Rights

Editor, The Leader:

You are incorrect in your statement that the Civil Service Employees Assn. delegates gave retirees the right to hold office and vote (Leader, Oct. 21, 1977, page 16). This was only the first reading in an amendment to our Constitution, which requires two readings. It must be accepted by the delegate body at the next CSEA delegates meeting before it is effective.

MARY ANN BENTHAM
First Vice-President
Local 607 SUNY College
Fredonia

ED'S NOTE: Ms. Bentham is right, and we thank her for bringing this to our attention.

Equally Underpaid

Editor: The Leader:

I note that you gave considerable space to your article headed "Vet Preference Keeping Women From U.S. Jobs." I am a veterans counselor for Suffolk County who did not get his job through veterans preference, therefore, I have no ax to grind. I am, how-

ever, a veteran and I firmly disagree with the suggestion by the General Accounting Office that Congress act to reduce the impact of veterans preference on women.

The GAO cites the Equal Employment Opportunities Act in requesting that something be done about veterans preferences. Well, the Equal Employment Opportunities Act was written long after the Conscription Act of 1940. That act gave millions of us equal employment opportunities also; we got equal amounts of khaki clothing; we ate equal amounts of canned biscuits; we were equally underpaid, and we

were equally employed in hazardous duty.

It has become fashionable these days to revise laws to protect women, minorities and other special interest groups at the expense of the veteran. We hope you will inform your readers that the Massachusetts Federal District Court has found veterans preference laws constitutional. The court noted, "To encourage service in the armed service, reward those whose lives have been disrupted because they have served, and provide some assistance during the sometimes un-

LETTERS POLICY

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

CIVIL SERVICE LEADER, Friday, November 4, 1977

CSEA CONVENTION REPORTS, PHOTOS



Non-Teaching School Employees committee members meet with delegates from school districts in one of the preparatory sessions prior to the full delegate convention. Chairman Edward Perrott, president of Nassau Educational Employees Local 865, presides at the session, as staff coordinator Danny Jinks stands alongside. Seated are Dutchess Educational Employees Local 867 president Hugh Crapser, left, and Oneida Local 833's Jake Banek.



Westchester Local 860 president Raymond Cassidy, left, is engaged in lively conversation with CSEA director of education Edward Diamond and CSEA director of research William Blom.

(Leader photos by Ted Kaplan)

Work Performance Ratings And Examinations Committee Report

The report of the work performance ratings and examinations committee was presented by chairman Samuel Grossfield, of Rochester Local 012, retired, at the 67th annual meeting of CSEA delegates last month at the Concord Hotel. Other committee members are Al Castaldi, William Gagnon, Carl Garrand, George Kawas, Marjorie Reeves, Lloyd Tipton and Robert Weinbloom.

In 1977 this Committee met five times to discuss broad problems as well as to take up specific questions raised by members. Some members asked for information, others wanted redress or assistance. Such matters were taken up with the appropriate agency heads, or with the Department of Civil Service. Some dealt with ratings, others with examination grievances, still others with promotions from lists.

We met three times with the Department of Civil Service and once with the Civil Service Commission.

A new note was introduced this year in the form of a legislative push for reform of the Civil Service system. In essence, it appears to be highly critical of the Merit System, a system that has evolved from a century of reform in New York State of the former practice of the spoils system. Needless to say, CSEA and all public unions have resisted attempts by politicians and administrators to tamper with the Merit System so as to dilute or weaken it. A few months ago, this Committee met with Jean Gray's Civil Service Committee to review the 21 recommendations of a Legislative Committee that had been studying the New York State Civil Service system. They recommended the elimination of the 1-of-3 appointment from an eligible list. Also, they recommended the replacement of the increment system and the use of promotional examinations by edicts of Management based on their evaluation and recommendations. Our two CSEA Committees listened to CSEA Consultant Joe Watkins present the pros and cons, then we categorically rejected the Legislative Committee's recommendations.

The Legislative Committee, whose fate is not entirely clear, made another recommendation which dealt with the creation of a "Middle-Management Group" that would be removed from the competitive system and would be in the Grade 28 and above category. Although we recognized this group would be in management-confidential class, we were opposed to the removal of these titles from the competitive class. Notwithstanding reports of a change in the attitude of CSEA, this Committee has not gone on record as approving this recommendation.

Nor are we persuaded by the blandishments of Meyer Frucher, Director of the State Commission on Management and Productivity. He is quoted by Jane

Bernstein in the Leader (August 26, 1977) as saying, "Put merit back into the Merit System. 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." We are touched by Mr. Frucher's concern for state workers but we are also reminded of the classical story of the capture of Troy by the Greek soldiers hidden in the wooden horse, which inspired the saying, "Timoe Danaos et ferantes." (English translation: Beware of the Greeks bearing gifts!)

In June, as a follow-up on our meeting with the Civil Service Commission, we met James Dermody, Charles Wolz, and their aides at the Department of Civil Service. Here is a brief summary:

1. In response to our request for the right to appeal an Unsatisfactory

Rating on Intra-departmental promotions, their computer printout showed a 2½ percent number of such unsatisfactory ratings which they felt was too small a number to be considered a serious problem.

2. Since they have substantially reduced the number of continuous recruitment examinations, they felt it is unnecessary to eliminate the policy of "inter-filing of subsequent grades."
3. They will review the following:

- a. The Agency's failure to inform an employee of his appeal rights.
- b. Unwarranted critical comments appended to Satisfactory Ratings.
- c. The evaluator was not the employee's Supervisor during the rating period.

4. Although the 1.6 million dollar cut-back was restored to the Department of Civil Service (thanks to CSEA), many

of their employees had already resigned. Therefore we can expect even fewer state examinations to replace the existing provisionals, with an even bigger backlog of provisionals. (Only 20 percent of the examinations held were for State positions.)

5. The Civil Service Department would like to use the same panel for each oral examination but they cannot persuade them to stay if, statewide, the examination will take more than a week.

A final note. We do win some appeals of Unsatisfactory Ratings. None has given us greater satisfaction than the reversal of an Unsatisfactory Rating of an employee in the Rochester office of the Workmen's Compensation Board. After reviewing written rebuttal, the Board cancelled the hearing and withdrew the Unsatisfactory Rating!



Samuel Grossfield, president of Rochester Local 012, is shown here participating in debate. Mr. Grossfield is also chairman of Work Performance Ratings and Examinations Committee, whose report is reprinted on this page.



Three members of the CSEA Board of Directors are photographed here during informal confab between meetings of week-long delegate convention. From left are New York City Local 010's Victor Pesci (Banking), Workmen's Compensation Board Local 671's A. Victor Costa (Labor) and King's Park Psychiatric Center Local 411's Gregory Szurnicki (Region I Mental Hygiene).



Stella Williams seems to be the woman in the middle here, since she serves with SUC at New Paltz Local 610 president Marie Romanelli on the Administrative Services Bargaining Unit negotiating team and she is an officer of the State Insurance Fund Local 351 headed by president Vincent Rubano.



Constitution and By-Laws committee chairman Kenneth Cadieux, left, of Nassau Local 830, checks over report given by SUNY at Buffalo Local 602's Edward Dudek, chairman of committee to report on the disposition of convention motions.

Armory Committee Report

The report of the special armory committee was presented by chairman James E. Stevens, of Capital District Armory Employees Local 250, at the 67th annual meeting of CSEA delegates last month at the Concord Hotel. Other committee members are John Granger, Robert F. Herling, Donald C. Brown, Richard D. Guisinger, Thomas A. Burke, Roy C. Seabrook and Robert Stahl.

I would like to take this time to inform the membership and Delegates on the present circumstances of all Armory Employees. There are eight (8) Armory CSEA Chapters located throughout the State. Armory Employees are exempt from the existing Taylor Law, because of the definition of the phrase "Public Employee." Therefore, CSEA does not represent Armory Employees legally and our Division of Military and Naval Affairs does not recognize the CSEA. However, the Conference of Armory Employees, which consists of the Presidents of the eight (8) Armory CSEA Chapters, our division, does recognize. Even though we do not have representation via the Taylor Law, the Armory Employees, because of the existing State of New York Military Laws, do receive all benefits received by the general State Employees under Sections 103, 131 and 132 of the States' Civil Service Laws. So, you see, we do not have to be members of CSEA, or any other organization to reap the rewards that CSEA wins for State Employees. However, we do not believe in free loaders, so because of this, we have approximately 90 percent CSEA membership to help defray expenses incurred by CSEA to win our benefits. Also CSEA defrays all the Armory Committee Meeting expenses to help us get together and come up with our membership's suggestions and recommendations and CSEA gives the Chapter monies to hold their local business and social meetings. Another reason for wanting to be in the CSEA, is to become involved in the presenting of our demands to the State through CSEA. The real purpose of this committee is to join the eight (8) CSEA Armory Chapters scattered throughout the State for better communications and to draw up resolutions to be submitted to the CSEA Platform Committee and all four CSEA Bargaining Units, to better our benefits under Civil Service Laws 130, 131 and 132. Even though we are not members of any of the Four Bargaining Units, CSEA Leaders have agreed and will set up meetings with representatives of each of the Four Bargaining Units, so a representative of this Armory Committee may submit and explain our members' recommendations and suggestions, in each of the negotiating years. Also, the Committees' function is to prepare resolutions to be submitted to the "Chief of Staff to the Governor" our division's head, for better working conditions, habits and policies and to pick out the best provisions we can from each one of the Four Bargaining Units' Contracts won under Civil Service Laws 130, 131 and 132. You see we have to negotiate our own policies on working conditions and habits, so these Special Committee Meetings give us that chance. In other words, the "CSEA Armory Committee" is needed to establish better communications between the eight (8) Armory Chapters, to get involved with CSEA demands with the State and to negotiate with our division for better working benefits.

So far this current CSEA fiscal year, there have been two (2) Committee meetings. The first meeting was held at the CSEA Headquarters on the 23rd of February, 1977. The purpose of this meeting was to decide whether it would be best for the Armory Employees to remain in the States' Military Service or go to the States' Civil Service and be legally represented by CSEA under the existing

Taylor Law. There was lengthy discussions, weighing the pros and cons. Mr. Thomas McDonough, who was then the CSEA State Executive Committee's Chairman, was in attendance of this meeting when the decision was proposed to remain in the State's Military Service, provided Mr. McDonough would agree to set up meetings with representatives of each of the Four Bargaining Units each negotiating year to submit our recommendations to better our benefits under Sections 130, 131 and 132 of the State's Civil Service Laws. He agreed to this term, so the committee members decided it would be better for the Armory Employees to remain in the Military Service of the State. A letter was submitted to CSEA, notifying them of the decision that was made.

The second committee meeting was held on the 13th of May 1977, at Newburgh, New York. At this time, the State's and CSEA's agreement was still up in the air, so we went about submitting recommendations and suggestions we would like CSEA, through the Four Bargaining Units, to win for all State Employees. Twenty (20) resolutions were submitted. Fourteen (14) were approved to submit to the Bargaining Units. Now that our contract has been settled and next negotiating period would not be until fall 1978, these resolutions will be held and submitted at that time. Because these suggested resolutions will involve all State Employees, we would like to highlight some of the important resolutions now:

1. WHEREAS, employees of the State of New York salary increment law requirement of being in the same pay grade for five (5) years in the maximum pay step before receiving the first additional step, and

WHEREAS, employees of the State of New York salary increment law requirement of being in the same pay grade for five (5) years in the first additional pay step before receiving the second additional pay step, now, therefore, be it

RESOLVED, that the Civil Service Employees Assn., Inc. exercise every effort to lower the five (5) year requirement of being in the same pay grade in the maximum pay step to two (2) years, and be it further

RESOLVED, that the Civil Service Employees Assn., Inc. exercise every effort to lower the five (5) year requirement of being in the same pay grade, in the first additional step to two (2) years, and be it further

RESOLVED, that the Civil Service Employees Assn., Inc. exercise every effort to add a third additional step at the completion of two (2) years in the same pay grade, at the second additional pay step.

2. WHEREAS, employees of the State of New York Compensatory Time rulings, now therefore be it

RESOLVED, that the Civil Service Employees Assn., Inc. exercise every effort to rescind the existing rulings and have it replaced with "Compensatory Time off in lieu of holidays and any Compensatory Time earned, shall be entered on all Time and Attendance forms as a separate item or column for recording of all accumulated Compensatory Time earned, and in the event of death, his or her beneficiaries, or employees leaving state service will receive pay for unused accumulated Compensatory Time."

3. WHEREAS, employees of the State of New York salaries are based on an annual salary 365 or 366 calendar days, now therefore be it

RESOLVED, that the Civil Service Employees Assn., Inc., exercise every effort to obtain our salaries based on a 260 working days per year.

4. WHEREAS, employees of the State of New York Inconvenience Pay, now therefore be it

RESOLVED, that the Civil Service Em-



Edwin Darcevil, of Willowbrook Developmental Center Local 429, fills out registration form in order to receive credentials as a CSEA delegate. Serving at registration desk are Hudson River Psychiatric Center Local 410's Shirley Palmer, left, and Capital District Retirees Local 999's Mary Lynch.

ployees Assn., Inc. exercise every effort to extend inconvenience pay to employees required to work more than four (4) hours, between the hours of 8 a.m. and 4 p.m. on weekends.

5. WHEREAS, Major Medical Insurance coverage for employees of the State of New York, now therefore be it

RESOLVED, that the Civil Service Employees Assn., Inc. exercise every effort to extend coverage to include annual routine preventative physicals for employees and eligible dependents, and be it further

RESOLVED, that the Civil Service Employees Assn., Inc. exercise every effort to extend coverage to include costs of preventative inoculations for employees and their eligible dependents.

6. WHEREAS, employees of the State of New York Dental Allowance schedule price chart, now therefore be it

RESOLVED, that the Civil Service Employees Assn., Inc. exercise every effort to raise it 30 percent.

7. WHEREAS, employees of the State of New York Health Insurance Program family coverage costs, now therefore be it

RESOLVED, that the Civil Service Employees Assn., Inc. exercise every effort to obtain State paid full family costs.

8. WHEREAS, in the past employees of the State of New York have been awarded percentage raises, now therefore be it

RESOLVED, that the Civil Service Employees Assn., Inc. exercise every effort to ask for flat amount raises only in the future.

9. WHEREAS, the State Comptroller is in charge of our Retirement Pension Funds and may invest our pension monies as he sees fit, now therefore be it

RESOLVED, that the Civil Service Employees Assn., Inc. take whatever action necessary to create a State Retirement Fund Advisory Board for the New York State Retirement System, with public employees representation to oversee our retirement future investments.

10. WHEREAS, employees of the State of New York \$20,000 Ordinary Death benefits, now therefore be it

RESOLVED, that the Civil Service Employees Assn., Inc. exercise every effort to raise the amount to \$30,000.

1. WHEREAS, Blue Shield coverage be amended to

RESOLVED, that coverage of all professional fees for radiological services to employees and dependents be included in Blue Shield Benefits.

12. WHEREAS, employees of the State of New York Retirement benefits, now therefore be it

RESOLVED, that the Civil Service Employees Assn., Inc. take whatever action necessary to enact legislation to tie employee pensions to the grades from which they retire so that pensions will be in-

creased at every stage that salaries are increased, and be it further

RESOLVED, that the Civil Service Employees Assn., Inc. exercise every effort to obtain an immediate cost of living supplemental allowance for present retirees.

13. WHEREAS, "Attendance Rules for Employees in New York State Departments and Institutions," Part 21.9 "LEAVE FOR SUBPOENAED APPEARANCE AND JURY ATTENDANCE" interpretation of Attendance Rule by the New York State Civil Service Department, be it

RESOLVED, that this interpretation be changed to include: "Immediately upon notice of a subpoena or other order of the court to attend court and/or jury duty, an employee should notify and submit proof to his immediate supervisor. Upon receiving proof of an official notice, the supervisor will immediately schedule the employee involved to the day shift, Monday thru Friday.

Also, at this committee meeting, there were twenty-three (23) resolutions submitted to be approved by the committee for better working conditions and habits for all Armory Employees. Fifteen (15) of the resolutions were approved by the committee for submission to the Chief of Staff to the Governor, our division's head, for his consideration and action. Because this action only involves Armory Employees and of no concern to other State Employees, we will not list our resolutions.

We would like to thank the CSEA Leadership and all Delegates for establishing this Armory Committee, so we can function satisfactorily, and all Armory CSEA Chapters may be united in their effort to better the benefits of the Armory Employees and all State Employees.

The Armory Employees would like to make the following recommendation to the CSEA membership, Delegates and members of the Four Bargaining Units; Every negotiating year, during contract talks, members do not know what is transpiring. We realize, because of the rules set down, neither side may divulge the happenings of the bargaining. However, members are furnished copies of the States' general demands, but no copies of our general demands made to the Bargaining Units. It is suggested in the future before our Four Bargaining Units go into deliberations with the State, CSEA should publish all demands the membership has submitted each Bargaining Unit for their consideration. This way all members will know what we are requesting and at the same time, to see if the demands each chapter, committee has made is included on the agenda for bargaining. All demands should be negotiated to properly represent the membership.

Latest State And County Eligible Lists

EXAM 36072
 SR OFFST PRNTG MACH OPR
 Test Held June 18, 1977
 Est. Sept. 9, 1977
 (Cont. from Previous Edition)
 53 Woodward D O Gouverneur73.8
 54 Clare Alan B Schenectady73.4

55 Markiewicz R M Amsterdam73.4
 56 Underwood Ruth Batavia72.4
 57 Califano V J Schenectady71.6
 58 Pawlik Dolores Blasdell71.4
 59 Landrio Samuel Amsterdam71.3
 60 Nocera Ralph J Latham71.3
 61 Willey Richard Albany71.2

62 Iacovelli Frank Smithtown71.2
 63 Kouger Seymour Nassau71.1
 64 Robiloti John Albany70.5

EXAM 36073
 PRIN OFFST PRNTG MACH OPR
 Test Held June 18, 1977
 Est. Sept. 9, 1977

1 Crozier S W Saratoga Spg94.7
 2 Rivet Michael J Ballston Spa92.5
 3 Robinson R R Brewerton90.3
 4 Bryant William Menands89.4
 5 Sperbeck D R Richmondvil86.3
 6 Kosiba Ronald F Amsterdam85.3
 7 Flint Edward R Troy83.2
 8 Adabahr Roger L Delanson82.6
 9 Curtin Richard Brooklyn82.3
 10 Dorato Vicro W Valatie82.0
 11 Woloszyn J J Dunkirk80.8
 12 Gapp Robert C Albany80.8
 13 Salvinski A Albany79.1
 14 Arndt Richard J Rotterdam Jct78.5
 15 Gregory Joseph Waterford78.1
 16 Baillie John A Schenectady77.4
 17 Westervelt K R Schenectady77.0
 18 Degroff Richard Schenectady76.9
 19 Monette R G Latham75.6
 20 Natole Albert Amsterdam75.4
 21 Dombroski Leon Watervliet75.4
 22 Tomashak Philip Binghamton75.4
 23 Legnard Edward Green Is74.0
 24 Fisher Earl N Sprngfld Gdn73.4
 25 Stewart Dennis W Sand Lk73.0
 26 Crabill William Voorheesvil72.0

EXAM 36075
 SR EL COMPUTER OPR
 Test Held June 18, 1977
 Est. Oct. 3, 1977

7 Cresswell J P Watervliet91.3
 8 Wacksman Lynn Albany91.2
 9 Ehrlich Daniel Buffalo91.2
 10 Barnard Donald Marilla90.6
 11 Sherry Gerald M Albany90.5
 12 Seguire Clark E Albany90.5
 13 Vredenburg Mary Ballston Spa 90.3
 14 Pironi Paul J Scotia89.8
 15 Drowne Bruce E Dryden89.3
 (To Be Continued)

L.I. Endorsements

AMITYVILLE — The Civil Service Employees Assn. has selected candidates for endorsement for the 1977 Nassau and Suffolk County contests. The announcement was made

by Irving Flaumenbaum, Long Island Region president of the CSEA, which has more than 55,000 members in state, county and local governmental units.

The candidates endorsed by the CSEA were screened by the individual unit political action committees of the CSEA and approved unanimously by the regional legislative and political action committee, Nicholas Abbatello, chairman, as well as by the executive board of the union.

The political action committee studied analysis of the voting records of the incumbents prepared by the CSEA staff, received written statements, and inter-

N.Y. State Ordinary & Accidental Disability Claims, also Social Security Disability Claims.

Marc L. Ames
 Atty at Law
 11 Park Pl., N.Y., N.Y.
 Tel 962-2390

LEGAL NOTICE

LIMITED PARTNERSHIP
 D.I.D. Associates, c/o Centurian Management Corp., 450 Seventh Avenue, N.Y. N.Y. Substance of Certificate of Limited Partnership filed in the New York County Clerk's Office on August 22, 1977. Business: Own and operate real property. General Partners: Ivor Braka and David Braka, 450-7th Avenue, N.Y. N.Y. Limited Partners name, address, cash contribution and share of profits: Beech Glenn, N.Y., c/o Fred Dachinger, 4814 Yoakum Boulevard, Houston, Texas, \$100.00; 25% of all income, gains, losses, deductions, credits more fully stated in partnership agreement. Present limited partner required to make additional contribution. Term: to December 31st, 2001, unless sooner terminated. No Limited Partner may substitute an assignee as contributor in his or her place without the prior written consent of all General Partners, subject to terms of partnership agreement. Additional Limited Partners may be admitted. Upon death, retirement or insanity of a General Partner, remaining General Partner has right to admit a Successor General Partner. Limited Partners have no right to demand or receive property other than cash in return for its contribution.

SHORT TAKES

ANOTHER LONG CASE SUSPECT ARRAIGNED

The last of eight suspects, including three Buffalo police officers, has been arraigned in connection with the beating to death of an 18-year-old man June 25. The three policemen and five others were indicted by an Erie County grand jury on charges they beat to death Richard Y. Long after a traffic accident. Joseph Gerace, 30, a Las Vegas card dealer, is the latest suspect arraigned in the case.

STATE SENATE CONFIRMS THREE FOR ECB

The State Senate has confirmed three of Governor Carey's appointees to the New York City Emergency Financial Control Board (EFCB) over the objections of several senators who accused the Governor of going back on a pledge to name at least one black to the board. The new members are John C. Sawhill, Francis J. Barry and Stanley S. Shuman.

HE BACKS ECONOMIC BOND ISSUE

The president of the Buffalo Zoological Society has endorsed the state's \$750 million economic development bond referendum. Charles D. Tuppen, Jr., in a letter to society members, wrote that he is confident the state will provide "substantial funding assistance" to the society, if the bond issue is passed.

FIRST BLACK AT HELM OF STATE U

Clifton Wharton, Jr., is the newly designated chancellor of the State University of New York, the first black to hold the \$57,650 post. Mr. Wharton, 51, president of Michigan State University, succeeds Ernest Boyer, who resigned last year to become U.S. Education Commissioner.

WANTS TEACHER TENURE PRESERVED

State Education Commissioner Gordon Ambach says he disagrees with the New York State School Boards Association stand against the teacher tenure system. Mr. Ambach says he prefers to preserve the system. He made the remarks to reporters before making an address to association delegates in Syracuse.

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 —John Beaufort, Christian Science Monitor

...ERUPTS
 in a dance explosion... a joyful noise, a bacchanalia, a swinging, stomping dance orgy... a luminous show!
 —T.E. Kalem, Time

VINETTE CARROLL'S
YOUR ARMS TOO SHORT TO BOX WITH GOD

...GO SEE IT!
 —Clive Barnes, N.Y. Times

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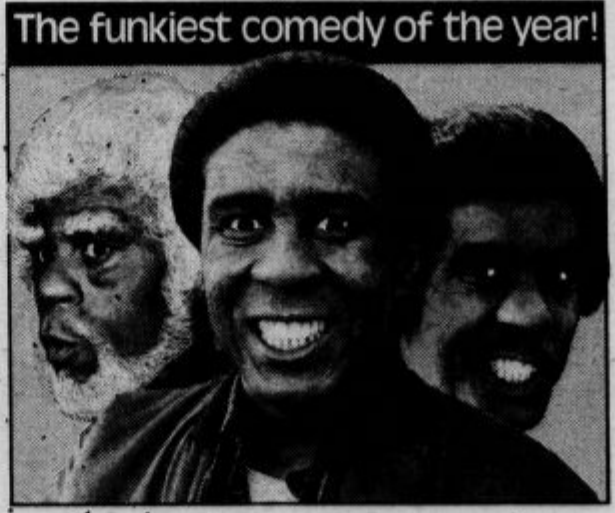
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CSEA, TV Stars To Aid Festival

ALBANY—A "very special weekend" is coming to Albany Nov. 11-13.

The Civil Service Employees Assn. will help raise funds

that week for the "Very Special Arts Festivals" for handicapped children scheduled for next spring.

CSEA volunteers will answer

telephones and take pledges for tax-deductible program. Phones will be staffed by the CSEA volunteers from 9 a.m. to 9 p.m. Nov. 12 and 13. The number is

(518) 459-8787.

The weekend's activities will take place at the Golden Fox Restaurant, 1400 Central Ave., Albany. CSEA president William McGowan and celebrities from many fields will be on hand for the program conducted by the New York State Committee on Arts for the Handicapped.

The program advisory committee includes television newscasters Gene Shalit, Barbara Walters and Geraldo Rivera, and Pat Kennedy Lawford and Jean Kennedy Smith, who chair the program along with Vivienne Anderson.

Handicapped students will demonstrate their music and art skills at the restaurant throughout the weekend. Singer-actor Burl Ives, actress Kitty Carlisle

(Continued on Page 15)

CSEA Is Winner Over SEIU Unit; Talks Set To Start

(Continued from Page 2)

workers to vote since they will receive the raises and benefits of the new contract retroactive to Jan. 1 and expiring April 1.

Last summer, the PERB threw out the SEIU's objections and it again looked as if negotiations could begin. However, the SEIU raised exceptions to the PERB decision. This caused still another delay.

Oct. 12 the final decision occurred. PERB directors Ida Klaus and Joseph R. Crowley ruled that on May 25, "Both the County and SEIU withdrew their challenges and the disputed ballots were then counted. We find the consent of SEIU to the counting of the ballots of the court personnel to be final and binding."

CSEA Endorses Candidates

(Continued from Page 10)

viewed all candidates for their views on labor issues.

The Nassau candidates selected are: county executive, Francis Purcell (R-C); district attorney, Greg Peterson (R); supervisors: Glen Cove, Vincent Suozzi (D); North Hempstead, Michael Tully (R); Joseph Colby, Oyster Bay (R); presiding supervisor, Alphonse D'Amato (R).

The Suffolk candidates selected

are: first legislative district, Dennis Hurley (R); second, John Donohue (D); third, John Foley (D); fourth, Floyd Linton (D); fifth, Mildred Steinberg (D); sixth, Clark Fisher (D); seventh, William Richards (R-C); eighth, John Wehrenberg (R); ninth, Joseph Caputo (R); tenth, Michael Grant (R); eleventh, Richard Lambert (D); twelfth, Anthony Noto (R-C); thirteenth, Joseph Bassano (D); fourteenth,

Louis Howard (R-C); fifteenth, Martin Feldman (D); sixteenth, Elaine Adler (D); seventeenth, Carol Maxson (R-C); eighteenth, Robert Mrazek (D); district attorney, Henry O'Brien, and county clerk, Arthur Felice (R-C).

(This article was published last week in the State edition but with the wrong headline. This is the correct version. The Leader regrets the error.)

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This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

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ADIRONDACKS SKI HOUSE. 2 mi from Gore Mt. 3 BDR, LR, Stone F/P. Approx 3 Acre. Fully furnished. Wkdays 518-462-4966. Wknds + Eves 518-871-8193. Reasonable.

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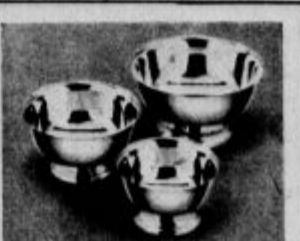


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RETIREE NEWS PAGE



Social Security: When More Becomes Less

Retirees who receive social security payments as part of their total pension may not realize it, but:

The debate in the U.S. Senate and House on whether or not to force federal and other public employees into the system is of vital importance to persons now drawing social security checks.

Most pensioners focus their concern on getting increased social security payments. What they should start to worry about is the possibility they may have to take a cut instead.

The funding of the entire social security program is in serious jeopardy, and while experts in

the field do not agree on a specific plan to keep the system from bankruptcy in a few years, they all agree fiscal collapse is a more than likely possibility.

Here are some of the problems: The monies now being paid out come from those now at work. This current working population is now stagnant in growth and will soon actually begin to decline. As the number of persons who pay into the fund decline, the number of persons applying for benefits will grow. In other words, there will soon be less money going into the social security system while more is going out.

One answer is to increase the

base of contributors by bringing more people—federal employees, etc.—into the system. This is being fought by state and local government units in some areas, however, who don't want to add their share of the bill to already-burdened budgets.

Another answer is to have the U.S. Treasury's general fund make up the deficit. This is often opposed as a turning of the social security system into another arm of the welfare system.

It's not going to be an easy problem to solve and current retirees should realize what a stake they have in a good solution—or end up with less rather than more.



SUC AT NEW PALTZ RETIREES GET PLAQUES

State University College at New Paltz Local 610 had special plaques prepared to present as mementoes of appreciation for six members who chose retirement this year. Local president Marie Romanelli, second from left, made the presentation at a recognition dinner-dance last month at the Oddo House, Clintondale, with statewide CSEA executive vice-president Thomas McDonough, left, and president William McGowan, right, on hand to offer congratulations. Retirees, holding their plaques, are, left from Ms. Romanelli: Berta Boening, 13 years; Carmelo Polizzotti, 7 years; Emil Weber, 9 years; Anna Nessler, 6 years, and Marcel Planque, 10 years. Also honored was Florence Triolo, with 21 years' service.



173 YEARS OF SERVICE RECOGNIZED AT GOSHEN

Holding certificates attesting to their combined 173 years of service, these retirees are being congratulated by Goshen Annex director Lou Marcano, right, and Civil Service Employees Assn. Local 554 president Frank Mann, second from right, at event in their honor last month in Middletown. From left, the men and their individual length of service are John Sweeney, 30 years; Elmer Munson, 31 years; John Reed, 31 years; Vincent Simpson, 22 years; Thomas Brennan, 24 years; Fred Mann, Jr., 22 years, and Robert Shoemaker, 13 years.

PLAN STRATEGY

Reviewing proposals that Civil Service Employees Assn. delegates would consider at the union's annual meeting, members of the retirees committee get together for last-minute caucus (photo at left). Among the accomplishments was first-reading approval of constitutional amendment to give retirees right to vote and to hold office, even if they pay minimum retiree dues instead of full active-member dues. Seated from left are Melba Binn, of Rochester Area Retirees Local 912; Charles Gormley, of Buffalo-Niagara Frontier Retirees Local 903; John Tanzi, of Syracuse Area Retirees Local 913; Florence Drew, Binghamton Retirees Local 902; chairwoman Nellie Davis, of Dutchess-Putnam Retirees Local 909, and Ed Holland, Suffolk Retirees Local 913. Standing are Al Robinson, New York Metropolitan Retirees Local 913; CSEA coordinator Thomas Gilmartin; Tris Schwartz, Dutchess-Putnam, and John Joyce, Capital District Retirees Local 999. Not included in photo is Elizabeth Steenburgh, of Capital District.

Retiree Grapevine

By THOMAS GILMARTIN
CSEA Retiree Coordinator

Retirees statewide committee members and delegates are still sorting out memories of CSEA's October convention at which CSEA's retirees scored a big one with the delegates' approval of retiree members' right to vote in statewide and regional elections, and to be candidates therein if they choose. Of course, a second vote of approval must take place at the next delegates convention in order for the Association's constitution to be changed to contain this provision.

This important gain resulted from a noticeably increasing friendly regard which regular members of CSEA have come to show for its older members. Certainly, receiving the right to share in the Association's elections is in no way linked to an ambition to have a larger voice in the running of the union, to the detriment of the employed members. After all, retirees have had their careers, the responsibility of raising a family and of playing an active role in the affairs of the CSEA. The privilege of participating in Association elections is valued chiefly because it makes the CSEA retiree feel that he or she is "part of the family" and will no longer be regarded as an unimportant low man (or woman) on the Association's totem pole, simply because of their lower dues.

PRESIDENT WILLIAM MCGOWAN told the meeting of retiree delegates and committee members, "You retirees can have an awful lot of strength. You have the know-how, you have the time, and you have the numbers . . . Your day is now. The retirees are being heard throughout the country." His remarks referred to retiree efforts to get legislation enacted in their fight to offset the corroding effect of inflation upon their retirement allowances.

President McGowan also praised the endeavors of CSEA's chief lobbyist, James Featherstonhaugh, working in behalf of the retirees.

As for the CSEA's lobbyists, in a newsletter circulated by the Retired Public Employees Association, it was recently stated, "Perhaps you do not know that federal law prohibits any union which lobbies for employees to lobby for retirees."

Asked to comment on this statement, Mr. Featherstonhaugh replied, "I assume that law would have to be part of the National Labor Relations Act, or something which would prohibit us from doing it in terms of our representing people under one of the federal acts. We do not. Our representation of employees is solely under the New York State Taylor Law and we represent employees only within the State of New York." I might add that there is nothing in the Taylor Law which specifies that Mr. Featherstonhaugh and his associates cannot lobby legally for the union's retiree members.

RPEA's unfriendly comments about the excellent lobbying services CSEA provides us is difficult to understand. After all, RPEA members benefit just as much from our lobbyists' successful efforts as we do. The 1977 supplementation, ranging from 14 percent to 25 percent, would never have materialized without the hard and effective work of the CSEA's lobbyists. This claim can be substantiated beyond the shadow of a doubt.

IN THE SPIRIT of cooperation with other retired public employee groups, we recommend that all voters vote in favor of Amendment No. 5 on election day, to grant a retiree's widower the continuance of any supplementation the deceased retiree had been receiving, presently forbidden by existing law. Incidentally, this is one of RPEA's favorite pieces of legislation. By their own pushing and lobbying, this proposed amendment to the State Constitution has been passed twice by the State Legislature and is now up for a referendum vote on Nov. 8. Vote Yes!

House Nixes Social Security Deductions For Fed Workers

WASHINGTON, D.C.—Federal workers opposed to having to pay into the Social Security system have won their point. The House of Representatives last week voted to allow six million federal workers to continue to be exempted. The measure, which was beaten back by a 385 to 38 vote, was one of several plans devised to bolster the faltering system that could run out of money before the end of the century. The measure, proposed by Rep. Al Ullman (D-Ore.) was also opposed by President Carter. The bill approved by the House would increase Social Security taxes sharply. Similar legislation is also pending in the Senate.

Nassau Opening 8 Jobs

MINEOLA—Eight new jobs are up for grabs with Nassau County agencies and with villages and towns in the county. The jobs range in salary from \$12,000 to \$23,000.

The jobs are plant maintenance supervisor, North Hempstead, Oyster Bay, \$12,000; physical therapist, county, \$12,204; civil engineer IV, North Hempstead, Oyster Bay, \$20,000; civil engineer V, North Hempstead, Oyster Bay, \$23,000; civil engineer III, county, North Hempstead, Oyster Bay, \$17,000 to \$18,885; civil engineer II, county, \$15,779; assistant village engineer, Garden City, \$16,210, and senior engineering aide, Garden City, \$13,777.

Applications must be filed by Nov. 3. The qualifying tests are scheduled for Dec. 3.

4 Rockland Jobs

NEW CITY—Four new open competitive jobs are available in Rockland County agencies, county civil service officials announced.

The titles are assistant engineer, incinerator operator, public health nutritionist and senior x-ray technician. Job applicants must be Rockland residents. The filing deadline is Nov. 2. The qualifying tests are scheduled for Dec. 3.

For details, contact the county Personnel Office, County Office Building, New City.

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Cite CETA Dangers

HAUPPAUGE—A \$3 million slush fund budgeted for unfilled employee positions and a "dangerous" dependence on CETA personnel—now 9 percent of the total workforce—were among management practices criticized by a study prepared by the Budget Review unit of the Suffolk County Legislature on the proposed 1978 Suffolk budget.

Floyd Linton (D-Miller Place), the Legislature's presiding offi-

cer, said that during 1977, more than 1,000 persons were appointed to CETA positions for a total payroll of \$10 million.

"There are danger signs in this budget that are pointed out in our report," Mr. Linton told reporters. "CETA is one area where the county is relying too much on federally funded programs. If the programs are suddenly cut back, the county will be in trouble and many areas of local government could be wiped out."

Position control—the practice of including unfilled jobs in a budget—was found to be a widespread practice in Suffolk, the report continued.

"Stringent control over hiring practices exercised by the executive have in each of those past several years created large amounts of unused appropriations," the report stated.

Money for salaries and benefits for the unfilled positions can then "be employed elsewhere, particularly to solve budgetary problems . . . and to alleviate other budgetary shortfall during

a particular year," the report added.

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), 85 Court St., Brooklyn 11201, phone: 596-8060.

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

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

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

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

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

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

THINKING ABOUT FLORIDA?

Get the facts first
Send \$5.00 to P.O. Box 16795,
Orlando, Fla. 32861

For details about applications, job experience, educational requirements and where to apply,

contact the Nassau County Civil Service Commission, 140 Old Country Rd., Mineola.

Festival Getting Help

(Continued from Page 11)
Hart and the handicapped students, themselves, will perform at the Nov. 13 dinner-dance.

The \$25 tickets are tax-deductible.

"CSEA members ought to know that this money will be well spent," said Mr. McGowan. "It is our members who care for the handicapped and who teach them the job of living up to their full artistic potential every day. At the festivals next spring—which will be held at nine locations throughout the state—these students will have the chance to demonstrate their skills to the general public. It is a way, too, of demonstrating the effectiveness of their teachers."

Checks should be made out to: NYS Committee, Arts for the Handicapped, c/o G. Maillard, 12 California Ave., A409, Albany, N.Y. 12205.

Tickets to the Sunday evening festivities may be obtained by calling (518) 474-0908 weekdays and (518) 459-8540 evenings and weekends. They can be mailed to the donor or held at the door.

The state has been selected by the National Committee on Arts for the Handicapped to serve as a model to demonstrate the impact arts have on improved communications skills and self-reliance in handicapped students.

Mr. McGowan, himself a 15-year employee of West Seneca Developmental Center, a state institution for mentally retarded, got behind the program early and has urged CSEA members

to contribute and attend the weekend events.

CSEA headquarters will send out flyers soon to Albany-Region CSEA members reminding them of the program.

Engineering, Other Suffolk Jobs Open

HAUPPAUGE — A new series of open competitive and promotional jobs have recently opened in several Suffolk County agencies.

There is a Nov. 2 filing deadline for tests for incinerator control board operator, an \$11,000-a-year open competitive post, and engineering technician and assistant civil engineer, both open competitive and promotional. Both jobs pay \$504 bi-weekly. The written test for all posts will be held Dec. 3.

The filing deadline for nursing services consultant and senior psychiatric social worker, both of which pay \$555 bi-weekly, is Nov. 23. There is no written test for these jobs. Candidates will be judged on training and experience.

There are vacancies in all titles listed. County Civil Service officials say eligible lists resulting from the tests will also be used to fill future vacancies in county agencies.

Nursing service consultants must be college graduates with master's degrees in nursing or public health, four years nursing experience, two of which must be as administrators, consultants, teachers or supervisors. Candidates must also have a registered

nursing license.

For senior psychiatric social worker, applicants need a college degree and a master's degree in social work, including psychiatric classes and two years case worker, medical social worker or psychiatric social worker experience.

The incinerator control board operator minimum requirements are two years municipal incinerator experience.

Engineering technicians must be college engineering graduates with two years engineering or engineering science experience or an associate degree in the same fields and four years experience.

Requirements for assistant civil engineer are a college degree in civil engineering and two years engineering experience.

Engineering promotional job candidates must already be employed as county principal engineering aides. Laid-off employees are also eligible for the tests.

For details, contact the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge 11787.

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SUPPORT FIELD FOR COLONIE SUPERVISOR

Colonie Town Supervisor nominee Fred Field, left, listens as Civil Service Employees Assn. support for his candidacy is announced by the union's Capital Region IV president, Joseph McDermott, at recent press conference. The region's political action chairman, Jean Myers, is at right. The table at which they are seated is covered by a computer printout of the 5,798 CSEA-represented members who reside in the Town of Colonie. Ms. Myers said individual letters will inform members of the endorsement.

Propositions Vote

(Continued from Page 1)
become the administrative board of the courts and a chief administrator would be appointed who would supervise the administration and operation of the Unified Court System on behalf of the Chief Judge.

Amendment Three deals with changes in the State Constitution that would restructure the Commission on Judicial Conduct and change provisions relating to the disciplining of justices and

judges of the Unified Court System. A new eleven-member Commission would receive, initiate, investigate and hear complaints with respect to the conduct, qualifications, fitness to perform or performance of official duties. The commission would have the power to admonish, censure, retire, suspend or remove a judge or justice from office, subject to a review by the State Court of Appeals at the accused's request.

Jefferson County Local Announces Endorsements

WATERTOWN—A spokesman for the political action committee of Jefferson Local 823 of the Civil Service Employees Assn. Inc., announced the following political endorsements:

Dan Brady and Steve Alteri for City of Watertown Common Council. And, with a significant show of strength, the committee which speaks for approximately

1,000 public employees in Local 823, endorsed Paul Fitzgerald for Supervisor of the Town of Pamela. The committee also approved a financial contribution to Mr. Fitzgerald's campaign, as well as active support and aid by the membership.

In announcing the endorsements, James Moore, CSEA Central Region V president, stated, "It is the consensus of the Jefferson Local of the CSEA that these endorsed candidates are, by their actions, more responsive to the needs of public employees. They (CSEA membership) particularly indicated strong support for Paul Fitzgerald in his race for Town of Pamela Supervisor.

"These Watertown area endorsements are indicative of CSEA political action committee decisions throughout the 20-county area of the Central Region. Each committee is carefully selected by a wide cross section of chapter units throughout the counties, cities and school districts. It then becomes each committee's duty to evaluate the "track record" and projected course of action of each candidate and make recommendations for endorsement accordingly. Here in Jefferson County, nearly 1,000 members, plus families, relatives and friends, will be made aware of those endorsements. Collectively, that can be a very strong voting force on election day—when it counts," Mr. Moore concluded.

Insurance Rate Changes

CSEA insurance rate changes are made on the first payroll in November of each year. This applies to the CSEA group life insurance, accident and health insurance and supplemental life insurance as explained below. To avoid many unnecessary contacts with CSEA headquarters in Albany, you should be guided by the following information:

CSEA Group Life Insurance

Effective on the first payroll in November of each year amounts of insurance issued are adjusted in accordance with the annual salary based on the following table:

Insurance Class	Annual Salary	Option A	Option B
I.	Less than \$1,400	\$ 1,500	
II.	\$1,400 but less than \$2,100	2,600	
III.	2,100 " " " 3,500	4,000	4,000
IV.	3,500 " " " 4,500	5,500	
V.	4,500 " " " 5,500	6,500	
VI.	5,500 " " " 6,500	8,000	
VII.	6,500 " " " 7,500	10,000	
VIII.	7,500 " " " 8,500	11,500	5,500
IX.	8,500 and over	12,500	

The cost to each insured member, per thousand dollars of insurance, increases starting at age 30, each five years, in accordance with the following table:

Age Group	Attained Age (Nearest Birthday as of November 1)	For Employees Paid Bi-Weekly the Bi-Weekly Deduction is
A	29 and under	\$.10
B	30 to 34, inclusive	.15
C	35 to 39, " "	.20
D	40 to 44, " "	.25
E	45 to 49, " "	.34
F	50 to 54, " "	.51
G	55 to 59, " "	.70
H	60 to 64, " "	.95
I	65 to 69, " "	1.20

Accident & Health Insurance

On November 1, 1977, a premium rate revision will be made affecting all CSEA members insured in the Accident and Sickness Insurance Plan. The payroll deduction changes will be made on the first payroll period ending on or after November 1, 1977, in accordance with a letter mailed to all policyholders.

Supplemental Life Insurance

Under the CSEA supplemental life insurance plan, starting at age 30 the cost of the insurance increases each five years in accordance with the following table, which shows premium rates per \$5,000 amount of insurance issued to the member. These particular rates do not apply to coverage for spouse or children, which is available under the program. The premium rates for spouse and children, under the supplemental plan, also increase every five years starting at age 30.

Ages	Bi-Weekly	Semi-Monthly
Under 30	.50	.55
30-34	.80	.85
35-39	1.00	1.10
40-44	1.30	1.40
45-49	1.75	1.90
50-54	2.60	2.80
55-59	3.65	3.95
60-64	5.30	5.75
65-69	7.60	8.25

The above information will furnish any CSEA member who enjoys CSEA low-cost insurance with information as to why there has been an adjustment in deductions for such purpose from his salary beginning with the first payroll in November and will eliminate unnecessary telephone calls or letters to CSEA Headquarters or to the payroll source concerning the matter.

Rockland Local Endorses Legislative Candidates

A spokesman for the Rockland County Local of the Civil Service Employees Assn. announced that group's endorsements of candidates for the county legislature. The union expressed sharp criticism of the current legislature on several matters, including the granting of salary increases to management people, and fiscal waste in building construction.

The endorsements include: in Ramapo, Democrats John Meehan and Herbert Reisman, and Republicans Brian Mielo, Seymour Rockman, Alfred Murphy, and Joseph Halfon; in Clarks-town, Democrats Gloria English and Zipporah Fleisher, and Republicans Theodore Dusanenko, Thomas Morahan, and David Wagner; in Orangetown, Democrat John Hekker and Republicans Hezekiah Easter, Irwin Bernstein, and Diane Beljean; in Haverstraw, Democrats Phillip Rotella and John Grant; in Stony Point, Republican Emil Conforti.

Construction inefficiencies for which the current legislature was

criticized by the union, included a building which had to be ripped apart soon after construction because a sprinkler system had not been included; and carpeting had to be ripped up soon after its installation, when it was discovered not to be fireproof.

"We need legislators who put people before buildings," said the union spokesman, "who spend cautiously to improve and expand service to their constituents."

Bridge Supervisor

ALBANY—The State Civil Service Department established an eligible list for bridge repair supvr. I on Aug. 4 as the result of an April 16 open competitive exam. The list contains 56 names.



ULSTER LOCAL HEARS CANDIDATES

CSEA Ulster County Local 856 political action chairman Judy Murray, left, shakes hands with Tom Mayone, candidate for sheriff, as Local president Tom Phillips, right, shakes hands with alderman-at-large candidate T. Robert Gallo. The union officers expressed their appreciation to the candidates who appeared at a union function.