

Civil Service LEADER

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Trouble In Ulster

— See Page 8

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Oswego County Sheriff Ray T. Chesbro, left, extends congratulations to Deputies Michael Warchol and Terry Wise. The two men, members of the newly formed sheriff's unit of the Oswego County CSEA chapter were recently honored with Gold Badge Awards for their gallantry in the line of duty by Syracuse television station, WTVH. Jack Miller, right, CSEA field representative, was on hand in the sheriff's office to add his congratulations to the two deputies.

CSEA Plans Probe Of Merit System

ALBANY—The Civil Service Employees Assn. plans to hire a consultant to conduct a probe into the state's civil service Merit System. This action is intended to counteract possible changes recommended by a state team hired by New York with federal funds.

"On the surface, the hiring of a team of outside consultants by the state, to study the civil service Merit System and come up with recommendations for changes in that system, is not much different from earlier efforts by the state to weaken the all-important merit and fitness system and return to some form of spoils system whereby politicians control huge blocks of appointments," said CSEA's executive director Joseph D. Lochner.

"CSEA's top-level staff members have reviewed the possible implications of such a study, and have determined that a highly knowledgeable, highly qualified outside consultant of our own choosing would, in all probability, provide CSEA with the type of data and information necessary to react successfully to state efforts to implement harmful changes their team of consultants might recommend," Mr. Lochner said.

CSEA will select its consultant from a group of "several eminently qualified former high-level management people who worked their way to the top through the merit and fitness system and know its value to the employee, and who know the civil service system inside-out," he continued.

The New York State Civil Service Commission recently announced the hiring of five consultants for what the state termed an in-depth study of the state's civil service Merit System.

Victor S. Bahou, president of the State Civil Service Commission, said, "we are confident that their findings and recom-

mendations will be of great value in our continuing efforts to modernize and improve the civil service system in New York State."

Mr. Lochner warns that the state has been thinking seriously of trying to resurrect a management career service concept that, if allowed to become re-

(Continued on Page 14)

TV Station Honors Two Oswego County Deputies Who Risked Their Lives

OSWEGO—Two members of the newly formed Deputy Sheriff's unit, Oswego chapter, Civil Service Employees Assn. were honored with the WTVH-TV Gold Badge Award at recent ceremonies.

The Syracuse television station made the coveted awards after evaluating the report of sheriff Ray T. Chesbro, which cited the action taken by the two deputies during a family disturbance.

Deputy Terry Wise was credited with saving the life of

fellow deputy Michael Warchol after the two had been dispatched to serve a warrant for harassment at a home in Mexico, N.Y.

Deputies Wise and Warchol were met at the door by a man

(Continued on Page 3)

Langer Hails The Proposed Public Employee Legislation

(Special to The Leader)

ALBANY—The 1977 meeting of the State Legislature, which began Jan. 5, will be one of the most important sessions ever, not only for the 230,000 members of the Civil Service Employees Assn., but also for all public employees throughout the state, according to Marty Langer, chairman of CSEA's statewide legislative and political action committee.

"In the past few years, public employees have been both the

victims and the scapegoats," Mr. Langer said. "It's time to turn this trend around."

CSEA, New York State's largest public employee union, hopes to start getting public employees on the right track with a series of proposed legislative amendments and bills developed by Mr. Langer's committee, input from CSEA's regional political action committees and the expertise of the union's lobbyists in Albany. The committee will meet Jan. 14 at 5 p.m. at the Quality Inn, Albany, to review the proposed legislation.

Some of the highest-priority proposals follow.

• An amendment is being offered to the Last-Offer-Binding-Arbitration ("LOBA") bill, to allow an arbitrator three choices,

and only three, in cases where the state—or a county or other municipality—reach deadlock in negotiations. The three choices would be: the union's last offer;

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CSEA Nominating Committee Named Statewide By Regions

ALBANY—Members of the statewide nominating committee of the Civil Service Employees Assn., who will select the candidates seeking election to statewide CSEA posts, have been announced by CSEA executive director Joseph D. Lochner. The election will be held in early summer.

As mandated in the union's constitution, the committee is made up of three members from each of CSEA's six regions. Of the three selected two must be

from the State Division, and one from the County Division. Because there are no County Division chapters in Metropolitan Region II, all three committee

members are from the State Division.

Two candidates for the offices of president, executive vice-pres-

(Continued on Page 8)

'Can't Keep Me Down,' Says CSEA Secretary

ONEONTA—Irene Carr, statewide secretary of the Civil Service Employees Assn., is now on the mend at home.

She returned to her home at 92 Center St. here following hospitalization in Binghamton for a broken hip.

Ms. Carr says she still can't bear much weight on the broken side, but anticipates an early return to her duties, noting that: "Can't keep me down."

CSEA Surveys Plaza Stores

ALBANY—Ten thousand questionnaires concerning the type of retail outlets which could be opened on the Concourse level of the Empire State Plaza have been distributed to state employees at the Mall by the Capital Region of the Civil Service Employees Assn.

Regional president Joseph McDermott commented on the survey: "When the Office of General Service approached CSEA with questions on what type of retail outlets should be sought for the Concourse level of the Plaza, I suggested that a direct membership survey be done. OGS agreed to the concept and Michael Carroll, the regional research analyst, quickly developed a small but effective questionnaire that will provide the ans-



JOSEPH McDERMOTT
Seeks Opinions

wers to all the questions OGS and the commercial business concerns may develop."

Don't Repeat This!

Governor's Message Steals Page From Republican Book

Governor Carey's State of the State Message sounded the death knell of New Deal liberalism, which

(Continued on Page 6)

Yonkers School Guards Win One Court Decision

YONKERS—Yonkers school crossing guards represented by the Civil Service Employees Assn., threatened with layoffs due to the precarious financial plight of the Westchester County city, won a court victory recently in their nine-month fight to stay on the job.

Supreme Court Justice Harold L. Wood has ruled that the union has the right to take the matter of the proposed layoffs to arbitration.

However, another motion, instituted by Westchester County CSEA local president Raymond Cassidy, to bar all layoffs of the guards while the matter is being heard by the arbitrator, was denied by the Westchester County Supreme Court justice.

The Yonkers Fiscal Control Board directed the discharge of the 112 school crossing guards as one means to get the city back on firm fiscal grounds. The order was to have taken effect Dec. 31, 1975, eight months short of the termination date of the CSEA unit's contract.

Earlier, Mr. Cassidy and unit president Dolores Nyahay appealed to the Appellate Division in an attempt to uphold the job security clause in the guards' contract. This states, in part: "Present members may be removed for cause but will not be removed as a result of post elimination." That court ruled that job security clauses are invalid and that there is nothing contained in the collective bargaining agreement barring dismissal of any employee as the result of economic necessity.

Attorneys in this latest action were CSEA Southern Region III lawyers Arthur Grae and James

Rose. The decision, reversing the Appellate Court ruling, held that in fact job security contract clauses are indeed legally enforceable. However, the Supreme Court could not determine if the crossing guard clause was, in fact, meant to be a job security clause, and therefore did not issue the injunctive relief sought by Mr. Cassidy and Ms. Nyahay to prevent layoffs while the issue was in arbitration.

"The union will stand firm on the fact that the clause offered by the City of Yonkers is a job security clause and was accepted as such in good faith by the school crossing guards when they signed the contract," Mr. Cassidy declared. "The problem we face today is that the court consid-

ered this clause to be ambiguous in meaning."

Justice Wood, however, in his decision, recognized the validity of the provisions in the contract were not challenged. He also acknowledged that a grievance does, in fact, exist, due to the dispute arising out of interpretation and application of the terms of the contract.

He concluded that it should be left to the arbitrator, whether or not the questioned clause is a job security clause.

Commenting on the lengthy court fight, Ms. Nyahay said: "No one could have received better support than we did, and on behalf of all of us I want to express the deepest gratitude and appreciation."

Call Mental Patient Plan Blueprint For Disaster

NEW YORK—Betty Duffy, president of the Pilgrim State Psychiatric Center local of the Civil Service Employees Assn., labeled the New York State deinstitutionalization plan for mental patients, "a blueprint for disaster for patients, employees, communities and taxpayers." Her comments appeared in the New York Times, Jan. 2, on the Opinion Page of the Long Island Weekly Section.

According to Ms. Duffy, "the plan has the potential for unnecessary human suffering because it amounts to little more than dumping large numbers of

patients from psychiatric facilities into society without regard for their welfare after release."

Ms. Duffy argues that presently planned deinstitutionalization will create an "enormous pork barrel for local politicians" who will have carte blanche to fill jobs in community centers and half-way houses with "the party faithful." Moreover, Ms. Duffy claims, the conditions that permitted the nursing-home scandal will flourish.

"For the taxpayer the burden will eventually surpass welfare. The community mental-health program is a Trojan horse for county taxpayers," Ms. Duffy said.

Welfare rolls will swell because present plans call for dismissing mental health employees who have put years on the job, to make way for the local political hacks as a sweetener for local politicians, Ms. Duffy claimed.

Citing the disastrous experience with the deinstitutionaliza-

Accountants. MH Aides, Nurses Sought By State

ALBANY—The state Civil Service Commission is continuously recruiting college graduates with at least 24 accounting credits for assistant state accounts auditor and examiner of municipal affairs positions.

The Commission is also continuously accepting applications for Mental Hygiene therapy aide trainee (English-speaking and Spanish-speaking), which has no special training or experience requirements, and for nurse I and II.

The accountant positions (Oral Exam 20-127) are with the State Department of Audit and Control.

Although each appointee must be evaluated individually, experience in some of these positions is sufficient to qualify for certified public accountant exam.

For accountant jobs, candidates must have a bachelor's degree with at least undergraduate or graduate accounting credits. College seniors may apply nine months prior to grad-

uation. Starting salaries vary according to the job locations and candidate's qualifications. New York City area appointees in the top third of their college graduating class or who have master's degrees will be paid \$12,264.

For further information contact the commission at County Office Building, Wampsville, N.Y. 13163.

Other New York City area appointees will earn \$11,364. Upstate appointees with the special academic status get \$11,164. Other upstate appointees get \$10,714. In Monroe County, \$200 additional is paid.

Mental hygiene therapy aide trainees (Exam 20-394) start at \$7,204 and \$8,051 after the one-year training period. There are jobs in many hospitals, schools and other institutions of the Mental Hygiene Department throughout the state.

Applications for the trainee positions should be submitted to the individual facilities. List of facilities are available from the State Civil Service Department.

Nurse I candidate needs a New York State nursing license for the \$10,118 a-year-job. Salaries vary throughout the state. It is \$11,324 in New York City.

Nurse II requirements are a registered nurse license and one year's experience. Nurse II psychiatric or rehabilitation candidates need specialized experience.

Nurse II receive \$11,337 a year in most locations but receive \$12,456 in New York City. There are also higher salaries for working certain hours and in certain specialties.

Filing Opens On Trade Jobs

MANHATTAN—The New York City Area Office of the U.S. Civil Service Commission has opened filing until further notice for several trade jobs under the General Notice NY-6-06-A.

Applications are being accepted for chief engineer (ferry boat), at \$8.86 per hour, electronic accounting machine operator at GS-4, maintenance mechanic at WG-10, laundry and dry cleaning equipment mechanic at WG-10, sewing machine repairer at WG-9 and food service foreman at WS-8.

Applications are no longer being accepted for air safety investigator (field) at GS-11 and pipefitter at WG-10.

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Fiscal Affairs

(Editor's Note: Jack Gallagher, treasurer of the Civil Service Employees Assn., this week begins a series of articles touching on financial matters and aspects of the union's model local constitution.)

I receive many questions from members concerning financial matters as they pertain to local chapters. In response, I will be writing a weekly series on the CSEA's model chapter constitution, featuring those sections of the model constitution that govern how financial matters are to be managed by elected chapter officials. Any member with information concerning the operation of a chapter that is not following the constitutional format is urged to contact me.



JACK GALLAGHER
Treasurer Explains

ARTICLE V

DUTIES OF OFFICERS

Section 4. The treasurer shall be the custodian of all funds of the chapter. He shall keep a true and accurate record of all receipts and disbursements and shall file an itemized report annually with the Chapter as prescribed in the By-Laws. His accounts shall be open at all times to the inspection of the President and the Chapter Execu-

live Committee. Pursuant to the request of the Chapter Executive Committee, he shall inform the membership as to how the chapter's funds are invested, used or encumbered. The treasurer shall file with the CSEA Treasurer before January 1 of each year, an annual report for the preceding fiscal year, which shall state income, expenditures, investments and funds available to the chapter.

Honor Two Oswego Deputies

(Continued from Page 1)
bearing a shotgun.

Deputy Warchol managed to wrestle the shotgun from the man's grasp, but in the struggle, which carried the two men off the porch of the house and into a rock garden, the man dislodged and grasped the officers' service revolver and pointed it at the deputy's head with a threat to shoot.

Acting quickly, with disregard for his own safety, Deputy Wise grabbed the revolver in such a way as to prevent its cylinder

from turning and was able to take the gun away from the man.

Following a special commendation meeting in his office, Sheriff Chesbro commented: "The Oswego Sheriff's Department is extremely proud of Deputies Warchol and Wise.

"Their quick action and bravery is not only a credit to the department, but to all law enforcement officers who are confronted with dangerous emergencies in the course of daily duties."

Ⓛ CSEA calendar Ⓛ

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

JANUARY

- 13—Westchester shop stewards seminar, final session: 7:30 p.m., basement conference room, 85 Court St., White Plains.
- 14—Brooklyn Developmental Center local 447 disco party and Fashion show: 9 p.m.-3 a.m., St. Laurence Parish Hall, Flatlands and Van Sicklen Avenues, Brooklyn.
- 17—Albany Region IV meeting: 5:30 p.m., Mario's Restaurant, Troy.
- 18—New York Metropolitan Retirees chapter 910: 1 p.m., Two World Trade Center, room 5890, New York City.
- 19—Orange County Local 836 general membership meeting: 7:30 p.m., Howard Johnson's Motor Lodge, Route 211, Middletown.
- 19—Nassau County local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park East Meadow.
- 19—Buffalo local dinner meeting: 5:30 p.m., Statler Hilton Hotel, Buffalo.
- 20—New York City chapter executive board meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
- 20—New York District Office testimonial luncheon for Samuel Emmett: 12:30 p.m., Feathers Restaurant, 24 Fifth Ave., Manhattan.
- 24—Binghamton Area Retirees chapter 902 meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 27—Long Island Region I executive council meeting: 7:30 p.m., Region headquarters, 740 Broadway, Amityville.

MARCH

- 20-23—CSEA convention, Concord Hotel, Kiamesha Lake.

Defeat Republican Legislators, Monroe Chapter Head Urges

(From Leader Correspondent)

ROCHESTER—Members of the Monroe County chapter of the Civil Service Employees Assn. were urged by the chapter president to campaign against Republican county legislators in the 1977 election.

"They voted against you," Martin R. Koenig told about 1,000 chapter members at a meeting Dec. 28 in Monroe Community Hospital.

"But we've got 4,200 members and that's a lot of voting power," he said. "Use it."

The chapter is protesting pay cuts, job eliminations and other measures voted by the legislature's Republican majority when it approved the 1977 county budget in a marathon session the night of Dec. 7-8.

By a party-line vote, with 15 Republicans approving and 14 Democrats disapproving, the legislature chopped \$37 million from County Manager Lucien Morin's proposed \$339 million budget for 1977. The action cut the pay of county employees receiving \$12,000 or more a year by 10 percent and the pay of other workers by 5 percent. It also wiped out 365 fulltime county jobs and merit increases for 1977.

The Monroe County chapter filed a lawsuit against the legislature and Morin on Dec. 29, charging that the pay cuts and freeze on merit raises are illegal.

The suit, filed in State Supreme Court here, charges that the legislature interfered illegally in negotiations between the county administration and the local CSEA chapter.

"The legislature passed resolutions on issues that belong on the negotiating table, Mr. Koenig said. "We cannot continue to negotiate in good faith when we don't know whom we are negotiating with, the administration or the legislature."

The chapter's contract with the county expired at midnight Dec. 31. On Dec. 22 the chapter declared an impasse in the negotiations, blaming it on interference by the legislature.

Mr. Koenig said he told chapter members at the hospital meeting that if the county removes any worker benefits after the contract expires the chapter would take "immediate legal action to fight such removal." He said the CSEA would fight a proposed county withdrawal from the Social Security system.

He urged members to lobby for reform of the state's Taylor Law, which forbids strikes by public employees. Interference by the County Legislature in the bargaining process and the impasse in the CSEA negotiations demonstrate the "ridiculousness" of the Taylor Law, he said.

If Public Relations Board mediators and fact-finders cannot break the impasse, Mr. Koenig said, the county legislature will impose a contract on the county workers.

That is the same body that took away pay increases, increments and jobs, and whose interference caused the impasse in the first place," he said.

According to Mr. Koenig, the chapter is asking for a 7 percent pay increase in addition to a general \$800 raise for employees in the new contract. Also sought is an additional two paid holidays each year, the right to accumulate 60 days of vacation instead of the 30 allowed under the present contract and expanded medical insurance benefits. The chapter also wants an in-

crease in mileage expenses, from 15 cents to 19 cents a mile.

The county has proposed a wage freeze on all employees, and wants to keep paid holidays, vacations and mileage the same as in the present contract. Koenig said the county has also proposed that employees pay for any increase in medical insurance costs, while keeping the insurance benefits the same. At present the county pays all but \$25 per year of employees Blue Cross and Blue Shield premiums.

A "management rights" clause has also been requested by the county. It would increase county

power over the hiring, firing and working hours of employees, Mr. Koenig said. The chapter has opposed the clause.

The chapter seeks a 35-hour week for all employees in the proposed three-year contract. About 70 percent of the county workers have a 35-hour work week now, but the rest work 40 hours.

The chapter also opposes proposed changes in the procedure for holiday pay, requiring employees to work both the day before and the day after a holiday before they could claim any pay for the holiday.

Koenig Angry: Rejects Disciplinary Charges

ROCHESTER—The president of one of the largest chapters of the Civil Service Employees Assn. in upstate New York says he's being brought up on disciplinary charges because the Monroe County administration "doesn't like my success as a union president."

Bernard Winterman, county labor relations manager, confirmed Dec. 30 that Martin B. Koenig, president of the 4,200-member chapter, is being charged with failing to show up on his county job for the past two years.

Mr. Koenig, a senior probation officer who earns \$17,342 a year, said the county "tried this once before" and failed to make the charge stick.

"I save the county countless numbers of dollars by being available to meet with Winterman over personnel problems," he said.

"It more than pays my salary back. The job warrants as much release time as necessary to represent the workers adequately."

Mr. Winterman said a hearing for Mr. Koenig will be held early in the new year. The county is not asking for any particular discipline from the hearing officer, he said. The officer, who'll be selected by Mr. Koenig's department head, will make that decision. The department head then can either accept, reject or modify the decision, Mr. Winterman said.

"This illustrates how ridiculous the Taylor Law is," Mr. Koenig said. "The department head is the very person who brought the charges against me, but he's allowed to pick the hearing officer. How objective will the hearing officer's decision be?"

Mr. Koenig said the hearing officer should be appointed by an independent mediation association. "He should be someone with nothing in the game to win or lose," he said.

The chapter president said he'll be represented by an attorney at the hearing and will attempt to show that the differences are over the interpretation of contract language.

"I'll probably lose the first stage (the hearing) but I'll win in court," he said.

Mr. Winterman confirmed the charges a day after Mr. Koenig said the chapter filed suit in State Supreme Court here charging the county legislature with interfering illegally in negotiations between the county administration and the chapter.

In its 1977 budget, the legislature cut by 10 percent the pay of county workers receiving \$12,000 or more a year and by 5 percent the pay of other workers. It also wiped out 365 fulltime county jobs and merit increases for 1977.

The chapter's contract with the county expired at midnight Dec. 31; on Dec. 22, the chapter declared an impasse in the negotiations.



MARTIN KOENIG
Defends Union Time

A Tri-County Retiree Meet

MIDDLETOWN—The Orange, Ulster and Sullivan Counties Retiree chapter, Civil Service Employees Assn., will hold a meeting Wednesday, Jan. 12, according to chapter president John Van Duzer.

Mr. Van Duzer said the meeting will be held in Room 210, Kiner Building, Middletown Psychiatric Center, Middletown, and urged retirees and prospective retirees from the tri-county area to attend.

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What's Your Opinion

By PAMELA CRAIG
QUESTION

Your job in the Navy Resale Systems office in Brooklyn was recently saved when the Department of Defense approved the Navy's request not to relocate to Great Lakes, Ill. What was your reaction to the possible move?

THE PLACE

Navy Resale Office, Brooklyn

OPINIONS

Elenaor Guerrieri, general clerk: "I was very disappointed. For the last 9½ years I have worked here. I enjoy my job and I find my work interesting. My life is in Brooklyn and I could not have relocated to Great Lakes. I felt the move was unfair, because Brooklyn needs industry so desperately. I did participate in writing letters to our congressmen and our spirits were lifted when they replied acknowledging that they were fighting with us. If the decision were to relocate, I would have been forced to find another job."



Gilbert Miller, procurement specialist: "My initial reaction was to find out what justification was used in order to move this facility there, considering the economic strife this section of the country is going through, mostly when we're trying to keep business here. I participated in the employee action committee to fight the move, while proving that staying would be of the best interest to the government, the community and the agency. Over nine months, we provided information to congressional representatives supporting our action. We are deeply gratified that we are staying."



Claire Messing, ladies sportswear buyer: "It's difficult for me to imagine that we would actually move since the center of the fashion industry is in New York. It would also have been a difficult decision to leave, yet it would have been impossible for me to have moved with the office, because of my personal life. I live out on the Island and I enjoy living near the city. I would probably have had to look for employment with a commercial operation or a department store."

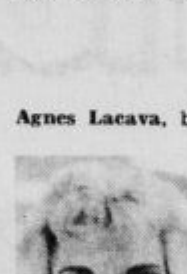


Gary Cumbbatch, merchandising clerk: "I would have been out of a job because it would have been financially impossible for me to move to Great Lakes. A lot of people in managerial positions would have more of an advantage than those in clerical positions. Living in that area of the country is more expensive than living here. I would also be forced to purchase a car. I don't take the subway system for granted anymore. It would not have been worth the investment, on my present salary, to relocate."

Kitty Briggs, merchandising clerk: "My reaction was utter panic. I have been working here for 10 years and I have worked myself up to a salary I'm happy with. My husband is in construction and is out of work. My son was going to college, but had to drop out to help support the family. I believe in togetherness, but I don't believe that a family should stay together on the unemployment line. I would hate to begin all over again at \$125 a week."



Agnes Lacava, buyer: "I was quite disappointed when I contemplated relocating. I'm a Brooklynite; I have a family and grandchildren here in Brooklyn. I'm very happy with my job and it would be quite difficult for me to relocate. My husband would have to consider relocating and that would be less than desirable for us. I did consider the thought, but it was depressing. I can't tell you how happy I was to hear that we were not going to leave Brooklyn."



Samuel M. Levine, Editor: "I believe the State for many years has shortchanged patients and staff in the monies appropriated to operate Pilgrim and other facilities in failing to provide proper career ladders and promotion opportunities; failing to provide decent salaries; failing to provide decent living and working conditions, and the list goes on and on. My report also charged that patients' rights were being violated in the admission and retention proceedings. I recommended that the Governor and the Commissioner of Mental Hygiene obtain independent surveys and evaluations of the clinical and administrative services to determine problem areas; that they budget sufficient funds to enable the facility director to meet critical clinical and support service needs; that they institute a crash program to provide badly needed medical and other clinical staff; that they

RETIREMENT NEWS & FACTS

By A. L. PETERS

Your Social Security check should be about 5 percent more beginning next July. There is an automatic provision designed to reflect increases in the consumer price index. The increase is based on the consumer price index for the first quarter of 1977, the same index which is used to compute increases for retired civil service employees and military personnel.

New legislation provides that retired military and civil servants will be eligible for increases twice a year on March 1st and September 1st, relating to the changes in the CPI for the preceding six months. However, the first increase, March 1, 1977, will cover the 12 month period.

"Where to Live When You Retire" is the title of a new booklet published by United Service Business, 210 Newbury St., Boston, Mass 02116—\$2.00.

The booklet lists the taxes and relative tax rates for incomes which retired people usually have, such as for inheritance taxes and special exemptions for the elderly. It discusses living costs, services, and agencies where information can be garnered. It also raises the question "Why do you want to move, and what kind of home is most suitable?"

Federal employees will receive an increase in their pensions to cover cost of living increases effective March in the April 1 pension check. Employees retiring March 1 will also receive this increase.

Although set back by the loss of the one percent kicker and the elimination of the \$5,200 exclusion for most disability, legislative representatives are pushing for increases in the government's contribution towards health benefit premiums and a \$5,000 tax exemption on pen-

sions in the next Congress. There is also pressure to eliminate the age factor as a criterion for retiring.

Pressure to make pension plan documents understandable to the ordinary worker is being pushed by a new pension rights center in Washington. Part of the funding comes from Ralph Nader, the consumer advocate.

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.

John J. Sweeney Jr	.....Mastic
Edward J. Tatro	.....Troy
Howard M. Thomas	.....Rochester
Jack W. Thompson	.....New York
Richard P. Tiezzi	.....New York
Michael Ulin	.....Ridgewood
Henry J. Veix	.....New Paltz
Lee E. Venable	.....Freeport
Louis B. Verhayden	.....No. Merrick
Mary A. Walters	.....Milford
Rosemary M. Wanosky	.....New York
Lorraine Washington	.....Uniondale
Harold R. Waterman	.....Kingston
William H. Watts	.....Bethpage
Louis A. Welch	.....New York
Dolores H. West	.....North Babylon
Edgar N. Wheeler	.....Bayshore
Pauline G. Wheeler	.....Rochester
Hazel Williams	.....Staten Island
Ruby Williams	.....Brooklyn
John A. Wilson	.....Levittown
Joyce Wilson	.....New York
Mary A. Windus	.....Buffalo
Mary J. Wright	.....Port Washington
Frederick H. Wyker	.....Liverpool
John W. Young	.....St. Albans
Joseph A. Zaso Jr	.....Rochester

The World Trade Center's outdoor observation platform in New York City is the highest in the world.

CIVIL SERVICE LEADER, Friday, January 14, 1977

LETTERS TO THE EDITOR

Check Cashing 'No'

Editor, The Leader:

In response to the article, "State Court Says 'No' in Check Cashing Case," in the Dec. 24 issue, I wholeheartedly disagree with the judge's decision. All employees, whether they are civil service workers or not, should be able to have their payroll checks cashed at any branch of the commercial bank whose name appears on the check, and not be given any hassle about it.

Why should an employee walk into a branch of a particular bank, present his/her check and proper identification to a teller, only to be asked, "Do you have an account here?" There's got to be a change—and fast!

(Mrs.) Veronica R. Madere
New York City

Dismay Reading

Editor, The Leader:

Section 7.19 of the Mental Hygiene Law imposes very serious obligations and responsibilities

on me, as a member of the Board of Visitors at Pilgrim Psychiatric Center. I must inspect the facility without prior notice, investigate charges against the director or any employee and report to the Governor and the Commissioner of Mental Hygiene on any matter pertaining to the management and affairs of the facility.

My Nov. 20 report to the Governor about the poor level and quality of care and treatment at Pilgrim and the violations of the patient's rights by the State, was based on over two years of walking the wards, seeing conditions and patients, talking to parents, relatives, patients and staff, asking a lot of questions and reading a lot of reports. I believe it is unconscionable and unconstitutional for the State to deprive decent human beings, who are sick, of their life, their liberty and their pursuit of happiness for one year or forty years, without providing the best quality and level of care, treatment and rehabilitation suited to each patient's needs, skill-

fully, safely and humanely administered with full respect for their dignity and personal integrity.

I believe the State for many years has shortchanged patients and staff in the monies appropriated to operate Pilgrim and other facilities in failing to provide proper career ladders and promotion opportunities; failing to provide decent salaries; failing to provide decent living and working conditions, and the list goes on and on.

My report also charged that patients' rights were being violated in the admission and retention proceedings. I recommended that the Governor and the Commissioner of Mental Hygiene obtain independent surveys and evaluations of the clinical and administrative services to determine problem areas; that they budget sufficient funds to enable the facility director to meet critical clinical and support service needs; that they institute a crash program to provide badly needed medical and other clinical staff; that they

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.

comply with all legal standards; that they establish a planning committee, including Civil Service representatives to plan for the future of Pilgrim.

I believe that the CSEA should be insisting on playing an important role at the state and county levels, when planning decisions are made about the eventual changes that will occur in the mental health care delivery system. The jobs, experience and training of existing employees must be safeguarded and utilized when we transfer more patients to properly planned and supervised community based residential and treatment facilities over the next five or 10 years. The CSEA should be involved in

organizing existing and future staff members in the community agencies and facilities that have been and will be serving the mentally and developmentally disabled patient.

I regret the personal attack against me and other parents and relatives of patients. I hope that people will understand that I am carrying out my oath of office—to uphold the law and protect the rights of the patients, as well as employees and the public. I have no intention of being "the dictator of the world's mental health programs." The charge is ridiculous and uncalled for.

Samuel M. Levine
Oceanside

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Jerry Finkelstein, Publisher
Paul Kyer, Associate Publisher

Marvin Baxley, Editor

Harcourt Tynes
City Editor

Kenneth Schepf
Associate Editor

Jane Bernstein
Features Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY—Joseph T. Bellew—303 So. Manning Blvd., (518) IV 2-5474
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FRIDAY, JANUARY 14, 1977

Fight For Rights

A UNION, as any other vital organization, needs a constant infusion of new blood in order to keep it strong in its always on-going battle with management.

In the American system of free enterprise, it is only proper that both the employees and the management take the strongest possible stands in their fights to protect and to preserve what they believe to be necessary for the health of their common source of livelihood—whether it be a company in the private sector or a government of which both the employees and the management personnel are alike public servants.

The Civil Service Employees Assn., largest public employee union in New York State and third largest independent union in the nation, is currently involved in a toe-to-toe battle with the state administration on a salary re-opener for the 140,000 state employees that it represents.

This is a matter of prime concern to the state employees, obviously, since they have been without an effective wage increase for nearly three years. Needless to say, considering the upward ascent of the cost of living, a wage increase is overdue.

The CSEA members accepted their current contract with the definite understanding that the State would show some willingness on its part to redress the wrongs suffered by its employees during these admittedly difficult fiscal times. For all the employees' good faith, the state has responded with an early balk in what are now stalemated negotiations.

To add insult to injury, the state offers, so far, have ranged widely in the amounts being offered to employees in each of the four CSEA-represented bargaining units. While there is an inequality in the four offers, let it be here said that all four offers are sadly deficient as an honest effort to meet the needs of the employees.

We can understand the state's eagerness to protect the taxpayers' money, but whoever decreed that the civil servants had to be kept at wages below that of other taxpaying citizens?

AS we said in the first paragraph, a union needs to maintain its strength in order to lead the good fight for its members.

In order to maintain its strength, badly sapped by attrition and elimination of job titles as state services have been cut back, the Civil Service Employees Assn. has been conducting an ongoing membership drive to bolster its ranks.

At a recent workshop of the union's Capital Region IV, delegates participated in various seminar programs, one of which dealt with ways of encouraging non-members to take a more active part in the fight for their own benefits.

At the workshop, Donald Meyerson, of the Cornell School of Industrial and Labor Relations, told the delegates that some people resist union membership because they believe they are above it all.

Mr. Meyerson continued with what we think is an excellent statement to rebut that kind of thinking: He said:

"Unless you set your own hours, set your own wage rates, decide who your clients are and make at least \$100,000 a year, then you are not a professional."

In the current battle with the state, CSEA needs all the strength it can muster, and now would be a good time for the onlookers to join with their fellow workers in the union movement.

Don't Repeat This!

(Continued from Page 1)

had been the dominant characteristic of state government since the administration of President Roosevelt in the Thirties.

This was the prevailing approach of the state even during the years that Thomas E. Dewey and Nelson A. Rockefeller served as the state's chief executives. It was this approach to government that led conservative Republicans to tag both Dewey and Rockefeller as leaders of the Eastern Republican Establishment.

Redirecting Priorities

The basic philosophy pronounced by Governor Carey calls for reductions in taxes, retrenchment in the quantity and quality of public services, and incentives to industry and business to locate here. As both Senate Majority Leader Warren M. Anderson and Assembly Minority Leader Perry B. Duryea, Jr., either of whom may well be the Republican candidate for Governor in 1978, pointed out, the Governor has stolen some of the most significant parts of programs called for over the years by the Republican legislative leadership.

Underscoring the position taken by Anderson and Duryea is the comment of Senate Minority Leader Manfred Ohrenstein, who warned against the rejection of "vital social programs" in the Governor's program to pare down the scope of the state's governmental operations.

The Governor's program will impale many legislators on the horns of a dilemma. Obviously, legislators are prepared to vote with enthusiasm for any proposal to relieve the taxpayer of the high burden of state taxation. On the other hand, they find it distasteful to support programs that involve cutbacks in the level of public services, with their accompanying disastrous impact upon the security and tenure of civil service employees.

Details To Come

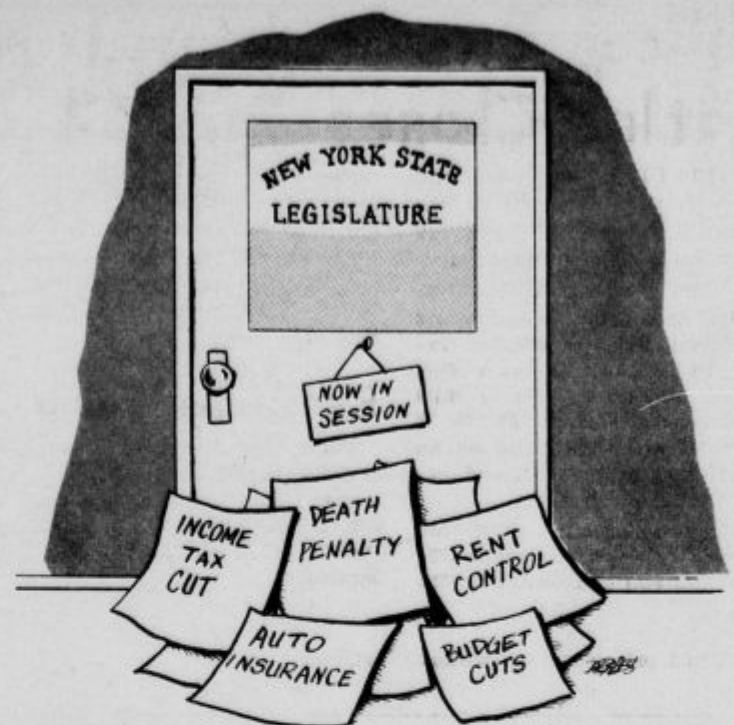
Moreover, State of the State Messages are typically vague and full of generalizations. The precise details of the Governor's program will not be spelled out until he submits his budget to the Legislature. It is only then that legislators, the public and lobbyists will get a full picture of what the Governor has in mind. The reaction then among the legislators is likely to be explosive.

Thus, legislators from urban ghetto and poverty areas, who constitute a significant bloc of votes among the Democrats, are likely to react sharply to substantial cuts in welfare and Medicaid services, even though they concede that the administration of those programs leaves much to be desired.

Legislators from all areas will no doubt react sharply to any proposals to make sharp cuts in the level of state aid to local governments. Any such program will expose the legislators to the combined lobbying powers of local school boards, the Organization of Towns, the State Conference of Village Mayors, as well as civil service employee organizations.

During the past two years, Governor Carey leaned heavily on the statesmanship of Senator Anderson to round up Republican support in the Senate for many of the drastic programs that had to be approved by the

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

Union's Internal Business

An employee of the Suffolk County Department of Social Services filed charges of improper practices against the Civil Service Employees Assn., alleging that the CSEA had denied the employee membership in the CSEA in violation of Section 209-a.2(a) because he had engaged in activities that are protected by the Taylor Law. The charging party had invited an employee organization that was in competition with the CSEA to address a meeting of the Social Services unit of the Suffolk County chapter of the CSEA and to solicit support for a challenge to the CSEA's representative status. At the time he issued the invitation to the competing labor organization, the charging party was president of the Social Services unit of Suffolk chapter and a member of the Board of Directors of the statewide CSEA. He issued the invitation to the rival union after a vote taken at a meeting of the Social Services unit.

A HEARING was held by the director of Public Employment practices. He determined that the charging party was still a CSEA member, although his positions of president and Board member were stripped from him. The director further found that this was an internal matter of the CSEA and could not be litigated before State PERB so long as the union's actions did not have an effect on the charging party's terms and conditions of employment.

The charging party filed exceptions as to the facts and the law. He argued that the director erred in finding the charging party was still a member of CSEA. This particular exception, says the Public Employment Relations Board, is supported by the evidence. There was no question that the charging party's membership in CSEA was suspended. During that period of time, the charging party was denied all the privileges and benefits of CSEA membership. He also argued that penalizing him for inviting a competing labor organization to address a CSEA meeting interfered with, restrained and coerced him in the exercise of his protected right to "form, join and participate in, or to refrain from forming, joining or participating in any employee organization of his own choosing." This, he claimed, violated Section 209-a.2(a).

As to this latter claim, PERB disagreed. The Board agreed with the director in holding that the action taken by the CSEA related to its internal affairs, and "that this Board is not the forum to regulate the internal affairs of an employee organization." The Board pointed out in its decision that the director recognized the difference between actions taken by an employee organization to discipline a member and action taken against that member as an employee which would have an adverse effect upon the terms and conditions of his employment or upon the nature of the representation accorded him by CSEA as a member of the negotiating unit.

(Continued on Page 7)

Filing For Rockland Titles Closes Jan. 12

NEW CITY—The Rockland County Personnel Office has opened filing until Jan. 12 for four open-competitive titles and four promotion titles.

The open-competitive jobs are principal clerk-stenographer (exam 65-356), which has a Feb. 5 test and three levels of child psychologist (exams 65-175, 6 and 7), which are based on an evaluation of training and experience.

The promotional titles are medical secretarial assistant (73-762), secretarial assistant II (73-763), principal clerk-typist for Pearl River Public Schools (73-772), and principal clerk-stenog-

rapher of the county health department (73-771). They have Feb. 5 tests.

For further information contact the Personnel Office at County Office Building, New City, New York 10956.

Rensselaer Filing

TROY—The Rensselaer County Civil Service Commission has opened filing until Jan. 12 for a Feb. 5 promotional examination (no. 73-781) for principal stenographer.

The salary varies from \$7,405 to \$11,895, depending upon jurisdiction.

Decide Unemployment Issue

MANHATTAN — Should a person who has been disqualified from collecting unemployment insurance because he provoked his dismissal still have to continue to report to his local unemployment office while appealing his firing?

A state appeals court recently said yes, rejecting the man's claim that weekly visits to the unemployment office were "an exercise in futility."

The man wanted unemployment pay for a five-month period in 1974. He was disqualified by a local New York City office from collecting benefits as of September 1973, the date of his firing, because by provoking his dismissal, he was considered to

have quit his job.

He appealed his job loss to the New York City Commission on Human Rights, which ruled he was entitled to backpay and reinstatement to his old job because of a City Human Rights Law violation. Through an "oversight" however, he was not granted full back pay. He at-

Hold Seminar

WHITE PLAINS—The final shop steward seminar of the Westchester County unit was scheduled for Thursday, Jan. 13, at 7:30 p.m. in the basement conference room at 85 Court St. here. Topic for the meeting is "The CSEA Field Representative."

tempted to make up the difference through unemployment benefits for that five-month period.

The Appellate Division in Albany, which heard the appeal, ruled that the man was still required to report to the unemployment office every week because he was legally challenging his dismissal. As long as he was appealing, the court said, "It was not unreasonable for the (unemployment) board to conclude that he should have continued reporting to the local office to preserve his entitlement to unemployment benefits."

The five-judge court did not accept the man's contention that he would be going through the motions of showing up every week at the unemployment office after he was ruled ineligible. Neither did it back his claim that the local board should have told him that he had to report weekly to be eligible.

CIVIL SERVICE LEADER, Friday, January 14, 1977



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Beetle last almost four decades. Using that system, the Rabbit may be the world's first perfect car in just a few short years." Last year alone, we made 17 major changes and improvements toward making our '77 Rabbit even more perfect.

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The Rabbit.

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Visit your local authorized Volkswagen dealer and find out why there are over 4½ million Volkswagens on the American road today.



Civil Service Law & You

(Continued from Page 6)

The charging party also argued that CSEA's action was without basis and violated provisions of its own constitution and by-laws and violated his constitutional rights. Here again, the Board said the charging party could test these contentions in a plenary court action if he so desired. The private sector has recognized the right of a union to penalize a member who supports a rival labor union. Such decision, however, would not support any action which would adversely affect the right of fair representation. The charging party argued that he was in fact denied certain dental benefits and grievance procedures because of his suspension from CSEA. The Board, however, found that this was not the case. Accordingly, the Board dismissed the charge in its entirety. CSEA Inc., Respondent, and John Bogack, Charging Party, Case No. U-1615, 9 PERB 3109.

Gaba Relocates

MINEOLA — Richard Gaba, Leader columnist and attorney for Long Island Region I, Civil Service Employees Assn., has relocated his offices.

Mr. Gaba's new address is 170 Old Country Road, Mineola. His telephone number remains the same. It is (516) 742-0242.

Don't Repeat This!

(Continued from Page 6)

Legislature to insure the fiscal stability of the state, the City of New York, Yonkers, and other local governments that were in a deep financial bind.

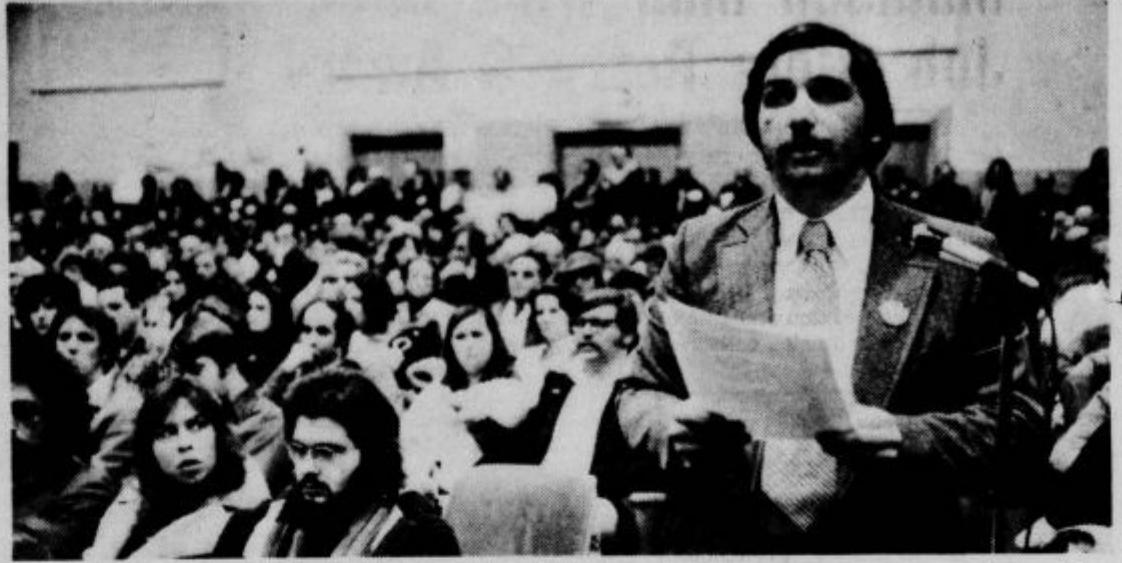
As the issues shape up at this early stage of the legislative session, it is not unlikely that the Governor will face more difficulties from Democratic legislators than from the Republicans.

BUY
U. S.
BONDS!

Band Together In Ulster To Protect Employees' Rights



Thomas Phillips, president of the Civil Service Employees Assn.'s Ulster County chapter 856, joins other interested citizens of Ulster County during the open budget hearing last month. Ulster CSEA members joined with the Ulster County Community College union and with Ulster County Sheriffs Assn. to form the Coalition of Public Employees in order to provide a united front in the face of threats to cut back in contractual benefits. Among items that the County are said to be trying to force on the employees is 300 additional hours' work per year at no increase in salary and that employees should pay for higher costs of current benefits. Negotiations are now in impasse, with a second mediation session scheduled for this week.



Gary Decker, representing the Ulster CSEA chapter, explains public employees' views on the proposed changes in their contractual agreement with the County.



Members of the Ulster County Legislature face audience during open budget hearing.

Nominators Named

(Continued from Page 1)
ident, secretary and treasurer will be chosen.

According to CSEA's constitution, the committee must file its reports with the secretary and the executive director of CSEA no later than March 1. Each candidate will be advised of his or her nomination by certified mail, return receipt requested.

Following are names of the members of the CSEA statewide nominating committee, arranged by region:

LONG ISLAND REGION I:
Not available at presstime.

METROPOLITAN REGION II:
Salvatore Butero (of Psychiatric Institute), 97-99 42nd Ave., Corona 13368; Joseph R. D'Amore (of South Beach Psychiatric Center), 686 Penn Ave., Teaneck 07666; Ann Wadas (of Institute for Basic Research), 455 Decatur Ave., Staten Island 10314.

SOUTHERN REGION III:
Eva Katz (of Rockland Psychiatric Center), 128 No. Main St., Pearl River 10965; William George (of State University College at New Paltz), 16 Millbrook Rd., New Paltz 12561; Patsy Masciulli (of Westchester Co.), 61 Victoria La., Yonkers 10761.

CAPITAL REGION IV:
Alicia Fisher (of Department of Correctional Services), 47 Providence St., Albany 12203; Jon Schermerhorn (of the Dept. of Ag-

riculture and Markets, State Office Building Campus, Washington Ave., Albany 12226; Samuel P. Ciraulo (of the City of Troy), 2320 17th St., Troy 12180.

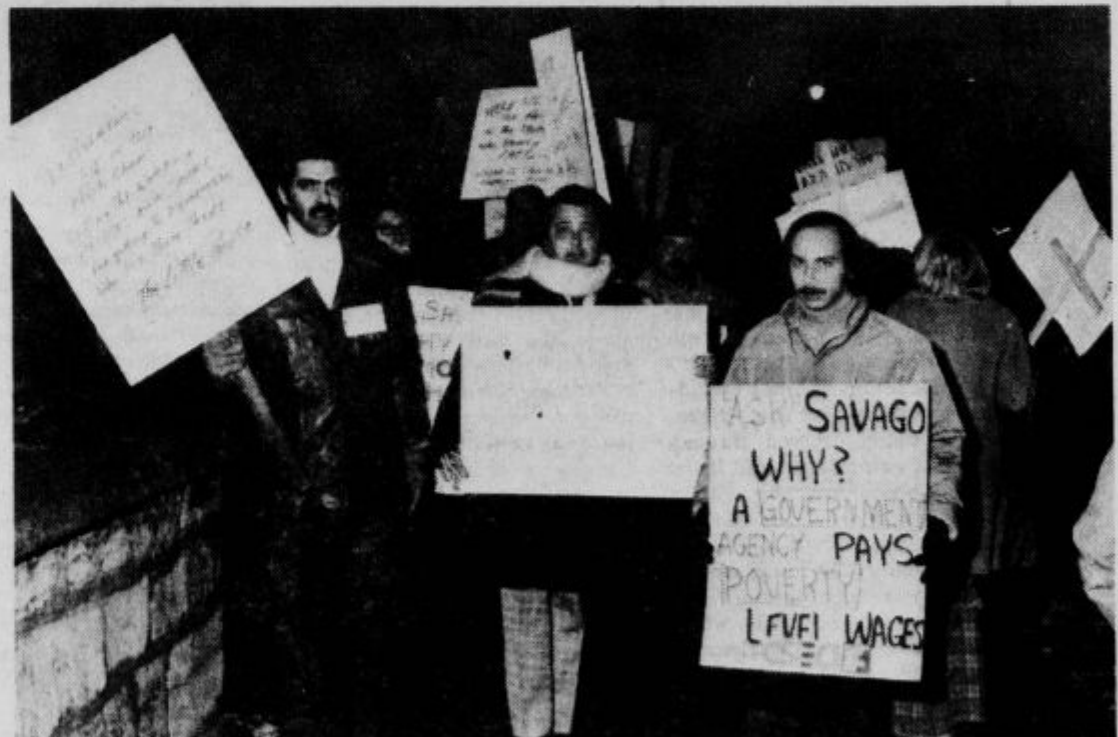
CENTRAL REGION V:
Robert Vincent (of Upstate Medical Center), 107 Abernathy St., Liverpool 13088; Robert R. Greene (of Utica Psychiatric Center), Ilion Rd., RD 2, Ilion 13357; Angelo Vallone (of the Town of Union), 627 Paden St., Endicott 13760.

WESTERN REGION VI:
Rose Marie Saunders (of Erie County), 108 Cunard Rd., Buffalo 14216; Geraldine Frieday (of SUNY at Buffalo), 424 Esther St., No. Tonawanda 14120; Willie White (of West Seneca Developmental Center), 112 Longview Ave., Buffalo 14211.

Nominations for the CSEA's state executive committee are also handled by the State Division members of the committee, who must choose at least two candidates for each seat. Nomination is offered to all incumbents who desire to run.

In announcing the names of the nominating committee members, Mr. Lochner also reminded potential candidates of some other regulations that are part of CSEA's nomination and election procedures:

• Candidates may not run for more than one statewide office.



Coalition of Public Employees leaders picketed outside legislative meeting to alert public to their cause. From left are Ulster County Sheriffs Assn.'s Larry Sulantri, Ulster County Community College's Harry Matzer and Ulster County CSEA's Thomas Phillips.

(Leader photos by Ted Kaplan)

However, a seat on the State or County Executive Committees is not considered a "statewide" office.

• Only members of CSEA in

good standing since June 1, 1976, are eligible for statewide or executive committee positions.

• Members who are not selected by the nominating commit-

tee may seek independent nomination by petition, by obtaining a prescribed form from any CSEA regional office or from CSEA headquarters. To ensure proper delivery and confidentiality, the form should be submitted clearly addressed to the chairman of the committee at CSEA headquarters.

At Leader presstime, the committee had not yet scheduled its first meeting, where the members will select a chairman. Further information on the CSEA statewide election procedure will appear in future issues of the Leader.

Name Rensselaer Fact-Finder

RENSELAEER — Kenneth DeKay, of Esperance, has been named by the State Public Employment Relations Board as fact-finder in the stalled contract negotiations between the Civil Service Employees Assn. local and Rensselaer County officials.

The OSEA, which represents about 1,100 county employees, declared a contract negotiations impasse Nov. 3 after county negotiators offered no wage increase for 1977; the CSEA local seeks an \$800 across-the-board increase plus fringes.

Belated Christmas Gifts: Madison Man Wins Back Job; Gets Retro \$ Award

WAMPSVILLE—Christmas 1976 holds a special meaning for Theodore Zaglaniczny, a member of Madison County chapter of the Civil Service Employees Assn.

Through the efforts of the CSEA and Central Region V attorney, Earl Boyle, the State Supreme Court recently ruled that Mr. Zaglaniczny be reinstated to his position and title of computer programmer with res-

toration of probationary status and retroactive pay amounting to approximately \$4,000.

A spokesman for the region said the CSEA began legal proceedings pursuant to Civil Practice Law Article 78 on the grounds that Mr. Zaglaniczny was illegally removed from his position in the Madison County data processing department prior to the expiration of his probationary term and after receiving a permanent appointment in the competitive class of the civil service.

The decision handed down by Justice Howard A. Zeller ruled that judgment be in favor of Mr. Zaglaniczny and against the respondents of Madison County. In addition to ordering the reinstatement of position, title, and back pay from July 9, 1976, the Court also ruled that Mr. Zaglaniczny be given credit for time already served in probationary status from July 16, 1975, to July 9, 1976.

The Zaglaniczny award was the second Supreme Court decision favorable to members of the Madison County chapter of the CSEA in the past few months. A prior decision ruled for the county White Collar unit.

Madison County chapter president Joseph Capparelli and field representative Ted Modrzejewski were instrumental in initiating original grievance proceedings.

OK Back Pay At Creedmoor

QUEENS—The Creedmoor chapter of the Civil Service Employees Assn. won its contract grievance requiring the Creedmoor Psychiatric Center to pay overtime retroactive to Dec. 19, 1975.

The following employees are eligible for the overtime pay:

1. Those who worked more than 40 hours in a week.
2. Those who worked more than 8 hours in a work day and received compensatory time off; or had their past days changed within that work week.

All employees should submit their claims (T and A sheets) retroactive to Dec. 19, 1975, beginning the week of Jan. 17, to Howard Thaler in the personnel office, building 70.

CSEA urges all employees to submit their claims the week of Jan. 17. No claims will be accepted by the business office after Feb. 11, 1977.

CSEA Legislative Goals

(Continued from Page 1)

the state or municipality's last offer, or the recommendation of the fact-finder. The committee believes that this would meet many of the objections to last year's LOBA bill, because the option of choosing the fact-finder's recommendation was not included in the earlier version. "Negotiations would proceed through the fact-finding stage, and if the fact-finders recommendations were rejected by either side, the case would automatically go to the arbitrator for his choice of one of these three options," Mr. Langer explained. "This would allow, we feel, for settlements that would be the most reasonable for both sides and at the same time tend to eliminate the probability of strikes."

• Another high-priority legislative proposal, which has great support from CSEA members throughout the state, is a bill that would allow public-employee unions to have an "agency shop." This would mean, Mr. Langer said, that no longer would there be "free-loaders" at every state institution and public-employee work location who benefit from the vacations, raises, personal and sick days and all the other improvements won by their union, but who refuse to pull their share of the load by paying dues to that union. An "agency shop" would assure that every employee represented by a union would have to pay dues, or the equivalent of dues, to the union that repre-

sents him.

• CSEA is also sponsoring various amendments to the Taylor Law, such as: doing away with strike penalties, and giving public employees the right to strike; giving the state Public Employment Relations Board the power to enforce contracts; and preventing the employer from taking away benefits while negotiations were continuing after the expiration of a contract.

• CSEA will also attempt, on the advice of its statewide retirees committee, to make improvements in the supplemental retirement allowance and in survivor's benefits. The union will also try to correct some of the flaws in the three-tiered retirement system that now exists.

• CSEA will also offer amendments relating to layoffs and "preferred" lists.

• An important legislative goal of the union this year is to equalize the rights and benefits of veterans, regardless of the years or wars in which they served.

• CSEA will also try to amend Section 75 of the Civil Service Law, regarding disciplinary proceedings against public employees.

Mr. Langer, in conjunction with CSEA state programs administrator Bernard Ryan and lobbyist James Featherstonhaugh, will issue a weekly report to all CSEA chapter presidents on the major statewide legislation being enacted affecting public employees.

Metropolitan Region II Executives Meet



CSEA vice-president Solomon Bendet, right, greets two members of Metropolitan Region II executive committee as they arrive for December meeting. As with CSEA's other five regions, the Region II executive committee, comprised of chapter presidents, meets at regular intervals to transact business that comes up between larger regional delegate meetings. Shown with Mr. Bendet are Division of Housing and Community Renewal chapter 258 president Thomas DiNatale and Willowbrook Developmental Center chapter 429 president and Mental Hygiene representative Ronnie Smith. Mr. Bendet heads the five-county region that was formerly known as the New York City Region II.



Three chapter presidents join with regional supervisor for moment of discussion prior to business session of Metropolitan Region II executive committee. From left are Downstate Medical Center chapter 646 president Robert Keeler, Region II supervisor George Bispham, New York State Psychiatric Institute chapter 419 president Salvatore Butero and New York Parole District chapter 259 president Jack Weisz. Mr. Butero and Mr. Weisz are also members of CSEA Board of Directors.

Officers of Metropolitan Region II take time out for quick exchange of opinions on matters concerning members in their region. Second vice-president William DeMartino, left, joins with third vice-president William Cunningham, center, and first vice-president Vincent Rubano. All three are also chapter presidents: Mr. DeMartino for Metropolitan Division of Employment Local 350; Mr. Cunningham for Kingsboro Psychiatric Center chapter 402, and Mr. Rubano for State Insurance Fund chapter 351.



Among chapter representatives attending the meeting last month were, from left in foreground, Kingsboro Psychiatric Center chapter 402 first vice-president Robert Sage, South Beach Psychiatric Center chapter 446 president Thomas Bucaro and Brooklyn Developmental Center chapter 447 first vice-president Nathaniel Flowers. Behind them are New York City chapter 810 first vice-president Martha Owens, Mental Retardation Institute chapter 438 president Ann Wadas, the same chapter's Martin Esposito and Brooklyn's DC's Brenda Nichol.

—Staff photos by Pamela Craig

Nassau Filing Closes Jan. 21 For Six Exams

MINEOLA — The Nassau County Civil Service Commission has opened filing until Jan. 21 for six open competitive examinations to be held Feb. 5.

Fire alarm dispatcher (exam no. 65-442) pays \$7,500 in Levittown fire district and requires

one year's experience operating a telephone switchboard or radiotelephone. The salary varies according to jurisdiction.

Secretary to drug abuse coordinator (65-447) pays \$8,694 in Oyster Bay and requires three years' secretarial experience and a high school diploma.

Strike Time Low In N.Y.

ALBANY—New Year State, for the third consecutive year, fell below the national average for time lost because of strikes.

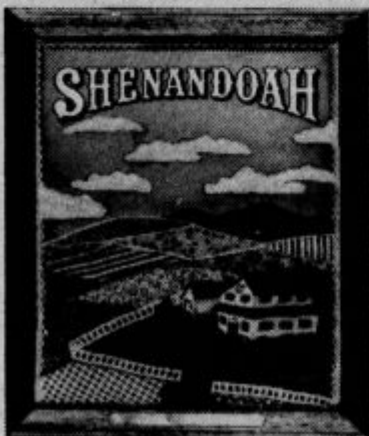
"It is clear that peaceful col-

lective bargaining is the dominant process in New York State and prolonged strikes are the exception," Commerce Commissioner John S. Dyson said.

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—Clive Barnes,
New York Times



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Pull Fishkill AFSCME Checkoff

ALBANY—The State Public Employment Relations Board has found Local 1255, American Federation of State, County and Municipal Employees, AFL-CIO, in violation of the no-strike provision of the Taylor Law.

The PERB found Local 1255 violated the law when it engaged in a strike by correction officers against the State of New York at the Fishkill Correctional Facility, commencing with the 6:30 a.m. shift on Nov. 26, 1975, and continuing through the shift ending at 6:30 a.m. on Nov. 27, 1975. This was the second instance involving a strike violation charged against Local 1255.

The board ordered the loss of the dues deduction privilege for an indefinite period of time commencing on the first practicable date. The PERB, however, provided a two-step procedure through which the union may apply for either conditional or full restoration of the check-off privilege.

Local 1255 may apply to the PERB at any time after 18 months have elapsed from the commencement of the forfeiture for full restoration of dues deduction. Application is to be on

notice to all interested parties and supported by proof of good faith compliance with Section 210.1 of the Taylor Law. It should also be accompanied by an affirmation that the local no longer asserts the right to strike against any government as required by the provisions of Section 210.3(g) of the Taylor Law.

The union may apply to the

PERB after the expiration of nine months from the commencement of the forfeiture for conditional suspension of the forfeiture. Application is to be made in the same manner as for full restoration.

A suspension of the forfeiture, if granted, shall be subject to revocation in the event of a strike threat.

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Madison Holds Stenogs' Exam

WAMPSVILLE—The Madison County Civil Service Commission has opened filing until Jan. 12 for an open competitive principal stenographer examination to be held Feb. 5.

The salary in Cazenovia Central School is \$9,700, and varies according to jurisdiction. Four years' clerical experience and a high school diploma, or an equivalent combination of training and experience is required.

For further information contact the commission at County Office Building, Wampsville, N.Y. 13163.

Bank Examiner Jan. 24 Closing

ALBANY—The State Civil Service Department has opened promotional filing until Jan. 24 for supervising bank examiner and supervising overseas branch bank examiner (both exam 39-177) and until Jan. 31 for associate in educational integration (exam 39-178).

Both oral exams will be held in February. Applicants for the bank jobs need one year's experience at the principal level. The education job requires one year's experience on the assistant level.

For further information contact your agency personnel office.

Eligibles

EXAM 39-156
SUPERVISOR OF HIGHER
EDUCATION OPPORTUNITY
Test Held Dec. 1976

List Est. Dec. 22, 1976

- 1 Graziano John A Slingerlands84.6
- 2 Fairweather Margretta R73.0
- 3 Kane Jacqueline A Albany71.3

EXAM 39-158
ASSISTANT DIRECTOR OF TOLL
COLLECTION

Test Held Dec. 14, 1976

List Est. Dec. 20, 1976

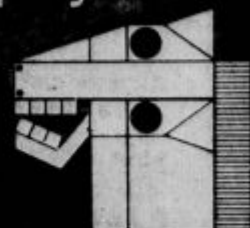
- 1 Prentice George E Central Val.....88.1
- 2 Friess James E Oneida80.5
- 3 Franz Charles J Cashill76.5

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Anthony
Perkins

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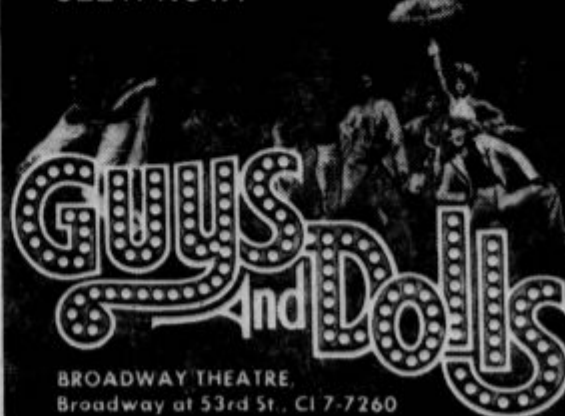
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By HARRY BERKOWITZ

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3 Program Analysts, GS-15.
Planning and Program Staff Acting Director, GS-18.
3 Planning Officers, GS-14-15.
Intelligence Coordination Staff Director, GS-18
2 Intelligence Officers, GS-15-16.
Scientific Affairs
Technical Adviser, GS-17.
Military Technology Specialist, GS-17.
Operations Staff—Africa UN Affairs
Senior Staff Member, GS-18.
Operations Staff—East Asian Affairs.

Senior Staff Member, GS-18.
3 Staff Members, GS-14-16.
Operations Staff—Europe
Senior Staff Member, GS-17.
Staff Member, GS-15.
Latin American Affairs
Senior Staff Member, GS-18.
Middle East/South Asia Affairs
Senior Staff Member, GS-18.
Staff Member, GS-15.
International Economic Affairs
Senior Staff Member, GS-17.
2 Staff Members, GS-14-15.
Office of Security
Staff Member, GS-15.

Office of the Special Representative for Trade Negotiations

Special Representative for Trade Negotiations, Level I.
Deputy Special Representative for Trade Negotiations, Level III.
Special Assistant to the Special Representative, GS-18.
Confidential Assistant, GS-13.
General Counsel, GS-18.
2 Assistant General Counsels, GS-15.

Office of Telecommunications Policy

Director, Level III.
Deputy Director, Level IV.

Executive Director, Right of Privacy Support Group, GS-18.
Science Advisor, GS-18.
Assistant Director International Communications, GS-17.
Senior Economist, GS-15.
Policy Development Officer, GS-15.
Program/Policy Manager, GS-15.
Policy Development Officer, GS-15.
Special Assistant to the Director, GS-15.
Senior Economist, GS-15.
Deputy Executive Director Right of Privacy Support Group, GS-15.
Systems Analyst, GS-15.
Operations Research Analyst, GS-15.
Senior Systems Analyst, GS-15.
Systems Analyst, GS-14.
Engineer/Policy Analyst, GS-14.
Confidential Secretary, GS-11.

Department of State

Deputy Secretary of State, \$39,900-\$44,600.
4 Ambassadors at Large, \$44,600.
3 Under Secretaries, \$39,900.
12 Assistant Secretaries, Level IV.
Counselor of the Department, Level IV.

Legal Adviser, Level IV.
Administrator, Bureau of Security and Consular Affairs, Level IV.
Inspector General, Foreign Assistance, Level IV.
Deputy Inspector General, Foreign Assistance, Level IV.
2 Assistant Inspectors General, Foreign Assistance, Level IV.
Foreign Services Institute
3 Training Officers, GS-15.
4 Scientific Linguists, GS-14.
Office of the Secretary Executive Officer.
Bureau of Oceans and International Environmental and Scientific Affairs.
5 Science Officers, GS-15.
Office of Foreign Buildings
Deputy Assistant Secretary, \$37,800.
4 Special Assistants, \$18,612-\$37,800.
2 Private Secretaries, GS-13.
2 Special Assistants, \$18,612-\$28,582.
Personal Assistant, GS-11.
Special Assistant, \$37,800.
Office of the Secretary
3 Deputy Executive Secretaries, \$36,092.
Executive Director, \$36,092.
Deputy Assistant Secretary, \$37,800.
Office Director, \$36,092.
Senior Adviser, \$37,800.
Coordinator, Humanitarian Affairs, \$37,800.
3 Deputy Coordinators, \$37,800.
Chief of Protocol, Level IV.
Deputy Chief of Protocol, \$37,800.
4 Assistant Chiefs of Protocol, \$28,582.
Private Secretary, GS-10.
Protocol Officer, GS-12.
Office of the Deputy Secretary
Private Secretary, GS-12.
Executive Assistant, \$36,092.
2 Special Assistants, \$22,906-\$37,800.
Staff Assistant
Under Secretary for Political Affairs
4 Special Assistants, \$36,092-\$28,582.
Private Secretary, \$18,612.
Office of the Under Secretary for Economic Affairs
2 Special Assistants, NE, \$37,800.
Confidential Assistant, GS-12.
Executive Assistant, \$37,800.
3 Special Assistants, \$36,092.
Staff Assistant, \$18,612.
Office of the Deputy Under Secretary for Management
Executive Assistant, \$37,800.
6 Special Assistants, \$18,612-\$36,092.
Policy Planning Staff
Director, \$37,800.
2 Deputy Directors, \$37,800.
17 Members, GS-16, \$36,092-\$18,612.
Office of the Legal Adviser
2 Deputy Legal Advisers, \$37,800.
Private Secretary, \$13,770.
Office of the Assistant Secretary for Congressional Relations
3 Deputy Assistant Secretaries, \$37,800.
4 Congressional Liaison Officers, GS-16.
Legislative Management Officer, \$28,582.
Bureau of Politico Military Affairs
Director, \$37,800.
2 Deputy Directors, \$37,800.
Private Secretary, GS-10.
Under Secretary for Security Assistance
Deputy Coordinator, \$37,800.
2 Special Assistants, \$28,582.
Secretary, GS-12.
Office of the Counselor
3 Special Assistants, \$22,906.
Staff Assistant, GS-11.
Inspector General of Foreign Assistance
2 Private Secretaries, GS-10.
Bureau of Security and Consular Affairs
2 Deputy Administrators, \$37,800.
Bureau of African Affairs
2 Deputy Assistant Secretaries, \$37,800.
Bureau of East Asian and Pacific Affairs
2 Deputy Assistant Secretaries,

\$37,800.
Secretary, GS-10.
Bureau of International Organizational Affairs
3 Deputy Assistant Secretaries, \$37,800.
Executive Secretary, GS-15.
2 Secretaries, GS-10.
Bureau of Intelligence and Research
Director, Level IV.
3 Deputy Directors, \$37,800 to GS-16.
Private Secretary, GS-10.
Bureau of Oceans and International Environmental and Scientific Affairs
4 Deputy Assistant Secretaries, \$37,800.
Special Assistant, \$28,582.
Coordinator, \$37,800.
Secretary, GS-9.
Bureau of Economic and Business Affairs
5 Deputy Assistant Secretaries, \$37,800.
Special Assistant, GS-16.
Secretary, GS-10.
Bureau of European Affairs
4 Deputy Assistant Secretaries, \$37,800.
Private Secretary, \$13,770.
Bureau of Near Eastern and South Asian Affairs
3 Deputy Assistant Secretaries, \$37,800.
Secretary, GS-10.
Bureau of Inter-America Affairs
4 Deputy Assistant Secretaries, \$37,800.
Bureau of Educational and Cultural Affairs
3 Deputy Assistant Secretaries, \$37,800.
Private Secretary, GS-10.
Bureau of Public Affairs
3 Deputy Assistant Secretaries, \$37,800.
Private Secretary, GS-10.
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(To Be Continued)

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SALARY SCHEDULES 1976

The information in the body of this report reflects grades or salaries as of September 3, 1976. Where an ungraded position has a salary range, the basic entrance salary as of September 3 is shown. In some cases, these entrance salaries may have been increased subsequent to September 3, as there was a general increase in the salaries of most Federal white-collar employees effective on the first day of the first pay period beginning on or after October 1, 1976. This appendix shows the salaries that are in effect for the different grades of the several pay systems after that pay increase, under Executive Order 11941, October 1, 1976.

Executive Schedule

The Executive Schedule consists of five levels, with the following rates:

Level I	\$66,000
Level II	46,800
Level III	44,000
Level IV	41,800
Level V	39,600

However, under Public Law 94-440, the Legislative Branch Appropriation Act, 1977, funds are not available to pay the rates shown above to most positions at Executive Schedule levels. Instead, most positions at Executive Schedule levels are still paid only at the rates that were in effect on September 30, 1976, as follows:

Level I	\$63,000
Level II	44,600
Level III	42,000
Level IV	39,900
Level V	37,800

This report does not indicate which specific positions are paid at the new rates and which positions continue to be paid at the rates in effect on September 30, 1976.

Other salary schedules will be printed in future weeks.

State Sets 17 Promos

ALBANY—The State Civil Service Department has opened filing for 17 promotional titles in social services,

Public Employment Relations Board, motor vehicles, insurance, health, education and commerce agencies. Most have March 19 written tests and Feb. 7 deadlines.

Motor vehicle cashier (Exam 36-013), license clerk and senior license clerk (36-012) have March 19 written tests.

Senior motor vehicle referee has an oral test in February, March or April. Insurance examiner (36-014) and vocational rehabilitation counselor at the senior (35-983) and associate (35-984) levels also have March 19 written tests.

Written tests will also be held March 19 for social services agency jobs of associate social services disability analyst (36-017), associate vocational rehabilitation counselor (36-010), senior social services disability analyst (36-106), senior vocational rehabilitation counselor (36-011) and social services disability specialist (36-015).

Oral tests will be held for associate social services program specialist (39-167), principal social services program specialist (39-168), supervising public employment mediator (39-172) director, office of hospital nursing services (39-171).

Associate international trade consultant (39-169) has a Jan. 24 deadline and an oral test. Senior supervisor of field services for the blind has a Jan. 10 deadline and an oral test.

Safety Officer Test

ALBANY—The State Civil Service Department has opened filing until Feb. 7 for March 19 promotional tests covering three levels of institution safety officer.

Exam 36-034 will be given for the senior level; exam 36-035 for the chief I and chief II levels.

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Mechanical Engineer	8.00
Motor Vehicle License Examiner	5.00
Notary Public	6.00
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Playground Director — Recreation Leader	6.00
Postmaster	5.00
Post Office Clerk Carrier	5.00
Post Office Motor Vehicle Operator	4.00
Postal Promotional Supervisor-Foreman	5.00
Preliminary Practice for H.S. Equivalency Diploma Test	4.00
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YONKERS CROSSING GUARDS' RIGHTS AFFIRMED

Viewing the copy of a recent Westchester County Supreme Court decision giving school crossing guards in the City of Yonkers the right to arbitrate with the city are, from left, Civil Service Employees Assn. Southern Region III attorneys Arthur Grace and James M. Rose, crossing guards unit president Delores Nyahay, and Westchester County CSEA local president Raymond Cassidy.

Feds Open A Variety Of Posts

WASHINGTON, D.C.—The U.S. Civil Service Commission has opened filing until further notice for several positions on its general notice listing.

Fiscal and accounting support, shorthand reporter, reporting stenographer, sales store checker and structural firefighter are included. Textile conservator is also under the mid-level announcement.

Fiscal and accounting support positions, which currently have vacancies in Orange and Rockland Counties, require one year's general clerical experience and one year's specialized experience at the GS-4 level, which pays \$8,316. An extra year's specialized experience is required for GS-5, which pays \$9,303.

The specialized experience required depends on the particular area desired. The areas are general accounting and administra-

tion, benefit—payment roll, accounts maintenance, cash processing, voucher examining and payroll. Education can be substituted for experience.

Shorthand reporter requires one year's experience for GS-7, which pays \$11,523, and three years' for GS-9, which pays \$14,097.

Reporting stenographer, which pays \$9,303 at GS-5, has no training or experience requirements.

Teacher Careers

Columbia University Teachers College is offering a free conference for laid-off New York area teachers on recertification and other career alternatives.

The conference will be held Jan. 17 at Horace Mann School Auditorium, Broadway and 120th Street from 3 to 6 p.m. Call Pat Bonney (678-3352) for further information.

Sales store checker requires six months' general experience or a high school diploma for GS-2, which pays \$6,572, and one year's experience that includes a half year's sales store checker experience for GS-3, which pays \$7,408.

Structural firefighter requires one year's general experience and one year's firefighting experience for GS-4, which pays \$8,316, and an extra year's specialized experience for GS-5, which pays \$9,303. A high school diploma can be substituted for one year's general experience and an appropriate associate degree is fully qualifying for GS-4.

Sheetmetal mechanic is open in Orange and Rockland Counties. Boat operator is open in Nassau and Suffolk Counties. High voltage electrician has been closed.

For further information contact a Federal Job Information Center.

Group Insurance Head Retires: CSEA Job Opens

CSEA is looking for an individual to replace Patrick DeMurio, who retired from CSEA after over 37 years of outstanding service, to administer the group insurance programs available to members employed by the State of New York and participating political subdivisions. The successful applicant must be able to deal with carriers on contract compliance, claims, rates and underwriting, in addition to communicating with policyholders on technical matters.

A college degree and three years' experience in a group insurance environment is desirable, one year of which should have been in a supervisory capacity.

Starting salary and benefits are excellent. Those interested in applying for this job may send a resume and salary history by Jan. 21, 1977, to: Thomas S. Whitney/Director of Employee Relations and Personnel/The Civil Service Employees Association, Inc./33 Elk Street/Albany, New York 12207.

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Long Islanders Celebrate Holidays



Each of the Civil Service Employees Assn.'s six regions has certain traditions that are special for them. For Long Island Region I, the annual holiday get-together is one of those customs, and attracts hundreds of members to share in seasonal camaraderie. Regional president Irving Flaumenbaum, seated left, shares a pleasant moment here with other Long Island officers: fourth vice-president Ruth Braverman, seated center, and secretary Dorothy Goetz; standing, from left, third vice-president Robert Conlon, first vice-president Ralph Natale and second vice-president Nicholas Abbatiello.

Capital District Fete A Success

ALBANY—More than 120 members of the Capital District Retirees chapter, Civil Service Employees Assn., and their guests attended the recent annual Christmas party hosted by the chapter.

Guests included CSEA president Theodore C. Wenzl and CSEA retiree affairs coordinator Thomas Gilmartin, chapter vice-president Elizabeth Steenburgh said.

Social chairman Delores Fussell arranged the party; reservations were handled by Irma Wilkie.



Although Long Island Region I has the largest number of members, they are concentrated in relatively few large chapters. Thus, it is reasonably possible to picture most chapter presidents or their representatives in a single photo. Seated, from left, are Daniel Donohue, Central Islip Psychiatric Center chapter 404; Phyllis Terzella, Transportation District 10 chapter 508; Dorothy Rabin, SUC at Old Westbury chapter 618, and Gregory Szurnicki, Kings Park Psychiatric Center chapter 411. Standing, from left, are Donald Brown, Long Island Armory Employees chapter 253; Walter Weeks, Suffolk Educational chapter 870; Peter Higerson, Long Island Park chapter 102; Irving Flaumenbaum, Nassau chapter 830; Albert Varacchi, SUNY at Stony Brook Local 614; James Corbin, Suffolk chapter 852, and Joseph Noya, Pilgrim Psychiatric Center chapter 418.

(Leader photos by Sulo Aalto)

Greece Unit Gift Helps Children

ROCHESTER—The 80 members of suburban Greece's unit of the Civil Service Employees Assn. helped make Christmas and the New Year brighter for residents at nearby St. Joseph's Villa.

The CSEA members raised \$372 in the raffle of a CB radio and donated all of it to the villa, a home for emotionally disturbed adolescents.

Douglas Lynch, unit president, said the money will go into a children's fund and a building fund for a physical, academic and vocational education facility.

BUY BONDS!



Among those whom regional president Irving Flaumenbaum, left, greeted at their tables during the festivities were Lois and John Aloisio, Jr. Mr. Aloisio is with the Town of Hempstead Sanitation Department.

Legal Note

Under the photo of the Civil Service Employees Assn. legal committee, pictured in the Jan. 7, 1977, issue of The Leader, committeeman Sid Grossman was incorrectly identified as a member of New York City chapter 010. Mr. Grossman is with Suffolk chapter 852. Missing from the photo is vice-chairman Ethel Ross, who is from chapter 010.



Committee members responsible for the success of Long Island Region's holiday dinner-dance are, seated from left: Rose Cilli, Ida McDaniel, Ruth Braverman and Eileen Gorski. Standing are Lou Manellino, Dorothy Goetz, co-chairman William Kempey, Florence Murphy and co-chairman Anthony Giannetti.

Three Steuben Policemen Are Ordered Reinstated

ALBANY — The State Public Employment Relations Board has ordered the Village of Wayland, Steuben County, to reinstate three police officers whose positions were abolished by the village.

The board also ordered that the village compensate the three officers for wages and benefits lost as a result of this action, plus interest at the rate of 3 percent minus any wages actually earned by each from the time of his termination until his reinstatement.

The PERB upheld the determination of its hearing officer, Kenneth Toomey, who found that the village abolished the positions of its three patrolmen in order to avoid having to negotiate with the recently formed Wayland Police Benevolent Assn.

The board further ordered the village to desist from engaging "in similar coercive and discriminatory acts" toward the three police officers because of their exercise of rights protected by the Taylor Law.

The village was also ordered to post notices setting forth the reinstatement and the desisting

from discriminatory action at locations ordinarily used for written communications to employees in the police department.

Merit System

(Continued from Page 1)

ality, would restrict rank-and-file employees from qualifying for management-level promotions by merit and fitness, and open up management level jobs to political appointments without any consideration to merit, fitness or qualification."

In planning to hire its own consultant, CSEA "has taken the firm position of committing itself to defending the basic concepts of the competitive merit system and resisting in the strongest possible ways any effort by the state to return to a spoils or political appointment system, even in a limited way," Mr. Lochner continued.

He noted that CSEA is gravely concerned on behalf of public employees but "also concerned for the public in general. If the Merit System is weakened or eliminated, public citizens who might otherwise be qualified to enter public service could easily be denied that opportunity if they did not know well some county political chairman or other political hack who would control a spoils system. And if people were to be hired without qualifications, then the level of service would drop and the public would not be getting the most from their tax dollars."

Binghamton Retirees

BINGHAMTON — The Binghamton Area Retiree chapter 902, Civil Service Employees Assn., will hold a meeting Monday afternoon, Jan. 24.

Binghamton Mayor Alfred J. Libous will be featured speaker at the meeting to begin at 2 p.m. at Garden Village West.

35-Hour Workweek For Willowbrook 36

ALBANY—Thirty-six doctors and dentists at the Willowbrook Developmental Center have been restored to their original 35-hour workweek, thanks to an agreement reached last week between the State and the Civil Service Employees Assn.

On April 20, 1976, the institution's management issued a memo, without consulting the union, ordering the doctors and dentists to begin working a 40-hour week. The employees immediately filed a contract griev-

ance, and an arbitration session was scheduled for Dec. 29.

Shortly before the arbitration was to begin, the state agreed to restore the employees to their original 35-hour workweek.

In addition, the state agreed that doctors and dentists who were working full-time at Willowbrook on May 13, 1976, and who still work full-time, may use a total of 2,700 hours of compensatory time, to be distributed equally among them.

"This agreement acknowledges, in effect, that the state cannot unilaterally change the terms and conditions of employment for workers covered by a CSEA contract," said Stephen J. Wiley, an attorney with the CSEA law firm of Roemer, Featherstonhaugh. "The state is

State Seeks 2 Engineers

ALBANY—The State Department of Civil Service is continuously recruiting state workers for promotional posts of assistant sanitary engineer and senior sanitary engineer in the Environmental Conservation Department. To qualify, candidates must take an oral test, which is frequently held in Albany.

Assistant sanitary engineer, No. 30-282, is open to Environmental Conservation Department employees with a year's experience as a junior engineer and an intern engineer's certificate. A year's engineering experience in a grade 19 or higher position is good for senior sanitary engineer, No. 30-281.

The oral exam for both posts is designed to test the applicant's ability to reason clearly.

obligated to negotiate with the union on any such changes that it wants to effect."

SHORT TAKES

WOMEN TROOPERS

In January 1974, the New York State Police graduated its first class of troopers with women. Of the four women in that class, Regina M. Robbins, a Syracuse University graduate, received a prize revolver for having the highest academic record in the class. Trooper Robbins, 26, is assigned patrol duties on the New York State Thruway out of Albany. Except for dispatching animals injured by traffic on the Thruway, she has not yet fired the gun in the line of duty. Commenting on her job, she said, "One of the most rewarding and exciting feelings is receiving thanks from someone, be it verbal thanks or just a smile, when you return stolen property to them or help them at the scene of an accident. Besides the original 1974-class women, there is one other female trooper currently on the job."

OPEN BUDGET BOOKS

The Appellate Division of the State Court has ordered Budget Director Peter Goldmark to permit the New York Public Interest Research Group to examine files and worksheets used in preparation of the New York State 1975-76 budget. The NYPIRG filed a suit under the state's freedom of information law after Katherine B. Mackay, access officer for the Division of Budget, denied an NYPIRG official permission to see the records. The request was made by the public interest group's Mark Dunlea, who was researching the funding of the State Commission on Cable Television. Ms. Mackay claimed her office was not obliged in law to disclose the material and that disclosure could interfere with the agency's decision-making process. The state's argument also said that Mr. Dunlea's request for "budget examiner's files" was too vague.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-3060.

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.

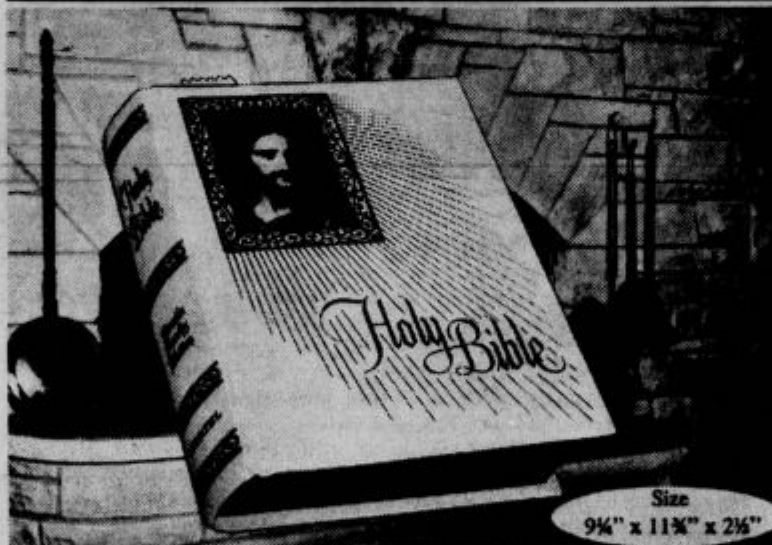
For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

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.

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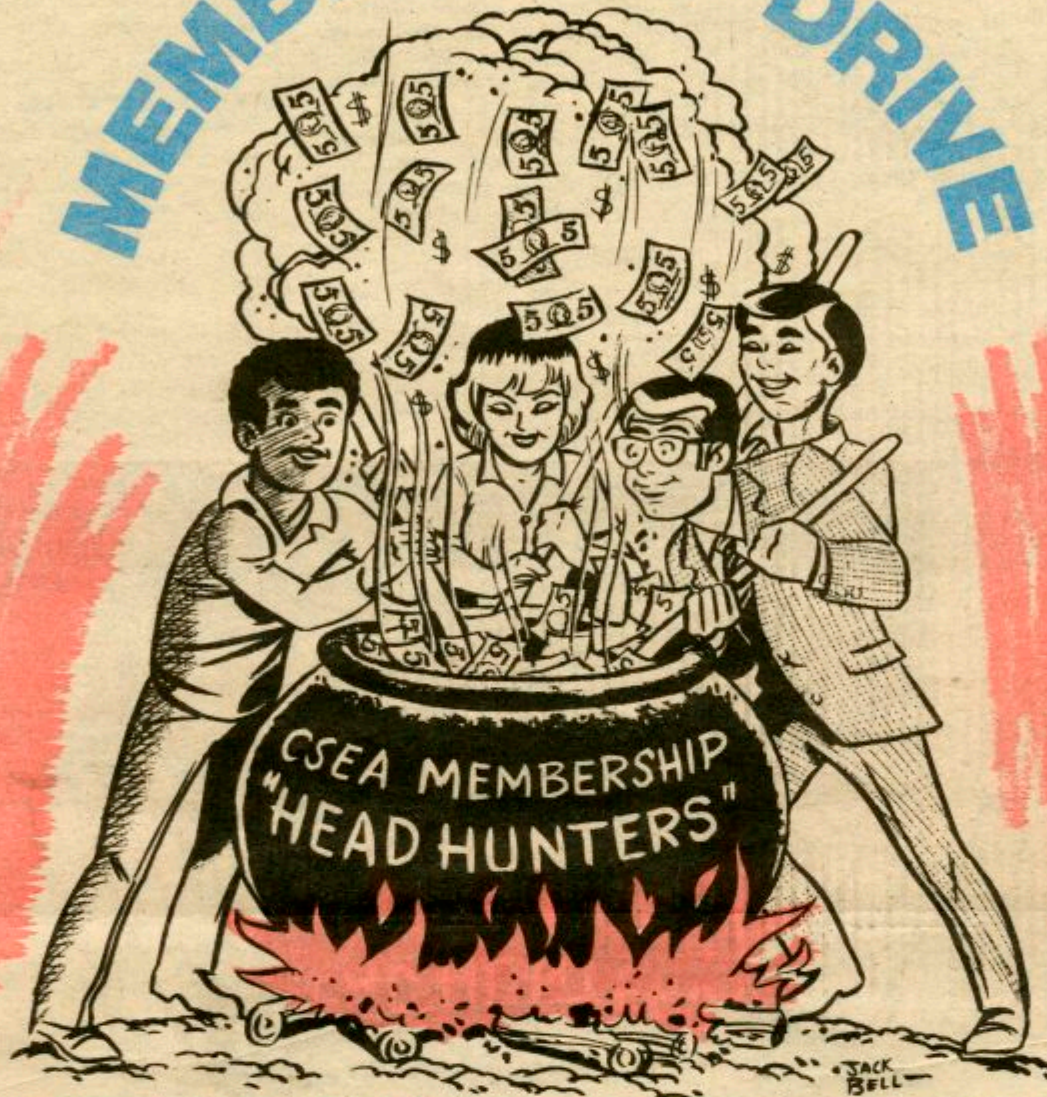
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NON-MEMBERS SHOULD HELP SHARE THE LOAD

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