

# Civil Service LEADER

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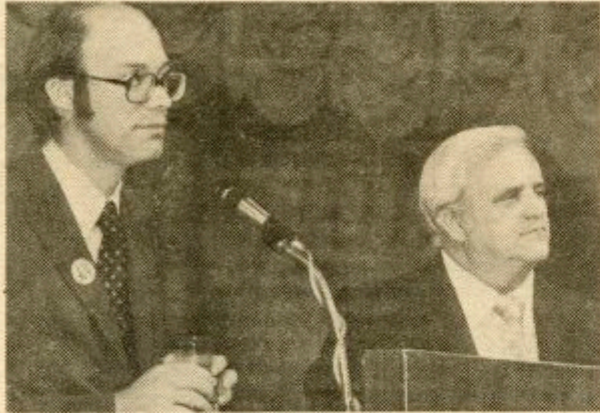
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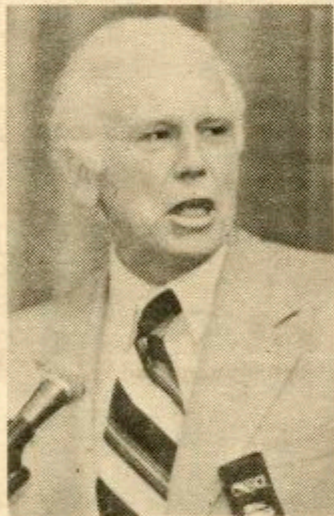
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CONVENTION  
COVERAGE



Several prominent figures in New York State government addressed the convention. Above left, Department of Commerce Commissioner John S. Dyson with CSEA president William L. McGowan; above right, Senate Majority Leader Warren Anderson; below left, Assembly Minority Leader Perry B. Duryea, and below right Assembly Majority Leader Stanley Fink, with CSEA lobbyists James Featherstonhaugh, left, and Bernard Ryan.



## Legislators Express Concern With Gov.'s MH Decentralization

By PAUL KYER

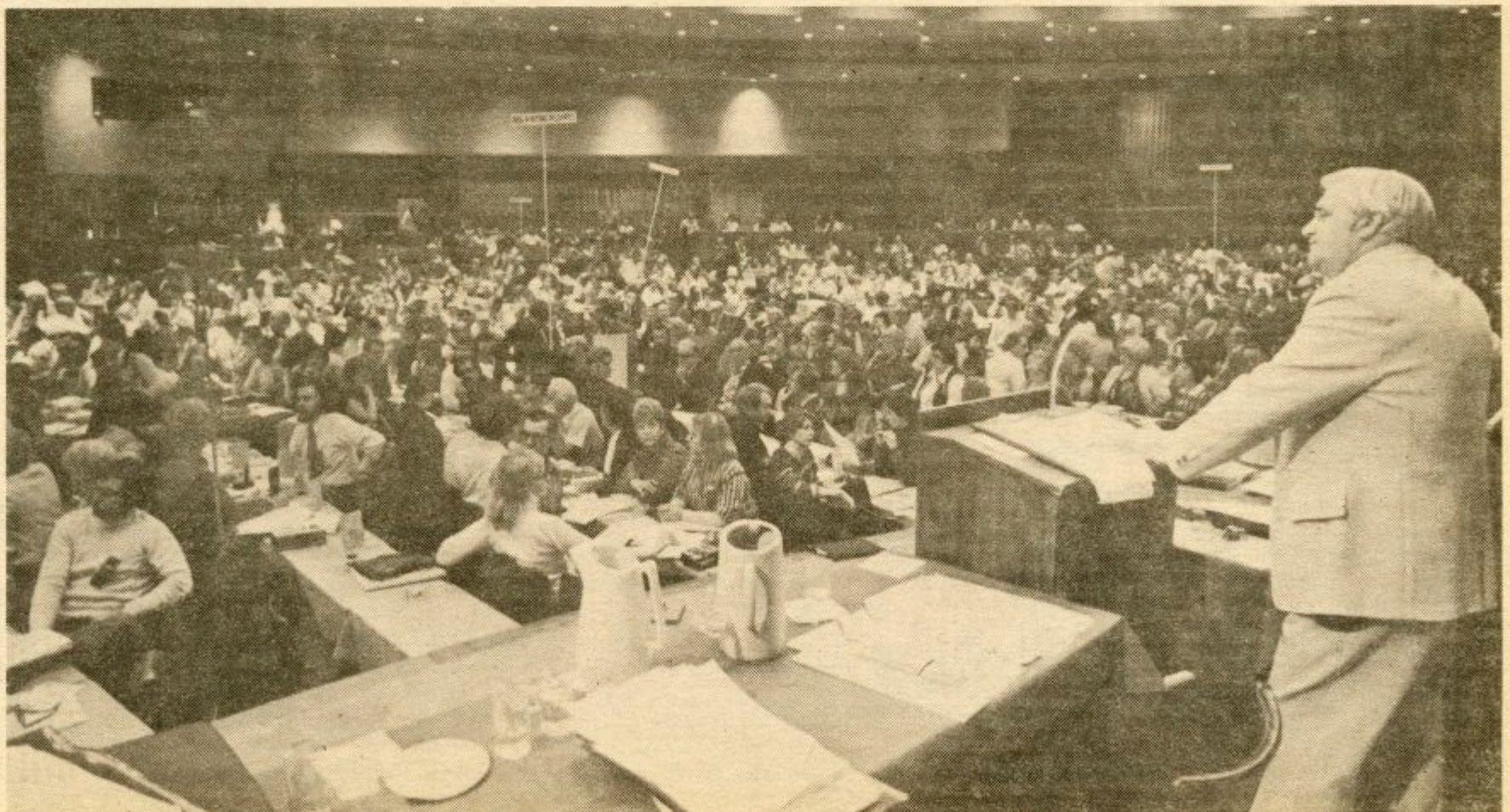
**KIAMESHA LAKE** — Three major figures in the State Legislature made appearances here last week to address delegates attending the annual convention of the Civil Service Employees Assn. Their speeches were more a hint of the election rhetoric due next year, when all will be up for office again, than anything concrete concerning public employees.

A common theme that did grab the attention of the delegates was the current drive on deinstitutionalization in the Department of Mental Hygiene.

Speaking at the Concord Hotel were Senate Majority Leader Warren Anderson; Assembly Majority Leader Stanley Fink, replacing Speaker Stanley Steingut who is in Israel, and Assembly Minority Leader Perry B. Duryea, Jr.

While noting that Legislature Democrats supported

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William L. McGowan chairs his first convention as president of the Civil Service Employees Assn.



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# Union Investigating Willowbrook

The newly formed Metropolitan Region II, Civil Service Employees Assn. Mental Hygiene Task Force set up to investigate layoffs at Willowbrook Developmental Center, will move promptly and forcefully to discharge its responsibilities, says William DeMartino, task force chairman.

Mr. DeMartino denounced the takeover of patient care and seven buildings at Willowbrook

by United Cerebral Palsy as a solution to what he called the problem of incompetency of the Mental Hygiene administrators. He said the action was "pernicious and obnoxious. "I fully comprehend the immediacy and urgency of the work we have to do."

A Task Force organizational meeting is scheduled for later this month to coordinate the Region's activities and secure

funds to fight State's Mental Hygiene institutions take-over by private groups. CSEA Mental Hygiene local presidents will be invited to attend the meeting.

(Continued on Page 11)

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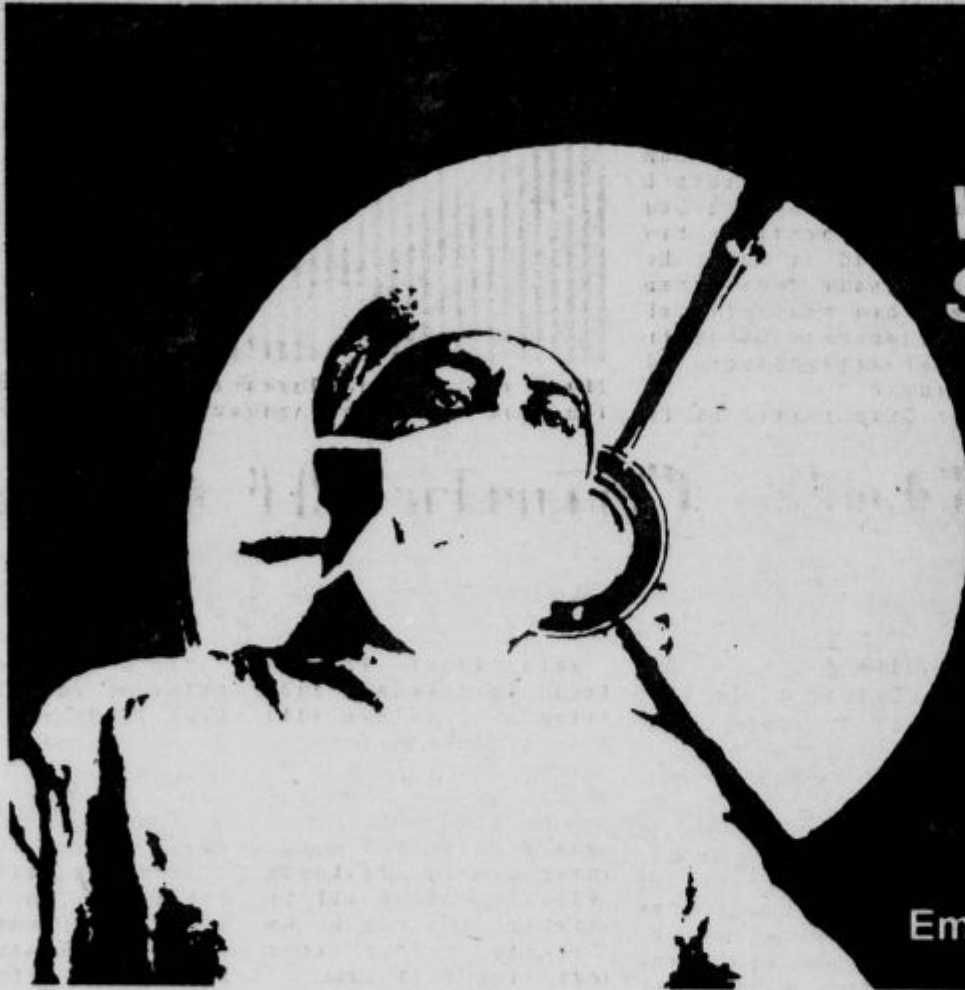
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# Second Surgical Consultation Program

New York State Department of Civil Service



# 'Help Willowbrook:' Mental Hygiene Delegates

By KENNETH SCHEPT  
**KIAMESHA LAKE** — Mental Hygiene delegates of the Civil Service Employees Assn. voted unanimously last week to organize a New York City demonstration in support of CSEA members at Willowbrook Developmental Center, where jobs have been threatened because of the state's agreement with United Cerebral Palsy. The agreement permits that organization to take over patient care at the Staten Island institution.

The vote came during the CSEA statewide convention's Monday evening Mental Hygiene departmental meeting on a motion by Barry Markman of South Beach Developmental Center. Organizing the demonstration will be the union's statewide president and former Mental Hygiene President's Council chairman William L. McGowan, statewide vice-president and the current Mental Hygiene chairman James Moore, Willowbrook Local president Felton King, collective bargaining specialist Robert Guild, Mental Hygiene consultant James Cohen and the Mental Hygiene representatives from New York City. The resolution was passed unanimously Tuesday by the State Division delegates body, and it was announced that the Board of Directors had appropriated \$25,000 for public relations supporting the Willowbrook effort. State Division delegates also voted unanimously to back the Willowbrook Local in whatever action is deemed necessary. CSEA delegates, in convention, however, tabled the motion, since the organization is under court injunction not to support strike action at Willowbrook. At no level was a strike officially authorized.

Monday night's vote to organize the demonstration was one of several resolutions passed unanimously during a meeting which lasted about four hours and which was characterized by agreement among the delegates about what problems faced Mental Hygiene workers throughout the state: and specifically the loss of jobs through deinstitutionalization and the contracting out of services . . . and what steps would best solve those problems.

Passed unanimously was a

resolution, proposed by Willowbrook president Felton King, that the Mental Hygiene workers oppose a proposed constitution and by-laws amendment that would result in union membership being available to private-sector workers who perform public-employee work as the result of a government's contracting out for services.

Also passed unanimously was a resolution presented by Mental Hygiene Chairman Moore requesting that the six regional presidents establish Mental Hygiene task forces to be familiar with, and able to deal with problems specific to Mental Hygiene. Southern Region III president James Lennon suggested that each regional president demand that another field person be added to his staff to handle nothing but Mental-Hygiene-related problems.

Long Island Region I president Irving Flaumenbaum delivered a strident appeal early in the meeting: "You are in a life-and-death struggle; either we will go ahead and beat them or we will be dead." His resolution, passed unanimously, demanded that all Mental Hygiene services remain under state control and that the directors of the psychiatric and developmental centers retain their powers of appointment.

Several people from the union's staff and counsel spoke about ways which the battle to save jobs in the Department of Mental Hygiene could be won. Attorney Pauline Rogers reviewed the progress of the legal case at Willowbrook Developmental, explaining that currently there are both state and federal court proceedings on the matter. Alluding to demonstrations that had been organized at Willowbrook and other sites around the state, Ms. Rogers said that, "a lawsuit is not necessarily the only way to handle this."

Two ways to stop the state's planned deinstitutionalization of Mental Hygiene were outlined by attorney James Featherstonhaugh, who emphasized that the union's opposition was not to deinstitutionalization as a concept but to the way it was being carried out by the state. He suggested that the union could work to defeat Gov. Hugh Carey in next year's election, and that

the union urge legislators to stand up to the Governor on this issue.

"I believe that the tide has shifted and you have the upper hand," Mr. Featherstonhaugh said.

He told the delegates that the fact of fewer patients in the institutions must be faced. When the patients are placed into the community, it is important to see that "those jobs are filled by state workers," he said. "The problem then becomes one of transferring jobs, and the reclassification of jobs," he said, explaining that it was now time to prepare a package of affirmative legislation.

CSEA Mental Hygiene consultant James Cohen emphasized ways in which the union could organize to defeat deinstitutionalization by mounting a public relations effort to point out such alleged inadequacies of the Governor's program as the dumping of patients from the institutions into the community before either the patient or the community is ready. He cited areas of Long Island where moratoriums have been imposed on patient discharges because Mental Hygiene ghettos have resulted from allowing patients to leave the institution unequipped to deal with life outside.

Dr. Cohen indicated that the

CSEA should form alliances with groups that share an interest in the state's Mental Hygiene system, such as: communities in which patients would be placed; directors of the facilities and parents' groups. Regional field staffs are strategic to a successful fight against deinstitutionalization, Dr. Cohen said.

CSEA statewide president William L. McGowan, who as former Mental Hygiene Presidents Council chairman, received a standing ovation when intro-

duced to the meeting by Mr. Moore, said, "I will fight and do everything humanly possible for Mental Hygiene."

The meeting began with the showing of a movie about the "Very Special Arts Festival," a program for involving disabled and handicapped children in the arts. The CSEA is helping in the fund-raising and publicity aspects of the festival. The film was introduced by Eugene Naylor, executive director of New York Arts for the Handicapped.



Monday evening's Mental Hygiene delegates meeting lasted almost four hours, with members overflowing into the corridor.

## State, County At Odds On Membership Question

**KIAMESHA LAKE** — The State Division of the Civil Service Employees Assn. passed a resolution opposing a change in the union's constitution and by-laws which would extend union membership to nonstate employees resulting from the state's contracting out work to private industry. Two other motions, supporting workers at Willowbrook Developmental Center where contracting out has jeopardized the jobs of at least 200 state workers, were passed unanimously.

The actions were taken at the Tuesday afternoon State Division meeting during last week's CSEA statewide convention.

County Division delegates, meeting elsewhere at the same time, voted in favor of the amendment.

Solomon Bendet, president of CSEA Region II, where Willowbrook Developmental Center is located, called the problem of contracting out, "a cancer that's spreading." He warned that if the union were to accept private-sector employees, it would be subject to the National Employment Relations Act, a situation which he felt could create complications.

The enemy, according to Mr. Bendet, is not United Cerebral Palsy, which has a contract with the state to provide patient care at Willowbrook; "the enemy is the state of New York and subdivisions contracting out."

A request by Willowbrook Local president Felton King for a pledge of "any help deemed necessary" brought this response from Rochester Local president Samuel Grossfield: "When you try to destroy any of our people, you're going to have to deal with the whole CSEA."

Mental Hygiene Presidents' Council Chairman James Moore introduced a resolution which had been passed the prior evening by Mental Hygiene delegates at their state departmental meeting. The resolution established a committee to organize support throughout the state for Willowbrook workers, with the expectation of a rally in New York City involving workers from throughout the state.

Mr. King said that the motion did not go far enough and angrily stated that he had not gotten sufficient help from CSEA headquarters; that research, including allegations of possible illegal actions by UCP, had been compiled exclusively through his efforts.

His motion requesting support for "any action that the Local deems necessary" generated debate because, under the Taylor Law, if CSEA Inc., were found to have instigated a strike by one of its locals, the union could possibly lose its dues checkoff privilege statewide. Mr. King's motion was accepted by the State Division to be presented to the full delegate body.

Prior to the discussion about contracting out and the projected layoffs at Willowbrook, there was a motion to hire professional negotiators next time a contract is to be resolved with the state. The motion was defeated.

The meeting began with several delegates criticizing the change in the union contract regarding compensation after an injury, because the first ten days must now be charged to accrued time.

Gennaro Fischetti, a delegate from New York City Local 010, and a compensation board referee, complained that state workers were being "discriminated against." CSEA attorney James Roemer argued that was not the case. In the state, he said, it is possible for an injured worker to be compensated at his full salary while out of work; generally, in the private sector, that is not done. Having the first ten days charged to accrued time was something that the union's negotiators agreed to give up for matters they considered of higher priority, Mr. Roemer said.

### 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, 233 Broadway, New York, N. Y. 10007. Attn.: CSEA Calendar.

#### OCTOBER

- 21—Western Region VI reception honoring CSEA president William L. McGowan: 7 p.m., Executive Hotel, 4243 Genesee Street, Cheektowaga.
- 25—Syracuse Area Retirees Local 913 meeting: 1 p.m., Fireside Inn, W. Genesee St., Baldwinsville.
- 28-30—Southern Region III Workshop: Pines Hotel.



State Division vice-chairman Patricia Crandall and chairman William Deck conducted business during the Division's Tuesday meeting.



# Handicapped Aides Cited

WASHINGTON, D.C.—First Lady Rosalyn Carter presented this year's presidential awards to the 10 outstanding handicapped federal employees of 1977 at a recent ceremony in Washington. The annual awards program coincides with National Employ the Handicapped Week.

Civil Service Commission Chairman Alan K. Campbell and Commissioner Ersa Poston also participated.

Since 1968, this national award program has recognized the accomplishments—both on and off the job—of employees whose capabilities far outweigh their disabilities. One of its objectives is to highlight career opportunities for handicapped federal workers.

Thirty-three federal agencies nominated employees for this year's awards.

The 1977 winners are:

Robert L. Adams, acting assistant director for Minerals Data Forecasting and Analysis, Department of Interior. He supervises specialists who provide

comprehensive evaluations of minerals resources, and is the author of many professional papers and studies.

While a student at Colorado State University, he suffered a spinal injury which left him totally paralyzed below the shoulders and hands, with partial paralysis in his arms.

Charles Branch, contact representative, Social Security Administration, Ft. Lauderdale, Fla. Mr. Branch has been with the Social Security Administration, Ft. Lauderdale Teleservice Center, since its creation four years ago.

Born in Augusta, Georgia, he was blinded at the age of four.

Christopher S. Branigan, computer programmer, Defense Communications Engineering Center, Reston, Va. In spite of cerebral palsy, which partially paralyzed both legs and left him with a speech impediment, he attended school at night and received an associate degree in computer science from Northern Virginia Community College. He is as-

signed to the Computer Systems Division where he supervises the maintenance of two sophisticated computer programs.

John A. Chappell, Jr., electronics engineer, U.S. Army Air Mobility Research and Development Laboratory, Ft. Eustis, Va. Paralyzed as a child, he is confined to a wheelchair. He took electronics courses at Frankfort Arsenal and placed near the top of his class. He earned a B.S. degree in electrical engineering at Florida Institute of Technology.

Herbert W. Hoffman, meteorological technician, National Weather Service, Chicago, Ill. Mr. Hoffman was born with cerebral palsy; however, using the toes of his left foot, he learned to type, write with a pencil, and to operate calculators, copying machines, and his motorized wheelchair.

Steve Key, draftsman with the Tennessee Valley Authority, Knoxville, Tenn. Mr. Key's supervisor reports that he is among

(Continued on Page 13)



## HONORS FOR EX-EMPLOYEE

Nassau County Executive Ralph G. Caso, right, places name plaque dedicating meeting room at the Nassau County Department of Drug and Alcohol Addiction's Recovery House in Plainview to Dorothy Young, the house's first director, as the department's commissioner, Harold E. Adams, looks on. Mrs. Young recently retired after seven years of service. Recovery House is a six-month, job-oriented residential facility for recovered alcoholics not yet ready to return to community living.



\* Based on 1977 EPA Gas Mileage Guide. 1978 Data not available at Press time.  
† Based on 1977 Mercedes-Benz acceleration (0-50 mph) from Car and Driver magazine, March 1977. © Volkswagen of America.

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## No Simple Task

CIVIL servants have experienced some more uncomfortable moments about the Comprehensive Employment Training Act in recent weeks and months. There are times when union members privately express the view that the CETA program is actually a threat to the basic rights civil servants fought for and won over the years.

Civil servants are witnessing regular jobs being eliminated from budgets, only to be replaced by CETA workers who are not even required to take civil service qualifying tests. CETA salaries are limited to \$10,000 a year, but many workers insist this rule is ignored. CETA workers are being hired even when civil service eligible lists are still in effect. Some workers say CETA workers are taking away their jobs and promotions.

Some of these actions are illegal, some merely bad judgment. None should occur. Many of the delegates on hand last week at the 67th annual Civil Service Employees Assn. convention expressed bitterness and concern over these allegations.

Under CETA, the federal government provides the funds to hire workers who have been unemployed for at least 30 days. It was designed to bolster a staggering unemployment quagmire, nationwide.

Despite the problems, we do not think the CETA should be eliminated. The jobless situation in the country, and most particularly in New York, has not improved sufficiently for that. There are many people working today who can thank their employment to CETA. Many of these workers were laid off from their civil service jobs, the victims of budgetary mistakes committed by officials. But we believe revamping the system is clearly called for. In some instances, new legislation is necessary. In other instances, more enforcement of existing regulations is needed.

It will be no simple task. Why? Because the CETA is complicated. Many CSEA delegates said they don't understand the CETA rules and neither do many of the people who are supposed to regulate the program. It has been subjected to contrary interpretations and rulings and different eligibility requirements.

But it is a task that must be done and done in a fashion that preserves both the jobs of regular and CETA employees. Governments, by virtue of the CETA situation, face another crisis.

If CETA were eliminated and CETA workers dismissed, who would replace them? (H.A.T.)

## Your Social Security

**Q.** I'm 68 and I had planned to apply for supplemental security income. But a neighbor told me I probably could not get supplemental security income payments because I have children across town who could help support me. Is that true?  
**A.** No. Your eligibility for federal supplemental security income payments would not be affected by your children's ability to help support you. However, any support they may furnish you would count as income and could affect your payment. Call or write any social security office for information about applying for supplemental security income payments.

## Don't Repeat This!

### Big Civil Servant Turnout Needed For Amendment 5

Among the most significant proposed amendments to the State Constitution that will appear on the November ballot, from the point of view of civil service employees, is Amendment Five.

This amendment would permit the Legislature to provide cost-of-living adjustments and supplements to pensions received by widows and widowers of a state retirement system.

Under present law, such increases can be given only to retired persons themselves. Strangely, there is one exception to this. In the case of teachers' retirement systems, widows, like former employees on pension, may have their pensions increased to reflect cost-of-living increases.

#### Significant Election

While many among civil service employees may regard local elections as having only limited significance, and consequently choose not to vote on election day—the significance of total civil service employee support for Amendment Five should produce a total turnout at the polls of all civil service employees.

In accordance with the process for amending the State Constitution, the proposed Amendment Five was adopted by the Legislature twice before in two separate sessions of the Legislature. This would seem to indicate a clear disposition by the Legislature to improve the pension rights of widows and widowers to reflect living costs. However, if Amendment Five is not approved by a majority of the voters on election day, the Legislature's hands would be tied.

Thus, the failure of the people to act affirmatively on the proposed amendment would keep frozen widow and widower pension payments, irrespective of any increases in the cost of living.

Part of the problem confronting voters on election day is the length of the ballot. In addition to the wide variety of local officials on the ballot, together with judicial candidates, voters will be faced with a ballot containing eight proposed Constitutional amendments and one proposition involving authorization for state borrowing of \$750 million for capital projects, such as industrial and community development, tourism and recreation, environment and conservation, and local transportation.

It would be tragic if widows and widowers, trying to make both-ends meet on limited pension payments, should be deprived of the opportunity of improving their circumstances because the Legislature didn't possess the power to rectify the injustice.

Realistically, it must be recognized that with the financial crisis that has recently afflicted New York City, Yonkers, the Urban Development Corporation and other state agencies, there may be reluctance by the general public to increase state expenditures for civil service employee pension benefit improvements.

#### Real Danger

This is a fact that should be considered by every civil service (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.

### Contracting Out

Until Dec. 31, 1976 petitioners were employed by appellant Westchester County as permanent watchmen in the labor class of the civil service and were assigned to the county's medical center.

Also, during 1976, additional security at the medical center was furnished by a private security firm pursuant to a contract with the county.

In preparing the budget for 1977, the county rejected a proposal to create a security force entirely of county employees. The reason being that by private contract, the county did not incur any cost for uniforms or fringe benefits.

Thereafter the county adopted a budget which made no provision for either watchmen or security guards and the petitioners' positions were abolished as of Dec. 31, 1976. At this time the contract with the private security firm expired and the county authorized competitive bidding awarding an emergency, three-month contract to a private corporation, Effective Security, Inc. Petitioners then proceeded, pursuant to Article 78, to seek reinstatement to their positions as security guards at the medical center, with full back pay and benefits. The petitioners argued that the contract between the county and Effective's employees masked an employer-employee relationship. In addition, it was argued that Effective's employees had been appointed to the petitioner's civil service job positions in violation of the New York State Constitution, Section 6, Article V, which states:

"Appointments and promotions in the civil service of the state and all of the civil divisions thereof. . . shall be made according to merit and fitness to be ascertained as far as practicable, by examination which, as far as practicable, shall be competitive."

The Supreme Court, Special Term, granted the petition and awarded back pay. However, the Appellate Division, Second Department, reversed. The court held that the constitutional provisions requiring appointments to the civil service to be by competitive examination does not prohibit municipal subdivisions from contracting with private industry for the rendition of work and services. The court also noted that a violation occurs only where the private contracting party's employees are not independent of the government, but are controlled and supervised by government officials.

The court concluded that the county did not act improperly in contracting out the guard duties to a private firm, even assuming that work contracted out was identical to that done by civil service employees. This was because the county retained no day-to-day control over the guards, i.e. it did not fix the salaries of the private security guards. "The contract entered into between the county and Effective was a legitimate attempt by the county to have services provided to it by an independent contractor in a more cost-efficient manner," the court ruled. *Westchester County, Civil Service Employees Association, Inc. v. Cimino*, 396 N.Y.S. 2d 692.

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# WHAT'S YOUR OPINION

By PAMELA CRAIG

PLACE: Manhattan, Bronx and Long Island

**QUESTION: Policemen, firefighters and teachers are probably the first people that enter the public's mind when thinking about public employees. Who are some of the "forgotten" people you would like to see receive more recognition for their services?**

**Olga Brown, dietitian, Bronx Psychiatric Center:**



I feel that there are people who render services that are not spectacular. Registered dietitians are not recognized. We try to provide nutritional care to individuals who need it. Everyone needs special nutritional care whether or not they are physically or mentally sick. Improper nutrition drains the resources of the body, and when the body begins to starve illness is evident. The state must provide more funding to properly evaluate patients and later teach patients the importance of proper nutrition for their future recovery."

**Geraldine Johnson, therapy aide, Manhattan Psychiatric Center:**



"There are many forgotten workers within an institution. There are painters, carpenters, food service workers, people who wash linen, people who teach sewing or arts and crafts within the occupational therapy units. People also seem to forget about the maintenance men. I also want to single out the summer kids who work here with the patients. The kids are really terrific. They run errands, they play cards with the patients, they play basketball or they sit and chat. Their contribution has been of importance to all the staff."

**Catherine Smith, therapy aide, Bronx Psychiatric Center:**



"I feel the forgotten people who work in public service are those who work with mental patients in the state institutions. Patients have called me in the middle of the night when they were in the hospital and were afraid to call their parents. I feel we often go way beyond the call of duty. Another job few people know exists is the buyer at the hospital who selects clothes such as nice pant suits or fashionable shoes or coats. The patients can leave the hospital dressed like people, not mental patients in drab, antiquated, attire."

**Julie Primeriano, stenographer, Kings Park Psychiatric Center:**



"I feel the state secretaries are forgotten along with the state carpenters, motor-vehicle operators, garage attendants, ambulance drivers, school nurses, who travel to the homes to speak to the parents about the physical problems parents may be unaware of in their children. There are many people within civil service who must wear their own clothes to perform jobs that cause periodic destruction of clothes. These people are given no clothing allowance or uniforms. What if the dishes didn't get washed? The patients couldn't eat. We're all part of a whole here."

**Marvin Braham, corporation tax auditor:**



"I feel the function of the tax department is forgotten. Without all the people in the tax department, there would be no money to make this state function. These people are responsible for bringing the funds to fruition. If the state does not collect its fair share of revenue, then the social programs would not be financially fundable. Sometimes corporations understate their taxes and we correct all possible errors. We make it possible for the state to finance itself and the many needed social programs. I think that's pretty important."

**Judy Migdal, school teacher:**



"I really feel the aides and para-professionals have been forgotten and deserve recognition. They attend to all of the audio visual functions. If we were to spend time picking up the machines or worry about their working conditions, we would spend enormous amounts of time away from the children. The most important thing is to spend all the time we can with the children. This allows us this function. I would like to especially recognize the Transit Authority police who stand in the tunnels to keep watch over the flow of traffic. Their job forces them to breathe such horrible fumes."

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Student Benefits

Full-time students, 18-22, who get Social Security checks have several things to keep in mind this time of the year.

One of the most important things to remember is school enrollment status. Most of these young men and women have been getting checks during the summer vacation period because they planned to continue school this fall. They should report to the Social Security agency if they did not return to full-time attendance, so they can avoid being overpaid.

On the other hand, students who told the agency last spring they did not plan to return to school this fall, but who have returned, can have their benefits reinstated.

There is a third group that should contact the Social Security agency. These are people eligible for Social Security student benefits because an insured parent started getting Social Security retirement or disability benefits, or died during the summer. Their benefits can start the month they begin attending school full-time, if they are unmarried and under 22.

There are other items students getting benefit checks should report. The first applies to students who have been earning money. They should check their total earnings for the year to make sure they have not yet exceeded \$3,000, the annual earnings test exempt amount. If earnings are above this amount now or will be before the end of the year, students must report this immediately to the agency. This way they can avoid or minimize overpayments, which would have to be returned.

The final reminder item concerns marital status. Students can generally receive checks only if they are unmarried. Married students receiving checks should report this to Social Security immediately.

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)

Tongpoon Watanavit	.....	Buffalo
Elmer I. Williams	.....	Wyandanch
Roger I. Williams	.....	Rochester
John A. Zorbas	.....	Brooklyn
Abbott Sharon I.	.....	Central Bridge
Adam Peter B.	.....	Buffalo
Alston Herbert	.....	Roosevelt
Argeres William	.....	Brooklyn
Arturi Sal Jr.	.....	Uniondale
Beckwith Karol S.	.....	Cencinatus
Bishop Betty M.	.....	Rochester
Blair Pearl I.	.....	Warwick
Blomfield Gordon N.	.....	Rochester
Blum Martin H.	.....	New York
Bowman Roseanna E.	.....	Albany
Broughton Constance S.	.....	Ithaca
Bryce Philip M.	.....	Binghamton
Buchwalter Lillian	.....	Flushing
Bull Helen	.....	Richmond
Bunce Clarice J.	.....	New York
Burke Ethel Y.	.....	Newark, NJ
Cabales Harold	.....	Islip Terrace
Cangianni Antonio	.....	Mamaroneck
Campisi Lucille	.....	New Hyde Park

Collazo Lillian A.	.....	Brooklyn
Cook Dorothy	.....	Roosevelt
Cooper Joseph L.	.....	Hempstead
Cooper Philip M.	.....	Athens
Cox Harry S.	.....	Riverhead
Crane Richard	.....	Central Islip
Creps Gerald A.	.....	So. Wales
Cronin Francis H.	.....	Hawthorne
Culver Delores	.....	Newark NJ
Calletto Thomas J.	.....	Valley Cottage
Davis Eugene J.	.....	Syracuse
Deffendorf Arthur	.....	Jamaica
Devoe Alyce A.	.....	Delmar
Dowd Betty	.....	Staten Island
Downing Elmer	.....	Hempstead
Dressler Robert	.....	Brooklyn
Dwyer Francis T.	.....	Island Trees
Edwards William H.	.....	Staten Island

(To Be Continued)

## Civil Service Law & You

(Continued from Page 6)

The Municipal Civil Service Commission of the city of Plattsburgh has fixed residency requirements for two positions in the city school district which petitioners sought to fill. In addition, eligibility for these positions has been limited to residents of the City of Plattsburgh. The petitioners brought a proceeding pursuant to Article 78 challenging the authority of the commission, exercised pursuant to subdivision 4-a of Section 23 of the Civil Service Law, to fix such residency requirements.

The Supreme Court, Special Term, entered a decree finding that the commission did not have the jurisdiction to establish residency requirements.

The Appellate Division, Third Department, reversed, holding that the commission had the authority to fix residency requirements. The fixing of residency requirements for these school district positions was not arbitrary or capricious, the appeals court added.

Subdivision 4-a of Section 23 of the Civil Service Law provides that the municipal civil service commission "having jurisdiction over positions in a city or civil division may require that candidates for examination for appointment to any such positions be residents of such city or civil division" or residents of the surrounding area. The court concluded by stating that to say the commission's jurisdiction is limited to matters pertaining to administration under the Civil Service Law, and that residency requirements are matters of policy decisions which are excluded from the commission's jurisdiction, would be tantamount to holding that the commission lacks jurisdiction to fix residency requirements for any civil service position, which it is clearly authorized to do under Subdivision 4-a of Section 23 of the Civil Service Law.

The court also stated that even though it may be necessary to go beyond the city to fill some positions in the school district, there is no indication that the two specific positions involved here cannot be filled by qualified applicants who reside in the city. Thus, the court found no showing of arbitrariness in the residency requirements as promulgated. **Buffet v. Municipal Civil Service Commission**, 396 N.Y.S. 2d 721.

# LETTERS TO THE EDITOR

## Sham Interview?

Editor, The Leader:

A hoax and total fraud was perpetrated upon the officers in Supreme Court, Jamaica. Four new "Parts Captains" were appointed. Seniority, ability, merit and attendance records were totally ignored in these "contract" appointments. The so-called interviews were a sham which lasted anywhere from two to four minutes, and some officers were not even given the courtesy of an interview.

This is politics at its very

lowest plus evidence of moral corruption and bankruptcy.

Name Withheld  
East Rockaway

## Bike Bureau

Editor, The Leader:

I read Mr. and Mrs. Distler's letter (The Leader, Oct. 14) on licensing bike riders, and as suggested I thought about it.

First I did not realize that our objective was to increase New York State's budget but was rather to reduce it. However, that not being the case, I would

suggest that we license walkers at a charge of \$5 to \$10 a year. This would provide even more income for the state, and since walkers cause many accidents, especially when they become runners, they should also be insured.

The only problem would be that we would have to change the name of the Motor Vehicle Department to something like The Motor Vehicle, Bicycle and Walkers Department or M.V. B.W.D.

1984 is almost here. Think about it!

Michael K. Henry  
East Moriches

## Don't Repeat This!

(Continued from Page 6)

vants turn out in mass to vote for Amendment Five, there is real danger that it might be vetoed by the Electorate. It will be difficult to convince the Legislature to place it on the ballot again after it has been rejected by the voters.

## LETTERS POLICY

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



# CSEA CONVENTION REPORTS, PHOTOS

## President's Report

The following report was presented by CSEA president William L. McGowan at the 67th annual meeting of CSEA delegates last week at the Concord Hotel.

It is with a considerable amount of optimism that I present for your consideration my first President's Report for an Annual CSEA Delegates Meeting. The past year has been marked by more than moderate success stories at a time when most other major labor unions have experienced decline, and I believe the year ahead is brighter still.

I am pleased to be able to report that, as a labor organization, CSEA is changing. Through organizational and administrative streamlining, we are moving closer to our potential than ever before. Since being elected President of CSEA, my primary goal has been to bring CSEA and the rank-and-file membership closer together, and I believe this is being achieved. This is an open-door administration, accessible to every member, and this concept has been well received by the membership. I and my associates are striving to increase the efficiency of our union, to make it more responsive to the needs of the members. We are reducing the number of committees in order to improve the effectiveness of the committee system itself by maintaining only those that are actually necessary. And I hope that the hallmark of my first term will be that communication lines between the membership, the leadership and the staff were opened wider than ever before in the 67-year history of CSEA.

Looking back upon the past year, we can see several high points. One, certainly, was the ability to negotiate a very fine contract covering our 145,000 people in the four main State bargaining units. It was possible only because the people remained strongly united behind CSEA's bargaining efforts, and should serve to reinforce the knowledge that the real strength of this or any other union lies in the degree of support the members provide. Our legislative program this past session was very successful, and illustrates how important our political activities really were in earlier legislative campaigns. As outstanding as it was in achieving legislation important to our people, I think the coming session will surpass it. We have become very sophis-

ticated in our lobbying and respected by lawmakers who recognize the prominence of our members at the ballot box. We fully intend to intensify our political action in the coming months.

A report would not be complete without reference to a major piece of legislation obtained after years of effort. The agency shop bill, on the surface, appears to be a blessing for public employee unions. But only if we double and redouble our efforts to increase union services. And CSEA is doing just that, proving to former non-members what our members knew all along—that belonging to CSEA is the best investment they could make to bring improvements and security to their careers.

In our County Division, activities and successes continued at a fast pace. We were able to make substantial contractual gains all across the State in local negotiations, and once again it was in our County Division where the membership showed the unquestionable courage it takes to strike in the face of the repressive Taylor Law. In that respect, one of our primary legislative goals in the year ahead will be to seek modification of the Taylor Law, in several areas but especially in elimination of the infamous "two-for-one" penalty.

More than 300,000 public workers in this State have given us a great responsibility. They have entrusted us with the task of protecting their rights and improving conditions under which they work and live. We have been doing the job well for 67 years, but I want us to do even better. I expect maximum effort from the leadership and from the staff, and they are giving it. The only reward is the knowledge that we did our job to the best of our abilities and that as a result hundreds of thousands of working people are living a better life than they otherwise would.

As delegates, you have the enormous responsibility of establishing policy, goals and objectives under which this union operates. It is a serious responsibility, not always understood or appreciated. I know you will approach your important tasks with the thought that what you decide directly affects the lives of 300,000 people and their families. Do your job well so that CSEA can do its job well.



Nassau County Local 830 president Nicholas Abbatiello, right, leader of largest delegation at convention, confers with contingency action planning committee chairman Alex Bozza, left, and Long Island Region I treasurer Sam Piscitelli, both members of Nassau Local.



Leonard Marone, center, seems to be contemplating whether he agrees with CSEA director Stanley Boguski, left, or Donald Webster. The three men were part of delegation from Westchester County Local 860, second largest Local in the CSEA.

## Report of Committee to Review Application of Extraordinary Session Legislation

The report of the ad hoc committee to review the application of extraordinary session legislation was presented by chairman Ethel Ross, of New York City Local 010, at the 67th annual meeting of CSEA delegates last week at the Concord Hotel. Other committee members are Hyde Smith, Mary Hujus, Joseph Osman, Ida Gialanella, Ann Schneider, Mary Lou Gastle, Lynda Soldo, Carol Dubovick, Eleanor Percy and Jerrold Goetz.

### THE PAST YEAR:

In August 1976, the Legislature enacted Judiciary Law §220, pursuant to which most local government court employees were to become state employees on April 1, 1977. In September 1976, a high level meeting was held with CSEA and Office of Court Administration Officials to discuss the implications of the new law, and the Ad Hoc Committee to Review the Application of the Extraordinary Legislation was appointed.

The Committee met almost monthly between September 1976 and May 1977, scheduled its first post-summer meeting for September 20, 1977, and has kept in contact through its Chairperson and its Collective Bargaining Specialist, Patrick J. Monachino. Initially, the members of

the Committee discussed the rather complicated legislation among themselves and later, with Office of Court Administration Officials.

As a result of these discussions, CSEA was able to protect the rights of many local government court employees whose full contractual health insurance benefits were jeopardized by the new law, initially through litigation and ultimately through an amendment to the law itself. Legal assistance was secured to protect the rights of many judiciary employees who, although merged into the State system, remained and still remain subject to the terms of their local government contracts until new contracts are negotiated with the Office of Court Administration. Throughout the year, open meetings were held in many areas of the State to acquaint merged judiciary employees with the implications of the new law and to answer questions (if answers were available). In addition, all information made available to the Committee was supplied to the Civil Service Leader, which provided up-to-date coverage of what was and remains a complicated matter.

In addition, the Committee addressed itself to the organization of non-judicial personnel who, on April 1, 1977, ceased to

## Application of Extraordinary

be members of CSEA county locals. As a result of the Committee's recommendations, the CSEA Board of Directors authorized the formation of one judiciary local in each CSEA Region. Last Spring, temporary officers were appointed in Regions I, III, V and VI (a Region IV Committee is in the process of formation). After a May meeting with Bernard Schmahl, Chairman of the CSEA State-wide Election Procedures Committee, each of these locals prepared to initiate the election process during the Summer and Fall and to hold elections as soon as full membership lists were available. A major difficulty faced by the Committee in the past year was the lack of court employee lists, since many court employees were not officially designated as such until shortly before the April 1, 1977 take-over, and for some time after that date, information remained fragmentary. However, CSEA's Computer Department has given assurance that up-to-the-minute information would finally be available before the first of September. Despite this lack of information, membership has increased through personal solicitation and because of the belief of many court employees that full participation is imperative in this time of transition.

To further improve lines of communication, in March, the Ad Hoc Committee met with the Judiciary Negotiating/Labor

Management Committee, which is composed of representatives of pre-April 1, 1977 judiciary employees, to exchange information on impending legislation, the court employee reclassification study now in progress, and to discuss other matters of common interest.

### THE YEAR AHEAD:

It is expected that elections will be held; that locals will improve their degree of organization with the assistance of Statewide and Regional Officers, Headquarters Personnel, Field Supervisors and their staffs; that membership rolls will increase, as will the degree of individual participation in local affairs, and that communications with pre-1977 court employees will continue.

It is expected that negotiations with Office of Court Administration will commence on behalf of groups whose contracts have expired or will expire within the year, and will secure increased salaries and benefits for former local government court employees; and that all of these activities will place CSEA in an even stronger position to represent the interests of non-judicial personnel, virtually all of whom will be affected by the reclassification study, the terms of which, it is expected, will be released late this year, and which will probably take effect sometime in 1978.





Three CSEA directors confer as they pause during rush between meetings. From left are Thomas Bruno (Cattaraugus County), Ruth Robinson, (Yates County) and Ed Sherry (Social Services). (Leader photos by Ted Kaplan)



Pertinent question during Legal Services Workshop gets response from assistant counsel Marge Karowe as legal assistance committee chairman Joseph Conway, left, of Workmen's Compensation Local 671, and staff coordinator Thomas Linden stand ready.

## Disposition of Convention Motions Committee Report

The report of the committee to report on the Disposition of Convention Motions was presented by chairman Edward Dudek, of SUNY at Buffalo Local 602, at the 67th annual meeting of CSEA delegates last week at the Concord Hotel. Other committee members are Dorothy Goetz, Terry Dawson, Earl Kilmartin, Stephen Zarod, Gennaro Fischetti and Clara Franklin.

Our Committee met on April 13, May 13 and July 29, 1977 and considered and discussed the disposition of motions made by the Delegates at their meeting at the Concord, March 20-23, 1977. As a result of our sessions, and due to some investigation through the various persons responsible for action on the motions, we have found the following actions to have been taken on the motions in order of their appearance in the minutes of the last Delegates Meeting.

1. Motion read "that it is the sense of the Delegate body that the power, to set the policies and direction of CSEA rests with the Delegates and that the Board of Directors must carry out the policies and directives as set by the Delegates, except in certain fiduciary matters." Referred to Counsel Roemer and President McGowan for implementation.

2. Motion read "that this body reject the Governor's proposal and the Fact-Finder's report and should a reasonable contract offer acceptable to all negotiating teams not be approved by the Legislature and the Governor prior to April 18, that CSEA go out on strike on that day." This has been carried out by the Governor's signing of the contract.

3. Motion read "that the County Delegates recommend to this body the extension of the \$5.00 membership incentive program for an additional six months." Carried out by the Board of Directors.

4-5. Please refer to the Constitution and By-Laws Committee Report in your folder in regard to proposed amendments to the Constitution and By-Laws.

6. Recommendation read "that the badges be in different colors to denote the different regions." Recommendation was made to implement a memorandum to Dr. Diamond.

7. Motion read "that the updates for the Chapter Officer's Manual be distributed to Chapter and Unit Presidents." Committee agreed that the updates be referred to the Education Committee. Please check the Education Committee

Report.

8. Motion read "to refer to the Constitution and By-Laws Committee" the "suggestion of the Political Action Committee the assessment of \$.10 per check for political action." Please refer to your Constitution and By-Laws Committee Report.

9. Motion made that the combined committees meet regarding changes in the Civil Service examinations. Please refer to the Special Work Performance Ratings and Examinations Committee Report and the Civil Service Committee Report.

10. Motion read "that all Chapter Presidents and Board of Directors members be sent a summary of Executive Order 40 and the full implications on the Merit System." Referred to Mr. Carey and has been implemented.

11. Motion for "each region to have their own microphone." This motion has been implemented.

12. Recommendation read that "the original transcript of the minutes of the Delegates Meeting is not given to the Committee." (The Committee to Study the Disposition of Convention Motions) "This Committee should be made a Standing Committee and given the full report of the convention." Recommended to President McGowan.

14 & 23. Motion read "to recommend to the Constitution and By-Laws Committee that our rolls be opened to public employees in school districts where cafeteria workers, bus drivers, etc. have been picked up by private contractors; so that we can bring to our membership any public employee who works for any political subdivision." Please refer to the Constitution and By-Laws Committee Report.

15. Motion read "that this committee be called into meetings with no interference from staff." Please refer to your Constitution and By-Laws Committee Report.

16. Motion read "that the full intent of the 1976 Delegate action allowing free and unrestricted choice of any attorney be executed by the Board of Directors of CSEA, its committees, staff and officers of CSEA." Motion referred to Tom Linden, Joseph Conway (Chairman of the Legal Committee) and James Roemer. Please check the Legal Committee Report.

17. This item deals with the term of office commencing with the 1979 election

of all statewide officers, regional officers and members of the State and County divisions of the Board of Directors and the expulsion of members. Referred to the Constitution and By-Laws Committee. Please check the Committee's Report.

18. Motion read "that the Statewide Education Committee concentrate on providing programs to educate the membership in the area of collective bargaining." Please refer to the Education Committee Report.

19. Recommendation read "that at the next convention there be a composite made of the departments showing where we are losing members, and where we are picking up members." Refer to the Membership Committee Report.

20. Motion read "that on all committee reports submitted to the Delegate body, the number of meetings held and the dates on which they were held should be shown. A memorandum has been sent to all committee chairpersons.

21. Motion read "that the name of Mildred O. Meskil be placed on the John M. Harris Memorial Plaque at 33 Elk Street,

Headquarters." Plaque has been ordered and will be placed as soon as it arrives.

22. Motion read "that this body empower that same committee not to return from a strike without complete amnesty for all strikers." No action necessary.

23. Refer to item number 14, and please check the Constitution and By-Laws Committee Report.

24. Motion read that "when a roll call vote is to be taken, sufficient chalkboard, or other devices be furnished on the platform, so that an authorized representative of each local can record that local's votes, reserving the right to poll that local's delegation, and then the secretary can read the recorded votes and the tally." Referred to Dr. Diamond for implementation.

25. Motion read "that this organization go on record as authorizing members to honor picket lines of any labor organization and provide legal defense for any member brought up on charges." No action necessary.

26. Motion read "to extend the convention 24 hours." No action necessary.

## Probation Committee Report

The report of the statewide committee on probation was presented by chairman James Brady, of Erie County Local 815, at the 67th annual meeting of CSEA delegates last week at the Concord Hotel. Other committee members are James Frisina, Alan Greenfield, Peter Grieco, James Mattel, Harold Fanning, John Whalen, Eulls Cathey, David Singer and Thomas Taylor, with staff coordinator Nels Carlson.

State take-over has been a prime concern of this Committee, as reported at the June meeting of the County Delegates. After much discussion and a strong minority report, the Committee has come out for the bill, called the Governor's Bill, in the past legislature, which allows the counties to apply for state take-over. Then the State Probation Department evaluates the situation and decides what counties will be taken over. The limitations of the counties to be taken over is determined by state funds available.

The Committee will continue to take an active interest in all legislation and matters in reference to probation officers. During the month of August, the

Chairman of this Committee met with other members of the Probation Job Analysis Advisory Committee, chaired by Thomas Callanan, Director of Probation. The final report of the Probation Examination Methodology Project was reviewed. Regarding educational requirements to qualify for the job of probation officer, they are to remain unaltered. There was an attempt by members of the Job Analysis staff to lower these requirements. On the advice of this Committee, the Chairman took a strong stand against lowering these qualifications, as it could result in downgrading our jobs.

The State Probation has asked the Chairman of this Committee to serve on another Committee for the purpose of selecting a probation officer from one of the counties of New York State who has done an outstanding service to his community and deserves state recognition.

Our Committee has recently met on Sunday, September 25, and Monday, September 26, in Albany. We will reschedule future meetings in areas in the state where our committee services are needed.



# Latest State And County Eligible Lists

EXAM 36170  
SR ACCOUNTANT PUB SRVC  
Test Held April 16, 1977  
List Est Aug. 2, 1977

- 1 Ansaldo Richard Voorheesvil .....93.6
- 2 Lavera Peter A Oneida .....84.8
- 3 Barton David R Schenectady .....84.6
- 4 Mucenski Phillip E Rochester .....82.5

- 5 Pistoles M J Watertown .....81.6
- 6 Gooding David C Albany .....80.1
- 7 Burke Robert A Rensselaer .....79.5
- 8 Burger Ralph E Saratoga Spg .....79.1
- 9 Moynihan Arthur Yonkers .....74.7
- 10 McClellan P J Rochester .....72.4
- 11 Flick Robert J Troy .....72.3
- 12 McKinley M P Latham .....70.2

- 9 Cox Timothy R Dansville .....94.5
- 10 Wood Lewis R Whitesville .....94.0
- 11 Cybulski Paul M Tonawanda .....93.5
- 12 Tate Ralph Buffalo .....93.0
- 13 Palmer Larry A Latham .....93.0

- 14 Stevens John D Dansville .....93.0
  - 15 Pikel Stanley W Endicott .....92.5
  - 16 Harragan George Dorlo .....92.5
  - 17 Rolston Floyd E Binghamton .....92.0
- (Continued Next Week)

## Engineering, Other Suffolk Jobs Open

HAUPPAUGE — A new series of open competitive and promotional jobs have recently opened in several Suffolk County agencies.

There is a Nov. 2 filing deadline for tests for incinerator control board operator, an \$11,000-a-year open competitive post, and engineering technician and assistant civil engineer, both open competitive and promotional. Both jobs pay \$504 bi-weekly. The written test for all posts will be held Dec. 3.

The filing deadline for nursing services consultant and senior psychiatric social worker, both of

which pay \$555 bi-weekly, is Nov. 23. There is no written test for these jobs. Candidates will be judged on training and experience.

There are vacancies in all titles listed. County Civil Service officials say eligible lists resulting from the tests will also be used to fill future vacancies in county agencies.

Nursing service consultants must be college graduates with master's degrees in nursing or public health, four years nursing experience, two of which must be as administrators, consultants, teachers or supervisors. Candi-

(Continued on Page 13)

EXAM 39-195  
CHIEF, BUREAU OF PROGRAM DEVELOPMENT AND SPECIAL SCHOOL SUPERVISION  
Test Held July 18 & 19, 1977  
List Est Aug 8, 1977

- 1 Piccolino Joseph R Glenmont .....86.9
- 2 Marillo James C E Greenbush .....75.3
- 3 Gloeckler Lawrence C Guilderland .....74.7
- 4 Kurtz Theodore E Albany .....73.8

EXAM 36066  
SR HYDRAULIC ENGR PUB SRV  
Test Held June 18, 1977  
Est Aug 11, 1977

- 1 Krizan Rudolph Bayside .....81.4
- 2 Markham R F Bronx .....71.9

EXAM 36171  
ASSOC ACCOUNTANT PUB SRVC  
Test Held April 16, 1977  
List Est July 29, 1977

- 1 Palmer James R Albany .....98.5
- 2 Spitzer Rita Bayside .....89.2
- 3 Decker Jesse P Liverpool .....85.2
- 4 Coughlin James Tonawanda .....82.5
- 5 Winne Peter R Clifton Pk .....79.2
- 6 Dickson C M Albany .....77.5
- 7 Dandrea C J Greenfld Ctr .....74.7
- 8 Santucci J J Amherst .....73.2
- 9 Wojcinski G R Buffalo .....70.5

EXAM 36172  
PRIN ACCOUNTANT PUB SRVC  
Test Held April 16, 1977  
List Est July 29, 1977

- 1 Thorne Joseph F Clifton Pk .....95.2
- 2 Trahan George E Troy .....93.2
- 3 Calkins Ronald Schenectady .....83.0
- 4 Priscott L N Clifton Park .....82.0
- 5 Patten David F Suffern .....80.4
- 6 Mackesey W F Loudonville .....79.5
- 7 Rosenstrauch N Albany .....78.2
- 8 Gorden Hugh C Mechanicvil .....76.2
- 9 Healy Kathleen NYC .....76.0

EXAM 36176  
SUPVG JANITOR  
Test Held March 19, 1977  
List Est Aug. 11, 1977

- 1 Castilla P Frankfort .....96.5
- 2 Ellis Raymond W Hornell .....95.5
- 3 Leovey Catalina Dewitt .....95.5
- 4 Diondillillo J Perry .....95.0
- 5 Marsh Leroy E Cortland .....95.0
- 6 Forget Ulrich P Potsdam .....95.0
- 7 Claxton Mark S Ogdensburg .....94.5
- 8 Bradt William P Rensselaer .....94.5

## GO TO HEALTH

By WILLIAM R. WILLIFORD

### Eight Symptoms


When people try to quit smoking, changes in the body often occur that can prove to be discouraging if not understood. The body is adjusting to the sudden withdrawal of nicotine and certain side effects are expected.

Arthur Weaver, associate professor of surgery at Wayne State University, advises people to be aware of the following eight side effects which may come soon after a person stops smoking.

- **NERVOUSNESS.** You might be nervous, jittery, easily upset during the first few days. Tell your family, friends, and co-workers you have quit smoking so that they can allow for the nervous effect—and allow for it yourself. It will disappear.
- **LETHARGY.** The vast majority of those who quit smoking feel dull and depressed for the first few days.
- **RESTLESSNESS.** About one in 10, instead of feeling lethargic, become hyperactive, and some have trouble sleeping.
- **INCREASED APPETITE.** You will very likely develop a bigger appetite. It happens in at least 85 percent of the cases.
- **WEIGHT GAIN.** Six out of 10 who stop smoking will gain weight for the first six months. Don't be disappointed if you cannot get rid of the extra weight during those months.
- **HEADACHE.** If you get headaches, it means nicotine-constricted blood vessels are expanding back to normal. The headaches will disappear, usually by the third day.
- **SORE THROAT.** Don't worry. It means the nerves of the lung, mouth and throat are working properly again.
- **BREATHLESSNESS.** Smokers are more aware of lung action than non-smokers. So when they quit smoking the reduced sensation of lung action makes them feel they are not breathing.

Good luck. It is hard to stop smoking, and don't let anyone convince you that an expensive little gimmick will work. If you do smoke, you owe it to yourself to try to stop.





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with fervor and jumps for joy... irresistible... captivating!  
—John Beaufort, Christian Science Monitor

**...ERUPTS**

in a dance explosion... a joyful noise, a bacchanalia, a swinging, stomping dance orgy... a luminous show!  
—T.E. Kalem, Time



**WINNETTE CARROLL'S**

**YOUR ARMS TOO SHORT TO BOX WITH GOD**

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—Clive Barnes, N.Y. Times


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# Union Is Investigating

(Continued from Page 2)  
A "white paper" distributed by task force members at the CSEA Convention last week at Klamath Lake accused Governor Hugh Carey of trying to destroy State Mental Hygiene facilities and to turn their operations over to "money hungry" agencies. The white paper

said Mental Hygiene Commissioner Thomas Coughlin is incompetent because he failed to provide improved patient service at Willowbrook as mandated by a 1975 federal district court order.

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**HUGH L. CAREY**  
... is accused

# Retirement Planning

The Cornell University's School of Industrial and Labor Relations will sponsor a pre-retirement planning workshop Nov. 9 and 10 at its headquarters in New York City.

The seminar is designed to help retirement counselors and

personnel administrators assist employees plan successful retirements.

Evelyn Meyer, president of Marketing and Research of Alternate Choice Inc., and Carol Ann Kradlak, vice president of (Continued on Page 15)

# SHORT TAKES

## DIFFERENT VETERANS DAYS

Veterans Day is Nov. 11 for most workers. Even most state and municipal workers observe the holiday that day. But it's Oct. 24 for federal employees. Federal workers got that day after Congress made the change to the fourth Monday in October. That was done to provide workers with three-day holidays that time of the year. However, not everyone went along with the move so there are different holidays.

## STATE, BUFFALO AT ODDS OVER 8 JOBS

State and Buffalo officials are at odds over whether a series of middle-level city government jobs should be subject to civil service rules. The State Civil Service Commission ruling placed the jobs in non-competitive or exempt classes. The state unit says the jobs should be subject to competitive exams. All six division head posts in the Department of Human Resources and

the two top spots in the Parking Violations Bureau are at issue.

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N. H. Mager, Business Manager.



## REAL ESTATE VALUES

### Publisher's Notice:

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# First Lady Cites 10 Handicapped Aides

(Continued from Page 4)  
the most able draftsmen he has ever employed. Although he is deaf and has severe hand and arm deformities, Mr. Key's job

was not modified to accommodate his disabilities, and he has become a skilled draftsman since joining TVA in 1974.

Dennis W. Myers, mail clerk, Securities and Exchange Commission, Washington, D.C.

In 1965, when Mr. Myers was hired to deliver mail at the SEC's Washington headquarters, he could neither read nor write. In his first week at work, he memorized the numbers of the rooms to which he had to deliver mail, and throughout his employment he has had to overcome his severe mental handicap. He has learned to read and write at the second grade level and, according to his instructor, Mr. Myers is "a model student. His progress is solid and steady, and at a rate comparable to other adult beginners." Mr. Myers is personally responsible for all incoming and outgoing mail for three floors.

Donna Pastore, mathematics Braille specialist, Library of Congress, Washington, D.C. As Volunteer Coordinator for the Library of Congress Division for the Blind and Physically Handicapped, Ms. Pastore has developed a training program to teach sighted volunteers the specialized skills used to transcribe mathematics and science materials into Braille.

Dennis C. Walker, veterans benefits counselor, Veterans Administration, Boise, Idaho. Mr. Walker must understand and be able to explain the full range of veterans benefits and services. Everyday, he counsels dozens of veterans and their families—by

phone and in person—on education, home loans, compensation, pension, insurance, and burial benefits. Wounded in Vietnam in 1969, with shrapnel in his eyes and upper body, he underwent treatment in Denver, Colo., for several months, and completed what is normally a 6-month course in only 3 months. Returning to civilian life he graduated in 1974 from Boise State University with a Bachelor's Degree in Business Administration.

Sharon H. Wilkin, employment opportunity specialist, Department of Labor, Washington, D.C. Ms. Wilkin, a quadriplegic, is a program manager in the headquarters of the Veterans and

Handicapped Affirmative Action program.

Ms. Wilkin assists investigators in the 10 regional offices of the Department of Labor who evaluate and resolve discrimination complaints.

In 1958, while a student, Ms. Wilkin fell from an amusement park ride and broke her neck.

She was paralyzed from the chest down. After only nine months of rehabilitation, she returned to high school, graduated with her class, and delivered the commencement address.

She is a graduate of the University of Illinois with a B.S. in Psychology.

## Communion Mass

The 20th annual communion mass of the St. John and St. Camillus Guild of Westchester County Medical Center (Grasslands Hospital), Valhalla, will be held Oct. 30, at 9 a.m. in the Interfaith Chapel, Macy Pavilion.

## BUY BONDS!

### WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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



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## Suffolk Jobs Are Opening

(Continued from Page 10)

dates must also have a registered nursing license.

For senior psychiatric social worker, applicants need a college degree and a master's degree in social work, including psychiatric classes and two years case worker, medical social worker or psychiatric social worker experience.

The incinerator control board operator minimum requirements are two years municipal incinerator experience.

Engineering technicians must be college engineering graduates with two years engineering or engineering science experience or an associate degree in the same fields and four years experience.

Requirements for assistant civil engineer are a college degree in civil engineering and two years engineering experience.

Engineering promotional job candidates must already be employed as county principal engineering aides. Laid-off employees are also eligible for the tests.

For details, contact the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge 11787.



# CSEA CONVENTION REPORTS, PHOTOS

## Pension Committee Report

The report of the pension standing committee was presented by chairman Dorothy Goetz, of Suffolk County Local 852, at the 67th annual meeting of CSEA delegates last week at the Concord Hotel. Other committee members are Edward McGreevy, Thomas Elhage, Alice Bennett, Sarah DeRe, Judy Murray, Robert Diecidue, James Currier and Jane O'Connor.

The Pension Committee has reviewed its role in the overall structure of CSEA and in our Report to the Delegates in October 1976, we stated what our goals would be.

We felt that we have a twofold purpose: safeguarding the pensions of present and future public employees and educating our membership in the areas of benefits available to them. We feel that this Committee has followed our initial plan and, through membership on the Comptroller's Pension Advisory Council, have monitored the development of pension reform legislation prior to and during the last legislative session.

In addition, this Committee can proudly proclaim that it has pursued its second goal. We have met with officials of the Retirement System and have been responsible for the attendance of their Information Specialists to discuss individual problems at this meeting as well as the two previous Delegates Meetings. In addition, James Terry, Director of Information Services, provided an Information Center at the last two conventions. We have been instrumental in bringing to the officials of the Retirement System various problems of a general nature which

will be discussed later in this report. The Committee has made suggestions regarding public information programs dealing with general retirement matters as well as specific items such as pre-retirement counseling.

We would like now to report on some of these specific matters:

One such item raised the persistent complaint of our members that it takes a long time to receive their first benefit check. Last June, we requested that the ERS send an estimated benefit check to the retiree for the period of time while other calculations are being made, then adjust the estimate, when final figures are available. The response received from the Retirement System was that they are considering using this procedure but are not convinced that the information they presently have available on their records is sufficient to allow them to process this type of estimated check without dramatically slowing down the processing of actual retirement benefits. The Executive Director of the Employees Retirement System stated "Much as we try to induce employers to forward all of the necessary salary and service data to us and encourage members to furnish dates of birth, selection of beneficiary and selection of option, they do not always react promptly."

A second proposal was made to the Retirement System that each member age 62 or over who is still employed, receive an annual estimate of his current retirement benefits. The Retirement System responded by saying "One of our long-range plans call for providing mem-

bers with regular annual estimates just as you suggest. However, before that can be done, we must achieve a greater degree of mechanization and that is still several years off."

In conjunction with the New York State Employees Retirement System, there will be a significant improvement in the program of pre-retirement counseling. This will be accomplished in various ways such as seminars, classes, and enlightenment sessions. The Retirement System is planning on improving the public information program through the publication of pamphlets dealing with pre-retirement subjects helpful to employees. An example is the "Update" included in the membership folder which discusses the subject of the member's beneficiary.

Please note that on the pamphlet enclosed in your Delegates' package, there is a Travel Consultant's Schedule showing the location and monthly visiting days when the Retirement System's Information Representative will be available in your area to handle retirement problems. We will attempt to have this published periodically in *The Leader* so that the general membership will be aware of the schedule.

It is our opinion that the administrators of the New York State Employees Retirement System have been quite willing to cooperate on all matters that have been brought to them. Comptroller Levitt has personally advised a member of our Committee that he is interested in our comments and input pertaining to the Employees Retirement System, and as New York State's largest public employee union we should feel free to bring issues to his attention at any time.



More than a broken leg was needed to keep CSEA director John Wyrrough (Tompkins County) from attending meetings of interest to his members.

## Legislative and Political Action Committee Report

The report of the legislative and political action standing committee was presented by chairman Martin Langer, of Rockland Psychiatric Center Local 421, at the 67th annual meeting of CSEA delegates last week at the Concord Hotel. Other committee members are Canute Bernard, Ruth Braverman, Ramona Gallagher, Martin Koenig, John Vallee, Patrick Mascioli, Earl Bivins, Jean Myers, Richard Grieco, Ralph Natale, Vincent Rubano and James Currier.

One year ago the Standing Committee on Legislative & Political Action indicated that a strong foundation had been laid in CSEA's political arena. Given proper endorsements, personal involvement from our members and the promise of adequate economic support, it was possible to transform at least some of our goals into reality. In retrospect, it has become obvious that last year's report has become somewhat prophetic. The climate necessary for action during the last session was created and many of the primary goals had been met. In fact, as can be noted from the summary sheets, not only were primary goals attained but

success was achieved in areas where our Committee felt success was merely a remote possibility.

Reviewing last year's primary goals, the following notes can be made:

- While LOBA has not yet been achieved, PERB has been given many expanded powers in the area of decision enforcement.
- We now have a two-year Agency Shop Bill.
- We have modified the Mental Hygiene Reform Legislation to a point where it has become palatable.
- An OSHA Bill written by our Counsels was signed into Law.
- All retirees who left State service before 1969 have received cost-of-living adjustments of between 14 and 25 percent.

The elimination of strike penalties under the Taylor Law did pass the Assembly and will become one of our primary targets for the next session, as will Military Credit toward retirement and Pension Reform legislation.

Beyond our stated goals, success was

attained in other areas:

- Increases in the amounts retirees may earn without loss of benefits.
- Prevention of Social Security withdrawal by political subdivisions.
- Maintenance of seniority rights for employees separated from service as a consequence of on the job injuries.
- Continued negotiations of retirement benefits for subdivisions.
- Pay raises and continued health insurance for non-judicial employees transferred from the County to the State payrolls last year.

and others. . . . Additionally, success can be measured in terms of defeated legislation which would have been detrimental to our members; such as:

- Implementation of the Governor's Taylor Law Proposal.
- Changing unemployment insurance benefits so that school district employees who had a "reasonable chance of being rehired in the Fall" would be denied unemployment insurance benefits during July and August.
- "Sunset Legislation" which would have terminated State Agencies within certain time frames unless specific action was taken by the Legislature to insure their continuation.
- Legislation which would have allowed the State to pay Institution Teachers for any ten-month period during the year which would have made summer employment a virtual impossibility.
- Residence requirement bills.
- Revisions of the Civil Service System which would have created a "spoils" system.
- Limitation on the scope of collective bargaining discussions.
- Creation of a "career executive class" with mobility from grades 14 to 28 with essentially no examination and incidentally no tenure.

It is hopefully evident that last year was the most successful in the history

of CSEA in terms of political action. For this, thanks must be given to members of our Committees throughout the State and to our Lobbyists in Albany.

Now we have to look to the future both in terms of the forthcoming legislative session in Albany as well as to the next legislative races at all levels of government. Fortunately, one of the major ingredients for success in the future has already been attained through the creation of a substantial political action fund. However, as already noted, economics is only one of the areas required for successful political action.

Once again, we have to think in terms of making appropriate endorsements of candidates at all levels and once endorsed, insuring their future election. To accomplish this, there must be little doubt that our members are registered voters within their own districts. This can only be accomplished at the chapter level.

Our Committee believes that serious thought should be given to the next gubernatorial race. It is our belief that our past neutrality has not been healthy for us. If we decide upon statewide endorsements, these endorsements have to be made meaningful. In order to accomplish this, committees to elect a governor have to be established at the local level.

Involvement will even have to take place in relatively new areas. While many of us feel certain rights are guaranteed to us through the New York State Constitution, we have to be alerted to the possible creation of a Constitutional Convention which could alter or abolish those rights. Under these conditions, we have to protect ourselves. One way to accomplish this is to elect our own delegates to the Constitutional Convention.

Generally, future days look relatively bright, if we remain alert. All unsuccessful legislation will be reintroduced and our Committee is presently compiling legislative proposals beyond last year's proposals for introduction during the next session.



State Insurance Fund Local 351 delegate Stella Williams reviews day's events with CSEA directors Jimmy Gripper, left, and Ronnie Smith (both Mental Hygiene, Region II). Mr. Gripper is from Brooklyn Developmental Center Local 447 and Mr. Smith from Willowbrook Developmental Center Local 429.



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**Retirement**

(Continued from Page 11)

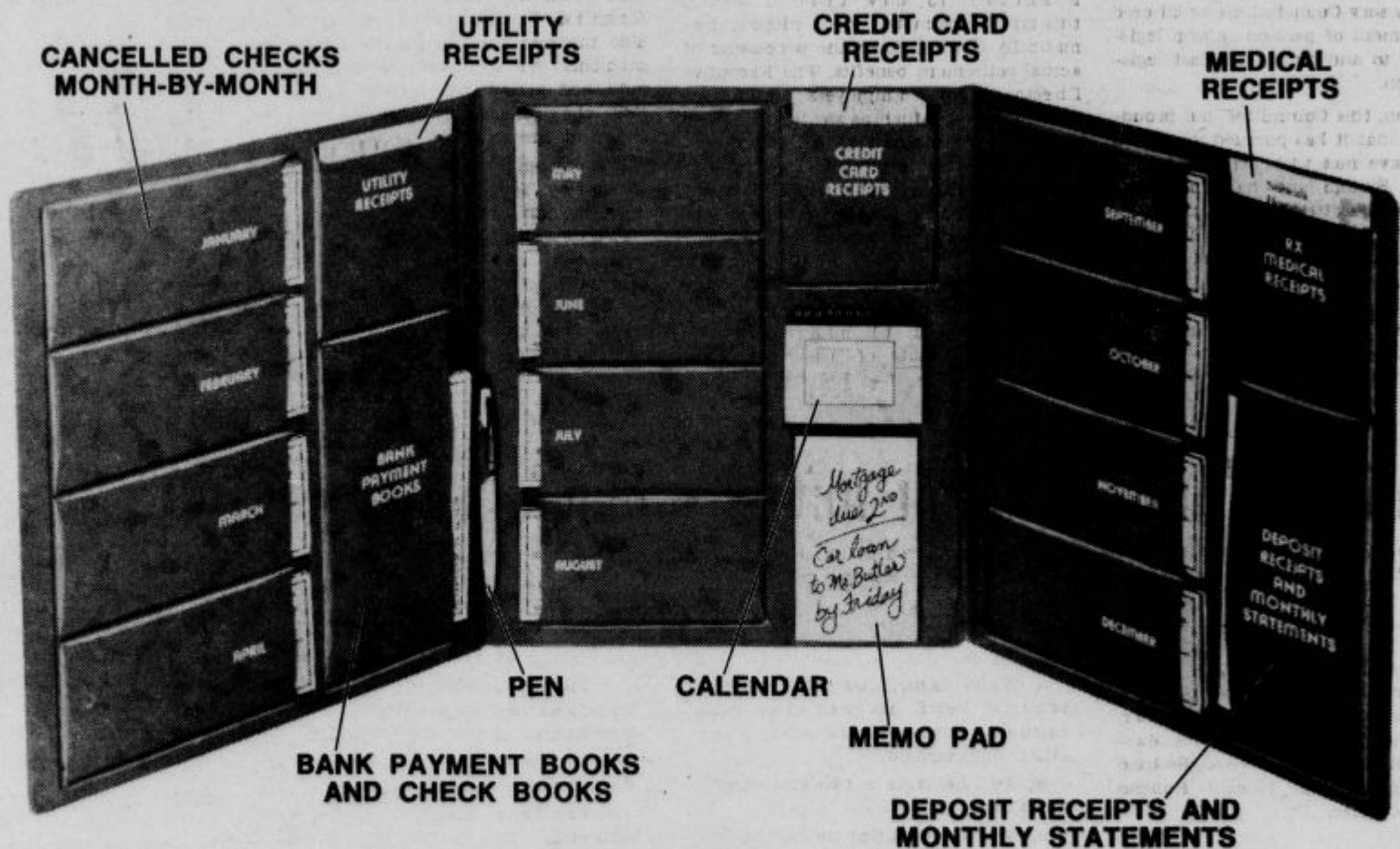
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# Pol Action, Retirees Progress At Convention

By MARVIN BAXLEY  
**KIAMESHA LAKE**—Anticipating even greater political wallop in the years ahead as a result of delegate action last spring to set up a political action fund, a trusteeship for the fund was formed last week at the 67th annual meeting of the Civil Service Employees Assn.

Trustees for the fund were named at the CSEA Board of Directors meeting on Oct. 9. The Board held its regular October meeting prior to the full delegate convention, which ran from Oct. 10 to 14 at the Concord Hotel here.

Named as trustees are the 10 statewide officers, the two Division chairmen and four directors.

Those who will serve as trustees by reason of their union position are president William McGowan, executive vice-president Thomas McDonough, vice-presidents Irving Flaumenbaum, Solomon Bendet, James Lennon, Joseph McDermott, James Moore and Robert Lattimer, secretary Irene Carr, treasurer Jack Gallagher, County Division chairman Joseph Lazarony and State Division chairman William Deck.

Elected to the at-large positions are Labor representative William DeMartino, Nassau County representative Ralph Natale, Herkimer County representative Mary Sullivan and Ontario County representative Judy Burgess.

The other major decision made at the week-long convention was determined Oct. 13 at the full delegates meeting when all dues-paying retirees were given the



WILLIAM DeMARTINO



RALPH NATALE



MARY SULLIVAN



JUDY BURGESS

right to vote and to hold office.

Previously only retirees who paid the same dues as working members were allowed to vote and to hold office at the Local, regional or statewide levels of the union (although all retirees were restricted from serving on the State Executive Committee). Those who paid only the \$4.80 retiree membership fee had to confine their activities to the retiree Locals, which now number 15 throughout the state.

The growing involvement of retirees in Employees Association affairs was set forth at the Oct. 12 retirees meeting chaired by Nellie Davis. One delegate stated that they have as great a stake as active workers in protecting their benefits and fighting for pension improvements.

Although retirees lobbied ex-

tensively and went into the convention expecting a fight, they found surprising support. Many of the younger delegates, such as O.D. Heck Developmental Center Local 445's Vera Michelson, argued persuasively in their behalf.

What had been expected to be the major conflict of the convention remained unresolved as delegates referred back to committee a constitution and by-laws change that would have allowed the union to accept private-sector workers as members if they perform public-employee work.

The conflict arises from the desire of the County Division to retain as members those employees, such as at Saratoga Springs, where school bus drivers were transferred from employment by the school district to a private contractor, while at Wil-

lowbrook Developmental Center an intense battle is being waged to prevent the loss of competitive civil service jobs if the United Cerebral Palsy operation there is allowed to continue unchecked.

It was a battle where both sides were sympathetic to the needs of the other, and which seemed to be easily resolved when CSEA vice-president Irving Flaumenbaum, the ranking county official in the union hierarchy, offered a compromise amend-

ment early in the debate.

Mr. Flaumenbaum announced that he had conferred with Willowbrook Local 429 president Felton King and others to work out what he thought was a compromise. Mr. Flaumenbaum's amendment would have limited the private-sector members "only to political subdivisions and those people in the political subdivisions who are CSEA members or were eligible for CSEA membership" prior to the contracting out.

After extensive debate that far-exceeded the 30-minute time limit that normally governs discussion of any one subject, the matter was referred back to the constitution and by-laws committee for further study.

Approval was given for the organization of a task force to plan for a demonstration in New York City to show support for Willowbrook employees. Willowbrook union leaders were told that CSEA, Inc., was forced by law to warn that the statewide organization could not sanction a strike there. Mr. King noted that that was not a concern, since he is still pursuing other means to force a settlement of the Willowbrook situation.

## Oceanside Unit Installs Officers, Honors Retirees

OCEANSIDE — Nassau Local 830's Oceanside Secretarial unit of the Civil Service Employees Assn. recently installed Trudy Fox as president.

Other officers who were sworn in by CSEA field representative Nat Zummo at an open social get-together for members were first vice-presidents Rose Kalland, second vice-president Marilyn Feinberg, secretary Gloria Feldhusen and treasurer Selma Levine.

amount of wasted time," said Niagara County Local delegate James Gibbons.

Joseph Johnson, of the New York City Local, called the convention "very educational; it was democratically run by the new president and other officers, rather than by attorneys. A conscientious effort was made by all delegates to do a good job for the membership."

"Generally, people are working in positive directions, although some seem to have as their main purpose dragging the convention," said Elizabeth Kearney, of New Paltz College Local.

Thelma Powell, of the Nassau County Local, was impressed with the enthusiasm and feistiness of the delegates, and felt that the "long and drawn out battles were worth it." Trudy Schwind, of the same Local, was disappointed that the constitution and by-laws committee report took so long, two days, because she felt "there was other important business."

Criticism of the amount of rhetoric also came from Bruce Butler of Region V's Environmental Conservation Field Local. He felt that too many people were jumping into the debates "without sufficient background information." Mr. Butler said that he was impressed with the results of the convention, but felt that "too much time was wasted."

Joan Smith, of the Albany State Police Headquarters Local, said that "venting emotions on the floor of the convention could be helpful." It was apparent, she said, that "the business done at the convention was important."

## New Pres., New Delegates

By KENNETH SCHEPT  
**KIAMESHA LAKE**—"I feel good; the people were responsive; it was an orderly meeting, but we need a way to cut down on rhetoric, and move the business more quickly," said William L. McGowan, presiding at his first convention as president of the Civil Service Employees Assn.

"Many of the same points are repeated again and again, but merely worded differently. Perhaps we can limit debate on a topic to a certain number of people so that all views may be expressed, but not repeated," Mr.

McGowan said.

Although the number of speakers was not limited at last week's convention, the amount of time one could talk on an issue was three minutes; rules regarding how the chair recognized delegates to address the convention were strictly enforced.

Of the many first-time delegates attending the five-day convention at the Concord Hotel, those interviewed, from all of the Association's six Regions, generally concurred with Mr. McGowan's sentiments: they were impressed with the orderly manner in which the general business meeting was run; but also felt that too much time was taken up with rhetoric.

Michael Brady, of the Niagara County Local, indicated that the business meeting, of over 1,000 delegates from around the state, was run better and with more order than many much smaller meetings I've attended."

Criticism of the amount of time consumed by rhetoric came from James DeZolt, of Albany's Environmental Conservation Local, who participated in the Professional, Scientific, and Technical Bargaining Unit meeting, who said that it was difficult to participate in the general business meeting because, "some delegates will voice their opinion on everything, and consequently take up half the microphone time." Mr. DeZolt supported a "reasonable" amount of debate.

"I've been to state Democratic conventions which were ridiculous. This convention was more democratic, but with the same



Michael Brady, of the Niagara County Local, was one of the many first-time delegates attending the CSEA convention.

## Legislators Speak: Elections In Mind

(Continued from Page 1)  
 the decentralization program, Mr. Fink said his party intended to review the "wisdom" of turning residential treatment centers over to private institutions or local government rather than keeping them under state administration.

Mr. Anderson expressed concern over the program's effect on Mental Hygiene employees and declared that insufficient study was given to the personnel needs for continuing institution programs. He said his present impression was that the hospitals were still understaffed and overworked.

"The number of patients who can be released has hit rock bottom," said Mr. Duryea, who stated he felt also that too many unstable patients may be being released into community situations.

"Modern drug therapy has

made it possible for many formerly confined patients to live normal or near-normal lives, but thousands of other mental patients cannot be rehabilitated and will always need institutional care, he said.

Mr. Duryea estimated that the patient population has dropped from some 60,000 to about 38,000 and he called the latter figure "rock bottom" in terms of any further releases. "We are going to need Mental Hygiene institutions and employees for years to come," he declared.

Other parts of the speeches listed the severe shortcomings of the opposition party and the election-type talk was of more than usual interest, since both Mr. Anderson and Mr. Duryea are considered leading contenders for the Republican Party's gubernatorial nomination next year.