

Civil Service LEADER

America's Largest Newspaper for Public Employees

Joe Coulter

Central Region Meet

See Pages 8 & 9

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Vote Now CSEA Members Told: Deadline Near

ALBANY—With the deadline for returning ballots in the biennial election of statewide officers and State Executive Committee members only a few days away, the Civil Service Employees Assn. reports that the numbers of ballots returned daily are dropping off significantly.

A CSEA spokesman said, "There are obviously a great many members who have not yet voted, and those non-voters are reminded that they should get their ballots in the mail right away and not take any chances on mail delays causing late arrivals." Ballots must be received by 6 p.m. Tuesday, June 21 in order to be considered valid. Ballots are scheduled to be removed from outer envelopes in preparation for counting on June 22, with the actual ballot counting taking place on June 28. The formal announcement of the results is set for June 29.

This is the opportunity for the membership to elect all the top leadership of their union, and it only comes once every two years, the spokesman noted. "With the varied and sometimes controversial interests this union has, one would expect virtually every member has an opinion on how

(Continued on Page 3)



Donald Wollett, left, director of New York State's Office of Employee Relations, and Theodore C. Wenzl, president of the Civil Service Employees Assn., sign contracts which will give state workers a 14 percent increase over the next two years. The signing, last Friday, came a day after the Appellate Division of State Supreme Court dismissed a suit by a small group of employees seeking to prevent implementation of the contract. (Photo by Wide World Photos)

Sign CSEA Contract After Court Decides Suit Without Merit

ALBANY—Contracts providing pay increases of 5 percent retroactive to April 1 for 140,000 State employees, and two future increases totaling an additional 9 percent, were signed last Friday by Theodore C. Wenzl, president of the Civil Service Employees Assn., and Donald Wollett, State OER director, in ceremonies at the State Capitol.

The contracts covering employees in four major bargaining units for the period April 1, 1977 through March 31, 1979 were signed just one day after the Appellate Division of State Supreme Court threw out a law suit brought by a small group of state employees seeking to prevent the contracts from being implemented. The Appellate Division judges ruled unanimously, 5-0, that the suit was without merit and that the contracts could be signed.

Employees covered by the con-

tracts had voted overwhelming ratification of the agreements, 48,703 in favor to only 15,173 opposed, but the handful of dissenting workers obtained a temporary injunction in State Supreme Court, charging voting irregularities in the balloting. Acting Supreme Court Justice Lawrence Kahn had ordered the matter transferred to the June term of Supreme Court for a full hearing, but James W. Roemer Jr., of the CSEA's legal firm of Roemer and Featherstonhaugh, asked for and got a special session of the Appellate Division judges to hear a union appeal to Judge Kahn's decision. The Appellate Division judges agreed unanimously that the case was without merit and overturned the earlier court decision, paving the way for the contract signings.

Under terms of the 2-year contracts, state employees in the Administrative Services Unit, Operational Services Unit, Institutional Services Unit, and the Professional, Scientific and Tech-

(Continued on Page 3)

Charges Filed Against CSEA Local Leaders

ALBANY—Joseph McDermott, president of Capital Region IV of the Civil Service Employees Assn., has charged eight local presidents in that region with "conduct not in the best interest of the Association," during the effort to organize a strike in March and April, prior to the last-minute settlement with the state.

Mr. McDermott stated that he would not release the names of those charged to protect their cases from prejudice. However, three names were released by the Times Record in Troy: George Olson, president of Commerce Department Local; Anson Wright, president of the Executive Department Local, and Norbert Kahn, president of the Department of Law Local.

The eight have been charged (Continued on Page 3)



SERVICE RECOGNIZED

James Morris, Jr., center, grievance chairman for Tompkins County Local 855, accepts plaque presented to him at recent meeting of the Civil Service Employees Assn.'s Central Region V in Ithaca. Presentation was made by the local's County unit president, Louis Nayman, as toastmaster James Huttar, of the Cornell School of Industrial and Labor Relations, watches in approval. (Other coverage of the meeting begins on Page 8.)



High Court Ruling On Agency Shops Should Clear Air

Hopefully, as the Legislature races towards its adjournment date, it will not overlook the importance of (Continued on Page 6)

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Letter Campaign Opposes Mental Hygiene Bills

By JANE BERNSTEIN

ALBANY — According to Civil Service Employees Assn. mental hygiene consultant Jim Cohen, a massive letter-writing campaign is under way to register opposition to the series of bills now in the state legislature which would facilitate the state's withdrawal from mental hygiene, and would relinquish control to the counties.

"At present, the status of those bills is unclear," Dr. Cohen

said. "The Governor is doing his best to see that they pass, and CSEA is doing its best to see that they don't."

Dr. Cohen has given a structure to the letter-writing campaign to insure its success. The union is seeking a minimum of 10,000 letters, and the members say as many as 20,000 could reach Gov. Hugh Carey and members of the legislature this week.

Each CSEA region has a com-

mittee that deals with mental hygiene deinstitutionalization matters. This committee has two chairmen, one who tends to matters concerning mental retardation, and the other who looks after mental health areas. These two people in each region have been responsible for monitoring the campaign within each local, and for designating an individual who also monitors on the local level.

"We want at least one fifth

of the membership from each chapter to write against these bills—there has to be a massive effort," Dr. Cohen said.

Mental hygiene workers fear that local municipalities will not have the same priorities in terms of comprehensive care for the mentally ill and mentally retarded. There is also the very real fear of the loss of hundreds of jobs, because county officials may have ideas other than to hire state workers for local po-

sitions.

"The CSEA does not support any of this legislation," said Dr. Cohen. "Whether the legislature passes it or not, the Governor will try to get the state out of the mental hygiene business—we've got to be able to pick up the ball and run with it—we've got to be able to fight offensively instead of defensively."

Dr. Cohen said that in New York City alone, 260 mental hy-

(Continued on Page 3)

Suffolk CSEA Ballots In Mail; 31 Candidates

HAUPPAUGE — Ballots were to go into the mail this week to members of the Suffolk chapter of Civil Service Employees Assn. with the names of 31 persons seeking chapter offices.

Two-term president James Corbin heads a ticket which is opposed by two other slates and two independent candidates.

Mr. Corbin is being opposed for the presidency by Bill Lewis and Don Gallerani.

According to Lee Moorehead, chairman of the elections committee, the mailing and counting

of ballots was being supervised by an outside agency with the close cooperation of Tony Gianetti, a member of the statewide elections committee.

The ballot lists:
For president: James Corbin, Bill Lewis and Don Gallerani.

For first vice-president: Edward J. Valder and John K. Desmond.

For second vice-president: Frank Giordano, Al Stein and Jim Tierney.

For third vice-president: Frank Randall and Nicholas Marrano.

For fourth vice-president: Ruth Kempf, Lillian Tully and Al Tasso.

For fifth vice-president: Sal Pezzolanti, Kathy Beyerly and Thomas Lombino.

For recording secretary: Mildred Reiner, Dorothy Victoria and Marge Sherman.

For treasurer: Dorothy Goetz, Isabelle Jones and Richard Knarr.

For corresponding secretary: Eileen Raynor, Barbara Rotunno and Micki Batson.

For sergeant-at-arms: Ernest Dinda, Harold Kettner and Jim Davour.

For executive representative: Frank Parker, Sid Grossman and Arthur Wegman.

The first names listed are the Corbin team, the second names are the Lewis ticket and the third names are the Gallerani slate where they have an entry and the independent candidates, Tasso and Wegman. The elections committee has not divulged the order in which the names will appear on the ballot.

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REACH ACCORD AT MANHATTAN PSYCH CENTER

The Civil Service Employees Assn. and Manhattan Psychiatric Center officials have finally agreed to work together to improve working and patient care conditions at the state institution. Charges of "deplorable conditions" at the center came to light last month. Union leaders said the center was crowded and understaffed and that both patients and staffers were suffering. Above, hospital chapter president James Fields, left, Al Sundmark, second from right, union local grievance chairman and Clarence Fitchett, a grievance committee member, meet with hospital director Gabriel Koz in a negotiating session at the hospital. Accord was reached after Dr. Koz pledged his full support to bringing about improvements. Mr. Fields and Dr. Koz, photo to right, shake hands following agreement announcement.



Hygiene, X-Ray, Therapy, Other U.S. Jobs Open

MANHATTAN—The U.S. Civil Service Commission is receiving applications for seven new posts with federal agencies, most of them near New York City.

The commission is seeking dental hygienists, physical therapy assistants, fabric workers, microphotographers, x-ray film processors, maintenance mechanics and air-conditioning equipment mechanics.

There are no qualifying examinations for any of the jobs and one of them, dental hygienist, has no experience requirements. The others only require training and experience "of sufficient scope to" do the job. There is at least one opening in each title. Salaries in some of them are open.

Job applicants should contact the commission's New York City area office, 26 Federal Plaza, Manhattan.

SHORT TAKES

GOV'T REORGANIZATION

U.S. Civil Service Commission Chairman Alan K. Campbell and Budget Director Bert Lance today announced the leadership group and a plan of action for a Presidentially-mandated top to bottom study leading to reorganization of Federal personnel management.

HIGHER SOC. SECURITY TAXES

Haeworth Robertson, chief actuary for the Social Security Administration, predicted Americans will shortly be paying higher social security taxes and the federal government will meet an increasing share of the individual's total "economic security needs." Robertson made his predictions at the Washington Legislative Update conference sponsored by the International Foundation of Employee Benefit Plans.

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Mental Hygiene Letter Campaign

(Continued from Page 1)
 giene positions are slated for elimination. He said the union must be strong on alternate proposals which will improve services while maintaining jobs.

In addition to the letter writing, Dr. Cohen and other mental hygiene workers are meeting with legislators, including Assembly Mental Hygiene Committee head Elizabeth Connelly (D-Richmond), to explain the views of the CSEA on deinstitutionalization and to offer alternatives.



DR. JIM COHEN

Sign CSEA-State Contract

(Continued from Page 1)
 nical Services Unit will receive 5 percent or \$500 minimum increases retroactive to April 1; 4 percent or \$400 minimum on October 1, 1977, and 5 percent or \$500 minimum on April 1, 1978. The contracts, providing more than \$225 million in salary increases over the two years, reached tentative agreement on April 17, just hours before CSEA members were scheduled to go out on strike the morning of April 18. The pacts were settled at the conclusion of a marathon

15-hour bargaining session on April 17 that represented a last ditch, all-out effort to avoid the threatened strike.

The State Legislature is expected to act rapidly to approve a bill providing for the salary increases, and the State has indicated it is prepared to immediately implement the mechanics of paying the retroactive increases, and it is expected that employees will receive that retroactive increase within the next one to two paychecks.

Probation Head States Views

ALBANY—The following is an interview conducted by Nels Carlson, coordinator of the Civil Service Employees Assn. statewide probation committee, with the state's acting director of the division of probation, Thomas J. Callanan. Mr. Carlson sought to clarify for probation employees, and the public in general, the provisions and effects of proposed legislation permitting the state to take over probation services from the counties.

CSEA's statewide probation committee has voted to support the Governor's program bill, which would allow the state to take over the responsibility of delivering probation services. How does the division stand on this bill?

We think it's a good piece of legislation. We also give it our fullest support.

Some of our CSEA members who are probation officers currently working for the various counties are afraid that the bill would result in their getting laid off or transferred to another part of the state. Can you comment on this?

Yes. Every study and estimate indicates that, under a centralized, state-run program, proba-

tion employees will increase in numbers greatly over the next decade. Caseloads are going up every day, so it doesn't appear possible that there will be any reduction in number of employees in probation work. Also, if the bill passes, and we hope it does, probation employees must still provide intake, investigative and supervision services. That will never change. And right now,

these employees are stationed either in the county courthouses themselves, or right nearby, which is the most logical place for people who are providing these services. So we can't see any transfers of these employees out of their own places of work—much less outside their own counties—as a result of this proposed law taking effect.

(To Be Con't Next Week)

Voting Deadline

(Continued from Page 1)
 their union should be run and who runs it, and this is that chance to express it," he said.

A spirited 3-way race involving president Theodore C. Wenzl, executive vice-president William

McGowan, and long-time union activist Kenneth Cadieux from Long Island highlights the statewide races, which include also hot races for the executive vice-president, treasurer and secretary positions.

TYPICAL BALLOT (FOR LONG ISLAND REGION I ONLY)

C. S. E. A. OFFICIAL BALLOT 1977	
STATEWIDE OFFICERS - VOTE FOR ONE PER OFFICE	
President	Exec. Vice Pres.
KENNETH CADIEUX <input type="checkbox"/>	A. VICTOR COSTA <input type="checkbox"/>
WILLIAM L. MCGOWAN <input type="checkbox"/>	THOMAS McDONOUGH <input type="checkbox"/>
THEODORE C. WENZL <input type="checkbox"/>	JOSEPH LAZARONY <input type="checkbox"/>
WRITE IN <input type="checkbox"/>	WRITE IN <input type="checkbox"/>
Secretary	Treasurer
IRENE CARR <input type="checkbox"/>	JACK GALLAGHER <input type="checkbox"/>
JUDITH BURGESS <input type="checkbox"/>	JOHN HAYDEN <input type="checkbox"/>
WRITE IN <input type="checkbox"/>	WRITE IN <input type="checkbox"/>
REGION 1 OFFICERS	
President	1st Vice President
IRVING FLAUMENBAUM <input type="checkbox"/>	JAMES CORBIN <input type="checkbox"/>
FRANK SEMINARA <input type="checkbox"/>	AL VARACCHI <input type="checkbox"/>
WRITE IN <input type="checkbox"/>	WRITE IN <input type="checkbox"/>
2nd Vice President	Secretary
NICK ABBATIello <input type="checkbox"/>	DOROTHY GOETZ <input type="checkbox"/>
GREG SZURNICKI <input type="checkbox"/>	CAROL CRAIG <input type="checkbox"/>
	SYLVIA WEINSTOCK <input type="checkbox"/>
WRITE IN <input type="checkbox"/>	WRITE IN <input type="checkbox"/>
3rd Vice President	Treasurer
RUTH BRAVERMAN <input type="checkbox"/>	SAM PISCITELLI <input type="checkbox"/>
ROBERT CONLON <input type="checkbox"/>	LIBBY LORIO <input type="checkbox"/>
BEN GUMIN <input type="checkbox"/>	
WRITE IN <input type="checkbox"/>	WRITE IN <input type="checkbox"/>
4th Vice President	GROUP CODE
PETER HIGGERSON <input type="checkbox"/>	"1"
ALEX BOZZA <input type="checkbox"/>	
DUDLEY KINSLEY <input type="checkbox"/>	
WRITE IN <input type="checkbox"/>	

Local Presidents Charged

(Continued from Page 1)
 with the following offenses: failure to support a policy mandated by CSEA delegates; failure to direct locals in compliance with the mandate; violating elected trust by failing to represent members at meetings called by the regional president during April; using the office of president of a CSEA local to promote personal viewpoints; encouraging the membership to ignore the mandates of the delegates, violating the model constitution by failing to submit recommendations with respect to local policy to the executive officers of the Association.

Mr. Olson, in an interview with The Leader, pointed out

that the people charged—whose names have been made public—are all from small locals. He speculated that the other five people charged may also be from small locals.

"The legal expense required by this action is great. Perhaps it was thought that a small local might not be able to afford it."

Mr. Olson also speculated if the action against the local presidents was not an attempt to test the constitutionality of a regional president exercising this power. Before constitutional revisions passed by the delegates at the statewide convention in March, only local members had the right to bring a local president up on charges.

"If the constitutionality is validated," Mr. Olson said, "The next person against whom charges are brought may hold a higher office than local president."

Political motivation was also charged by Mr. Olson, who stated in an interview with the Times-Record that he found the situation "ironic," since he supports one of Mr. McDermott's opponents, Howard Cropsey, for regional president.

Mr. McDermott responded to both charges by saying that no personalities were concerned. Charges were brought against people based on issues involved, and without regard for whom the people were backing politically.

"It's strictly an internal matter of the region," he said. "The only motivation was that eight local presidents did not conduct themselves in the best interest of the Association. There was certainly no political reason for the action. The timing should make that obvious. Ballots went out May 19, but the charges were made before that."

Mr. Olson has petitioned Mr. McDermott for a "bill of particulars," documenting the charges specifically with time and place notations.

Mr. Kahn told the Times-Record the charges are "ridiculous, especially in light of the situation of our chapter. We're all lawyers here, and if we had gone on strike we would have been subject to greater penalties (in addition to those mandated by the state's Taylor Law) than anyone else."

Also denying the charges, Mr. Wright told the Times-Record that he and others questioned whether or not the rank-and-file truly wanted a strike.

"But in no way," he added, "did we not support the negotiating teams."

CSEA calendar

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

JUNE

- 8—Suffolk County Area Retirees Local installation of officers meeting: 1 p.m., State Office Building, Hauppauge.
- 10-12—Central Region V conference: Holiday Inn, Cortland.
- 11—Lewis County Local installation of officers dinner-dance: 6:30 p.m., Pepper Mill Restaurant, Lowville.
- 13—Adirondack Committee, Capital Region IV, Meet the Candidates Night.
- 17—Broome County unit installation dinner-dance: 6 p.m., St. John's Memorial Center, St. John's Parkway, Johnson City.
- 19-21—County Division Workshop: Granit Hotel, Kerhonkson.
- 21—Hudson River Psychiatric Center Local 410 regular meeting: 8 p.m., Cheney Conference Room, Poughkeepsie.
- 21—Ballots for statewide officers and State Executive Committee due back: 6 p.m. deadline.
- 21—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.
- 22—Rochester Retirees Local annual meeting and installation of officers: 1:30 p.m., Monroe County Cooperative Extension Assn.
- 24—Hudson River Psychiatric Center Local 410 installation of officers dinner: Holiday Inn, Fishkill.
- 25—Buffalo Local 003 installation dinner-dance: 7 p.m., John's Flaming Hearth, Lackawanna.

Install Officers Of Manpower Local

NEW YORK CITY—Officers of the Civil Service Employees Assn.'s Metropolitan Manpower Services Local 350 will be installed June 13 at Miller's Restaurant, 233 Broadway.

William DeMartino has been re-elected president, and will be

sworn in with other officers: first vice-president Ralph Fabiano, second vice-president Thomas B. Perlman, third vice-president Connie Minardi, fourth vice-president Martin Sherman, fifth vice-president I. R. Dieci-due, secretary Celeste Asbury and treasurer Carl Laurino.

CSEA Affiliation Goal In Wyoming

PERRY—Blue-collar employees of this Wyoming County village have petitioned the Village Board to recognize the Civil Service Employees Assn. as their bargaining unit.

Spokesman Roger Bauer said 14 employees signed membership cards, including workers in the

Department of Public Works and the village's sewage and water treatment plants.

The superintendent of parks, his deputy, policemen, a fire-truck driver and fire dispatcher were the only employees excluded from the petition, Mr. Bauer said.

Disabled Vets To Train For Fed Positions

Guidelines have been issued by the U.S. Civil Service Commission for utilizing federal facilities to provide work experience for disabled veterans and for their employment after the training.

"Unemployment among veterans is high, and among disabled veterans it is acute," said CSC Chairman Alan K. Campbell. "I strongly urge federal managers to use these procedures as a means to help disabled veterans to become qualified for gainful employment."

The Veterans' Education and Employment Assistance Act of 1976, removes a restriction in the Fair Labor Standards Act which prohibited unpaid work in federal agencies, and permits unpaid training of certain disabled

veterans in these installations under the Veterans Administration vocational rehabilitation program. The measure also allows agencies to make noncompetitive appointment of veterans to positions for which they are trained.

Participating veterans are considered federal employees for purposes of compensation for work injuries.

The commission is encouraging agencies to make full use of disabled veterans, even agencies not expected to be able to offer jobs.

Significant highlights of the commission guidelines are:

- Agencies interested in making unpaid training and work experience available to disabled veterans should contact a counseling psychologist at the coun-

selling and rehabilitation section of their local VA office for assistance in establishing a host-

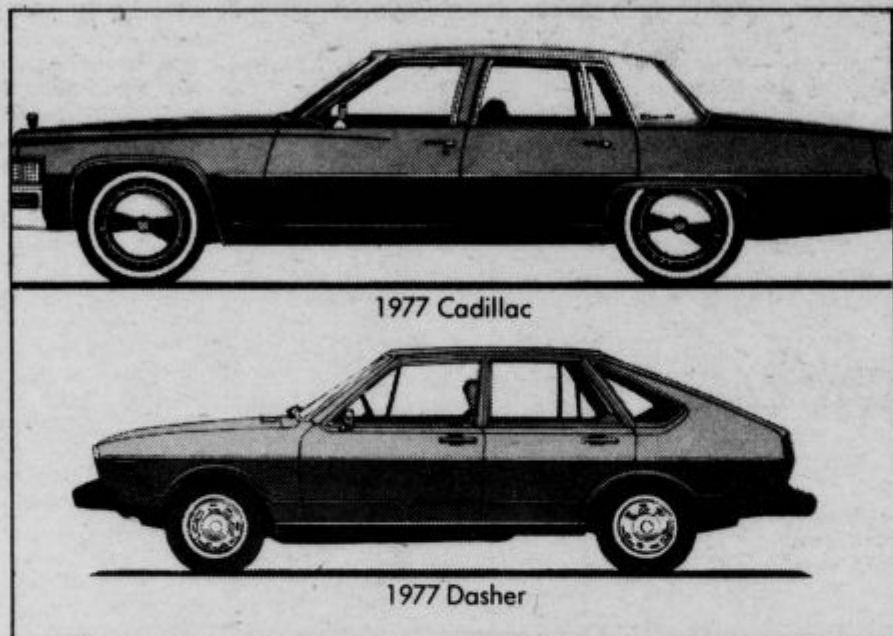
enrollee program.
• When a disabled veteran is enrolled for training on an un-

paid basis, an agreement form, furnished by the VA, is signed
(Continued on Page 11)



VICTORY IN ROCKLAND

Unity is demonstrated by Civil Service Employees Assn. leaders as they celebrate CSEA victory in vote to continue the union as bargaining representative for Rockland County employees. From left are County unit president Patsy Spicci, Rockland Local 844 president and Southern Region III first vice-president John Mauro, CSEA president Theodore C. Wenzl and County unit vice-president Ray Zerbarini. The CSEA win over the Service Employees International Union was the tenth one in the past three years in the CSEA's Southern Region, which encompasses the seven-county area that includes the mid-Hudson and Catskill districts.



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Federal Job Calendar

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

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

Agriculture

Title	Salary Grade	Exam No.
Food Inspector	GS-5	CH-6-05

Engineering And Scientific

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

General

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

Stenography And Typing

Secretaries, Options I, II, III	GS-5, 6	NY-5-04
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Medical

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

Military

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

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



ED CLEARY
"... willing to work"



IRVING FLAUMENBAUM
"... no strike"

CSEA Fights For Bay Shore Workers Fined In Protest

HAUPPAUGE — The Civil Service Employees Assn. vowed last week to fight "to the Supreme Court of the United States if necessary" to force the state to reimburse employees from the Bay Shore employment office who were fined two days pay for refusing to work last February in a state building that lacked a certificate of occupancy.

The two days pay was deducted from the paychecks of 45 employees because the State Office of Employee Relations decided that the employees engaged in an illegal strike under the Taylor Law.

CSEA leaders, however, vigorously disputed the state, "The state is simply dishonest. A strike never happened. This is nothing more than punishment without trial. Where does the Office of Employee Relations think they are—in Russia?" said Irving Flaumenbaum, Region I president. "The CSEA will take this to the Supreme Court if necessary," he added.

"The people did not strike. . . They just did not want to work under adverse conditions, which threatened their health. They went to work and were waiting to work in the building if the state would produce the certificate of occupancy they promised," said Ed Cleary, field supervisor for the Long Island Region.

Employees have filed affidavits disputing the claim and are thus entitled to a hearing on the matter, said a spokesman for the Office of Employees Relations. If the hearing is decided in their favor—employees' wages will be reimbursed. Under state law, however, deductions must be made within 90 days after a ruling is made, even if a hearing has not been held. The ruling was made on Feb. 25.

"It is disgusting this type of behavior from a state agency. But it shows the arrogance of the state in assuming people guilty without a hearing. They have been stalling on the hearing because they know there is no way they can win. How do you defend ordering people into a fire trap, a building that local government refuses to certify as safe for human occupancy?" Mr. Flaumenbaum asked.

On Feb. 7, employees refused to enter an office at 19 E. Main St. because it lacked a certificate of occupancy from the town of Islip, had inadequate sanitary facilities, and had only two entrance doors for the approximately 13,000 people who used the building each day. Instead, employees reported to work next door at the labor department headquarters and worked on claims and paper work.

However, 23 employees, all temporary or part-timers, were fired after 3 p.m. that day by Frank Zegers, the office acting manager, who was following the orders of the Labor Department executives in Albany and New York City. The next day, the state hired back the employees saying that it was unfair to treat temporary employees differently

(Continued on Page 11)

Acute Lifeguard Shortage On LI

There is an acute shortage of certified ocean lifeguards in towns, villages and private beaches on Eastern Long Island, say Suffolk County officials.

To meet the need the county Department of Civil Service has scheduled a special ocean lifeguard test for June 11, at 10:30 a.m. at Ponquogue Beach, Southampton.

For applications and information, call 979-2261.

Pending CSEA Legislation Outline

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

A—Assembly; S—Senate; *—bills initiated by the CSEA.

BILL AND SPONSOR	SUMMARY OF PROVISIONS	STATUS	CSEA POSITION
A.802, Greco* S.5370, Flynn, multi-sponsored	This is the Agency Shop bill; it would require all non-members represented by a union to contribute an amount equivalent to the dues to the recognized certified labor organization.	Passed Assembly, sent to S. Civ. Service Comm.	FAVOR
A.2212, Greco*	This bill would provide for final offer evaluation as a means of resolving disputes in negotiations.	A. Gov. Employees Com.	FAVOR
S.11, Anderson, multi-sponsored A.3322, Calogero, multi-sponsored	This bill would allow PERB to enforce the terms of a negotiated agreement.	A. Gov. Employees Com. S. 3rd Rdg.	FAVOR
S.918, Flynn A.1336, Greco*	This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to more retirees.	A. Gov. Employees Com. S. Civil Service Com., 2-7-77 reported to Senate Finance Committee.	FAVOR
S.1275, Knorr, multi-sponsored A.1584, De Salvo, multi-sponsored	This would entitle Veterans of WW II and Korea Conflict to obtain retirement credit if they were honorary discharged veterans and residents of N.Y. State at time of entry into service.	S. Codes Committee A. Gov. Operations Com.	FAVOR
S.2434, Schermerhorn A.2528, DeToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	S. Civil Service Com. A. 3rd Rdg.	FAVOR
A.781A, Landes*	This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.	A. 2/14 passed. S. 2/15 Civ. Service Comm.	FAVOR
S.787, Bolison A.1058, Betros	Increase to \$4,800 the maximum amount a retiree may earn in job services during the year without a loss of retirement benefits.	S. Civil Service Com. A. Gov. Employees Com.	FAVOR
S.813, B. Smith A.1088, Flanagan*	If the voters of a school district neglect or refuse to approve expenses for school cafeteria programs or services, the Board of Education may levy a tax to provide for same.	A. Education Com. S. Education Com.	FAVOR
S.2985, Garcia A.4042, Cochrane	The Bill would extend representation rights to employees of the Div. of Military & Naval Affairs.	S. Civ. Service Com. A. Gov. Employees Com.	FAVOR
S.2901, Flynn	This would extend the current \$2,000 survivors' benefit for employees who retired prior to 1966.	S. Civ. Service Com.	FAVOR
A.1412, Field S.1131, Nolan	If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PERB as well as a fine not to exceed \$1,000 per occurrence which shall be paid to the employee organization.	A. Gov. Employees Com. Sen. Civ. Serv. Comm.	FAVOR
A.2929, DeToro	8 percent interest be paid by public employer as part of arbitration award in regard to a retroactive salary or wage benefit.	W. & M. Comm.	FAVOR
S.2459, Eckert A.3196, Hanna, multi, Nagle	This bill excludes from Taylor Law coverage, employees designated as supervisory; defines supervisor down to the level of a person having the responsibility to direct employees or effectively recommend the adjustment of grievances.	S. 3/30 Amend. and recom. to Comm. S.2459-A. A. 3/30 Same as above. A3196-A.	OPPOSE
A.81, Greco, multi. S.19, Schermerhorn, multi.	This increases to \$3,000 the maximum amount a retired person may earn in a public service position without loss of retired allowance.	Signed into law.	FAVOR
S.2567, Schermerhorn	Eligibility for preferred list reinstatement shall be for a maximum period of 5 years from the date of separation or demotion.	S. Civ. Serv. Comm.	FAVOR
S.2574, Schermerhorn A.3645, Marchiselli	This bill provides a retired person may earn in public service an amount equal to the amount stipulated by the Social Security Act that can be earned with loss of benefit.	S. Civ. Serv. Comm. A. 3/31 Rept. and ref. to W&M Comm.	FAVOR
S.2580, Schermerhorn A.3527, McInerney	This bill allows employees who were on the payroll on or before June 30, '76 and who for reasons not ascribable to their own negligence, did not become a member of the Retirement System before July 1, '76 to file written request with Comptroller before December 31, '77 for membership in the Tier II System.	S. Civ. Serv. Comm. A. 3/13 Rept. Ref. to W&M Comm.	FAVOR
S.2840, Flynn, multi. A.3899, Nichols, multi.	This bill would amend Section 243 of the Military Law regarding crediting of military service for the purpose of retirement and for additional credit in competitive examinations, to include in the definition of Veteran a member of the Armed Forces who served on active duty for at least 181 consecutive days.	S. 3/28 amend & recom., 2840-A. A. 3/28 amend & recom., 3899-A.	FAVOR
A.2308, Nine multi sponsors S.3082, Flynn	When person with lower rating on eligible list has been appointed to a position, the employee who was passed over may request and receive from the Appointing Officer, the appropriate reasons.	3/9 passed — A S. Civ. Serv. Com.	FAVOR
S.126, B. Smith A.140, Posner S.1980 Tauriello	Authorizes probation officer who has reason to believe a warrant exists for probationer, to take him into custody. Declares it a public policy of the State to prohibit the use of professional strike breakers.	2/7 Passed. Referred to Ass'y Codes Committee. 1/17 Passed — A 1/18 Labor Com. — S	FAVOR
S.1337, Budget Bill A.1637, Budget Bill	Consolidates PERB & SLRB* Changes designation to State Employment relations board.* Administration of labor practices in both private & public sectors.	S. Fin. Com. A. W & M Comm.	OPPOSE
S.1612, Padavan, multi. A.2017, Esposito, multi.	Any honorably discharged veteran shall be eligible for pension credit for time spent in service.	S. Civ. Service Com. A. Gov. Emp. Com.	FAVOR
S.2069, Marchi	If PERB or a Court finds that acts of extreme provocation were committed by an employer, employees determined to have been on strike shall have status restored and probation terminated with any payroll deduction to be restored.	S. Civ. Service Com.	FAVOR
S.3409, Schermerhorn	In the event of an impasse, contract provisions shall continue.	S. Rept. out Civ. Service Com.	FAVOR
S.3610, Schermerhorn	Amends 61-A of the Retirement and Social Security Law to allow payment of interest on death benefits.	S. Finance Com.	FAVOR
S.26363-A Rules Comm. A.3737 Mc Inerney.	This bill allows for the negotiability of retirement benefits for local governments through June 30, 1978.	Signed into Law.	FAVOR

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FRIDAY, JUNE 10, 1977

Start The Habit Now

BALLOTING for the Civil Service Employees Assn. biennial election of officers at the statewide and regional levels is not over yet, even though it may seem so to some people who voted nearly a month ago.

CSEA's quarter-million members still have until June 21 to get their ballots returned to the Latham Post Office in time to be counted.

And be sure they include the proper identification on the outside of the envelope to show that the vote is being cast by a bona-fide member of the union. In the last election, several thousand ballots had to be discarded, because voters forgot the outer-envelope information. (These envelopes are separated from the inner envelopes containing the ballots so no one can tell for whom an individual casts his or her vote.)

For those persons who wonder why the election takes so long: The answer is simple. The union, in its efforts to make sure that each qualified voter has the opportunity to vote, has provided leeway for lost ballots. If, within a reasonable time, a member realizes that he or she has not received the ballot, there is still time to notify the election agency, receive the replacement ballot and cast it in time to be counted.

So far, despite intense campaigning by the candidates, the return has been disappointingly low in the balloting for statewide officers, State Executive Committee members and regional officers.

At the same time, most of the union's hundreds of chapters are also engaged in the election of their local leaders. Results from many of these are already known, and the "upsets" thus far promise some of the shakeups that took place two years ago at the local level.

Whatever voters may think of individual statewide and regional candidates, there is not a scoundrel among them, and most of them have devoted more time and energy on behalf of the membership than most union rank-and-file members can begin to imagine.

A low voter turnout can only weaken the position of the elected leaders, whoever they may be.

If you truly want a representative union, the first step is to vote. It would also help if you have been paying attention to the actions of the past two years, and not merely bellyache during the campaign that you don't know enough about the candidates to make a choice.

Start now, and get in the habit for future elections.
(M.O.B.)

Your Social Security

Q. Someone told me my 40-year-old son, who has been mentally retarded since birth, can get social security benefits on my record when I retire in a few months. Isn't he too old to qualify?

A. An unmarried son or daughter of any age who became disabled before age 22 can get monthly benefits on the record

of a parent who is eligible for social security retirement or disability check, or who has died after working long enough in jobs covered by social security. You also ought to see if your son is eligible for supplemental security income (SSI) checks now. The SSI program helps the needy aged, blind and disabled who have little or no income and resources.

Don't Repeat This!

(Continued from Page 1)

acting affirmatively on the Agency Shop bill. This proposal, which has for some years been sponsored by the Civil Service Employees Assn., would require non-members of unions to contribute to their bargaining agent an amount equivalent in dues, to offset costs incurred in bargaining collectively for all employees within a bargaining unit, whether or not they are CSEA members.

What makes action imperative at this time is a decision handed down by the United States Supreme Court on May 23, in the case of *Abood v. Detroit Board of Education*, which held valid a Michigan statute providing for the agency shop. What is particularly interesting about the Supreme Court decision is that while four separate opinions were handed down, all nine Justices agreed upon the validity of the statute.

The unanimity of the court on this issue should make possible an affirmative vote on the part of those legislators who were reluctant to do so because of misgivings concerning the constitutionality of such legislation.

Great Responsibilities

In writing the principal opinion for the court, Justice Potter Stewart pointed out: "The designation of a union as exclusive representative carried with it great responsibilities. The task of negotiating and administering a collective bargaining agreement and representing the interests of employees in settling disputes and processing grievances are continuing and difficult ones. They often entail expenditures of much time and money. The services of lawyers, expert negotiators, economists and a research staff, as well as general administrative personnel, may be required. Moreover, in carrying out these duties, the union is obliged fairly and equitably to represent all employees, union and non-union, within the relevant unit."

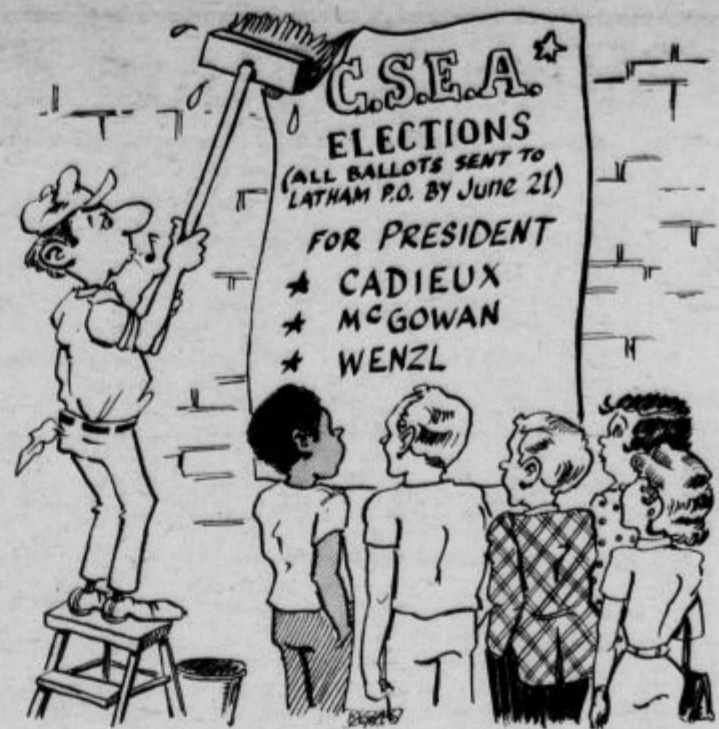
An agency shop arrangement, Justice Stewart continued, "distributes fairly the cost of these activities among those who benefit, and it counteracts the incentive that employees might otherwise have to become 'free riders'—to refuse to contribute to the union while obtaining benefits of union representation that necessarily accrue to all employees."

It must be noted that the views expressed by Justice Stewart in behalf of the court in large measure echo the position taken by Dr. Theodore Wenzl, CSEA president, and by CSEA officers, directors and members. It should be a source of gratification to all of the CSEA that the Supreme Court has wholeheartedly subscribed to its long-standing position.

Right to Criticize

In upholding the validity of the Michigan agency shop statute, the Supreme Court rejected arguments of protesting non-organization members that the statute violated their First Amendment freedom of association and speech. The court pointed out that non-members, as well as members, retained the right to criticize organization policies and performance. The court further pointed out that those non-members who were

(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.

Discretionary Powers

Section 52(1) of the Civil Service Law enunciates the basic principle that as a general rule promotions in competitive class positions are to be made from among persons holding lower grade positions in the direct line of promotion as determined by the Department of Civil Service, and that if the department decides it is in the best interests of the public to do so, the department may open the promotional field to persons in lower grade positions in collateral or related lines of promotions as determined by the Civil Service Department. The court cases interpreting Section 52 uphold the exercise of broad discretionary powers by the Civil Service Department.

In a recent Court of Appeals case, it was stated that "the commission's fixing of the minimum requirements for admission to an examination is not to be interfered with by the courts if any fair argument can be made to sustain its action . . . even though they may differ from the commission as to its advisability." Section 52(6) of the Civil Service Law opens the transfer and promotion field in administrative positions to collateral lines.

The papers before the lower court clearly indicated that the Civil Service Department made a "fair argument" to sustain its action. However, the lower court held that the Civil Service Department improperly denied the petitioners the right to take certain examinations. The Appellate Division, Third Department, reversed on the law and dismissed the petition. *Miles v. Bahou*, 390 N.Y.S. 2d 224 (3d Dept. 1976).

A DEPUTY SHERIFF was discharged for violation of a rule against drinking on duty and requiring a deputy give a telephone number where he can be reached when "out of service." The deputy sheriff commenced an Article 78 proceeding to review his discharge by Erie County. It was charged that petitioner violated the rules of the county sheriff's department in that while on road patrol, petitioner went out of service to engage in a "private business matter" and refused to tell a communications clerk where he was or how he could be contacted. It was further charged that while petitioner was "out of service," but still in uniform, he drank alcoholic beverages in a bar and later fell asleep in his vehicle while on duty.

The petitioner claimed the record did not contain substantial evidence to support the findings of the hearing officer. He further contended that he was denied due process because the rules against drinking on duty and giving a number where he could be reached when "out of service" were not written rules and were subject to change at the whim of the sheriff's department. The court found no merit to either of the petitioner's contentions, especially since it was conceded that the rules were well known by all the deputy sheriffs and were understood by the petitioner. The dismissal was unanimously upheld. Application of *Suchocki v. Amico*, 390 NYS 2D 286 (Appellate Division 4th Dept.).

(Continued on Page 7)

What's Your Opinion

BY PAMELA CRAIG
QUESTION

Do you think that non-union workers should be required to pay union dues?

THE PLACE

Division of Housing and
Community Renewal, Manhattan

OPINIONS

Walter Genesis, architectural specifications writer:



"Yes, I strongly feel that non-union workers should be required to pay union dues. I feel it is unfair for the non-member to receive the same benefits as the dues-paying member. The dues-paying members pay for the negotiated benefits and salary increases obtained from the state. All increases are worked and paid for and it's unfair for the un-

involved to reap the benefits. I do not feel, however, that non-members should be required to contribute to any political action on the part of the union."

Mike Harmel, accountant: "No, I do not. I feel



that the union has not justified itself to the body of state workers. I feel at this time no obligation to support the bargaining agent, that is, the CSEA. On the basis of past bargaining with the state, the contract recently negotiated illustrates my definite concern for the state civil servant. The negotiated contract eliminates the incentive to take the promotional exams and it destroys the incentive to come into civil service, because all new state employees are hired at the 1974 pay scale."

Debbie Miller, senior steno: "Yes, I feel that



non-union workers should be required to pay union dues. The union members put their heads in a noose every year when they negotiate for salary increases and increments, shouldering the entire burden. It is not fair for non-members to reap those benefits attained through the sweat and toll of others. The Agency Shop bill must be passed and the burden should be shared by all who care to reap the rewards of a labor union."

Hugo Ford, librarian: "Definitely. I don't be-



lieve that the paying membership should subsidize the non-paying employees so they can receive the same, full benefits. When everybody contributes, there is a sense of well-being, a sense of participation and security. I am dismayed by the attitude of those who sit back and say 'I'll get the same benefits as you without doing anything.' I find the attitude to

be negative toward the union, as well as toward the general work ethic. Nowadays, everybody feels entitled to be subsidized."

Thomas DiNatale, assistant architect: "I feel that



as long as the Taylor Law has ruled that the CSEA must service these persons for grievances and they receive the same increases, it is only proper that they pay for the services. It is fine if one chooses not to join the union but, with the choice, they should not be allowed to receive the negotiated raises and benefits. The old saying 'don't reap my harvest'

applies here. Those who choose not to reap, choose not to sow."

Leanore Payne, housing management representa-



tive: "No, I do not feel that non-union workers should be required to pay union dues. I do sympathize with those who must pay for the benefits of those who choose not to join the union, but I have never really liked the element of coercion, when there is no choice, whether to pay or not. Basically, the union should do a better job of selling the union, then there would be voluntary enlistment and no need for an Agency Shop bill."

RETIREMENT NEWS & FACTS

By A. L. PETERS

Drowning In Paperwork

For two years, businessmen have been frustrated with the paperwork involved in filing under the new ERISA Pension Reporting System.

Finally, the last extended day for getting in the figures passed, and all those who could filed their voluminous reports. Those who could not dropped their pension plans because of the paperwork.

Now comes a report from Washington that these annual pension reports which began arriving last December were stacked in cardboard boxes. Many are disbursed outside Washington to computerized firms. More than 600,000 pension plans were filed, overwhelming a staff of 15 permanent and 15 temporary employees who have to file and examine them.

...

The pension program has been singled out as one of the worst sources of paperwork problems. A new commission on federal paperwork has made a number of recommendations to IRS and the Department of Labor designed to eliminate duplication and complications.

...

Two proposals to outlaw mandatory retirement in both public and the private sectors are before the House Select Committee on Aging headed by 76-year-old Rep. Claude Pepper, (D-Fla.). He, himself, doesn't intend to retire soon. The measure is HR65, the Age Discrimination in Employment Act. There is still some opposition in labor circles. Many unions support mandatory retirement and have included this in collective bargaining agreements. They fear elimination of mandatory retirement would hurt younger workers who make up the largest portion of the unemployed.

Everybody is sympathetic to the financial and psychological problems of older workers but the basic problem is, of course, retirement income.

...

In its first year of availability—1975—almost 1.3 million IRA accounts were started. The average contribution was \$1,102. However, 37 IRAs were set up for those who reported adjusted gross income over \$1 million, and 174 were set up by persons who reported over \$400,000.

...

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

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

(Continued from Last Week)

Corcoran, Walter East Rockaway
County, Edward Northport
Craw, Ernest J Fayetteville
Crysler, Charles F. Portageville

Cumming, Ian M. New York
Cusick, Kenneth Almonson, N.J.
Davis, Rebecca Newark, N.J.
Dean, Linda L Odessa
Debsam, Thelma T White Plains
DiMarco, Charles S North Pelham
Dumas, Rita E Goshen
Dunn, John W Jamaica
Ender, Walter C Jr Hawthorne, N.J.
Farinella, Arthur J So Floral Park
Farnworth, Margaret Gainesville, Fla
Ferraiolo, Domenick Rochester
Fischer, Madeline No. Bellmore
Flaherty, Linda R Altoona, Penn.
Fontana, John C Lockport
Foran, John F Jr Utica
Foreman, James C Syracuse
Freeman, Gladys Jersey City, N.J.
Freidenberg, Harry A Jr Buffalo
Furlani, Edward Queens
Garris, Arlington New York
Gennaro, Joseph Brooklyn
(Continued Next Week)

Civil Service Law & You

(Continued from Page 6)

The Appellate Division 4th Dept. has held that a provisional campus security officer could not have his appointment ripen into a permanent appointment. At the time the employee was provisionally appointed, he was fully aware that his appointment could not become permanent until such time as he passed a competitive examination, was appointed from the list and passed his probationary period. When the employee first applied to take the examination, his application was disapproved because of his failure to meet certain vision requirements. He was able to retain provisional status, however, because the eligible list was exhausted and the position remained open.

Petitioner again applied to take the examination and was approved on this occasion because he omitted certain information pertaining to his vision on the application. He passed the examination and was placed on the eligible list but failed the physical. It is clear, therefore, that at no time was petitioner eligible for an appointment as campus security officer as required by Section 65(4) of the Civil Service Law. Furthermore, the court said, the vision requirement of 20/30 and 20/40 without corrective lenses was not arbitrary and capricious since the employer has wide discretion in developing hiring standards and related tests, especially when the standard bears a rational relationship to the job. *Mierzwa v. Genesee County Civil Service Commission*, 290 N.Y.S. 2D 287.

Don't Repeat This!

(Continued from Page 6)
opposed to collective bargaining in the public sector retained the right to express those views.

What non-members did not have the right to do is to accept the full benefits of collective bargaining, while refusing to bear their share of collective bargaining costs.

Clearly this is the policy that should be adopted by the State Legislature.

LETTERS TO THE EDITOR

Hebrew Name

Editor, The Leader:

I enjoy reading about the activities of the various fraternal organizations of the uniformed services.

I have noticed that the group of Jewish policemen is known as "The Shomrim Society" and the group of Jewish firemen is called

"The Ner Tomid Society." Why is it then that the group of Jewish sanitationmen call themselves simply the "Hebrew Spiritual Society?"

I suggest the Jewish sanitationmen adopt a Hebrew name for their society, as have their friends in the police and fire departments.

In an answer to my written request to the Hebrew Language Academy in Jerusalem, Israel, they suggested the following names for the Jewish sanitationmen: Taruah (sanitation), Zohar (bright light), and Tohar (purity).

I feel that any of the above names would be appropriate for those who try hard to make New York City a cleaner, brighter and better place to live in.

HARVEY HOROWITZ
New York City

Taylor Law Scare

Editor, The Leader:

Each time the possibility of a strike approaches, the civil service worker becomes concerned about the recriminations possible

under provisions of the Taylor Law. It has become obvious to me that few people know just what provisions can be brought to bear. There is much fear and uncertainty.

I have enclosed three handouts distributed by management to employees which I am certain are quotations out of context to strike fear and doubt in the employee's mind. Some of the language and premises are outrageous.

You can render a much needed service to the civil service employee by running a series of articles explaining in what manner the Taylor Law can be brought to bear and debunk false conceptions. Give us the information that will enable us to act in an intelligent manner.

ALFRED WEINBERG
Central Islip

EDITOR'S NOTE: Prior to the scheduled strike deadline, in the April 15 issue of "The Leader," there was a detailed list of questions and answers related to the strike. Most of this information concerned the Taylor Law.

LETTERS POLICY

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



"Shake hands and come out fighting," says former Central Conference president Floyd Peashey, center, of SUC at Oswego Local 611, as he stands between challenger James Moore, left, of Utica Psychiatric Center Local 425, and incumbent president Richard Cleary, of Syracuse Local 013. In addition to the regional presidency, the winner also serves as one of the CSEA's six vice-presidents. Both Mr. Moore and Mr. Cleary have served as local presidents and as members of the statewide Board of Directors. Among other positions held, Mr. Moore is vice-chairman of the Mental Hygiene Presidents Council, vice-chairman of the State Executive Committee and former chairman of the Central Region State Workshop, while Mr. Cleary is a former chairman of the Special Transportation committee.



Central Region V executive vice-president is the office being sought by incumbent third vice-president Richard Grieco, of Jefferson Local 823, and by incumbent second vice-president Patricia Crandall, of SUC at Cortland Local 605. At right is statewide and regional secretary Irene Carr, of SUC at Oneonta Local 635, who is seeking re-election to the statewide post only.

Central Region V Meets Candidates

(From Leader Correspondent)

ITHACA—Discussion of contract negotiations with the state and a "meet the candidates" forum highlighted Central Region V's annual spring conference April 22-23 at Ithaca. The Tompkins County and the Willard Psychiatric Center locals hosted the meeting.

A contingent of Civil Service Employees Assn. staff from Albany, including Theodore Wenzl, statewide CSEA president; William McGowan, executive vice-president; Thomas McDonough, CSEA State Executive Committee chairman, and various Unit negotiating chairmen answered members' questions much of Friday night and at sessions Saturday.

At a County Workshop Saturday, presided over by Fran Miller, Jean Gray emphasized the importance of the CSEA educating its members to pass job exams.

She said that CSEA is now in-
(Continued on Page 14)



Incumbent regional first vice-president Dorothy Moses, left, of Willard PC Local 428, confers with her challengers in this year's election: Dale Dusharm, of SUC at Oswego Local 611, and Mary Battista, of Broome County Local 804.



Third vice-president is being contested by, from left, Sally Greco, left, of Onondaga County Local 834; Ralph Young, of Oneida County Local 833, and Bonnie Barber, of Tompkins County Local 855.



Seeking the office of regional secretary are Helen Hanlon, left, of Syracuse Local 013, and Anne Maywalt, of Broome County Educational Employees Local 866.



The treasurer's position will be decided in the election between Lois Toscano, left, of Upstate Medical Center Local 615, and Anna Mae Darby, of Utica PC Local 425.



CSEA president Theodore C. Wenzl responds to questions being asked by Anne Lilly, of Syracuse's television Channel 5 WTVH. Interview took place in lobby of Ithaca Holiday Inn as many of the regional delegates watched and listened while Dr. Wenzl explained details of the contract for state workers.



Presidents of host locals extend welcome to Central Region V delegates at Ithaca meeting. At microphone is Bob Lee, of Willard Psychiatric Center Local 428, while Claude Colleyacme, of Tomkins County Local 855, awaits his turn.



Some of those who attended regional activities are these members of co-host Tompkins Local 855 (who shared with Willard PC Local 428). From left in front row: Social Services section president John Wyrough, Health section's Cheryl Conover, local first vice-president James Morris, Jr., Marnie Kirchgessner, County unit secretary Roz Hunt. Second row: Hospital section negotiator Mary Shaw, Library section negotiator Doreen Hahner, Library section president Nadie Lee Morris. Third row: CSEA field representative George Sinko, local president Claude Colleyacme, Social Services' Marie Chase, Ithaca Administrative unit president Art Santora, local second vice-president Jim Hennerty, Greg Kirchgessner and Ithaca City unit past president Peter Jager.



Regional second vice-president candidate Beverly McDonald, of Willard PC Local 428, and Claire McGrath, of Syracuse Local 013, are attentive during business session. Ms. McDonald is running against Thomas Elhage, of Oswego Local 838.



On campaign trail, CSEA executive vice-president candidate Joseph Lazarony shares light moment with, from left, Central Region County Workshop treasurer Marsha Coppola, of Jefferson Local 823; regional treasurer Helene Callahan, of Syracuse Local 013, and Jody Percy, also of Jefferson.



State Executive Committee chairman Thomas McDonough campaigns to regain his former position as CSEA executive vice-president as he talks with Binghamton Local 002 treasurer Margaret Campoli.



Still nearly as active in Central Region V events as they were when they served their terms as Central Conference president are Helen Musto, left, president of Ithaca Area Retirees Local 905, and Florence Drew, secretary of Binghamton Retirees Local 902.



CSEA executive vice-president and presidential contender in current election, William McGowan, makes his views known during "Meet the Candidates" session. Central Region State Workshop secretary Jackie Burgess, of Binghamton Local 002, records minutes.



CSEA presidential contender Kenneth Cadieux, second from left, is joined by his wife, Geri, and CSEA vice-president Irving Flaumenbaum, right, as they look over campaign material with Onondaga Local 834's Gary Mandigo prior to "Meet the Candidates" program that started off the weekend Central Region V meeting Friday evening.

Latest State And County Eligible Lists

EXAM 35-979 SENIOR TYPIST Test Held Nov. 6, 1976 List Est. Feb. 14, 1977 (Continued from Last Week)	682 Diorio Angela J Commack74.6 683 Rizzo Linda L Buffalo74.6 684 Cottom Mary L Brockport74.6 685 Kirchner S E Horseheads74.6 686 Call Bonita M Schenectady74.6 687 Kolniak Barbara South Wales.....74.6	688 Rolfe Linda L Schenectady74.6 689 Cummings Mary E Schenectady 74.6 690 Herrick Mary A Albany74.6 691 Norton Margaret Albany74.6 692 Maloney Thelma Albany74.6 693 Duncan Shirley Troy74.6 694 Hoghe Aldene S Albany74.6 695 Walley Donna M Franklin74.5 696 Boldt Mary J Buffalo74.5 697 Williams Leslie New Paltz74.5 698 Ritzenhaler P Rochester74.5	699 Dowds Virginia Plainview74.5 700 Digaetano D A Oswego74.5 701 Schopen C Fishkill74.5 702 Daley Marcella Ossining74.5 703 Didsbury Wanda Walden74.5 704 White Helen Wading River74.5 705 Fox Marie B Cheektowaga74.4 706 Germain Eileen Albany74.4 707 Picciano Shelza Auburn74.4 708 Arquiza R B Brooklyn74.4 709 None	710 Choppy Anne J Voorheesvil74.4 711 Kozlowski C J Cheektowaga74.4 712 Trapani Mary L Ganestvoort74.4 713 Hoffis P R Castleton74.4 714 Spawa K L Albany74.4 715 Webler Kathy S Cey74.4 716 Peterson Rose M Schenectady74.4 717 Hopkins Kenmore74.4 718 Maines Alice S Binghamton74.4 719 Oyarijivbie B T Glenmont74.4 720 Letherland A B Syracuse74.4 721 Backmann Emily N Bellmore74.3 722 Young Joan Jamaica74.3 723 Blandino Helen Newark74.3 724 McGinnis Jean O Norfolk74.3 725 Schneider Joan Rochester74.3 726 Edison Beatie P Grahamsville.....74.3 727 Vanluyen L C N Syracuse74.2 728 Pinto Roesmarie Goshen74.2 729 Thompson Regina Cadyville74.2 730 Rood Linda J Plattsburgh74.1 731 Gadaleto D Highland74.1 732 Nuss Pamela S Cheektowaga74.1 733 Connelly Helen East Islip74.1 734 Vickery Sandra Spencerport74.0 735 Bedette Karen J Newark74.0 736 Kobuszewski M C Oneonta74.0 737 Holmes Dorothy Bronx74.0 738 Masten Patricia Albany74.0 739 Veitch Barbara Canton74.0	740 Miga Violet P New Hartford.....74.0 741 Chandler R Brooklyn73.9 742 Whaley Sarah M Fayettevil73.9 743 Null Rosemary E Saratoga Spgs 73.8 744 Nystoriak B A Watervliet73.8 745 Beeler Frances Albany73.7 746 Caldwell Joan M Morrisosvil73.7 747 Schwartz J M Rochester73.7 748 Decelle Doreen Mechanicvil73.7 749 Pawlik Eugenia Schenectady73.7 750 Adams Mabel P Delhi73.6 751 Wilson Nancy E Saratoga Spgs 73.6 752 Edelstein Molly Rochester73.6 753 Burrows Laura Syracuse73.6 754 Heath Vanessa Brooklyn73.6 755 Angellotti C L Oneonta73.6 756 Wolby Gladys M Spencerport 73.6 757 Degregorio N E Syracuse73.6 758 Holzer Marlene Albany73.6 759 Lyon Lucille J Yorktown Hts73.6 760 Rutkowski Anne Buffalo73.6 761 Drollette C J Saranac73.6 762 Muller Carolyn Hauppauge73.5 763 Douglas B R Brooklyn73.5 764 Lapine Susan J Oneonta73.5 765 Kopra Theresa M Buffalo73.5 766 Kaplan Reima L Albany73.5 767 Mathes Susan E Amityville73.5 768 Lynch Linda A Guilderland73.5
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Women To Hail Accomplishments

ALBANY—A New York Statewide Women's Conference will be held at the Empire State Plaza in the state capital July 8-10 to commemorate the accomplishments of American women during the past 200 years.

It is billed as a "major statewide meeting for all women, from all walks of life in New York State, to recognize their accomplishments, talents and importance in today's society."

Jean C. Gray, chairman of the Civil Service Employees Assn.'s affirmative action committee, urges CSEA's women members to turn out in number to insure that working women will have input into the meeting.

Ms. Gray has furnished The Leader with an explanation of the program's purpose and aims. The explanation follows:

"This meeting is expected to attract thousands of women of all ages and backgrounds from all areas of the state. Workshops, exhibits, and general meetings hosted by prominent women speakers from New York will be available for participation to all women. This is one of 56 meetings authorized by Congress to commemorate the contributions of American women and to

assess their role today and their prospects for the future. The culmination of this 3-day event will be the election of 88 delegates to represent New York State at the national convention to be held in Houston, Texas, in November of this year. Mary Burke Nicholas, Office of the Governor, chairs the New York Conference.

"The importance and significance of this conference cannot be overemphasized. Its goal is not just to recognize the outstanding women past and present, but also to develop better communication and appreciation between all women of diverse ethnic, economic, educational, cultural and political backgrounds, belief and life styles. A major aim of this meeting is to share problems faced by these women, exchange ideas for problem solving and to identify those problems common to all women, striving for solutions to those that prevent full participation in

today's society. It is hoped through this confrontation in group meetings and workshops, that recommendations will be developed and emerge to help destroy many of the barriers that do exist for women in society today.

"If you are interested in attending this historical event, contact your regional outreach director for your district, or write to the Albany Headquarters: 111 Washington Ave., 7th Floor, Albany, New York 12210, or phone (518) 472-3252."

REGIONAL OUTREACH DIRECTORS

REGION 1: Bronx, Kings, New York, Richmond.

Angela Cabrera
Office of the Governor
1350 Avenue of Americas
New York, N.Y. 10019
Tel: (212) 977-5740

REGION 2: Queens, Nassau, Suffolk.

Elaine Horowitz
45 Park Avenue
Merrick, N.Y. 11566
Tel: (516) 379-0173

REGION 3: Columbia, Greene, Albany, Rensselaer.

Ruth Swingle
111 Washington Avenue
Room 799
Albany, N.Y.

Tel: (518) 472-7025 (o)
(518) 785-9517 (h)

REGION 4: Schenectady, Saratoga, Fulton, Montgomery.

Eleanor Watrous
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Room 799
Albany, N.Y.

Tel: (518) 472-3252

REGION 5: Delaware, Schoharie, Otsego.

Gail Shaffer
Indian Rail Road
North Blenheim, N.Y. 12131
Tel: (518) 827-6353

REGION 6: Ulster, Sullivan, Orange.

Jane Chodaba
15 Louis Avenue
Saugerties, N.Y. 12477
Tel: (914) 246-8417

REGION 7: Rockland, Westchester, Putnam, Dutchess.

Michelle Ainsenberg
215 Trenor Place
New Rochelle, N.Y.
Tel: (914) 632-5889.

REGION 8: Cortland, Onondaga, Oneida, Oswego, Madison, Seneca, Herkimer, Cayuga.

Rowena "Rocky" Chaiton Malamud
201 Ambergate Road
De Witt, N.Y. 13124
Tel: (315) 446-6823

REGION 9: Clinton, Essex, Washington, Warren, Hamilton.

Louise Dunn
90 Bailey Avenue
Plattsburg, N.Y. 12901
Tel: (518) 561-1722
561-4430

REGION 10: Lewis, Jefferson, St. Lawrence, Franklin.

Arylne Katz,
33 Pleasant Street
Potsdam, N.Y. 13676
Tel: (315) 265-7624

REGION 11: Monroe, Yates, On-
(Continued on Page 11)

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More State Employees Win Suggestion Prizes

ALBANY—Sixteen state employees have won \$725 in cash awards in May for money-saving ideas submitted to the New York State Employee Suggestion Program.

The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions

State Aide's Son Wins Scholarship

ALBANY — The first annual Chancellor Joseph W. McGovern scholarship has been presented by the State Board of Regents to the son of a State Education Department employee.

The winner is Steven M. Wilson, son of Barbara Wilson, of Flushing. His mother is a rehabilitation counselor in the Queens office of Vocational Rehabilitation.

The \$250 scholarship was established by former chancellor McGovern in 1976 to honor the son or daughter of a department employee who is "by character, achievement, and financial need a worthy recipient."

This year's winner is a senior at Martin Van Buren High School, Queens Village. He has a three-year 94.96 percent grade average and ranks 12th in a class of 1,026.

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total more than \$4,300.

Award winners:

\$200—Shared jointly by Bruce R. Buchy, New York City, and Harriet Rosengarten, Jamaica, both disability examiners for the State Department of Social Services in New York City. They devised a simplified procedure for preparing medical information summaries which is saving at least \$2,000 a year in staff time.

\$100—Thomas J. Doyle, Troy, Department of Labor, and John J. Brown, Jr., Albany, Department of Health.

\$50—Carol D. Newhart, Troy, Department of Civil Service.

\$25—Dorothy Linnette, Staten Island, Department of Mental Hygiene; Wanda J. Losee, Alcove, and Harold Wollman, Whitney Point, both of the Department of Agriculture and Markets; Trooper William J. Ennis of Troy and Investigator Lawrence J. Topping, Liberty, both of state police; Gladys H. Smith, Albany, Department of Motor Vehicles; and Bruce Burgoyne, Schenectady; Jean A. Robinson, Albany; Violet Bokor, Brooklyn; Barbara J. Dunigan, Albany, and Roy Rowland, Long Island City, all of the Department of State.

Certificates of merit also were won by Donald P. McCarthy, Albany, and Dennis T. Lockwood, Cohoes, both of Motor Vehicles; Theresa R. Fitch, Office of General Services; Debra Frisch, Clifton Park, Department of State, and Thomas E. Harr, Schenectady, Department of Environmental Conservation.



IT'S OFFICIAL NOW

These are the newly sworn-in Civil Service Employees Assn. Brookhaven chapter offices. They are, left to right, Fred Hettesheimer, treasurer; John Morrow, sergeant-at-arms; Sal Paduano, third vice-president; Charles Cheseman, president; John Bivona, second vice-president; James Henke, secretary; and Charles Novo, first vice-president. Jim Corbin, CSEA Nassau County local president, is doing the honors. Looking on are Brookhaven Supervisor John Randolph and Harold Malkmes, town highway superintendent.

Urge Pressure On Auto Insurers

NORTH AMITYVILLE—The rollback of "outrageous" automobile-insurance rate increases was hailed recently by the consumers affairs committee of the Long Island Region of the Civil Service Employees Assn.

Long Island Region president Irving Flaumenbaum and Nicholas Abbatiello, chairman of the committee, declared that the rollback "shows what combined action can do."

However, they called for renewed pressure on the Governor, State Insurance Department and the Legislature to assure that the increases are not reimposed.

The Long Island Region was the first major organization in the state to protest when the insurance companies imposed rate increases of up to 44 percent after the Legislature allowed a requirement for prior approval to lapse. Mr. Flaumenbaum and Mr. Abbatiello charged that the Legislature's dereliction in the matter indicated that "someone got paid off."

They noted that the increases would have cost New York State

consumers \$1 billion.

The State Insurance Department

announced last week that all the unilateral increases had been withdrawn by the insurance companies.

However, almost all the consumers (Continued on Page 15)

Open Continuous State Job Calendar

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

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

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

State And County Eligible Lists

(Continued from Page 10)

769 Traphagen M M Millport73.5
770 Canfield Linda E Mechanicvil73.5
771 Frisco Joann Guilderland73.5
772 Ross Joan M Green Island73.4
773 Wilson Kathy J Scotia73.4
774 Kowalski S M Astoria73.4
775 Mastellone F Poughquag73.4
776 Robbins P M Lk Ronkonkoma73.4
777 Lent Darlene L Schenectady73.4
778 Thompson Karen Holley73.4
779 Wagner Mary E Albany73.4
780 Goldstein S Brooklyn73.4

Hail Women

(Continued from Page 10)

tario, Wayne, Livingston, Genesee, Wyoming.

Nancy Dubner
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REGION 12: Erie, Orleans, Niagara.

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(716) 853-1273 (o)

REGION 13: Cattaraugus, Chautauqua, Allegheny.

29 Curtis Place
Bonnie Starr
Fredonia, N.Y. 14063
Tel: (716) 627-5336

REGION 14: Steuben, Schuyler, Tompkins.

Jean Angell
203 Ithaca Road
Ithaca, N.Y. 14850
Tel: (607) 273-4824

REGION 15: Chemung, Tioga, Chenango, Broome.

Pamela Ann Trusdale
R.D. No. 1
Nichols, N.Y. 13812
Tel: (607) 699-7320

781 Thomas J Brockport73.4
782 Francisco R C Delhi73.3
783 Goodell Dorothy Buffalo73.3
784 Ryan Bonita M N Tonawanda73.3
785 Colenzo Claudia Utica73.3
786 Schumacher D A West Seneca73.3
787 Barber Lauren M Albany73.3
788 Crandall Dianne New Hartford73.3
789 Duncan Judith A Dover Plains73.3
790 Bargher Darleen Albany73.3
791 Mabee Margaret W Coxsackie73.3
792 Vanvalkenburg J Bethpage73.3
793 Rooney Joanne D Albany73.3
794 Barrett Eileen Bay Shore73.3
795 Nealous Cleo Brooklyn73.2
796 Greenwald Lena Staten Is73.2
797 Fogarty Holly A Watervliet73.2
798 Saso Ruth A Highland73.2
799 Vanhastum Carol Troy73.2
800 Young Barbara C Clifton Pk73.2
801 O'Neill Bernice Castleton73.2
802 Irving Nancy L W Coxsackie73.2
803 Pappaj Melinda M Tonawanda73.2
804 Raymond Loretta Troy73.2
805 Lilienthal V A Albany73.2
806 Faulkner Lois G Pine Bush73.2
807 Bojak Cynthia A Buffalo73.1
808 Diamond Diane C Schenectady73.1
809 Dewsbury Sharon Ravena73.1
810 Szalda Diane M Buffalo73.1
811 Conley Frances Beacon73.1
812 Angelina Sally Oswego73.1
813 Keok Sharon K Fulton73.0
814 Russman Barbara Troy73.0
815 Galary Mary G E Patchogue73.0
816 O'Dell Nancy E Stony Pt73.0
817 Beers Karen J Ithaca73.0
818 Murdock Estella Albany73.0
819 Murphy E A Watervliet73.0
820 Horan Kim M Albany73.0
821 Ramsey Judith P Schenectady73.0
822 Vanhorn G F Mampqua Pk73.0
823 Hanigan M M New City73.0
824 Schneider Helen Freeport73.0
825 Skierczynski B Cheektowaga73.0
826 Lamirand C Staten Is73.0
827 Bowles Anne E Brooklyn73.0
828 Santora B F Canton72.9
829 Davies Helen I Cortland72.9
830 Sullivan M L Green Is72.9
831 Hagan Francis D NYC72.9
832 Block Paulette Syracuse72.8
833 Vogt Freda Walkkill72.8
834 Ferriter Linda Syracuse72.8
835 Sydek Diane M Amsterdam72.8
836 Reisdorf Wendy Attica72.8
837 Deluca Shirley E Greenbush72.8
838 Tribble Mary C Clifton Pk72.8
839 Timlin F M Mt Upton72.7
840 Reed Dorothy N Brockport72.7
841 Jones Edna L Syracuse72.7
842 O'Connor Beverly Whitesboro72.7
843 Hoyt Maureen B Albany72.7
844 Vogelien F Minetto72.7

845 Cannon Marjorie Eggertsvil72.7
846 Black Louise Albany72.6
847 Marsich Helen Bronx72.6
848 Collins Wendy L Waterford72.6
849 Giulianielli C A Mechanicvil72.6
850 Gans Frances S Staten Is72.6
851 Schilling B L Albany72.6
852 Halter Barbara Oneonta72.6
853 Cox Eileen E Bear Mtn72.6
854 Whitmore A J Vestal72.6
855 Peterson Mabel Bronx72.6
856 Clapp Maribeth Rensselaer72.6
857 Clark Yolanda A Bronx72.5
858 Miller Ruth G Albany72.5
(To be continued)

Vets Training

(Continued from Page 4)

by appropriate officials of the VA and the hosting federal agency. Enrollees assigned to a host agency will perform duties as specified in the agreement.

• There are no grade restrictions, nor minimum or maximum length to training since it is intended to be tailored to the needs of the individual.

Veterans trained under this authority may be appointed non-competitively under commission regulations by any federal agency with vacancies.

CSEA Fights

(Continued from Page 5)

from permanent employees. The fines were levied on permanent employees as well as temporary and part-time workers.

After vacating the site, the state broke the lease on the building and temporarily transferred the Bay Shore office to the State Office Buildings in Hauppauge.

REAL ESTATE VALUES

Publisher's Notice:
All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, sex, or national origin, or an intention to make any such preference, limitation, or discrimination."
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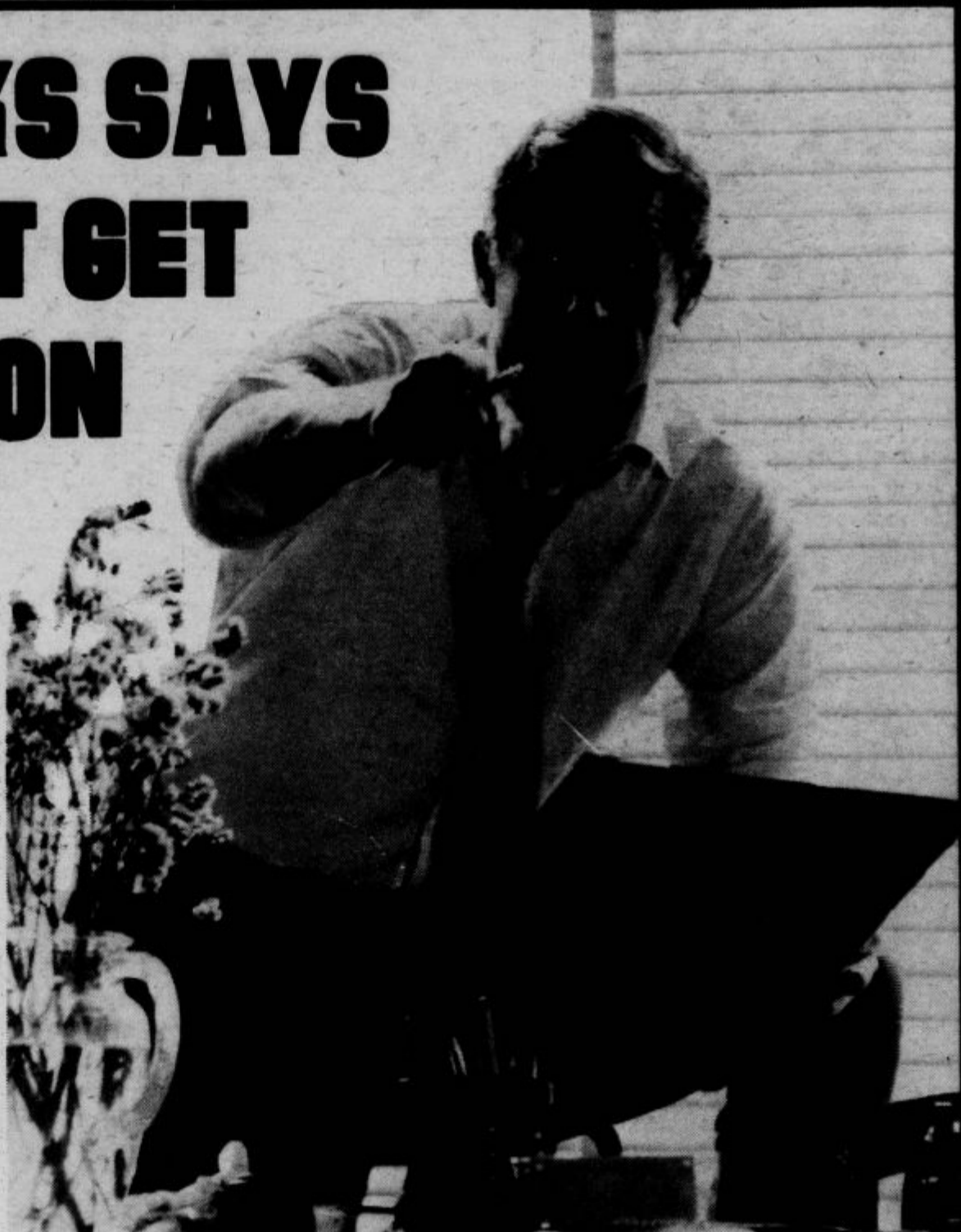
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But you've got even more than five bucks riding on the CSEA membership drive. The blunt truth is that the more public employees who belong to CSEA the stronger we *all* become. The opposition doesn't want to see us united because they know that our strength is in unity. With all of us on the same side we all will get the fair shake we deserve.

It's up to each one of us in CSEA to strongly impress every non-member that our fight is also the fight of every public employee in New York. And that if we don't work together—as equal and participating members—our future goals will be harder to reach.

So, if you're a member in good standing, get going and sign up your fellow workers who are non-members in CSEA. See your Chapter or Unit president for special sign-up cards which have all the necessary information. The five-dollar cash award is yours with each new member you sign up but more importantly, with every new member in CSEA, you are helping to insure the future. For all of us.

CSEA
STRENGTH IN UNITY

Negotiating Ideas

(Continued from Page 16)
amount to as much as an additional third of a public employee's pay. In the last ten years public employers have sometimes been willing to grant substantial increases in fringe benefits as an alternative to wages, evidently because the costs were not immediate and could be deferred over a long time. Now, some public employers say they have pension costs impossible to support or health plan premiums that have spiraled beyond what could have been imagined in the 1960's. As a result, they are now much more conscious of the long term expenditures involved in fringe benefits they agree to today and they are more inclined to cost them out on an actuarial basis.

Here there is a possible common interest between the employer and employees. When both do some mutual fact-finding, that is sit down and agree on dollar figures for the various benefits under discussion, it is often possible to have a more flexible give-and-take between straight money issues and benefit issues. The possibilities for compromises are greater because the range of options is expanded. There are also advantages for the employee representatives in helping to determine what the membership wants in the new agreement; if the various benefits costs are known, and the possible trade offs with direct wages, the union is in a better

In general the goal of a fact-finders report is not to achieve scientific objectivity but to try to map out a common ground where settlement may be possible. But fact-finders do take into account certain objective criteria in reaching their conclusions.

An important criterion is comparability between the municipality in dispute and surrounding communities. Each side normally will try to persuade the fact-finder that the wage and benefit package fits the pattern of other communities. In most cases, each side can present good evidence for its position since the surrounding communities themselves will vary. It is up to the fact-finder to decide which communities make the relevant comparisons. The highest paying? The lowest paying? Should one compare all communities in the same geographical area? All communities of the same size in the state? Moreover, it is sometimes unclear which occupational categories in the other communities are equivalent.

Another important criterion is the municipality's ability to pay. Here the questions are even more complicated. How does one decide what a reasonable tax burden is or what share of tax revenues should be devoted to labor costs? Does the fact-finder take into account whether the city is declining in population or losing industry? How does one

"... Perhaps by pointing out the difficulty of the questions—and these are but a few of them—I can convince you that it is far better in the long run to do your own bargaining and to reach agreements wherever possible without the help of a neutral. . ."

position to choose among the alternatives. It might prefer a major medical plan to a new dental plan, for example. Knowing the relative cost of each in dollars can make it easier to set priorities.

FACT-FINDING FACTORS

Let us assume for a moment, that a union has been bargaining with a public employer and that an impasse had been reached. The general practice nowadays is for PERB to appoint a fact-finder with authority to mediate. If mediation fails and a fact-finding hearing is held, it is important to understand how the fact-finder will view the demands that are being put on the table, for this too has been conditioned by the current fiscal situation.

evaluate the employer's estimate of revenues? How does the fact-finder determine if the municipality is really unable to pay or merely unwilling to pay?

None of these questions is easy, but the union as well as the public employer should be prepared to address them if they wish to take their dispute to fact-finding. Perhaps by pointing out the difficulty of the questions — and these are but a few of them — I can convince you that it is far better in the long run to do your own bargaining and to reach agreements wherever possible without the help of a neutral.

In other words, I would be glad to see some of you again in negotiating sessions, but please — only as a last resort.



CSEA vice-president Irving Flaumenbaum urges increased local government participation in statewide CSEA affairs as he addresses Central Region County Workshop. Seated, from left, are Workshop officers: secretary Leona Appel, of Onondaga Local 834; chairman Francis Miller, of Oswego Local 838, and vice-chairman Peter Grieco, of Jefferson Local 823.

Central Region V Meeting

(Continued from Page 8)
investigating job barriers thrown in the way of members seeking to better themselves—such as required degrees, etc., "which really have very little to do with how well a person performs a job," she added.

Ms. Gray is CSEA affirmative action committee chairman.

"You all have the opportunity to give me input. So give me some examples of these job barriers and we'll investigate," she said. She also reminded members that tuition assistance is available to members through the Education Committee.

At the State Workshop meeting, Dale Dusharm, of SUNY at Oswego Local 611, took over as chairman from James Moore, of Utica Psychiatric Central Local 425. Mr. Moore was thanked for his efforts in making the State Workshop a valuable and educational forum.

Eleanor Percy, temporary president of CSEA's first judicial chapter, convened a meeting of court employees. Ethel Ross,

Judicial representative to the CSEA Board, was present to answer questions and reminded members that reclassification of job titles is ahead. After the results of the statewide survey are tabulated, union representatives will be able to react to them and they will be modified and approved only after hearings, she said.

"I don't think we'll face a membership problem," she said, "because we've had substantial legal successes in the past."

The Region's executive committee, headed by Mr. Dusharm, is planning an August seminar on communications and grievance procedures. It is the committee's intent to bring back communications specialist Agnes Doody, Mr. Dusharm said, because she was such a success in a seminar last year.

Membership committee chairman "Tiny" Wallace, of Oswego Local 838, resigned his position and recommended that the responsibilities of membership revert to the first vice-president

and that the Region be broken down into districts with membership chairmen appointed. The motion was approved.

The retirees committee urged that members support passage of a bill now in the State Senate guaranteeing survivor benefits for members. Retiree John Tanzi, of Auburn, told members to look ahead and remember that someday they, too, would be retiring. He exhorted them to work a cost-of-living adjustment into their pension plans.

The next regional meeting will be in June 10-12 in Cortland, according to Pat Crandall, program committee chairman.

A \$300 honorarium was approved for Helene Callahan, regional treasurer, for her labors. She is not seeking re-election after serving five terms as the Region's top financial officer.

Before adjourning, delegates at the general meeting also cited Lou Sunderhaft, regional executive vice-president for work in CSEA over the years. Mr. Sunderhaft is not seeking re-election.



Central Region V executive vice-president Louie Sunderhaft, of Oneida Local 833, is not seeking re-election, so he can relax as he talks with candidates: Audrey Snyder, of Hutchings PC Local 435; Jean Treacy, Fort Schuyler Local 014 of Utica, and CSEA treasurer Jack Gallagher, of Syracuse Division, Authorities, Local 055.



At meeting of State University local presidents, these four leaders are shown conferring on problems faced by members on their campuses. From left are Mary Lauzon, of SUC at Potsdam Local 613; Nellie Handy, of SUC at Oneonta Local 635; Eleanor Korchak, of Binghamton Local 002, and Loretta Rodwell, of SUC Ag and Tech at Canton Local 603.



CSEA HELPS SPONSOR CAREER DAY IN NASSAU

The Civil Service Employees Assn. was one of several sponsors of Nassau County Career Day. Several students had opportunity to observe work of Sheriff's Department. From left are: Peter Croce, Roslyn High School senior, Career Day Commissioner of Correction; Irving Flaumenbaum, president of Long Island Region of the CSEA; Nina Schwartz, Freeport High School, Career Day under sheriff; Doris Kasner, president of Nassau County Medical Center unit of CSEA; Ronald Wilcox, Massapequa High School senior, Career Day sheriff; Nicholas Abbatiello, second vice-president, CSEA Region I; Kenneth Cadieux, board member, Nassau Local of the CSEA; Deputy Sheriff Stephen Zwerling, and Sheriff Michael P. Senik.

Call For More Pressure On Auto Insurance Costs

(Continued from Page 11) panies immediately submitted requests to the Insurance Department for approval of similar increases. This came after the Legislature reimposed the prior-approval requirement.

Mr. Flaumenbaum and Mr. Abbatiello said it was the publicity and the spotlight of public attention on the situation that caused the companies to back off.

"If we consumers stand by and do not protest, they will rip us off," Mr. Flaumenbaum asserted.

"If we stick together and fight under the banner of CSEA, they will have to listen to us."

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.

Madison Seeks Social Workers

WAMPSVILLE — Madison County Civil Service Commission is looking for two persons with master's degrees in social work to fill \$10,948 to \$14,550 social worker posts with the county Mental Health Department.

Job candidates must file applications by June 21. There is no written qualifying exam but job seekers will be evaluated on training and experience.

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Soc. Worker Test Sked For Sept. 8

The next licensing examination for those interested in becoming certified social workers will be held Sept. 8, the state Education Department announced.

Completed applications including transcripts from professional schools must be on file with the Social Work Unit, Division of Professional Licensing Services, State Education Department, 99 Washington Ave., Albany 12230 by July 8.

Candidates must hold a master's degree in social work.

The exam sites will be in Buffalo, Syracuse, Albany and New York City.

specialist candidates, four years' experience, one year as a supervisor. Candidates who earn high ratings in the training and experience test must also take an oral test in Albany. The oral test is designed to evaluate a candidate's ability to make sound judgments, present clear ideas and establish satisfactory relationships.

Applications are available at the Civil Service Department, 2 World Trade Center, New York City from 10 a.m. to 3 p.m. weekdays or at state Employment Service local offices. Mail requests should go to the department's Albany offices. Mail requests must contain a stamped self-addressed envelope, say Civil Service Department officials.

The salary range for senior specialist is from \$13,404 to \$15,571. Associate specialists earn from \$17,429 to 20,121. Those appointed to posts in New York City and the Rochester area will be paid an additional \$200 a year because of higher costs of living in those areas.

Court Bargaining Unit Bill Is Pending In Legislature

ALBANY—A bill to authorize the Public Employment Relations Board (PERB) to alter existing negotiating units for 9,500 court employees throughout the State—a power it now has over other state employees—is one of 32 bills proposed by the Office of Court Administration (OCA) this year.

Eight other bills proposed by OCA at the current session have been signed into law or are

awaiting action by the governor.

The proposed court-employment measure would amend a nine-month-old provision of the Judiciary Law that requires OCA to negotiate contracts with more than 130 different negotiating units, unless the union themselves choose to merge. These units negotiated with each county and city before the Unified Court Budget Act of 1976 transferred all local court employees to the State payroll on April 1.

Soc. Services Dept.

Management Posts Open

ALBANY—Senior and associate social services management specialist job hopefuls who hold bachelor's degrees have until July 5 to file for the \$13,404 to \$20,121 a year openings in the New York City, Albany and Rochester offices of the state Social Services

Department. The State Civil Service Department says there will be no written exam for the jobs. Candidates will be rated on training and experience.

Senior specialist hopefuls must have three years' management analysis experience and associate

Rehire 13 Rangers In Suffolk County

RIVERHEAD—Suffolk County last week rehired 13 park rangers laid off last March.

The rehiring came after public complaints of increased rowdiness in Suffolk parks since the spring layoffs. A grievance filed by the Civil Service Employees Assn. followed, with behind-the-scenes contacts between CSEA leaders and Suffolk County politicians.

At its May 24 meeting at Riverhead, the Suffolk County Legislature approved a resolution appointing 10 new deputy sheriffs and three park rangers from the park rangers that had been let go. The action came after Suffolk County Executive John V. N. Klein signed a certificate of necessity for the rehire process.

"We are pleased that the Legislature acted to restore some of the rangers," said James Corbin, Local 852 president, "now we hope the county will live up to

its agreement on bona fide job offers for the other men who were laid off."

In March, as part of a budget cut program, the Legislature cut funding for many county programs including park rangers which were reduced from 65 to 25. But as part of the Suffolk County—CSEA contract, all laid-off employees were to receive a "bona fide" job offer for employment at a commensurate job within county government. The CSEA claims that many employees did not receive job offers for employment that were equal to their previous jobs and filed a grievance with the county that is in arbitration.

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Arbitrator Reveals Bridge To Better Contract

The following remarks on bargaining trends in the public sector were delivered by Tia Schneider Denenberg, an arbitrator, at the recent Southern Region County Workshop of the Civil Service Employees Assn. The speech is printed here so that Ms. Denenberg's suggestions for improving contract negotiations may benefit a larger audience.

Just about this time last year a large part of the municipal workforce of San Francisco — mechanics, electricians, gardeners and others—went out on strike. They thought they had a good reason: Their salaries had just been cut by as much as 25 percent. And they thought they could win because they were joined in sympathy by the people who drove the buses and cable cars that went up and down the city's famous hills.

But something odd happened. Although the buses and cable cars stopped running, and many other municipal services, from the symphony to the city zoo were closed, most San Franciscans didn't seem to care, at least not enough to create any pressure for an end to the strike. (Only the animals at the zoo seemed a little unhappy: with no visitors tossing them junk food, the elephants were losing weight.) There was no support even from white collar municipal unions, and a call for a general strike fell on deaf ears.

The strikers held out for 39 days, during which time some of them lost \$1,500 in salary. Finally, they went back to work on less than satisfying terms: They agreed to submit the issue to a fact-finding board that was clearly stacked in favor of the city—with predictable results. The salary cuts were upheld.

That disastrous experience was sobering not only to the San Francisco unions but to public employee unions everywhere. San Francisco had been known as a "union town," its city charter mandated that public employees be kept at parity with the private sector. By the time the strike ended, the employees only narrowly avoided having the charter amended to require further cuts in salary. What had happened? The fiscal crisis had arrived on the west coast. The taxpayers had just received a large increase in their bills, they had visions of New York City-style bankruptcy, and they were in full revolt. Like the battle at Lexington and Concord, the strike and its outcome was a kind of "shot heard round the world."

“... The stark fact is that the climate of public opinion has turned very definitely against public employees in collective bargaining...”

I am sure that you all have heard similar reverberations. The stark fact is that the climate of public opinion has turned very definitely against public employees in collective bargaining.

For the last two decades government at all levels has been

the country's fastest growing industry, in terms of numbers of employees. Federal, state, and local government employee unions have grown in membership and strength, collective bargaining rights have been extended and wages and benefits have been raised from well below private-sector levels. That era of well-being seems to have ended, temporarily at least, with the onset of the recent recession and the decline in local government revenues — exaggerated by the spectre of New York City.

“... 'zero increase has become a slogan as popular as 'no taxation without representation.' For the first time in the relatively short history of public employee collective bargaining, the employers have been trying to take back some of what they had already given...”

The revenue famine seems to have become more or less permanent in many of the obsolescent cities, big and small in the Northeast, where the flight of private industry to the Sunbelt and elsewhere has shriveled the tax base. Many cities, including some here in the Mid-Hudson Valley, are at or near their constitutional taxing limit. So the mayors and other officials have naturally turned a cold eye to the largest single discretionary item in their budgets, labor costs, and they have become much harder bargainers. They have found, as the San Francisco case illustrates, that they have quite a lot of public support; so "zero increase" has become a slogan as popular as "no taxation without representation." For the first time in the relatively short history of public employee collective bargaining, the employers have been trying to take back some of what they had already given. The situation was aptly summarized by the head of a public employee union in a New York Times interview not long ago: He said, "The business of sitting at the bargaining table and saying that we'll cut off the water if you don't come through, that day is gone."

The unions of course have been fighting back as best they can. They have pointed out that the same economic conditions that depleted city revenues also tended to push up the cost of living. And they have argued that it is unfair to expect a municipality's employees to subsidize government operations by enduring cuts or years without a raise when, for example, the city's contractors and suppliers are not making similar sacrifices. The unions also contend that they have already lost one of the principal benefits of public service jobs, security.

Nevertheless, the fact is that the collective bargaining in the public sector has been hard and it may be getting even harder.

Given those circumstances, what can be done? Obviously, each of you is more familiar with his own situation than I am, but perhaps I can offer a few general observations about what has made collective bargaining somewhat more fruitful for some public sector parties. I speak, of course, from the point of view of a neutral who is committed to make bargaining by the parties themselves as effective as possible.

PRODUCTIVITY BARGAINING

One result of the current situation is that some employees and employers have begun to adopt more of a problem-solving approach to what in the end is a common problem of improving the operations of government. The Director of Conciliation of New York State's Public Employment Relations Board, Harold Newman, has put it bluntly: "We simply must strike to change attitudes in public sector bargaining from 'the issues between us' to 'the problems we have.' People

in practice it is difficult to identify the "product" that government produces, let alone try to measure it. As one student of the problem has asked: "How is a hospital's productivity to be assessed? By counting the number of patients examined. Suppose they do not get good care. Or how do you measure the effectiveness of a policeman interviewing a person whose apartment has been robbed?"

A cartoonist recently drew a picture of what he thought the high-productivity municipal vehicle might look like. It was a rather long truck with a trash hopper at the rear, and hook-and-ladder in the middle and at the front a police car pushing a snow plow.

Some more realistic but almost as ingenious solutions have been tried. The drivers of



Thomas Luposello, left, Civil Service Employees Assn. Southern Region field supervisor, and John Mauro, regional first vice-president, congratulate guest speaker Tia Schneider Denenberg, an arbitrator, after her remarks about bargaining trends in the public sector, delivered at the recent regional county workshop. Further coverage of that event will appear in a future issue of the "Leader."

who enjoy adversary roles at the bargaining table for the sake of being adversary are not understanding the current public sector climate... that requires they cooperate to improve both the image and substance of governmental administration." (Cloudy Crystal Ball, 4/76).

Mr. Newman's caution implies that one of the things that might become more important on the bargaining agenda is governmental efficiency or productivity. In New York City, which is perhaps the most extreme case, the fiscal plan called for a virtual wage freeze at 1975-76 levels for about three years. Nevertheless, the city and municipal unions reached an agreement in principle that cost of living increases could be granted in return for offsetting increases in productivity by employees.

This principle is apparently being taken up elsewhere because it protects workers against inflation at the same time that it enables taxpayers to believe that they are getting more for their money. Applying the principle is another matter, however, because

the tow trucks in N.Y. City's infamous program of towing away illegally parked cars have agreed to raise their output from five cars towed daily to seven cars. This may be bad news for those of you who are planning to leave your car in a no-parking zone, but it does demonstrate how productivity problems can be approached at the bargaining table.

“... In the last ten years public employers have sometimes been willing to grant substantial increases in fringe benefits as an alternative to wages, evidently because the costs were not immediate and could be deferred over a long time...”

I realize there are all sorts of problems involved in productivity bargaining. The managers' idea of productivity might be firing so-called "inefficient" workers, and the workers' idea might be firing a so-called "inefficient" manager. In general, though productivity need not necessarily mean working harder; it may only mean working more intelligently.

“... productivity need not necessarily mean working harder; it may only mean working more intelligently...”

And there is no reason in principle why the benefits of more effective ways of working could not be shared by both sides. One approach that has been tried in a few places is labor-management committees to suggest ideas for getting the job done in the best way possible, "best" from the point of view of both managers and workers.

NON-MONETARY ADJUSTMENTS

Another broad approach to bargaining in a tight fiscal atmosphere has been to emphasize non-economic issues which may nevertheless be of vital concern to union members.

Unions may seek to improve the quality of their grievance procedures. For example, the employees might try to get their employer to agree to a final step of binding arbitration if the procedure did not already contain one.

“... another broad approach to bargaining in a tight fiscal atmosphere has been to emphasize non-economic issues which may nevertheless be of vital concern to union members...”

Unions may also seek to adjust the steps on salary scales that members have considered inequitable, without significantly increasing the overall cost, because they feel that the present scale is out of balance. Or they might wish to discuss with the employer the distribution of overtime hours among the employees without necessarily asking for an increase in the total amount of overtime paid.

They may also decide to discuss the so-called "quality of work" issues, the seemingly minor aspects of the working environment that can nevertheless get under one's skin.

For instance, employees might want to discuss a flexitime arrangement, under which workers are given some freedom to choose their starting and finishing times to suit their individual needs. Or they might wish to talk about providing parking spaces for employees' cars. Even

the quality of the coffee available during the breaks may be worth talking about.

FRINGE BENEFITS

Another area where there has been innovative bargaining of late has been fringe benefits. The term "fringe" is hardly an adequate description since such items as pension, health and life insurance, can sometimes

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