

Civil Service LEADER

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Retiree News

— See Page 14

Count Ballots In Ratification Vote



Members of the Civil Service Employees Assn. special elections procedure committee, comprised of retired union members, conducted the two-day processing and counting of more than 64,000 ballots received in the CSEA-State contract ratification voting. In the above photo, committee chairman Bernard C. Schmahl, left, and committee member William McConnell inspect the progress. Contract was approved.



Negotiating team members assisted the Civil Service Employees special elections procedures committee by removing ballots from envelopes, and the ballots were then separated by units and counted by the committee members. Stella Williams, an Administrative Services Unit team member from New York City, is shown processing ballots prior to actual counting.

11th Monroe County Official Resigns Result Of Pay Cuts

ROCHESTER—Judith Peters, executive director of the Monroe County Youth Bureau, became the eleventh high-level county official to quit in the last 12 months as the result of pay cuts which, she said, made it difficult for her to motivate her staff.

"I find it hard to explain to employees why their salaries are cut when they are working just as hard . . . It is difficult for me to accept this and pass it along to the staff," she said.

It is "really hard to motivate people to work when you cut their salaries," she said. "I don't

think some of the legislators understand that."

(Continued on Page 3)

CSEA To Continue As Rockland Union After Close Tally

ALBANY—The Southern Region of the Civil Service Employees Assn. has maintained its perfect record against challenges by the Service Employees International Union.

CSEA defeated SEIU in a runoff election for the right to represent the 1,180 employees of Rockland County last week. The final score was 674 to 664.

For CSEA, it was the tenth time in the past three years that New York State's largest public employees union has beaten back perpetual loser SEIU in CSEA's Southern Region, which includes Putnam, Rockland, Orange, Ulster, Dutchess, Sullivan and Westchester counties. CSEA has beaten the outsiders twice in Orange, Ulster and Sullivan counties, and once in the Town of Greenburgh in Westchester County. In addition, SEIU mounted an unsuccessful challenge against CSEA for the right to represent the state's thruway employees, and was part of the "Public Employees Federation" that failed to raid CSEA's Professional, Scientific and Technical statewide bargaining unit last year.

"We hope that this victory will convince that bunch of losers to get out of Rockland County and stay out," said CSEA Rockland County unit president Patsy Spicci. "Our big concern right now is to get back to negotiations and get the best possible contract for the employees. It's been a long time coming."

The terms and conditions of employment for the workers for 1976 were imposed unilaterally by the county legislature last October at a hearing that the union contends was held improp-

erly. After the hearing, Mr. Spicci demanded that negotiations begin "immediately" on a contract for 1977. However, because of the outside union's interference, those negotiations never even got started.

The state's Public Employment Relations Board ordered that an election be held between the two unions, and meanwhile negotiations were called off by the county. The terms and conditions imposed by the county expired at midnight on Dec. 31, 1976.

"The workers were without a contract for a long time, and

(Continued on Page 3)

Don't Repeat This!

Shoo-In Victories No Longer Certain In Primary Fights

June is busting out all over with organization election district captains and other political activists ring-

(Continued on Page 6)

Credit Bus Driver With Saving Students' Lives



ALBANY—The Capital Region of the Civil Service Employees Assn. will present an award of valor to Robert Thomas, a part-time Brittonkill School bus driver, represented in negotiations by the union.

A few weeks ago, however, some of his passengers did not hold Mr. Thomas in the highest regard: he enforced the school's bus code to the letter, "and maintained strict discipline, so stern some students thought Mr. Thomas too strict."

That is until Thursday morning, May 5, when the strict bus driver saved his riders' lives due to his quick orders and their instant obedience.

Mr. Thomas was driving west on Route 2 toward Grafton at

(Continued on Page 3)





This is what the state office building in Hauppauge looked like after a violent wind storm subsided.

High Winds Rip State's Bureau On Long Island

HAUPPAUGE—Glass panels and pieces of aluminum framing of the five-story 50-foot facade of the State Office Building blew out last week and crashed down at the building's entrance scattering glass and metal fragments inside and outside some of Long Island's busiest buildings.

There were no injuries as a result of the 4:50 p.m. blowout Monday, May 9, following a freak winter storm that brought high winds, snow, hail, sleet and rain to Long Island.

Several offices had closed for the day 20 minutes earlier. "A lot of people could have been injured because several hundred used the exits at that time," explained Robert Belckert, office building manager.

The Hauppauge State Office Building houses many state agencies including: Department of Transportation Region 10; Division of Employment; Department of Taxation and Finance; Department of Motor Vehicles, and Department of Vocational Rehabilitation. There are approximately 850 state employees in the complex.

After additional glass panels fell the following morning, Civil Service Employee Assn. field representative Nick Pollicino met with inspectors from the Office of General Services to express the apprehension of employees about the building's structural soundness. At Mr. Pollicino's request, an officer of the OGS assured employees over the building's public address system that the building was sound.

Lt. Gov. To Give Awards To Trio

MANHATTAN — Public servants who go unnoticed on their jobs will receive recognition at 3 p.m. June 3 when Lt. Governor Mary Anne Krupsak presents the annual Civil Service Gold Medals for service beyond the call of duty to a city, a state, and a federal employee.

The presentations will be made to Samuel Stempler of the New York City Air Resources Dept. of the Environmental Protection Administration; to Jose Irizarry, a narcotic parole officer in the Office of Drug Abuse Services; and Sandra Bird, a native of Puerto Rico on the regional office staff of the Federal Trade Commission.

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PAROLE OFFICER HONORED FOR YOUTH WORK
Civil Service Employees Assn. member R. G. (Jerry) Nolan, right, a parole officer with 18 years service with the State Department of Correctional Services, is shown receiving the Chesty Kaul award from Mr. Kaul, founder of the Auburn Hockey Club and namesake of the award. Jerry Nolan was honored for his outstanding contributions and dedicated service to the Auburn Youth Hockey program. Several of the teams he trained and coached produced players now gaining acclaim and All-American status in inter-collegiate hockey. Other AHC members and officials in photo are from the left, Guy Garnsey, Jack Walsh, and Jim Applebee.

Facts And Figures Needed Say Rensselaer Lawmakers

By DEBORAH CASSIDY

TROY—After hearing both sides of stalled contract talks between the Rensselaer County unit of the Civil Service Employees Assn. and the county administration, the county Legislature demanded "exact figures and facts" for the cost of a wage increase and promised to return within a short time with a fair settlement.

After a short introduction by unit president, Sue Ernst, and CSEA contract bargaining specialist, Harmon Swits, who commented that the employees had become "pawns" and "scapegoats" for the county, but are now demanding "a fair and well earned wage increase," individual departmental representatives spoke on the need for the increase.

One woman, working in the welfare department, said that she had to apply through her own office for food stamps to help feed her family. Others complained of a low morale among the employees and termed the county a "training ground for the State" due to the high number of workers who move on. The feelings of the entire

work force were summed up in one man's statement that "the employees cannot and will not carry the burden of a budget deficit any longer."

Commenting later on the participation of actual employees in the hearing, Local president, Samuel P. Ciraulo, said, "this is the first time that this has been tried and it should prove to be effective, not only in gaining a much needed raise, but also in uniting the rank and file of 'CSEA for the future.'" With no money said to be available for an increase, Mr. Ciraulo questioned the existence of a highly paid negotiator and Rensselaer County Executive William Murphy's plush office containing a recently purchased \$600 chair.

In his speech to the Legislature and the 200 employees crowded into the hall, county negotiator William E. Sinnott claimed that the wage freeze was an apparent mandate from the Legislature, since they did not allow for an increase in the budget which they had recently adopted. He accused the employees of "trying to drive a political wedge between the Legislature and the Executive Administration" by bringing talks to this point.

Several legislators were angered by Mr. Sinnott's assumptions about the budget, claiming that they did not allow a specific amount for an increase because it would appear that it had already been decided upon without negotiation; they intended to leave the issue open for "true negotiation."

Talks were brought to an impasse when the employees refused to accept a wage freeze in the first year of the new contract. With a startling number of employees eligible for some form of welfare, CSEA is now demanding \$400 across the board, retroactive January 1, 1977.

11th Official Resigns Over Monroe Cuts

(Continued from Page 1)

Ms. Peters also lost staff due to county budget cuts. Her department shrank from 19 to nine employees.

Martin Koenig, the president of the Monroe County Local of the Civil Service Employees Assn. has rejected a proposal to restore the controversial pay cuts and institute an unpaid furlough system instead.

Mr. Koenig said the proposal for rotating, short-term layoffs was "totally unacceptable and interferes in the current contract negotiations." Furthermore, he said, it wouldn't give employees any additional income. Salary now lost every week in a smaller pay check would be lost in just one period when there was no pay check, he said.

Sponsors of the plan agreed that it would not give employees any more money, but said it would at least give employees some time off.

Mr. Koenig repeated the Local's position that the pay cuts should be restored through negotiations and that the proposal was just another example of legislators "constantly interfering in the bargaining process."

The furlough proposal came after a name-calling session between Republicans and Demo-

crats in the county Legislature.

Democratic minority leader Richard Wilson proposed restoring the 5 percent pay cut, begun in January for employees earning between \$12,000 and \$20,000 a year. He said some of the 10 percent pay cuts for those earning above \$20,000 could be restored after a case by case re-

view.

"It's obvious the county's fiscal crisis was overstated," he said. "The 1976 deficit is smaller than expected. The sales tax revenue (this year) is up dramatically."

Majority Leader John Hoff said Mr. Wilson's proposal was "insane" because the county must still borrow millions of dollars later this year to pay for welfare programs which hadn't been included in the budget.

He proposed that county manager Lucien Morin report on the feasibility of a furlough system to begin July 1. Employees would have their original pay levels restored, but they'd be given unpaid furloughs which could amount to six days. Those earning under \$12,000 would not be given any furlough.

The furlough proposal is similar to the one proposed last summer by Republicans as a way of avoiding layoffs. The Monroe CSEA Local fought it and won in a lower court, but the county appealed and won. The decision in favor of the furloughs was moot, however, because it came after the CSEA contract expired and the legislature voted to lay off employees and institute the pay cuts.

Rockland Win

(Continued from Page 1)

SEIU held up their negotiations for a total of eight months," said CSEA Rockland County Local president John Mauro. "We're all glad this election is finally over, so that the employees can get the contract they deserve and make up for lost time."

The first running of the election, in which the ballots were counted by PERB on April 27, ended with CSEA getting more votes than SEIU, but not enough votes to satisfy peculiar PERB rules and regulations. A runoff was ordered under the same rules as the first election, with the new counting date set for May 27.

The collective bargaining specialist CSEA has assigned to negotiate the new contract along with CSEA members is Nels Carlson.

Bus Driver Rescues

(Continued from Page 1)

about 8:50 a.m., picking up children going to Tamarac Elementary about two miles away. He had eight of his 35-40 daily riders on board.

Stopped on the road with safety lights flashing, Thomas saw a runaway logging truck piled high with logs, coming straight for the bus. He knew the truck could not stop.

"It was a runaway. It just ran

away from him," Mr. Thomas said.

Anticipating the truck would try and pass through, what he described as a three-foot space between his bus and a Berlin-BOCES bus, Mr. Thomas acted quickly.

"I hollered at the kids to get down and everything exploded. When the truck hit, glass exploded, everything was all over — the roof was torn off."

A log had passed through the window behind Thomas' seat and injured a ten-year-old passenger who was sitting there. "If he had been sitting straight up, the log would have pinned him right in the seat," said Mr. Thomas.

"When I turned around (Thomas himself sustained injuries which went untreated until his students and others were treated) the boy, James Roarke, was laying there like he was unconscious, with a log laying on his head. I picked the log off him but didn't want him moved."

Then the injured boy spoke some words which Mr. Thomas, the strict bus driver, will remember forever. The injured boy said, "I love you bus driver, you're the best one I ever had."

James Roarke underwent plastic surgery for face and neck injuries. Robert Thomas was treated for internal bleeding and an injured hip. Other passengers received minor injuries.

No student was killed because the bus driver cared enough to be "mean."

BUY U.S. BONDS!

① CSEA calendar ①

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.

JUNE

- 6—West Seneca Developmental Center Local 427 general meeting: 8 p.m., V.F.W. Post 8113, 299 Leydecker Rd., W. Seneca.
- 7—Syracuse Area Retirees Local election of officers luncheon meeting: 1 p.m., Riordan's Restaurant, Auburn.
- 8—Suffolk Retirees Local installation meeting, 1 p.m., State Office Building, Hauppauge.
- 10-12—Central Region V conference: Holiday Inn, Cortland.
- 11—Lewis County Local installation of officers dinner-dance: 6:30 p.m., Pepper Mill Restaurant, Lowville.
- 13—Adirondack Committee, Capital Region IV, Meet the Candidates Night.
- 17—Broome County unit installation dinner-dance: 6 p.m., St. John's Memorial Center, St. John's Parkway, Johnson City.
- 19-21—County Division Workshop: Granit Hotel, Kerhonkson.
- 21—Hudson River Psychiatric Center Local 410 regular meeting: 8 p.m., Cheney Conference Room, Poughkeepsie.
- 21—Ballots for statewide officers and State Executive Committee due back: 6 p.m. deadline.
- 21—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5890, Manhattan.

\$250 Fact-Finder Recommendation OK With Orleans CSEA

ROCHESTER—Workers in nearby Orleans County who are represented by the Civil Service Employees Assn. have accepted a fact-finder's recommendation in a contract dispute with the county.

The fact-finder recommended that the 327 workers represented by CSEA be granted a \$250 raise plus any increments due them under the existing salary schedule.

CSEA field representative Patrick Phelan said the recommendation was accepted "in the interest of reaching an agreement with the county this year. But we feel we're making a sizeable compromise. Members are far

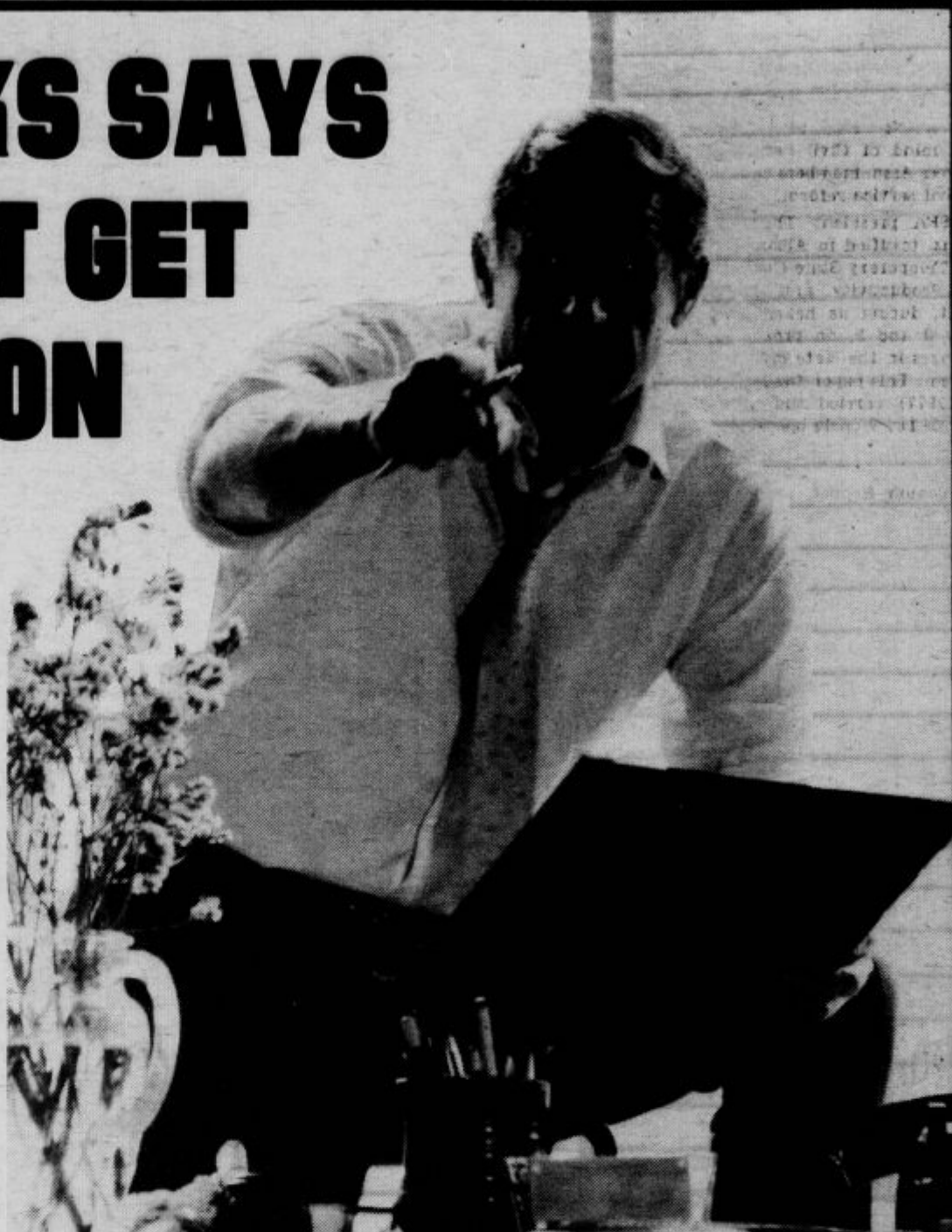
from enthusiastic."

The CSEA had asked for a \$400 increase while the county proposed a minimum \$180 increment this year for each employee under a new 11-step salary schedule.

The fact-finder also recommended that a labor-management committee be established to settle the issue of broader revisions to the county's salary schedule by 1978.

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**AND WE'LL PUT
OUR MONEY
WHERE
OUR MOUTH IS!**



The CSEA new membership drive is in full swing and now's the time for you to get off your duff and sign up non-members. With each new member you bring into the CSEA fold, you get five bucks cash! And there's no limit to how many new members (at five bucks each!) you can sign up.

But you've got even more than five bucks riding on the CSEA membership drive. The blunt truth is that the more public employees who belong to CSEA the stronger we *all* become. The opposition doesn't want to see us united because they know that our strength is in unity. With all of us on the same side we all will get the fair shake we deserve.

It's up to each one of us in CSEA to strongly impress every non-member that our fight is also the fight of every public employee in New York. And that if we don't work together—as equal and participating members—our future goals will be harder to reach.

So, if you're a member in good standing, get going and sign up your fellow workers who are non-members in CSEA. See your Chapter or Unit president for special sign-up cards which have all the necessary information. The five-dollar cash award is yours with each new member you sign up but more importantly, with every new member in CSEA, you are helping to insure the future. For all of us.

CSEA
STRENGTH IN UNITY

Overhauling The State System

CIVIL SERVICE LEADER, Friday, June 3, 1977

By JANE BERNSTEIN

Perhaps one of the most important things on the collective mind of Civil Service Employees Assn. members these days is civil service reform.

CSEA president Theodore C. Wenzl testified in Albany before the Temporary State Commission on Productivity and Management, during its hearings there May 2 and 3, on proposals for changes in the state civil service system. This paper (issue of May 20, 1977) carried the complete text of Dr. Wenzl's speech, which opposed many of those suggestions.

Solomon Bendet, president of the union's Metropolitan Region, testified before the commission also, at its May 13 hearing at the World Trade Center in New York City. His testimony paralleled Dr. Wenzl's.

CSEA director of research William Blom criticized a poll published by the commission that revealed a high percentage of dissatisfaction with the present civil service system on the part of state workers. Mr. Blom said the poll was based on too small a sample of workers to reflect anything, and was set up in such a way as to be subject to bias.

What, exactly, is all of the excitement about? An attempt will be made here to streamline the reform proposals of the commission, the reasons why CSEA opposes them, what other interested parties have to say, and to where it all may be expected to lead.

The commission has prepared legislation to bring about certain changes in civil service law during the coming session. To begin with, the plan would abolish the state Civil Service Commission as it now stands, and create, in its place, a Civil Service Board, with a chairman at

its head instead of a commission.

It would also establish a new Division of Personnel Administration, to which individual agency supervisors would report. And the various operating agencies in the state system would each be responsible for reclassifying job titles and conducting promotion examinations. In addition, each agency would have the authority to grant merit increases on the basis of performance, under the assumption that supervisors would be present on the job, and so better able to judge a worker's efforts.

Another change in the law would be directed toward the use of eligible lists. Presently, the rule of one-in-three exists, whereby one of the top three candidates on a list may be selected for a job. The plan would extend this to allow members of management to choose prospective employees from other parts of a list, either by score groups, or in a different manner that could include the whole list.

The commission plan calls for a one-year probation period for new employees, and a six-month period for employees who are new to a position after transfer, promotion or rehiring to another department.

Promotions would be determined by an employee appraisal system, which would establish standards to rate work performance. This system would be used as a basis for awarding increments, and making departmental promotions. If an employee objected to the way he or she was rated in this system, an appeal procedure would be available within each department to allow the individual to counter any claims believed to be unjust.

The commission also recommends the formation of a career management service, with candidates in titles at Grade 28 and above. An exam would be given and those qualifying would become management confidential.

WHAT REFORMS COVER

Eligible Lists

Promotions and Merit Raises

Probation Periods

Exam Procedures

Title Classifications

Career Mgt. Corps

The proposal would also modify civil service law so that eligible and preferred lists would not be extended beyond their present four-year limit.

That basically covers what would be effected by the Commission on Management and Productivity in the Public Sector's legislation.

The CSEA opposes practically every point of this plan. The union's reasoning was revealed in Dr. Wenzl's testimony, which outlined briefly, includes:

- Restoration of \$1.6 million to the Civil Service Department, which was cut by the joint legislative fiscal committee. More money will be needed for examination services on the department level.
- Reclassification on the department level would result in inconsistencies in titles and duties.
- Promotion responsibilities on the department level would allow supervisors to ignore eligible lists.
- Decentralized performance evaluation would allow for favoritism and does not provide for union participation in development of standards.
- Extending the probationary term to one year for new employees only prolongs the uncertainty of an employee, by management.
- The rule of one-in-three should be continued, as a broader method of selection from eligible lists is contrary to the state constitution — direct order selection is preferred.
- The career management service would create an elite corps of workers with salaries dependent upon the appointing officer.
- Preferred lists should remain in effect until exhausted.

That's just a recap of some of the areas addressed by the union leadership. And it is of interest to note that the CSEA stands almost alone in its opposition to many of the prospective reforms. The only other group that is as singularly fearful of the potential for what is termed "political favoritism" is the Civil Service Merit Council.

Testimony at the World Trade Center hearings from both federal and local government representatives reflected a desire for

reform of the 70-year-old civil service system.

John Lafferty, regional director of the U.S. Civil Service Commission, said, "We enthusiastically support the efforts of New York State to improve its own civil service system." Mr. Lafferty said the federal government would not interfere, except in regard to how the final recommendations would affect federal grant-aided agencies. These, he said, must meet the requirements of the Federal Merit System.

Mr. Lafferty said, however, that federal civil service officials are concerned about the \$1.6 million cut, and believe that state agencies charged with new testing and selection responsibilities should have adequate funding.

Nassau County Civil Service Commission director Adele Leonard said in her testimony, "I take the word 'reform' to mean 'change.' As I mentioned, there is room for change and there has been and there should be change. Change is easy, it is improvement that is difficult to achieve."

Although taking a cautious view of certain parts of the commission's plans, Ms. Leonard said she would support a broadening of the one-in-three rule, and would assist in developing legislation.

What are the chances for passage of a bill listing these reforms?

"We think things look really good," said Deborah Loeb, information officer for the Commission on Management and Productivity. "We're getting a lot of positive feedback from various groups. There's a lot of support for these changes."

Ms. Loeb said the commission believes that CSEA will be more supportive of some of the reforms as meetings and talks take place.

"The commission recognizes how important a role labor plays when it comes to change in civil service law, and that there's a great need to work together on this," she said. "We don't want to tell workers how to make their promotions, we just want to set the stage for positive reform."

Now that the hearings are concluded for the time being, state workers and union members will have to see how their legislators react to the proposals that have been brought before them.



Solomon Bendet, president of New York City CSEA Local, testifies before commission at civil service reform hearing at World Trade Center.



The panel at May 13 hearing at World Trade Center included, from left, Kevin McGraw, staff member, Gov't Employees Committee; Meyer Frucher, executive director of Commission on Management and Productivity; Assemblyman Louis DeSalvio (D-Manhattan); Victor Bahou, president of New York State Civil Service Commission, and John Stewart, member of productivity commission.

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FRIDAY, JUNE 3, 1977

Packaging Of Candidates

AS elections become more sophisticated, the cost tends to rise astronomically.

The same holds true in union elections, as well as in general elections. The current campaigns for offices in the Civil Service Employees Assn. provides a case in point.

Literature for the CSEA campaigns for statewide, regional and local offices is the most elaborate we have ever witnessed; in sheer numbers, the volume has probably increased also.

Comparison of the mailers and passouts for certain candidates, in particular, shows the growth of campaign sophistication. Just within the past two years, since the previous CSEA elections, the change has been enormous.

Some candidates, who two years ago campaigned with material prepared by themselves or close associates, have upgraded their images this time with handouts that are obviously the work of professionals.

It brings to mind the 1968 federal Presidential campaign, which featured the "packaging of the Presidency," because of extensive use made by Richard Nixon of Madison Avenue advertising agencies.

Mr. Nixon, of course, went on to win the election then and eventually had to resign in disgrace. His opponent, Hubert Humphrey, on the other hand, despite the loss, is now considered one of the towering figures of contemporary politics.

Similar campaign packaging is now evident at all levels of the current CSEA elections. Whether this is good or bad is immaterial at this point: Once it has begun, a trend can turn into the norm as other candidates move to catch up with the more sophisticated, elaborate and expensive campaign methods of their competitors.

For who-knows-how-long, chapter funds have been used to help finance the campaigns of some candidates. Presumably these have been duly approved expenditures by the chapters in order to increase their influence within the union hierarchy.

In this election, however, there seems more-than-ever involvement by union staff members and the open secret that outside sources are "behind" certain candidates.

Whether or not the trend is to the liking of the CSEA is a matter for their collective judgment.

What is important at this time is to be aware of the development before the union finds itself in the position of having to require an accounting of campaign funds and the sources of contributions.

If it is considered to be a potential problem, the time to prepare for the next election is now. If otherwise, no harm done.

(M.O.B.)

Your Social Security

Q. I'll be 62 soon and can't decide whether I should apply for social security benefits on my own work record or as a wife on my husband's record. What should I do?

A. The amount of your monthly social security benefit will be permanently reduced if you start

getting checks before 65. However, the amount of reduction will be slightly smaller if you receive benefits based on your own work. If your husband had considerably higher average earnings than you had, you may get your own benefit and a small amount on his record.

Don't Repeat This!

(Continued from Page 1)
ing doorbells, knocking on doors, and doing all the other things necessary to gather designating petitions in sufficient number to place their favorite candidates on nominating petitions for the September Primary.

Political attention focuses necessarily on the City of New York, because of the special power and prestige attached to the office of its Mayor. However, this should not obscure the local and, in some respects, the statewide impact of primary races in Buffalo for mayor and in Nassau County, among Republicans, for county executive.

A Refined Science

Public opinion polling has become a refined science. By polling a relative handful of voters, experienced pollsters can predict a national election, with a minimum margin of error. However, polls have not achieved a like degree of certainty in predicting the results of primary elections.

The essential difficulty is that relatively few of those who are eligible to vote go to the polls on Primary Day. If as many as 25 percent of the eligible voters turn out for a primary, the turnout is regarded as somewhat spectacular. The small turnout plays havoc with the sampling technique used by the public opinion pulse takers.

Not too many years ago, the small voter turnout in the primary was the principal factor in maintaining a political organization in power, since the organization could pull out voters in sufficient numbers to carry the primary.

However, politics have changed radically in recent years. The organization endorsement of primary candidates no longer guarantees victory. With the changing population in virtually all communities, the political organization is no longer as strong as it used to be. In addition, the voters have become more independent and are likely to be swayed by considerations other than the endorsement of a district leader.

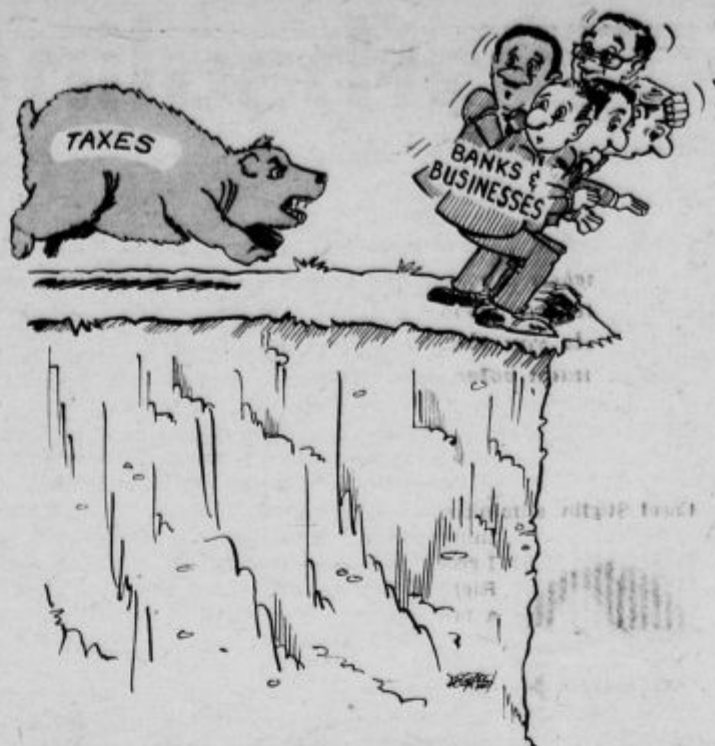
This has been demonstrated over and over again, most recently and persuasively by the primary victories won by Jimmy Carter, an unknown governor of a relatively insignificant state and a man whose principal occupation was that of a peanut farmer.

The basic point at which polls are uncertain in primaries is that they do not measure the intensity of feeling of the voter. It is this subjective and subtle factor that determines who, among the eligible voters, will bother to come to the polls on Primary Day. Thus a charismatic candidate, with sufficient funds to make himself known to the public, may capture the imagination of some of the voters and inspire them to go to the polls, even in the face of a driving blizzard. In a small turnout, a relatively small but inspired group of voters may carry the primary.

Need 40 Percent

The situation is different with respect to the primary for Mayor of New York City. In this primary a candidate must receive a minimum of 40 percent of the votes cast, in order to be declared the winner. If no candidate receives 40 percent of

(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.

The Long Beach Case

In a collective bargaining agreement between the PBA and the City of Long Beach, covering the period from Dec. 1, 1972, to June 30, 1976, it was provided that for the last year of the contract (July 1, 1975, to June 30, 1976) the employees covered by the contract would receive complete parity with Nassau County patrolmen.

In 1974, Nassau County and representatives of the county PBA entered negotiations which would lead to a 1975 contract. However, that contract was not resolved until July 1976 after a protracted arbitration and court proceedings. The resulting increase was demanded by the Long Beach PBA. The city refused to pay it because of its claimed critical financial plight and also because it claimed the provision for parity to be illegal and unenforceable.

In some earlier cases it was held, firstly, that a municipality possessed broad negotiating powers and it could legally negotiate and agree upon any provision that was not prohibited by an express legislative restriction. It was held that matters could be negotiated so long as there was no legislation which expressly or even impliedly prevented negotiations. Subsequently, this position of the courts was modified when the courts stated that a municipality could not legally negotiate regarding a matter as to which there was a plain and clear, rather than an express prohibition. This change in language gave some additional protection to the municipality that had entered into an ill-advised bargain and then tried to back out of it on some legal grounds.

The court, however, also pointed out that in addition to the plain and clear, and express prohibition rules, it would also recognize that some matters could not be legally negotiated because they were against "public policy."

In this Long Beach case, if the parties had not agreed to the parity provision, the matter would have been referred to mediation, fact-finding and ultimately to arbitration under the Taylor Law. That statute sets forth certain criteria which must be followed by the arbitration panel as it deems them applicable, such as wages, hours and conditions of employment of employees generally in public and private employment in comparable communities. The statute also requires consideration of the interests and welfare of the public and the financial ability of the public employer to pay.

In this case, the court held that the negotiation of the parity provision was invalid as a plain and clear, as well as an implicit violation of the Taylor Law. There was no express prohibition because the statute only requires consideration of the foregoing factors insofar as the panel deems them applicable. There is no requirement that such criteria be applied by the arbitration panel, nor is it required that the parties themselves consider those factors during actual negotiations.

Where the contract, however, provides for the settlement of a dispute by a manner which forecloses the con-

(Continued on Page 7)

What's Your Opinion


By PAMELA CRAIG
QUESTION


Elections for the Civil Service Employees used to be in the late summer, when many people were on vacation. Four years ago, they were changed to late spring, but this conflicted with state contract negotiations. When do you think the most appropriate time would be to encourage maximum voter participation?


THE PLACE


South Beach Psychiatric Center, Staten Island


OPINIONS



Carol Stiglin, administrative assistant: "I was just thinking about that question as I received my ballot in the mail. Right now the nominations are a fait accompli and I feel that we haven't had the time to know who the nominees are to really have a chance to nominate other people. I also do not feel that the elections should overlap with the contract negotiations. The importance of one or the other is weakened when they happen simultaneously. I feel it would be better if the publicity for the campaigns started in the fall and the elections could fall around January."


Pat Higgins, typist: "I feel the fall would be the best time for the elections. All of the summer vacations would be over and people would be renewed from the stress of the work load they have had during the year. People are relaxed after their vacation and have clear minds. To me, this is the most optimum of times for elections of any sort. The candidates would then have the month of September for their campaigns and then the elections could be held in the month of October."


Ed Gortis, recreational therapist: "I feel that the most appropriate time for the Civil Service Employees Assn. elections is in the fall. Generally, that is a time when a lot of things begin, especially in terms of programs. I know our own program begins a new outlook in the fall, and school starts in the fall. I guess the fall psychologically is a time when spirits are high and alert and elections for any office seem more full of steam."


Jo Ann Polistena Morello, psychiatric social worker's assistant: "I feel the most appropriate time to encourage maximum voter participation is in October. This would give the voters sufficient time to think about the elections, which would be happening just after their summer vacation and before they would be getting into the swing of Christmas. I think it is a good time for the elections because most staffs are physically and psychologically back to their jobs after the summer. I would prefer a change."


Maggie Jones, Mental Hygiene therapy aide: "I feel the most appropriate time for the elections is the spring. I think the timing is perfect when the elections overlap with the state contract negotiations. This allows the union to show by who they elect, exactly what they thought of the negotiations. The issue will still be hot and I feel the voter will express his feelings. If anything should cause or encourage maximum voter participation, the contract negotiations should."


Vinnie Bruno, electrician: "I feel that the voting should be done in September or October. In the fall, I feel you have everyone's undivided attention for the simple fact that nothing is scheduled. There would be less confusion and indecision than currently. I was glad when they changed the time from the summer because many people were away during the publicity or the elections. I prefer a change from the current spring elections."

LETTERS TO THE EDITOR

Same Privileges

Editor, The Leader:

The pension system, now a way of life for most big firms, was not known to the employees of Uncle Sam, around 1920. They had to keep working as long as they could make it in their jobs. Even when the pension was a fact, it was so paltry that those who took it kept plugging along until they were forced out by the mandatory retirement age.

I came to the Postal Service around 1922, and it was not unusual to see employees bent down from years of heavy toll under the most agonizing conditions. Of course, then as now, Congress never thought of looking into the plight of the aged federal employees. But some dedicated federal employees rose to the task of educating Congress and the public on the need for a better deal for the future of government servants. Because of these dedicated people, the plight of the federal retiree has seen the light in the halls of Congress and, at last, many improvements have been made

through the years.

I retired in 1962 and never stopped thanking all who helped make the future of the retiree brighter. Then, as now, very active in our behalf has been the National Association of Retired Federal Employees of which Brooklyn Chapter 500 is a part. We are now on the alert against those who would take away our gains and also cope with prob-

lems such as inflation, which is eating away our pensions.

We meet every 4th Saturday at 1 p.m. at the War Memorial Building, Cadman Plaza, Bklyn. Come and help federal retirees make a bright future free from strife and struggle.

Samuel Komansky
Brooklyn, N.Y.

Another Blow

Editor, The Leader:

The tentative agreement between the State and the CSEA specifically applies to those employees "in full-time employment status as of March 31, 1977." It would therefore exclude many long-time employees whose positions have been abolished and whose names are on preferred lists. This is another blow to those of us in this position.

It is particularly repugnant in view of the protection which the CSEA has afforded provisional employees on the state and local level.

William J. Kelly
Baldwinsville

LETTERS POLICY

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

RETIREMENT NEWS & FACTS

By A. L. PETERS

Shelving Their Talents

The attitude of some legislators towards employee income is based primarily on the thesis that there should be a limit to the income an employee—regardless of productivity or what the overall justice of a situation is.

It is probably with this in mind that the legislators have denied the right of people on Social Security to have substantial earned income, and denied the right of retired Civil Service and military personnel to have additional income from the federal government.

Many retired members of the armed forces, who have served 20 to 35 years of intensive military duty and earned a pension for themselves, are asked to shelve their talents and experience as far as the U.S. Government is concerned. The same applies to many federal Civil Service retirees who, even at the age of 50, have acquired special knowledge and skills but find it economically nonsensical to continue working at salaries that barely exceed their retirement pay. Many, too, have been retired for a year or two and find a call to a more active life. These people are denied to government service and must seek other employment because their pensions would be withheld if they went back on the federal payroll.

On the military front, the key to the situation is the Dual Compensation Act of 1964, which prohibits a retired officer or warrant officer from taking a federal job because of the maximum salary limitation.

As a result, skilled technicians and administrators whose services could be effectively utilized in the armed forces are forced, at a relatively young age, to go into non-government civilian employment where only a portion of their skills may be transferable. As a result, only a small fraction go back into government service. Less than 260,000 military retirees work for the federal government. This is not even 5 percent of the federal civilian force.

Taken in a different context, how ridiculous would it appear if all those who have become eligible for retirement were told that they could not accept their pension plans if they offered their experience, services and talent to the government? The almost 300 million tasks performed for federal agencies should be open without discrimination to military and retired Civil Service employees, if the best use of our labor force is to be maintained.

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

Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40,

paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from Last Week)

Wheeler Gilbert D	Brooklyn
White, Thomas O	Huntington Sta
Williams Harry H	Roosevelt
Wood Frances E	Argyle
Yarmosh John	Seaford
Adler, Tessie	Bronx
Alati, Fred V	Rochester
Alston, Mildred E	Newark, N.J.
Altomare, Carl S	Staten Island
Anderson, Barbara B	Buffalo
Anderson, Helen	Brooklyn
Barille, Leo R	Brooklyn
Belfon, Paige M	Bronx
Bell, Jacqueline M	Brooklyn
Benedict, Robert A	White Plains
Bentley, Zilpha E	Westfield, N.J.
Bertram, Margaret J	Lk Ronkonkoma
Beasaw, Mary E	Utica
Böhling, Donald F	Binghamton
Bowen, Mary A	Huntington Sta
Bowman, Gloria J	Valley Cottage
Boyce, Samuel	Masena
Bracy, Carolyn Y	Roxbury, Mass.
Brandan, Vernon C	Yaphank
Brewer, Hattie L	Staten Island
Burt, Claude J	Smithtown
Calautti, Frank J	W Babylon
Campbell, Dorothy M	Hempstead
Capalbo, Diane	Yonkers
Carter, Therese	New York
Carten, Peggy A	Brooklyn
Clark, Roger L	Syracuse
Cobbs, Mattie	Uniondale
Cohen, Carol A	Cincinnati, O
Collins, Doris E	Rochester
Conklin, Eleanor R	Gardiner
Conklin, Walter C	Statenburg
Cooney, Nancy	Binghamton
Copeland, Joan	Pike

(Continued Next Week)

Civil Service Law & You

(Continued from Page 6)

consideration of such items, the court said, "We are constrained to hold that it is plainly, clearly and implicitly violative both of the Taylor Law and public policy."

The dispute was resolved in this case by making the County of Nassau's financial ability to pay a determinative factor, rather than the financial ability of the City of Long Beach. Also, instead of considering wages of employees generally, the parties considered only the wages of Nassau County police. In effect, there was an abdication of responsibility. Accordingly, the Appellate Court affirmed the lower court's dismissal of the petition and left the year 1975-1976 open for further negotiations. *Voight v. Bowen*, 385 NYS 2d 600, App. Div. 2d Department.

Don't Repeat This!

(Continued from Page 6)

the votes, then there will be a runoff race two weeks later between the two leading candidates. Four years ago, Mayor Abraham D. Beame and Congressman Herman Badillo went down to the wire in the runoff.

The final count on all those who will be in the city's mayoralty contest is not yet in. However, from all appearances, it seems highly unlikely that any of the entrants will hit the magical 40 percent figure on Primary Day. The immediate objective of all the candidates is to come in first or second, for a final chance in the runoff.

Now that June is here, if your doorbell rings, it won't be Avon calling. It will be a political activist looking for your signature on a petition.

CSEA CONVENTION REPORTS, PHOTOS

Insurance Committee Report

The standing insurance committee report was presented by chairman James Corbin, of Suffolk County Local 852, at the CSEA spring convention at the Concord Hotel in March. Other committee members are Mary Converse, Evelyn Glenn, Carl Garrand, Carl Behr, Patricia Crandall, Hugh Crapser, Joseph Aiello and Paul Satz.

THE CIVIL SERVICE EMPLOYEES ASSOCIATION ACCIDENT AND SICKNESS POLICY

Policy NY—Forms A-1502 and A-1503
Rider HI(2)—Form A-2932
Rider SI(1)—Form A-2933
Rider NYD—Form A-3462
Policy SEN—Form A-1990
MODAL PREMIUMS

For premium payment frequencies other than biweekly, the modal premiums are pro-rata portions of the annualized biweekly premium, rounded to the nearest cent. For example:

Semi-monthly premium is 1.0833 times the biweekly premium.

Semi-annual premium is 13 times the biweekly premium.

NOTICE

This note is added to this material by the Insurance Committee of CSEA. The purpose is to caution that the premium rates contained in this attachment have not been approved by the State Insurance Department as of March 1, 1977. This report had to be printed and sent to chapters and delegates as soon as possible. Information will be given at the Delegate Meeting as to whether or not these rates have been acted upon by the Insurance Department by the Delegate Meeting date.

Annual premium is 26 times the bi-weekly premium.

PREMIUM STEPS

Premium at issue will be charged according to the age nearest birthday of the Insured on the Policy Date of his or her insurance. Premium will step according to the age nearest birthday as of October 31 on the renewal date next following October 31.

THE CIVIL SERVICE EMPLOYEES ASSOCIATION ACCIDENT AND SICKNESS POLICY—POLICY NY—FORMS A-1502 AND A-1503

REVISED BIWEEKLY PREMIUMS

FEMALES

PRINCIPAL SUM

\$1,000.00

With Monthly

Indemnity	under 30	30-39	40-49	50-59	over 59
PLAN 1—Regular Coverage					
\$ 30	\$.41	\$.58	\$.69	\$.83	\$.83
50	.65	.91	1.11	1.35	1.35
60	.79	1.11	1.32	1.60	1.60
75	.96	1.35	1.64	1.99	1.99
100	1.27	1.78	2.17	2.63	2.63
125	1.61	2.20	2.75	3.34	3.34
150	1.92	2.70	3.28	3.98	3.98
200	2.51	3.51	4.28	5.19	5.19
250	3.12	4.38	5.29	6.41	6.41
300	3.74	5.25	6.40	7.76	7.76
400	4.94	6.93	8.46	10.26	10.26

PLAN 2—Occupational and Regular Coverage

\$ 30	\$.65	\$.91	\$1.11	\$1.35	\$1.35
50	1.06	1.49	1.80	2.18	2.18
60	1.24	1.73	2.12	2.57	2.57
75	1.55	2.17	2.64	3.21	3.21
100	2.06	2.89	3.49	4.23	4.23
125	2.58	3.61	4.39	5.32	5.32
150	3.06	4.28	5.18	6.29	6.29
200	4.02	5.63	6.77	8.21	8.21
250	4.94	6.93	8.41	10.20	10.20
300	5.97	8.37	10.10	12.25	12.25
400	7.90	11.07	13.38	16.23	16.23

Policies for insureds engaged in Office or Clerical work exclusively will cover sickness and injuries sustained both on and off the job at PLAN 1 premiums. Policies for all other insureds will cover sickness and non-occupational injuries (injuries sustained while off the job) at PLAN 1 premiums but additional coverage for occupational injuries (injuries sustained while on the job) will be included if PLAN 2 premiums are paid. Policies issued to employees engaged in

other than Office or Clerical work exclusively will be issued under PLAN 1 unless coverage for occupational injuries is requested in the application.

The NY Policy is issued to Members age 59 and under. The waiting periods are 0 days for accident and 7 days for sickness. The benefit periods are lifetime for non-occupational injuries and 1 year otherwise (except maternity which is one month).

THE CIVIL SERVICE EMPLOYEES ASSOCIATION ACCIDENT AND SICKNESS POLICY—POLICY NY—FORMS A-1502 AND A-1503

REVISED BIWEEKLY PREMIUMS

MALES

PRINCIPAL SUM

\$1,000.00

With Monthly

Indemnity	under 30	30-39	40-49	50-59	over 59
PLAN 1—Regular Coverage					
\$ 30	\$.33	\$.33	\$.46	\$.65	\$.77
50	.56	.56	.76	1.08	1.28
60	.70	.70	.92	1.29	1.53
75	.84	.84	1.12	1.58	1.88

100	1.07	1.07	1.47	2.08	2.47
125	1.35	1.35	1.83	2.59	3.07
150	1.63	1.63	2.24	3.16	3.75
200	2.09	2.09	2.90	5.10	4.86
250	2.60	2.60	3.56	5.03	5.97
300	3.07	3.07	4.27	6.04	7.16
400	4.00	4.00	5.59	7.91	9.38

PLAN 2—Occupational and Regular Coverage

\$ 30	\$.56	\$.56	\$.76	\$1.08	\$1.28
50	.88	.88	1.22	1.73	2.05
60	1.07	1.07	1.47	2.08	2.47
75	1.39	1.39	1.88	2.66	3.15
100	1.77	1.77	2.39	3.38	4.01
125	2.18	2.18	3.00	4.24	5.03
150	2.60	2.60	3.56	5.03	5.97
200	3.39	3.39	4.68	6.61	7.84
250	4.23	4.23	5.75	8.12	9.63
300	5.06	5.06	6.91	9.78	11.59
400	6.69	6.69	9.10	12.87	15.26

THE CIVIL SERVICE EMPLOYEES ASSOCIATION ACCIDENT AND SICKNESS POLICY—HOSPITAL INDEMNITY RIDER HI(2)—FORM A-2932

REVISED BIWEEKLY PREMIUMS

Per \$100 of Basic Monthly Indemnity

Age Nearest Birthday

	under 30	30-39	40-49	50-59	over 59
MALES					
PLAN 1	\$.13	\$.13	\$.14	\$.20	\$.24
PLAN 2	.18	.18	.19	.28	.33
FEMALES					
PLAN 1	\$.14	\$.19	\$.21	\$.26	\$.26
PLAN 2	.18	.25	.27	.33	.33

The Hospital Indemnity Rider provides for an increase of 50 percent of the Monthly Indemnity payable under Part I or Part III (excluding maternity) of

the Policy to which the Rider is attached during a period the Insured is confined as a resident inpatient in a hospital defined in the Rider.

THE CIVIL SERVICE EMPLOYEES ASSOCIATION ACCIDENT AND SICKNESS POLICY—SUPPLEMENTAL INCOME BENEFIT RIDER SI(1)—FORM A-2933

SICKNESS AND NON-OCCUPATIONAL INJURIES COVERAGE—

WAITING PERIOD 30 DAYS

REVISED BIWEEKLY PREMIUMS

Per \$100 of Monthly Indemnity

Age Nearest Birthday

	under 30	30-39	40-49	50-59	over 59
MALES	\$.84	\$.84	\$1.13	\$1.59	\$1.89
FEMALES	.92	1.28	1.69	2.05	2.05

The Supplemental Income Benefit Rider provides a supplemental monthly indemnity for disability resulting from sickness and for non-occupational accident bodily injuries as defined in the Rider. Sickness benefits are limited to 24 months if disability commences prior to the Insured's 60th birthday and 12 months if disability commences on or after the Insured's 60th birthday. Sickness in-

demnity shall not be paid for any period of total disability resulting from pregnancy, childbirth, or miscarriage.

The accident benefits are payable during the continuance of total disability resulting from non-occupational accidental bodily injuries up to the lifetime of the insured.

This Rider is no longer being issued.

(To Be Continued)



Ronnie Marx, left, president of Clinton Correctional Facility Local 154, discusses mutual problems with David Freer, president of Wallkill Correctional Facility Local 163. Mr. Marx is candidate for departmental representative to the CSEA Board of Directors.

(Leader photo by Ted Kaplan)

Vestal Schools Approve Accord

VESTAL—After apparent deadlocks and months of negotiations, the Vestal Central School District and the Civil Service Employees Assn. have approved a two-year contract.

Collective negotiating specialist for the CSEA, Roger Kane, said he was "very gratified" with the agreement that the CSEA voted "overwhelmingly" to accept.

Superintendent of business and negotiator for the Vestal School District, Thomas Bonick, estimated that the salary in-

creases average about 3.5 percent this year and 7.5 percent next year. The range of salary increases is between 2.7 percent and 10 percent.

The district will pay an additional 5 cents an hour to bus

drivers at the top of the pay scale and 5 cents an hour to food service employees instead of retroactive pay.

There will be a \$250 across-the-board raise for all salaries next year, Mr. Bonick said. Food service employees will receive 15 cents an hour.

Next year, increments will be increased to \$250 from \$225 or \$235 and to \$200 for those now eligible for \$175 increments.

Buy American!

Warren Fact-Finder Says \$400 Increase

A Public Employment Relations Board fact-finder has recommended a \$400 salary increase, plus increment, for Warren County deputy sheriffs, it was announced earlier this month.

Benjamin F. Westervelt, of Albany, is the fact-finder named by the PERB in a contract dispute between the county and deputy sheriff's unit of the War-

ren County Local of the Civil Service Employees Assn.

Mr. Westervelt said the increase should be retroactive to January 1, 1977. The fact-finder also recommended an increase in the differential for those employees who have matron duties from \$250 a year to \$400 a year.

Other recommendations include:

- Rejection of request for additional day of vacation from the first year to the 15th year;

- Three days' bereavement leave with pay for each death in immediate family; immediate family defined as mother, father, sister, brother, spouse, child, mother-in-law, father-in-law and grandparents living in the household of the employee;

- County to have right to choose the insurance carrier for health insurance which presents the most economical plan assuring coverage as good or better than at present; dependent coverage to be increased from 50 percent to 75 percent payment by the County;

- Rejection of request for daily and weekly overtime.

Murray Elected Watertown Head

WATERTOWN — William A. Murray is new president of the Watertown unit of the Civil Service Employees Assn., heading a slate elected for two years by the membership.

Mr. Murray succeeds Richard J. Grieco, who was not a candidate, opting to oppose his uncle, Peter G. Grieco, in the upcoming election for president of the Jefferson Local of the CSEA.

The City unit CSEA slate, in addition to Mr. Murray, includes Craig J. DeMarco, vice-president in a win over Richard P. Brown; Eleanor M. Howland, secretary; Angeline N. Dusckas, treasurer; Cindi Gamage, Patrick Moore, Daniel Parker, Jan Boyle, executive board members.

The slate will be installed this month.

Region VI Meeting Planned June 17-18

BUFFALO — Western Region VI of the Civil Service Employees Assn. is planning a meeting June 17-18, at Grand Island Holiday Inn, Grand Island.

The weekend will open with an address by Philip Ross, Industrial Commissioner of the New York State Department of Labor, Friday evening. State and county meetings will be held Saturday.

Further information about the event, which is sponsored by Buffalo Department of Labor Local 352, may be obtained by contacting Joseph Pingitore at (716) 854-4242, or Ramona Gallagher at (716) 855-3633.

Cartographer List

ALBANY — The State Civil Service Department established a cartographer eligible list containing 19 names which resulted from a Jan. 15 open competitive exam.

Pending CSEA Legislation Outline

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

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

BILL AND SPONSOR	SUMMARY OF PROVISIONS	STATUS	CSEA POSITION
A.802, Greco* S.5370, Flynn, multi-sponsored	This is the Agency Shop bill; it would require all non-members represented by a union to contribute an amount equivalent to the dues to the recognized certified labor organization.	Passed Assembly, sent to S. Civ. Service Comm.	FAVOR
A.2212, Greco*	This bill would provide for final offer evaluation as a means of resolving disputes in negotiations	A. Gov. Employees Com.	FAVOR
S.11, Anderson, multi-sponsored A.3322, Calogero, multi-sponsored	This bill would allow PERB to enforce the terms of a negotiated agreement.	A. Gov. Employees Com. S. 3rd Rdg.	FAVOR
S.910, Flynn A.1336, Greco*	This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to more retirees.	A. Gov. Employees Com. S. Civil Service Com., 2-7-77 reported to Senate Finance Committee.	FAVOR
S.1275, Knorr, multi-sponsored A.1584, De Salvo, multi-sponsored	This would entitle Veterans of WW II and Korea Conflict to obtain retirement credit if they were honorary discharged veterans and residents of N.Y. State at time of entry into service.	S. Codes Committee A. Gov. Operations Com.	FAVOR
S.2434, Schermerhorn A.2928, DelToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	S. Civil Service Com. A. 3rd Rdg.	FAVOR
A.781A, Landes*	This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.	A. 2/14 passed. S. 2/15 Civ. Service Comm.	FAVOR
S.787, Rolison A.1058, Betros	Increase to \$4,800 the maximum amount a retiree may earn in job services during the year without a loss of retirement benefits.	S. Civil Service Com. A. Gov. Employees Com.	FAVOR
S.813, B. Smith A.1088, Flanagan*	If the voters of a school district neglect or refuse to approve expenses for school cafeteria programs or services, the Board of Education may levy a tax to provide for same.	A. Education Comm. S. Education Comm.	FAVOR
S.2985, Garcia A.4042, Cochrane	The Bill would extend representation rights to employees of the Div. of Military & Naval Affairs.	S. Civ. Service Comm. A. Gov. Employees Comm.	FAVOR
S.2901, Flynn	This would extend the current \$2,000 survivors' benefit for employees who retired prior to 1966.	S. Civ. Service Com.	FAVOR
A.1412, Field S.1131, Nolan	If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PERB as well as a fine not to exceed \$1,000 per occurrence which shall be paid to the employee organization.	A. Gov. Employees Comm. Sen. Civ. Serv. Comm.	FAVOR
A.2929, DelToro	8 percent interest be paid by public employer as part of arbitration award in regard to a retroactive salary or wage benefit.	W. & M. Comm.	FAVOR
S.2459, Eckert A.3196, Hanna, multi, Nagle	This bill excludes from Taylor Law coverage, employees designated as supervisory; defines supervisor down to the level of a person having the responsibility to direct employees or effectively recommend the adjustment of grievances.	S. 3/30 Amend. and recom. to Comm. S.2459-A. A. 3/30 Same as above, A3196-A.	OPPOSE
A.81, Greco, multi. S.19, Schermerhorn, multi.	This increases to \$3,000 the maximum amount a retired person may earn in a public service position without loss of retired allowance.	Signed into law.	FAVOR
S.2567, Schermerhorn	Eligibility for preferred list reinstatement shall be for a maximum period of 5 years from the date of separation or demotion.	S. Civ. Serv. Comm.	FAVOR
S.2574, Schermerhorn A.3645, Marchiselli	This bill provides a retired person may earn in public service an amount equal to the amount stipulated by the Social Security Act that can be earned with loss of benefit.	S. Civ. Serv. Comm. A. 3/31 Rept. and ref. to W&M Comm.	FAVOR
S.2580, Schermerhorn A.3527, McInerney	This bill allows employees who were on the payroll on or before June 30, '76 and who for reasons not ascribable to their own negligence, did not become a member of the Retirement System before July 1, '76 to file written request with Comptroller before December 31, '77 for membership in the Tier II System.	S. Civ. Serv. Comm. A. 3/13 Rept. Ref. to W&M Comm.	FAVOR
S.2840, Flynn, multi. A.3899, Nicholsi, multi.	This bill would amend Section 243 of the Military Law regarding crediting of military service for the purpose of retirement and for additional credit in competitive examinations; to include in the definition of Veteran a member of the Armed Forces who served on active duty for at least 181 consecutive days.	S. 3/28 amend & recom., 2840-A. A. 3/28 amend & recom., 3899-A.	FAVOR
A.2308, Nine multi sponsors S.3082, Flynn	When person with lower rating on eligible list has been appointed to a position, the employee who was passed over may request and receive from the Appointing Officer, the appropriate reasons.	3/9 passed — A S. Civil Serv. Com.	FAVOR
S.126, B. Smith A.140, Posner S.1980 Tauriello	Authorizes probation officer who has reason to believe a warrant exists for probationer, to take him into custody. Declares it a public policy of the State to prohibit the use of professional strike breakers.	2/7 Passed. Referred to Ass'y Codes Committee. 1/17 Passed — A 1/18 Labor Com. — S	FAVOR
S.1337, Budget Bill A.1637, Budget Bill	Consolidates PERB & SLRB* Changes designation to State Employment relations board.* Administration of labor practices in both private & public sectors.	S. Fin. Comm. A. W & M Comm.	OPPOSE
S.1612, Padavan, multi. A.2017, Esposito, multi.	Any honorably discharged veteran shall be eligible for pension credit for time spent in service.	S. Civ. Service Comm. A. Gov. Emp. Com.	FAVOR
S.2069, Marchi	If PERB or a Court finds that acts of extreme provocation were committed by an employer, employees determined to have been on strike shall have status restored and probation terminated with any payroll deduction to be restored.	S. Civ. Service Com.	FAVOR
S.3409, Schermerhorn	In the event of an impasse, contract provisions shall continue.	S. Rept. out Civ. Service Comm.	FAVOR
S3610, Schermerhorn	Amends 61-A of the Retirement and Social Security Law to allow payment of interest on death benefits.	S. Finance Com.	FAVOR
S.26363-A Rules Comm. A.3737 Mc Inerney.	This bill allows for the negotiability of retirement benefits for local governments through June 30, 1978.	Signed into Law.	FAVOR

Latest State And County Eligible Lists

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

482 Kemler Mary A Albany77.4
483 McClory F K Albany77.4
484 Kugel Barbara T Johnsonville.....77.4
485 Cushman Jeanne Schoharie77.3

486 Guarino Theresa Middletown77.3
487 Ross Rhea AA Belfast77.3
488 Kerrigan Joyce Ravena77.3
489 Schanz Dianne H Berne77.2
490 Ulrich Elaine M Tonawanda77.2
491 Dolce Josephine Buffalo77.2
492 Donaghy Jean Schenectady77.2
493 Thomas Antonina Brooklyn77.2
494 Molinari Donna Oneonta77.2

495 Okoniewski H G Tonawanda77.2
496 Kelly Mary P Earlton77.2
497 Hughes Beverly Buffalo77.2
498 Martin Sylvia J Vernon77.2
499 Stagner Donna L Kenmore77.1
500 Chudoba Peter J Rochester77.1
501 Elefante Alvera Brentwood77.1
502 Rogers Rosemary Stony Brook77.1
503 Neil Barbara R Elmira77.1
504 Steinfeld Betty E Northport77.1
505 Lichtenhal B J Williamsvil77.1
506 Ruffo Maryann Schenectady77.1
507 Shapiro Irene Brooklyn77.1
508 Butler Paula D NYC77.1
509 Betz Patricia Schoharie77.1
510 Middel Jeanette Utica77.1
511 Szyrczynski A J Rexford77.1
512 Burrell V N Massapequa77.1
513 Thaden M Beerwater77.0
514 Sadlocha C M Syracuse77.0
515 Danaher Marion Troy77.0
516 Kras Janice M Binghamton77.0
517 Brown Joan Wheatley Hts77.0
518 Russo Carol A Albany77.0
519 Poccia C A Utica77.0
520 Ort Margaret D Bayport77.0
521 Kign Angela P Schenectady76.9
522 Gisinotto B A Rensselaer76.9
523 Dickson Doris A Seneca Falls76.9
524 Konsul Marian A W Coxsackie76.9
525 Rickard Jean M Watervliet76.8
526 Dodge Lynn M Liverpool76.8
527 Patridge D A Industry76.9
528 Colvenback S I Fredonia76.8
529 Knezienski Fara Bay Shore76.8
530 Cameron Teri S Albany76.8
531 Murphy Helen V Poughkeepsie76.7
532 Connelly Edith Delmar76.7
533 Dauchy Mary S Troy76.6
534 Kearney Jean Brooklyn76.5
535 Lesniak Evelyn Fredonia76.5
536 Fisher Gloria C Auburn76.5
537 Petty Betty J Albany76.5
538 Morman Doris L Albany76.5
539 Butler C D Syracuse76.5
540 Setler J L Buffalo76.4
541 Edey Cynthia K Troy76.4
542 Smith Esther M Dunkirk76.4
543 Vitulano P M Massapequa Pk76.4
544 Eddy Patricia A Varysburg76.4
545 Caram Sadie E New Paltz76.4
546 Smith Maureen L Albany76.4
547 Mace Esther L Elmira76.4
548 McCarthy V K Williamsvil76.4
549 Poplawski Irene Buffalo76.4
550 Delopozzo Lucy C Albany76.4
551 Vega Marta A Mechanicvil76.4
552 Moseley Mary E Newark76.3
553 Sternbach S Tappan76.3
554 Viola Linda A Albany76.3
555 Mikolosis D M Accord76.3
556 Smith Karen A Whitesboro76.3
557 Durrant B J Cohoes76.3
558 Pezzula Valerie McKownville76.3
559 Jasiewicz Marie Albany76.3
560 Manne Sylvia NYC76.3
561 Sij Clarissa L Rochester76.3
562 Russo Emily N Cambridge76.3
563 Reutzel Diane L Castleton76.3
564 Ferrara Pauline Buffalo76.3
565 Griesemer S J Schenectady76.3
566 Califano Judith Guilderland76.2
567 Gates Sherie L Saranac76.2
568 Deinhardt J A Buffalo76.2
569 Pizzuto Linda A Solway76.2
570 Taggart Gail E Snyder76.2
571 Peets Betty A Syracuse76.2
572 Trivillino C L Potsdam76.2
573 MacGregor Ruth Geneseo76.2
574 Lee Emily Greater River76.2
575 Lord Mary T Hilton76.1
576 Mabeus C L Albany76.1
577 Austin Roxanne Willard76.1
578 Ahi Barbara N Attica76.1
579 Creutz Jeanne M Staten Is76.1
580 Maxwell Joan B Delhi76.1
581 Hoffert Pamela W Seneca76.1
582 Crowley Debra A Troy76.1
583 Johnston Joan M Binghamton76.1
584 Robinson Rhonda Elmira76.1
585 Whitney Karen N Tonawanda76.1
586 Fenelon Marie A Guilderland76.1
587 Reed Joyce A Albion76.1
588 Sokaris A Albany76.0
589 Dowdle J A Danamora76.0
590 Brown Helen L Auburn76.0
591 Kline Catherine Oneida76.0
592 Conover Shelley Schenectady76.0
593 Caridi Patricia Averill Pk76.0
594 Reilly Betty J Lagrangevil76.0
595 Bradley Marian N White Plains76.0
596 Brudner Pesa Webster76.0
597 Kuma Elizabeth Buffalo76.0
598 Brescia Mary E Goshen76.0
599 Giagni Isabelle Rensselaer76.0
600 Johnson Faye L Chenango Frk77.9
601 Flanagan Lea V Wamaic75.9
602 Shufelt Jill M Namasau75.9
603 Gordon Edythe S Plainview75.9
604 Rapp Karen T Troy75.9
605 Krotzer Ann M Elmira75.9
606 Choppy Joanne V Voorheesvil75.8
607 Smith Colleen J Schenectady75.8
608 Morris C A Watervliet75.8
609 Connor Colleen Stillwater75.8
610 Brookover B Rochester75.8
611 Whitney Cleo M Cohoes75.8
612 Sanford Marilyn Akron75.8
613 Beebe Jean A Glenmont75.8
614 Mennitt Joyce A Vestal75.9
615 Bazan Frances E Albany75.8
616 Thomas Margaret Horseheads75.8
617 Lord Joan S Albany75.8
618 Scott Vashli NYC75.7
619 Strall Diane M Tonawanda75.7
620 Donnelly C A Howard Beach75.7
621 Clark Sue M Binghamton75.7
622 Dallara Carol A W Babylon75.6
623 Goldstein G L Watervliet75.6
624 Damon Esther M Millport75.6
625 Thyrreing Helen Waterford75.6
626 Larkin Mary A Troy75.6
627 Barkowski V C Schenectady75.5
628 Scarchilli Mary Waterford75.5
629 Kopp Lucy I Dolgeville75.5
630 Lumm Carol A Albany75.5
631 Boydston J L Oswego75.5
632 Cortright M J Solway75.5
633 Domino Mary T Buffalo75.4
634 Cujemski G H Medina75.4
635 Fazio Charline Maryland75.4

636 Dash Ann Floral Pk75.4
637 Purcell Lynn M Menands75.4
638 Eckerson V E Schenectady75.3
639 Pageau G L Lyon Mt75.3
640 Dragotta J L Garosville75.2
641 Betzwieser B M Albany75.2
642 Brown Ruth A Otego75.1
643 Wilhelm K M Napanoch75.1
644 McGraw K S Rome75.1
645 Kusky Kathleen Watervliet75.0
646 Miller Patricia Castleton75.0
647 Cunningham D S Schenectady75.0
648 Hay Dorothy M Brooklyn75.0
649 Pagnotta R T Yonkers75.0
650 Frisno Jean E Johnsonville75.0
651 Leising Bernice Buffalo75.0
652 Holtz Hilda Bronx74.9
653 Cox Laurette Bronx74.9
654 Kamen Ida Schenectady74.9
655 Lheureux R L Troy74.9
656 Panaro Anne F Maybrook74.9
657 Downs Mary C Ellenbrg Ctr74.8
658 Cate Sherry L Groton74.8
659 Zgoda Janet M Cheekowaga74.8
660 Munafio Annamae Albany74.8
661 Lifgren Barbara Oneonta74.8
662 Scalas Nancy A Elmira74.8
663 Mazzara Linda J Voorheesvil74.7
664 Adsit Marylou Baldwinsvil74.7
665 Stone Ruth A Schenectady74.7
666 Popp Evelyn R Attica74.7

(To Be Continued)

They Saved State Money; The Rewards Are In Cash

Sixteen State employees won a total of \$2,925 in cash awards in April for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$27,000.

Award winners:

\$2,380 — Shared jointly by Robert Healey, 229 E. 28th St., New York City, senior tax examiner; Robert Mensing, 34 Bellwood Way, Castleton, tax examiner; and Janet L. Wright, 1033 Mary Lane, Schenectady, typist, all of the State Department of Taxation and Finance. They developed a system in which information involving real property transfers is obtained directly from reports submitted to the State Board of Equalization and Assessment, rather than by traveling to county clerks' offices. Their suggestion saves more than \$23,000 a year in staff time and expenses.

\$100—Donald J. Johnson, Sr., 30 Grandy St., Albany Department of Environmental Conser-

vation; Gail V. Slocum, 6 Locust Lane, Loudonville, also Environmental Conservation.

\$80—Shared jointly by Jean Diffenback, 12 Pine Stump Rd., Albany, and Carol Somers, 27 Westbrook Dr., Nassau, both of the State Department.

\$40—Helen F. Grasso, 3408 Ocean Ave., East Rockaway, State Department.

\$25—Janis M. Phillips, 178 Crescent Rd., Fairport, Monroe County; Donald R. Miller, 77 Tudor Village, Seneca Falls, and Robert L. Borrelli, P.O. Box 371, Hunter, Greene County, all of the Department of Mental Hygiene; Sarah Jane Dudley, 132 Remsen St., Brooklyn, and Linda Battaglia, 2988 Norstrand Ave., Brooklyn, both of the Workmen's Compensation Board; Glida Velazquez, 28 West Van Vechten St., Albany, and Mary E. Conover, 459 Summer St., Schenectady, both of the Department of Motor Vehicles; Marion V. Ozarowski, 9 Western Parkway, Schenectady, Division of Military and Naval Affairs, and Jean Diffenback, jointly with Carol Somers (who

(Continued on Page 11)

Accountant List

ALBANY—The State Civil Service Department established an open competitive prin. accountant soc. srvs. eligible list, May 18, the result of a Dec. 11, 1976 exam. The list contains 22 names.

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—T.E. Kalem, Time



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—Clive Barnes, N.Y. Times

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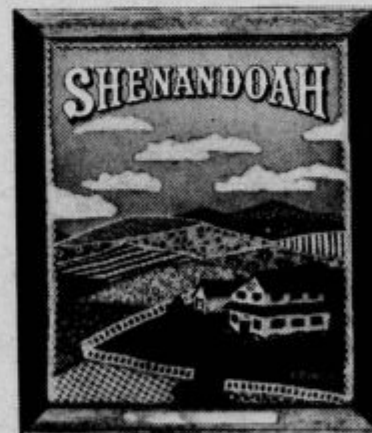
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2,000 Summer Youth Jobs Still Unfilled

MANHATTAN—State Industrial Commissioner Philip Ross, says more than 2,000 summer youth jobs listed with the state Job Service remain unfilled.

"It is ironic that these 2,000 jobs for camp counselors and related work are still unfilled at

a time when unemployment among young people is at record levels," Commissioner Ross said.

LEGAL NOTICE

INSTITUTION TEACHERS SUE TO BAR INCREASE IN DAILY WORK HOURS

Institution Teachers employed in the State Mental Hygiene Department's Children's Psychiatric Center in Queens have brought suit in Albany County against Dr. Lawrence C. Kolb, the Mental Hygiene Commissioner, and Ewald Nyquist, the Education Commissioner, to annul a directive increasing their daily work hours, by increasing from five to six hours daily the teaching schedule for handicapped children, and by increasing from six to seven hours daily the time that Institution Teachers are required to be in attendance in the institutions in which they are employed.

Their suit, brought by John D. Parker and a group of Institution Teachers, alleged that teachers of handicapped children employed by local school districts throughout the State, and by Boards of Cooperative Educational Services which furnish special education to handicapped children, and Institution Teachers employed in the Mental Hygiene Department, all have the same qualifications and perform similar duties.

They all worked five hours daily under regulations of the Commissioner of Education until the Mental Hygiene Commissioner increased by one hour the daily teaching and attendance time.

The petitioners argue that there is no rational factual basis for the difference in hours for them and Teachers assigned to other handicapped children. The extended hours assigned them, they contend, discriminate against them, and deny them equal protection of the laws.

Their suit also alleged that the Education Commissioner adopted a regulation in 1976 setting five hours of teaching time per day for Teachers in elementary public schools. They asked the court to direct the Commissioner of Education to adopt a similar regulation for Institution Teachers of handicapped children.

Supreme Court Justice Robert Williams dismissed the suit, and said that the Mental Hygiene Law gives the Mental Hygiene Department the power to administer and supervise the education of handicapped children.

The Institution Teacher group which started this lawsuit invites all Institution Teachers who wish to support the objectives of the lawsuit to write to John D. Parker at 113-33 199th St., Hollis, N.Y.

"The latest regional unemployment data for 16-to-21-year-olds show their rate of joblessness at 25.4 percent in New York City and in Westchester, Rockland, Putnam and Bergen (N.J.) counties."

Interested young people may apply at the Camp Unit Office of the State Employment Service, 247 West 54th Street, 8th Floor, between 8:30 and 12 noon, or 1 and 4 p.m., Mondays through Fridays. The camp unit telephone number is (212) 757-7000.

Commissioner Ross noted that the unfilled summer camp positions may be explained, in part, by the fact that many appli-

cants have not met certain minimum requirements. Applicants must be at least 18 years old and have one year of college,

preferably completed recently. They must also have prior private or organizational camp experience.

They Saved State Money

(Continued from Page 10)
also won the \$80 award).

Cash award winners also receive certificates of merit. Certificates of merit also were won by Martin Gold, 2527 Tenbroeck Ave., Bronx, and Margaret Ayotte, 106 Clearview Rd., Rochester, both of Mental Hygiene; Thomas P. Devlin, Jr., 510 Perine St., Elmira, and Elinor M. Layck, 52 Almont Ave., West Seneca, both

of the Department of Correctional Services; Carol Fernandez and Humberto Ronda, Jr., both of 411 Twelfth St., Brooklyn, and both of Motor Vehicles; Elaine Berger, 2558 Grand Concourse, Bronx, Department of Social Services, and John F. Cape, 9A Elm St., Rensselaer; John P. Connolly, 200 Sand Creek Rd., Albany, and Carol Somers, 27 Westbrook Dr., all of the State Department.

BUY U.S. BONDS

Agency Bill Chances Better

By HARCOURT TYNES

ALBANY—Proponents of the Agency Shop Bill, pending in the State Senate's Civil Service Committee, were more optimistic about the bill's chances of passage this week following a favorable ruling by the U.S. Supreme Court in a similar case.

"It will help the decision making of a lot of legislators," said Sen. John Flynn (R-Yonkers), the bill's principal sponsor

in the Senate. "Some senators were leery. Now they can defend the position if they run into flack. It should help them make up their minds."

The high court last week unanimously ruled that non-union public employees may be required to support the union financially. They ruled against a Detroit teacher who argued he should not be required to support a union he did not belong

to.

The New York bill, which passed the state assembly March 23 by a 103-24 vote, faces an uncertain fate in the Senate. There is a well organized letter writing campaign against the bill. Twelve senators from both both parties are listed as sponsors.

Sen. Flynn says he will discuss the bill at this week's meeting of the Republican Conference Committee and expects some action on it soon.

Public employee unions all over the state are supporting the bill. They are planning their own letter-writing drives and several public union delegations have visited state lawmakers to urge a "yes" vote. More such meetings are expected.

Account Trainee Jobs Open

ALBANY—Ten accountant-in-training positions are open to state tax department employees who have at least two years of college and an accounting background.

Filing deadline for the \$9,546-

a-year jobs is June 15. But applicants must first contact the state Bureau of Staff Development and Training no later than June 6.

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LEGAL NOTICE

MOTOR MAGNETICS

Suite 1512, 630 Fifth Avenue, New
York, New York. Substance of Cer-
tificate of Limited Partnership filed in
the New York County Clerk's Of-
fice on May 3, 1977. Business: To ac-
quire inventions, apply for patents
thereon, and grant patent licenses.

General Partners: George S. Moore,
El Molino, Soto Grande, Spain;
Richard L. Russell, 525 East 86th
Street, New York, New York.

Limited Partners and cash contribu-
tion: Herman A. Schaefer, 281 Old
Stamford Road, New Canaan, Con-
necticut, \$4,250; Priscilla G.
Schaefer, 281 Old Stamford Road,
New Canaan, Connecticut, \$6,250;

Jean R. Hallingby, 950 Fifth
Avenue, New York, New York,
\$12,500; George R. Shirella, 75
Stewart Road, Short Hills, New
Jersey, \$12,500; Mrs. William F.
255 Canine Hill Road, New Canaan,
Connecticut, \$25,000; Armine P.
Banfield, West View Lane, South
Norwalk, Connecticut, \$4,250;

Charon Crosson Moore, El Molino,
Soto Grande, Spain, \$6,250; Charon
Crosson Moore F/B/O, Markarite
Christina Moore, El Molino, Soto
Grande, Spain, \$6,250; Charon
Crosson Moore, El Molino, Soto
Grande, Spain, \$6,250; Charon
Crosson Moore F/B/O, Maria Pia Moore, El
Molino, Soto Grande, Spain, \$6,250;

Lillian Berkman, 22 East 64th
Street, New York, New York,
\$12,500; Hope Crosson Niceta, Pleas-
ant Ridge Road, Harrison, New
York, \$3,125; Piero O. Niceta, Pleas-
ant Ridge Road, Harrison, New
York, \$3,125; George H. Moore, 579
Frogtown Road, New Canaan, Con-
necticut, \$6,250; William F.
Earthman, 105 Belle Meade
Boulevard, Nashville, Tennessee,
\$12,500; Jane Scott Blatt, 148 East
48th Street, New York, New York,
\$3,125. Partnership to continue until
December 31, 1997 unless sooner ter-
minated in accordance with Part-
nership Agreement. No addi-
tional contributions required from
Limited Partners. No contributions
returned except as provided in
Partnership Agreement upon dis-
solution of partnership. Limited
Partners share in 89 and eight-
ninths per cent of profits in propor-
tion to their capital contributions.
Limited Partners may not transfer
or hypothecate their interest in the
partnership unless prior written
consent of the General Partners and
unless compliance with all ap-
plicable securities laws. No transfer
or hypothecation shall be made of
less than \$5,000 of partnership in-
terest to any person other than one
or both of the General Partners.
Recipient of transferred or
hypothecated Limited Partners' in-
terest may not become a substituted
Limited Partner without written
consent of General Partners.
General Partners have right to ad-
mit additional Limited Partners. No
priority among Limited Partners as
to contributions or as to compensa-
tion by way of income. Upon the
death, retirement, or insanity of a
General Partner, remaining General
Partner may agree to continue the
partnership. Limited Partners have
no right to demand or receive
property other than cash in return
for contributions.

LEGAL NOTICE

LIMITED PARTNERSHIP

Lab Oil Company, c/o Bruce B. Bende,
277 Park Avenue, New York, N.Y. Sub-
stance of Certificate of Limited Part-
nership filed in the New York County
Clerk's Office on April 14, 1977. Busi-
ness: Own and operate oil and gas prop-
erties. General Partners: Bruce S. Ba-
des, 114 Michael Road, Oakdale, N.Y.
Joseph Allegro, 6 Hallacher Drive, Es-
Northport, N.Y., Harry Lyme, 810 N.
124th St., Miami, Fla. Limited Part-
ners name address and cash contribu-
tion: Walter A. Sheldon, 137 Greenway Road,
Lido Beach, N.Y., Marilyn & Jeffery
Sheldon, jointly, 99-25 60th Ave.
Queens, N.Y., Jack & Harriet Lowis
jointly, 146 Jefferson Ave, Island Park
N.Y., Seymour Bades, 34 Cornwell
Lane, Sands Point, N.Y., James R. Zu-
kerman, 67 Beverly Road, Great Neck
N.Y., Joseph Bades, 440 E. 64th St.,
N.Y., Penelope Andrews Sprague,
c/o Martin Andrews, 1026 Hudson St.
Hoboken, N.J., Daniel Bades, 10
Woodside Dr., Clearwater, Fla., \$6,500
each; Murray N. Meadow, 9 W 16th St.
N.Y., N.Y., Melvin Dikowitz, 159-
78th St., Howard Beach, N.Y., Jerro-
M. Slavin, 24 Old Field Lane, Lake So-
ness, N.Y., Max Steinhart, 2980 Vale
time Ave., Bronx, N.Y., \$3,250 each.
Term: April 12th, 1977 to February
2012. Limited partners have no agree-
to make additional contributions. Co-
tribution of limited partner returned
dissolution. Limited partners shall
ceive that proportion of at least 50%
net income as his contribution bears
\$65,000. Limited partner has no right
to substitute an assignee. No right
admit additional limited partners.
priority among limited partners.
death, retirement or insanity of all ge-
eral partners, 67% in interest of lim-
ited partners have the right continue busi-
ness. Limited partners have no right to
demand or receive property other than
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MARY ASTOUR RETIRES

Mary Astour is congratulated by James Currier, president of Fort Schuyler Local 014 of the Civil Service Employees Assn., on her retirement from the Utica parole office after almost 40 years of service. Ms. Astour, who was born in Aleppo, Syria, was honored on her 35th anniversary of service when former Utica Mayor Michael R. Caruso proclaimed "Mary Astour Day."

Commerce Sec'y Views Retirement

The following is a portion of remarks delivered recently in Washington, D.C. by Juanita M. Kreps, Secretary of Commerce. She makes several points about work and retirement which should be of interest to retirees of the Civil Service Employees Assn.

To break into the lock-step of education in youth, work in middle age, and leisure in the third age, what are educators prepared to do? Is it realistic to speak of a different allocation of time—one in which the value

of both work and leisure are heightened? Or do economic constraints sharply limit the flexibility we might wish?

Given the necessity for earning a living, higher education must continue to provide some basis for subsequent career development. To the degree that education is for all of life, however, and not merely for work preparation, we should be able to develop more useful patterns. Institutions need to be altered, along with the time sequence. Eight-hour days, fifty-week work years, automatic withdrawal from work at a specified age—these are not immutable laws.

Some have suggested, for instance, that between full-time employment and retirement there should be a third alternative called "job-sharing" in which two part-time workers share one full-time job. This and other career - extending innovations merit consideration.

Changing the timing of education and work is of course only part of the challenge. The end toward which learning is directed—if it is directed at all—is also under scrutiny. To keep in mind the broader functions of education, I urge that we remember the contributions educated persons make to community life, to full participation as citizens, to human welfare in total. Undercounting the value of education's help in these areas limits the gains from education to a dollar figure which, though substantial, is but one component and possibly not the most important.

Public policy in areas other than education has also to be considered. How is the society to increase its productivity and thus provide a wider range of work-leisure options for people of all ages? We know that resource constraints restrict the rate at which improvements can be made; that resources and the state of the technology set the parameters within which total output of goods and services can be expanded.

Institutional arrangements pose further barriers. Customary arrangements for work dictate the limits of one's contribution at some times and prevent any work at all in other life stages. Expectations of low levels of performance elicit those levels, even when adequate incentives might greatly improve output. Conventional notions as to which work is appropriate for youth, which for older people, or minorities, have retarded job mobility and productivity.

Some of these constraints, mainly the institutional ones, can be removed as societal views shift. Some of the economic restrictions are relaxed in time, as well; the technology improves, capital can grow, etc. But at any stage in an economy's development, significant improvements for one group are likely to be made only at the expense of another. Distributive arrangements reflect an implicit decision as to the desired level of equality, or a perceived need for income differentials in order to stimulate productivity, or some compromise between what is thought to be equitable and what is thought to be efficient. A system that provides greater rewards to workers than to retirees is accepted in a free market economy; indeed, the existence of income differentials is considered a requisite for the market's operation. As the number of retirees has grown, however, extreme differences have come into question.

Public policy designed to lengthen working life and spread earnings over a greater portion of adult life minimizes the problem of income transfers from workers to nonworkers. It is not surprising, therefore, to find serious discussion of postponing age of eligibility for social security benefits; with such a change the financial burden of providing for retirement would be eased. By contrast, attempts to solve unemployment for young and middle-aged workers by lowering retirement age augment the problem. Clearly, a life-cycle approach to the allocation of work, income, and leisure would enlarge our perspective and prevent the sharp transition as we go from one life stage to the next.

Orange, Ulster, Sullivan Retirees Install Officers

MIDDLETOWN—Officers of the Orange, Ulster and Sullivan Counties Retirees Local of the Civil Service Employees Assn. will be sworn in at 1 p.m., June 8 by Thomas Gilmartin, statewide retirees coordinator for the CSEA, at the Kiener Building, Middletown.

The officers to be installed are: president, John M. Van Duzer; first vice-president, Gordon D. Hubbs; second vice-president, George P. Halbig; third vice-president, Melvin Starr; recording secretary, Clarence R. Lokey; treasurer, Catherine Hobbs, and corresponding secretary, Jose-

phine Davilla.

Members of the board of directors are: Frank Bianchi, James Nolan, Marion Reeder, Jack Avery, Harold Calhoun, Madeline Sparks, and Mrs. Polak.

James Nolan served as nominating committee chairman.

Dolly Miller Retirement

CANTON—A retirement party was held last month to honor Dolly Miller who served over 23 years as an employee of St. Lawrence County. She was with the Department of Motor Vehicle when she retired May 1.

Ms. Miller had served on the Board of Directors of the Civil Service Employees Assn. for eight years and was treasurer of the St. Lawrence County unit of the CSEA for three years.



Margaret Dittrich Retires

When Margaret Dittrich was honored at a retirement dinner April 30, it was a ceremonial event, with big-name guests and co-workers mingling in camaraderie. She was praised by CSEA president Theodore C. Wenzl, who said: "It's people like Margaret who are the real basis for the recognition that the CSEA receives." Ms. Dittrich, who has served as president of Motor Vehicle Local 674 for the past two years, was presented with a number of gifts during the program. In photo above, she shows one of gifts to Dr. Basil Y. Scott, left, deputy MV commissioner, and to Allen Fine, deputy MV commissioner of manpower. Below, she receives best wishes from three of the evening's presenters: her predecessor as local president, Thomas McDonough, kneeling, who presented her with an engraved plaque; local treasurer Tom Pritchard, who presented her with wrist watch from the local's executive council, and her successor as local president, Jean Book, who presented her with a money tree. She was also presented with a Mickey Mouse watch by local delegate Kitty Manns. Others on hand to honor her were the three candidates for Capital Region IV president: incumbent Joseph McDermott, first vice-president Jean C. Gray and executive council member Howard Cropsey. Ms. Dittrich, who joined state service in 1961, was attended at the dinner by two of her three children, daughter Dorothy and son Charles, as well as other members of her family.



Rochester Retirees Swear In Officers

ROCHESTER—The Rochester Retirees Local of the Civil Service Employees Assn. will hold its annual meeting and installation of officers June 22 at 1:30 p.m. at the Monroe County Cooperative Extension Assn., 249 Highland Ave. Thomas Gilmartin, CSEA retiree coordinator in Albany, will speak on current legislation and install the officers.

Syracuse Retirees Will Meet June 7

SYRACUSE — Officials of the Syracuse Retirees' Local will be elected at the group's next meeting, June 7, 1 p.m., at Riordan's Restaurant, Auburn.

Retirees from Onondaga, Cayuga, and Oswego Counties are invited. Reservations should be made with John Tanzl, Auburn, or Hazel Ranger, Syracuse.

Gets Recognition

Daniel Brienza of West Hempstead, recently retired from Nassau County Department of Recreation and Parks after 20 years' service. He received certificate of recognition from county officials.

BUY U.S. BONDS

Nassau Seeking Police Teletype Operators, Techs, Others

Nassau County Civil Service Commission has nine new job openings with salaries ranging from \$9,150 to \$22,429.

Applicants with a high school diploma and two years telephone or radio telephone-teletype experience are eligible for the police communication and teletype operator exam which will be held July 16. Candidates must file applications by June 15. Candidates must also type 25 words a minute.

The top paying job listed is biochemist III. Candidates, who

must also file by June 15, need a doctorate in biology, chemistry or biochemistry and three years biochemistry experience, including two years as a supervisor. There is no written test.

Community service specialist, which pays \$20,596 a year, requires a master's degree in social work and eight years casework or community organization experience, four years of it in probation, and at least two years as a supervisor. Candidates with bachelor's degrees and 10 years experience, six in probation and one as a supervisor, are also elig-

ible. This job also requires no test. Filing deadline: June 15.

Assistant director of medical social services, an \$18,885 post, is open to candidates with a master's degree in social work and six years social work experience, three of them in medical social

work and at least one year as a supervisor. There is no test. Filing deadline is July 13.

Candidates with a master's in social work, eight years casework or community organization experience, four of it in probation, two as a supervisor, may file for community resources specialist, a \$20,596 slot. Candidates with bachelors degree and 10 years experience, six in probation, three as supervisors, are also eligible. Filing ends July 13. There is no test.

Cardio-pulmonary technician, which pays \$10,486, requires a high school diploma or graduation from a two-year cardio-pulmonary technology course or two years cardio-pulmonary experience. Filing closes July 13. No exam.

Physician's associate hopefuls must be eligible to register as a physician's associate in medicine, surgery, pediatrics or obstetrics-

gynecology with the state education department. July 13 is also the filing deadline for the \$11,295 a year job. There is no test.

Electron microscope technician II applicants, who must also file by July 13, need a BS and four years electron microscope operation experience or a high school diploma, plus medical laboratory technology training and six years electron microscope operation experience. No test. Job pays \$14,417.

For X-ray coordinator II, an \$18,885 post, a BS in radiology and eight years radiologic equipment operation experience, five years of it as a supervisor, or a high school diploma, a two-year X-ray tech course and 10 years experience, five as a supervisor, or a combination of training and experience is needed. A state license to practice X-ray technology is also required. Must file by July 13. No test.

CIVIL SERVICE LEADER, Friday, June 3, 1977

SHORT TAKES

LABOR STRIFE OUT WEST

Picketing by Washington State workers seeking parity pay with private industry workers began last week in front of several state facilities, says the Associated Press. The 3,000-member Washington Public Employees Assn. wants the legislature to increase state workers' pay by 20 percent. Recommendation is part of state salary study which noted that state workers earn less than their private sector counterparts. Gov. Dixie Lee Ray urged workers to accept a 13 percent combination salary-fringe benefit hike.

NEW WESTCHESTER JOBS

A total of \$24,291,428 in Comprehensive Employment Training Act (CETA) funds will mean between 1,750 and 1,800 new jobs under the federal program in Westchester County, County Executive Alfred DelBello has announced. The new CETA jobs, plus another 750 to 900 construction jobs expected under the federal Local Public Works Capital Development and Investment Act of 1976, which is providing between \$13 million and \$18 million, is expected to lower the county's unemployment rolls by 10 percent.

MISSPOKEN WORDS

The Knickerbocker News has taken State Commerce Commissioner John Dyson to task for saying Civil Service Law sometimes prohibits state agencies from firing employees convicted of taking bribes. The Albany newspaper reported that Mr. Dyson's remarks also prompted an angry Victor Bahou, state Civil Service Commission president, to write a letter to the commissioner suggesting he "present the facts correctly." The debate erupted over a former state agriculture department inspector, Robert Kingman, who got \$7,000 back pay after he left the department following a conviction for taking gifts from a meat market. Bribe taking charges against him were dropped. Mr. Bahou insisted Civil Service rules had nothing to do with the settlement. Mr. Dyson later apologized saying confusion about the agriculture department's Civil Service contract caused him to misspeak.

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Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,974	20-414
Clinical Physician II	\$31,055	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-161
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Nursing Services Consultant	\$16,538	20-112
Industrial Foreman	\$10,714	20-558
Institution Pharmacist	\$12,670	20-129
Legal Careers	\$11,164	20-113
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic)		
(Except for Albany area)	\$ 7,616	Various
Medical Specialist I	\$27,942	20-407
Public Librarians	\$10,155 & Up	20-339
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aide Trainee	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Mechanic		
(Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nutrition Services Consultant	\$31,404	20-139
Principal Actuary (Casualty)	\$22,694	20-417
Principal Actuary (Life)	\$22,694	20-521
Physical Therapist	\$11,337	20-177
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiology Technologist	(\$7,632-\$9,000)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Actuary (Life)	\$14,142	20-519
Senior Medical Records Librarian	\$11,337	20-348
Senior Physical Therapist	\$12,760	20-138
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Senior Stationary Engineer	\$10,714	20-101
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Assistant Stationary Engineer	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Varitype Operator	\$ 5,811	20-307

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226. New York 14202.

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo,

Here,
There,
Everywhere



Former Capital Conference president Theodore C. Wenzl, far right, seeking sixth term as statewide president, joins with other candidates waiting turn to face voters at Capital Region meeting. Clockwise from left, along with office they are seeking, are Carole Trifiletti, regional secretary; Mary Jarocki, incumbent regional treasurer; Howard Cropsey, regional president; A. Victor Costa, statewide executive vice-president; Frank Carlino, Sr., regional treasurer; Elleen Salisbury, incumbent regional third vice-president; Jean C. Gray, regional president; Joseph Lazarony, statewide executive vice-president; Julia Braden (partially visible in photo), incumbent regional secretary; Jack Gallagher, incumbent statewide treasurer, and Dr. Wenzl. Regional first vice-president candidate Jack Dougherty was seated elsewhere during meeting.

(Leader photo by Ray Hoy)

On The Campaign Trail



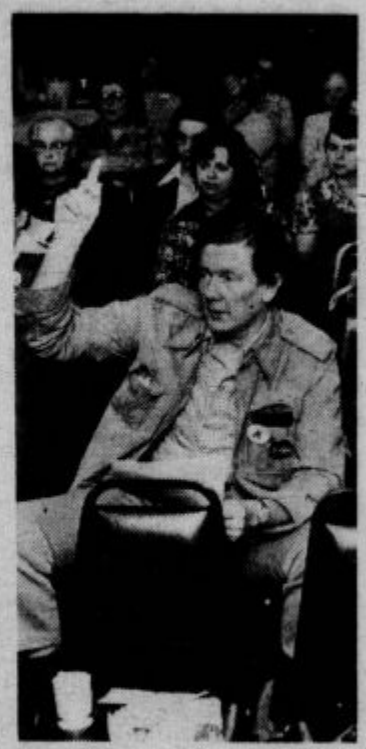
Western Region VI president Robert Lattimer, left, and challenger James Bourkney are also seeking to retain their seats on CSEA Board, representing Labor and Mental Hygiene departments, respectively.

(Leader photo by Jim Laragy)



Statewide political action chairman Martin Langer, left, is seeking to unseat two-term Southern Region III president James Lennon. They are shown here at Meet the Candidates program in Newburgh.

(Leader photo by Ted Kaplan)



Peter Blaauboer, candidate for Correction Services representative to statewide CSEA Board, raises hand to question regional and statewide candidates on their views concerning issues of importance to members in Western Region VI, where he heads Buffalo Local 003.

(Leader photo by Jim Laragy)



Statewide secretary Irene Carr, far left, has a tendency to blink in the glare of flashbulbs, and here she does it again. Along with Ms. Carr, who is seeking re-election, are Capital Region IV and other statewide candidates. Clockwise around table, with office being sought, are Richard Doucette, regional second vice-president; Joseph McDermott, incumbent regional president; Allen Mead, regional first vice-president; William McGowan, statewide president; Thomas McDonough, statewide executive vice-president; Judith Burgess, statewide secretary; Ernst Stroebel, regional third vice-president, and Timothy McInerney, regional second vice-president. Immediately behind Ms. Carr, at next table, is Kenneth Cadieux, candidate for statewide president, and his wife Geri.

(Leader photo by Ray Hoy)



One of hardest-fought elections is three-way race for Capital Region IV presidency where two-term first vice-president Jean C. Gray is running against two-term president Joseph McDermott, center, along with Howard Cropsey, whose name was added to ballot by petition. Ms. Gray and Mr. McDermott have relinquished their positions as local presidents, of Thruway Headquarters Local 052 and Transportation Main Local 687, respectively, to devote more time to regional duties, while Mr. Cropsey currently serves as Albany County Local 801 president.

(Leader photo by Ray Hoy)



At Central Region V Meet the Candidates program in April, statewide presidential contenders explain their position to regional delegates. At microphone is William McGowan as Kenneth Cadieux awaits his turn. That's Tompkins County Local 855 second vice-president James Hennerty in foreground.

(Leader photo by Thomas Hashem)