

McGowan Shakes Up CSEA Staff

Dolan, Collins, Carey Head Major Offices

(Special to The Leader)

ALBANY—An internal reorganization of the Civil Service Employees Association professional staff, "designed to make the union more functionally responsive to the needs of the membership and to provide clearer lines of responsibility and accountability" has been announced by CSEA president William L. McGowan.

The reorganization, which had been in the planning stages for some time, became effective Dec. 1 for a six-month trial period, according to Mr. McGowan. "The realignment of staffing patterns is primarily an internal reorganization that should improve the response time of the professional staff to any problem or situation affecting any part of the membership because areas of staff responsibility are more clearly defined than under the previous system," Mr. McGowan said.

He emphasized that the reorganization involves the union's professional paid staff only, "and other than improvement and expansion of levels of service to the membership," it should not affect nor involve the general membership. He said the staffing pattern change "is the result of a study which 'began some time ago—and which escalated since my becoming president—to determine how the level of service to the membership could be improved.'"

The major change in the internal organization involves the elimination of the former State and County Divisions and the creation of three new groupings of professional staff without any distinction as to type of member served. "I found that the former practice of assigning staff to service members strictly on the basis of whether they were state or local government employees

actually served to divide the professional staff into two different camps and probably limited the ability of the union staff as a whole to provide the greatest level of service possible," Mr. McGowan said.

Under the new staff organization, the professional staff is primarily assigned to three distinctive groups: The Office of Member Services, the Office of Collective Bargaining and Field Services, and the Office of Comptroller.

• John M. Carey, formerly assistant executive director-State Division under the prior table of organization, heads the Office of Member Services.

• Joseph J. Dolan Jr., former assistant executive director-County Division, heads up the new Office of Collective Bargaining and Field Services.

• Comptroller Thomas P. Collins heads the new Office of Comptroller.

Also under the reorganization, Thomas J. Linden, formerly state programs administrator,

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Don't Repeat This!

Badillo: Old Skills, Talent In His New Role With City

Congressman Herman Badillo's decision to resign his seat in the House of Representatives to accept appointment as a New York City deputy mayor at a \$10,000 salary cut reflects many congressmen's disenchantment with the operations

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THIRD STOP OF STATEWIDE TOUR

Civil Service Employees Association president William McGowan's tour of the union's regions to meet with rank-and-file members has been proceeding with good results from the membership and with unexpected good publicity from public news sources. (It was even used as the basis for an editorial by one Albany television station, which urged similar grass-roots efforts by public officials.) Here Mr. McGowan, seated at side of desk, talks with Southern Region III members as his secretary, Jeanne McGarry, takes notes and Region president James Lennon listens in. Taking advantage of a person-to-person meeting with the president are Margie Kazimir, left, and Bette Hoblock, both of Yonkers City Court. This session took place Nov. 18 at the Westchester Local 860 office, one of three Southern sites where Mr. McGowan kept hours from 7 a.m. to midnight. Since then he has also held sessions in Capital Region IV and in Central Region V, with the final open house to be Western Region VI's on Dec. 9 at the Region office, 4245 Union Rd., Cheektowaga, following the same time schedule.

Apply Provision Of CS Law To Gain 10 Male Aides In Creedmoor 'Criminal' Ward

By KENNETH SCHEPT
MANHATTAN — Creedmoor Psychiatric Center will hire 10 male employees to work on a secure ward for the criminally insane to be set up immediately, according to Alvin Mesnikoff, New York City regional director for the state Department of Mental Hygiene. Creedmoor deputy director Nicholas Dubner said that the 10 will be hired by Dec. 15. The

approximately 12 other people required for staffing the ward will be transferred from other areas of the hospital.

"A drop in the bucket," is the way Dorothy King, president of the Civil Service Employees Association Local at Creedmoor, characterized the development, although she said she was gratified that 10 men would be hired.

"Stripping other wards to make up the other employees

required for the secure area will still leave us understaffed," she said.

Staff transfers to cover the special ward will be determined by requesting volunteers, and if more people are needed, by resorting to selection on the basis of reverse seniority, Ms. King said.

The CSEA had grieved Creedmoor's intent to recruit staff

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Court Avoids Decision On Furlough Legality

(Special To The Leader)

ROCHESTER — The Civil Service Employees Association has won a big victory in the state Court of Appeals, gaining a reversal of an Appellate Division decision that upheld the legality of an aborted plan—in 1976 by the Monroe County Legislature to enact

forced 10-day furloughs without pay of county employees, but the Court of Appeals, with one exception, at the same time sidestepped the heart of the issue itself.

The Court of Appeals ordered the Appellate Division decision reversed, and ordered the matter returned to Supreme Court with directions to dismiss the

case on the ground that the issues are now moot. In sidestepping the main issues by ruling the issues moot, the majority decision said, "It is because of the importance of the issues and the legal and practical difficulties which ineluctably would attend their resolution that in a sense of responsible-judicial restraint we decline the invitation of the

parties to address and determine the issues presented in this proceeding."

But Court of Appeals Justice Lawrence H. Cooke, in a sole dissenting position, voted to retain jurisdiction in the matter and called the position of the Monroe County Legislature partially invalid and unlawful. That supported the stance of the

CSEA's attorneys from the law firm of Roemer and Featherstonhaugh, which was that the action of the Monroe County Legislature was, in fact, unlawful. The CSEA's attorneys, while pleased with winning a reversal of the lower court's decision, was disappointed that the high court majority refused to rule on the

(Continued on Page 3)



THANK YOU, ASSEMBLYMAN

State Assemblyman Paul Harenberg (D-Queens), center, receives award of appreciation from Pilgrim Psychiatric Center employees for helping prevent elimination of state's alcoholic rehabilitation programs. John Roberts, chief of Pilgrim alcoholic rehabilitation unit, is making presentation. The Rev. Harold Anderson, unit's chaplain, looks on.

14 State Employees Win Cash Awards

Fourteen state employees received a total of \$695 in cash awards in November for money-saving ideas submitted to the State Employee Suggestion Program.

The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$3,600.

Award recipients:

\$220—Cynthia Golderman, Albany, principal clerk, Department of Audit and Control, Albany. She recommended the discontinuance of routine audits of payments to disability pensioners because there was rarely any

discrepancy between records of the Employees' Retirement System and those of the Workmen's Compensation Board.

\$100—shared jointly by Michael L. Rohloff, Averill Park, and Shirley Warren, Schenectady, both of the Department of Health, Albany.

\$75—Lewis N. Parisi, Staten Island, Department of Motor Vehicles, New York City.

\$50—Lelia Hinton, Englewood, N.J., Workmen's Compensation Board, New York City, and Edna M. Sharpley, West Sand Lake, Department of Motor Vehicles, Albany.

SHORT TAKES

BUFFALO WEIGHS PAY HIKES

A proposal to increase salaries of 164 city employees, most of them in accounting, auditing, legal, engineering and architectural posts, is before the Buffalo Common Council. All the workers have civil service titles. The total amount in the proposal is \$118,805. The average size raise would be \$724 a year.

ROCHESTER GIVES GAYS CETA GRANT

The Rochester City Council, following a heated debate recently, approved a \$35,400 Comprehensive Employment Training Act (CETA) grant to the Gay Alliance of Genesee Valley to allow the alliance to hire three people to study discrimination against homosexuals in the Rochester area and to distribute information about homosexuals.

ALBANY AIDES GET 5 PERCENT PAY HIKE OFFER

Albany officials have agreed to raise blue-collar workers pay about 5 percent but have broken off negotiations with city firefighters. Unions representing both groups have been working without a contract since the beginning of November. The blue-collar workers have not yet agreed to the terms, however. The firefighter dispute is expected to go to binding arbitration.

STRIKE JOBLESS BENEFITS UPHELD

Strikers can collect unemployment insurance benefits after eight weeks on the picket line, the U.S. Court of Appeals has ruled. The three-judge panel overruled a lower court that declared a state law permitting the practice unconstitutional. The lower court ruled that the law violated federal labor laws and placed the state on the side of strikers. Unemployment insurance is funded by employees.

Union Leadership Classes To Resume In Westchester

Cornell University's School of Industrial and Labor Relations 12-course "labor and the society" program for union activists from Westchester, Putnam and Dutchess Counties and Connecticut. Classes are held at Westchester Community College, Valhalla, Thursdays from 6 to 9:15 p.m.

The program, in its third year, brings teachers, building trades workers, musicians, public employees and others together. They study labor relations and leadership skills subjects.

Students who complete the two-year college credit program receive a certificate in labor studies from Cornell. Credits can be transferred to Westchester Community College and applied toward an associate of arts degree.

Winter session, history and contemporary labor problems, be-

gins Jan. 12.

Tuition is \$75 per semester. There is a one-time only \$10 registration fee. For more information, call Carol Wittenberg at (914) 238-3358 or write: Westchester Labor Studies Program, NYSSILR—Cornell University, 7 East 43rd Street, New York 10017.

TV Specialists

ALBANY—The State Civil Service Department established an eligible list for cable TV specialist I on Nov. 4 as the result of an Oct. 10 open competitive exam. The list contains 13 names.

Attorney Wasn't Notified:

Ex-Cop Wins Round In Job Fight

The Nassau County Police Department probably thought that after it had discharged Ptl. Anthony N. Bianca for misconduct following a disciplinary hearing and had served him with a formal notice of dismissal, the matter was done and finished. Court papers did not state the reasons for the discharge, however.

The department presumably also wasn't worried when Mr. Bianca sued for reinstatement on June 3, 1975, about 90 days

after the discharge became effective. Citing the county statute of limitations that requires all dismissal challenges to be filed within 30 days after the discharge, the department convinced a Nassau Supreme Court judge to dismiss the suit.

But that was the first and only victory the Department won. Late last month, the seven-member State Court of Appeals, upholding a lower appeals court, unanimously ruled that Mr. Bianca could sue to get his job

back.

The reason was simple: The Police Department was required to formally notify Mr. Bianca's attorney that the policeman had been discharged. Serving the notice of dismissal only on the policeman was not enough, even though a county law made no reference to notification of an attorney, the court said, because it was in direct conflict with state laws.

And since the attorney never received notice, Judge Sol M. Wachtler wrote, the 30-day statute of limitations never expired.

Judge Wachtler said the Police Department's argument that the 30-day period had expired "contravenes basic procedural dictates and the fundamental policy considerations which require that once counsel has appeared in a matter, a statute of limitations or time requirement cannot begin to run unless that counsel is served with the determination of the order or the judgment sought to be reviewed."

The court explained that under state law, when a party is represented by counsel in any administrative or judicial proceeding, the attorney is his agent. Therefore, "any documents, particularly those purporting to have legal effect in the proceeding, should be served on the attorney the party has chosen to handle the matter on his behalf.

"This is not simply a matter of courtesy and fairness," the court concluded. "It is the traditional and accepted practice" which has been incorporated into state law.

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Moore: 'Solve MH Aftercare Problem First'

CIVIL SERVICE LEADER, Friday, December 9, 1977

SYRACUSE—Civil Service Employees Association vice-president James Moore, Central Region V, last week called for a halt in the discharge of Mental Hygiene patients into the community until such time as the State has solved the aftercare problem.

Mr. Moore, testifying before the Assembly Standing Committee on Mental Health's subcommittee on aftercare, said the state's current policy of discharging its charges from psychiatric and developmental centers is based on fiscal considerations rather than on clinical or programmatic judgments.

He said that the greatest concentration of skilled workers for dealing with mentally disturbed persons exists within the state's Mental Hygiene Department.

"Any plan which would result in the transfer of responsibility for the care of the mentally ill to others less qualified and with fewer available resources would be a tremendous disservice," he said.

He went on to detail a situation in Delaware County, where he pointed out that a private agency there is the weakest link in the system to provide services for retarded clients in that county.

Text of Mr. Moore's full testimony is reprinted below:

"Mr. Chairman, distinguished members of the committee: My name is James Moore and I am a statewide vice-president and the Central Region president of the Civil Service Employees Association, Inc. In addition, I am the chairman of CSEA's Mental Hygiene Conference and am employed by the State of New York as a Mental Hygiene therapy aide at the Utica Psychiatric Center.

"I am here today on behalf of the approximately 55,000 employees of the Department of Mental Hygiene represented by the Civil Service Employees Association for the purpose of continuing our testimony before this committee which was commenced by Pauline Rogers at your Albany hearing and will be concluded by Dr. James K. Cohen, a CSEA consultant on Mental Hygiene matters, at your NYC hearing.

"As we have previously indicated, we believe that it can be empirically demonstrated that the Department of Mental Hygiene's decision to discharge patients from the psychiatric centers and residents of the developmental centers into the community in the fashion in which this discharge is currently taking place is a decision based on fiscal considerations rather than clinical or programmatic judgments. The pressure which has been placed on the Department has come from both the United States Department of Health, Education and Welfare and the Joint Commission on the Accreditation of Hospitals. In addition there have been other court decisions and there are other departments and agencies which demand improved patient-staff ratios and better patient care.

"Assuming, for the moment, without conceding, that the decision to deinstitutionalize large numbers of residents from New York's psychiatric and developmental centers is a sound judgment clinically, we must respectfully suggest that the Department of Mental Hygiene's deci-

sion to accomplish these discharges by transferring the major responsibility for patient care to local governments and private voluntary agencies is neither fiscally nor programmatically sound. The greatest reservoir of personnel skilled in dealing with the mentally disturbed currently existing anywhere in the United States of America is within the employees of the New York State Department of Mental Hygiene. Any plan which would result in the transfer of the responsibility for the care of the mentally ill to other less qualified and with fewer available resources would be a tremendous disservice not only to the mentally ill but also to the rest of the citizens of the State of New York. If I could, I would like to focus for a

moment on a program originally known as the Broome Demonstration Project currently under way as a result of the New York State Department of Mental Hygiene's urging, which is an excellent example of the kind of disjointed arbitrary planning that can be seen throughout the department as it attempts to come to grips with the methodology to be employed both in the actual deinstitutionalization of residents and the provision of aftercare. You may recall that on July 8, 1977, both houses of the New York State Legislature approved Senate Bill 6856 sponsored by Senators Padavan, Perry, Gazarra and Nolan and subsequently signed into law as Chapter 658 of the Laws of 1977. This bill called for the

establishment of three or more time-limited demonstration projects for the purpose of testing and evaluating new methods for organizing, financing, staffing and providing services to the mentally disabled. The law further provided that such projects "shall be developed in conjunction with local comprehensive planning process." After a plan has been developed in conjunction with the local planning process, it is then supposed to be submitted to the state Department of Mental Hygiene and finally to the Legislature, which will have the opportunity to review the plan and determine whether or not it is appropriate for funding.

"It is true that this law does (Continued on Page 14)



JAMES MOORE
... solve problems first

Erie Members Reject Proposed Pact

(From Leader Correspondent)

BUFFALO—Erie County's nearly 5,000 white-collar workers represented by the Civil Service Employees Association remained at a stalemate with the county today over a labor contract.

The CSEA rejected by an overwhelming 3-1 margin the county's offer for a pact that provided no pay increase in 1978, but introduced an agency shop.

Roughly 2,500 county employees, represented by the CSEA but not members of the union, would be required to pay a fee under the rejected pact.

The three-year contract also called for a 4 percent or \$450 raise in 1979 and a wage reopener in 1980.

John Eliss, president of the county

Local, said the contract's provision for no pay hike next year was the reason for the rejection. "Now, we're back to step one," he said.

The CSEA immediately declared an impasse in the contract dispute and requested a mediator from the Public Employment Relations Board.

Mr. Eliss said the County misled the CSEA by declaring it was broke while providing for pay raises for non-union supervisory personnel.

"It's hard to convince union members there's no money available when you're giving people pay raises and tax rebates," Mr. Eliss said of a budget in which County Executive Edward V. Regan proposed a pay raise for himself.

Mr. Regan said the provision for

raises of up to 22.5 percent to supervisory employees was necessary to prevent an exodus of management personnel.

The tentative work contract offered the union was endorsed by union negotiators, but the membership turned down the proposal by a vote of 1,168 to 381.

It was the first contract defeat ever by the union, which had approved three previous agreements dating back to 1971.

The proposed pact also included improved vacation schedules, higher mileage reimbursement, bereavement and sick leave improvements, access to personnel files and a union-requested change to grievance procedures.



FOR A GOOD CAUSE

To finance publication of its newsletter, "Monitor," Fort Schuyler Local 014 of Utica periodically sponsors a fund-raiser, according to Local president James Currier. Here, Frances Bush, center, a typist at SUNY Utica-Rome, accepts \$50 savings bond from Lois Minozzi and William Lonczak, who chair the Local's ways and means committee. Winners of the \$25 bonds were Joeline Hill, of Utica Motor Vehicles, and Joseph Fuino, of the Utica WIN office. A basket of cheer will be top prize in the December fund-raiser.

CSEA calendar

DECEMBER

- 9—Downstate Medical Center Local 646 annual Christmas party: 8 p.m. to 1 a.m., Deauville Yacht Club, Knapp St. and Emmons Ave., Brooklyn.
- 9—CSEA President William McGowan visits Western Region VI: 9 a.m. to noon, 1 to 5 p.m., 7 p.m. to midnight, Region office, 4245 Union Rd., Cambridge Square, Cheektowaga.
- 9—Tryon School for Boys Local 559 Christmas party: Rainbow Restaurant, Johnstown.
- 10—SUC at Brockport Local 601 Christmas party: 7:30 p.m., Brockport Country Club.
- 10—Marcy Psychiatric Center Local 414 Christmas party: 7 p.m., Roselawn, New York Mills.
- 10—Pilgrim Psychiatric Center Local 318 Christmas dance: 9 p.m., Assembly Hall, Pilgrim PC.
- 14—Creedmoor Psychiatric Center Local 406 holidays meeting: 6 p.m., Tulip Ave., Floral Park.

Uphold Dues Checkoff Penalty

ALBANY—A recent court decision has denied the Civil Service Employees Assn.'s request for a preliminary injunction requiring the Public Employment Relations Board to reinstate dues deduction privileges that have been ordered

forfeited as a result of strikes in CSEA locals throughout the state.

Section 210 of the Civil Service Law, known as "the Taylor Law," provides that employee organizations are subject to mandatory revocation of dues deduction privileges upon a finding that they or one of their locals have engaged in a strike or job slowdown. CSEA members in Columbia County, Geneva City School District, Orange County and Dutchess County have been affected by this ruling.

Criminal Insane

(Continued from Page 1)

from other areas of the hospital on the basis of reverse seniority to the third step, the Office of Employee Relations, contending that such a procedure would result in the least experienced workers doing the most difficult jobs. It appeared at Leader press-time that the new hirings would not affect the grievance.

Stephen Wiley, an attorney with Roemer and Featherstonhaugh, the union's law firm, said that CSEA had contended that the method by which dues deduction forfeitures were ordered in various locals was an unconstitutional violation of the equal protection clause of the 14th Amendment of the United States Constitution.

The case was argued before Judge Gerald L. Goettel of the U.S. District Court for the South District of New York.

Oneida Educ Party Creedmoor Meeting

WHITESBORO—Oneida Education Local 869 of the Civil Service Employees Association will have a Christmas party Saturday, Dec. 17, at the Oneida Hotel, Oneida. Tickets are \$5 per person, announces Jake Banek, and may be obtained from Betty Walker, 4045 Hamilton Ave., Sherrill, N.Y. Tickets will not be sold at door. A choice of ham or steak may be made.

Although the preferred lists are predominately filled with women, section 70.4 of Civil Service Law allowed the hospital to hire men because of the dangerous nature of the job.

An independent Leader poll of directors of Mental Hygiene institutions throughout New York State revealed mixed reactions to the establishment of locked wards, but near unanimity on the need for increasing male staff for greater security.

The establishment of a locked ward at Creedmoor was ordered by Gov. Hugh Carey several weeks ago after reports that criminally insane patients with histories of committing violent crimes were permitted to roam freely around and even off the grounds of the facility.

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FRIDAY, DECEMBER 9, 1977

Common Goals Forgotten

THERE is an old saying prevalent in many parts of the world that goes something like this: Africans should not kill Africans, Frenchmen should not kill Frenchmen, Americans should not kill Americans, etc.

Although people in New York City police union circles are not killing each other, we regret that the Patrolmen's Benevolent Association and other law enforcement unions are attacking each other these days.

Both the PBA and the Sergeants Benevolent Association are at odds over a rash of promotions taking place within the Police Department. PBA head Samuel DeMilla criticized Police Commissioner Michael Codd for scheduling 286 promotions of patrolmen to sergeant. Perhaps taking note of the lame-duck aspects of the move or perhaps, as some of his critics have claimed, he was upset over the loss of 286 PBA members to the sergeants union, Mr. DeMilla accused the commissioner of making promotions to pay off political debts. He says the city needs more police officers on the streets rather than in higher-ranking posts.

Mr. DeMilla's blast has upset sergeants union president Harold H. Melnick. He described the DeMilla remarks as "thoughtless statements" and denied the promotions were political payoffs.

"Nothing could be further from the truth," Mr. Melnick wrote in a Nov. 30 letter to newspapers, "and to suggest otherwise is to demean the accomplishments of all dedicated career officers and to ignore the fact that the resumption of promotions was conspicuously long overdue."

We are not going to place ourselves in the midst of a fight between two police union heads. But we do lament that there is a fight.

The two organizations should, at this time of fiscal crisis, be united toward one goal which should be the upgrading and protection of police officer rights and benefits. (H.A.T.)

Traveling Man

PERHAPS presidents, prime ministers, kings and queens and other chiefs of state could take a leaf from the book (or whatever source he is using for guidance) of William McGowan.

We always believed the wisest choice of action for a head of state or head of anything is to get to know the people living and working under him. Learning about their problems, their joys, their hopes, their feelings usually makes the job of running a nation or an organization, large or small, much simpler and efficient.

We are pleased that Mr. McGowan, statewide president of the Civil Service Employees Association is adopting this principle. Mr. McGowan, in office only a few months, is traveling across the state to meet his constituents. Local and chapter presidents, other officers, rank-and-file members and even some malcontents have been lining up from Long Island to Erie County, and in many places in between, to meet and talk with him.

If Mr. McGowan is going to become the kind of union leader his record of performance so far indicates, he will use what he learns from his travels to good advantage for the welfare of everyone. (H.A.T.)

Don't Repeat This!

(Continued from Page 1)
of that institution.

This disenchantment is rooted in the bureaucracy, attached like barnacles to congressional operations.

There is really very little any one congressman can do about the vast problems confronting the nation, such as inflation, unemployment, the urban crisis, the energy crisis and other areas of concern to a conscientious congressman.

Clearly, Badillo was frustrated by the congressional pace and procedure. This was no doubt inevitable for a person of his superior intelligence, his vigor and aggressiveness. During the years he served as Bronx Borough President and as the City's relocation commissioner, Badillo proved to be a tough and activist administrator.

Unusual Administrative Skills

As deputy mayor in charge of management, he will bring to his post administrative skills and talents that are hard to find in the public sector.

Despite his frustration with the Washington scene, it should be noted that Badillo scored a major legislative success as the principal sponsor of legislation, adopted by Congress, which would have permitted the City, during the height of its fiscal crisis, to go into bankruptcy in an orderly way. While the City weathered the storm, the law he sponsored remains on the federal statute books as a vehicle for reorganization for any large municipality that may be faced with problems of bankruptcy in the years ahead.

Whatever frustrations there may be at the congressional level, being a congressman remains a significant political post, and many candidates to succeed Badillo should show up within the next several weeks. Senator Robert Garcia and Assemblyman José E. Serrano have already emerged as the leading candidates for the post in the special election that will be set by Governor Carey in February. Given the nature of the congressional district, the seat will be won by the Democratic nominee.

Under party rules in The Bronx, the Democratic candidate will be selected by the County Democratic Executive Committee. In a sense, this places Patrick J. Cunningham, committee chairman, in the driver's seat. However, no political leader enjoys complete freedom of action, and no doubt Cunningham will be in consultation with Mayor-elect Edward I. Koch and with Badillo on the designation of a candidate.

Hot Primary Fight

Since the congressional district is a political hotbed of interne-cine struggle among potential leaders within its Puerto Rican community, whoever is selected in February will be faced with a hot primary fight to retain his seat in the regular congressional elections next year.

In taking the deputy mayor post, Badillo has not removed himself from the elective office scene. He is 48 years old and can afford to bide his time for a possible run for statewide office. As a practical matter, Badillo is convinced that he can establish a broader political base through his administrative post in the city than through his congressional seat. Only time will tell whether he made the correct decision.



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.

Lost Pay

The plaintiff, a Rochester police officer was served with charges of misconduct and suspended without pay pursuant to subdivision 3, section 75 of the Civil Service Law, May 22, 1972. Subsequently, on July 28, 1972, he was indicted by a county grand jury on drug charges. Thereafter, a federal grand jury handed down another drug indictment. As a result of these later indictments, the plaintiff was again served with misconduct charges by the police commissioner and once more suspended without pay.

The police commissioner, in both suspension actions, informed plaintiff that he was entitled to a hearing on the various charges within 30 days. However, at the request of plaintiff's counsel, the hearings were postponed until the conclusion of all criminal proceedings. Ultimately, plaintiff was cleared of all criminal charges, and all indictments were dismissed.

The disciplinary hearing was finally held Dec. 12, 1973, at which time plaintiff pleaded guilty to an amended charge and was suspended for 30 days, from Nov. 16, 1973 to Dec. 16, 1973. He then returned to duty.

Plaintiff now sues for approximately \$19,000 backpay covering the period May 22, 1972 to Dec. 16, 1973, less the 30-day suspension. The Supreme Court, Monroe County, held that where the police officer's attorney had asked that the disciplinary hearing be postponed until conclusion of all pending criminal charges, the police officer would not be entitled to backpay for that period.

THE COURT NOTED that the rights of a civil servant to backpay who has been suspended for a period in excess of 30 days, is clearly spelled out in the case of *Amkraut v. Hults*, 21 A.D.2d 260. There, the court ruled that if the delay in the proceeding is occasioned by the conduct of the accused, he cannot justly be heard to complain nor be allowed a recompense for the period involved. In the case at issue, the court held that not only was the delay in the proceeding occasioned by the conduct of the accused, but also there was no evidence that the defendant is in any way responsible for that delay. *Shales v. City of Rochester*, 397 N.Y.S.2d 566.

THE SUPREME COURT recently dismissed a suit to obtain names and addresses of Town of Hempstead employees and their salaries and deductions made for union membership dues.

The court held that the records sought were not relevant and essential, that they contained personal matters, and should accordingly be withheld. The court concluded that municipal employees had the right to participate in union activities and that union membership had no relevance to job performance. *Matter of Wool (Abate)* Supreme Court, Special Term, Nassau County, N.Y.L.J. Nov. 22, 1977.

WHAT'S YOUR OPINION

By PAMELA CRAIG

PLACE: Queens Supreme Court, Queens

QUESTION: The Legislature will soon return to Albany. What do you think is the most important public employee matter for the lawmakers to consider?

George LiPuma, senior court officer: "I feel the most important issue for the lawmakers to consider is the future of our benefits. The courts are in the process of being taken over by the State. The benefits we negotiated for in the past are different from the present state benefits. Our present benefits must be maintained. We have benefits from the City of New York that the State does not have. The State offers some we do not receive. We hope that the lawmakers will see to it that they are maintained."



Arnold Cohen, captain, court officer: "I think the lawmakers should consider making us court police. We are a uniformed force. We are in charge of all the security within the court system. We move prisoners from courtroom to courtroom and I feel that we should be entitled to police status. We are in charge of protecting judges, attorneys, the public and the rest of the staff. We handle a terrific security problem within the courts today. The courts are often a target for public demonstrations. This is why I feel we should be called court police and receive proper compensation."



Bernard Sheingold, senior court officer: "I feel the most important matter is the agency shop situation. Right now the agency shop tells an employee that he must be a member of a specific organization or if he wishes not to be a member, he must pay dues anyway. If the union collecting the dues is not producing properly, you can no longer threaten to quit or threaten to do anything. They can tell you now, whether you like us or not, you will pay dues. This eliminates other unions from entering and attempting to do a better job."



Elmer Caplan, senior court officer: "I am unhappy that the Agency Shop Bill has been passed. I feel the law denies me my due process under the constitution by dipping their hands into my pockets. They are giving away that money to an organization not of my choosing. When I sign my check now, I sign it under protest because of that specific item. It bothers me that I was not given a choice of unions. There were no elections or even signature cards. They gave us no choice."



Anthony Barry, senior court officer: "I think the main matter for us as court officers is the election of judges. Without election of judges, people have no say as to who will represent them on the bench. This leaves it wide open for clubhouse politics where incapable political hacks will be elevated to the bench. The resolution passed allows for the judges of the Court of Appeals, the highest court in the state, to be appointed by the Governor. This takes the choice out of the people's hands and if you're a friend of the Governor, you can become a Court of Appeals judge."



Robert Hughes, court clerk I: "I feel legislation should be passed to guarantee our welfare fund which we have had all the years before the State took over the court system. The State is looking to take the fund away from us completely. The State does not plan to continue to contribute to the unions that provide these welfare benefits for us. This fund is for dentists, eyeglasses and extended medical benefits. The City offers more benefits than the State. We want to keep what we have."



RETIREMENT NEWS & FACTS

By A. L. PETERS

Grim Statistics

A facet of Social Security, which goes beyond the amount of "pension" is often overlooked in making evaluations.

According to the latest statistics, the chances are four out of 100 that a child born to a 25-year-old father will be an orphan by the time he is 18. The chances that a father will die before his child is age 18 is twice as great if the father was 35 when he was born. Nearly one out of every five children born to fathers 45 years old will be orphans before they reach 18.

The value of disability or survivors protection depends, of course, on your age when you die or become disabled, on how many dependents you have, and on your average earnings covered by social security. Social security benefits are based on average annual earnings over a period of years. The benefit is increased by 50 percent for each dependent of a disabled worker and by 75 percent for each surviving dependent, up to the maximum for families which is from \$171.50 to \$878.50.

"A Women's Guide to Social Security," an official social security agency booklet, explains the protection a working woman and her family may receive if she becomes disabled or dies and the protection they may receive when she retires. It also includes how social security works if she is widowed or divorced.

The whole situation of American social security from its beginnings to its future is reviewed by Alicia H. Munnell of the Brookings Institution, in a new book, "The Future of Social Security." It delineates the issues facing social security today and explores options for reform to create financial stability.

The problem, as Ms. Munnell

sees it, is the growing number of aged persons in proportion to the working population, adjustments in payments necessary to meet the rigors of inflation, and a need to adjust the wage base to take care of inflationary trends. A big question, she writes, is whether the advantage of accumulating reserves in the social security trust fund based on the forecast of needs and a limited opportunity for investing such funds is sufficient to keep the system solvent.

A recent U.S. Court of Appeals decision holds that an employer's interest in a pension fund is actually a security, subject to full disclosure and anti-fraud provisions of the federal securities laws. This places a major obligation on every employer who maintains a fund.

Plans to offset the deficit problem on the social security system has top priority on Capitol Hill. President Carter proposes a tax on general revenues, plus increased payroll taxes to be paid by employers. Under the present system, the Disability Fund will be exhausted by 1979 and the Old Age Fund by 1983.

The President's proposal includes taxing employees' entire salaries beginning in 1978; increasing the ceiling for paying taxes to \$18,900 in four steps between 1979 and 1985; raising the current 7 percent tax on employees to 7.5 percent for 1978 and an additional ¼ percent starting in 1981; changing the benefit formula so that by the year 2050, an employee would get an average of 31 percent of his wages in monthly benefits instead of the 44 percent otherwise proposed.

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)

Barone, Thomas A	.....Rochester
Barrett, Eunice	.....Jersey City, NJ
Baxter, Bruce K	.....Newburgh
Beck, Leonard L	.....Brooklyn
Becker, Leonard	.....Tarrytown
Best, Edward	.....Bronx
Birmingham, Cheryl G	.....Rochester
Black, Patricia A	.....Hempstead
Bloom, Barbara N	.....Bronx
Boland, James C	.....Troy
Boschelli, Katherine	.....Dover Plains
Bowe, Wallace L	.....West Hempstead
Brady, Bernard T	.....Yonkers
Brennan, Timothy	.....New York
Broadie, Ralph H	.....Peekskill
Brooks, Robert L	.....New York
Brooks, Viola	.....Brooklyn
Bronston, Marie	.....Newark, NJ
Brunner, Richard R	.....Long Beach
Burri Elaine	.....Bay Shore
Caggiano, Vincent	.....Corona
Canyock, Judith B	.....Hempstead
Castro, Felipe	.....Brooklyn

(To Be Continued)

LETTERS TO THE EDITOR

KKK Unionists

Editor, The Leader:

State Appellate Judge Louis Greenblott's decision to uphold the "right" of Ku Klux Klan members to continue (Nov. 25, 1977, Leader) working at state correctional facilities brings to mind the wisdom of Abraham Lincoln who once said, "Freedom for the wolf means death for the sheep."

The Ku Klux Klan (KKK), a self-avowed racist organization, has been infamous for over a hundred years for terrorist acts against black Americans, as well as against Jews, Catholics and trade unionists.

As many correctional facilities

in our state have inmate populations that are over 50 percent black and Puerto Rican, it is highly dangerous to have employees with such prejudicial attitudes and organizational affiliations working with minority prisoners. The appeals court ruling can only lead to more incidents such as those that occurred at the state prison in Napoleon, where Klan members committed acts of brutality against minority prisoners and threatened a white employee who opposed their activities.

As union members, we should ask ourselves—how can KKK'ers have fraternal respect for fellow CSEA members who belong to a minority nationality? The

answer is they cannot, for they violate one of the most basic principles of unionism—equality. The Klan is not like other political parties or organizations. They practice and preach racial discrimination and should not be allowed the right to work for New York State or belong to our union.

THOMAS GRACE

Steward, CSEA Local 427, West Seneca Developmental Center

We're Miserable

Editor, The Leader:

When the new administration took over my city agency, "reform" was the keynote. The City was on the verge of bankruptcy and operating on an austerity budget. One of my agency head's political appointees, a lady lawyer, was put in charge of my bureau. One of her aides, another political appointee, was assigned to my bureau as an "efficiency expert" and given free reign to make any changes that he deemed necessary to reduce costs and increase productivity. This pseudo-intellectual boy wonder made it his business to know everybody else's business. He operated under the premise that all of the bureau's employees were lazy,

inefficient, incompetent and of questionable integrity. This "hatchet man" eliminated jobs, consolidated duties, transferred employees to other units and increased their work load. As a result of the whiz kid's efforts, employee morale, already undermined by the City's fiscal crisis and frozen wages, plummeted to a new low. The lady lawyer in charge of the bureau later left the agency under questionable circumstances and was replaced by a career civil servant from within the agency. Her so-called "efficiency expert" was reassigned to the agency's performance analysis unit. Recently, it was reported in the City Record that his salary had been raised to \$25,000 a year. His raise was obviously accomplished by giving him the money he saved by eliminating other people's jobs. This was his reward (political payoff) for making everybody in my bureau miserable.

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New York City

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Blood Program**

LETTERS POLICY

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



Gesturing with the relaxed authority gained from experience, three-time Capital Region IV president Joseph McDermott recognizes member from audience who has contribution to make during seminar for Local presidents and vice-presidents. Dark area in center of photo is back of head of Betty Lennon, regional education chairman who was writing out members' suggestions.

Capital Region Holds Meeting, Fall Workshop

By DEBORAH CASSIDY

GLENS FALLS—Following announcement that the Civil Service Employees Association had successfully settled two class action grievances with the State concerning promotional and incremental salary increases owed to some state employees, Capital Region IV president Joseph McDermott congratulated members of the CSEA negotiating team who were present at the Region meeting held Nov. 18 at the Queensbury Hotel here.

Mr. McDermott expressed concern that problems had developed from serious disagreements between some Local officers and members of the negotiating team. In a sense chiding the officers for their lack of support, Mr. McDermott's message was that they were wrong for condemning the team before it had a chance to resolve the issue.

Guest speakers for the meeting, which kicked off the annual regional fall workshop, were Glens Falls Mayor Robert Cronin and Mayor-elect Edward Bartholomew, both of whom voiced support for the union. Mayor Cronin told the gathering that his entire family is involved with various unions and from them he has learned, above all, that the key to resolving differences lies in striving for justice and fairness. "I am not your adversary," Mayor-elect Bartholomew stressed. He added that he is looking forward to working with the CSEA, which represents city and county workers in and around the Glens Falls area.

Prior to the actual business (Continued on Page 9)



Capital Region third vice-president Eileen Salisbury was among top officers who participated in weekend refresher course.



Saturday afternoon was devoted to small discussion groups where grievance procedures were acted out. Playing the roles of management and union representatives are CSEA director Bernard Dwyer (Public Services), left center, and Dan Crowley, treasurer of Transportation Main Office Local 687. In background are, from left, Public Service Local 675 president Richard Doucette, Education Local 657's Janet Cephus, Motor Vehicle Local 674's Margaret Dittich, Rensselaer Local 842's Karen Messier and Civil Service Local 653's Helen Dutcher.



Tax and Finance Local 690 first vice-president Carmen Bagnoli, left, seems to have created strong reaction from Local president Santa Orsino, delegate Steven O'Connor and General Services Local 660 vice-president Jerry Hrbek.



Informal grouping of participants includes, from left clockwise, Civil Service Local 653's Joan Ramvndo and Robert Relyea, Warren Local 857 county unit president Joseph Blair, Civil Service Local president and CSEA director Delores Farrell (Civil Service), Local members Helen Dutcher and Sarah Johnson and CSEA director Mary Moore (Executive/Criminal Justice), in foreground.



At special meeting for representatives of Division for Youth Locals, Capital Region supervisor Jack Corcoran, left, coordinates exchange between, left from Mr. Corcoran, field representative John Cummings, Brookwood Local 551 president Mike Torres, Tryon Local 559 president Anthony Caruso and Brookwood vice-president Steve Ivory.



Transportation District 1 Local 676 president William Lucas and CSEA director Geraldine Dickson (Education) are attentive during one of the seminars. Ms. Dickson was in charge of session on parliamentary procedure and Mr. Lucas was group discussion leader on grievances.



Motor Vehicle Local 674 president Jean Book, center, was among the workshop participants who lined up to receive copies of Jones Rules of Parliamentary Procedure that were distributed at Sunday morning workshop.

(Leader photos by Ray Hoy)



Discussion leaders for seminar on grievance procedures receive last-minute instructions from Region education chairman Betty Lennon, third from left. Shown here are, from left, Transportation District 1 Local 676's Jim Hull, Saratoga County Local 846's Monica Jump, Ms. Lennon, Clinton County Local 810's Jeanne Kelso, Cornell University instructor Robin Guber, Insurance Local 666's Betty Collins and Local 676's Milo Barlow.



The Rev. David Randall was seminar leader, Saturday morning on the role of shop stewards. He is a professional arbitrator.

Capital Region

(Continued from Page 8)

meeting, a film on the history of unions was shown. Entitled "The Inheritance," the film detailed the harsh circumstances under which unions were forced, their far-reaching effects on the lives of workers and their evolution to the present day.

In his president's report Mr. McDermott announced an open meeting that statewide president William McGowan was scheduled to hold with members in the Region. He explained that in his absence Ronald Galinski, chairman of the uptown committee; Richard Doucette, chairman of the downtown committee, and Jack Dougherty, regional first vice-president, would represent the Region.

represent the Region.

Other comments in Mr. McDermott's report included praise for the conduct of regional delegates to the statewide convention and announcement that the Locals which have not held elections will not receive rebates. He urged all Locals to run their operations in an orderly fashion to avoid such a situation.

Statewide treasurer Jack Gallagher distributed information for Local and unit treasurers and announced that he would be available throughout the weekend to answer questions.

Education and budget committee reports were heard, and a motion was passed to keep the regional savings account in a savings bank rather than a commercial bank due to the higher rate of interest offered by the former.

Jean Myers, chairwoman of the regional legislative and political action committee, distributed for discussion a summary of CSEA endorsements for political races throughout the Region. Detailing the major victories involving CSEA-endorsed candidates, she stated, "On the whole we did very well for a first effort."

Mr. McDermott announced that the Region political action fund would be disbanded and that future funds will be handled through the CSEA Headquarters. He did state, however, that certain

(Continued on Page 14)



Capital Region treasurer Mary Jarocki, president of SUNY at Albany Local 691, is shown in foreground as Taxation and Finance Local 690 second vice-president Mary Jaro, General Services Local 660 education chairman Cosmo Lembo and SUNY at Albany Local grievance chairman Jean L. Harvey exchange opinions.



The Leader's Capital correspondent, Deborah Cassidy, right, conducts interview with, from left, Coxsackie Local 162 vice-president Pete Willis and SUC at Plattsburgh Local 612 president Betty Lennon as her husband, Rensselaer Local 842 treasurer Joseph Cassidy, listens in.



Although meeting was held in largest room of Queensbury Hotel, some participants had to sit on floor during crowded session. From left are Executive Local 659 president Carl W. Hiemstra, treasurer Marshall Sues and secretary Genny Hargrave.



Amusing moment elicits laughter from group discussion leader Jack Fitzgerald, left, grievance chairman for Insurance Local 666; William Bailey, Labor Local 670 steward, and Julia Braden, Motor Vehicle Local 674 secretary and Capital Region corresponding secretary.



Sunday morning workshop for Local secretaries was conducted by Capital Region secretary Carole Trifiletti, right, of Environmental Conservation Local 655. Concurrent meetings were being held elsewhere in the Queensbury Hotel for treasurers and for presidents and vice-presidents.

Latest State And County Eligible Lists

EXAM 36016
SR SOC SRVS DIS ANLYST
 Test Held March 19, 1977
 Est. July 13, 1977
 (Continued from Last Week)

119	Borgercohen H G Rego Park	76.5
120	Zietchick Leo Flushing	75.9
121	Pellegrino E G Bronx	75.5
122	Mainenti F Astoria	75.2
123	Fishman Robert Bronx	75.0
124	McCarthy John T Brooklyn	74.8
125	Weiss Ronald S Flushing	74.7
126	Kassel Jeffrey Brooklyn	74.7
127	Gatt Connie NYC	74.6
128	Scinta Larry R NYC	74.6
129	Haas Irma Monsey	74.6
130	Smassanow Doree Elmont	74.6
131	Wallis Phyllis NYC	74.5
132	Silver Basya NYC	74.5
133	Oemsby Albert E Brooklyn	74.5
134	Glazer Sharon S Great Neck	74.4
135	Marks Sandra M Yonkers	74.4
136	Sheluga G T Staten Is	73.5
137	Heller Ronald A NYC	72.7
138	Inniss Anthony NYC	72.6
139	Jarvis Susan NYC	72.6
140	Spiegel Helene Rego Park	72.6
141	Ohringer R A NYC	72.5
142	Rosenfeld R J Brooklyn	72.4
143	Ellenwood R T Yonkers	72.4
144	Benignano John Staten Is	70.7
145	Cohen Valerie S Yonkers	70.7
146	Baratz Cathy Brooklyn	70.6
147	Marconi Frank J Brooklyn	70.6
148	Petosa Laurence Huntington Sta	70.6
149	Penosa Mario D Staten Is	70.6
150	Singer Joel H Whitestone	70.6
151	Kurtz Dennis A Flushing	70.6
152	Golden George A NYC	70.5
153	Redd Barbara L Brooklyn	70.5
154	Lenkowsky M A Brooklyn	70.5
155	Arons Simone I Brooklyn	70.5

156	Siporin Cheryl Brooklyn	70.5
157	Gnirke Kenneth Piermont	70.5
158	Korbul Margaret Staten Is	70.5

EXAM 36034
SR INST SAF OFFCR
 Test Held March 19, 1977
 List Est. Oct. 12, 1977

1	Beuerlein R L Mt Morris	100.5
2	Anckner Richard Gowanda	99.0
3	Houlihan R B Elmira	98.9
4	Ciotti Angelo R Rome	98.5
5	Tulloch Arthur Marcy	98.0
6	Meaney Robert H Newark	97.9
7	Simonds H L Binghamton	97.5
8	Wagner Albert A Rome	97.2
9	Hamilton Robert Medford	97.0
10	Gray Howand T E Syracuse	97.0
11	Gero Marvin F Wassaic	97.0
12	Smith Theron S Hunt	96.4
13	Allen Jack D Gowanda	96.2
14	Whiting Volkert Perry	96.0
15	Lovely Leo Mechanicvil	96.0
16	Smith David G Perryburg	95.9
17	Christensen C F Willard	95.8
18	Cannarella J G Sauquoit	95.2
19	Dangelo Peter W Seneca	95.1
20	Conway Kenneth Phoenix	95.1
21	Platner Carl H Susquehanna	95.0
22	Ries George F Perryburg	95.0
23	Cripps James P Ctl Islip	94.6
24	Beimel James D Stony Point	94.5
25	Pagano Pasquale Mt Morris	94.3
26	Barney Robert J Utica	94.3
27	Thompson Glenn Ilion	93.8
28	O'Kane Patrick J Islip	93.5
29	Krider William Patchogue	93.4
30	Richards W F Ogdensburg	93.0
31	Clark Clayton W Grand Island	92.5
32	Woods Robert L Tupper Lake	92.3
33	Worden Donald L Clark Mills	92.3
34	Osmun Frederick Friendship	92.2

35	Ippolito John R Burlingham	92.2
36	Walker Dana R Barneveld	92.2
37	Altamura Frank Greep Is	91.9
38	Adams Richard A Kirkwood	91.5
39	Ludlum Edward Albany	91.2
40	McWhorter S W Ovid	91.0
41	Ward Richard J Forestville	90.8
42	Dujast Roy H Ctl Islip	90.5
43	McGuire Donald Willard	90.5
44	Horvath John P Tonawanda	90.4
45	Morrelle F A Utica	89.7
46	Teller Douglas Pine Bush	89.4
47	Leone Raymond E Angola	89.1
48	Love Donald E Mt Morris	89.0
49	Lincoln Howard Lodi	88.9
50	Shaffer Duane J Port Crane	88.8
51	Smith Peter L Perryburg	88.6
52	Plozycia Harry W Seneca	88.3
53	Gohra Raymond W Clifton Pk	88.2
54	Tryon Paul E Taberg	88.2
55	Walsh Richard W Pt Jffran	88.1
56	Nickel George Lk Ronkonkoma	87.8
57	Molnar Bela G Millbrook	87.7
58	Lenihan John F Ctl Islip	87.6
59	Dean Robert E Newark	87.5
60	McCourt John J Ctl Islip	87.5
61	Mikula Henry W Forestvil	87.0
62	Worden Alanson Wingdale	87.0
63	Callari Joseph Selden	86.6
64	Rindfleisch W M Buffalo	86.0
65	Marshall K A Holland Pnt	86.0

66	Kelley Paul B Ogdensburg	85.9
67	Sollas Harry Ctl Islip	85.9
68	Carrroll Gordon Ovid	85.6
69	Tompkins H P Saansburg	85.5
70	Lastouski W NYC	85.5
71	Coons Robert W Wassaic	85.5
72	Derby Paul F Newark	85.5
73	Lempka L L Middletown	85.1
74	Klein George R Islip Ter	84.9
75	Coppola Vincent Otisville	84.9
76	Andolsek Arnold Gowanda	84.9
77	Gahr Ellsworth Oneida	84.5
78	Marschhauser H Medford	84.5
79	Merritt James H Pearl River	84.5
80	Martin Donald G Oceanside	84.4
81	Thein Harold Bay Shore	84.3
82	Shaw John E Marcy	84.0
83	Deserre Edward Utica	84.0
84	Balko John M Poughkeepsie	84.0
85	Gordon Charles Hyde Park	84.0
86	Christoff Louis Binghamton	84.0
87	Arias Santiago Dover Plains	84.0
88	Fog Earl R Rome	83.8

89	Tompkins John R Rhinebeck	83.7
90	Anglemyer H I Circleville	83.7
91	Carella Violet Staten Is	83.3
92	Landolina A V Staten Is	83.3
93	Smith George E Yonkers	83.2
94	Claybolt Warren West Seneca	83.1
95	Arrigo Robert T Perryburg	83.1
96	Bingham Howard Richfld Spgs	83.0
97	Leggio Vincent Ozone Park	82.8
98	Gorman John H Binghamton	82.8
99	Martin Clyde R Scorsburg	82.5
100	McSharar F J Haverstraw	82.5
101	Rose William D Lindznhurst	82.5
102	Bova Herman J Ogdensburg	82.5
103	Mahoney Robert New Hartford	82.5
104	Taber Donald J Mt Morris	82.4
105	O'Neil John K Albany	82.4
106	Grant Ernest J Saratoga Spg	82.3
107	Lanieri Albert Smithtown	82.3
108	Rabideau E B Rainbow Lk	81.7
109	Love David A Groveland	81.5
110	Collins James R NYC	81.2

(To Be Continued)

GO TO HEALTH

By WILLIAM E. WILLIFORD

Avoid That Breakdown

Why not put your nervous breakdown off until after the holidays? If you agree, here are some suggestions to use until the time is right. After all, the hospital is no place to be during the holidays.



You've got to think positive. The author of the following pledge is unknown to me but I have been assured by a healthy friend that a daily recital of the following is beneficial:

- "I believe that I can give love to others and accept love from others.
- "I believe that I can survive all of life's problems and frustrations that come my way, whether I have caused them or others have caused them.
- "I believe that life with all its frustrations is still worth living.
- "I believe that happiness comes from within—a learned habit of enjoying not necessarily the big things of life but all of the little things.
- "I believe that I can enthusiastically live one day at a time, each day as it comes, while working toward future goals, and I will never be without an exciting goal."

Smile, it's good for you, and have a good day.

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OSSINING — Ranch style home, 3 bedrooms, liv rm w/cathedral ceiling & frplc. 2 full baths, car port, full play rm w/built in BBQ pit. Central air & heat. Patio & sun deck in rear. Mid 50's. Call owner 914-941-2374 after 5:30 P.M.

LEGAL NOTICE

SUPREME COURT: BRONX COUNTY.
 Summons Index No. 15220/77. PLAINTIFF: NEW YORK & SUBURBAN FEDERAL SAVINGS & LOAN ASSOCIATION, against Pedro Laruy and Madeline Laruy, his wife, and all the heirs at law, next of kin, distributees, devisees, grantees, trustees, lienors, creditors, assignees and successors in interest of any of the aforesaid defendants at law, next of kin, distributees, devisees, grantees, trustees, lienors, creditors, assignees and successors in interest of the aforesaid classes of persons, if they or any of them be dead, and their respective husbands, wives or widows, if any, all of whom and whose names and places of residence are unknown to the plaintiff, except as herein stated. THE PEOPLE OF THE STATE OF NEW YORK

TO THE ABOVE NAMED DEFENDANTS AND EACH OF THEM: YOU ARE HEREBY SUMMONED to answer the Amended Complaint in this action and to serve a copy of your Answer or if the Amended Complaint is not served with this summons, to serve a notice of appearance on the Plaintiff's attorney within twenty (20) days after the service of this Supplemental Summons, or within (30) days where service is other than by personal delivery exclusive of the day of service and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. The basis of the venue designated is that the premises being foreclosed are situated in Bronx County, New York.

Dated: Nov. 1977.

To the above named defendants: The foregoing summons is served upon you by publication pursuant to an order of the Hon. Alexander Chananau, a Justice of the Supreme Court of the State of New York, dated November 18th, 1977 and filed along with the supporting papers in the Bronx County Clerk's Office. This is an action to foreclose a mortgage on premises 843 East 214th Street, Bronx, N.Y., briefly described as follows: On the north side of East 214th Street, 257.65 feet west of Bronxwood Avenue, being a plot 83.83 feet x 28.67 feet and located in Section 16, Block 4673, Lot 19. Dated: December 2nd, 1977. Howard Stein, Attorney for Plaintiff.

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Nassau Jobs Announced

MINEOLA—There is a Dec. 14 filing deadline for 13 new job openings with Nassau County agencies.

The posts, which range in salary from \$11,835 to \$22,500 a year, have Jan. 14 exam dates except one, assistant hospital administrator II, which has no written test. Candidates for this post will be rated on training and experience.

The others are manpower grants technician, which pays \$13,228; youth corps projects director (\$20,596), public health director I (\$13,228), training specialist II (\$18,885), director of public health education (\$20,596), assistant nursing home administrator I (\$17,279), building maintenance supervisor II (\$14,000) and maintenance supervisor II (\$15,000).

Also, plant maintenance engineer (\$22,500), superintendent of building operations and maintenance (\$20,596), assistant superintendent college buildings and grounds (\$17,279) and meter reader (\$11,835).

To qualify for assistant hospital administrator, candidates need a master's degree in hospital administration or health service administration and two years' hospital administration experience. Manpower grants technician applicants need a bachelor's degree and two years' experience preparing grant proposals for local governments. A master's degree in vocational guidance or social work and seven years' vocational guidance or social work experience, three years of it as a supervisor, will qualify candidates for the youth corps project director test. A candidate with a bachelor's degree in community health organization, health education or community organization is eligible for the public health educator test. Training specialist II applicants need a master's degree in social work or criminal justice and five years' experience in probation work, two years of it as a training officer, and experience teaching sociology, psychology or criminal justice.

Requirements for the other posts range from master's degrees to only a high school diploma and no experience to eight years' experience.

For further details, contact the Nassau County Civil Service Commission, 140 Old Country Rd., Mineola 11501.

Four Job Slots In Rensselaer Set For Testing

TROY—Rensselaer County officials have scheduled testing on Jan. 14 for four open competitive posts.

There is a Dec. 14 deadline for the jobs, outreach worker, a \$8,976-a-year post; superintendent of buildings and grounds, an \$8,500 to \$12,000-a-year post; the \$16,408-a-year Van Rensselaer Manor director's job and associate research analyst, which pays \$11,502 a year.

For additional details, contact the Rensselaer County Civil Service Commission, Court House, Troy.

Social Workers

ALBANY—The State Civil Service Department established an eligible list for medical social worker A on Nov. 7 as the result of an Oct. 10 open competitive exam. The list contains 73 names.



JOSEPH O'CONNOR
... long hours



ELEANOR McDONALD
... gives praise

Grae, Rose And O'Connor Praised For Court Victory

WHITE PLAINS—Westchester Civil Service Employees Association officials were happily praising each other last week following a long court battle on behalf of a Greenburgh maintenance man who had been fired on misconduct charges.

Eleanor McDonald, president of CSEA's Greenburgh unit, gave most of the credit for winning Nelson F. McGinagle's job back to Arthur Grae and James Rose, CSEA regional attorneys who represented Mr. McGinagle in his

(Continued on Page 15)

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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 Gilermo, 747 East 102nd St., Bklyn, NY (\$2,200); James Mintzer, 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 1/2% of profits and 92 1/2% 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.

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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
Hearing Reporter	\$11,337	20-211
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
Varitype 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 I, Albany, New York 12239 (518) 457-6216.

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-6600.

Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4261.

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.

REAL ESTATE VALUES

Publisher's Notice:
All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, sex, or national origin, or an intention to make any such preference, limitation, or discrimination."
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New York State

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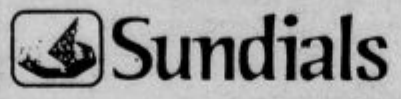
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TOAST VICTORY IN MIDDLE COUNTRY SCHOOL DISTRICT

Suffolk Education Local 870 president Walter Weeks estimated that 75 Civil Service Employees Association members turned out for a celebration by its Middle Country School unit in turning back the recent representation challenge by the NYUST. Mr. Weeks, seated behind the table, is surrounded here by some of those members and CSEA staffers who attended the four-hour gathering at the Knights of Columbus Hall in Centereach. Unit president Mike De Turo organized the party.

Region IV Officers Train At Workshop

(Continued from Page 9)

tain allowances for Locals could still be obtained through the Region and that more information on the charges will be available soon.

Jack Corcoran, regional supervisor, presented a report in which he summarized major CSEA accomplishments in the areas of communication, service, education and action. He cited newsletters, press conferences, pamphlets and mailings as advancements in communications.

Furloughs

(Continued from Page 1)

issues beyond declaring the matter moot.

The planned furlough of all Monroe County officers and employees, the latter represented by the CSEA, never came off due to legal actions instituted by the CSEA with Martin R. Koenig, president of the CSEA Monroe County Local, as plaintiff. The County Legislature, caught in a claimed financial bind, enacted a formal resolution on June 30, 1976, calling for the 10-day furloughs without pay. Lengthy court action now just concluded tied up the plan and prevented it from being enacted. And the Court of Appeals, in declaring the matter moot while at the same time overturning an Appellate Court ruling favoring the county, pointed to the fact the resolution had no effect beyond 1976 and was therefore not enforceable any longer anyway.

But Justice Cooke stated the resolution "is invalid and contrary to law" and insofar as it related to county employees in the competitive class having tenure, "is inconsistent with section 80 of the Civil Service Law." Justice Cooke further ruled, referring to the "county officers," that the Monroe County Legislature had no authority to diminish their compensation.

Justice Cooke, saying the high court should have ruled on the basic issue, noted the "controversy here is of a character likely to recur in the future" and further that "a declaration of mootness is in effect the denial of an appeal in an important area of the law and, if continued ad infinitum, will result in lasting uncertainty and frustration, analogous in some ways to denial of standing, long a beast of the law."

In the area of education he discussed officer training sessions and the formation of several new units and Locals. And finally, in the area of action, he commented on action by the CSEA to prevent contracting out transportation and other services by several school districts.

A motion was passed to have Mr. Corcoran's report distributed to the regional membership.

An employee from the State University of New York at Cobleskill attended the meeting to ask if the CSEA would be interested in challenging for representation there. Mr. McDermott replied that the request will be considered.

Mr. McDermott was presented with an award from the United Fund for the Region's support in their recent fund-raising campaign. He accepted it with the words that it belonged to the entire Region and not just himself.

Paul St. John, vice-president of the Department of Transportation Local, announced that small counties could get into the State Employee Federal Credit Union.

Saturday and Sunday sessions were devoted to various educational programs under the direction of the Region's education

chairman, Betty Lennon, of SUC at Plattsburgh Local 612.

The Rev. David Randles, a professional arbitrator and teacher at the Cornell School of Labor Relations, was principal speaker at the Saturday morning session. He spoke on the role of shop stewards, on the need for a strong union and on arbitration and grievance procedures.

In the afternoon, the CSEA participants divided into small groups to act out grievance procedures through role-playing.

On Sunday, special training sessions were held for presidents and vice-presidents, for secretaries and for treasurers. These were guided by Mr. McDermott, Mr. Corcoran, Transportation Local 676 treasurer Dan Crowley and Region secretary Carole Trifiletti.

Last formal event of the weekend was a workshop on parliamentary procedure. At this, Geraldine Dickson, a CSEA director representing the Education Department, set up a mock session at which staged disruption was used to point up how valuable discussion time can be wasted through technical nit-picking. Civil Service Local 653 second vice-president Robert Relyea presided over the organized mayhem.



Playing the role of typical havoc-raisers at a meeting, General Services Local 660's Gerald Purcell and Transportation Main Office Local 687's Kenneth Hahn line up at "paper" microphone during seminar that featured organized disruption as part of teaching process.

Solve Aftercare

(Continued from Page 3)

not take effect until April 1, 1978, it is equally true that it was the clear intention of the Legislature that no further demonstration projects were to go forward except in compliance with this section.

"On July 9, 1977, before any local planning was carried out or even attempted, and based only on an extremely superficial one and one-half page proposal hastily submitted by Commissioner Coughlin, \$279,000 was appropriated in the Supplemental Budget for a Broom demonstration project. After the money had been appropriated, the Department immediately began a process of arbitrary and secret proceedings which resulted in the designation of the Delaware County Association for Retarded Children as the single agent for responsible planning and carrying out the Delaware County Demonstration Project. The key event in this process was a non-public meeting at which the Department, evidently as a quid pro quo for earlier deals, made with the statewide Association for Retarded Children 'twisted arms' to force the local director of the Delaware County Community Mental Health Board to accept the designation of the ARC as controlling agent for the project.

"It must be remembered that the purpose for the demonstration projects is to test new ways of overcoming the problem of service delivery that plagues the Mental Hygiene service system: problems such as duplication and fragmentation of service, lack of interagency coordination and cooperation, and the refusal of many nonpublic agencies to treat patients with certain levels of disability. The incredible fact is, however, that in Delaware County, none of these problems exist. Both the State and a broad range of nonpublic agencies work together closely and cooperatively with shared staffing as an integral part of their system to provide the full range of services to the mentally retarded and developmentally disabled clients. Worse still, the designation of the local ARC as single agent for the project runs directly contrary to local circumstances. By virtually unanimous local judgment, the Delaware County ARC is the weakest link, the weakest agency providing services to retarded clients in Delaware County.

"What we are attempting to point out is that this supposed demonstration project is not designed for the purposes set forth

by the Legislature, but rather is just another excuse to eliminate state services by turning over control to private agencies.

"We would hope that this committee would consider the easily recognizable benefits in the provision of aftercare to deinstitutionalized patients that can result from continued state control and operation of intermediate care facilities, halfway houses, community residences, while making direct provisions for aftercare from local state facilities. One thing which is manifestly clear is that until the New York State Department of Mental Hygiene has cured the aftercare problem, they must halt continued discharges."

Install Stony Brook Officers At Holiday Party Next Weekend

STONY BROOK—Stony Brook University Local 614, which recently held an installation of its new officers, will hold a Christmas party Dec. 17, it was announced by Al Varacchi, president.

The party will be at the Knights of Columbus Hall in Patchogue starting at 8:30 p.m. The program includes unlimited bar, buffet dinner and dancing to a live band. Tickets are \$10 for members, \$13 for associates and \$15 for guests.

Mr. Varacchi was recently re-installed for another term as president along with the full slate of officers, including:

James Gomez, first vice-president; Ed Zurl, second vice-president; Sue Juliano, secretary; Helen Fox, treasurer; Donna Persing, recording secretary; Estelle Gremell, financial secretary, and Mildred Just and Libby Lorio, delegates.

Also, unit representatives Harry Cupolow for PS&T, Nina Sclafani for administrative, Jim Spector for custodial, Charles Sclafani for operational, Rose Mary Gorman for custodial and Betty Tackas for administrative.

Marcy Holiday Event

MARCY—Marcy Psychiatric Center Local 414 of the Civil Service Employees Assn. will sponsor a Christmas party Dec. 10, 1977, according to the Local's publicity chairman, Dorothy Ozog. Festivities, at Roselawn, New York Mills, will begin at 7 p.m. and last until an unspecified time.

Tryon Observes Holidays

JOHNSTOWN — Tryon School for Boys Local 559 of the Civil Service Employees Association is sponsoring a Christmas party for members Dec. 9, according to Local presi-

dent Anthony "Duke" Caruso. Location of the event will be the Rainbow Restaurant here.

Mr. Caruso also noted two other events that indicate the members' growing participation in the 150-member Local within the Division for Youth.

Last month a two-day workshop was held to discuss group life insurance plans available to members. Robert Bennett and Thomas Lee, both of Travelers Insurance Co., were on hand to explain the various plans.

This week, on Dec. 8, members were scheduled to participate in a Christmas Bazaar at the school for the benefit of the Tryon Student Recreation Fund.

Brockport Holiday

BROCKPORT — Members of Civil Service Employees Association Local 601 at the State University College at Brockport will celebrate the holidays Dec. 10 with a Christmas party, according to Local publicity chairman Rita Burrell. Festivities will begin with a dinner at 7:30 p.m. at the Brockport Country Club.

Suffolk County Opening Six New Job Slots

HAUPPAUGE—Applicants seeking jobs with Suffolk County agencies have a date with county civil service officials Jan. 14.

Five qualifying exams are scheduled for that day. The openings are for principal research analyst, which pays \$666 a \$413 bi-weekly post; communications systems manager (\$671 bi-weekly); drug abuse educator,

principal planner-transportation (\$666 bi-weekly), principal planner-manpower (\$666 bi-weekly) and chief planner-transportation (\$761 bi-weekly).

There is no written test for communications systems manager. Education and training will be the criteria. Filing deadlines are Dec. 14.

Chief planner candidates need a degree in planning or civil engineering and seven years transportation experience, four of it as a supervisor. Communications systems manager requirements are a degree in electrical engineering or a related field and six years' experience planning large-scale radio communications sys-

tems. For principal research analyst, candidates need a degree and six years' experience developing managerial and operations research studies. Principal planner requirements are a degree, five years' transportation planning experience, two of them as a supervisor or a master's degree in transportation planning and three years' experience, two as a supervisor. Principal planner-manpower applicants should have a master's degree in business or public administration and four years' manpower, industrial relations, business administration or manpower planning experience. Drug abuse educator requires a degree in drug or alcohol therapeutic counseling and a year's experience.

Details and job applications are available at the county Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge 11787.

5 Rockland Jobs

NEW CITY—Five new job openings are available in Rockland County agencies, the county personnel office announced.

The posts are maintenance supervisor and public health educator, both open competitive slots, and principal clerk, principal registry clerk and senior library clerk, promotion jobs.

Details are available at the personnel office, County Office Building, New City.

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Positions exist in Department

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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.-3p.m.); State Building Campus, Albany 12239; Suite 750, 1 W. Genesee St., Buffalo 14202: 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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

of Mental Hygiene psychiatric and developmental centers for assistant speech pathologist (exam no. 20-884) and assistant audiologist (20-885), both paying \$11,337 a year. Candidates must have a master's degree in speech pathology and audiology, respectively, in order to be eligible to apply. Training and experience will be given credit, and candidates will be placed on a one-year eligible list on this basis.

Speech pathologist (no. 20-883) and audiologist (no. 20-882) pay \$12,670 a year. Candidates applying for the titles must have one year of paid professional post-master's experience and a New York State speech pathologist or audiologist license, or certification by the American Speech and Hearing Association. Applicants will be rated on the basis of their training and experience. Vacancies exist in Department of Mental Hygiene facilities.

Motor carrier transportation specialist (no. 20-889) pays \$13,404 a year. Positions exist in the New York State Department of Transportation in Albany. Candidates must have a bachelor's degree in engineering, planning or business and economics, and have had at least one year of experience in the operation of a large urban, suburban, rural or specialty transit system. A master's degree in civil engineering, transportation engineering, traffic engineering, transportation planning or business administration is an acceptable substitute for experience. Training and experience will be rated, and candidates will be placed on a one-year eligible list according to their score.

Applications may be obtained at the following offices of the state Department of Civil Service: 55th floor, Two World Trade Center, Manhattan; State Office Building Campus, Albany, and Suite 750, 1 Genesee St., Buffalo.

Praise Three

(Continued from Page 11)

appeal before a state appeals court. The court ordered him reinstated with backpay. Ms. McDonald also praised CSEA field representative Joseph O'Connor who, she said, worked many long hours on the case.

"Attorneys Grae and Rose put together a well-documented case and I congratulate them on this very meaningful win," said Ms. McDonald.

Mr. McGinagle was accused of arson at the town pumping station and negligence. He was fired after refusing to take a lie detector test. The court ruled he was within his rights in refusing the lie test and said there was sufficient evidence to sustain the other charges.

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Alcohol Investigators Stay Competitive

(Special To The Leader)
ALBANY—The Civil Service Employees Association has succeeded in keeping three positions in the Division of Alcoholic Beverage Control (ABC) in the competitive class of civil service.

The Civil Service Commission had originally given tentative approval to a request by the ABC to have its confidential beverage control operations investigator positions taken out of the competitive class and made non-competitive. But the union, acting on information from Tony Papa, its delegate representing the ABC, moved to appeal that tentative change. And after a recent hearing in Albany at which the CSEA presented its case, the Civil Service Commission "determined that these positions should remain in the competitive class, according to commission president Victor S.

Bahou. Representing the union at the hearing were senior ABC investigators Leonard Zanghi, Jerry Corcoran and Joseph Williams and investigator Steven Samboy. CSEA research analyst Tim Mullens also spoke in defense of the validity of the competitive process.

"Placement of these positions in the non-competitive class would have reduced employee morale to an even lower level," Mr. Mullens said. "Besides, there already exists an excellent field of employees who are more than qualified and capable of performing the duties of the higher grade."



AT MONROE DEVELOPMENTAL CENTER
Recently elected officers of the Monroe Developmental Center Local of the Civil Service Employees Assn. are, from left, president Mary Doyle, treasurer Eugene Clark, first vice-president Randy M. McDonald, PS&T delegate Ann Bendon, administrative delegate Chris Parnell, past president Mary Cartwright, institutional delegate Fred Norris, secretary Peggy O'Leary and corresponding secretary Kathy Palermo. Not present for the photo are outreach delegate Dan Bauer and food service delegate Mary Clark.

Emergency Meeting In Rockland

NEW CITY—There will be an emergency meeting of the Rockland County unit of the Civil Service Employees Association at 8 p.m. Wednesday, Dec. 7, at the North Rockland High School on Hammond Road, Thiells.

The meeting will update county employees on contract negotiations, including the county's latest proposal to remove benefits and protections that employees currently enjoy.

Rockland County employees have been working without a negotiated contract since Jan. 1, 1976. All members of the bargaining unit are urged to attend this crucial meeting.

Win Job Back For St. Lawrence Lab Tech

(From Leader Correspondent)

CANTON—A long-standing controversy over the firing and subsequent reinstatement of a St. Lawrence County laboratory technician at a demoted position level has been resolved with a victory for the employee.

The controversy included disagreement over on-call status and overtime pay, and led to the dismissal of Leanne Cayea, her reinstatement and demotion from senior laboratory technician (grade 25) to the rank of laboratory technician (grade 21).

The saga for the Civil Service Employees Association member, represented by CSEA attorney William F. Mangin, began last

Aug. 5 when she was discharged by Dr. Shahin Niroomand, laboratory director, on the grounds of "financial considerations."

But in September, St. Lawrence County Legislative Chairman Allen Rishe upheld the CSEA position that the firing action was contrary to the CSEA contract. Mr. Rishe then ordered Ms. Cayea reinstated, a decision subsequently upheld by a Supreme Court order in October.

However, the Court ruled only that the original firing was improper. The question of demotion was left to Mr. Rishe for determination. And last week, the Legislative Chairman overturned the decision of Dr.

Niroomand to demote Ms. Cayea. Mr. Rishe said Ms. Cayea was "improperly demoted to the position of laboratory technician," and accordingly is to be reinstated to the position of senior laboratory technician.

Ms. Cayea returned to work Oct. 21 at the Clifton-Fine Hospital, Star Lake, following terms of the court order. Mr. Rishe's decision wiped out the demotion and reinstated Ms. Cayea to senior laboratory technician retroactive to her Aug. 5 firing date.

Mr. Rishe said any backpay to which Ms. Cayea is entitled must be offset by unemployment benefits she received, and by any money she earned from other employment.

McGowan Reorganizes CSEA Staff Structure To Provide Better Services

(Continued from Page 1)
has been appointed executive assistant to the president and reports directly to Mr. McGowan. Under the new arrangement, Bernard J. Ryan, director of legislation and political action, and Roger A. Cole, director of public relations, also report directly to the president.

Reporting to Mr. Carey will be a programs administrator, four

collective bargaining specialists with responsibility for the four major state contracts, a legal assistance administrator and administrative assistant, director of education Edward Diamond and retirees coordinator Thomas Gilmartin.

Reporting to Mr. Dolan will be his assistant director, Gerry P. Rogers; director of research William L. Blum and the Re-

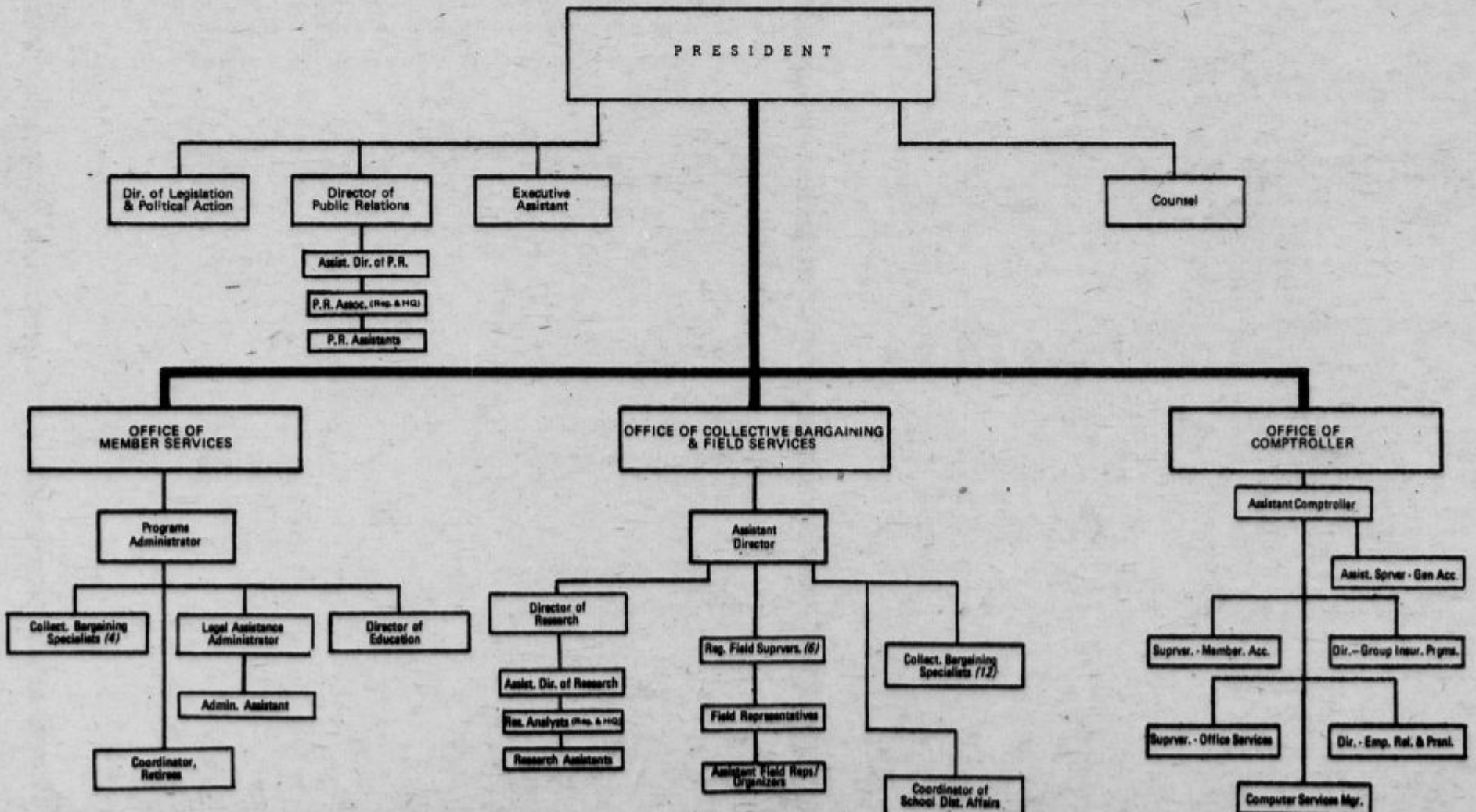
search Department personnel; the six regional field supervisors and all field representatives; assistant field representatives and organizers, as well as 12 collective bargaining specialists and the coordinator of school district affairs.

Reporting to Mr. Collins will be David Stack, named as assistant comptroller; Thomas Whitney, director of employee rela-

tions and personnel; Michael Carroll, director of group insurance programs, and the membership accounting, general accounting, office services and computer service functions.

The internal reorganization is the latest in a series of innovative changes and new programs instituted by Mr. McGowan since assuming leadership of the CSEA. "All the changes are designed to

improve services to the membership, open up lines of communication between the union and the member, and move us closer to reaching the full potential of CSEA," Mr. McGowan noted. "I think we're doing a better and better job, and I think we are closer to the peak of our potential than ever before. But I won't be satisfied until we have reached it," he concluded.



This organization chart reflects lines of reporting only. Individual salary levels do not necessarily correspond to actual individual locations on the chart.