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Civil Service Employees Assn. president Theodore C. Wenzl presided over special (but traditional) spring Delegates Meeting last week at Concord Hotel. Numerous issues of importance to CSEA members were decided by the 1,200 delegates.

Civil Service LEADER

America's Largest Newspaper for Public Employees

Convention Reports

See Pages 8 & 9

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Friday, April 1, 1977

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CSEA Delegates Authorize Strike Deadline

By PAUL KYER

KIAMESHA LAKE—There was no shouting, no uproar here last week when some 1,200 delegates attending the spring meeting of the Civil Service Employees Assn. voted to strike statewide on April 18 unless they were offered a decent pay package for state workers this year.

A grim and silent crowd took less than 20

seconds to approve a strike resolution offered by CSEA's State Executive Committee chairman Thomas McDonough.

There was no need to debate. Delegates knew the facts well before arriving here for their three-day session. They had already rejected a proposal by Governor Carey for a \$350 across-the-board raise on April 1 and another 5 percent hike on

Jan. 1. The fact-finders' strong recommendation for a 5 percent raise now and additional 3½ percent hike on Jan. 1 for all employees was, in turn, rejected by the Governor.

Carey's refusal to consider the recommendation on the grounds it "costs too much" caused CSEA president Theodore C. Wenzl to term Carey "the

(Continued on Page 16)

Court Workers Discuss Move: Still Questions

By JANE BERNSTEIN

KIAMESHA LAKE — April 1 will see the transfer of all local government court employees to the state payroll. Yet many questions remain unanswered at this time, and they were the topic for discussion at a meeting of the ad hoc committee studying the issue.

Members of the local court workers committee plus representatives of the state judicial bargaining committee met during the Civil Service Employees Assn. convention at Kiamesha Lake, March 20 through 23. It was the first time members of both groups have gotten together to discuss the move.

One of the hottest issues raised was that of bargaining units. The members expressed concern that they may lose their voice in collective bargaining, because it is

(Continued on Page 14)



FIRST IN STATE

Temporary officers for the Civil Service Employees Assn.'s first Judicial chapter get together to study changeover this week of court systems from local to state control. When the photo was taken at CSEA convention last week, they were still local government employees and officers of county chapters; by the end of this week they will be state employees. Eleanor Percy, standing, court clerk for the City Court of Watertown, was named president of the Region V Courts' chapter; she had been Jefferson Local 823 president. Other temporary officers, from left, are second vice-president Roy Hall, of Franklin County; first vice-president Jerrold Goetz, of Oneida County; recording secretary Nancy Roark, of Chemung County, and Ann Schneider, of Onondaga County. Treasurer is Ida Gialanella, of Broome County.

Union Tightens Belt On Funds: 'Workers Need Every Penny'

By MARVIN BAXLEY

KIAMESHA LAKE—"This body rejects the Governor's proposal and the fact-finders' report, and unless a responsible contract offer acceptable to all negotiating teams be passed by the Legislature and accepted by the Governor by April 18 that CSEA strike the State."

That motion, passed overwhelmingly by delegates to the Civil Service Employees Assn.'s annual spring convention at the Concord Hotel here, was, of course, the most important action taken at the meeting.

Other decisions, perhaps of less immediate import to the rank-and-file membership, generated some high-voltage debates during the course of the three-day coming-together of CSEA decision-makers throughout the state. Even the blizzard, which for several hours left the Concord without electricity or telephone service, failed to damp the fireworks, but did cause a temporary flare-up of tempers by those delegates who feared being stranded without funds in the snowbound hotel.

Funds of another kind, however, were discussed at the opening of the meeting. Treasurer Jack Gallagher reported that for first time in two years the union is operating in the black. He attributed this to economies that have been made in the union's operations to prevent asking for a dues increase from members,

who are already heavily burdened by inflation and taxes.

Refusal to ask CSEA members for any further money was also the major cause for the delegates' rejection of 10-cents-per-pay-period contribution for a political action warchest. Although political action chairman Martin Langer sought to establish the fund, which would amount to a

(Continued on Page 16)



All State Employees Should Join Effort To Gain Fair Settlement

The reaction of the Governor, in rejecting the basic recommendations of the

(Continued on Page 6)

An Act Of God

By KENNETH SCHEPT

KIAMESHA LAKE—The 1977 convention of the Civil Service Employees Assn. held, as is the recent custom, at the Concord Hotel, Kiamesha Lake, will possibly be remembered, not for the militant

strike vote cast Monday morning, but because of the snow that fell Monday night, Tuesday, and part of Wednesday.

Members from the Western Region VI who had endured the Blizzard of '77,

(Continued on Page 16)

Testing Ends March 31 For 8 Suffolk Titles

EAST NORTHPORT—The Suffolk County Civil Service Department will cease continuous recruitment testing for eight titles March 31.

Candidates must call for an

Ass. Accountant

ALBANY—An associate accountant auditor eligible list, resulting from open competitive exam 24-485, was established March 14 by the State Civil Service Department. The list contains 745 names.

appointment before March 18. The titles are clerk typist, stenographer, motor vehicle licensing examiner I, stenographer (Spanish speaking), dog warden, engineering aide, account clerk and key punch operator.

For information call the East Northport Testing and Information Center, 295 Larkfield Road, East Northport. Phone: (516) 216-2634.

**BUY
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BONDS!**

Legal Victory For Westchester CSEA

Judge Rules In Job Elimination: 'Circumvention Of Civil Service'

WHITE PLAINS—The Westchester County Commissioner of Hospitals has been found in violation of the Civil Service Law for eliminating nine security guard positions purportedly because of a budget reduction, and then awarding a contract to a private agency to perform the identical duties at virtually the same cost.

The ruling this week by Justice Leonard Rubinfeld, on an Article 78 petition, ordered the nine guards reinstated and awarded them back pay to last Dec. 31, when they lost their job at the Westchester County Medical Center in Valhalla. According to

counsel in the case, the ruling was the first in more than 30 years in which a court has reinstated civil service employees whose jobs were abolished by "subcontracting" with the public sector employer still retaining control over the abolished positions.

Civil Service Employees Assn. regional attorney Arthur Grae, who represented the guards, pointed out that the dispute had its genesis in a job-elimination political dispute over the county budget, pitting the County Executive, Alfred B. DeBello, a Democrat, against a Republican-controlled County Legislature.

Justice Rubinfeld ruled that there had been "bad faith" on the part of the hospitals commissioner, Joseph A. Cimino.

Justice Rubinfeld, in reviewing the dispute, found that under the emergency contract awarded to Effective Security Systems Inc. the work to be performed by private employees was identical to the duties of the petitioners.

"Although the contract provides for additional benefits to

the county (such as liability insurance)," Justice Rubinfeld observed, "it is clear that the savings, if any, from this shift to contracted services are not substantial."

He added, "It is also clear, from county regulations that were applicable to watchmen and from the rules and instructions issued by Effective Security, that the abolished positions do not differ materially in terms of functions and duties from the jobs made available under the emergency contract."

The court stressed that there is no blanket prohibition against "contracting out work which can, or which presently is performed by civil service employees." It noted, for example, a case where the State Court of Appeals permitted the subcontracting of title-search work because of "unusual circumstances." But in approving such an act, the state's highest court pointed out that there were no controls by the public employer and it "did not constitute an 'appointment' in the civil service."

Special Notice

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CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39½ and apply for this insurance within 120 days from your employment date, you are guaranteed \$150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

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\$8,000 but less than \$10,000
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GHI Housekeeper Agency For Manhattan, Bronx

MANHATTAN—Group Health Incorporated (GHI) has been awarded a contract by the New York City Department of Social Services to provide housekeeper services in Manhattan and the Bronx to individuals who receive assistance from that agency because they

are blind, disabled or elderly. The program also helps families in which one or both parents are incapacitated in some manner and unable to perform routine household chores, though they may be capable of functioning in other respects.

GHI, a not-for-profit health services corporation, was certified as a home health agency by the New York State Health Department last summer, and was previously approved as a member of the National Council of Homemaker-Home Health Ser-

vices, Inc. It provides homemaker service throughout the City and home health care in the boroughs of Manhattan and Queens through its home health-homemaker services divisions. Home health care is given by nurses, home health aides and social workers from the division in accordance with a physician's plan of treatment and under supervision.

Asso. Transmission List Established

ALBANY—A associate transmission facility analyst eligible list, resulting from open competitive exam 24-365, was established March 4 by the State Civil Service Department. The list contains 9 names.

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CSEA Acts To Save 120 Recreation Office Jobs

ALBANY—The Civil Service Employees Assn. has initiated legal action designed to block what it termed "a scheme by the State Office of Parks and Recreation to eliminate approximately 120 jobs at 11 regional parks and recreation headquarters."

The CSEA, which represents the employees affected, said the plan to eliminate the positions under the guise of consolidation is a violation of the contract between the union and the State of New York and would "cause serious economic problems to the individuals involved and the locales in which they live and work."

A union spokesman said employees to be affected were first told of the plan in a letter dated Jan. 27, 1977, and that the jobs involved are scheduled for elimination at five of the regional parks and recreation commission locations on March 31 and at the remaining six locations on October 1. The CSEA said the State Office of Parks and Recreation plans to eliminate all finance, payroll and purchasing jobs at the 11 locations by setting up a centralized finance system in Albany.

"The employees involved are most clerical and administrative people holding lower level positions, and since they would be economically unable to accept transfers to Albany, they are, in effect, being forced out of their jobs. And regardless, the move will impact upon the local communities involved because the jobs will definitely be eliminated there. We're trying to save those

120 jobs, for the people as well as the community," a CSEA spokesman said.

CSEA said more than 20 jobs in finance, payroll, and purchasing are slated to be abolished at the following five regional headquarters on March 31:

—Taconic State Park and Recreation Commission, Staatsburg, with responsibilities for state parks in Columbia, Dutchess, Putnam and Westchester Counties;

—Central New York State Park and Recreation Commission, Clark Reservation, Jamesville, with responsibilities for state parks in Oswego, Onondaga, Madison, Cortland, Chenango, Otsego and Broome Counties, the watershed of Skaneateles Lake and portions of Herkimer, Oneida and Delaware Counties;

—Genesee State Park and Recreation Commission, Letchworth State Park, Castile, with responsibilities for state parks and parkways in Genesee, Monroe, Livingston, Orleans and Wyoming Counties.

—Saratoga - Capital District State Park and Recreation Commission, Saratoga Springs, responsible for state parks and reservations in Albany, Rensselaer, Schoharie, Schoharie, Montgomery Counties and parts of Washington, Fulton, Saratoga and Green Counties;

—City of New York State Park and Recreation Commission, New York City, which has concern for state parks in Kings, Queens, New York, Bronx and Richmond Counties.

An additional 100 employees will be affected on Oct. 1 at the following locations, the union spokesman said:

—Niagara Frontier State Park and Recreation Commission, Niagara Reservation, Niagara Falls, with responsibilities for park and recreation land in Erie and Niagara Counties and part of Cattaraugus County;

—Palisades Interstate Park Commission, Bear Mountain, which is responsible for maintaining Palisades Interstate Park in Orange and Rockland Counties and portions of Sullivan and Ulster Counties;

—Allegany State Park and Recreation Commission, Salamanca, which is responsible for parks in Chautauqua and Allegany Counties and part of Cattaraugus County;

—Finger Lakes State Park and Recreation Commission, Taughannock Falls State Park, Tru-

Candidates

All nominated candidates for Civil Service Employees Assn. statewide offices and department representative seats are asked to submit a photograph and brief, not longer than 50 words, autobiographical sketch for publication in a future issue of The Leader.

Photos and information should be sent to Civil Service Leader, 11 Warren Street, New York, New York 10007, by April 14, 1977 to be included.

mansburg, which has concern for state parks in Cayuga, Chemung, Ontario, Schuyler, Seneca, Steuben, Tioga, Tompkins, Wayne and Yates Counties;

Long Island State Park and Recreation Commission, Belmont Lake State Park, Babylon, Long Island, which is responsible for state parks and parkways in Nassau and Suffolk Counties;

—Thousand Islands State Park and Recreation Commission, Alexandria Bay, responsible for parks and reservations in Jefferson County and parts of Lewis, Franklin, Clinton and St. Lawrence Counties.

The CSEA spokesman said the union has filed a formal grievance with the State Office of Parks and Recreation claiming the elimination of the jobs is a violation of the CSEA-State contract in that the State failed to provide six months' notice of the elimination of the finance, purchasing and payroll functions at the locations. The union spokesman said all permanent employees affected are being offered transfers to Albany at their present grade or higher, but that such relocation would be virtually impossible for most of them.

The union said the "CSEA is not against the consolidation move; but against the forced laying off of these 120 or more people and the effect upon them and their communities caused by it. With unemployment still very high in this state, this move by the State Office of Parks and Recreation can only add to the unemployment situation and the burden of the taxpayers to support it. If the state can consolidate without forcing these people out of equivalent jobs in the same area, the union would be satisfied."

Impasse In Skaneateles

SKANEATELES—A spokesman for the Civil Service Employees Assn., announced recently that an impasse has been declared between the CSEA, representing the non-instructional employees at Skaneateles Central School District, and the District management.

Ron Smith, CSEA field representative for the school district employees, said, "The impasse was reached after numerous meetings with the School District

in an attempt to reach an equitable settlement." Among the many CSEA open issues are grievance procedure, posting and bidding procedure and wages.

"The posture of the School District has been negative in responses to legitimate proposals submitted by the CSEA," Mr. Smith said.

The CSEA has requested the Public Employment Relations Board to appoint a mediator in an attempt to resolve the contract dispute.



NEW UTICA SATELLITE OFFICE

Civil Service Employees Assn. members now have no trouble locating the Central Region V office in Utica. The new satellite, with a staff of six, stands out at the corner of John and Bleecker Street. Terry McDonald, CSEA stenographer and Ercole "Butch" Ventura, CSEA organizer, walk past the new CSEA sign which greets drivers blocks away. Francis Martello, field supervisor, was chiefly responsible for the selection and floor planning of the new site, which has an additional 500 square feet of needed floor space.

2 Contract Offers Rejected By Rensselaer County Unit

TROY—During a hectic two-week period, the Rensselaer County unit of the Civil Service Employees Assn. rejected two contract settlements offered by the Rensselaer County administration.

The first contract offer, a wage freeze in 1977 and a so-called \$700 raise in 1978—paid out in such a way that county workers would only receive \$575 of the \$700 in fiscal 1978—was rejected by a 3 to 2 margin.

CSEA collective bargaining specialist Harman Swits then issued a statement that reported the rejection of the pact, but did not contain the exact voting figures, which defeated the pact 168 to 120. County Executive William Murphy said he knew

the actual vote and demanded a revote by voting machine.

The leadership of the Rensselaer County unit met in an emergency session and issued a request for a clarification meeting with the County Executive but firmly refused to revote on the rejected contract offer.

A meeting was held and a second offer, a wage freeze in 1977,

the full \$700 in 1978 paid for by all present county employees losing one personal day in 1978 and all future county employees earning one personal day per year of employment for the first four years, was presented to the county unit membership.

The CSEA refused to comply with the County Executive's offer of county voting machines at every county work location. Rather the CSEA suggested that paper ballots be used at six county work locations with all eligible employees being allowed to vote between the hours of 5 a.m. and 5 p.m.

The ballots were counted in the Rensselaer County Legislative Chamber with county officials and area media representatives present. The ballot tally showed 505 eligible voters participating, with the vote going against the pact, 307 to 198.

Mr. Swits commented on the rejection: "The membership has spoken for the second time and I hope the County Executive has heard their anger at his imposed wage freeze. The CSEA is ready to negotiate a fair and equitable settlement with the County Executive, if he is so inclined. The CSEA is also prepared to take our situation to the County Legislature, in this very room. Maybe the legislators will be concerned with the welfare of their employees."

CSEA calendar

11—Savings Bank, 1960 Hempstead Turnpike, East Meadow.
30—Brooklyn Developmental Center Local 447 executive committee meeting: 4 p.m., Brooklyn Developmental Center, 888 Fountain Ave., Brooklyn.

MAY

6—Capital Region IV Mix and Mingle: 5 p.m., Polish Community Center, Washington Ave. Extension, Albany.
16—Capital Region IV meeting: 5:30 p.m., Campus Cafeteria, State Campus, Albany.

LEGAL NOTICE

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK — JANICE L. FORREST, LACY JOHNSON, MARGARET S. LONG, SHARON MC DANIEL, and ALMA WRIGHT, on behalf of themselves, and all others similarly situated, Plaintiffs, against WESTCHESTER COUNTY DEPARTMENT OF SOCIAL SERVICES, CHARLES W. BATES, NEW YORK STATE DEPARTMENT OF CIVIL SERVICE, VICTOR S. BAYHOU, ERSA H. POSTEN and MICHAEL N. SCIELI, Defendants. ORDER 75 Civ. 5540 (LPG).

This cause having come on for a hearing before the Honorable Lee P. Gagliardi, District Judge, upon plaintiffs' motion pursuant to F.R.C.P. Rule 23 for certification of this action as a class action, and the state defendants' motion pursuant to F.R.C.P. Rule 56(b) for summary judgment, and the Court having heard oral arguments thereon, and upon consideration of these arguments and the record, it is

ORDERED, that since the Court finds that questions of law and fact, common to the members of the class, predominate over any questions affecting individual members, and that since a class action is considered superior to other available methods for the fair and efficient adjudication of this controversy, this matter should be and hereby is certified as a class action under Rule 23(b)(3) F.R.C.P. and it is further

ORDERED, that as genuine issues of fact remain to be adjudicated, the state defendants' motion for summary judgment pursuant to F.R.C.P. Rule 56(b) is denied with leave to renew upon completion of discovery, and it is further

ORDERED, that for the protection of the members of the class and otherwise for the fair conduct of this lawsuit, that notice of the pendency of the instant proceedings be given to prospective and actual members of the class of plaintiffs in the form annexed hereto as Exhibit A, such notice to be given by publication in certain newspapers as follows:

1. That plaintiffs publish the annexed notice in a newspaper of general circulation in Westchester County, to wit, the White Plains Reporter Dispatch one time per week for 3 consecutive weeks;
 2. That plaintiffs publish the annexed notice in the Civil Service Leader, one time per week for 3 consecutive weeks.
- Dated: March 18, 1977.

LEE P. GAGLIARDI, U.S.D.J.

NOTICE

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK — FORREST, ET AL., v. WESTCHESTER COUNTY DEPARTMENT OF SOCIAL SERVICES, ET AL., 75 Civ. 5540.

To all present and former black employees of the Defendant Westchester County Department of Social Services, who have taken and failed, or passed with scores so low as to be effectively excluded from appointment from the list of eligible persons one or more of the civil service examinations set forth below:

You are hereby advised pursuant to an order of the above Court dated March 18, 1977 of the pendency of the above action, commenced December 5, 1975 wherein plaintiffs on behalf of themselves and all potential members of the class set forth above, challenged the validity of all Civil Service examinations for the positions of caseworker, senior caseworker, unit assistant, and quality control inspector given during the five year period prior to the commencement of the action, on the grounds that said examinations are not reasonably or sufficiently related to the jobs for which they are given, and that said examinations have had a discriminatory impact on blacks within the Department of Social Services, resulting in a gross disparity within the Department between the percentage of whites and non-whites in permanent positions, constituting unlawful discrimination in employment on the basis of race in violation of 42 U.S.C. §2000e-2(a).

You are further advised:
A. You will be excluded as a member of the class of black, present or former members of the Westchester County Department of Social Services who failed or passed with low scores challenged examinations if you so request, by July 1, 1977.

B. The judgment in this action, whether favorable or not, will include all members of the class of black, present or former members of the Westchester County Department of Social Services who failed or passed with low scores, the challenged examinations who do not request exclusion;

C. If you do not request exclusion herein, you may, if you so desire, enter an appearance through your counsel by filing a motion to intervene as a plaintiff.

LEVY, GUTMAN, GOLDBERG AND KAPLAN
Attorneys for Plaintiffs
363 Seventh Avenue
New York, New York 10001
(212) 736 2226

AFFIDAVIT OF SERVICE BY MAIL STATE OF NEW YORK)

COUNTY OF NEW YORK) s: EUGENE N. HARLEY, being duly sworn, deposes and says:

I am not a party to this action, I reside at 870 Sixth Avenue, New York, New York. I am over 18 years of age.

On the 4th day of March, 1977, I served the within Order and Notice of Settlement upon Louis J. Lefkowitz, Esq., the attorney for state defendants and



ODAS EMPLOYEES AWARDED FOR SERVICE

Deputy Commissioner Marguerite Saunders, of the Office of Drug Abuse Services, presented awards to employees with 20 to 30 years' service. From the left are: Charles D. King, Utilization Review; Esther Blacksin, formerly Manhattan Rehabilitation Center; Yetta Pressman, executive office; Irving Shillingford, Ancillary Services; Edward Goetz, Manhattan Rehabilitation Center; Malcolm Thomas,

Manhattan Rehabilitation Center; Constance Ross, Research; Gloria Scantlebury, Research; Clara Hutchinson, Manhattan Rehabilitation Center; Louis Watterson, Contract Management; Lucille Hunt, Manhattan Rehabilitation Center, and Louise Booth, Manhattan Rehabilitation Center. Absent were: Irene Walton, Odessa McKinney, Mercedes Hill, Diana Stollar and Vernice Anderson.

Improper Practice Charges Pending Against Rockland

NEW CITY—Three improper practice charges are pending against Rockland County as a result of illegal management actions this year and last.

The Civil Service Employees Assn., the union representing about 1,800 employees of the county, has charged that the County has so far failed to pay guaranteed longevity increments and annual increments for 1977; has failed to negotiate for a 1977 contract for the workers; and held an illegal legislative hearing in October 1976.

The three charges are at three different stages of resolution before the Public Employment Re-

lations Board. The one that is probably nearest to settlement is the charge of failure to negotiate. On Oct. 29, 1976, Rockland County unit president Patsy Spicci wrote to the Chairman of the County Legislature demanding that negotiations for a 1977 contract begin "immediately." However, to this date, the County has refused to bargain with the workers' union at all.

"This is a blatant violation of the Taylor Law," Mr. Spicci said, "and we expect a favorable settlement of the charge." A hearing on the matter was held in February, and a decision is expected shortly.

A related charge concerns the legislative hearing held in October 1976, at which the county legislators unilaterally imposed the terms and conditions of employment for the 1976 year for the Rockland employees. The CSEA maintains that this hearing was held illegally, since the state's Taylor Law specifies that such a hearing can be held only if the fact-finder's report in a contract dispute is rejected by one side or the other. Since neither the union nor the county rejected the report, the CSEA points out, the hearing should never have been held. A pre-hearing conference on this charge will be held at PERB offices in New York City in mid-April, and a formal hearing is set for April 29.

On March 8, the third charge was filed, concerning the county's failure to pay longevity and annual increments this year. At Leader presstime, the CSEA was awaiting the setting of the date of the informal hearing on this issue.

"The County of Rockland seems to have the attitude that it can do whatever it pleases to its employees," Mr. Spicci said. "CSEA is just letting the county know that the workers here will not tolerate the county's use of illegal methods in its labor relations."

Sr. Health Analyst

ALBANY—A senior health care fiscal analyst eligible list, resulting from open competitive exam 24-453, was established March 14 by the State Civil Service Department. The list contains 23 names.



Veronica Chapman, center, institution steward, Manhattan Rehabilitation Center, is the first recipient of the Commissioners Award. She shares dais with Office of Drug Abuse Services Commissioner Daniel Klepak, who presented the award, and with Deputy Commissioner for Treatment and Rehabilitation Marguerite Saunders, who presided at the ceremony.

New Commissioner Award At ODAS

MANHATTAN—The first Annual Commissioner Award to an employee of the Office of Drug Abuse Services has been presented to Veronica Chapman, institution steward of Manhattan Community Rehabilitation Center.

Commissioner Daniel Krepak, chairman of ODAS, made the presentation at a luncheon at Rosoff's Restaurant last month.

Attended by approximately 100 persons, the guests included Ms. Chapman's husband, Harold; associate commissioner Bernard Handwerker; Walter Highley, director of training; Al DeMarco, director of personnel, John Cavallero, director of Manhattan Community Center; Thomas Wills, director of Melrose Center; John Russell, director of local services, Dr. Bruce Johnson, assistant director of resource, Anthony DelBello, director of voca-

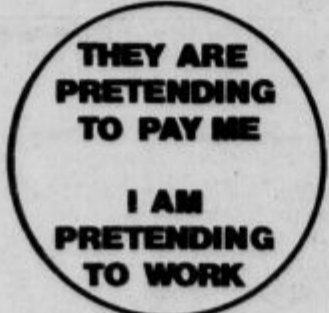
tional services; Burt Ross of the Department of Correction, and Frances Fay of the Department of Mental Hygiene.

Commissioner Krepak said that in instituting the award he thought it appropriate to "recognize persons who have served the state well."

Ms. Chapman, responding to the Commissioner's remarks, said she wished that there were 25 more of the Special Award given her so that she could distribute them to her staff, since they were largely responsible for the honor she received.

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Evelyn K. Isaac, Esq., Assistant County Attorney, attorney for the county defendants, in this action, at 2 World Trade Center, New York, New York 10047 and 148 Martine Avenue, White Plains, New York 10601, respectively, the addresses designated by said attorneys for that purpose by depositing a true copy of same enclosed in a postpaid, properly addressed wrapper, in an official depository under the exclusive care and custody of the United States Postal Service within the State of New York.

/s/ EUGENE N. HARLEY
Sworn to before me, this 7th day of March, 1977.

PHILIP KAPLAN
Notary Public State of New York
No. 24-7159925 Qual. in Kings County. Commission Expires March 30, 1978

year ago. Their union, the Civil Service Employees Assn., immediately filed a grievance. CSEA Rockland Psychiatric Center Local president Martin Langer represented them through the first three steps.

In November 1976, arbitrator Nathan Cohen found that, as the union had contended, the institution was in violation of Article 28.1 of the Professional, states: . . . the normal work week of full-time State employees . . . shall consist of five consecutive days with two consecutive days off. Such days shall be Monday through Friday and the work day shall commence between 6 a.m. and 10 a.m.

After the union won this victory the State attempted to have
(Continued on Page 15)

L. I. CSEA Brass Plans Forum With Area Legislators

MINEOLA — Irving Flaumenbaum, president of Long Island Region I of the Civil Service Employees Assn., has scheduled a summit of union leaders and Long Island's legislative delegation on April 1.

Members of the CSEA executive board and chapter presidents will attend the forum with the legislators to discuss the upcoming legislative hearing on the state contract, agency shop, and funding for education for Long Island's schools.

"This is one of the most important meetings we will hold this year," said Mr. Flaumenbaum, "we helped elect some of these legislators and now it is time to cash in our chips. We need help in the legislative hearings and our representatives will funnel our point of view to the Legislature."

Calling Gov. Hugh Carey's rejection of the fact-finder's report "a callous and malicious attempt to break the union," Mr. Flaumenbaum said that state workers "want a decent contract so they can hold their heads high when the legislative session is over."

"We expect a frank exchange of views. We will see who is with us and who is against us and we will remember those who oppose us," he added.

Invitations were sent to Long Island's 29 legislative representatives two weeks ago for the summit meeting which will be held in Musalcarro's Restaurant in Melville at 5:30 p.m. Cocktails and hors d'oeuvres will be served prior to the meeting.

Madison County April 6 Filing

WAMPVILLE — The Madison County Civil Service Commission has opened filing until April 6 for three May 7 open competitive examinations

Highway foreman (exam no. 65-934) pays \$4.66 an hour. Data entry machine operator (65-971) pays \$6,868. Deputy county highway superintendent (65-936) pays \$12,500.

For further information contact the commission at County Office Building, Wampsville.

Urge Letter Writing On Bills

ALBANY—The Civil Service Employees Assn.'s State-wide Non-teaching School Employees Committee, reporting on a heavy schedule of activity in pushing for favorable legislation with State Legislators, has called upon union members to launch a massive letter-writing campaign to aid the cause.

The CSEA's Danny Jinks, staff coordinator of the statewide committee, said the committee is working closely with Bernard

Ryan, CSEA's legislative programs administrator, and the union's law firm, which does much of the lobbying, to gain passage in the State Legislature of bills favorable to non-teach-

ing school district workers. Currently, Mr. Jinks reports, efforts are under way to gain passage of a bill which would mandate unemployment insurance for non-teaching school employees. Also, the CSEA is seeking amendments to the Education Law to provide for continuation of the cafeteria programs, and changes in the Civil Service Law to provide an agency shop.

Pending CSEA Legislation Outline

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

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

| BILL AND SPONSOR | SUMMARY OF PROVISIONS | STATUS | CSEA POSITION |
|--|--|--|---------------|
| A.802, Greco* | This is the Agency Shop bill; it would require all non-members represented by a union to contribute an amount equivalent to the dues to the recognized certified labor organization. | A. Gov. Employees Com. | FAVOR |
| A.2212, Greco* | This bill would provide for final offer evaluation as a means of resolving disputes in negotiations | A. Gov. Employees Com. March 15 agenda | FAVOR |
| S.11, Anderson, multi-sponsored A.3322, Calogero, multi-sponsored | This bill would allow PERB to enforce the terms of a negotiated agreement. | A. Gov. Employees Com. S. 3rd Rdg. | FAVOR |
| S.910, Flynn A.1336, Greco* | This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to more retirees. | A. Gov. Employees Com. S. Civil Service Com., 2-7-77 reported to Senate Finance Committee. | FAVOR |
| S.1275, Knorr, multi-sponsored A.1584, De Salvo, multi-sponsored | This would entitle Veterans of WW II and Korea Conflict to obtain retirement credit if they were honorary discharged veterans and residents of N.Y. State at time of entry into service. | S. Codes Committee A. Gov. Operations Com. | FAVOR |
| S.2434, Schermerhorn A.2928, DelToro* | This would allow local governments to negotiate disciplinary procedures with an employee organization. | S. Civil Service Com. A. 3rd Rdg. | FAVOR |
| none none | This would lessen penalties on employees who engage in illegal strikes. It would eliminate the automatic probation and "Two-for-one" fines for such employees. | No Status | FAVOR |
| A.781A, Landes* | This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based. | A. Gov. Employees Com., 1/26 reported, amended, 1/27 3rd rdg. A781A. | FAVOR |
| S.787, Rolison A.1058, Betros | Increase to \$4,800 the maximum amount a retiree may earn in job services during the year without a loss of retirement benefits. | S. Civil Service Com. A. Gov. Employees Com. | FAVOR |
| S.813, B. Smith A.1088, Flanagan* | If the voters of a school district neglect or refuse to approve expenses for school cafeteria programs or services, the Board of Education may levy a tax to provide for same. | A. Education Com. S. Education Com. | FAVOR |
| S.1143, Schermerhorn* A.1420, Herbst | This bill would make the cost of providing transportation for field trips, which are primarily educational in nature, ordinary and contingent school district expenses. | A. Education Com. S. Education Com. | FAVOR |
| S.1840, Eckert, multi-sponsored | This amends the Retirement Law, modifying eligibility in the Retirement System, clarifying definitions and procedures and establishes a method of integrating Social Security into the Retirement System under CO-ESC Retirement Plan. | S. Civil Service Com. | FAVOR |
| None, Garcia, Cochrane* | The Bill would extend representation rights to employees of the Div. of Military & Naval Affairs. | No Status | FAVOR |
| S.2901, Flynn | This would extend the current \$2,000 survivors' benefit for employees who retire during or after 1966 to those who retired prior to 1966. | S. Civ. Service Com. | FAVOR |
| A.1412, Field S.1131, Nolan | If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PERB as well as a fine not to exceed \$1,000 per occurrence which shall be paid to the employee organization. | Gov. Oper. Comm. Sen. Civ. Serv. Comm. | FAVOR |
| A.2929, DelToro | 8 percent interest be paid by public employer as part of arbitration award in regard to a retroactive salary or wage benefit. | W. & M. Comm. | FAVOR |
| S.2434, Schermerhorn A.2928, DelToro | This bill allows disciplinary proceedings to be negotiated in local government contracts. | Sen. Civ. Serv. Comm. Gov. Employees Comm. | FAVOR |
| S.2459, Eckert A.3196, Hanna, multi, Nagle | This bill excludes from Taylor Law coverage, employees designated as supervisory; defines supervisor down to the level of a person having the responsibility to direct employees or effectively recommend the adjustment of grievances. | S. Civ. Serv. Comm. Gov. Employees Comm. | OPPOSE |
| S. 2542, Volker A.3442, Zimmer | This bill prevents loss of state aid to school districts that were closed due to adverse weather conditions or fuel shortages during the '76-'77 school year. | Passed into law | FAVOR |
| A.81, Greco, multi. S.19, Schermerhorn, multi. | This increases to \$3,000 the maximum amount a retired person may earn in a public service position without loss of retired allowance. | Passed both Houses Sent to Governor | FAVOR |
| S.2567, Schermerhorn | Eligibility for preferred list reinstatement shall be for a maximum period of 5 years from the date of separation or demotion. | S. Civ. Serv. Comm. | FAVOR |
| S.2574, Schermerhorn A.3645, Marchiselli | This bill provides a retired person may earn in public service an amount equal to the amount stipulated by the Social Security Act that can be earned with loss of benefit. | S. Civ. Serv. Comm. Gov. Employees Comm. | FAVOR |
| S.2580, Schermerhorn A.3527, McInerney | This bill allows employees who were on the payroll on or before June 30, '76 and who for reasons not ascribable to their own negligence, did not become a member of the Retirement System before July 1, '76 to file written request with Comptroller before December 31, '77 for membership in the Tier II System. | S. Civ. Serv. Comm. Gov. Employees Comm. | FAVOR |
| S.2840, Flynn, multi. A.3899, Nichols, multi. | This bill would amend Section 243 of the Military Law regarding crediting of military service for the purpose of retirement and for additional credit in competitive examinations, to include in the definition of Veteran a member of the Armed Forces who served on active duty for at least 181 consecutive days. | S. Civ. Serv. Comm. Gov. Employees Comm. | FAVOR |
| A.2308, Nine multi sponsors S.3082, Flynn | When person with lower rating on eligible list has been appointed to a position, the employee who was passed over may request and receive from the Appointing Officer, the appropriate reasons. | 3/9 passed — A S. Civ. Serv. Com. | FAVOR |
| S.126, B. Smith | Authorizes probation officer who has reason to believe a warrant exists for probationer, to take him into custody. | 2/7 Passed. Referred to Ass'y Codes Committee. | FAVOR |

HOT LINE

To find out the status of a bill in the State Senate, a special toll-free number has been put into operation. The number is:

800-342-9860

By dialing this number, the public can learn whether a bill has been reported out of committee, passed or killed. (In some areas, it is necessary to dial the number "1" first.)

Correction

A previous edition of the Leader stated that the Civil Service Employees Assn. opposes a bill introduced in the State Senate by Sen. Eckert to amend the Retirement Law. The CSEA favors this bill, which has Senate Number 1840.

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FRIDAY, APRIL 1, 1977

The Politics Of Cynicism

GOVERNOR CAREY and his politics of cynicism reached new heights recently in his rejection of a distinguished fact-finders' recommendation for a state employee pay raise—estimated to cost some \$80 million—while at the same time pushing for an income tax reduction that would cost \$100 million.

The motivation behind both moves is, to say the least, amoral. A brief study of the amounts involved demonstrates easily that Carey is buying an income tax cut with money from the pockets of the state's civil service employees. The irony is that Carey has bent all his budget efforts toward a reduction in costs, but in this instance is willing to drop \$20 million more than needed for a pay raise to please the voters. The money — \$5 to \$50 — in citizens' pockets would be miniscule. But it would represent a fairly decent pay increase for employees who haven't had one since 1974.

Running alongside of this maneuver are proposals by the Governor to move 12,000 more workers into the management class, a cutback in already-negotiated benefits and as much emasculation of retirement benefits as possible. The sum total is union busting on the highest scale—and this from the state leader of a party with a history of being the working man's friend.

What then is the Governor's real goal? Denying a modest pay increase of 8½ percent—recommended by a fact-finding committee headed by one of the country's most distinguished labor negotiators, Theodore Kheel—and putting a few pennies briefly in the pockets of taxpayers are actions that serve neither the people nor the state. But His Majesty disdains to deal with any protests seriously.

Carey's lofty contempt may well be the propelling force, then, to cause a state worker strike on April 18, as sanctioned last week by the Civil Service Employees Assn. The organization has rejected his token pay increase scheme and is looking now to the Legislature for support.

If a strike should occur, blame the politics of cynicism, not the ordinary state employee who has no place else to go—except to the wall. (P.K.)

Your Social Security

Q. I get SSI checks because of my disability and recently received a questionnaire to fill out. Since my condition hasn't improved, why must I answer these questions?

A. The law requires social security to ask everyone who gets SSI checks certain questions from time to time. This helps us make sure beneficiaries are still eligible for these payments and that checks are issued for the correct amount. Although your disability hasn't changed, there could be changes in your income, resources, or living arrangements that could affect the amount of your SSI check.

Q. I'm 68 and I had planned to apply for supplemental security income. But a neighbor told me I probably couldn't get sup-

plemental security income payments because I have children across town who could help support me. Is that true?

A. No. Your eligibility for Federal supplemental security income payments would not be affected by your children's ability to help support you. However, any support they may furnish you would count as income and could affect your payment. Call or write any social security office for information about applying for supplemental security income payments.

Q. I'm getting ready to file my tax returns and was wondering how much tax I have to pay on my social security benefits for 1976.

A. You pay no Federal or State tax on these benefits

Don't Repeat This!

(Continued from Page 1)
fact-finding panel in the negotiations impasse between the State and the Civil Service Employees Assn., was predictable.

It is a matter of public record that even before the fact-finding panel made its report that the State's principal negotiator publicly announced that the State would pay no attention to the panel's findings and recommendations. The follow-through on that public declaration underscores the extent to which fact-finding has become a mockery, serving no useful purpose other than to provide the public employer with another stalling device.

Smoke Screen

As it works out, fact-finding is nothing but a smoke screen, a transparent device for obscuring the brutal fact that this procedure is nothing else but evidence of bad-faith bargaining on the part of the public employer.

In view of the sad history of fact-finding, Theodore Wenzl, CSEA president, was justified in describing the Governor's action as "blatant union-busting tactics, attempting to divide and conquer the entire state work force."

Such callous treatment of the fact-finding process in relation to the largest organization of civil service employees in the state threatens the bargaining activities of every other organization of public employees at all levels of government throughout the state.

This is a time for unity among all public employees, which must make itself felt at the legislative level, which, under the Taylor Law, has the final responsibility for resolving the impasse in the collective bargaining process.

More significantly, this is the time for every member of the State Legislature to stand up and be counted. In the course of the election campaigns, every candidate for the State Legislature ardently woos the votes of the civil service employees and members of their families. As CSEA girds for constructive action in the final step of the collective bargaining process, no member of the Legislature will be spared from the necessity for honoring campaign commitments made to the public employees.

Equity And Fairness

This drive for legislative support for the demands made by CSEA for its members will necessarily be led by CSEA officers and members. However, what is at stake here is not only equity and fairness for state employees, but also for public employees at all levels of local government.

Under the circumstances, all civil service employees should respond to the call for action by writing and calling their individual State Senators and Assemblymen, to alert them of their obligation to support the CSEA position, when the issue comes before the Legislature for resolution. It must be made clear to every member of the Legislature that failure to respond affirmatively will lead to retribution at the polls.

Preliminary surveys among the members of the Legislature by CSEA officials reveal a high degree of understanding among them of the CSEA position in contrast to the intolerable position taken by the State Administration on the panel recom-



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.

Certification Required To Teach

In June 1972, the Board of Education of the Salmon River Central School District abolished its junior high school French program. This decision caused the district to terminate the employment of the petitioner, a teacher who was a certified and tenured teacher of French. The district informed the teacher that she would be placed on a preferred eligibility list and would be entitled to reinstatement if the program was re-established within the next four years.

In May 1974, the petitioner requested that she be appointed to any teaching vacancy in her tenure area. Three new teachers with less seniority than the petitioner were hired for the school year beginning September 1974 while the petitioner was denied reinstatement. The new teachers were hired for positions in the secondary tenure area to teach English and science. These were subjects in which they were certified to teach. The petitioner was not certified in either English or science.

THE PETITIONER APPEALED her denial of reinstatement to the Department of Education. The Commissioner of Education determined that the petitioner was entitled to reinstatement only to a position similar to that held by her at the time her services were terminated, and that she was not entitled to any position within her tenure area. The Supreme Court, Special Term, Albany County, affirmed the commissioner's decision, and petitioner appealed.

On appeal, the petitioner argued that she was accorded "area" tenure rather than tenure in a specific subject matter such as foreign language. She therefore claimed that she should be granted reinstatement before a new teacher with less seniority was hired in her tenure area. The Appellate Division, Third Department, agreed that apart from certain specified subjects such as physical education, music, art and vocational subjects, tenure is not available according to course subjects, but is only descriptive of grade level. However, despite this finding, the court found the petitioner's application was properly dismissed based on Sections 2510, 3001, 3009, and 3010 of the Education Law.

SECTION 2510 PROVIDES that when a person's office or position is abolished, he/she shall be placed on a preferred appointment list for reinstatement to vacancies in "such corresponding or similar positions" in order of the length of service in the system at any time within four years from the date of abolition of such office or position. In construing the statute, the court found the words "corresponding or similar position" to mean that the duties required to be performed in the vacant position must be similar to the duties performed by the person in his previous position before it was abolished. In applying its construction of the statute to the petitioner's case, the court determined that "the duties of the English and science teaching positions are not so unquestionably similar to the duties of the abolished position to justify reinstatement." Furthermore, the court

What's Your Opinion

By PAMELA CRAIG
QUESTION

The public is usually quick to blame the bureaucrats. What do you expect from the public in order to make your life easier?

THE PLACE

Jamaica Motor Vehicles Department, Queens

OPINIONS

Edna Hopfan, clerk: "I really don't think we can do much to change the attitude of the public; it's a question of our understanding their frustrations. I wish they would not get so angry, but how do you get them not to get so angry? They don't understand the terminology we use. I had one woman who said she was an accountant and had been to college, but said she couldn't understand us. I feel people are frightened when they come to this office. I guess they feel we're all ogres in this place and they fear they aren't going to come out with what they came for."



Olga Pagano, clerk: "The office could be more pleasant for us if the public would come in with a better attitude. Sometimes they become impatient when they go from line to line for information, so when they come to the clerks' lines incorrectly prepared and we must turn them away, we get the brunt of their anger. I think it's human nature to wait until the last minute; yet when the offices are overcrowded, the waiting leads to impatience. If the public were to come in earlier, they would get out faster."



Elizabeth Purka, clerk: "The motorists should not demand the impossible, regardless of the legality of the request. It's human nature to make errors but I wish they were less frequent. I sometimes feel we should have someone stand behind us when we have to deal with irate customers. The customer can only get what he wants by being calm when he has a problem. We don't make the rules although the customer thinks he has the right to make them."



Thelma Steele, clerk: "I think there must be more understanding on both sides. If our customers would understand our position and what we have to do and not blame us for everything, things would work out better. We don't say no out of meanness; we say no because it is sometimes required by the job. The public should see that it really isn't we who are to blame for everything. I feel our customers would do well by reading the booklet on the various procedures or registration."



Rita Wisniewski, clerk: "The public should put themselves in our places, then they might hold their tempers. I also wish they wouldn't be on the defensive as soon as they come in. The public isn't against us personally; they just take out their frustrations on us. When they come and they don't have the right punch card or their insurance card, they blame you. I wish they would go into the information line first, to find what they need, instead of standing in a clerks' line and then have to be turned away."



Iris Castillo, clerk: "Here at Motor Vehicles we work very hard and most of the customers are satisfied with our work. I wish they would come for their licenses and registration earlier instead of waiting till the last minute. This would ease tensions. Everything you can think of is thrown at us at the very last minute. Some of the customers are courteous and some will pull the hair out of your head, although the problem is their own fault, not ours."



LETTERS TO THE EDITOR

Thayer's Crusade

Editor, The Leader:

Since my husband is a lieutenant in the Fire Department, I have been particularly interested in reading Paul Thayer's column, 'Fire Flies.' His March 18 article on 'The Games Some Medical Officers Play,' treated a subject familiar to me, because of my husband's ordeal at the medical office some time ago. It seems conditions have not improved.

My husband was fighting a fire, when he reached the fifth floor of a burning building and the stairwell gave way. He fell through two floors and was pulled out by another fireman, but was in need of medical attention.

As he waited his turn at the hospital's emergency room, a doctor finally got around to treat his neck and leg burns, releasing him without taking X-rays.

We arrived home at 3 a.m. and my husband could hardly make a move. He had to return to the city for a checkup after a couple of days and, being in very great pain, my husband asked the doctor for an X-ray. The doctor did

not feel this was necessary and let him go with some prescription for a pain-killer, which did not help.

For three weeks, my husband had to go back to the medical office, but his condition did not improve. Finally a doctor decided to take X-rays, to find out that he had three broken ribs.

Firefighters have to be fit, as the lives of many people depend on them. Therefore, I think it's only fair that our men receive the best medical attention possible.

Name Withheld
New York City

Insurance Rollbacks

Editor, The Leader:

The article on the auto-insurance rollbacks, in the March 17 issue of the Leader, says that the CSEA Region I president got the major insurance companies to roll back the latest increases. I would like to know more about this.

My father is with Allstate and we received an increase in the year's policy, in February. We have two cars: a '66 Buick wagon and a '70 wagon. The Buick went

up \$95 and the Chevy went up \$200. Twenty-five days later the we received another increase: the Chevy went up an additional \$315.

The price has gone up \$610 in one year. This is over a 100 percent increase.

If the information in the article is accurate, I would like to understand the reason for our enormous increase.

I am a student and a part-time driver of our Chevy. I would appreciate any explanation you could give me on this problem.

WILLIAM G. DENNIS JR.
Islip, New York

Ed's note: We are advised that it would probably be best for you to contact the insurance company and ask the reason for the cost increase in light of the rollback.

No Raise, No Vote

Editor, The Leader:

I voted for Hugh (the Hostile) Carey when he ran for Governor. It was the first and is the last vote he'll ever receive from me.

Name Withheld

RETIREMENT NEWS & FACTS

By A. L. PETERS

Railroad Retirement Runs Red

Three years ago, the Railroad Retirement Fund that holds the monies due to retired railroad workers lobbied through Congress a six-billion-dollar subsidy to rescue their pension fund.

Now a study shows that the fund, which has been paying out 3.5 billion dollars a year to more than a million ex-railroaders and their survivors will be in the red again. The Railroad Retirement Board is asking for an additional \$100 million annually until the year 2000, a sum which is two billion dollars more than the original estimates. With contracts in the Railroad labor force, the industry contributions are now short \$350 million a year. In practical terms, this means

that freight rates will have to go up to cover this deficit, unless the U.S. government subsidy is raised from \$250 million to \$350 million.

Part of the problem comes from the fact that some railroad retirees work both under Social Security and the Railroad Retirement System.

An overflow protest by senior citizens swamped New York City Hall last week. The demonstration was against projected cuts in state and local budgets. They felt that cuts would lead to the cutback of Medicaid coverage for people whose income is slightly higher than public assistance levels, and co-payment on prescription drugs; and the elimination of optional services, including podiatry and dental care. The group also protested the potential loss of 66 Senior Citizen centers in New York City presently provided through Title XX of the Social Security Act.

For senior citizens, the closing of 66 centers in New York—for many older people a lifeline to normal living—was seen as catastrophic. The Medicaid cutbacks would deny necessary medical care and preventive dental care and podiatry to thousands.

The citizens marched around City Hall and overflowed to Church Street, as speakers presented their pleas over loud speakers. A coalition of agencies serving the aged asked the Community Council to coordinate the rally, after the announcement of a contemplated 40 percent reduction in Title XX funds was announced.

Indications from analysis of the budget proposed by Governor Carey were that \$5,000,000 of the Title XX funds would be deferred from direct services to administrative costs, thus easing the pressure on the State budget and eliminating many of these senior centers. Eleven groups joined in the rally, including: Associated YM/YMHAs; Catholic Charities of Brooklyn; Central Bureau for the Jewish Aged; Community Service Society; Congress of Senior Citizens; Jewish Association for Services for the Aged; Self-Help Community Services; Senior Summit Coalition; United Neighborhood Houses; United Senior Centers, and Vacations and Senior Centers Association.

Civil Service Law & You

(Continued from Page 6) determined that under Sections 3001, 3009, 3010 of the Education Law, the district may not employ nor pay any salary to a person in a position for which he or she is not certified. In that the petitioner was not certified in English or science, the court held the district could not have appointed her to a position in those subject areas Chauvel v. Nyquist, 389 N.Y.S. 2d 636. (App. Div. 3rd Dept.)

Don't Repeat This!

(Continued from Page 6) mendations.

A bit of extra effort on the part of every civil service employee will guarantee ultimate victory in this major struggle.

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.

Fair Estimation

Editor, The Leader:

For years, I have been hesitant to write. But after reading the Feb. 25 issue of the Leader I have finally made up my mind.

I have taken exams for Jr. caseworker, including Grade A, and failed. It seems that the more one knows, the less one succeeds.

The questions are seldom geared to the position sought. Also, exams do not give credit for diligence, initiative and dedication, of which only the director of the Social Services Commission is aware. Why does all this go unrecognized?

Reportedly, there are more lists coming up. These should be worth 50 percent, and the local department should have the right to grade the remaining 50 percent.

When an employee has reached a supervisory level or that of Grade A senior worker, this should be the fairest estimation of his capabilities.

I hope others will share my recommendation before the upcoming tests are administered.

Name Withheld
Grade A Supervisor

Political Action Committee Report

The political action committee report was given by chairman Martin Langer, of Rockland Psychiatric Center Local 421, at the CSEA spring convention at the Concord Hotel. Other committee members are Canute Bernard, Earl Bivins, Ruth Braverman, Howard Cropsey, Ramona Gallagher, Richard Grieco, Martin Koenig, Ralph Natale, John Vallee, Vincent Rubano, Patrick Mascioli and James Currier.

While this Committee wishes it could report categoric success based upon its activities in the political arena, it is perhaps foolish or at best unrealistic to draw such a conclusion. On an average, 91 percent of our endorsed candidates did win elections in both the Assembly and the Senate. Further yet, we did manage to amass many thousands of dollars which was equally divided between the Democrats and the Republicans. Superficially then, it would appear that overwhelming success should be a clear consequence of our actions.

Unfortunately, however, all things are relative. While our method of political involvement was, this past year, clearly a more sophisticated and all encompassing enterprise compared to years gone by, in terms of other comparable interest groups, we are only in our formative stages. While our endorsements we believe were made judiciously, they alone do not guarantee success. There exists in this State another group of public employees, who while smaller in number than ourselves, realized the full potential of political action and unhesitatingly donated to the campaign funds of all statewide candidates an amount of money more than six times the amount that we collected and contributed. The success of this group's actions was clearly evident during the last session and will no

doubt continue for days yet to come.

There does exist a simple mechanism which would rather quickly extricate us from our dilemma and perhaps enhance our political punch. This year the Political Action Committee will propose a budget for use in future races. Our intention is to request an amount which some might consider presumptuous but one which will awaken people to our potential. It is our intention to advertise this amount so that friend and foe alike will be aware of our potential. In order to provide the funding necessary to create this fund we have two simple choices, we either can continuously solicit the contributions of our members which, quite honestly, is a disheartening endeavor, or find a way of modifying our dues structure in such a way as to obtain at least one dollar per year from each of our members. Simple arithmetic would allow anyone to realize the potential war chest which could be established.

If this idea could reach fruition, we could then truly begin to combat those individuals who have clearly established themselves as our adversaries. Even at this moment, I would believe that everyone of our members has realized the consequences of neutrality in terms of our statewide races. If the idea of creating a fund designed almost exclusively to be used in the next gubernatorial race is not appealing to everyone at this convention, this Committee would stand back in total amazement.

In this endeavor, it will be imperative that the Statewide Committee be allowed to act somewhat autonomously. In other words, some of the monies collected through the mechanism already described will have to revert to the Statewide Political Action Committee. We cannot be saddled with the \$5,000 corporate

limitation and hope to make meaningful statewide endorsements.

The one other area of concern to this committee has been in the area of fragmentation. While it has not occurred too often during the last campaign, we did face the danger of units or individuals, in the name of CSEA, having made endorsements contrary to those agreed to by both the Regional and Statewide Committees. This clearly subverts our efforts and reduces our credibility.

Despite the negative tone of this report, we feel that strides have been made. In the Legislative Chambers we are gaining entrance to areas and individuals who have rarely given us a thought. In fact, it is safe to say that we have very recently played integral roles in the prevention of losses of jobs through the Executive Budget. Undoubtedly, this is a role we might not have played last year.

It was said quite recently that the true impact of political action will be realized if and when the fact finding report has been rejected and a joint committee has been established in order to decide the fate of State employees' salary hopes. In great measure, we fervently hope that we will get out of the Legislature considerably more than we put in this year. It is conceivable that we will do well but if we do we trust it will be an incentive to move unhesitatingly into the area of political action instead of withdrawing and forgetting the need for its continued existence.

As noted this was a beginning, a good beginning perhaps, but only that. There is little doubt that the future of CSEA is inexorably tied into the political arena. It will be either our one last, best hope or the most lethal enemy we have ever faced. The choice is ours.



At each convention, there are always certain people who emerge from relative anonymity to play important roles in union debate. A familiar sound this year was: "This is Walter Briggs, president of Mid-Hudson Psychiatric Center Local 448 . . ."



Non-teaching school employees committee coordinator Danny Jinks, at lectern, reviews problems faced by educational employees. Committee members, seated from left, are Carol Craig, of Suffolk Educational Local 870; Hugh Crapser, of Dutchess Educational Local 867; Salvatore Mogavero, of Erie Educational Local 868, chairman Edward Perrott, of Nassau Educational Local 865; Jake Banek, of Oneida Educational Local 869, and Neil Gruppo, of Niagara Local 832.



Three CSEA chapter presidents await their turns at microphone monitored by assistant sergeant-at-arms Elaine Todd, right, of Buffalo District Labor Local 352. From left are Mary Converse, of Southwestern (Allegany State Park, Red House) Local 110; Samuel Grossfield, of Rochester Local 012 and chairman of the statewide special work performance rating and examination committee, and Jack Fitzgerald, of Insurance Local 666.

Special Election Procedures Committee Report

The special election procedures committee report was given by chairman Bernard Schmahl, of Taxation and Finance Local 690, at the CSEA spring convention at the Concord Hotel. Other committee members are Genevieve Clark, Anthony Giannetti, Harold Goldberg, Sy Katz, William McConvell and Raymond Pritchard.

The main concern of our Committee at this time is the upcoming election for Statewide Officers, Departmental members on the State Executive Committee and Regional Officers.

The Committee met on Wednesday, February 9, 1977, at 10:30 a.m. at CSEA Headquarters to select the outside agency that will conduct the election. In attendance, in addition to the Committee members, were Board members, Howard Cropsey, Paul St. John and John Weid-

man. After a lengthy discussion and a review of all the bids submitted, the Committee, by unanimous vote, accepted the bid of Amsterdam Data Processing Corporation of Amsterdam, New York. The recommendation of the Committee was accepted by the Board of Directors at their meeting held on February 10, 1977.

Since the time for nominations is ended on March 1 and declarations by March 20, the next item to be considered is nomination by petition. The due date for petitions to be filed is April 14, 1977. Petitions may be filed by any member who was a member in good standing as of June 1, 1976, and must be signed by not less than 2 percent of the entire membership in order to run for statewide office. The requirement for Departmental Representative is 10 percent of the mem-

bership of the Department, with a maximum of 450 names. Forms for filing petitions are available at all official CSEA offices.

The Committee feels that if chapter officers and delegates will advise their members of the importance of the election, a greater participation will result.

The following is the time schedule for the make up of the ballot, and mailing and processing of the ballots:

—April 20—Candidate will be advised as to how his name will appear on ballot, with request for any correction to be made by May 5.

—April 21—Drawing for place on ballot, 1 p.m., Conference Room, CSEA, 33 Elk Street. Candidates may attend this meeting at their own expense. There will be no drawing for regional offices.

—May 19—Ballots in the mail.

—June 21—Return of ballots—6 p.m. deadline.

—June 22-27—Ballots to be removed from envelopes to prepare for counting.

—June 28—Ballots to be counted. Results to be announced.

—June 29—Winners to be notified.

If a member does not receive a ballot by May 27, he should request a form from his chapter president, which will entitle him to a duplicate ballot. The ballot will be issued by the outside agency on receipt of the completed affidavit form.

We feel that with the proper cooperation of the members, we will have a very successful and satisfactory election.

Our special thanks to the staff members who have assisted the Committee in the preparation of such material as needed to complete the work leading to the acceptance of the bid.

Non-Teaching School Employee Committee Report

The non-teaching school employees committee report was given by chairman Edward Perrott, of Nassau County Education Employees Local 865, at the CSEA spring convention at the Concord Hotel. Other committee members are Salvatore Mogavero, Jacob Banek, Charles Luch, Howard Cropsey, Leslie Banks, Vincent DiBrienza, Hugh Crapser, Irene Izzo, Neil Gruppo and Carol Craig, with staff coordinator Danny Jinks.

The purpose of this report is to update the activities of the committee since its last report to the delegates at the sixty-sixth (66th) Annual Meeting of the Association. Although the committee has completed the seminars it held for bus drivers of school districts, it has continued to monitor the regulations promul-

gated under Article 19-A of the Vehicle and Traffic Law and Article 9-A of the Transportation Law. It has, through its coordinator, answered questions on the regulations and provided materials necessary for members of CSEA to remain well informed. The coordinator has, furthermore, sent a memorandum to the field staff advising them of the importance of negotiating certain provisions in contracts to protect the rights of bus drivers who fail to pass tests, examinations, or otherwise fail to qualify to drive a school bus because of the Department of Motor Vehicle Regulations.

More recently, the committee has been investigating the effect that the shortage of natural gas and cold weather is having on school district employees in New York State. It has attempted to inform

these employees through the use of the news media that they should report to Unemployment Offices for the purpose of applying for benefits when laid off because of the weather and/or natural gas shortage. The committee's coordinator is also working with lobbyists from CSEA to amend a bill that has been introduced in the New York State Legislature. This bill would grant relief to school districts who were forced to shut down because of the natural gas shortage and/or adverse weather conditions. The proposed amendment would ask that relief be given employees who were laid off due to such natural gas shortage or weather. This relief would be in the form of compensation to make the paychecks of affected employees whole.

In addition, the committee is seeking

the passage of other bills that would benefit employees of school districts.

Such bills would include changes in existing laws to provide unemployment insurance for employees who are laid off by a school district, agency shop, last offer binding arbitration as well as other measures that would have an effect on the employees of school districts.

As always, it is the sincere desire of the committee to aid employees of school districts in meeting the challenges that present themselves each year. The committee will, of course, continue to work toward that goal. In doing so, the committee feels it will be helping the Statewide Organization to provide a much needed service to its members in school districts of New York State.

Pension Committee Report

The pension committee report was given by chairman Dorothy Goetz, of Suffolk County Local 852, at the CSEA spring convention at the Concord Hotel. Other committee members are Edward McGreevy, Thomas Elhage, Alice Bennett, Sarah DaRe, Judy Murray, Robert Dieclue, James Currier and Jane O'Connor.

The Pension Committee Report of October 1976 stated the goals of the Committee to be that of safeguarding pensions of present and future members and the education of CSEA members in the area of what benefits are available through the Retirement System. Since that time, the Committee has met and has discussed these goals.

The Comptroller's Advisory Committee has met and has discussed approximately 30 bills that will be introduced in the 1977-78 Legislative Session. James Currier, a member of the Pension Committee who serves on the Comptroller's Advisory Task Force, has reported to the Pension Committee that most of the bills that will be submitted by the New York State Employees Retirement System during the current legislative session that were approved by the Advisory Task Force are simply bills necessary to eliminate technical defects in the present law. One bill that can have a positive and far reaching effect would be to make permanent the supplemental retirement allowance for retirees. The other bills deal with

areas such as: allowing members to name beneficiaries, eliminating the necessity for coverage of part-time and seasonal employees and making membership available to employees who are on the payroll June 30, 1976 and who through no fault of their own, did not join the Retirement System.

The Chairman of this Committee has met with the Executive Director of the Retirement System and has discussed possible methods for educating CSEA members. One of the methods currently being used is a column that has been submitted to the Civil Service Leader by the Comptroller discussing aspects of the Retirement Plans. In addition, the Executive Director of the Retirement System has assisted this Committee in making arrangements with various officials of the Retirement System for things such as seminars, guest speakers at meetings and specific problem solving.

The Pension Committee has forwarded information to the Legislative and Political Action Committee concerning Pension Legislation that will be coming up during the 1977 Legislative Session. Since the functions of the two committees are somewhat aligned, we felt it was our duty to serve as a resource agent to the Legislative and Political Action Committee. I am sure that they will carry out their function regarding Pension Legislation.

Social Services Committee Report

The social services committee report was given by chairman Richard Tarmey, of Montgomery County Local 829, at the CSEA spring convention at the Concord Hotel. Other committee members are Patricia Spicci, Grace Vallee, William McMann, Howard Quann, Sally Forsyth and Patricia Thomas.

Since our last Convention report presented in October, the Statewide Social Services Committee has experienced a significant increase in requests from CSEA social services representatives on the local level. As we reported earlier, the generally poor state of the economy was expected to cause both the aggravation of some long term social services problems in addition to fostering new problem areas.

During the last two years, this Committee has offered its assistance to local departments of social service throughout the State. Unfortunately, our increased activity with local departments have proved our expectations to be correct. Increased out-of-title work assignments, understaffing, the failure to implement mandated program changes and the gen-

eral lack of organization are some of the recurrent problem areas which seem to have suffered most in the last year.

Several relatively new types of problems have also occurred within the last six months. As many of you are aware, the Title IV-D program was to be implemented by mandate as of December, 1976. Although proposals have been discussed in the past, for the first time, Erie County has subcontracted for a portion of their social services manpower needs. Although first discussed in June of 1976, it was not until December that a private detective was hired in order to avoid the creation and filling of permanent civil service positions.

Although we have visited Erie County on three occasions, we remain hopeful that our continued efforts will be successful and that permanent employees will eventually be used in these positions.

Steuben County has used yet another rather unique approach in implementing the IV-D program. Mandated by the State of New York Social Services Law to provide investigative services and limited by



CSEA director Ethel Ross (Judicial), third from left, met with court employees to discuss transition from local to state control slated to take effect this week.

Education Committee Report

The education committee report was given by chairman Celeste Rosenkranz, of Buffalo Local 003 (retired), at the CSEA spring convention at the Concord Hotel. Other committee members are Roger Frieday, Richard Fila, Leslie Johnson, Mary Lauzon, Marie Romanelli, Sylvia Weinstock, Stephen Zarod and Irene Amaral.

The Statewide Education Committee has been actively engaged in education and training activities since our report to the Delegates last Fall. It is very encouraging to see the number of Chapter and Regional Workshops being conducted throughout the State with particular emphasis on duties and responsibilities of

Officers and Stewards.

The Steward's Manual has been completed and is being distributed to Chapter Presidents who may request additional copies from Headquarters. Orders are being filled in order of receipt of requests, with copies limited to those who are serving as Chapter Stewards or who are planning to become Stewards. This publication has been very well received, and should be of great assistance in helping Stewards carry out their ever-increasing responsibilities.

Work is progressing on the updating of the Chapter Officers Manual with distribution planned after the elections. The Committee is somewhat disappointed in the distribution procedures used for the last updating of the Manual, and agreed that in the future, direct mailings to the Chapter Presidents would be used.

The Committee noted that the Parliamentary Procedures Seminars at recent Conventions have proven to be very popular with Delegates, and agreed to sponsor the seminar again this Spring. The session is scheduled for Monday, March 21, 1977, at the Concord Hotel during the morning of the Convention's first day business meeting, with Celeste Rosenkranz instructing.

Considerable attention was given by the Committee to the selection of a topic for the Education Program at the Spring Delegates Meeting, and it was decided that, in view of the critical issues facing the organization presently, an appropriate discussion would be "After The Taylor Law—What?"

The Committee is also concerned with the participation of women in State service and in CSEA, and will promote their further participation as much as possible.

Appreciation is extended to Regional Education Committees whose efforts have shown great promise in bringing to members in their areas the kind of education and training activities they need and deserve.

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List Est. Feb. 14, 1977
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- 359 Diamond A Y Albany83.4
- 360 Seffan Linda A Albion83.4
- 361 Boydston J L Oswego83.4
- 362 Eckert Gail E Schenectady83.4
- 363 Putney Nancy K Waddington83.4
- 364 Monroe Vickie M Lake George83.3
- 365 Kemp Pamela J Danville83.3
- 366 Fazio Charize Maryland83.3
- 367 Vigo Eva Brooklyn83.3
- 368 Edison Bessie P Grahamsvil83.3
- 369 Veitch Barbara Canton83.3
- 370 Bello Rosanna N Tonawanda83.2
- 371 Eldert Susan M W Babylon83.2
- 372 Lindsley Sabina Binghamton83.0
- 373 McGarvey Helen Malone82.9
- 374 Clark Janice H Silver Creek82.9
- 375 Dinardo Tonia M Binghamton82.9
- 376 Wheeler Shirley Versailles82.9
- 377 Burch Lucille R Whitesville82.9
- 378 Corrigan J Rochester82.9
- 379 Calato Gloria A Depew82.8
- 380 Muller Carolyn Hauppauge82.8
- 381 Paton Diana L Binghamton82.8
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- 387 Fluker Eleanor Buffalo82.8
- 388 Fiorella C S Jamestown82.8
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- 390 Drown Mary C Ellenbrg Ctr82.7
- 391 Meissner Jane L Averill Jk82.7
- 392 Mannella Diane Albion82.7
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- 396 Noah Marilyn T Lockport82.6
- 397 Weidman P S Rensselaer82.6

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- 399 Craven Laurie Stony Point82.6
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- 412 Swiriduk Teresa Cheektowaga82.3
- 413 Cassidy M M N Massapequa82.3
- 414 Beebe eJan A Glenmont82.3
- 415 Furey Stephanie Hyde Park82.2
- 416 Noxon Yvonne A Duaneburg82.2
- 417 Wood Shirley A Lowville82.2
- 418 Shults Grace A Oneonta82.1
- 419 Mabe Janette F Wausaugh82.1
- 420 Raby Helen E Oswego82.1
- 421 O'Brien Blanche Schenectady82.0
- 422 Battinelli Mary Garnerville82.0
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- 424 Felton Joan M Hamburg81.9
- 425 Mink Margaret M Rensselaer81.9
- 426 Proulx Marie A N Lawrence81.9
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- 428 Zimmerman Mary Albany81.9
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- 430 Riccardi Karen Loudonville81.8
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- 442 Macellaio Rita Staten Is81.6

- 77 Lubinski Jary A Green Island83.7
- 78 Thibodeau J V Green Island83.7
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- 80 Delorenzo Mary Troy83.6
- 81 Lenegar M E Albany83.6
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- 85 Plumadore C L Albany83.5
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- 87 Hotaling Debra Nassau83.4
- 88 Farah Sandra J Clifton Pk83.3
- 89 Shufelt Sandra Cohoes83.3
- 90 Ripley Leona E Clemons83.1
- 91 Mazzaferro L Albany82.9

- 92 Goldstein Myrna Staten Is82.8
- 93 Kasprzak S N Cheektowaga82.7
- 94 Cusick Erna Huntington82.6
- 95 Bard Virginia B Voorheesvil82.6
- 96 Lyte Lynne A Brookview82.5
- 97 Misurely K T Liverpool82.5
- 98 Rider Lois Rensselaer82.5
- 99 O'Shea Patricia Albany82.5
- 100 Andrukowicz D M Buffalo82.5
- 101 Beaver Audrey H Albany82.4
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SOLOMON BENDET

New York City Report: 'We're Ready To Walk'

MANHATTAN—The membership of the New York City chapter of the Civil Service Employees Assn. is prepared to strike on April 18, if a successful settlement is not reached by that time, according to a report delivered by the chapter contingency committee last week.

The committee, appointed by chapter president Solomon Bendet, polled members in various units within the chapter. The results varied from units where only 5 percent of the membership was ready to walk out, to units where 100 percent strike participation was anticipated.

"With proper leadership we can get most people here to strike," was the way Mr. Bendet summed up the situation.

The poll by the contingency committee was taken before the statewide delegates meeting at the Concord Hotel last week, where the delegates voted to strike as of April 18 if no reasonable settlement is reached before that date. They also voted not to return to work unless amnesty is guaranteed to all.

The contingency committee's report was followed by a detailed by-law revision discussion led by Gennaro Fischetti and Giles Spoonhour. The meeting took place at Francois Restaurant, Manhattan.

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CSEA Political Clout Downs Mayor On L.I.

(From Leader Correspondent)

MINEOLA—A village mayor who signed a settlement with the Civil Service Employees Assn. just before village elections in Nassau County last week won re-election. Another mayor, who refused to settle, saw his ticket go down to defeat. The incumbent in the Village of New Hyde Park saw his party trounced by an opposition that flooded the village with leaflets urging fair treatment of employees.

"The public apparently supported that platform," observed Irving Flaumenbaum, president of the Nassau chapter.

New Hyde Park employees had walked out in a wildcat strike, but had returned to their jobs

under court order just before the election March 15.

The mayor of the Village of Westbury, meanwhile, was re-elected. He had agreed to a settlement only a week before the election after employees there also went out in a wildcat protest. The settlement apparently removed the treatment of public employees from the arena as a campaign issue.



GRADUATED FROM 15-WEEK COUNSELING COURSE

Eleven employees of the Nassau County Dept. of Drug and Alcohol Addiction receive diplomas after being graduated from the agency's 15 week course in basic counseling techniques. Seated, from left, are Marcia Simon, R.N., Margaret Miles, Inez Ajim, Carol Fink, Adele Rosamilia, Frances Faviechia, and Bella Gramet. Standing, from left, are Leonard Brahen, M.D., Ph.D., director of the medical research and education unit; Benjamin E. Thomas; David Levine; Lillian F. Webb, course instructor and supervisor of treatment services, Roosevelt Counseling Center; Commissioner Harold E. Adams; Vera Swartz; Kathleen Anderson; Brian Hayward, director of the drug outpatient unit; Myrtle Peterson, director of the social services intake unit, and Joseph Greenhut, director of the staff development unit.

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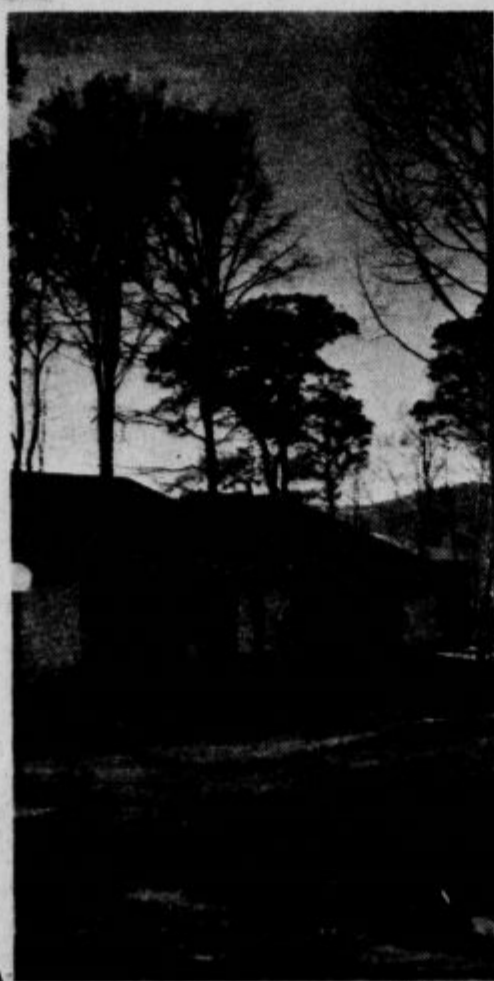
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New CSEA Local Will Be Formed By Long Island Court Workers

AMITYVILLE—Court employees from Nassau and Suffolk Counties will work for a court local of the Civil Service Employees Assn. when they become state employees April 1.

After hearing a description of how a court local will work within the CSEA system — presented by Ethel Ross, CSEA statewide representative for judicial employees; Irving Flaumenbaum, Long Island Region I president, and Pat Monachino, collective bargaining specialist — court employees decided to form the CSEA local.

Hyde Smith of Nassau and Joe Osman of Suffolk County were named by the employees as the temporary officers of the new local. A membership committee was formed to recruit other court employees as members. Bill Griffin, CSEA field representative,

was assigned to the court local supervisor by Edwin Cleary, Region I supervisor.

The eventual leader of the court employees local will automatically become a member of the executive board of the Long Island Region, and officers of the new local will be eligible to run for regional office.

"There is tremendous excitement among court employees forming their own units and locals because there is such a clear-cut community of interest," said Ms. Ross, who is chairman of an ad hoc committee to study the effect of the extraordinary session on court employees.

Ms. Ross, who has been traveling throughout the state talking to court employees, explained that in the past, court employees were unable to have their own CSEA locals because courts were part of municipalities.

Under the terms of the Unified Court Act (Judiciary Law 220), the State will take over the courts, and its employees, on April 1. Approximately 11,000 people are employed by the county, supreme, surrogates and district courts and parts of the county clerk's offices that will be absorbed by the state.

"The problem among us has been communication. Now, with our own CSEA court locals, we will be able to respond on a unified front to the office of court administration," Ms. Ross said. "Everyone will know what is going on because we will have a good exchange of information."

Court Unit

(Continued from Page 1) not yet known how many units will be in existence, and of whom they will be comprised.

Hyde Smith, of Suffolk County, whose local unit is also a complete bargaining entity, said he would like to see his group retain that status. But no one knows yet if that will be so.

Another anticipated problem raised is that travel expenses for court employees would be cut. For many workers still functioning under old contracts, this would mean a diminution of already existing benefits. Part of the law governing the transfer provides that the terms of contracts now covering employees would be honored. The travel cut would be in violation of that agreement.

Ethel Ross, Judicial representative to the CSEA Board, said things will be "played by ear" for the time being. But the ad hoc committee will continue to schedule meetings to examine these types of unanswered questions and try to take action, even after the move.

Political Action

(Continued from Page 16) of money thus far spent by the union in this program, \$47,000, was minimal compared to the amount spent by other groups; but it was a good start that had to be continued. He defended political action against criticism that it was a system of political payoffs by calling that attitude naive. "We are not buying votes," he said. "We are supporting the campaigns of legislators who are friendly to us; and we are not supporting the campaigns of those who oppose us."

The remarks of Mr. Langer and Mr. Roemer came at an educational forum called "After the Taylor Law — Where do we go?" held last week during the statewide delegate convention of the CSEA at Kiamesha Lake.

Generating Analyst List Established

ALBANY — A principal generating facility analyst eligible list, resulting from open competitive exam 24-363, was established March 4 by the State Civil Service Department. The list contains 6 names.

SAVE A WATT

Principal Analyst

ALBANY — A principal transmission facility analyst eligible list, resulting from open competitive exam 24-366, was established March 4 by the State Civil Service Department. The list contains 6 names.



DISCUSS ALCOHOLISM UNITS

Senator Linda Winikow (D-Rockland, Westchester) discusses CSEA-initiated legislation with the chairman of the CSEA statewide political action committee, Martin Langer. Senator Winikow was instrumental in the reinstatement of funds in the state budget for keeping open five alcoholism units run by the Department of Mental Hygiene.

Shenendehowa Unit Wins 3-Year Pact

(Special to The Leader)

CLIFTON PARK—After nearly a year of negotiations, including a final week of extreme tension, the Shenendehowa Non-Instructional unit of the Civil Service Employees Assn. and the Board of Education have reached a three-year contract agreement. It was ratified unanimously by the union and approved in a vote of 6-1 by the board.

The settlement came several days after an emergency meeting where union members voted to empower their negotiating team to resort to whatever measures required, including a job action, to secure an acceptable contract.

The school board immediately

began preparing for a strike and attempted to gain public support for its position.

The CSEA publicized its demands by using a mobile crisis communications center to reach both the public and its members.

At a regular meeting of the school board later that week, Capital Region supervisor Jack Corcoran asked members of the board to explain why they were ready to spend taxpayer's money to break a strike when the same funds could possibly settle the matter and avoid a strike.

The three-year contract, including a 16 percent salary increase and additional benefits, was agreed upon at a subsequent marathon meeting.

The negotiations began in the spring of 1976, with Nels Carlson, CSEA collective bargaining specialist, assisting the CSEA unit bargaining team. Impasse was declared in August and PERB appointed Barry Taylor as fact-finder.

The fact-finder's report was issued in January. The CSEA unit accepted the fact-finder's recommendations. The School Board, however, rejected the report.

Barbara McNamee, unit public relations officer, summarized the whole process by stating, "The situation called for a determined effort to achieve the memberships' goal, a negotiated contract. The highly coordinated efforts of all segments of the CSEA from local unit to regional and state level showed the local school board that the CSEA is ready to negotiate or to take the necessary steps."

PERB Appoints CSEA Mediator

ALBANY—The State Public Employment Relations Board last week announced appointment of Leon Applewhite as mediator in the dispute between the Brentwood Public Library and the Brentwood Library Unit of the Civil Service Employees Assn.

Ter Bush Mails Dividend Checks

Ter Bush & Powell, Inc., administrator for the Civil Service Employees Assn. insurance plans, has informed insurance committee chairman James Corbin that The Mutual Life Insurance Company of New York mailed checks last week to all members who qualified for the third annual dividend under the Supplemental Life Insurance Plan.

The amount of the dividend is based upon the current rate for age groups as follows:

- Under Age 45 — 15 percent
- Age 45 to 49 — 10 percent
- Age 50 and Over — 5 percent

The dividend rate is applied to the annual premiums payable for that coverage which was in force for the entire policy year of Nov. 1, 1975, to Oct. 31, 1976. Premiums for any coverage added after Oct. 31, 1975, do not qualify for this dividend.

This dividend is made possible by the continued growth of member participation and the favorable claim experience. So far, dividends amounting to over \$300,000 have been paid on this plan.

Please direct any questions concerning this dividend to Ter Bush & Powell, Inc., P.O. Box 956, Schenectady, N.Y. 2301.

Announces \$600 H.S. Scholarship By Black River

WATERTOWN — The Black River Valley chapter of the Civil Service Employees Assn., has announced it is accepting applications for a \$600 scholarship (\$300 a year for two years) to be awarded to a dependent of one of its members. Any high school senior planning to enter college in the fall may apply.

The winner will be selected by a 3-member panel of prominent citizens from Jefferson and Lewis Counties. Information and forms may be obtained from the student's high school guidance counselor or from Larry Leddy, scholarship committee chairman, State Office Building, 317 Washington St., Watertown, N.Y., 13601, or by telephoning 315-782-0100, Extension 251.

Mix And Mingle Set For Capital Region

ALBANY—The fourth annual Capital Region IV "Mix and Mingle" will be held at the Polish Community Center, Washington Ave., extension, Albany, on May 6 for members of the Civil Service Employees Assn.

The charge for the affair, which starts at 5 p.m., will be \$4, and includes food and dancing.

Ticket information may be obtained from chapter chairmen, or by contacting Muriel Milstrey at (518) 457-1933, or Marge Egan at (518) 474-5876.

Thomas M. Lucas was named fact-finder in the dispute between the Elmira City Water Board and the Elmira Water Board unit of the CSEA.

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

File Now For 17 State Promotional Exams

ALBANY—The State Civil Service Department has opened filing for 15 promotional titles until March 28 and two more until May 9.

The following jobs have March 28 deadlines and May 7 written tests:

Senior medical records clerk (exam no. 36-057) at the G-8 level is open to all New York State employees with at least three months' clerical experience. The written exam will cover medical terminology, supervisory practices and interpretation of written material, and arithmetic.

Radio dispatcher (36-049), which pays \$10,214, is open to Thruway employees with at least one year's clerical experience. The exam will cover radio operation, rules and regulations and clerical aptitude.

Public Service Department

For Rent - Adirondacks

FOR RENT: Three Bedroom Cottage on crystal clear lake in Adirondack Mountains, oil heat, fireplace, 2 bathrooms, screened in porch with dock and private beach. 18-hole golf course nearby. Possible two-family. Asking \$2,000, plus utilities. Memorial Day to Labor Day. For information call after 6 p.m. 516-868-6135.

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employees can file for several titles. Gas and petroleum inspector is open at the G-14 level (36-042), the G-17 level (36-043), the G-19 level (36-044), and the G-21 level (36-045). The positions are in New York City, Albany, Syracuse and Buffalo. Applicants need one year's experience in the field at one level below the level sought.

Also open to public service employees are principal engineering technician (electric) at the G-15 level (36-040), which requires one year's experience as

Slate Typist Test In Rensselaer

TROY—The Rensselaer County Civil Service Commission has opened filing until April 26 for a typist promotional examination.

The salary varies from approximately \$5,148 to \$8,190, according to jurisdiction. Applicants need six months' clerical experience and will be notified of the test date.

For further information contact the commission at Court House, Troy.

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electric inspector or senior electric inspector, and chief electric complaint technician at G-19 (36-041), which requires one year's experience as a principal engineering (electric) or a senior electric inspector.

Labor Department employees can apply for senior unemployment insurance claims examiner at G-18 (36-009) if they have six months' experience in a related title. They can also apply for senior employment interviewer at G-18 (36-052).

Senior professional conduct investigator at G-18 (36-036) and supervising professional conduct investigator at G-23 (36-037) are open to Education Department employees in related titles.

Department of State employees with one year's experience as license investigators can apply for higher levels. Level II at G-

Sr. Account Clerk Filing In Suffolk

HAUPPAUGE — The Suffolk County Civil Service Department has opened filing for senior accountant clerk (open competitive exam 17-174, promotional exam 17-175) until March 30.

The jobs pay a bi-weekly salary of about \$314, varying according to jurisdiction.

For further information contact the department at H. Lee Denison Executive Office Building, Veterans Memorial Highway, Hauppauge, New York 11787.

PERB Recommends Pact For Community College

ALBANY—A Public Employment Relations Board fact-finder has recommended a two-year agreement with an initial wage adjustment of 7.5 percent for buildings and grounds employees of the Fulton-Montgomery Community College, it was announced last week.

Charles E. Leonard, of Schenectady, is the fact-finder named by the PERB in the contract dispute between the college and the Civil Service Employees Assn.

The agreement would run from Sept. 1, 1976, to Aug. 31, 1978. He proposed wage increases as follows: March 1, 1977—a 7.5 percent increase above Aug. 31,

Rockland Victory

(Continued from Page 4)
the decision by Mr. Cohen set aside.

But State Supreme Court Justice Aaron Klein on March 18 confirmed the arbitrator's decision. "This Court has no grounds on which to vacate the award," he wrote.

Mr. Langer noted that the significance of the union win is that "Other institutions throughout the state have tried to do the same thing to their employees in the Professional, Scientific and Technical bargaining Unit. This should stand as a warning to them that the CSEA does not intend to let them violate our contract, either regarding the workday/workweek clause or any other part of it."

Representing the workers at the arbitration and at the Supreme Court level was attorney Pauline Rogers of the CSEA law firm.

18 (36-046), level III at G-21 (36-047), and level IV at G-24 (39-179) are open. Level IV has an oral test.

There is a May 9 deadline and June 18 written test for senior attorney at G-24 (36-179), and associate attorney at G-28 (36-

180). All state employees with related experience may apply. Almost all vacancies are in Albany and New York City.

For further information contact your agency personnel office or the State Civil Service Department (see below).

Rockland Opens Filing For Employment Ass't

NEW CITY—The Rockland County personnel office has opened filing for eight open-competitive titles and seven promotion titles.

Employment assistant (65-842) and manpower program coordinator (65-874) have June 4 open competitive examinations. The filing deadline is May 4.

The other jobs have May 7 exams and April 6 deadlines.

The open competitive titles are assistant road inspector (65-948), dental assistant (65-804), highway maintenance supervisor II (65-949), laboratory technician (hematology) (65-966), senior social welfare examiner (66-009) and superintendent of public works II (65-947).

The promotion titles are control clerk, at the community mental health center (74-179), highway maintenance supervisor I, II and III, for the town of Clarkstown (74-308, 172 and 174), senior social welfare examiner and social welfare examiner, for the Department of Social Services (74-207, 225), and sup-

erintendent of public works II, for the village of Haverstraw (65-947).

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 5:30 a.m. to 4 p.m.

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

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

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

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

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

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

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

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

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

1976 rates; by Sept. 1, 1977—a \$100 cost-of-living adjustment (bonus); March 1, 1978—a \$200 increase in base salaries of all employees.

Mr. Leonard pointed out that he believed that the wage increase plan for the 2-year period "should meet the needs of both parties and be acceptable to both."

The fact-finder made no recommendation regarding the union request for full retroactivity to Sept. 1, 1976, for all changes in wages and benefits. He indicated the agreement should provide 18 days' vacation for employees with 10 or more years of service effective Sept. 1, 1977.

'Class' Complaints For Civil Servants

WASHINGTON, D.C.—The U.S. Civil Service Commission has adopted regulations for the processing of discrimination complaints from groups of people, it was announced last week.

The procedures for "class" complaints will become effective April 18 and are similar to those used by the courts, according to the commission.

Provisions are included for fact-finding and appeals of agency decisions. Employees or applicants who feel they have been discriminated against in common with other persons may file a complaint on behalf of the entire group.

CSEA Delegates Authorize Strike Deadline

(Continued from Page 1)

most cynical governor in the history of this state."

Dr. Wenzl declared that: "State workers have been forced to the wall. They have not had a raise since 1974. They have assumed increased workloads because of reductions in staff. They have been threatened with cutbacks in benefits already negotiated. They have seen their pension funds used to bail out the mistakes of others."

"And now," said Dr. Wenzl, "they are asked

to suffer a further erosion of their pay base through a pitiful pay offer that in no way could offset the erosion of vicious inflation."

"CSEA is not forcing this strike," said Dr. Wenzl. "Any such action will have to be laid at the doorstep of the Governor's mansion. It is Carey who will push state workers into the street."

Dr. Wenzl proposed approval of the strike by polling the entire membership, but delegates op-

ted for the faster route of approval for action by the convention body.

The Leader will keep its readers informed as future action transpires. There is some hope that the Legislature will provide approval of a pay package acceptable to the Employees Association. Carey could veto this, however.

Should a strike be ordered, full details on CSEA strategy and employee participation will be reported in these columns.

Union Tightens Belt On Funds: 'Workers Need Every Penny'

(Continued from Page 1)

half-million dollars a year to beef up CSEA's political weight, the delegates' temper was that "We cannot ask for one more penny from the members until we are able to show them a decent contract with a pay increase."

Thinking was nearly unanimous that the political fund should be set up, but its rejection was based on timing it now. It will most likely be again requested at the fall meeting.

While it has always been recognized that the CSEA Board of Directors carries the fiduciary responsibility for the union, it has recently been a matter of controversy as to whether the Board or the Delegates is the final arbiter of union policy. Recently, the Board had voted that it had the final say; this had been done with the concurrence of the CSEA's legal counsel. CSEA vice-president Solomon Bendet, however, disagreed with the Board decision, and raised the issue for determination by the Delegates. The Delegates then voted that they are the primary policy-making body of the Employees Association. (It should be noted that approximately 10 percent of the Delegates are Board members, too.)

Mr. Bendet also figured prominently in debate as to whether retired employees should be allowed to serve as statewide officers. The subject came out during the constitution and by-laws committee report presented by Ken-

neth Cadieux. The Delegates rejected the CSEA constitutional amendment by a vote of 1,713 to 271. Mr. Bendet has a record of service to CSEA rivalled only by the union's president, Theodore C. Wenzl. Even some Delegates who stated that they did not support Mr. Bendet said they believed the amendment was a backdoor effort to dump him on a technicality. "I don't want to be used as a pawn to get at particular officers," one Delegate said.

During the course of the meeting, special mention was made of other prominent retirees who currently serve in high positions within the union. Even when Western Region VI third vice-president Ramona Gallagher moved to exclude incumbent office holders from the restriction, the Delegates still voted down the amendment.

Penalties for "conduct unbecoming" was another subject for intense discussion. This, too, was rejected as submitted, since it was felt that it could be used as a weapon by persons in authority, and would not be in the democratic tradition of the union. It was referred back to the constitution and by-laws committee. (It should be noted here that Mr. Cadieux, as committee chairman, is not necessarily for or against changes proposed to the delegates. He has, in fact, been known to preside with impartiality on amendments he has been presumed to favor.)

A technical revision was voted favorably to change chapter designations to "local."

Taylor Law Could Go After 2-Week Strike

KIAMESHA LAKE—"If the people go out for two weeks solid, they could negotiate a new Taylor Law." This remark was made by James Roemer, counsel for the Civil Service Employees Assn., during comments about what effect the planned April 18 strike by that union could have on the state's law prohibiting strikes by public employees.

Mr. Roemer said that the Governor's bill provides a limited right to strike but is unacceptable because it leaves too much to court interpretation. That proposal also authorizes state or local governments to drop all benefits agreed to in a previous contract if an impasse is reached while negotiating a new contract.

Martin Langer, chairman of the CSEA statewide political action committee, said that management personnel were beginning to organize. "When our people walk on April 18, it is possible that attendance-taking may be sloppy."

Stressing the need for strong

political action, Mr. Langer stated that probably the best substitute to the Taylor Law would be Last Offer Binding Arbitration. He said that because of the way this procedure is set up—both sides make offers and a third party must decide on one offer or the other—95 percent of situations are settled before arbitration. The sides move closer to each other because of the threat that impasse will result in arbitration and an unreasonable offer will force imposition of the terms proposed by the opposition.

Mr. Langer said that political action was the only viable course for the future success of the CSEA. He said that the amount

(Continued on Page 14)



CSEA's spring convention turned into a winter wonderland. Here, Suzie Buczenski, left, and Lorraine Krup, both of Marcy Psychiatric Center, clear snow from car to check whether it's theirs.

An Act Of God

(Continued from Page 1)

which saw box cars of snow hauled out of Buffalo by train, had probably anticipated a trip south into spring weather. Few people were dressed for winter. No one was prepared for the 24 inches of snow, which even the local people called, "about the worst snow anyone remembers."

On Tuesday, everyone was busy with meetings. One saw the powder coming down while walking between the Imperial Room, where the delegate meeting took place, and the dining room, at lunch break. In the afternoon the snow didn't look like much.

That evening when the lights went out in the dining room, people started to wonder. The room went black; then the emergency generators took over, powering spotlights in the corners. The dimness transformed a dining room for 2,000 people into an intimate cafe. Several waiters set Sabbath candles on tables.

"It feels like the 'Poseidon Adventure,'" one man said. "If Shelley Winters appears and the dining room starts to list, we're in big trouble."

The rabbi had read an invocation. Jokes were told at the tables; the kind of joking that comes before recognizing the need for serious prayer. Dignitaries sitting on the dais were introduced. Some who had planned to attend the convention were stuck on the road: no one knew where.

After dinner people milled around the dimmed lobby and passed rumors about how there was not sufficient power in the auxiliary generators to run the elevators and the spotlights. One person said that he'd heard that there were no secondary generators.

"They tap into some other power source," he said.

"Yeah, they tap into the Nevele."

To entertain, an artist slapped paint on "instant art pictures" of snow, cabins and skiers, and rabbits in holy dress.

"My best work. What do I hear? I don't accept less than \$100. Fifty? Going once. Sold."

Afterwards, bellhops with flashlights guided guests through the dark stairwells to their rooms. About four o'clock in the morning Ted Wenzl, president of the CSEA, toured the lobbies and darked corridors of the hotel to assess the situation and see that the members were safe.

On Wednesday, the convention heard several weather reports supplied by the state police and was on the verge of voting an extra convention day. Irving Flaumenbaum, a statewide vice-president, defended the action since the snow, "as recognized in any insurance policy, was an act of God."

The people, however, left for home; waded into the Concord driveway through several inches of slush and boarded blue vans to be taken to the parking lots. Along the way, aerials protruding from snowbanks like periscopes from the deep, identified cars. In the lots, plows and tow trucks cleared some paths. The van driver asked, "Who has a blue Chevy?"

"I do," came a voice from the back.

The driver pointed to a mound of snow on the left of the van.

Two hours later, after a battle to start the car, a tricky attempt to shovel four-foot piles of snow with a plastic waste basket, and with the help of a tow truck, the blue Chevy was out.

Less than 20 miles south of the Concord there was no snowfall. Roads were clear. It was a convention that will be talked about at future conventions. Battling "an act of God," if nothing else, was easier than battling an act of the Governor.