

Civil Service LEADER

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Statewide Candidates

See Pages 8 & 9

Criticize Civil Service Poll

By KENNETH SCHEPT
ALBANY—A poll published recently by the Temporary Commission on Productivity and Management, which found a high percentage of state

workers unhappy with parts of the civil service system, was criticized by William Blom, director of research for the Civil Service Employees Assn., as, "based on a sample, not sufficiently large to

be representative, and set up in a way which is possibly not free of bias."

The poll included 501 respondents, which, according to Mr. Blom, represents about 4/10 of 1 percent of the state workforce. "To be representative, the group polled would have to be many times larger than 501," Mr. Blom said.

A question of bias was raised because the poll lacked certain information required for an accurate interpretation of responses to some of the questions. For example, one of the questions asked: "In the future would you like to see promotions made how they are now, or with more emphasis on supervisory participation?" The results of the poll

indicated that many workers favored supervisory participation. However, the information supplied by the pollsters did not say how many of the respon-

Another possible source of bias is, according to Mr. Blom, in the manner that the people polled were selected. A two-tier method was used. First, 1 percent of all state workers were ran-

(Continued on Page 3)

"Overall, Civil Service workers have a high opinion of New York State's agencies. . . The reason given most frequently for this high rating was that the agencies meet their professional responsibilities. . . However, when probed on specifics, the respondents gave their agencies poor ratings on employee morale, career opportunities and wages. . ."

From the study conducted for The New York State Temporary Commission on Management and Productivity in the Public Sector.



WILLIAM BLOM

dents were, themselves, supervisors. "Whether one was a supervisor or not would certainly affect one's answer," Mr. Blom said.

Third Public Hearing Held For Reform

MANHATTAN — "The reforms presented are an attempt to abolish the entire Merit System. The system would then be dominated by self-serving political interests," Albert Vogel, president of the New York State Merit Council, said at last week's public hearing on civil service reform, held at the World Trade Center.

Solomon Bendet, president of the New York City Local of the Civil Service Employees Assn., expressed similar skepticism towards the suggested changes in

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Wenzl Points Out Union View

ALBANY—Theodore C. Wenzl, president of the Civil Service Employees Assn., appeared before the New York State Temporary Commission on Management and Productivity in the Public Sector earlier this month, to discuss the CSEA's criticism of proposed changes in the civil service system and to present the union's suggestions

for positive reform.

Dr. Wenzl detailed the CSEA's opposition to changes in the "Rule of Three" procedure for selecting candidates for promotion. Assigning greater discretion to supervisory personnel, as recommended by the commission, could, Dr. Wenzl warned, open the door to favoritism.

He also had criticism for proposals to change the manner of testing in the New York State civil service system, which he characterized as generally a fairer system than one which would result from the commission's suggestions.

(The full text of Dr. Wenzl's remarks before the New York State Temporary Commission on Management and Productivity in the Public Sector appears on page 5.)



THEODORE C. WENZL

Instructions Explain Early Ballot Problem

ALBANY—An undetermined number of official ballots for the Civil Service Employees Assn. election of statewide officers and state executive committee members were inadvertently mailed approximately one week early by the post office. Regional post office centers were to have held mailing of ballots until on or about May 19, but in at least several instances the ballots were shipped

ped to local post offices and distributed by those local offices, with some members receiving

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If Elected, Cuomo, Carey Honeymoon Could Be Fleeting

To the surprise of no one, Secretary of State Mario Cuomo last week formally declared his candidacy for

(Continued on Page 6)

Hicksville Wildcat Ends After 11.5% Salary Hike

(Special to The Leader)

HICKSVILLE—The week long wildcat strike by the Hicksville custodians and maintenance workers ended last week after an all-night bargaining session between the school board and the Civil Service Employees Assn. negotiators produced a unanimously approved two-year pact with an 11.5 percent wage hike.

The 86 employees ratified the settlement at 6:30 a.m. Monday and returned to their jobs before the opening of school at 7 a.m. Bargaining on the terms of the agreement commenced at 5:30 the evening before with George Peak, collective bargaining specialist for the CSEA, negotiating for the members of the Nassau Education Local's Hicksville unit, with the negotiator and members of the Hicksville school board. The agreement was tentatively approved by the negotiators at 5 a.m.

The settlement, retroactive to

RATIFICATION VOTE

Ballots for voting on the ratification of the tentative agreement between the Civil Service Employees Assn. and New York State must be at the Latham post office by noon May 19, in order to be counted the following day. Anyone who has not received a ballot should contact CSEA headquarters, Albany, so that the matter can be corrected.

July 1, 1976, calls for 5.2 percent increase in wages the first year, plus an increment of .9 percent for employees with the district for less than five years. It calls for 4.5 percent increase from next July 1 to June 30, 1978, with an additional .9 percent increment.

The members of the Hicksville buildings and grounds department called the strike on May 1 without the sanction of the CSEA Board of Directors. The employees had been working without a contract for almost a

(Continued on Page 3)



The members of the Hicksville non-teaching unit of the Civil Service Employees Assn., demonstrate near Hicksville High School during their wildcat strike prior to last week's settlement.

Suffolk Ends Filing For 14 Exams May 23

HAUPPAUGE—The Suffolk County Civil Service Department has opened filing until May 23 for 14 open competitive and three promotional exams to be given June 18. Applicants do not have to be county residents, but those who are will be given preference.

Pharmacy aide (open competitive exam no 17-232) pays a bi-weekly salary of \$276. A high school diploma and two years' experience in pharmaceutical surroundings, or a combination of education and experience is required.

Computer technician (o.c. 17-231) pays \$7,000 to \$9,000, varying according to jurisdiction. **Computer operator II** has both an open competitive and promotional exam (o.c. 17-223, promo 17-224). The bi-weekly salary is about \$344. A high school diploma and one year's computer operations experience is qualifying for both levels of computer work.

Computer operator III is also open through the open competitive and promotional routes (o.c. 17-225, promo 17-226) and pays \$397 bi-weekly. An extra two years' experience is required in addition to the level II requirements. At level IV the job has open competitive test 17-227 and promotional test 17-228. It pays \$504.

Personnel technician (o.c. 17-234) pays \$377 bi-weekly and requires a bachelor's degree. **Probation officer trainee** (o.c. 17-219 regular, 17-220 Spanish-speaking) pays \$377 bi-weekly. A bachelor's degree and 30 credit hours in social or behavioral sciences is required.

Personnel analyst (o.c. 17-235) pays \$416 bi-weekly. Senior

personnel analyst (o.c. 17-237) pays \$529. And **principal personnel analyst** (o.c. 17-239) pays \$640.

Data processing operations supervisor (o.c. 17-229) pays \$24,000-\$26,000, varying according to jurisdiction. **Town personnel officer** (17-242) pays \$17,000-\$20,000. **School personnel officer** (17-241) pays \$20,000-\$24,000.

For further information contact the department at H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N.Y. 11787.

Seasonal Clerk Slots With U.S. Open

MANHATTAN—The U.S. Civil Service Commission is scheduling testing to qualify job applicants for jobs as clerks and data transcribers.

The G-2 posts, which pay \$548 a month, will be filled when openings occur. The jobs are for seasonal or intermittent workers.

Clerk candidates must be high school graduates or have worked at least six months in positions requiring ability to follow detailed instructions. Clerks will be required to handle tax return forms and tax inquiries.

Data transcribers must also pass a typing performance test. A data transcriber applicant



LEADER EDITOR SPEAKS ON CETA

Leader features editor Jane Bernstein, at the microphone, was among speakers addressing members of the International Association of Personnel in Employment Security on issues involving the Comprehensive Employment and Training Act (CETA). Ms. Bernstein participated April 14 in a panel on full employment at the Institute at C.W. Post College on Long Island. With her are New York City Manpower Area Director Virginia Browner, and Suffolk County Deputy Labor Commissioner William Grolli.

must type 25 lines correctly in 10 minutes in the performance test.

Data transcriber duties include operating alpha-numeric key-

Grading Specialist

ALBANY—An associate livestock grading specialist eligible list, resulting from open competitive exam 27-621, was established April 14 by the State Civil Service Department. The list contains 1 name.

Sr. Grading Specialist

ALBANY—A senior livestock grading specialist eligible list, resulting from open competitive exam 27-620, was established April 4 by the State Civil Service Department. The list contains 5 names.

boards, editing and coding.

An applicant can bypass the performance test by submitting a certificate of typing proficiency dated within the last three years.

Both clerk and data transcriber candidates must pass the general written test which will be held at the government's Brookhaven Service Center, Holtsville, L. I. Job seekers unable to take the tests there will be permitted to make other arrangements. They should contact

the commission's New York City area office, 26 Federal Plaza, Manhattan 10007, for information about other testing locations. No test dates were announced. Government officials say applicants will be notified when test dates are scheduled.

Both day and night shift jobs are available.

Applications should be sent to Brookhaven Service Center, Personnel Branch, P.O. Box 400, Brookhaven 11719.

SHORT TAKES

COURT CHALLENGE FLOPS

A State Commerce Department business consultant has lost his court challenge of a state law requiring state workers to submit to psychiatric evaluations. Albany State Supreme Court Judge Aaron E. Klein upheld Commerce Commissioner John Dyson's ouster of Robert S. Barhite several months ago for refusing to undergo the examination. Judge Klein noted that Mr. Barhite's dismissal also stemmed from three other charges which he did not challenge. The judge said the time limit to challenge the other charges—not specified in court papers—had expired. Commissioner Dyson ordered the mental tests because of Mr. Barhite's alleged disruptive behavior.

TALLER POLICE DEMANDED

The Municipal Police Training Council must explain in State Supreme Court later this month why it abolished height requirements for police officer candidates throughout the state. A suit filed by the Police Conference of New York, which wants the old 5-foot seven-inch height standard reinstated, prompted the court confrontation. Al Sgaglione, Police Conference president, says height requirements are needed so police officers can stand out as a symbol of authority.

COUNTIES' NEW ROLE

Governor Hugh Carey's proposal to split the State Department of Mental Health into three separate units—mental health, mental retardation and alcoholism and substance abuses services—is expected to provide incentive for counties to take control of mental health services within their borders, says Clarence J. Sundram, the Governor's assistant counsel. The proposal, which has received a mixed reaction in the legislature, contains a provision encouraging counties to take over delivery of all mental health services—local, state and volunteer.

FEDERAL AGENCY SHOP OPPOSED

The National Right to Work Committee says it will oppose legislation legalizing compulsory unionism in the federal civil service, but offered to combine forces with the AFL-CIO and other unions to change the present policy which requires unions to represent non-members. Right to Work Committee vice-president Andrew Hare said only voluntary union members should be represented by federal unions.

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Researchers Say Poll Not Representative

CIVIL SERVICE LEADER, Friday, May 20, 1977

(Continued from Page 1)
domly selected by a computer. Certain people were chosen from that group to make up the final 501. According to Mr. Blom, the pollsters gave no indication of how this second tier was established, leaving open the question of whether it was fair or biased.

"It also seemed that the people responsible for the poll had a lack of understanding of New York State Civil Service regulations and the Taylor Law," Mr. Blom said. For example the poll asked workers to rate their agencies regarding fringe benefits and wages on a scale from excellent to poor. "Fringe benefits and wages are negotiated and have nothing to do with individual agencies," Mr. Blom said. "The question seems to indicate lack of understanding on the part of the pollsters."

Thomas Coyle, assistant director of research for the CSEA, said that there was at least one arithmetic problem with the poll. A majority of those polled, 344 of 501, answered Yes to the question of whether or not they

were union members. Of that group, 266 answered that they were members of the CSEA. The poll states that 90 percent were CSEA members. According to their figures, Mr. Coyle said, 77 percent were CSEA members.

"Some of the questions seemed to be useless," Mr. Coyle said. "For example, asking how do you rate a state agency versus a federal agency. How many employees have worked for both the federal and state governments?" Also the question was asked, which is the best agency? Mental Hygiene came out first with 9 percent. Nine percent of 501 workers polled is about 45 people; 45 people out of a workforce of 160,000 does not seem representative."

The poll which was prepared for the Temporary Commission of Productivity and Management by the National Center for Telephone Research, a division of the Louis Harris organization, received wide coverage in the press when it was released. It was part of the study of ways to reform civil service.

According to Meyer S. Frucher, the commission's director, the poll found, "widespread frustration and alienation" among

state workers. Support was found for broadening the rule-of-three which makes the top three examination scorers elig-

ible for possible promotion, and there was an indication that workers might support a system of merit raises.

Hicksville Wildcat Settled

(Continued from Page 1)
year, since the last contract expired on June 30, 1976. CSEA leaders had warned against the strike as a tactic deliberately employed by the school board to provoke members into walking off the job. The school board had refused to bargain since February after both sides rejected a

fact-finder's suggested one-year raise of 4.2 percent with increments.

Edward Cleary, Long Island regional field supervisor, said that the CSEA would stand by with legal assistance and any other aid that members of the Hicksville unit might need.

The Hicksville school district

teachers acted erratically during the walkout. After telling reporters for Long Island newspapers that they supported the CSEA and would refuse to cross picket lines, teachers went to work and even helped clean the school and perform custodial duties while the strike was in effect.



LENNON SWEARS IN EAST HUDSON OFFICERS

New officers of the East Hudson Parkway Authority Local 051 of the Civil Service Employees Assn. are sworn in by James J. Lennon, president of Region III of the CSEA. Standing from the left in front are Ray Celentano, second vice-president, and Mr. Lennon. In the rear, from the left, are Richard Kamp, secretary; Mike Blasie, delegate; Charles Zoffer, president; Chuck Allan, treasurer, and Dave Barnes, first vice-president.

CSEA calendar

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

MAY

- 20-22—Mental Hygiene departmental workshop: Friar Tuck, Route 30, between Thruway exits 20 & 21, Catskill.
- 23—Binghamton Area Retirees Local 902 regular meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 25—Nassau County Retirees Local meeting: 11 a.m., American Savings Bank, 1960 Hempstead Turnpike, East Meadow.
- 26—Long Island Region I executive council meeting: 7:30 p.m., Region office, 740 Broadway, Amityville, L.I.
- 27—Central Region V Meet the Candidates Night: 7 p.m., regional office, Syracuse.
- 30—Brooklyn Developmental Center Local 447 cocktail sip and meet the candidates: 6 p.m., Farragut Manor, 1460 Flatbush Ave., Brooklyn.
- 30-June 1—New York City Local 010 workshop and convention: Concord Hotel, Kiamesha Lake.

JUNE

- 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.

For Group Term Life Insurance

Now Is The Time To Change From Option A to B Coverage

ALBANY—Notice of opportunity to change from Option A to Option B of Group Term Life Insurance has been given in a notice by Civil Service Employees Assn. insurance committee chairman James Corbin. His statement follows:

"Commencing May 1, 1977, the amount of your Group Term Life Insurance is that described as Option A on the Jan. 1, 1977 notice of change in insurance sent you by CSEA—that is, unless you had elected Option B by March 1, 1977.

"Option A is the amount previously available only to men. Women members who had not elected Option B by March 1, 1977, will commence to be insured for the higher amount for which higher payroll deductions will be made.

"This notice is to advise all insured members that, during the period May 1, 1977, through June 30, 1977, the member will have a final opportunity to make an early change from Option A to Option B if the member decides that he or she does not wish to be insured under Option A. The member should be aware that a future change back to Option A from Option B will require evidence of the employee's health satisfactory to the insurance company.

"If request for Option B is not filed by June 30, 1977, future requests for Option B can only be made on an annual basis in 1978 and subsequent years by filing request by Aug. 1 with the change taking effect on the following Nov. 1.

"The member may obtain a 'Change in Option' form from his or her regional CSEA office

or CSEA Headquarters, complete and execute it and have the signature witnessed. Send the card to Group Term Life Insurance, CSEA Headquarters, 33 Elk St., Albany, N.Y. 12224. Your deduction will be changed on the last day of pay period in which the necessary change in payroll deduction can be made."

Addresses of CSEA Regional Offices:

- I. Long Island Regional Office, 740 Broadway, N. Amityville, N.Y. 11701.
- II. New York City Regional Office, 11 Park Place, New York, N.Y. 10007.
- III. Southern Regional Office, Old Albany Post Road, North, R.D. 1, Fishkill, N.Y. 12524.
- IV. Capital District Regional Office, 10 Colvin Avenue, Albany, N.Y. 12206.
- V. Central Regional Office, Room 118, Midtown Plaza, 700

East Water Street, Syracuse, N.Y. VI. Western Regional Office,

Cambridge Square, 4245 Union Road, Cheektowaga, N.Y. 14225.

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IV.	3,500 but less than 4,500	5,500	5,500
V.	4,500 but less than 5,500	6,500	
VI.	5,500 but less than 6,500	8,000	
VII.	6,500 but less than 7,500	10,000	11,500
VIII.	7,500 but less than 8,500	11,500	
IX.	8,500 and over	12,500	

In the event of death by accidental means, the amounts provided under Option "A" or "B" above are doubled.

Employees' Newsletter Returns

New York State has resumed publication of an employee newsletter, after a six-year hiatus.

Budget cutbacks in February 1971 ended publication of the illustrated monthly, State Personnel News, which started in 1946.

The new two-page format includes no pictures and has a limited printing and distribution. It used to go to all state employees and was four pages.

Comments and questions can be sent to Editor, State Personnel News, Room 209, State Department of Civil Service, Building 1, State Office Building Campus, Albany, N.Y.



MS. VAN HOESEN HONORED ON RETIREMENT

Irving Flaumenbaum, left, president of the Long Island Region of the Civil Service Employees Assn., and Nicholas Abbatiello, regional second vice-president, present plaque to Aletta Van Hoesen, honoring her for many years of public service, as she retires.

Pick Negotiators In Labor Disputes

ALBANY — The state Public Employment Relations Board (PERB) has appointed four mediators and eight fact-finders to settle disputes involving Civil Service Employees Assn. units.

Mediators named are George Roukis who will handle the dispute with Lindenhurst Memorial Library; S. Oley Cutler, Madison County BOCES dispute; Ronald J. Kurach, Schenectady schools dispute; and Frank McGowan, Village of Scarsdale dispute.

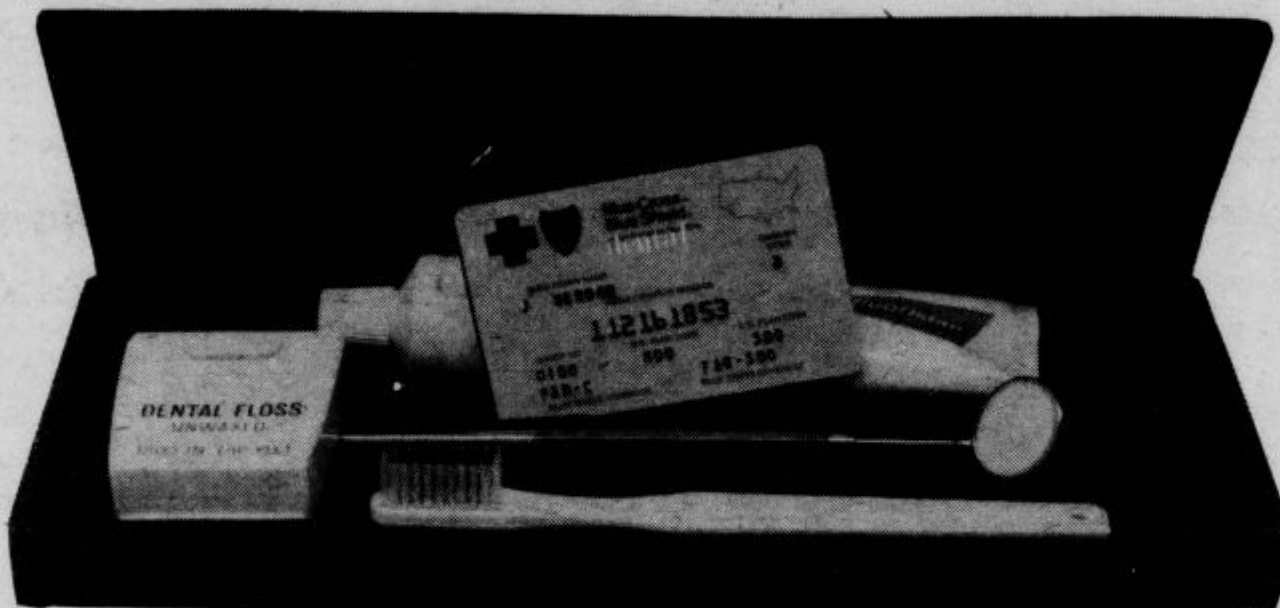
Fact-finders named are Rev. Oley, Cortland-Madison BOCES dispute; Leonard Seiler, Town of New Castle dispute; Robert Ahern, Village of Hamburg dispute; Mark Beecher, of Evans

dispute; Lawrence I. Hammer, two disputes with the City of Rye; Harry G. Himber, Town of Ramapo dispute; Jack D. Tillem, North Salem schools dispute; Joseph Doyle, Glen Cove schools dispute.

Insurance Auditor

ALBANY—An insurance premium auditor eligible list, resulting from open competitive exam 24-486, was established March 21 by the State Civil Service Department. The list contains 273 names.

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Wenzl Details Civil Service Reform Stand

CIVIL SERVICE LEADER, Friday, May 20, 1977

The following address was delivered in Albany by Theodore C. Wenzl, president of the Civil Service Employees Assn., earlier this month to the Temporary State Commission on Management and Productivity in the Public Sector. It concerns reform of the civil service system. The emphasis has been added.

Mr. Chairman, distinguished members of the committee: my name is Theodore C. Wenzl, president of the Civil Service Employees Assn.

From the outset, it must be stated that the Civil Service Employees Assn. supports reforms of the civil service system provided they are in keeping with the constitutional mandate of selection and promotions on the basis of merit and fitness as far as practicable by competitive examination and provided that the rights of present and future members of the Association are safeguarded.

Before giving consideration to any proposal to improve the New York State civil service system, however, we believe it is worthwhile to comment upon the present budget of the Civil Service Department. The 1975-76 budget of the department was \$12,061,400. This was a 5 percent reduction from the budget of the previous year, or a loss to the department of \$637,061. Included in that loss was a decrease in the personnel services and development division (i.e. the examination program) of \$286,102. The 1976-77 budget of the department was \$11,051,900, an 8.4 percent reduction from the budget of the previous year or a loss of \$1,009,500. Included in this loss was a decrease in personnel services and development division of \$395,098. For the present fiscal year the department's budget was further reduced by \$1,711,000 with a reduction of \$1,600,000 for personnel services and development. Coupled with this reduction was the mandate to decentralize examinations to operating agencies. In addition, the actual dollars available to the department were further re-

duced by forced savings and the necessity to provide funds for mandatory increments.

From the foregoing, it is clear that the Department of Civil Service has experienced a continuing reduction in capability to perform mandated functions. In fact, therefore, the first and foremost reform necessary is the provision of adequate funds to the department for the performance of its functions. Unless and until these funds are restored, the department cannot function properly. The reduced budget operates to the detriment of the civil service system, the employees, the appointing officer, the general public and the state.

1. Reduced budget of the Civil Service Department has produced the greatest complaints both from the employees and the general public about the long delays in the holding of examinations and the preparation of eligible lists. These long delays have kept provisional and temporary employees in their positions for far longer than the statutory period of nine months. The provisional employee who remains in his position seeks to become permanent in his position im-

... The first and foremost reform necessary is the provision of adequate funds to the Department for the performance of its functions. . .

mediately because he has served more than nine months in this position. Persons who have participated in examinations lose confidence in the system when eligible lists take a long time to be established and a long period of time passes before they obtain the results and are canvassed for appointment.

2. A realistic budget for the Civil Service Department would enable that agency to make a much wider distribution of its examination announcements and

would permit a broader recruitment of qualified personnel to state service. This would enhance the level of competence of state employees generally since eligible lists can be no better than the people who are recruited to take the examinations.

3. Ideally, every agency in the state should be reviewed for reclassification once every five years. Although it is possible for an individual to file a reclassification appeal when either he or his department is of the opinion that he is working out of title and warrants a reclassification, case by case reclassification is difficult to accomplish. The inadequacy of the Civil Service Department budget has prohibited major overall departmental reclassification reviews every five years. Sufficient funds provided for this function would bring greater equity to the employees and more effective use of personnel in the operating departments.

Turning to the substantive proposals for revision of the present civil service system which have lately been advanced, CSEA would like to offer the following comments.

We are strongly opposed to the action of the joint legislative fiscal committee in reducing the Civil Service Department budget by \$1,600,000 for examination services and directing that legislation be prepared to decentralize promotions examinations to the operating departments. First this is false budgeting. No moneys have been provided for additional staff or other costs of conducting examinations by operating agencies. Second, no money has been provided to the Civil Service Department to train employees in the operating agencies to prepare and rate examinations, nor has any money been provided to the Civil Service Department to audit the examinations prepared by operating agencies. The personnel council in its own report has recommended that the Civil Service Department "provide considerable support through consultative services and training." Third, this is not an economy move for the state. The cost of administering separate and distinct examination programs in the individual agencies will far exceed the cost of a centralized examination program. Fourth, conducting promotion examinations by an operating agency for its own employees will open the door to favoritism. There will not be objective selection on the basis of merit and fitness. Fifth, the appeal process in examinations will be vitiated since there would be no independent review body. It will be extremely difficult and probably unwise for the individual employee who wishes to continue to work in that department to appeal an examination prepared within his own department. The department will tend to defend its own actions and would be less objective than the Civil Service Department in conducting examination reviews. Sixth, money provided by the federal government for grants-in-aid agencies require appointment and promotion on merit principles. The State Civil Service Department has been designated as the Merit System agency for the State of New York. The decentralization of the examination function to the operating agencies will jeopardize

grants-in-aid from the federal government in such programs as welfare, health, mental health and civil defense. Seventh, the decentralization of the promotion examinations to individual departments will eliminate interdepartmental promotion examinations. The interdepartmental promotion examination permitted persons in dead end positions to obtain promotions in other departments and work at their higher skills and abilities.

For the foregoing reasons we are strongly opposed to the concept of a decentralized examination program.

The joint legislative fiscal committee also mandated the decentralization of the classification and compensation function to the operating departments. This too, was strongly opposed. Classification by departments will be used to avoid existing eligible lists and to reward favored employees. Without any kind of controls or audits the present classification and compensation plan of the state will soon become a multiplicity of inconsistent titles and salary grades.

Suggestions have also been made to introduce a new four grade performance evaluation

system in the state service. We have had similar performance evaluations in the state service before, which were abandoned because they failed to work properly. There is no reason to believe that as proposed, they would work properly now. Performance evaluations depend on the effectiveness of the rater. Raters are loathe to rate employees and even more unwilling to discuss their ratings with the employee. The net result is that they tend to rate all of their employees alike and the system becomes meaningless. A realistic and objective performance evaluation system requires extensive outlays of money and manpower. An acceptable system must be designed, supervisors must be trained, and standards of performance must be established. Employees must be informed of the manner in which ratings are established and the ratings they have received, departmental evaluation teams must be established and an appeal procedure instituted for employee appeals. All of this requires expenditure of valuable manpower and moneys. In these days of stringent budgeting the CSEA is of the

(Continued on Page 11)



Theodore Wenzl: "... an adverse effect on placement, promotion and assignment."

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FRIDAY, MAY 20, 1977

An Emotional Time

JUDGING from the attitudes expressed in many of the letters being received by the Leader, emotions are running high among Civil Service Employees Assn. members who are now in the process of determining whether to ratify the tentative agreement for state employees.

To begin with, people who write letters are usually angry about something, so they use writing as a means of voicing their anger. Happy people, or those willing to go along, are more likely to remain silent.

Still, we are amazed at the degree of bitterness exhibited in some of these letters. It is a bitterness that was fanned by several sensationalized news stories that were printed when details of the tentative agreement between the CSEA and the State were first made known.

One of the most incredible attitudes, from the Leader's standpoint, is based on the fact that this newspaper carried details of the settlement so soon after the agreement was reached. Consequently, charges have been made that everything was worked out in advance, or else the Leader would not have had the story.

It does not seem to occur to these people that in a story of this importance, the Leader would make special arrangements to get this last-minute information. Have they never heard the term "Stop the Presses"? It does occasionally happen. When you are reporting the news under that kind of pressure, however, it is not possible to foresee people's second-thoughts on the situation.

Thus, later in the week, when the Leader's mail subscribers received the paper proclaiming the 11th-hour settlement, they had already been exposed to daily newspaper accounts of the written agreement.

Forgetting the obvious time-lapse, some people immediately began shouting that they had not been properly informed about the details by the CSEA.

Even after the Leader has printed the word-for-word agreement, including the signatures of union and state representatives (see issue of May 6, 1977), and even after Office of Employee Relations director Donald Wollett sent a letter to CSEA president Theodore C. Wenzl putting many of the rumors to rest (see issue of May 13, 1977), there are still people who prefer to believe the rumors.

Besides Dr. Wenzl, some of the key people in the contract controversy have been executive vice-president William McGowan and bargaining unit chairmen Thomas McDonough, Robert Lattimer, James Moore and Edward McGreevy. While these people are all known to be firmly loyal to the CSEA, it is also equally true that they consistently differ with each other on what each considers to be the best policy for the union.

It boggles the mind to think—as some people evidently do—that they are conspiring together against the best interests of the people they represent.

There are problems with the agreement, as we have noted before. The CSEA members have until May 19 to return their ballots to decide whether these problems (and plusses) are acceptable to the majority throughout the state.

Instead of berating the negotiators, as well as the officers, for not getting everything that everyone might want, it would be better to show some gratitude that they did far better than many people thought possible.

Let the contract stand or fall on its own merits, and not depend on political charges during this election time.

Don't Repeat This!

(Continued from Page 1)
the Democratic nomination for Mayor. Gov. Hugh Carey threw Cuomo's hat into the ring several weeks ago, so that the Cuomo announcement was in the nature of an anticlimax.

Should Cuomo make it all the way into City Hall, next year should prove to be an interesting political year. In the history of American politics, the relationship between patron and protégé in politics has not been an enduring one. Politicians will keep a sharp lookout for potential conflict between Governor Carey and a Mayor Cuomo at City Hall, in the year that Governor Carey will have to face the electorate once again.

Declares Independence

In his formal declaration, Cuomo said: "I'm not the Governor's puppet. I respect him. I ~~admire~~ respect him. His friendship and respect for me will help this city and when it comes to the point where it won't I will differ with him."

Cuomo's reference to "puppet" was an obvious response to charges voiced by Mayor Beame and other mayoral aspirants that Cuomo was destined to play that role should he become the city's mayor. On the other hand, Cuomo's reference to potential disagreements with Governor Carey is pregnant with prospects of conflict. Such conflict would be consistent with the lessons of history.

President Theodore Roosevelt was the prime mover in obtaining the Republican nomination for President William Howard Taft in 1908. By the end of Taft's first term, such bitterness had developed between Roosevelt and Taft, that Roosevelt bolted the Republican party when it renominated Taft for a second term.

Instead of supporting his erstwhile protégé, Roosevelt ran for President on the Bull Moose ticket, and he took enough votes away from Taft to swing the election to Woodrow Wilson in 1912.

In 1924, Franklin D. Roosevelt nominated Gov. Alfred E. Smith for the Democratic nomination for President. Roosevelt's speech, in which he described Smith as "the Happy Warrior," remains one of the memorable nominating speeches ever made at a party nominating convention.

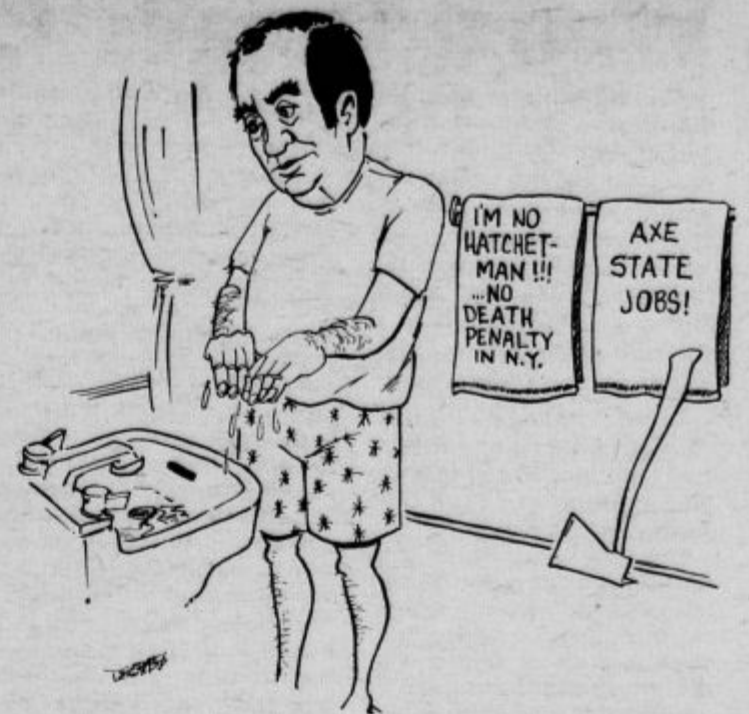
Four years later, when Smith did get the Democratic nomination, he played a decisive role in convincing Roosevelt to make the race for Governor of the state. Smith lost and Roosevelt won. In 1932, both Smith and Roosevelt sought the Democratic nomination, which was won by Roosevelt. And that was the last of a beautiful friendship.

Obvious Conflicts

There are obvious conflicts between the needs of the city and the responsibilities faced by a governor, who must weigh the demands of the city against the demands of other areas of the state. In such a situation, the requirements of the city necessarily come face to face with the requirement of the governor to balance the city's problems with those of other areas.

A case in point is that Mayor William O'Dwyer and Gov. Thomas E. Dewey got along quite well, because as members of different political parties they saw the need for compromise. On the

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

No Civil Servants On Juries

The defendant in a criminal case moved to dismiss his indictment on the grounds that he was denied due process and equal protection, because Section 664 of the Judiciary Law bars public employees from grand jury service. The court pointed out that there is no denial of equal protection because public employees are excluded from all grand juries in the state, and have been since 1954. The defendant failed to show how this exclusion prejudiced him—especially since the defendant was not a member of the excluded class. The key question is: How did the exclusion uniquely operate to afford defendant less protection than others?

With regard to his due process argument, the defendant was unable to demonstrate to the court that the exclusion of governmental employees from grand juries was not justified on some rational basis. The defendant argued that the public employee disqualification was enacted exclusively because of legislative concern over the ability of public officers to decide cases fairly and without kinship with the government. In fact, there have been many cases where defendants have complained because there were public employees on the grand juries which indicted them.

The chief purpose for the exclusion, it appears, rests on a recommendation by the New York State Judicial Council (now known as the Judicial Conference) in which it was felt that since grand juries investigate official corruption, they should not be composed of public employees.

The court also supported the constitutionality of the exclusion on the grounds that grand jury service normally lasts for from two to three months. It has long been recognized that the state may constitutionally exclude from jury service certain professions or groups because the exclusion would free its members to serve other compelling state interests. The motion to dismiss the indictment was denied. *People v. Scafuri*, 385 N.Y.S. 2d 1004 (County Court, Dutchess County).

The Appellate Division, Third Department, reviewed the case of a state narcotic correction officer on the Drug Abuse Control Commission. The employee had been absent from work for a long period of time prior to May 9, 1974, when a letter was sent to him stating that his accrued time was exhausted as of May 5, 1974 and that he was placed on a leave without pay status. The letter from the director of personnel of DACC also stated that if the employee did not report back for work by May 14, 1974, he would be placed on unauthorized leave and that a continuation of such unauthorized leave could result in his continuing absence being considered a resignation under a collective bargaining agreement between New York State and the union which represented him. On May 31, 1974, another letter was written to the employee advising him that his absence was considered a resignation, effective May 14, 1974.

A proceeding under Article 78, CPLR, was commenced on September 16, 1974, which was dismissed on March 31,

(Continued on Page 7)

What's Your Opinion

By PAMELA CRAIG

QUESTION

A trend in negotiations is to emphasize improvements in employee benefits, as well as salary. What improvements would you want included in future state or county contracts?

THE PLACE

Bronx Psychiatric Center

OPINIONS

Bill Anderson, therapy aide: "I can think of two things that really need to be negotiated. One of the most costly things to employees today is medication and if it were paid for through the insurance coverage, it would save each employee a substantial amount of money each year. We desperately need a sick-leave bank which is similar to the credit union. When you exhaust your sick leave, you may borrow from the bank and later pay it back on a staggered procedure. Our employees are predominantly female and are the sole support of their families."



Aritha Walker, therapy aide: "The therapy aides within the Mental Hygiene Department need rights within the hospital. As it stands now, there are only patients rights. What rights do the therapy aides have when they can be suspended at any time, without pay, until they have been proven guilty. There should also be negotiated a way to trade overtime pay for days off. The extra pay only raises the tax bracket one is in, and the extra money is lost. It would be more easily enjoyed as an extra vacation or sick day."



Thelma King, discharge coordinator: "I feel that there should be a cost of living adjustment negotiated into any contract in the future. There also should be more of an inducement for qualified employees to get promotions. I also feel that an employee, at the end of the year, should get paid, in one lump sum, all of the sick leave they did not take during the year. This is an incentive for an employee to come to work on days when he might not come to work."



George Austin, therapy aide: "I would like to see some improvement in the area of career ladders whereby you can move up and not stay stationary. They had a career ladder and it was thrown out for some reason. I would like to see that reinstated. I also would like to see some sort of free transportation pass when working. A pass would be helpful to those who must use the toll bridges when getting increases in salary seems out of the question. This would be like a small raise to most state workers because transportation is often a major cost factor."



Agnes Carvalho, nurse: "There should be dental, optical and prescription-drug plans that provide total reimbursement. I also feel that special therapy, such as speech, physical and mental, should be included. It's ironic that we are in the mental health field and the employees do not have any of the health benefits, especially mental health. Many people require outside therapy in this day and age of high stress and economic strain. I know of other states where psychiatric visits are covered under their insurance plans."



Pat Dowling, nurse: "I feel there should be an improvement in the dental and health plan for the employees. There is no total reimbursement for health plans as they stand now. I also feel that the state should give us our lunch time. As it is now, we work 8½ hours a day. I don't feel that is much to ask of the state. I also would like to see an optical plan and prescription-drug plan instituted."



RETIREMENT NEWS & FACTS

By A. L. PETERS

Tax Advantages

For years government "flower bonds" were part of every rich man's estate.

These bonds, which carried a very low interest rate, and therefore sold at a low price, can be applied at par in paying estate taxes.

Congress directed that no more were to be issued after 1971, so the supply was limited. However, in the new tax law some of the advantages of these bonds were terminated because new rules provide that any difference between the purchase price—or if you are holding them the price on December 31, 1976—and the par value when they are used to pay an estate tax—was to be taxed as a capital gain. Nevertheless, for elderly people, they still have some advantages. There is a Treasury Department circular—number 300—and an IRS form—P-D 1782—that explains how these can be used. At present, many bonds are selling in the range of 72 and yielding about 5 percent.

Almost everybody has accumulated E bonds during his life. What do you do with them after you retire? There are a number of alternatives:

- Cash in some bonds each month so that income tax on interest is minimized.

- Convert E bonds to H bonds—a tax free transaction—and receive annual interest payments on the H bonds. Then only the current interest is taxable. The tax deferral on the E bond interest continues.

- Cash in E bonds (paying income taxes on all the accumulated interest) and reinvest in bonds that pay a higher rate.

- Cash in E bonds and reinvest in stocks.

It takes pencil and paper and some tax advice to figure out which is the best plan for each individual.

Even if you are continuing to work after age 65, it is important to file with Social Security so you will be covered by Medicare. That's because most insurance policies won't cover items normally covered after age 65.

Remember that Medicare has two parts: Part A covers hospital bills and Part B doctors' bills. Part A coverage is automatic. Part B requires that you take up the option and pay \$7.20 per month. (It will be \$7.70 after July 1). You will be covered for Part B automatically if you don't reject the initial coverage. If you do reject it, you can only go back for Part B once, and you will pay a higher rate. This coverage is very important. For details write to your Social Security board for a free copy of "Medicare Handbook."

New legislation to protect the handicapped from discrimination will also affect the non-handicapped, especially the elderly.

Social Security checks will be increased 5.9 percent July 1. The increase represents a cost-of-liv-

ing adjustment for increased cost of living.

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)

Page Anna	Brooklyn
Paley Anne	Albany
Palmer Donald W Jr	Kenmore
Patnode Bona C	Plattsburgh
Ploutz Ivan D Jr	Binghamton
Pommells Carlos L	New York
Poggieter Hans J	Ithaca
Pratt Robert L	Albany
Purcell Edward J	Fabius
Reynolds Hartwell E	Mechanicville
Riley Cynthia	St Albans
Rodriguez Louise M	Brentwood
Ross Andre M	Katona
Ruland Charles H	Bellmore
Siddon William	Rensselaer
Simons Clinton	Bath

(To Be Continued)

Civil Service Law & You

(Continued from Page 6)

1975, "with leave to renew upon a demonstration by petitioner of exhaustion of all administrative remedies." On May 7, 1975, petitioner served a demand that the state comply with the contractual grievance procedures. On May 16, 1975, DACC informed the employee that his grievance was denied as untimely, since the procedure required that the grievance be initiated within 10 calendar days of the date on which the employee first knew of the act or omission to be grieved. Petitioner then renewed his case in Special Term, which ruled that petitioner had failed to file a timely grievance.

The Appellate Division pointed out that this case did not involve the issue of constitutionality of the section in civil service rules which treated such conduct as a resignation without a hearing. In this case, the employee had a grievance procedure which was available to him. However, his failure to use such procedure on a timely basis constituted a waiver, and he is barred from seeking relief under Article 78, CPLR. *Flemming v. Cagliostro*, 386 N.Y.S. 2d 106 (1976).

Don't Repeat This!

(Continued from Page 6)

other hand, Gov. Nelson Rockefeller and Mayor John Lindsay, both Republicans, found it extremely difficult to establish reasonable accommodation.

If Cuomo is elected, there may be fireworks between the occupant of the Executive Mansion in Albany and the occupant of Grace Mansion in New York City.

LETTERS TO THE EDITOR

'Rascal' Outraged

Editor, The Leader:

We have by now become accustomed to the revolting rather than revolutionary statements by NYS Commerce Department Commissioner John Dyson, the attack dog of an uncaring Governor. But his latest public reference to New York's civil servants as "rascals" calls for a reply.

You may remember that not so long ago Commissioner Dyson contemptuously called his own department's employees "deadwood." True enough, there are a few rotten apples in every basket. To brand the thousands of diligent, responsible, underpaid and generally underappreciated government employees of the Empire State as "rascals" who take refuge in the Civil Service system," however, is a cheap shot and grossly unfair. Perhaps Commissioner Dyson does not realize that it is these same, much maligned "rascals" who serve the public and keep New York State's government func-

tioning through all fiscal crises.

If Commissioner Dyson really wants to know what is wrong with our state government system, I suggest that he start by taking a long, critical look at the number of high-paid assistant deputy commissioners, deputy commissioners and executive deputy commissioners whom

he appointed in his department from among his political and private friends. Too often they are wrapped up in their own pet projects, and they will be swept out by the political tides before they begin to grasp the full scope of the department problems, let alone find and implement solutions. Then the game of political musical chairs starts all over again.

As a civil servant who entered government services from the executive ranks of the business community, I can assure the commissioner that my suggested course of action would be much more productive and respond to a real need. In the meantime, we may take solace in the certainty that "the Dysons come and go, but New York State civil servants will endure."

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Flushing

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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.

STATE EXECUTIVE COMMITTEE

(Vote for Four)

Universities

SARA SIEVERT

Member of CSEA since 1965, currently as SG-7 senior clerk, assigned to the budget office at SUNY College, Fredonia, where she has been employed for over eleven years and local president since 1973. Sara has attended meetings with all university local presidents and with SUNY Central; background gives her experience and "know-how."

WALTER ROBARDS, JR.

I am currently president of Local 608 at SUNY Geneseo. I have also served my local as chairman of the grievance, labor management and social committees. I am familiar with the problems of State University because I have served on the State University committee for the past two years.

DANIEL GRYGAS

Mr. Grygas has been an active member of the CSEA for 19 years and has served SUNY at Albany Local 691 as second vice-president and co-chairman of education and political action. He has also been instrumental in conducting training workshops for stewards to improve their service to our members.

PATRICIA CRANDALL

Like to see a standing committee formed for State University as we have unique problems, Closer follow-up on grievances and central file for president's use. Representatives should meet prior to each Board meeting and as C.B. for current problems and notify Local presidents to send copies of all information to representatives.

ARTHUR HENNESSY (Material not submitted)

MARY LAUZON

I am serving my second term as president of CSEA Local 613, and am also a member of the SUNY ad hoc committee, the statewide education committee and Region V education committee. I have served on the SUNY departmental negotiating team and the SUNY subcommittee for clerical employees.

JUNE BOYLE

As an incumbent candidate for SUNY representative, my main concern is the lack of communication between Board representatives and SUNY employees. I have requested our University committee become a standing committee so that the chairman could sit on the Board of Directors along with the four representatives. I would advocate the restructuring of the committee as well.

ROBERT KEELER

A good housecleaning job is in order. We need some new blood; new ideas; members who are not afraid to stand up, to be heard, to do something. As Local president of Downstate Medical Center, I believe I have the experience and the know-how



SARA SIEVERT



WALTER ROBARDS, JR.



DANIEL GRYGAS



PATRICIA CRANDALL



ARTHUR HENNESSY



MARY LAUZON



JUNE BOYLE



ROBERT KEELER

to provide this representation.

EDWARD DUDEK

I have served Local 602 from board member to Local president (4 terms). State University representative 1967-77. Member State Executive Committee—Board of Directors. Serving as member and/or chairman of many Board Committees. Presently chairman of committee to Study Cost Reductions and Disposition of Convention Motions.

MARY JAROCKI

Have served Local 691 as representative, treasurer for two terms, chairman of political action, co-chairman of education. Served on the Joint State University committee for implementing employee benefit training program. Presently serving as treasurer of the Capital Region. I feel that the current Board lacks the understanding necessary for resolving the problems of the University system.

ALBERT VARACCHI

My qualifications and aggressiveness speak for me. I ask for your vote to represent members of the University system at the Board of Directors and SUNY Central which is so sorely needed.

Education

HARRY TANSER

G. GERALDINE DICKSON

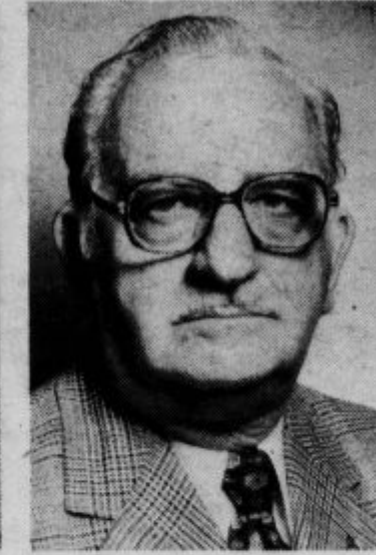
It is time for progressive leadership, one that transmits information both to and from CSEA headquarters. If elected to the board, I, G. Geraldine Dickson, promise to provide opportunities for communication



MARY JAROCKI



EDWARD DUDEK



ALBERT VARACCHI



G. GERALDINE DICKSON

to all segments of our diverse membership that this office represents both in and outside of the SED-Albany. I believe in an informed membership, that also has a voice in policy and planning.

(Vote for Two)

Labor

WILLIAM DEMARTINO

A. VICTOR COSTA

GENNARO FISCHETTI

JEAN TREACY

KATHLEEN YUSCHAK

ROBERT LATTIMER

Bob was instrumental in organizing the Buffalo Department of Labor Local and served as president of same for four years. Active in departmental negotiations and labor-management meetings, he has been an effective spokesman for the membership on such issues as OSHA, CETA and department layoffs and grievances. He will continue to represent all employees in the Department of Labor.

(Vote for Three)

Executive

MARY MOORE

PETER HIGGERSON

MARY CONVERSE

GERALD PURCELL

I have been active in CSEA for 10 years; am presently executive vice-president of OGS, Local 660, and am running for a third term on the Board of Directors. I feel that I have been a voluble and viable Board member, have gained experience and would like the opportunity to again represent the members of the Executive Department, safeguarding their rights and promoting the common welfare.

CINDY EGAN

JAMES WELCH

FRANCISCO DELEMO

STATEWIDE OFFICER NOMINEES

TREASURER



JACK GALLAGHER



JOHN HAYDEN

Jack Gallagher

Jack Gallagher, your present CSEA treasurer, is completing his fourth continuous term in office.

Before joining the Thruway in 1955, Jack had a financial background in private industry. He served as president of the Syracuse Thruway Local for six years. His flexible work schedule gives him plenty of time to work at Albany Headquarters.

He has delivered on campaign promises:

- Dues refunds are paid to chapters on schedule.
- Substantial improvement in data-process func-

tioning.

• The setting up of a RSVP section at headquarters, ready for immediate response to problems of the rank and file.

• Timely financial reporting to Local presidents, on a monthly basis.

• Financial seminars for Local treasurers.

• Financial cutbacks in many areas, but not in services.

Jack serves as consultant to a number of committees, including budget and audit. He is asking for your vote for re-election, so that he may continue to work for you.

John Hayden

Majored in accounting at Pace College. Served as Second Officer in Merchant Marine during World War II. Served in the Army during the Korean "police action." Life member of the Disabled American Veterans. Three term president State Insurance Examiners Association. Presently employed as associate examiner for the State Insurance Department.

STATE EXECUTIVE COMMITTEE

(Vote for Three)

Transportation

EDWARD MALONE

Member and co-chairman of the 1969-1970 Operational Negotiating Team. Member of the 1970-1971 Statewide Department of Transportation Negotiating Team. Co-founder and charter member of Local 500. Member Special DOT Committee 10 years. Local president 11 years, Local delegate 15 years. Education—HVCC, Russell Sage College. Employed by NYS, DOT, O&M, 28 years.

JOHN O'HARE, JR.

(Photo not available)

Presently ACE (Traffic) in Region 5 DOT. Member of CSEA since 1957. Active in Buffalo City chapter—legislative and political action chairman, crisis chairman, member constitution and by-laws, grievance, negotiations committee. Member Region VI legislative and political action and crisis committees. Delegate to statewide conventions. Member of CSEA-DOT Region 5 department negotiations team.

PAUL ST. JOHN

(Material not submitted)

TIMOTHY McINERNEY

Mr. McInerney is a veteran negotiator and has served on a variety of committees within the organization on a local, department, and statewide level. He was chairman of his 1973 departmental negotiating team, which was the first committee to reach agreement. He was also vice-chairman of the PS&T Negotiating Team during recent contract negotiations with the state.

WILLIAM LAWRENCE

Our present representatives have done little for us and DOT employees deserve better. During the 26 years I have been with the Department of Transportation, my work included service with operation and maintenance, traffic, survey, design and construction and has given me a

good background to serve objectively as your representative on statewide executive committee.

JOHN RILEY

I have been a member of CSEA for over 23 years and served as Local treasurer, vice-president and president and as a member of the Board of Directors for the past two years. I have also been a member of the special DOT committee, special committees to study legal services and many other committees.

NICHOLAS CIMINO

I believe my experience and integrity qualify me for this position. I have served as a board member for six years, member of the special DOT committee, president of Local for 20 years, member of joint State and CSEA lay-off committee, constitution and by-laws committee and directors' charter committee.

Social Services

ALBERT MEYER

ED SHERRY

KAREN WHITE

Karen White, in her second term on the Board, serves on the directors' budget, statewide constitution and by-laws, study of cost reduction in CSEA, local Constitution and By-Laws and local labor-management committees. Active in community affairs, she is also completing an AAS degree at Hudson Valley Community College.

Health

ERNST STROEBEL

ROBERT STELLEY

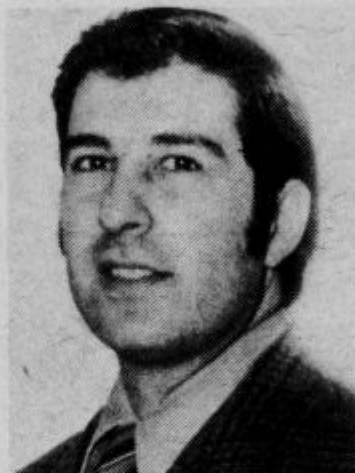
PASQUAL MARTINES

LATE ENTRIES

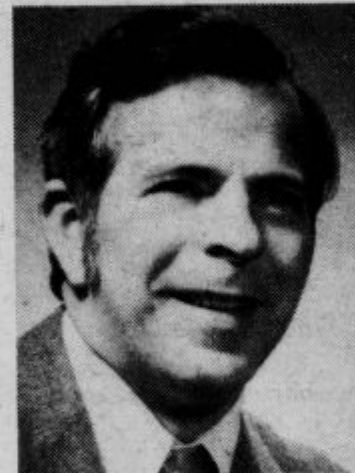
There are a scattering of candidate election statements on pages 8 & 9 that were received too late to be included with their rivals last week. All candidates are listed in the order in which they appear on the ballot.



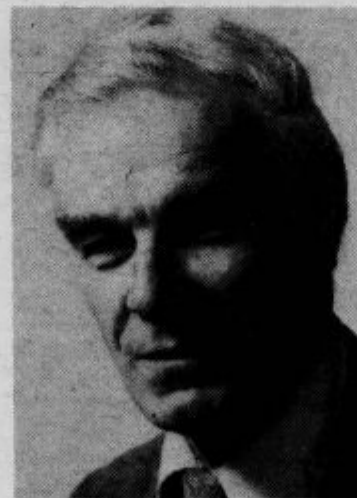
EDWARD MALONE



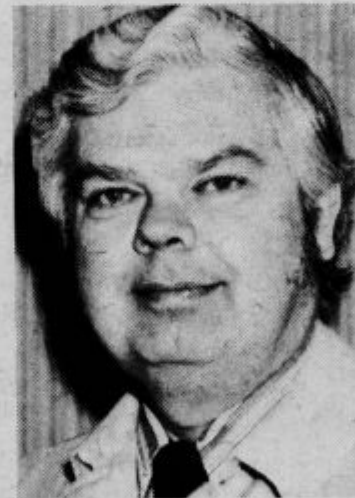
PAUL ST. JOHN



TIMOTHY McINERNEY



WILLIAM LAWRENCE



JOHN RILEY



NICHOLAS CIMINO

Detail Instructions For Early Ballots

(Continued from Page 1)
ballots on May 12.

Because many candidates had scheduled paid advertising, meeting appearances and other campaign activities to correspond with the May 19 mailing date, and therefore those who receive their ballots earlier and mail them back early will have voted prior to that campaign activity, the following steps are being taken to rectify the early-mailing situation: All ballots received by the Latham post office as of Saturday, May 21 will be determined to have been received and mailed early, and will be void. Inasmuch as the names and social security numbers of those voting will be contained on the outside of the return envelope, all those ballots received as of

May 21 will have to be mailed to those voting with an explanation that their prior ballots were inadvertently mailed too early and a new ballot must be completed.

The early ballots will not be opened (all the necessary information to conduct a remailing is on the outside of the return envelope) and will be voided. Only those members who received their ballots early and voted early will be affected. Members who received early ballots but did not vote early will not be affected since that has the same effect as receiving ballots on the original schedule.

Resumes and photographs of regional candidates will appear in next week's Leader.



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A DEMON, OR
THE DEVIL HIMSELF?
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no way to stop...

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Story by DENNIS SHRYACK & MICHAEL BUTLER. Music by LEONARD ROSENMAN
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Poston Awaits Confirmation

ALBANY—State Civil Service Commission member and former president Erska H. Poston is awaiting U.S. Senate confirmation of her nomination to the U.S. Civil Service Commission.

President Jimmy Carter named the 56-year-old Ms. Poston, a Republican, to the \$50,000 a year

post last week.

Ms. Poston, who holds a doctorate from Union College, Schenectady, was appointed president of the state commission in February 1967 by Gov. Nelson Rockefeller. Gov. Hugh Carey removed her from the president's post last August but she remained a commission member. She was director of the state office of Economic Opportunity from March 1965 until her appointment to the commission.

The Kentucky native also was Gov. Rockefeller's confidential assistant from October 1964 to March 1965, youth-work coordinator for the state youth division from December 1962 to October 1964, and New York City Youth Board assistant director from September 1955 to June 1957.



ERSKA POSTON
... a new job

State, County Listing

EXAM 35-977
SR SOC SRVS MNGMNT SPECLST
Test Held Nov. 6, 1976
List Est. March 4, 1977
(Continued from last week)

59 Campbell A D Albany	74.5
60 Homuth Barbara Rochester	74.5
61 Follet John D Savannah	73.8
62 Bradley Edward Albany	73.6
63 Corrigan M T Albany	73.6
64 Clearwater Ann Scarsdale	73.6
65 Dinehart W L Albany	73.4
66 Klaer Charles H Schenectady	73.3
67 Boland Joseph B Troy	72.7
68 Gellman Paul Brooklyn	72.6
69 Dinatale Susan Brooklyn	72.6
70 Pearlman C J Syracuse	72.4
71 Darnowski John Maspeth	71.6
72 Newman Glenn Brooklyn	71.6
73 Johnson Richard Brooklyn	71.5
74 Reed James C NYC	71.4
75 O'Neill Terrence Ctl Islip	71.3
76 Sussman Yale J Watervliet	71.2
77 Malito Donald B Westbury	70.8
78 Rickard Paul A Waterford	70.5
79 Langsam C E Dobbs Ferry	70.4

EXAM 35-979
SENIOR TYPIST
Test Held Nov. 6, 1976
List Est. Feb. 14, 1977
(Continued from Last Week)

161 Swiriduk Teresa Cheektowaga	84.2
162 Tobin Susan K Albany	84.1
163 Holmden Joan H Williamsvil	84.1
164 Laney Monica P Adams	84.1
165 Welch Mary M Potsdam	84.1
166 Forman Sondra Arverne	83.8
167 Blenman Daisy E St Albans	83.8
168 Pickett K M Clifton Park	83.6
169 Mack Irene M Highland	83.5
170 King Ruth Rome	83.5
171 Smith Edna P Guiderland	83.4
172 Leone Karen A Saratoga Spg	83.4
173 Bruso Mildred M Albany	83.4
174 Wlodarek G A Dunkirk	83.4
175 Beauvais Merle Plattsburgh	83.3
176 Malucci Nina M Kenmore	83.3
177 Huyler C M Interlaken	83.2
178 Crehan Kathleen Buffalo	83.2
179 Kaufman Joann C Delancey	83.2
180 Caban Carol T Duaneburg	83.2
181 Dittmaier J R Jefferson	83.2
182 Sommers Debra E Troy	83.2
183 Dougherty S G Syracuse	83.1
184 Burns Karen A Watertown	83.1
185 Ellefson B B Cortland	83.1
186 Wickham V A Schenectady	83.1
187 Vergoni Louise Cohoes	83.1
188 Tuttle Irene S Medina	83.1
189 Bauer Donna A Binghamton	83.1
190 Layton Sandra A Troy	83.1
191 Greene Sandra L Middletown	83.1
192 Kaplan Irene Pt Jffra St	83.0
193 Tomchik P M East Nassau	83.0
194 Clark Sandra J Kenmore	83.0
195 Nowak Diane L Cheektowaga	83.0
196 Weigand Carol G Huntington	83.0
197 Bradt Kimberly Schenectady	83.0
198 Perlet Judith A Mexico	83.0
199 Lafave Ann T Tupper Lk	83.0
200 Langley Deborah Ogdensburg	82.9
201 Gould Katherine Grand Island	82.8
202 Hoffman Anne M Cheektowaga	82.9
203 Ziolkowski K Buffalo	82.8
204 Priestley P J Elba	82.8
205 Savine J M Rochester	82.6
206 Lander C E Wayland	82.6
207 Crocker Earlene Buffalo	82.6
208 Buehler Mary L Schenectady	82.6
209 Recker Ellinor Ogdensburg	82.5
210 Noah Marilyn T Lockport	82.5
211 Monroe Vickie M Lk George	82.4
212 Pickett Joyce C Ctl Bridge	82.3
213 Wright Mary J Stanfordvil	82.3
214 Jones Shirley B Homer	82.3
215 Marriott Lois E Buffalo	82.2
216 Caruso Marilyn Menands	82.1
217 Hughes M C Albany	82.0
218 Sheldon Donna M Albany	82.0
219 McGarvey Helen Malone	82.0
220 Ecker Helen M Albany	82.0
221 Magnoli Dale K Ctl Islip	82.0
222 Silwa Rita West Seneca	82.0
223 Losito Marian E Elmira	82.0
224 Falcon Louana Scotia	82.0
225 Walker Margaret Syracuse	81.9
226 Rohland Ann S Holley	81.9
227 Hayes Mary J Schenectady	81.9
228 Messina Janet S Delmar	81.9
229 Curley A B Cohoes	81.8
230 Sitnik Sharon A Bridgeport	81.8
231 Valentino M A Oswego	81.8
232 Erland D Summit	81.8
233 O'Neil Viola O Oswego	81.8
234 Nicholas P A Ballston Spa	81.8
235 Horan Alice M Albion	81.8
236 Kasprzak S N Cheektowaga	81.8
237 Cusick Erna Huntington	81.7
238 Lindsay Violet Commack	81.7
239 Reilly Edith F Albany	81.7
240 Shields Susan M Albany	81.7

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—John Beaufort, Christian Science Monitor

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a swinging, stomping dance orgy... a luminous show!
—T.E. Kalem, Time

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—Clive Daines, N.Y. Times
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Wenzl's Civil Service Reform Stand



Theodore Wenzl: should "attract . . . minorities and women."

(Continued from Page 5)
opinion that this money and manpower can be used for better purposes.

• Combined with the performance evaluation recommendation is the proposal for merit pay increases. However, included in the proposal is that management grant such increases based upon its concept of merit. The determination is not subject to any review nor are there any standards of performance mandated nor is there any arrangement proposed for union participation in establishing standards. This unfettered, unstructured power of management to grant merit pay increases could easily be used to grant increases on bases other than merit.

• Many proposals have been made in recent months on the method of selection of persons from an eligible list. These have ranged from block scoring, zone scoring and use of entire lists. The CSEA is opposed to all of these proposals because making available to appointing officers a large body of qualified candidates opens the way for political and favored employee appointments. All of the alternative proposals to the selection of one of three are contrary to the state constitution (article V section 6) which mandate that appointments and promotions be made as far as practicable. In fact, CSEA prefers direct order of list selection. At the very least, we urge the continuance of the rule of one of three.

• In recent months we have also heard of many proposals to increase the probationary term for new hires, for inter and intra-departmental promotions and inter-departmental transfers. Probationary terms are also proposed for reinstatements from preferred lists. The probationary period represents a time of hardship for the employee. Since his status is indefinite he cannot move his family, sell a house, relocate his children in other schools, sell a small business and tidy up similar personal problems. In fact, probationary terms are rarely used elsewhere in state service. There is no sound reason to extend the probationary term for new hires to one year. It is a poor appointing officer who needs one year's time to determine whether an employee is qualified to perform the duties of a position. The only explanation for extending the probationary period is the desire of management to keep the employee in a state of uncertainty and peonage. The CSEA opposes the extension of any present probationary term.

• The previously proposed career management service has re-emerged. Under the new rubric of "career executive positions" persons in grade 28 and above would participate in qualifying examinations. Persons who qualify could be assigned to any upper level position in any department by the appointing officer and paid any salary subject to approval of the budget director. The CSEA has in former years, and does at the present, oppose this concept.

The career management service will create an elite corps of civil servants that by cronyism could have an adverse effect on placement, promotion and assignment of other employees. Although all persons qualify in the same examination, they

would receive differing salaries depending upon the appointing officer and the budget director, resulting in considerable jockeying by the persons involved for the better paying positions. Such turnover is not in the best interests of the state.

Second, the examination proposed would be a qualifying test and the appointing officer could select anyone from the group for the position. This procedure could well stimulate political appointments.

Third, the inauguration of the service could reduce or even eliminate promotion opportunities from within departments as career management service employees were transferred into those positions from elsewhere.

To the extent that career management service were used to replace many of the upper level positions now in the non-competitive and exempt class, it would be of value. However, there is no indication that this will be the result.

CSEA would now like to offer some affirmative proposals to the committee for its consideration.

(1) Jurisdictional classification. The present jurisdictional classification of an unclassified service and a classified service consisting of exempt, non-competitive, labor and competitive classes should be revised. The various classifications are confusing to the employee, the administrator and the general citizenry. Further, they complicate and force elaboration of the present Civil Service Law.

" . . . In fact, CSEA prefers direct order of list selection. At the very least, we urge the continuance of the rule of three. . . "

Many of the states and the federal government have only a competitive service and an exempt service. Although New York's law would require study for revisions to accommodate this change, we feel that the change should be enacted as rapidly as possible as a progressive step towards improved civil service administration.

(2) Unclassified service. The present law grants the educational fraternity (Commissioner of Education, Chancellor of State University and Boards of Community Colleges) too great a power in placing positions in the unclassified service (sections 35(g) (h) (1)). At the time of the introduction of these sections, a plea was made for the need of these sections due to the rapid expansion of the education structure. This expansion has ceased, and the need for them no longer exists. Furthermore, experience has indicated that the educational fraternity has abused the intent of these sections and has placed many positions which are competitive or non-competitive in other departments or agencies of the state in a teaching category. There is no audit or review of their operations. We strongly recommend that these sections be deleted and the educational institutions be treated like any other department of government subject to the review of the Civil Service Commission.

(3) Layoff law. The present

layoff law is defective in the sense that there is no distinct provision for part-time employees. As a net result, part-time employees are treated in the same manner as full time employees in the computation of seniority. For example, a person who has worked half-days for four years is given four years of seniority credit according to present procedure. Such a person would displace a person who has worked three years on a full-time basis in the position. We believe that this is unfair and improper and the law should be revised to grant part-time employees seniority on a preferred list separate and distinct from full-time employees.

(4) Promotions. At the present time, promotions are restricted to persons in the immediate lower grade, or in some cases examinations are opened to collateral lines, provided persons in the collateral lines have the necessary qualifications for the positions. However, employees are encouraged to take advance training and obtain college degrees. Generally, this is done after regular working hours and employees spend eight to ten years to obtain college degrees. At the conclusion of such training in order to qualify for a higher level position in the state service, they are obliged to take open competitive examinations. We believe that the law should be revised to permit any person who has the qualifications for higher positions, and who has permanent status in the state service, to take promotion examinations regardless of the position he holds. This would broaden the opportunities for the employee and provide the state with personnel who have indicated sufficient determination and motivation in obtaining the higher educational qualifications.

(5) The role of the personnel officer. Most of the complaints we have received from employees over the years have revolved around actions of the department personnel officers, and their attempts to avoid the law to acquire a particular objective for their department. Although many of these personnel officers are reluctant to take steps to circumvent the Civil Service Law, they do so to retain their positions. We believe that adherence to the provisions and principles of the Civil Service Law would be facilitated if the personnel officer of the operating department were not solely subject to the disciplinary action of the department head, but were also subject to disciplinary action by the State Civil Service Commission in those cases where it is demonstrated that he has evaded, avoided or distorted the provisions of the Civil Service Law in the admin-

istration of a personnel program for an agency.

(6) Updating the training of present employees. Industry has long recognized the need for updating the training of long term employees, yet there is no provision in state service for an in-depth uptraining of professional personnel in the operating departments. We are therefore recommending that funds be allocated to permit employees who so desire to be uptrained in their professional field to receive educational leaves with pay within an affixed appropriation to enhance their abilities and increase their productivity in their position.

(7) Disability leaves. We have no objection to instituting a procedure for disability leaves for employees either for physical or mental disabilities provided that sufficient safeguards of the individual's rights are contained in such laws: The employee's physician or psychiatrist should be allowed to review the determinations of a departmental medical officer or psychiatrist to reach a joint conclusion as to whether there is sufficient cause to place the employee on disability leave solely by the actions of the medical officer of the operating department and the departmental appointing officer. We believe and the U.S. Supreme Court has stated, that such action is depriving the person of his constitutional rights.

(8) Preferred lists. Persons who are on a preferred list are on this list through no fault of their own. Many times they are long term employees who have given years of devoted service to the state. The present law continues the eligibility of the individual for appointment for four years. If no appointments are made during that period, the person's eligibility ceases. We recommend that preferred lists remain in existence until they have been exhausted by the placement of every person on that list in the same or similar positions. This would only be a fair treatment for the employee who is laid off.

(9) Affirmative action. The CSEA supports affirmative action and is prepared to endorse legislation designed to eliminate the imbalances which presently exist in the employment of women and minorities at all levels of government in any manner which is consistent with the principles of merit and fitness.

In particular, CSEA recommends the development of recruiting techniques designed to attract and encourage the employment of minorities and women generally, and especially in those job categories where minorities and women are unrepresented. (Continued on Page 15)

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Send GREETING:

Upon the petition of the Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 10th day of June, 1977, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. Dated, Attested and Sealed (L.S.), April 18, 1977. HON. SAMUEL A. SPIEGEL, Surrogate, New York County. David L. Sheehan Jr., Chief Clerk.

Lab Oil Company, c/o Bruce S. Banded, 277 Park Avenue, New York, N.Y. Substance of Certificate of Limited Partnership filed in the New York County Clerk's Office on April 14, 1977. Business: Own and operate oil and gas properties. General Partners: Bruce S. Banded, 114 Michael Road, Oakdale, N.Y.; Joseph Allegro, 6 Hallacher Drive, East Northport, N.Y.; Harry Lyme, 810 N.E. 124th St., Miami, Fla. Limited Partners, name address and cash contribution: Walter A. Sheldon, 137 Greenway Road, Lido Beach, N.Y.; Marilyn & Jeffrey Sheldon, jointly, 99-25 60th Ave., Queens, N.Y.; Jack & Harriet Izower, jointly, 146 Jefferson Ave, Island Park, N.Y.; Seymour Banded, 54 Cornwell Lane, Sands Point, N.Y.; James R. Zuckerman, 67 Beverly Road, Great Neck, N.Y.; Joseph Banded, 440 E. 62nd St., N.Y. N.Y.; Penelope Andrews Sprague, c/o Martin Andrews, 1026 Hudson St., Hoboken, N.J.; Daniel Banded, 1010 Woodside Dr., Clearwater, Fla., \$6,500 each; Murray N. Meadow, 9 W 16th St., N.Y. N.Y.; Melvin Dikowitz, 159-55 78th St., Howard Beach, N.Y.; Jerome M. Slavin, 24 Old Field Lane, Lake Success, N.Y.; Max Steinhart, 2980 Valentine Ave., Bronx, N.Y., \$3,250 each. Term: April 12th, 1977 to February 1, 2012. Limited partners have not agreed to make additional contributions. Contribution of limited partner returned on dissolution. Limited partners shall receive that proportion of at least 50% of net income as his contribution bears to \$65,000. Limited partner has no right to substitute an assignee. No right to admit additional limited partners. No priority among limited partners. Upon death, retirement or insanity of all general partners, 67% in interest of limited partners have the right continue business. Limited partners have no right to demand or receive property other than cash in for his contribution.

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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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CSEA CONVENTION REPORTS, PHOTOS



Manhattan Children's Psychiatric Center Local 413 president James Fields engages in lively discussion with Alma Hayes, center, and Rosalind Edwards, both Local 413 delegates.
(Leader photos by Ted Kaplan)



Western VI secretary Judith Burgess, who is challenging incumbent Irene Carr for statewide CSEA secretary, seems not to notice campaign headband on her behalf being worn by Ontario Local 835's Mary Miller.

Restructuring Committee Report

The report of the committee to restructure CSEA was presented by chairman Allen Mead, of James E. Christian Memorial Health Department, Local 664, at the CSEA spring convention at the Concord Hotel in March. Other committee members are Nicholas Puzifferri, William McMann, Robert Diaz, Ed Perrott, Marty Horan, Carmine DeBattista and William Crimm.

State in support of the Committee recommendation

We have reviewed several proposals during our existence which we deem to have been submitted to this Committee inappropriately. It is important to note, however, the frustration that became apparent in these submissions — lack of stability, lack of continuity, lack of accountability, lack of direction, lack of control, lack of confidence, etc., etc. The Committee does sympathize with these frustrations since they are felt by most all of us at one time or another. The Committee wishes, however, to explicitly state its conviction that these are not problems solely caused by any individual or completely by any structural change.

Our analysis of the criticisms of Restructuring seem to lead to one conclusion, the new structure has created forums for excessive political activity and division within CSEA. This may be true in some, or all, instances. This however, is a judgment based largely upon the elements of human behavior that obviously must enter into the structure. We believe it is unreasonable to expect that this situation can be completely eliminated. If we are going to continue electing officers for the purpose of representation, in any form, we must realize personalities are attached. Assuming this criticism is accurate, or at least reasonable, we must provide careful attention to the following issues:

Why and how did this happen?

What advances were made?

What further structural change will best serve to correct the problem with the least negative effect?

The Committee recognizes these are issues which probably cannot be resolved in the expedient manner that may be desirable and necessary. It is the Committee's hope that our recommendation seeking four-year terms of office is a positive and advantageous advance and we ask for your support.

The Committee's analysis of the issues is as follows:

Why and how did this happen?

Without a lengthy discussion on the elements of human behavior, suffice to say that could be how. This subject will be discussed later in the report.

Any number of reasons could be advanced to answer the question why. Some disadvantages to decentralization which are commonly recognized in the study of organizational concepts sound exactly like the problems related in the

very opening of this statement, only worded differently. For example:

1. "May tend to create responsibility without direction or authority resulting in administration by personality."

2. "Tends to create duplication and lack of priorities thus no concentration and direction."

3. "Problems or relating general goals to specific (programs and people without specific goals & objectives); lack of accountability."

4. "Individual programs become semi-autonomous units in competition for scarce resources."

5. "Excessive number of committees and meetings tend to result in a slow decision-making process."

6. "Consumers become lost in a myriad of programs; don't know who is responsible for what."

Sound familiar, think about them. They are not problems caused by one individual, but disadvantages to decentralization (regionalization). Such disadvantages are correctable through reasonably uncomplicated means.

Examples 1 through 6 are quoted from materials prepared by Professor Robert Quinn, State University of New York at Albany, Graduate School of Public Affairs.

What advances were made?

We feel it safe to say the most predominant favorable opinion of Restructuring is that its design made CSEA more responsive to its membership. The regionalization of CSEA provided more opportunities for participation and development for members and local officers. The revamped headquarters and regional staffing allowed for more efficient and flexible operation.

If you don't believe the structure provides for a more open, efficient, effective and flexible organization than according to organizational theory, you don't believe that the goals and objectives of CSEA are ever subject to change. There are generally accepted beliefs in organizational planning that structures designed, in similarity to the current CSEA organizational structure, are more efficient, more flexible and more effective for the purpose of responding to a rapidly changing market.

Therefore, in theory, the "Restructuring" of CSEA was a significant advance. As mentioned previously, there were disadvantages but not of a nature to be singularly responsible for the current criticism.

What further structural change will best serve to correct the problem with the least negative effect?

A popular concept advanced in the field of motivational studies (Dr. A. H. Maslow), "A dynamic theory of Human Motivation" is in the form of a multi-level structure. At the top of the structure is the level of self-actualization. In other words, the individual who has satisfied every other need and is merely working for the pure enjoyment afforded

him by his job. In the middle, are such things as social acceptance—belongings, etc. At the very bottom, the primary area of concern, is basic needs; security. The theory contends that once an individual, regardless of what level he has attained, is threatened at the very bottom level, basic security, his concerns for any other level diminish or disappear completely.

The correlation submitted is that if the individuals involved in the CSEA structure are concerned with political careers, the only way to suspend that concern is to provide more basic security. Hence, removing the threat and allowing for concern with the job itself.

Remedies to the disadvantages noted earlier are of an administrative nature and the Committee will discuss these with the officers and delegates in the future.

Conclusion

The Committee has accepted a reasonable criticism and attempted to objectively analyze the reasons and propose a remedy. It is our opinion that the structure is good and should remain as it exists. Further, we feel the overriding problems are ones of human nature and probably will never be completely eliminated. However, the problem can be relieved to a degree. Providing more basic security to satisfy the human nature of our elected officials should motivate them to perform differently in their jobs. It is hoped that such an action would provide more stability to the organization. If we will recognize the complexities of the tasks involved, I think we can agree that two years does not provide much time for recognizing problems, analyzing them and planning remedies. This is especially true when the individual cannot concentrate all his energies to his job but must also concern himself with his basic needs for security.

As an additional factor, CSEA, Inc. would recognize immediate tangible benefits from such a proposal. The Statewide elections could cost approximately \$150,000. Over a ten-year period two elections, instead of five, could save CSEA close to \$500,000. The services that could be provided to our members with this amount of money deserve careful thought.

Therefore, the Committee to Restructure CSEA feels it is justified in presenting its proposal for four-year terms. We ask for your support and we further advise that if our proposal meets with your acceptance it will require far greater accountability. We should provide security but never allow complacency! We cannot sufficiently stress the urgent need to recognize that each and every day we represent CSEA, each member is entitled to an answer when he or she asks—"What have you done for me lately?"

PART II

(Recommendations to be referred under appropriate reports.)

Constitution and By-Laws

The Committee recommends amendment to Charter Committee revisions in relation to Article V, Section 2, of the By-Laws Expulsion of Members. The Committee feels its original concern, protection of CSEA, Inc. against legal action, has not been expressed in these revisions.

Therefore we will recommend inclusion of the words—"and the Associations' Counsel" following the new wording "or by the Regional President, or by the President of the Association."

(Action taken: Referred to constitution and by-laws committee.)

Treasurer

The Committee is concerned with the extent of information provided the general membership in relation to official meetings of the Association.

Therefore, the Committee will recommend that:

Within thirty days following a Statewide Delegate Meeting each local President shall file with the office of the appropriate Regional President a copy of a written report of such meeting that has been distributed to the membership of the local.

The office of each Regional President shall identify delinquent locals to the Statewide Treasurer who shall withhold reimbursement for any delegate expense until notified of compliance.

The Committee is also concerned with the amount of expense for Statewide officers travel. Therefore, the Committee will recommend that:

For a one-year period, commencing April 1, 1977 any expense incurred as a result of travel by any Statewide officer of CSEA invited to attend a Regional or local meeting shall be provided by the Region or local extending the invitation.

(Action taken: Tabled.)

Education Committee

The Committee is concerned with the training available to members in the area of collective bargaining. The Committee feels that more local leaders should receive formal training in this area in order to qualify them for potential positions on negotiating teams and expand their knowledge and understanding of the processes involved.

Therefore, the Committee recommends that:

The Statewide Education Committee concentrate on providing programs to educate the membership in the area of collective bargaining.

(Action taken: Passed.)

State Division

The Committee is concerned with the past experience of the existing procedure for appointments to negotiating teams. The submission of each Regional Executive Board should provide for flexibility in the appointment of team members and protection in the event of any vacancy.

Therefore, the Committee recommends that:

Each Regional Executive Board shall submit more than two nominees for appointment to each unit negotiating team.

The Committee is concerned with the feasibility of effective action at numerous installations in the event that alternatives to the collective bargaining process are necessitated.

Therefore, the Committee recommends that:

The Contingency Action Committee immediately investigate the desirability of concentrated efforts at selected installations in the event that alternatives to the collective bargaining process are necessary to promote the interest of CSEA.

(Action taken: Deferred.)

This concludes the Report of the Committee to Restructure CSEA. On behalf of all the Committee members, I take this opportunity to extend our appreciation to the officers and members of CSEA for their cooperation and support.

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Wenzl's Stand On Reform

(Continued from Page 11)
sented. Secondly, CSEA supports the creation and continuation of viable career ladders which would enable minorities and women to move into supervisory and management level positions. In the state, particular problems lie in the clerical/administrative functions in all departments, and the therapy functions of the Department of Mental Hygiene, in which career ladders have been created but are nonoperable due to job freezes. In the local governments, career ladders are largely non-existent. Third, CSEA recommends that the Civil Service requirements for appointment and promotion be reviewed for the purpose of eliminating ethnic and sex biases. For example, the experience factor (including part-time and volunteer work) should be more heavily considered in establishing the prerequisites for examination eligibility; height and weight requirements should be carefully scrutinized; and

civil service written examinations should be reviewed and analyzed in their entirety to assure that ethnic and cultural biases are eliminated to the extent possible. The affirmative action committee of CSEA is in the process of preparing additional recommendations which would strengthen affirmative action while assuring that the constitutional principles of merit and fitness are upheld.

(10) Local civil service. The total organization of local civil service occurred with the adoption of the Fite Law in 1941. We recommend that a study be made as to the effectiveness of the law and the organization of local civil service structures. It is our belief that much can be done to strengthen local civil service and make the respective civil service agencies more responsible to their constituents.

We thank the committee for the opportunity to present our point of view and respectfully request that we be afforded an opportunity to further discuss any future recommendations of this committee.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 55th floor, New York 10048 (phone 488-4248; 10 a.m.-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.

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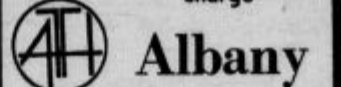
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Erie Leader Angry Over Merger Study

CHEEKTOWAGA—Victor E. Marr, president of the Erie County Local of the Civil Service Employees Assn., which represents 1,800 workers at E.J. Meyer Memorial Hospital, said recently he wrote Dr. John T. Naughton, U.B. Medical School Dean on Feb. 24 requesting input into the hospital merger study and proposing that Steve Caruana, a Meyer CSEA official, be added to the committee which is currently studying a possible merger involving the county hospital, Buffalo General, Children's and Deaconess Hospitals. No response to the letter was ever received.

Mr. Marr also disclosed that the union's regional and Albany research staffs are conducting "independent" studies of the merger and can make "valuable"

Region V Meets

SYRACUSE—A Meet the Candidates Night is planned for May 27 at 7 p.m., at the regional office, Syracuse, so that members may become acquainted with statewide as well as Region V candidates.

The event is being sponsored by Upstate Medical, Hutchings Psychiatric and Syracuse Developmental Center and College of Environmental Sciences.

Jefferson Presidency Becomes Family Fight

WATERTOWN—A battle for the presidency of the Jefferson Local of the Civil Service Employees Assn. has developed this month with the principals being relatives Peter G. Grieco and his nephew, Richard J. Grieco.

Peter is now serving as interim president of the Local, having replaced Eleanor S. Percy, who stepped down when her city court clerk classification changed to state jurisdiction.

Richard is completing seven years as president of the City unit of the CSEA and has announced intentions of being a candidate for Jefferson Local president. He is a chapter vice-president. Nominees for Local offices will be selected by a committee later this month.

As for the City unit, nominees for offices have been picked. The membership began voting, by

contributions to the merger study.

"Our people do the work at the hospital and it seems inconceivable that they be left out of the hospital study," Mr. Marr said. CSEA, he explained, represents the hospital's white-collar work force, including licensed practical nurses; laboratory, x-ray and other technicians; and secretarial and clerical staff, among others.

Mr. Marr pointed out that about a year ago CSEA "showed the county how it could save several million dollars" at the hospital by improving "shoddy" billing procedures.

"If they just talk to themselves, they're not going to learn anything, and indeed may come up with a solution nobody will buy," Mr. Marr said of the U.B. lead study.

"And, of course, I am concerned that our workers are in no way hurt by any changes," Mr. Marr concluded, "This area already has enough unemployment."

mail ballot, May 6, and the results were tabulated at a general meeting May 11 at the Brownville American Legion.

Unopposed nominees are: William A. Murray, president; Eleanor M. Howland, secretary; Angeline N. Dusckas, treasurer. Vyving for vice-president are Richard P. Brown and Craig J. Demarco. Five candidates, seeking to fill four seats on the executive board, are: Patrick Moore, Cindy Gamage, Daniel Parker, Janice Boyle and Patrick Fields.



JAMES CURRIER

Rockland Social Service Working Situation Better

NEW CITY—Several changes in working conditions have resulted from the recent class-action grievance filed by Civil Service Employees Assn. members in the social services section of Rockland County.

Section CSEA president Harold Berlin conferred with Social Services Commissioner Noah Weinberg last week and CSEA field representative Larry Scanlon, shortly after the grievance was filed. The following decisions were made:

Potholes in the parking lot will be patched by the contractor. Mr. Weinberg will notify the sheriff to patrol the lot to discourage vandalism and theft. Complaints regarding glass, litter or non-functioning lights in the parking lot will be assigned

to a specific person named by the commissioner.

Food Stamp Department employees will move to a building in Pomona to alleviate crowding. Also, some people in the current Social Services building will move to another floor, to alleviate crowding in the income-maintenance and accounting departments.

Social Services employee John Hart has prepared floor plans for partitioning, which will increase clients' privacy and, hopefully, say employees, eliminate many floor hazards, such as wiring.

Files are expected to be moved from the hallways around June 1.

The landlord has signed a contract to install new bathrooms and sent two air-conditioning experts to look at the building and design a ventilation system to remove hot air from the building.

The commissioner has asked for, and the union is seriously considering, re-establishing labor-management meetings for the social services section.

Utica Claims Victory In Labor Dept. Move

UTICA—The Civil Service Employees Assn., led by James Currier, president of the Fort Schuyler Local, has been successful in its year-long battle to relocate the Utica Employment Service facilities into the State Office Building.

Mr. Currier said that he learned of the state's decision from deputy executive industrial commissioner William O'Toole, at a recent labor management committee meeting in Albany.

The fight between the CSEA local and the state developed about a year ago when local officials learned of the state's intention to move the employ-

ment service to a building owned by a local influential politician.

Protests were lodged with various state legislators, but it was learned in November 1976 that the state planned to proceed with the move.

Main objection to the move was that it was an unnecessary waste of funds and would transfer the facility to a neighborhood less advantageous to both employees and the public.

Mr. Currier subsequently wrote a letter to Gov. Hugh Carey, explaining the situation and urging him to act. According to Mr. Currier, it seems that once the Governor was aware that taxpayer money could be saved by utilizing a state-owned facility, the matter was resolved.

Jefferson Honors Percy For Her 9 Years As Leader

WATERTOWN—Eleanor S. Percy will be honored by the Jefferson Local of the Civil Service Employees Assn. at a testimonial dinner May 20 in recognition of her contributions to the unit, including nine years as president.

The dinner, at Benny's Steak House, will be at 7:30 p.m.

A city court clerk, she resigned as president April 1 when she became a state employee under the state's takeover of the Watertown Court. Not eligible for membership in the county unit, she has transferred to the newly organized Region V Court Local and is serving as its temporary president.

Buffalo Dinner

BUFFALO—Buffalo Local 003 is planning an installation dinner-dance on June 25 at John's Flaming Hearth, Lackawanna. Dinner at 8 p.m. will follow a cocktail hour.

Region IV

The Capital Region information station is usually manned Tuesday through Thursday from 11 a.m. until 2 p.m.

During the next several weeks, it will be at the following locations: May 17-19, at the Education Department; May 21-26, at the South Mall-Concourse, May 31-June 2, at Campus building three.

200 Years Combined Thruway Service Honored

CANASTOTA—More than 125 employees, former employees, and special guests of the New York State Thruway Local of the Civil Service Employees Assn., Central Region, gathered recently at the Casa Mia Restaurant here to honor 11 recent retirees with combined state service totaling 200 years.

Representing the CSEA at the dinner event were: Jack Gallagher, state treasurer; Francis A. Martello, regional field supervisor; James Moore, president, Utica Psychiatric Center Local, and Jean Gray, Thruway Authority representative.

The group includes, front row, from left, James Aiello, Jean Gray, Thruway Authority representative, and Sam Cianfarano. Standing in the rear are Joseph Kuba, Kenneth Pritchard, John Tanzi, Josephine Darring, Ralph Salmon, Matthew Ymiolok, Paul Harrison, and Paul Stefucza. Not in the photo was Viva Vurraro.



During pre-dinner activities, several of the honored guests commented on their state service dating back to the beginning of

the Thruway. Utican John Tanzi remarked that he actually took a cut in pay to become a Thruway employee. "I distinctly re-

member my starting salary, it was a grand sum of \$2,800 per year. Of course, a dollar went a lot further in those days," Mr.

Tanzi recalled with a smile.

The dinner was concluded with the presentation of service certificates.