

Hayden Cole

Civil Service LEADER

America's Largest Newspaper for Public Employees

CSEA'S SIX REGIONS

— See Pages 8, 9 & 16

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"We are willing to cooperate in a search for genuine reform"

WILLIAM L. MCGOWAN

CSEA To See Merit Study: McGowan Blasts Secrecy

ALBANY—In response to a heated letter by Civil Service Employees Association president William L. McGowan charging the state Civil Service Department with preparing secret reports, Civil Service Commission president Victor S. Bahou has agreed to furnish Mr. McGowan with copies of the studies which are purported to contain recommendations for sweeping reforms of the entire New York State civil service system.

Mr. McGowan criticized Mr. Bahou for not making the reports available to CSEA officials before news of the studies were published by an Albany newspaper.

In his letter, Mr. McGowan also cited the CSEA's "willingness to cooperate in a search for genuine reform" as evidenced by the union's joint efforts with Democrats and Republicans in the Legislature and the staff of the Temporary Commission on Management and Productivity to secure civil service reform. Mr. McGowan expressed the CSEA's firm opposition to any unilateral changes imposed by the Civil Service Department without negotiations and "any secret schemes" to abolish the Merit selection of employees.

Mr. Bahou responded by reaffirming his commitment to the Merit System, explaining that he was seeking "to achieve some improvements in the Merit System to make it more responsive to today's needs and more consistent with Merit principles."

Mr. Bahou also maintained that the publication of the

contents of the report in the newspaper was done without his or his department's knowledge. He said that the reports were probably obtained by the press following the mandatory filing of the reports with the Department of State.

Mr. Bahou said that the continued existence of the Merit System depends on its ability to "adapt to meet today's and tomorrow's needs. I know that both CSEA and the Civil

(Continued on Page 14)

Agency Shop People As Regular Members Means Strong Union

ALBANY—The dollar amounts are the same, and both members and non-members reap the benefits of representation and negotiations expertise, but beyond these points there really is very little similarity between being a dues-paying union member and simply paying an agency shop fee.

Civil Service Employees Association dues are \$58.50 a year, the lowest annual dues of any major union in the country, and under legislation passed and signed into law earlier this year, agency shop fees are also \$58.50 a year. But the simple fact remains, paying an agency shop fee does not make an individual a member of the CSEA.

Non-union members receive the same CSEA-negotiated increases as dues-paying members. Since the Taylor Law, non-union members also receive the same representation. The Agency Shop established that non-members should pay an annual fee to offset the cost to the union of representing and negotiating bene-

fits for non-members.

"There's no question but what the agency shop bill has made CSEA and all other public-employee unions much stronger and potentially much more effective," said CSEA president William L. McGowan recently, "and I hope that agency shop people recognize that a stronger union is beneficial to the individual employee, and that agency shop is actually a blessing in disguise because over the long run it should provide additional benefits to employees."

Since CSEA dues and agency shop fees are both \$58.50 a year, it is logical to consider both alternatives to determine which is

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CSEA Opposes Changes In Probationary Rules

ALBANY—The Civil Service Employees Association has come out solidly against the proposed changes in the probationary-service rules now being considered by the state's Civil Service Commission.

The union's research director, William L. Blom, told the Commission at a public hearing Dec. 20 that the current system would suffice if it were strictly enforced, adequately funded and supervised by better-trained administrators.

The proposed changes would, among other things, require each employee to serve the maximum probationary period; double the maximum probationary period for some employees; redefine the terms "transfer" and "reassignment" so as to require probationary periods where they are not now required, and restrict reassignment possibilities within a department or agency.

Instead of the proposed changes, Mr. Blom suggested to the Commission that "the present rules be strictly adhered to; that supervisory personnel be better trained to implement the provisions of the current rules, and that any additional funds be made available through the state Department of Civil Service and the operating state departments and agencies for such training and implementation."

The text of Mr. Blom's remarks follows.

"Much has been said and written recently attacking New York

State's present civil service servants, has been described as Merit System. The System, and archaic, slow-moving, inflexible its procedures for the recruitment and inefficient. Such critics and retention of qualified civil (Continued on Page 3)



HOLIDAY GREETINGS FROM THE LEADER STAFF

Members of the Leader editorial staff, representing the newspaper's business staff and reporters through the state, send greetings for the holiday season to their readers. It also provides an opportunity to reveal the people behind the bylines; from left, Marvin Baxley, Jane Bernstein, Harry Berkowitz, Ronald Karten, Harcourt Tynes, Kenneth Schept, Eva Feller, Joe Rodriguez and Pamela Craig. They are gathered on the mezzanine of New York City's Woolworth Building, where the Leader offices are located, to wish everyone a peaceful and prosperous New Year.



STONY BROOK INSTALLATION

Officers of Stony Brook University Local 614 of the Civil Service Employees Association gather in a friendly semi-circle with field representative Nicholas Pollicino, right, after recent installation. From left, are Helen Fox, treasurer; Ed Zurl, second vice-president; Sue Juliano, secretary; Jim Gomez, first vice-president; Al Varacchi, president, and Mr. Pollicino.

U.S. Agriculture, Railroad Jobs

MANHATTAN—Seven new federal job opportunities are available for federal workers already on the job and for new job-seekers.

The jobs are available in New York City, Washington, D.C. and Little Rock, Ark.

The New York jobs are fruit and vegetable marketing specialist and intelligence research spe-

cialist. The filing deadline for fruit and vegetable specialist is Jan. 6. Intelligence research specialist filing ends Jan. 4.

Fruit and vegetable requirements are three years' experience distributing or marketing food products and two years dealing with agricultural commodities or agricultural marketing. The post pays \$15,090.

Intelligence research applicants

must have three years' administrative, professional investigative or technical experience and three years' research and analysis experience. This job pays \$15,090 at grade 9 and \$18,258 at grade 11.

Fingerprint examiner, position classification specialist and equal opportunity specialist are open in Washington, D.C. Filing ends Dec. 30 for fingerprint examiner, for equal opportunity specialist, Jan. 11, and for position classification specialist, March 31.

To qualify for the \$15,090-a-year equal opportunity post, candidates must have four years' experience solving social problems caused by discrimination and be able to assemble facts and write clearly; or hold a bachelor's degree and have a year's graduate study in a directly related field; or a combination of both. They must also know the basis of discrimination and have other abilities.

The other jobs are railroad motive power and equipment safety inspector, railroad track safety inspector and budget analyst.

Details are available at federal job centers. In New York City, the center is at 26 Federal Plaza, Manhattan.

Fire Building No Place To Work, Says CSEA

BAY SHORE—Civil Service Employees Association officials have warned the state not to attempt to move about 85 Division of Employment workers back into a fire-ravaged building here owned by a group in which state Motor Vehicles Commissioner James Melton has an interest.

The converted supermarket had drawn CSEA protests about working conditions before it was hit by a fire. Later, employees were moved to what CSEA leaders called even worse conditions in a temporary location across the street until a showdown in which workers reported for duty but refused to work in a dispute over makeshift quarters.

The state withdrew orders firing the workers in the face of CSEA negotiations on their behalf. The entire office operation was later shifted to the State Office Building in Hauppauge on a "temporary" basis.

The issue was reignited when CSEA learned that the owners were refurbishing the structure and had demanded that the state resume occupancy. It was understood that the refurbishing had not corrected inadequate and insecure rest room facilities, nor a dingy, small place used as an

employees lunchroom.

Irving Flaumenbaum, president of CSEA's Long Island Region I, and William DeMartino, president of the union's Metropolitan Department of Labor Local, warned the state to disregard "political pressures" to force employees back into the building.

At Leader presstime, there was still no response from the state on what action it would take.

Tax Compliance Asst. Director Needed By State

State Civil Service Department officials have scheduled a Jan. 9 filing deadline for the \$21,554-a-year assistant director of tax compliance post.

Oral testing for the job will begin later in January. The exam is open to state Department of Taxation and Finance employees.

Applications are available at state Civil Service Department offices at the State Office Building Campus, Albany; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.



WARNS OF TROUBLE IN ROCKLAND

Warning that a strike by Rockland County employees is "a real possibility," Patsy Spicci, president of the county unit of Civil Service Employees Association Local 844, tells the union's Southern Region III delegates of bad-faith bargaining over a three-year period by the County Administration. Southern Region president James Lennon listens and second vice-president Marie Romanelli takes notes as Mr. Spicci explains that workers in his unit average less than \$9,000 a year and have not had a raise since 1975. The Southern Region meeting took place earlier this month at the Holiday Inn in Newburgh.

State Promotional Job Calendar

FILING ENDS DEC. 30

Supervisor of Civil Service Operations

FILING ENDS JAN. 3

Associate Budget Examiner Principal Budget Examiner

FILING ENDS JAN. 16

Chief Clerk Chief Resources And Reimbursement Agent
 Head Clerk Principal Resources and Reimbursement Agent
 Principal Accountant Security Hospital Treatment Chief
 Medicaid Claims Examiner Trainee Security Hospital Supervising Treatment Assistant
 Senior Drafting Technician

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

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CSEA Opposes Probation Rules Changes

(Continued from Page 1)
ly change the present system and its procedures than to concentrate their efforts on what is needed to make it work more efficiently. Flexibility is already built in and the system is capable of producing 'quick results.'

"We submit that the shortcomings can be attributed to an inefficient administration of the present system, due to an unwillingness to properly fund each of its functions, and secondly, to an untrained and apathetic supervisory staff in personnel matters throughout state departments and agencies with a 'make it easier for me' attitude. This is analogous to replacing a sound old building structure with a new one, constructed of inferior materials, simply to satisfy a current wave of sentiment and desire, without adequate consideration given to future durability. More often than not an expenditure of effort and funds to restore the capability of using original means to attain desired

"shortcomings can be attributed to an inefficient administration of the present system"

goals proves to be the wiser investment in the long run.
"What does all of this have to do with the proposed substitution of a new Section 4.5 (Probation) of the Rules for the Classified Service of the State of New York? Simply put, it means that we feel that Section 4.5 of the Rules of the Classified Service, as it presently exists, is adequate if strictly adhered to in application.

"TRANSFER" DEFINED
"The fact that the term 'transfer' means a change of position without further examination must preclude the possibility of the transferee meeting qualifications for the position to which transferred. With this in mind, the most important aspect of a transfer becomes the purpose for which such a transfer is either proposed or accomplished. If, on the one hand, an employee is transferred in the best interest of the State or for his own convenience (such as work location), then there should be no need for the completion of a probationary period at all, if such employee has performed well in the position from which he is transferred and he has had good working relationship with his co-workers and supervisors. On the other hand, if an employee is transferred to resolve a problem which has resulted from bad interpersonal relationships, then such employee should be given a trial or probationary period to see if the problem persists in a new environment.

"Under the proposed definition revisions, the term 'reassignment' has been changed to mean from one position to a position in the same title under the jurisdiction of the same appointing authority. Presently, the change is from one position to another similar position under the jurisdiction of the same appointing authority. The proposed redefinition making

'reassignments' possible only to positions in the same title severely restricts reassignment possibilities within a given department or agency. In so doing, the use of the reassignment procedure in anticipation of layoffs would be drastically limited. We do not feel that such restrictions and limitations are in the best interest of either the state or the employee.

PROBATION EXTENDED
"With respect to proposed revisions of Section 4.5 of the Rules for the Classified Service, the following comments are appropriate:

"Section 4.5 (a) (1) extends the probationary period for each permanent appointment from a competitive list and each original permanent appointment to the non-competitive, exempt or labor class of not less than 26 nor more than 52 weeks. Under this proposal, the maximum probationary period has been doubled and as such causes a chain reaction which results in tying up promotions, increasing the length of exposure for probationary layoffs, and necessitates a change in the legal time limitations on temporary and provisional appointments. Additionally, this proposed change, wherein a fifty-two week probationary period was imposed, would result in a violation of Article 12 of the contracts between the State and CSEA covering employees in the Administrative Services Unit, Operational Services Unit, Institutional Services Unit and the Professional, Scientific and Technical Services Unit.

"Article 12 states as follows: 'A permanent employee holding a position in the competitive or non-competitive class who accepts an appointment from an

open competitive eligible list to a position within his own agency or in a different State agency shall be granted a leave of absence from his former position for a period not to exceed 26 weeks or the period of his actual probation, whichever is less.'

"With respect to the proposal for Section 4.5 (a) (1) (i), provision is made here for the requirement of a double probationary term to be served by various trainees. In many cases, training is undertaken while the person is employed and may cover a one-year period.

"The proposed rule change states that the probationary term shall begin upon the completion of a formal training period. It is therefore possible that the employee may be serving as a trainee for one year and then required to successfully complete a second year as a probationary term.

"The proposal for Section 4.5 a) (2), which states that each promotion to a position of Grade 13 and below shall be subject to a probationary term of not less than 12 nor more than 26 weeks; and each promotion to a position in Grade 14 and above shall be subject to a probationary term of not less than 26 weeks nor more than 52 weeks, gives no indication of a leave of absence of equal length in order to hold the lower level job open for the promotion process but obviously holds up permanent appointments.

DOUBLE JEOPARDY
"The proposal for Section 4.5 (a) (3), when taken in conjunction with the proposed redefined definition of 'transfer,' could result in 'double jeopardy' for employees transferred to lower level positions in the same or

similar promotion series.
"The proposal for Section 4.5 (a) (4) requires each employee to serve the maximum probationary period. If this is the intention of the Civil Service Department, then the flexible term should be abolished and we should revert to a procedure followed years ago of a fixed probationary term. We believe that requiring every employee to serve the maximum probationary peri-

"we suggest that the current rule be strictly adhered to and further that supervisory personnel be better trained to implement the provisions of the current rule"

od (it probably will be the case even though the appointing authority has the right to grant the employee permanent status before the maximum time), is contrary to the spirit and the intent in the decision rendered in the Court of Appeals case Albano vs. Kirby, May 7, 1975. This case required informing the employee at the end of the minimum of the probationary period whether his services were satisfactory or unsatisfactory, if the employee was not so informed, it was considered that the employee had satisfactorily completed his probationary period.

"With respect to the provision for Section 4.5 (4) (f), there is nothing in this provision which mandates that the appointing officer notifies the employee whether his leave time is being considered as within the probationary period or whether the probationary period is being extended for the leave time. We suggest that some terminology be added to this section mandating that the appointing officer formally notify the employee immediately upon the completion of the absence period whether or not the probationary period would be extended for the period of the absence.

"With respect to the provision for Section 4.5 (4) (h), we object to the terminology of this section making it permissive for the appointing officer to consider

the services rendered by the employee in the higher level position as satisfactorily completing the probationary period of the lower level position. The employee who takes a higher level position is generally assisting the appointing officer in filling a gap in the organization structure. If the appointing officer has considered the employees as sufficiently qualified to advance him to the higher level position, then

the period of service rendered in the higher level position should be considered in the completion of the required probationary period in the lower level position.
"For reasons already pointed out, we must very seriously object to these proposed changes which comprise a new proposed Section 4.5 of the Rules for the Classified Service. In lieu of this proposal, we suggest that the present rule be strictly adhered to and further, that supervisory personnel be better trained to implement the provisions of the current rule, and that any additional necessary funds be made available through the State Department of Civil Service and the operating State Departments and agencies for such training and implementations."

Hypertension Help Offered

MANHATTAN—A free hypertension protection program will be available during January to employees at the following state psychiatric centers: Rockland State, Harlem Valley, Elmira and Gowanda.

Workers at Hudson River and Buffalo Psychiatric Centers and Letchworth Village Developmental Center will be able to participate in the program in February.

The hypertension detection program will be extended to other Mental Hygiene facilities throughout New York State during 1978, according to the program's Leslie Baer, an associate professor of medicine at Columbia University.

The first phase of the detection effort was implemented this month at Psychiatric Institute, Manhattan.

Charge Clifton Park Anti-Union Actions

ALBANY—Clifton Park Town Supervisor Charles C. McCloskey reportedly offered to have union designation cards of Town Highway Department employees returned from the Public Employment Relations Board if they agreed to sign a petition requesting PERB to drop the representation request of the Civil Service Employees Association, a union spokesman charged last week.

Mr. McCloskey refused to comment when reached by the Leader and said that counsel had been retained regarding the matter.

According to the union spokesman, Mr. McCloskey's offer was made during a meeting with Highway Department workers on Dec. 20, when they were also informed about the benefits available to them as non-union employees.

The CSEA had filed an improper practice charge against the Clifton Park Town Administration earlier this month, for attempting to persuade Town workers not to affiliate with the CSEA.

Reacting to the latest alleged violation, Capital Region field supervisor Jack Corcoran said, "The continued flaunting of the Taylor Law and individual employee rights by Mr. McCloskey proves the dire need for a union in Clifton Park. No matter how many petitions or requests Mr. McCloskey makes to PERB to stop the CSEA representation

campaign, we will not be stopped."

Region VI Worker Wins 20 Thousand Backpay

CHEEKTOWAGA—A laborer laid off by the state Department of Transportation almost two years ago will be reinstated to his job at the Depew barns with backpay of about \$9,500 per year, according to a unanimous decision handed down by the Appellate Division of the state Court of Appeals.

The decision in favor of Paul Battaglia, of Buffalo, upheld a ruling of Supreme Court Justice James B. Kane in June 1976 that the State erred in determining Mr. Battaglia's seniority status. The state DOT claimed that sick leaves taken by Mr. Battaglia of a half day, in 1970 and from Dec. 14, 1972, to Jan. 2, 1974, constituted interruptions in service and thus denied him tenure.

Justice Kane ruled and the Appellate Division affirmed that those absences did not constitute interruptions of service and therefore his seniority status, dating back to November 1966,

would preclude his being laid off. Mr. Battaglia was represented by Ronald L. Jaros, regional counsel for the Civil Service Employees Association.

CSEA calendar

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

- JANUARY**
13-14—Western Region VI meeting: Sheraton Inn-Buffalo East, 2040 Walden Ave., Buffalo.
24—Franklin County Local 817 officers training session and grievance seminar: 7 p.m., Williams Mansion Nursing Home, Malone.

Say LI State Building OK

HAUPPAUGE — A New York State - commissioned study of the air quality at the State Office Building in Hauppauge has found the building free of fiber glass or rock wool contamination.

The Office of General Services delivered a copy of the report to the Civil Service Employees Association last week, fulfilling a promise the State made to the union to order a complete air-quality survey in the six-story

complex. The testing was conducted Nov. 17 between 12 noon and 11 p.m. by the American Can Company. John J. Naughton Jr., CSEA collective bargaining specialist, was on hand during that period.

"Our basic assignment was to measure and/or test ambient indoor air for possible contamination by glass wool and/or fiber glass particulates," said James F. McVeigh, American Can laboratory manager. "This type of contamination was alleged to be a possibility from the flow of air across glass wool insulation batts or through fiber glass filters. Our findings indicated that only an occasional glass wool fragment was evident in our samples. Similar type and quantity of glass wool fragments are found in our own office and laboratory, recirculated air system. Consequently, our findings are negative for fiber glass or rock wool type contamination."

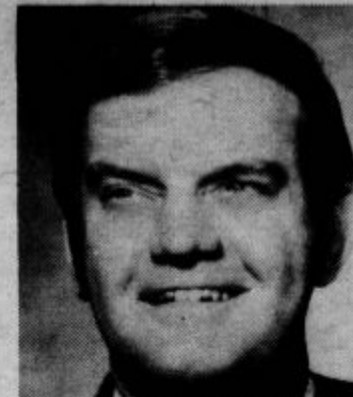
The study followed complaints

last July and August about an unreleased labor department report on carcinogenic effects of fiber glass particles suspected of being in the air. Fiber glass filters used in the air circulating system were replaced by dacron filters. David Rings, employee relations officer for the state Office of General Services, promised Irving Flaumenbaum, CSEA's Region I president; Artie Allen, president, and Bob Pois, grievance chairman of Region 10 Transportation Local, the largest CSEA group in the building, that the state would conduct a study of the air quality and give the results to the union.

"We want to thank Dave Rings and his department for their cooperation in getting this matter squared away," said Mr. Flaumenbaum. "We will study the findings but we want Mr. Rings to know that we will take advantage of his good nature if we have any further problems."



HUGH L. CAREY
... no dumping



PAUL HARENBERG
... the wrong places

Sr. Real Estate

ALBANY—The state Civil Service Department established an eligible list for senior real estate appraiser on Oct. 17, 1977, as the result of a September 1977 open competitive exam. The list contains 68 names.

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Harenberg, Carey Split Over Patient 'Dumping' Dispute

MANHATTAN — Assemblyman Paul E. Harenberg is angry at Gov. Hugh L. Carey.

The Bayport Democrat and the Governor are at odds over published reports about alleged dumping of mental patients into local communities. Governor Carey has been quoted denying the dumping charges. Assemblyman Harenberg, Chairman of the Assembly Subcommittee on Aftercare, which has been holding hearings across the state on the issue, has other ideas.

"He (the Governor) must be looking in the wrong places," said Assemblyman Harenberg. He made his remarks during the second day of his Manhattan public hearings.

"Our hearings around the state have shown that there are selected pockets of concentrated placements into flophouses with little or no provisions for aftercare," said Mr. Harenberg. "On the other hand there are communities who have dealt successfully with this issue or have experienced no problems at all. If the newspaper reports are accurate and the Governor is talking about Bay Shore or Sayville, then he is way off base." Mr. Harenberg's Fifth Assembly District includes four of the state's mental institutions including the world's largest, Pilgrim Psychiatric Center.

"Because of our proximity to these hospitals, communities in my district have long suffered under the State's policy of dumping patients," he said. "Many of the former patients have become burdens to the communities because the State has established no aftercare for them. The unfortunate former patients are neither cared for nor supervised. This haphazard procedure does no one any good except possibly the boarding house operators who profit from social services' placement of former patients in their houses."

The Assemblyman invited the Governor to a walking tour of Suffolk communities where patients were placed.

"He (the Governor) has to face the ugly reality of this problem," Mr. Harenberg said. "He has to see the over-saturation of former patients in Sayville. He has to see the uncared-for patients huddled in rooms of old flophouses staring vacantly into space. He must see unsupervised patients using people's front lawns as bathrooms. Then let him tell me there's no dumping problem."

Mr. Harenberg said that he was pleased with the selection of Hagop Mashikian as the state Department of Mental Hygiene's

(Continued on Page 10)



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GO TO HEALTH

By WILLIAM E. WILLIFORD

Healthy Workers

How would you like it if your employer paid you to stop smoking? And then, how would you like it if that same employer paid for your membership in an exercise program?

You might be thinking that an employer who does it is either very rich or very crazy. However, the opposite is true. Many businessmen are discovering that it is simply good business to develop employee fitness programs.

The following article describes one employer who realized that healthy employees make for a healthier business:

"Ottawa—Sometimes it literally pays to quit smoking. Marc Ruel, president of Les Industries du Hockey Canadien, Inc., in Drummondville, Quebec, gave the last three holdouts of his office staff of 15 a no-smoking course and a \$500 bonus after they had abstained for a year.

He has also spent \$150 the past three years on each office worker so they can exercise at a local gym three times a week after work. Mr. Ruel told In-Put '77, a conference on occupational alcoholism and drug abuse, that the no-smoking and fitness experiment with office workers has wiped out absenteeism and increased productivity. He hopes to make a similar program available to the company's 125 plant workers within a year.

"Mr. Ruel, a 41-year old non-smoker, said he has made the no-smoking and fitness program mandatory for all new employees because it makes such a difference in the quality of their work."



MAN OF ACTION

James Michael Duke, 37, former director of operations of the Drug Abuse Council in Washington, D.C., has been named executive officer of ACTION, the federal volunteer service agency. The Washington, D.C. resident grew up in Grosse Pointe Park, Mich. He has a bachelor's degree in psychology from St. Bonaventure University, Olean, N.Y. and was graduated from Georgetown University Law School in 1965. He formerly directed the Addiction, Alcoholism and Mental Health Services Division in the U.S. Office of Economic Opportunity.

SHORT TAKES

CARTER ENDS REORGANIZATION FIRINGS, DEMOTIONS

President Carter has banned firing federal employees because of agency reorganizations. The plan also restores grade and pay levels of employees, estimated in the thousands, who were demoted through reorganization efforts. According to the Washington Post, most of the demotions were caused by routine shifts that follow a take-over by a new administration.

166 WIN PAY HIKE IN BUFFALO

One hundred sixty-six Buffalo civil service white-collar employees have won pay increases totaling \$120,000 annually. The city's common council voted 13 to 1 for the raises recently which,

they said, wiped out inequities in the city's pay scale. The raises, retroactive to July 1, go mostly to lawyers, accountants, auditors and engineers.

SENIORITY CONTINUES DESPITE PREGNANCY

The U.S. Supreme Court has ruled that an employee may not deny seniority to female employees because they take leaves of absence to give birth. But the high court also ruled the Civil Rights Act does not require an employer to permit a worker to use accumulated sick credit to keep the job she temporarily left to have her baby.

STATE BUDGET SURPLUS RESET AT \$18.1 MILLION

State officials still estimate a budget surplus for the end of the year despite a reduction of earlier estimates of what that

surplus would be. Comptroller Arthur Levitt and Budget Director Philip Toia say the surplus will be about \$18.1 million. Earlier, however, state income was exceeding expenditures by \$400 million. A spokesman for both officials attributed the problem, in part, to additional welfare expenditures. The new figures are not expected to affect tax cuts planned for next year.

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Say State, City Discriminating Against Women

MANHATTAN — New York State and New York City civil service systems used qualifications standards that discriminate against women, Assemblyman Jerrold Nadler (D-Man.) has charged.

Mr. Nadler, speaking at a recent hearing of the state Commission on the Status of Women at New York City Hall, announced that he will propose the following legislation to change the situation:

- A requirement that part-time experience be considered just as seriously as full-time experience;
- A mandate that old experience—work done before a person interrupted his career—not be considered irrelevant;
- A requirement that government agencies provide maternity care coverage (now only required of private employers) in employee health insurance plans.

"Our male-oriented laws in this area are anti-women and anti-family," Mr. Nadler said. "Why shouldn't meaningful volunteer or part-time experience count the same as full-time paid work? By this criterion, Eleanor Guggenheimer (New York City's Commissioner of Consumer Affairs) would not have qualified for a civil service position."

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Marvin Bazley, Editor
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FRIDAY, DECEMBER 30, 1977

Welcome To New Members

CIVIL Service Employees Association leaders and members from the Utica area seem to be earnestly trying to make life easier for new members who joined CSEA because of the state's new Agency Shop Law.

An article in the CSEA Monitor recently makes note of the new members, facing the fact that some of them may feel they were almost forced to join, and welcomes them.

"In the past," says the Monitor, which reports on activities of Fort Schuyler Local 014, there has been a certain amount of 'just below the surface' hard feelings between people paying dues and those who are not paying. Now that Agency Shop is law, it is the intent of your local to make everyone realize that while it was an important principle to us, getting dues money from non-members does not mean we stop there and go no further. We would like everyone to feel that they belong. There is a place for conscientious people in CSEA and you are a welcome part of the strength of your union."

To do this and to pledge that the union will not merely take the money of non-members or new "Agency Shop members" is praiseworthy. Our discussions with union leaders across the state convinces us there is a real effort to heal the wounds of a struggle between union members and non-members allowed to continue too long.

The CSEA has long been in support of the Agency Shop Law, which finally made it through both houses of the State Legislature after several earlier efforts failed. It gives public unions in the state the right to collect dues from non-members. Union leaders and most legislators reasoned this is fair, because non-union employees benefit equally with members when union negotiators win pay raises and new worker rights from municipalities.

The Agency Shop Law was never intended to be a bludgeon hanging over non-members or a means of picking up some easy cash for the union treasury. Supporters of the law merely wanted to bring about more equity for both sides.

Many former non-union members were prompted to join the CSEA following passage of the law. Many of them must have wondered whether old-time union members resent them. Would the new members be discriminated against because they joined only on account of the new law?

We hope not. There is no place in unionism for that kind of vindictiveness. There is also no room for "second-class" members. We don't believe there is, but if so, unions should move a lot faster than with "all deliberate speed" to eliminate it.

Local 014 seems to have the right idea. It is also urging its new members to participate in union activities, make suggestions, join committees and speak out.

"It goes without saying," the Monitor article continues, "but there are things about your union that you may not like. But you have an option—sit back and bitch about it or get involved and do something about moving the union in the best direction possible."

We urge getting involved. It sounds like good advice for all union leaders and new union members. (H.A.T.)

Don't Repeat This!

New Appointees: Koch's Gain May Be Carey's Loss

The appointment by Mayor-elect Edward I. Koch of Philip L. Toia as Deputy Mayor for Finance fills a significant hole in the Koch cabinet, but creates a serious vacuum in the Carey Administration.

As it is, there have been rapid turnovers in the Carey cabinet. Senator Albert Lewis of Brooklyn and Senator Karen Burstein of Nassau-Queens are awaiting confirmation as Superintendent of Insurance and as a member of the Public Service Commission, respectively. Stephen Berger, who had been Carey's Social Services Commissioner and then Executive Director of the Emergency Control Board, is no longer in public service. Peter Goldmark, who had been the Budget Director before Toia, is now the Executive Director of the Port Authority of New York and New Jersey.

Other high officials in the Carey cabinet have moved on to public service or other private sector jobs. However, the departure of Toia comes at a particularly critical time for Governor Carey.

Critical Budget

In his capacity as state Budget Director, Toia had the major responsibility for shaping the Carey Administration budget for the fiscal year starting April 1, 1978. Since that is a state election year, it is the most critical budget that the Governor will be required to submit to the Legislature towards the end of January. It is at this critical juncture that the Governor will be required to rely upon new hands to flesh out his proposed fiscal package for the ensuing fiscal year.

It is already clear that the budget will be the single most important political issue that will come up during the forthcoming state legislative session. Assembly Minority Leader Perry B. Duryea, Jr., has been making political speeches throughout the state in which he has made tax reduction the dominant theme of his tour. Also, state Senate Majority Leader Warren M. Anderson called a special session of the Senate to enact tax reduction legislation.

While Toia's departure will exacerbate Carey's problems in preparing a budget, he seemingly had no alternative but to consent to Koch's request for Toia. Governor Carey finds himself in a rather ironic position. During the past several years, some of his critics have been charging that he has devoted too much of his energies on the fiscal crisis confronting New York City.

On the other hand, he has been criticized, notably by U.S. Senator William Proxmire of Wisconsin, for the State's not having done enough to help the city out of its financial difficulties. Since Proxmire will play a key role in any further legislation designed to assist the city, Carey no doubt has strong instincts for mollifying the Wisconsin Senator.

Mounting Problems

Public hearings in Washington within the last two weeks on the city's fiscal position make it clear that the Koch Administration will be faced with (Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Without Just Cause

The Candor Central School District and the Candor Teachers' Association were parties to a collective bargaining agreement that ended June 30, 1974.

The agreement contained an extension clause that maintained the status quo of the old contract until a new one was agreed upon. A new contract was approved by the Teachers' Association Sept. 3, 1974 and by the school district on Sept. 10, 1974. It contained a provision making it effective as of July 1, 1974.

Both the old and the new contracts contained grievance procedures terminating in arbitration. However, only the new contract provided that: "No employee will be reduced in rank or dismissed within the period of his or her employment without just cause during the term of this agreement. . . ." The contract also specified certain procedures to be followed before an employee could be terminated. On July 15, 1974, the superintendent of schools notified the appellant, a non-tenured teacher, in writing, that he was not recommending her for tenure appointment. The appellant then filed a grievance alleging that she was not fired for cause and that the dismissal procedure had been violated. The grievance proceeded to arbitration where the appellant's contentions were upheld. The school district was then directed to reinstate the appellant with back salary and all fringe benefits.

The school district moved to vacate the award on the ground that the arbitrators exceeded their authority. The Supreme Court denied the motion. However, the Appellate Division reversed and vacated the award. On further appeal, the Court of Appeals reversed the disposition of the Appellate Division and remitted the matter to the arbitration panel with instructions to bring about a remedy.

It was the position of the district that notwithstanding the formal recital, that July 1, 1974, was to be the effective date of the new contract, the provisions of the dismissal clause cannot legally be applied retroactively to a dismissal (July 15, 1974). The Court of Appeals held that where the school district entered into an agreement with the teachers providing for arbitration of disputes as to interpretation and application of the collective bargaining agreement, errors of law or fact committed by the arbitrators in determining whether the agreement applied to the discharge of a non-tenured teacher was beyond the scope of judicial review. The determination by the arbitrators that the new contract was applicable became final and conclusive on the school district.

THE COURT then examined the substance of the dismissal clause. As to the provision "that no employee may be dismissed without just cause," the court held that it was beyond the power of a board of education to surrender its responsibility and authority to make tenure decisions, and thus, any agreement purporting to limit or restrict the unfettered right to terminate a probationary appointment at the close of the probationary period would be unenforceable (Continued on Page 7)

WHAT'S YOUR OPINION

By DEBORAH CASSIDY
THE PLACE: Troy City Hall

QUESTION: The Civil Service Employees Association has just begun to fight in the political arena. Candidates from town clerk to supreme court justices have been endorsed. Do you think that political action is justified and what effect do you think it will have on the strength of the union?

John Holehan, senior planner: "I am in favor of political action. I think what the CSEA needs, though, is a well thought out program, with a strict budget for campaign contributions. The committees should concentrate on convincing the employees, as well as the general public, that the candidates chosen are the ones to vote for. With all these matters taken into consideration political action can become a very effective means of improving the public employee's situation. The union will, of course, be made stronger with the support of its members for the program and the number of successful endorsements in future elections."



Monty Hayden, engineering aide: "Political action is justified because it shows that the public employee is tired of being on the bottom of the totem pole, as they say. We're now aiming to be on top of things. If the members really care and really support the candidates which the union endorses, it will serve to strengthen the union in its own eyes and in the eyes of the public. I do think, however, that a limited amount of money should be spent on the program, in the form of campaign contributions, and more emphasis should be placed on urging people to vote for a particular candidate."



Joan Murray, senior account clerk: "Although a great number of members are reluctant to become politically involved as a union, I think that political action is necessary for public employees to get what they want. Candidates for public office will start to take a second look at the demands of the public employee and will regard them more favorably when enacting legislation or settling contracts. As the union has more successes in its endorsements it will become a stronger force in the political realm."



Janet Wisner, account clerk: "I think political action is definitely justified. In fact, it is almost necessary. Endorsements and contributions to campaigns will make the candidates look more seriously at the union. They'll listen harder when it comes to contract negotiations. And as the union shows more and more that it can get the members what they want and need, as a result of political action programs, non-members and members alike will also take the union more seriously, with the result that it will become a stronger and more cohesive organization."



Bernard Carabis, senior administrative assistant: "Yes, I think political action is justified. The union should take a strong stand on the issues which affect its members. It's as important as voting. It's the "American Way." I don't think that the younger people today vote along party lines as much as before, and would be more willing to consider candidates as individuals and for what they promise to public employees. As the CSEA becomes more and more politically involved, it can only serve to strengthen its role as a public union."



Mary DuBois, senior account clerk: "Yes, I think that the political action program is justified. It's the best way to let elected officials know that public employees are truly concerned about contracts, working conditions and job benefits. They will take the public employee more seriously when he speaks out about the things that affect him. I think that political involvement will definitely strengthen the union. It will be viewed as a more sophisticated force in the labor world."



RETIREMENT NEWS & FACTS

By A. L. PETERS

Don't Miss This Chance

Disabled people in the state may be missing out on receiving important assistance. There may be unaware of available vocational rehabilitation services.

People who apply for and meet the basic requirements for social security disability benefits are automatically considered for possible vocational rehabilitation services. But, it is not necessary to be eligible for benefits or to even apply for them to receive these services.

Disabled people may take the initiative in seeking out these services. All they have to do is write to the state's vocational rehabilitation agency.

A person accepted by the agency for rehabilitation services may receive one or more of the following:

- Rehabilitation counseling which may include a plan for achieving self-support.
- Medical examination—medical, surgical, or hospital services may be provided to reduce or remove a person's disability.
- Physical aids such as artificial limbs, braces, hearing aids, eyeglasses, or other devices.
- Job training in a vocational school, college or university, or a rehabilitation facility.
- Job placement and follow-up to help a disabled person find the right job and to help him adjust to a new occupation.

People who want more information about social security disability benefits or vocational rehabilitation services can contact any social security office. The address and telephone number of the nearest office can be found in the telephone directory under "Social Security Administration."

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

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

(Continued from last week)

Havens, Beverly B	Syracuse
Hayes, Patricia	St Albans
Hawley, Thurman T	Jersey City NJ
Heitzman, Jr E Robert	Syracuse
Henigson, David	Suffern
Hicks, Theresa	Staten Island
Hilyard, Robert C	Massena
Hoffman, Sophie	Buffalo
Hohmann, Mary Alice	Rye
Holden, Vaughn J	Brooklyn
Hollis, Sr, Lawrence T	Albany
Holt, Marjorie	Brooklyn
Hopkins, Jr, Harry N	Canandaigua
Huebler, Guenther	Kenoza Lake
Hunt, Allen L	Lake Pleasant
Hunter, Dora L	Newark, NJ
Iriarte, Pelagrio	Buffalo
Jeremetsky, Matilda	New York
Jobson, Caroline	Stony Point
Jones, Frank N	Brooklyn
Jones, Henry	Jamaica
Jones, Leonard B	East Meadow
Jones, Pernell, J	Rochester
Karas, Spyros	Brooklyn
Keithline, Harold	Howard Beach
Keeley, Patrick E	Islip Terrace
Kelley, John T	Saratoga Springs
Kendrick, Dolores	Brenwood
Kinner, Margaret E	Oswego
Knozhaik, Maria	West Brentwood
Kutch, John	Garden City
Lazarscheck, Angela L	Lake Carmel
Liberman, Nathan	Brooklyn
Lockhart, Dorothy I	Spring Valley

Lollar, David R	Patchogue
Lore, Christopher J	West Brentwood
Lyons, Patricia Jane	Buffalo
Machnick, Joseph	Ithaca
Magnus, Allen F	Brooklyn
Maloney, James J	Albany
Marshall, David W	DeRuyter
Martello, Francesco	Scilla, Italy
Martin, Sharon A	Canton
Mason, Irene O	New York
Matthews, June M	Long Beach
McCormick, Thomas M	Staten Is
McElroy, Charles	Brooklyn
McEvoy, Rose F	Albany
McEwan III, W Stuart	Selkirk
McTeigue, Philip	Bronx
Menendez, Feliciano I	New York
Merriweather, Inez	Aiken, S.C.
Midlarsky, Manus	Brooklyn
Moltz, Arnold	Brooklyn
Monahan, Florence V	No. Bellmore
Monte, Charles I	West Islip
Montrouy, Wallace A	Ogdensburg
Monroe, Yvonne E	W Hempstead
Moore, Winston	Poughkeepsie
Muchard, Cecelia	Rochester
Mullenix, Jr, Averil A	Jefferson
Newton, George	Port Washington
Norman, Robert A	Albany
Norris, Carolyn	Staten Island
Nurse, Robert L	Westbury
O'Brien, Patricia A	Garden City
Offerding, Anastasia	Lake Ronkonkoma
Ortiz, Gloria E	West Haverstraw
Ott, Melvyn	Poughkeepsie
Pecoraro, Alice	Levittown
Peeling, William T	West Babylon
Perkins, DeWitt R	Freeville
Peters, Jr, Thomas A	Jamaica
Phildius, Joan G	Carmel
Pillitteri, Regenia A	Buffalo

(To Be Continued)

Don't Repeat This!

(Continued from Page 6)

mounting fiscal problems. The most pressing matter is the collective bargaining to begin shortly with transit employees followed shortly after by additional bargaining with other city employees.

Since the city's budget seems to be in the red at the moment in figures that reach the half-billion-dollar mark, further wage increases will cut deeper into the city's solvency.

Toia will find himself demanding greater fiscal aid from the state for the city, in his new post, when he will share a large measure of responsibility for a state budget that will have tax reduction as its principal priority.

Civil Service Law & You

(Continued from Page 6)

as against public policy. Accordingly, that part of the award which held the school district liable for having terminated the employee a few weeks prior to the end of her probationary term "without just cause" was set aside as in excess of the authority of arbitrators.

The court went on to state that the school district's commitment to the procedural aspect of the dismissal clause is not to be set aside as against public policy. Therefore, that part of the arbitrator's decision holding that the district violated that component of the agreement will be upheld.

However, since the award was predicated, in part, on the determination that the school district violated the "without just cause" provision, the Court of Appeals remitted the matter to the arbitrators for further proceedings in light of this opinion. Candor Central School District v. Candor Teachers Association, 397 N.Y.S. 2d 737.

LETTERS TO THE EDITOR

Another Term

Editor, The Leader:

On Dec. 10, 1977, CBS showed how patients were kicked out of a psychiatric center. Now, they live in some hotel with no heat, where they pay \$218 rent per month. They are also a burden on NYC welfare.

I believe that half of your fires in NYC are not started by boys, but by these patients who are free on the streets. They are in every city in New York State.

Governor Carey would not

sign the death penalty, but he lets people die out there on the street. Instead of running again, Governor Carey should resign. I think that what he is doing is worse than Watergate, because hundreds of people are dying in mental hygiene institutions for the aged.

All the Governor is doing is raising taxes and driving business out of the state. Then he wants another term.

JOHN M. VanDUZER
Middletown

Yelling 'Fire'

Editor, The Leader:

With reference to the recent discussion of the KKK, I would like to say that the right to free speech and free assembly does not include the right to holler "fire" in a crowded theater. This would bring serious harm to innocent people.

Likewise, the right to free speech does not, and should not, include the "right" to advocate killing and hurting, nor does the right to free assembly include the right to conspire.

Since the KKK is nothing but a conspiracy to harm innocent people, they have no right to meet and publicize their views.

The CSEA should deny membership and protection to anyone associating with the KKK.

Name Withheld
Brooklyn

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

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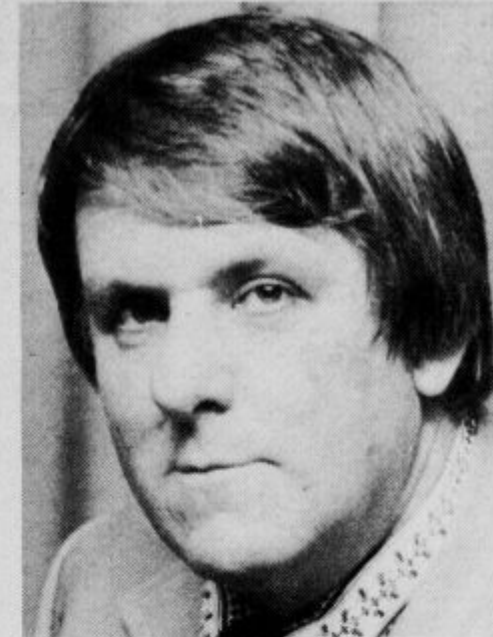
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(Option A)
Test Held May 7, 1977

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241 Jack Edward M Elmira77.7

- 242 Sawelson Ruth L Brooklyn77.6
- 243 Robbins Kevin M Holbrook77.4
- 244 Pecoroni M A Batavia77.4
- 245 Davis Carole G Brooklyn77.4
- 246 Nugent Daniel W Troy77.4
- 247 Schmidt F W Jamaica77.3
- 248 Salvador R J Putnam Val77.3
- 249 Nafrelowitz G A Brooklyn77.2
- 250 Parisi George J Dunkirk77.2
- 251 Riley Susan C Liverpool77.1
- 252 Cohen Judith L Nesconset77.0
- 253 Bogacki Thomas Mastic76.9
- 254 Tucker Susan R NYC76.9
- 255 Donohue C T Rockvil Ctr76.9
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- 257 Duvdevani D Yonkers76.7
- 258 Lagae Cheryl A Syracuse76.6
- 259 Lubochinski J Syosset76.6
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- 271 Izria Martine Rensselaer75.8
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- 291 Picunas James M Clayton75.1

- 292 Hall Donald F Dansville75.0
- 293 Strauss Leo M Bronx75.0
- 293A Posnick Robert Brooklyn74.7
- 294 Nowinski Robert Buffalo74.6
- 295 Ryan James P Elmira74.6
- 296 Morales Rafael Mechanicvil74.5
- 297 Cruz Avelino Bronx74.5
- 298 Dumansky Joseph Buffalo74.5
- 299 Perl Martin H Bronx74.4
- 300 Mullady Frank J Kings Park74.4
- 301 Edelman Allene Levittown74.3
- 302 Goodseit J Kew Gardens74.2
- 303 Lipiak Michael Buffalo74.2
- 304 Lewis Judith R Buffalo74.2
- 305 Rapp Gilbert A Saratoga Spg74.1
- 306 Brickel Shirley Little Neck74.1
- 307 Fouch Vivian O Oneonta74.0
- 308 Michael Bruce Syracuse73.9
- 309 Sternbach A Schenectady73.8
- 310 Messina Frank A New Rochelle73.7
- 311 Saperstein M NYC73.7
- 312 Tanzer Joseph New Lebanon73.6
- 313 Burton Doris Brooklyn73.5
- 314 Knight Robert A Rochester73.5
- 315 O'Rourke Frank Y Eastchester73.5
- 316 McMullen T D Tonawanda73.5
- 317 None *

- 318 Goodman Terence Rego Park73.0
- 319 Richter Roberta Yonkers73.0
- 320 Ciacco C A Brooklyn72.9
- 321 Bleich Diane D Hamburg72.8
- 322 Mansfield D R Jericho72.8
- 323 Hazzon Carolyn Brooklyn72.7
- 324 Rood David C Syracuse72.6
- 325 Winston Judith Brooklyn72.4
- 326 Conn Joseph D Bronx72.4
- 327 Jones Harry R Endicott72.0
- 328 Shapiro Barbara Brooklyn71.9
- 329 Proses Gary E Bellmore71.7
- 330 Caracappa M P Ozone Park71.7
- 331 Glover Aurora C Flushing71.7
- 332 Loyd Nydia NYC71.6
- 333 Barber Chester Voorheesvil71.5
- 334 Davenport Edna Albany71.4
- 335 Marano George S NYC71.4
- 336 Gelburd Sheila NYC71.3
- 337 Howard Claude R Binghamton71.2
- 338 Edwards William, Rochester71.1
- 339 Fish Brian D Malone71.0
- 340 Thiewann Alfred Brooklyn71.0
- 341 Innes William L NYC71.0
- 342 Dumont Thomas J Malone71.0
- 343 Eppes Charles H NYC70.9

(Continued on Page 11)

"The Best Picture of the Year"
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Best Supporting Actor: Tom Skerritt
National Board of Review

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WHITE PLAINS—Twenty-nine Westchester County employees, representing 14 departments, were honored for 25 years of service at a special ceremony recently in the conference room of the Health and Social Services Building, 85 Court St., White Plains.

County Executive Alfred B. DelBello presented pins to the women and tie tacks to the men, as well as certificates of appreciation. James W. Dolen, county personnel officer, department and division heads, and guests and relatives of those honored were on hand.

Carey, Harenberg In Disagreement

(Continued from Page 4)
regional director for Suffolk and Nassau Counties. "It is a little more than ironic that on the very same day I read of the Governor's denial of 'dumping,' I read of Mashikian's pledge to stop the dumping of mental patients by Long Island's state institutions. Nevertheless, I am very pleased with Dr. Mashikian's pledge," said Mr. Harenberg.

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SUFFERL UA BAYLOR UA COLLEGE PLAZA #1 & #2 UA CASTHAMPTON #1	WESTCHESTER UA BRONXVILLE UA CINEMA UA TRANSIL UA VILLAGE WHITMAN	NEW JERSEY UA CINEBAMA #1 UA CINEBAMA 35 UA CIRCLE TWIN #1 UA HYUN	NEW YORK UA FOX UA FRENCH #3 UA MIDDLEBROOK #1 UA MIDDLETOWN #3	NEW YORK UA STATE #2 UA SHOWBOAT #2 UA WYNY UA WELLS UA WOODBRIDGE #1

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(Continued from Page 10)

- 344 Barnett Mary Z Flushing70.9
- 345 Sullivan John P Forest Hills70.8
- 346 Rebeck Howard J Utica70.6
- 347 Schill Cynthia NYC70.6
- 348 Horozoglu V Rego Park70.4

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(Option B)
Test Held May 7, 1977
List Est. Nov. 25, 1977

- 1 Schippnick J S Sanborn94.0
- 2 Granger Beverly Ballston Lk93.4
- 3 Hooker Michael Leicester93.2
- 4 Raymond Rose N Clinton90.0
- 5 Hayes Leah M Cambria Hts89.5
- 6 Smith G A Syracuse89.4
- 7 Woodfin C K Williamsvil89.2
- 8 Cahill Edward M Albany88.1
- 9 Eilenberg T Syoset87.8
- 10 Bornemann Steve Bronx86.9
- 11 Phillips Peter Canastota86.8
- 12 Ainflascher S Brooklyn86.7
- 13 Miller Michael Brooklyn86.5
- 13A Lane Katherine Rochester86.3
- 14 Meixner Peter W Baldwinvil86.2
- 15 Levine Philip Scarsdale86.1
- 16 Korotkin Paul H Albany85.7
- 17 Bartlett Harold Slingerlands85.6
- 18 Rammer Gilbert Middletown85.6
- 19 Hoffman Jane E Monticello85.6
- 19A Bossert George N Massapequa85.1
- 20 Wilson Dorothy NYC85.0
- 21 Schlachter S M Churchville84.9
- 22 Polisky Charles Philmont84.8
- 23 Cacaci Joan E Yonkers84.7
- 24 Gaeta Ronald J Oxford84.7
- 25 Stocker John G Canandaigua84.1
- 26 Moricca F J Olean83.6
- 27 Winick Jane D Brooklyn83.2
- 28 Gordon Selma N Bellmore83.1
- 29 Failing Terry J Johnstown83.1
- 30 Baker Roy J Brockport83.1
- 31 Dennis Wallace Malone82.8
- 32 Perry Marcia T Apalachin82.6
- 33 Greenbaum Ione NYC82.6
- 34 Myers Terrence Flushing82.6
- 35 Boyden Kendra Watervliet82.5
- 36 Putzer Edward M Medford82.3
- 37 Cramer Nannette Liverpool82.2
- 38 Polish Judith A Brooklyn82.2
- 39 Lyons Margaret Brooklyn82.2
- 40 Rosner Sandra J Scio82.2
- 41 Goren Pamela S Brooklyn81.9
- 42 Fleming Joyce C Rochester81.9
- 43 Goldfarb Gail R Yonkers81.4
- 44 Stone Kenneth O Guildford81.4
- 45 Balkin Theresa Williamsvil81.2
- 46 McMahon Michael Jackson Hrs.81.2
- 47 Beagle Dennis A Depew81.1
- 48 Stewart John R Cadon81.0
- 49 Vincent Lois F Jamaica81.0
- 50 O'Brien Kathleen Woodside80.9
- 51 O'Keefe Robert W Mechancvil80.8
- 52 Parsons Karen Niagara Fls80.8
- 53 Marshall John R Brooklyn80.7
- 54 Brody Pearl NYC80.4
- 55 Milley Lois J Amherst80.3

- 56 Levine Gail A Brooklyn80.3
- 57 Kahan Simone J Guilderland80.3
- 58 Rosenthal E Brooklyn80.2
- 59 Koon Lee E Rochester80.2
- 60 Fudge William E Millport80.1
- 61 Brown Stephen Brooklyn80.1
- 62 Martin Barbara Bronx80.1
- 63 Sharpe Nancy M Liverpool79.9
- 64 Barlow Sofie C Centerreach79.9
- 65 Hendra James L Buffalo79.8
- 66 Mursky Gary L Ridge79.7
- 67 Cheesman Linda Liverpool79.5
- 68 Kohl Louis Brooklyn79.5
- 69 Garr Gwendolyn Brooklyn79.4
- 70 White Phyllis G S Ozone Pk79.4
- 71 Bodoff Russell Staten Is79.4
- 72 Farrell B A Yonkers79.2
- 73 Gay Clinton R Liverpool79.1
- 74 Dickinson David Newfane79.1
- 75 Brunner Alan G Ogdensburg79.0
- 76 Prentice Marlin Byron79.0
- 77 Bowen Thomas J Getzville79.0
- 78 Watson Barbara NYC79.0
- 79 Delap Norman J Utica79.0
- 80 Moser Gertrude Syracuse78.9

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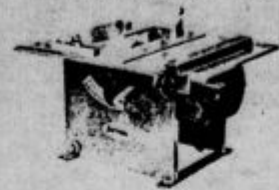
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15 State Bank Examiner, Other Jobs Still Available

ALBANY — Fifteen open competitive state jobs announced last week are still open for filing, say state officials.

The filing deadline is Jan. 23 for all but the social services jobs. Salaries range from \$9,029 to \$26,716.

Titles with written tests Feb. 25 are bank examiner (exam no. 24-621), which pays \$14,688, has vacancies in New York City, and requires some combination of college and/or experience in the field; state accounts auditor or examiner of municipal affairs trainee (24-617), which pays from \$11,364 to \$11,814 in the New York Metropolitan Area and leads to a senior level job paying \$13,604-\$15,772, and senior drafting technician, both mechanical (24-619) and electrical (24-618), which pays \$9,029.

Jobs for which applications will be accepted continuously and for which ratings are made by evaluations of training and experience include audiologist (20-882 and 20-885) and speech pathologist (20-883 and 20-884) posts at the assistant level, which pays \$11,337, and the basic level, which pays \$12,670.

Also open continuously are some of the jobs in social services. These are social services management trainee or specialist (20-878, and for Spanish-speaking, 20-879), paying \$10,118-\$10,714 and requiring college credit in accounting.

Although the applications will be accepted until further notice, those received by Dec. 31 will be considered in the first administration of a qualifying oral test.

Also with a qualifying oral test, to be given in late January or February, are associate (80-008) and principal (80-009) social services program specialist, paying \$21,745 and \$26,716, respectively. These positions are being filled only in New York City.

Applicants for the program specialist jobs must have at least a bachelor's degree and five years of experience in the administration or delivery of a program of public assistance and care. A master's degree or two years of graduate education in social work, health or medical care, public or business administration may be substituted. An oral test will be held in late January or in February. Applications are due Jan. 13.

Pension systems analyst (27-686), also with a qualifying oral test and a rating based on training and experience, pays \$17,429 and requires a B.A. plus five years of experience in the field. Security hospital treatment chief (27-689), which pays \$18,369 and requires a B.A. and five years of experience in the treatment of individuals classified as emotionally disturbed or mentally ill.

This experience must include at least two years of supervisory experience, one of which must have been in a secure forensic unit.

A master's degree in psychology, social work, nursing, criminal justice, or police science may be substituted for one year of the experience. Oral tests will be held during February.

Chief of the bureau of post-

secondary planning (27-515), paying \$25,161 is also open for filing.

For further information and

application forms contact the state Civil Service Department at 55th Floor, Two World Trade Center, New York, N.Y. 10047.

Open Continuous State Job Calendar

Title	Salary	Exam No.
Accounting, Careers In	\$10,714	20-200
Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Audiologist, Assistant	\$11,337	20-885
Audiologist	\$12,670	20-882
Dental Hygienist	\$ 8,523	20-107
Dentist-In-Training	\$20,428	27-679
Dentist I	\$22,694	27-629
Dentist II	\$25,161	27-680
Dietitian Trainee	\$10,118	20-888
Dietitian	\$10,714	20-887
Dietitian, Supervising	\$12,670	20-886
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155	and up
Medical Record Administrator	\$11,337	20-348
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Motor Carrier Transportation Specialist	\$13,404	20-889
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Occupational Therapist (Reg. & Spanish Speaking)	\$11,337	20-895
Occupational Therapist, (Reg. & Spanish Speaking)	\$12,670	20-894
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical	\$25,161	20-413
Physician I, Clinical	\$27,974	20-414
Physician II, Clinical	\$31,055	20-415
Physician I, Compensation Examining	\$27,942	20-420
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic Technologist (Therapy)	\$8,051-\$10,274	20-334
Speech Pathologist, Assistant	\$11,337	20-884
Speech Pathologist	\$12,670	20-883
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Variotype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examination for Stenographer and Typist.

State Office Building Campus, First Floor, Building 1, Albany, New York 12239 (518) 457-6216.

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.

Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

Details concerning the following titles can be obtained from the Personnel Offices of the agencies shown:

Public Health Physician—NYS Department of Health, Tower Building, Empire State Plaza, Albany, New York 12237.

Specialist In Education—NYS Education Department, State Education Building, Albany, New York 12234.

Maintenance Assistants (Mechanic) Motor Equipment Mechanics—NYS Department of Transportation, State Office Building, Albany, New York 12232.

You can also contact your local Manpower Services Office for examination information.

Deaths Point Up Danger Of Nurse Cut Backs

ALBANY—The Civil Service Employees Association says that the State of New York continues to jeopardize the health and safety of some 1,200 state employees of the Department of Tax and Finance by refusing to re-establish a nursing unit in Building 9 at the State Office Building Campus here. The union charges that the deaths of two women employees in the building over the past two months point up the need for re-opening the nursing unit which was closed down over 18 months ago.

Santa P. Orsino, president of the Albany Taxation and Finance Local, and Jack Dougherty, the Local's representative on the

CSEA Board of Directors, met recently with CSEA president William L. McGowan to seek additional help in getting the Building 9 Employee Health Service nursing station re-established.

Ms. Orsino and Mr. Dougherty told Mr. McGowan that Tax and Finance employees in the building are upset over the lack of a nursing unit in the facility, and that apprehension has increased with the sudden and unexpected deaths of the two women employees during November and December.

"We're not claiming that either life could have been saved if adequate medical services were more readily available, but it's a possibility," Mr. McGowan said. He

noted that the Department of Taxation and Finance also is actively seeking reinstatement of Building 9 nursing unit which was removed in mid-May of 1976. Department executive deputy commissioner Joseph A. F. Valenti, in a letter to Civil Service Commissioner Victor S. Bahou shortly after the November death, said, "Although we will never know, there are questions in the minds of employees of this Department as to whether or not her life could have been saved if nursing services were available in this Building and her needs administered to immediately." Mr. Valenti also noted that both the CSEA and the department jointly protested the May 1976

closing of the nursing unit under the guise of cutbacks in the Department of Civil Service budget and a demand for services created by the opening of offices in the Empire State Plaza in downtown Albany.

The Employees Health Service unit is a function of the Department of Civil Service, and such nursing units are provided at work locations containing approximately 1,000 or more employees under departmental agreements between CSEA and the State.

Commissioner Bahou replied last month that "because of current expenditure ceilings, we are having difficulty in properly staffing the existing nursing stations," and "... we do not now have the resources to staff a nursing station in Building 9 and I am not optimistic that the Legislature would provide the needed funds for fiscal year 1978-79."

The Civil Service Department said the May 1976 closing was necessitated because of budget cutbacks, but Mr. McGowan said that CSEA checked and the Department has not requested funds for a Building 9 nursing unit in next year's budget. "So I fail to understand how Commissioner Bahou can express concern over the plight of the employees there and express pessimism over fund-

ing if he doesn't put in a request for the funds in the first place."

Ms. Orsino and Mr. Dougherty have met with Department of Taxation and Finance management to seek a solution to the Building 9 situation. The Department, based on those meetings with the union representatives, is arranging to provide various emergency equipment to be located in Building 9 for use by nurses responding to an emergency in the building. Building 9 employees are served by a nursing unit in nearby Building 8, a situation CSEA contends is dangerous and does not provide adequate service to Building 9. An additional step being taken by management is the physical relocation of the Building 8 nursing unit from the fourth floor to the first floor, which should improve response time to Building 9. But that, too, is an inadequate solution to the real problem, according to the CSEA.

"It's inconceivable that the state refuses to recognize that we are talking about possible life and death situations involving about 1,200 people in Building 9, or refuses to correct the situation if they do recognize the hazard," Mr. McGowan said. "Once again, as CSEA has done in the past, I am asking management to correct this situation before another tragedy occurs."

CSEA's 6 Diverse Regions

(Continued from Page 16)

ond largest number of state employees within the statewide union.

Southern Region III is the most evenly distributed between state and local government employees. The union's second largest Local, the 10,000-member Westchester Local 860, is located here, as well as the large Orange, Rockland, Wassaic and Letchworth Locals.

Capital Region IV, by contrast, has approximately 85 Locals—the same number as Regions I, II and III combined, making it the leader on that score. Its largest Local, though, is Capital District Retirees Local 999, with approximately 2,600 members. Most indicative of the Region's fragmentation into small groups is the fact that the union's smallest Local is here, Hudson River/Black River Regulating District Local 120 with only 16 members.

Central Region V is the most widespread geographically, extending over 20 counties from Pennsylvania to Canada. Its nearly 35,000 members make it the second largest in total membership, and its approximately 80 Locals rank it second there, too. Onondaga County Local 834, with 3,191 members, is the only large single group within the Region.

Western Region VI, with the state's second and third largest cities, Buffalo and Rochester, has a large concentration of members in Erie County Local 815 and in Monroe County Local 828, where those metropolitan areas are. Otherwise its membership is rather evenly distributed throughout its approximately 65 Locals. Included within its membership, though, is the union's most influential member, CSEA president William L. McGowan, whose home base is at West Seneca Developmental Center Local 427.

Common Goal

It should be evident then that there is a great diversity among the Regions, although they all share the common goal of working for their members.

This diversity is reflected to some degree by the regional officers who are elected for two-year terms in odd-number years.

In Long Island Region I, six of the seven officers are local government employees, but all Metropolitan Region II officers are state employees. Southern Region III and Capital Region IV have all state officers, too; this could be expected in Region IV, but is surprising in Region III,

since the local government employees are in a slight majority there. Central Region V and Western Region VI each have only one local government officer.

An oddity is that Long Island Region's one state-employed officer and Central Region's one local-government employed officer are black—two of the four black regional officers.

Another important "minority," women, is the majority among regional officers. Women hold 20 of the 38 regional offices, including all six secretaryships.

In three regions, Southern, Central and Western, there are only two male officers, but in all regions the president is a man. Other offices are relatively evenly distributed.

The Leadership

Two of the regional presidents, Long Island Region I's Irving Flaumenbaum, and Metropolitan Region II's Solomon Bendet, are among the most legendary figures of CSEA history. Both men had served at different times as a statewide vice-president and as a conference president before the union was restructured more than four years ago into the regional organizations.

With the gain in importance of the regions, new leaders began to emerge in other regions. Southern Region III's James Lennon and Capital Region IV's Joseph McDermott won their presidencies during the first regional elections, in 1973.

Mr. McDermott, who was in his thirties at the time of his original election, was then the only member of the younger generation among the top officers. In 1975 he was joined by Western Region's Robert Lattimer and this year by Central Region's James Moore, who was still in his twenties when the election period began.

The regional presidents are also equal vice-presidents of the statewide union. Elected by regionwide balloting, they serve with the statewide-elected president, William L. McGowan; executive vice-president, Thomas McDonough; secretary, Irene Carr, and treasurer, Jack Gallagher, as the statewide officers.

Thus, Central Region V, with Ms. Carr and Mr. Gallagher as well as Mr. Moore, has the greatest representation among the officers. Western Region VI, with Mr. McGowan and Mr. Lattimer, and Capital Region IV, with Mr. McDonough and Mr. McDermott, each have two. The three south-

erly Regions, despite their membership edge, currently have only the regional presidents/statewide vice-presidents.

The fact that each Region is guaranteed at least one ranking officer came as a reaction, in large part, to the elections of 1971, before restructuring. At that time, six of the then-eight officers hailed from what was known as Capital District Conference, although they were all elected statewide.

In the event a vacancy occurs within one of the regional presidencies, the first vice-president (or executive vice-president in Central Region V) moves up to the position. To date this has not happened, although there have been two deaths and one resignation among lower regional officers since the Regions became operational.

The most recent was earlier this month when Southern Region III first vice-president John Clark succumbed after a long illness. The decision on filling his position has not yet been made within the Region, according to Region III president James Lennon.

Mr. Clark, in addition, held a seat on the statewide Board of Directors as the Mental Hygiene representative for Southern Region. The Board seat will be filled by a regionwide election under procedures to be announced by the auspices of the statewide election procedures committee.

Photos of regional officers and other pertinent information on the Regions appear on pages 8 and 9.

Rap Merit Study Secrecy

(Continued from Page 1)

Service Department share a common concern that the Merit System will, and must, survive. I hope we can cooperate to that end."

At Leader presstime, all of the reports had not yet been received by Mr. McGowan, but he expressed hope that the proposed changes would agree with the union's concept of civil service reform.

Plan Region VI Meet Jan. 13, 14

CHEEKTOWAGA—Region VI of the Civil Service Employees Association will hold a meeting Jan. 13 and 14, at the Sheraton Inn—Buffalo East, 2040 Walden Ave., Buffalo.

Workshops and a general business meeting are planned. Insurance representatives and CSEA director of the office of

member services Jack Carey will be present Friday evening.

Reservations may be made directly with the Sheraton: singles, \$30, doubles, \$39. Lunch will be \$7, including gratuity. Reservations must be made by Jan. 7. Those planning to attend should notify the Western Region office at (716) 634-3450.

Asst. Appraiser

ALBANY—The state Civil Service Department established an eligible list for asst. real estate appraiser on Oct. 17, 1977, as

the result of a September 1977 open competitive exam. The list contains 18 names.



FIRST NOEL AT NIAGARA EDUCATION

The entertainment committee of Niagara Educational Local's first Christmas party surrounds Civil Service Employees Association president William L. McGowan and Local president Dominic Spacone and Mrs. Dominic Spacone. Front from left are Millie Rotella and Mr. and Mrs. Spacone. Rear from left are Marshal Rotella, Janet Barry, Shirley Woodcock, Mr. McGowan, Diane Gabrys, Diane Zacarella.

Ease Handicapped Employment Rules

Handicapped people who pass civil service examinations should find it easier to get state jobs because of a new State Department of Civil Service medical review procedure.

Starting Dec. 1 medical evaluations of handicapped job seekers were conducted only after individuals were interviewed by state agencies, and even then only if requested by the agencies or the individuals. The medical evaluations are now concerned only with individuals' ability to perform essential duties.

The new procedure was adopted as an affirmative action measure to benefit the handicapped.

Medical evaluations were formerly required for all handicapped candidates. Sometimes, before medical evaluations were completed, other people were hired for the jobs.

The new procedure applies to all competitive class titles except jobs like correction officer, building guard or institution safety officer for which a qualifying physical test is part of civil service requirements.

Federal Job Calendar

These jobs are open in New York City or surrounding counties until further notice. Applicants should contact U.S. Civil Service Commission's New York City Area office. Requirements vary.

GENERAL SCHEDULE POSITIONS

Written Test Required At Some Grade Levels

Title	*Salary Grade
Communications Technician	5
Data Transcriber	2,3
Dental Hygienist	4
Electronic Accounting Machine Operator	4
Electronics Technician	4
Engineering Technician	5,6,7,8
Examiner (Intermittent)	4
Firefighter (Structural)	4
Fiscal and Accounting Support Positions	4
Hospital Police Officer	5
Medical Aid (Sterile Supplies)	2,3
Nuclear Medicine Technician	5,6,7
Photographer	7
Physical Therapy Assistant	4
Reporting Stenographer	5
Sales Store Checker	3
Shorthand Reporter	7,9
Tractor Operator	6
Travel Clerk (Typing)	5

TRADES AND CRAFTS

No Written Test

Title	Title
Blacksmith	Quality Inspection Specialist
Chief Engineer (Ferryboat)	Refrigeration and A/C Equipment Operator
Chief Engineer (Marine Diesel)	Shipfitter
Electronics Mechanic	Ship Surveyor
Master (Ferryboat)	Welder
Ordinance Equipment Mechanic	

For further information, contact a federal job information center at either 26 Federal Plaza, New York, 10007 (telephone (212) 264-0422); 590 Grand Concourse, Bronx, 10451 (212) 292-4666; 271 Cadman Plaza East, Brooklyn, 11201 (212)330-7671).

*The salary grades pay as follows: grade 2 pays \$7,035; grade 3 \$7,930; grade 4, \$8,902; grade 5, \$9,959; grade 6, \$11,101; grade 7, \$12,336; grade 8, 13,662; grade 9, \$15,090.



AT WOMEN'S CONVENTION IN HOUSTON

Although there as non-voting observers, Civil Service Employees Association secretary Irene Carr, left, and Clinton Local 810 president Francis Bessette were "thrilled" to be the union's representatives at the first annual Women's Convention last month in Houston. CSEA director Jean C. Gray (Authorities), who has been a key mover of the women's movement within the CSEA, had expected to attend, but was sidelined by illness. Ms. Carr and Ms. Bessette said it was interesting to be there, but tantalizing not to be able to take an active part in the debates. Here they are shown at the entrance to Houston's Convention Center.

Fight For Women's Rights, Ms. Carr Says To CSEAs

ONEONTA—Irene Carr wants the Civil Service Employees Association to become more involved in the fight for equal rights for women.

Ms. Carr, the union's secretary, wants CSEA to form statewide and regional women's committees and to get the CSEA to work with the Coalition of Labor Union Women.

She made known her ideas shortly after she and Frances Bessette, president of the union's Clinton Local 810, returned from the first annual Women's Convention last month in Houston, Tex., where both women represented CSEA as observers.

"Women are on the move," she wrote in a post-convention report to CSEA leaders and members, "and it has just begun. You will hear more about comparability studies—the State of Washington's public employee union conducted a study of life titles and came up with inequities amounting to many thou-

sands of dollars which they are presently in the process of lobbying for."

Ms. Carr said the CSEA should study the Washington report. She said different title designations can hide the fact that men are often paid more than women for the same work.

"This is certainly an area where CSEA can have input into negotiations with their concern," she continued. "Plans are being made for another meeting to be held in Albany, and we are to be considered in these plans. It is our hope that CSEA can keep informed in advance of what is happening on both the state and national levels in regard to the concerns of women."

Seek Rensselaer TV Tech

TROY—Hudson Valley Community College needs a television

LEGAL NOTICE

THREE OAKS V ASSOCIATES

Substance of Limited Partnership Certificate filed in NY County Clerk's Office on 11/4/77. Business is to race a thoroughbred racehorse, John Harvard. Principal place of business 1623 3rd Ave., NYC. The names, addresses and amounts contributed by partners are: General Partner—Arthur Inance, 1623 3rd Ave., NYC. Limited Partners—Ralph Brown, Jr., 1342 Lohengrin Place, Bronx, NY (\$2,200); Shaheed Rahaman, 473 Crescent Street, Bklyn, NY (\$2,200); Jeanne Unger, 273 Bellmore Rd., East Meadow, NY (\$2,200); Arthur Unger, 273 Bellmore Rd., East Meadow, NY (\$2,200); Daniel Rindos, 39 Meridian Rd., Waterbury, Conn. \$2,200; Joseph Glielmo, 747 East 102nd St., Bklyn, NY (\$2,200); James Minzner, 112-20 72nd Dr., Forest Hills, NY \$6,600). The term is from 6/1/77 to 12/31/78 unless sooner terminated. The Limited Partners have agreed to make additional contributions aggregating \$19,665 at rate of \$1,035 per month from 6/1/77 through 12/31/78. The Limited Partners will receive 92 1/4% of profits and 92 1/4% of net assets upon dissolution of partnership. No Limited Partner has right to substitute an assignee in his place without written consent of General Partner.

center technician.

Rensselaer County Civil Service Commission officials have scheduled a Feb. 21 eligible exam for the \$9,324-a-year post and set a Jan. 25 filing deadline for the exam.

To qualify for the exam, candidates must possess an associate degree in electronics or electrical technology and at least two years' experience installing, maintaining and repairing television sets and electronic equipment; or a high school diploma and four years' experience or equivalent combinations of both.

Applicants must have been New York State residents for at least a year and residents of Rensselaer, Washington, Saratoga, Albany or Columbia Counties for at least four months.

Job hopefuls should contact the Rensselaer County Civil Service Commission, Court House, Troy.

Unanimous Vote Re-elects Piller Unit's President

BELLMORE—Joseph N. Piller has been unanimously re-elected president of the Board of Cooperative Educational Services (BOCES) unit of the Civil Service Employees Association.

Mr. Piller, also a member of the Long Island Region I audit committee, was elected to a two-year term.

Others elected were Salvatore Auletta, first-president; Beverly Berger, second vice-president; Joan Serid, secretary; Doris V. Peebles, treasurer, and John Heppner, sergeant-at-arms.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

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CSEA's 6 Regions: Strength Through Diversity

What Do They Do?
When Do They Act?
Where Are They Located?
Why Are They Important?
How Do They Differ?

By MARVIN BAXLEY

Although all Gaul was divided into three parts, as any student of Latin knows, the Civil Service Employees Association is divided into six Regions for administrative purposes.

Each of the Regions contains a cross-section of the union membership, although Metropolitan Region II does not include any local government workers.

Each Region, under the leadership of an elected president and other officers, operates with a staff that includes a field services supervisor, field representatives, a public relations specialist, a research analyst and secretarial staff.

Meetings are held on a regular basis, usually monthly, sometimes in executive council of all Local presidents within the individual Region and sometimes in a general delegates meeting. The

regional delegates may be elected by their Locals especially to attend regional meetings or they may be doubling as statewide delegates.

Open Meetings

The regional delegates meetings are open to any interested member, especially at region-sponsored workshops, which are held once or twice a year, depending on the Region.

Political action is probably the most important of the regional functions, although supportive action may be discussed in the event of trouble such as a strike by one of the member Locals. The Regions do not have authority, however, to authorize a strike.

In addition, the Regions pay thrash out collective s... they may wish to take on... statewide union policy. This usual... occurs just prior to a statewide delegates convention, and familiar-

izes regional delegates with controversial issues prior to the statewide decision-making. The individual regions may come to different decisions, however.

Two of the regions, Central Region V and Western Region VI, have Counties Workshops to give local government members a chance to exchange information and to seek advice on similar problems. Both these Regions, especially Region V, have an extensive committee setup to deal with other areas of special interest for segments of the membership, such as University, Mental Hygiene, Transportation, School District and Correction employees.

Southern Region III and Central Region V occasionally hold separate meetings for state and local government employees, and Capital Region IV conducts mini-workshops for local government employees at different locations within the Region. Since most state workers in the Capital Region are located either at the State Campus or the Empire State Mall, that Region even has an Uptown and a Downtown committee that pay attention to general needs of employees within their specific areas. In addition, there is an Adirondack committee for Region IV's North Country.

The three northern regions, Capital Region IV, Central Region V and Western Region VI, cover the most territory, ranging over a 48-county area. Within the three regions, there are approximately 230 Locals.

Whereas only 85 Locals are located within the nine counties and five New York City boroughs of the three southerly Regions, Long Island Region I, Metropolitan Region II and Southern Region III, the majority of the union membership is within their relatively compact area.

Long Island Region I, in fact, with its nearly 50,000 members, is far and away the largest single Region in terms of membership, with about two-thirds of

these in local government. It includes the largest individual Local, Nassau Local 830, and the third largest, Suffolk Local 852, as well as Suffolk Education Local 870, largest Local for non-teaching school employees; Pilgrim Psychiatric Center Local 418, located at the largest Mental Hygiene institution in the world, and Town of Hempstead unit, largest unit in the union

and larger than most Locals.

Metropolitan Region II contains the two largest locals of state employees in the union: New York City Local 010 and Willowbrook Developmental Center Local 429, as well as the fourth largest state Local, Creedmoor Psychiatric Center Local 406. Altogether, the 21 Locals of Metropolitan Region II have the sec-

(Continued on Page 14)



WILLIAM MCGOWAN
President



THOMAS McDONOUGH
Executive Vice-President



JACK GALLAGHER
Treasurer



IRENE CARR
Secretary

Agency Shop People Receive 'The Leader'

ALBANY—Last week the circulation of this newspaper, the largest newspaper for public employees in the country, jumped by several thousand. That's because the Civil Service Employees Association elected to send copies to all those non-members who, under the law enacted earlier this year, now pay agency shop fees.

Name CSEA P.R. Ass't Director

ALBANY—Gary G. Fryer has been named assistant director of public relations for the Civil Service Employees Association, CSEA president William L. McGowan announced last week.

Mr. Fryer joined CSEA from The Recorder in Amsterdam, N.Y., where he was a general assignment reporter for the past four years. His reportorial experience encompassed many elements of local, state and federal government including public employee negotiations. Most recently he was assigned as city government reporter.

The appointee will be responsible to Roger A. Cole, CSEA director of public relations, and will have statewide communications and public relations duties. The public relations department has a staff of twelve full-time public relations specialists located at headquarters, 33 Elk St., Albany, and in six regional offices throughout the state.

A native of New Jersey, the assistant director holds a bachelor's degree in communication from Seton Hall University. In addition to his background in journalism, Mr. Fryer studied broadcast media and film.

"I believe strongly in a good communication program, and although the union was not required to do so, I believe our agency shop people should receive the weekly newspaper as one means of opening lines of communication to all the people we represent," said CSEA president William L. McGowan. "In the past, by their own decision to remain non-members, these people, in effect, limited the flow of communication about union activities and, consequently, a great many were primarily uninformed about important events affecting their careers.

"I hope that by becoming an important link in the union's lines of communication, they will realize the tremendous range of areas in which CSEA is involved on their behalf and become more aware of the benefits of joining and supporting their union."

Promote Kennelmen

MANHASSET — After four years of labor-management talks between the Town of North Hempstead and the Civil Service Employees Assn. unit, kennelmen have been promoted to animal wardens.

Eddie Ochenkoski, CSEA unit president, said that the Town wanted to lower the grade levels of the kennelmen to laborer, but that the persistent effort by the union finally won out over the Town's position.

CSEA Membership Rolls Increase 2,000 Per Week

ALBANY — Every week since early September, an average of about 2,000 new union membership applications arrive at the headquarters of the Civil Service Employees Association here. And the overwhelming majority of the applications flooding in are from former non-members affected by the inception last September of the agency shop legislation.

"There was a lot of misunderstanding surrounding the agency shop bill when it was signed in early August, aided in large part because the news media generally gave it one-sided coverage by inferring it was primarily a piece of legislation favoring public employee unions but not necessarily the public employees themselves," noted CSEA president William L. McGowan. "In reality, agency shop is legislation beneficial to both the unions and the employees, but CSEA had to conduct a rather extensive education campaign to get the message to those public employees affected by the bill but who had, for

whatever reasons, remained non-members of their unions. From early August, when the bill was signed, until early September, when it became effective, we reached every single non-member affected, and the results show me that our message was received and believed."

Mr. McGowan explained, "I have always had a theory that, while the vast majority of employees had always joined and retained their membership voluntarily, most of those who did not join simply did not understand the benefits of union membership. Agency shop sort of had the effect of forcing former non-

members to learn more about their union, and also of forcing the union itself to make a more concerted effort to reach every non-member."

"I don't believe most new members signing up are doing so because of agency shop itself, but rather that the inception of agency shop caused them to make a decision now that they had been putting off for some time," Mr. McGowan said. "Most of them would have joined eventually on a voluntary basis but agency shop accelerated that action. Now it is plainly up to CSEA to prove to those new members, and to all our faithful long-time members, that membership is in their best interests. The only real strength any labor union has is a solid membership that supports the union's programs and objectives. Agency shop, in its own way, has helped accelerate our membership and the union must provide the leadership and services that will encourage strong support from the membership."

Strong Union

(Continued from Page 1)
the better "buy," a union spokesman said. He called CSEA membership the obviously better choice, which explains why some 2,000 former non-members every week have been joining CSEA rather than simply pay the agency shop fee.