

CSEA Gains Full Salary On Increments, Promotions

\$17 Million Assures Backpay As Well

ALBANY—Settlement has been reached between the Civil Service Employees Assn. and the State of New York on two class action grievances, guaranteeing promotional and incremental salary increases for those state employees represented by CSEA eligible to receive such increases.

It is estimated that the agreement will add an additional \$17 million to the existing contracts for state workers.

CSEA president William L. McGowan described the settlement as "an achievement of major proportions" and said "hopefully it initiates a new era of respect and cooperation between labor and management leading to a higher level of labor peace in New York State." Mr. McGowan said representatives of both the CSEA and the State "worked together to resolve a very serious issue and achieved an equitable settlement on behalf of state employees without the intervention of outside arbitrators."

Settlement of the two class action grievances filed by the CSEA against the State resolves a tangled situation that developed shortly after the signing of new 2-year contracts last April by CSEA and the State for the 140,000 state workers in four major bargaining units represented by the union.

That agreement, which provides for three salary increases during the life of the contracts totaling 14½ percent with \$1,400 minimum increases guaranteed, did not provide for any increases in the state's basic salary schedule.

Shortly after tentative agreement was reached on April 17, and before the tentative contracts had been sent out for ratification voting to union members, the State announced it intended to adhere strictly to the unchanged state salary schedule in determining increments for those

eligible for promotional and incremental increases, meaning that some state workers would not receive incremental increases otherwise due in 1978, and that some promotional increases would be reduced.

CSEA charged that the State's interpretation of the agreement and understanding reached at

(Continued on Page 16)



PRESIDENT GOES OUT TO MEET THE PEOPLE

Civil Service Employees Assn. president William McGowan is greeted as he arrives at Long Island Region I office in Amityville for the first of his open houses for CSEA members to express their views directly to him. Long Island Region president Irving Flaumenbaum beams as Mr. McGowan is welcomed by office secretary Teri Gast and stenographer Lilly Giolo. (See story on Page 16.)

(Leader photo by Sulo Aalto)

Follows Through On Roswell Report

BUFFALO—Robert Lattimer, president of Western Region VI of the Civil Service Employees Assn., said last week that he intended to meet with Assemblyman William B. Hoyt (D-Buffalo) to determine whether a critical report on Dr. Gerald P. Murphy, director of Roswell Park Memorial Institute, would "just gather dust now that it has been released" or whether there would be any significant follow through.

The study on Dr. Murphy

came about after several of his colleagues complained to Mr. Hoyt about numerous cases of the administrator's alleged "autocratic and high-minded" tactics in dealing with high-level staff members.

Mr. Hoyt investigated the complaints and passed them on to Gov. Hugh Carey, who appointed a special committee to investigate the allegations. In effect, the conclusion of the committee study was that there was much to criticize in Dr. Murphy's manner of operation, but that he

was a generally effective administrator.

One of the questions Mr. Lattimer intends to pursue with Mr. Hoyt is why the investigation did not extend to all staff levels of the hospital and its Health Research Institute.

"I don't think the report is complete as it stands now," said Mr. Lattimer. "If an administrator is under fire from the top echelon of a hospital, it stands to reason that there is probably a good deal of similar dissatisfaction on every other staff level."

Mr. Wiley urged these employees to "get the full benefit of their contract's protection" by giving the following information to their CSEA regional office, Room 1210, 11 Park Place, Manhattan: their name, address, work location and name of their supervisor. The union will pass this information on to state officials.

State employees who stayed home that day, heeding the warnings of city officials, or those who reported to work but were prevented by police and armed guards from entering their building will, according to the State, have the time taken from their leave and vacation credits.

CSEA has filed a grievance against these penalties, but it is still pending.

In a recent development, Mr. Wiley reported that a proposed stipulation of facts written by the state Office of Employee Relations has been rejected by the union on the grounds that it doesn't adequately present the facts and is slanted toward the employer's interests. The stipulation of facts is a written effort by both sides in a dispute to agree on the facts of a situation before testifying to an arbitrator. Mr. Wiley said that he would prepare another stipulation to present to OER.



Gov.'s Low Rating Prompting Others To Challenge Him

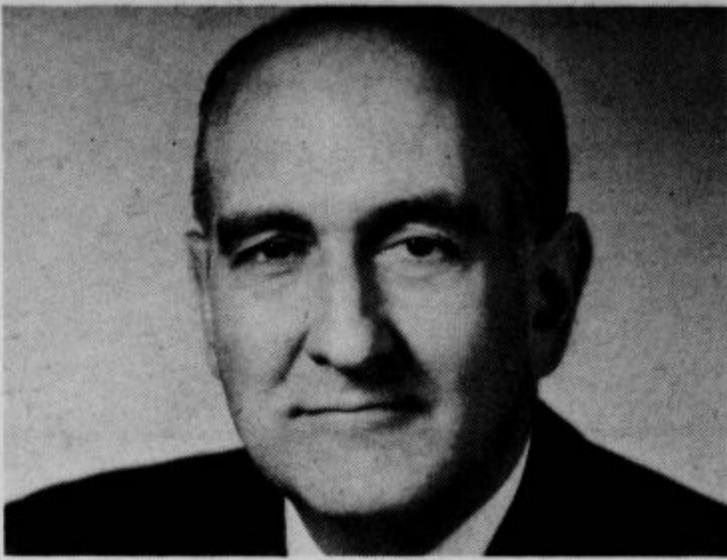
The question is whether candidates who bloom in the fall can survive the rigors of

(Continued on Page 6)

Told To Go Home During NYC Blackout? You'll Be Paid

ALBANY—State employees who reported to work during the July 14 power outage in the New York City area and actually worked, but were later told to go home, are urged to contact the Civil Service Employees Assn. Metropolitan Region office if they have not yet been paid for that day.

According to Stephen Wiley, an attorney for Roemer and Featherstonhaugh, the union's law firm, an agreement reached recently between the State and the CSEA will allow employees in this category to be paid for the day, if they haven't already received payment for the time.



HAROLD NEWMAN
... stepping up

Newman Awaits Senate Confirmation; Appointed New PERB Chairman

ALBANY—Harold Newman, a labor negotiator who helped settle school strikes in New York City, Yonkers and Lakeland in recent years, is awaiting State Senate confirmation as the new chairman of the state Public Employment Relations Board.

Mr. Newman, 59, PERB's director of conciliation since October 1968, was nominated for the post last week by Gov. Hugh L. Carey. It is not certain how soon the Senate will act.

Mr. Newman replaces Robert D. Helsby in the \$47,800-a-year post. Dr. Helsby, PERB director since its inception 10 years ago, is retiring from state service. He will work as a consultant for the

Carnegie Foundation to public boards across the nation.

Mr. Newman was also director of PERB's New York City office for a year in 1967 and was a State Human Rights Division aide for 10 years. He has lectured on labor relations subjects at several universities and was visiting lecturer at Cornell University's School of Industrial Relations.

He was a master sergeant in the Army Air Corps during World War II and attended Brooklyn College, the New School for Social Research and the School of Radio and Television Technique in New York City.

He and his wife, the former Rita Cruz, live in Albany.

U. S. Intern Posts To Open

WASHINGTON, D.C.—The U.S. Civil Service Commission will soon be receiving applications for its new Presidential Management Intern Program aimed at hiring new college graduates for federal management training programs.

President Carter signed an executive order Aug. 25 making available each year to new college graduates 250 two-year internships in federal executive branch posts.

"I am confident that all agencies will plan to employ an appropriate number of interns in relation to the agency's size and the type of positions in the agency," said commission chairman Alan K. Campbell. Preliminary agency hiring estimates exceed the maximum number of available internships.

Interns who successfully complete two-year, non-career appointments under the program may be granted career status with the federal civil service without further competition.

Student application forms are available from university deans or program directors and the commission. More than 650 grad-

uate programs offering advanced management degrees have been contacted about the program. Inquiries to the commission can be addressed to any of the 10 CSC regional directors or to Norman Beckman, director, Bureau of Intergovernmental Personnel Programs, U.S. Civil Service Commission, 1900 E Street N.W., Washington, D.C., 20415.

The first candidates will be nominated by their deans no later than Jan. 12. Finalists will be chosen in early 1978 and will begin their internships during the spring and summer. Assignment of all 250 interns is expected to be completed by July 1978.

A panel picked by the commission will make the selections.

SHORT TAKES

VETERANS' PREFERENCE UPHELD

The U.S. Supreme Court has set aside a lower court ruling that barred states from giving preference to military veterans seeking public jobs. The 6-3 vote invalidated three-judge Massachusetts federal court ruling. The high court told the lower court to reconsider the case. The lower court ruled preferential treatment for veterans amounted to sex discrimination against women and violated the 14th Amendment to the Constitution. The high court disagreed, saying "discriminatory intent" is needed to hold a regulation unconstitutional.

BUFFALO DETECTIVES MAY BECOME CIVIL SERVICE

Buffalo Police Commissioner Thomas R. Blair has asked city officials there to place the ranks of detective and detective sergeant on the civil service job list, thus making them part of the competitive system. The request followed a court ruling on a case filed by the Buffalo Police Benevolent Assn. on behalf of a detective seeking promotion to detective sergeant. The court ruled the detective is entitled to promotion because he has more seniority than others promoted to the higher rank.

\$47,800 YEARLY SALARY TOO LITTLE

James S. Vlasto, Governor Carey's \$47,800-a-year press secretary has resigned the post. He said he found it "extremely difficult to continue working on a fixed government salary."

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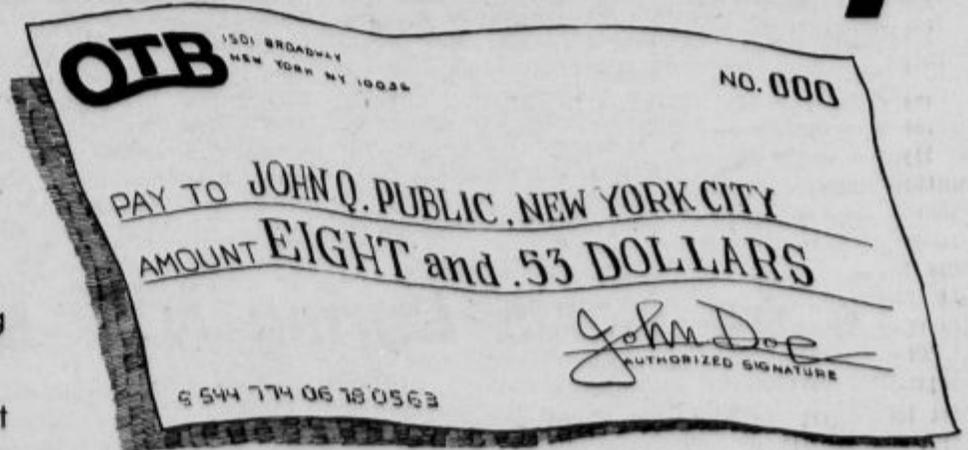
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Pickets Return At Adam DC To Protest Understaffing

PERRYSBURG—Civil Service Employees Assn. members returned to the picket lines recently to demonstrate their concern for understaffing at the J.N. Adam Developmental Center here.

Members of CSEA Local 400 at the center were joined by fellow CSEA members from psychiatric centers in West Seneca and Gowanda for the demonstration.

Carrying signs reading "We need direct-care staff" and "Two people cannot take care of 28," the CSEA members marched to call attention to a lack of response by J. N. Adam administrators to the understaffing problem.

Paul D. Christopher, CSEA Local president, said administrators cancelled a conference to discuss the staff shortages on 90 minutes notice, prompting the demonstration.

The CSEA first marched at the center Oct. 3.

Employees from Gowanda and West Seneca, like their fellow CSEA workers at J. N. Adam, picketed during their off-duty hours, Mr. Christopher explained.

He said three attendants were needed for "bare minimum" care in sections housing 25 to 28 residents. Often, he explained, one of the three attendants must accompany patients on out-of-town trips for clinic appointments.

Also, Mr. Christopher added, staff members assigned to administrative, community-service and other support services have been increased while direct-care attendants have been reduced.

Chautauqua Pact OK'd

MAYVILLE—A three-year work contract that provides 28-cent-an-hour pay increases the first year and 5 percent hikes the second and third has been ratified by the Chautauqua County Local of the Civil Service Employees Assn.

The agreement covers 1,000 county employees.

Members of the Local had rejected a county work contract proposal in August. The pact that was accepted now was fattened with fringe-benefit changes and improved health insurance.

The contract means an additional \$300,000 in the county budget, which does not currently contain provisions for the pact.



Tyron School District CSEA president Anthony Caruso, standing, presides over first meeting of Local as union field representative Jack Cummings listens.



AWARD BUFFALO CSEA'S RONALD SMITH
Ronald Smith, left, receives the Commissioner's Award from assistant commissioner of Drug Abuse Services John Randall. Mr. Smith was selected for the honor because of his work at the Masten Park Rehabilitation Center, Buffalo.

CSEA calendar

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

NOVEMBER

- 28—Binghamton Area Retirees Local 902 meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 29—CSEA President William McGowan visits Capital Region IV: 9 a.m. to noon, Room 422, Thruway Motor Inn (Hyatt House), Washington Ave., Albany; 1 to 5 p.m., Meeting Room 5, Concourse Level, Empire State Plaza, Albany; 7 p.m. to midnight, Thruway Motor Inn (same as before).

DECEMBER

- 1—Long Island Inter-County State Park Local 102 meeting: 7:30 p.m., Long Island Region I office, 740 Broadway, North Amityville, L.I.
- 2—Western Region VI Local and unit presidents interim meeting: 8 p.m., Holiday Inn, Batavia.
- 2—Utica Psychiatric Center Local 425 Christmas party: 7 p.m., Grimaldi's Restaurant, Utica.
- 2—CSEA President William McGowan visits Central Region V: 9 a.m. to noon, 1 to 5 p.m., 7 p.m. to midnight, Sheraton Motor Inn, Electronics Pkwy., off Thruway Exit 37, Liverpool.
- 3—SUC at Morrisville Local 609 Christmas party: 6:30 p.m., Nelson Ing, Nelson.
- 5—Madison County Local 827 general meeting: 7:30 p.m., Wampsville Firemen's Park, Wampsville.

Organize Tryon School Aides

JOHNSTOWN — Capital Region IV of the Civil Service Employees Assn. has organized a new Local in the Tryon School District near Johnstown.

In his first general meeting in October, Local president Anthony Caruso told the members that his goal is "to keep the membership informed and knowledgeable about all areas of CSEA policies and decisions."

As the main speaker of the evening, John Cummings, field representative and organizer, spoke to the members about the CSEA's function and guidelines and answered several questions from members.

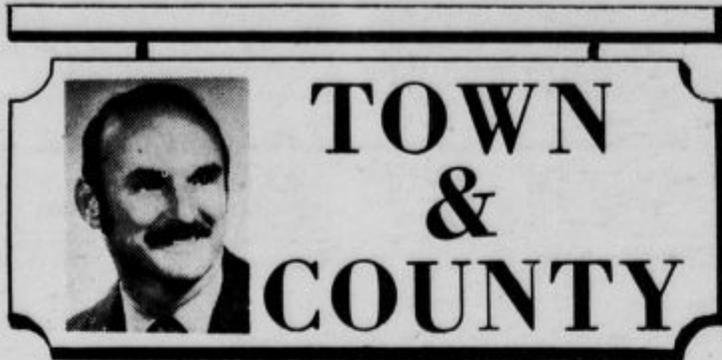
Officers are: president, Anthony Caruso; vice-president Jeannie Brauns; secretary, Joanne Bean, and treasurer, Jane Thorpe.

Members of the board of directors are Lynn DeLuccia, Robert Georgia, Thomas Jablonski, William MacFarland, Ralph Sammarco, Donald Satterlee, June Woodley and Evelyn Montanye.

Morrisville Yule

MORRISVILLE—The annual Christmas party for Civil Service Employees Assn. Local 609 at the State University College at Morrisville will be held Dec. 3, according to Local president Stephen M. Zarod.

The party, at the Nelson Inn, Nelson, will start at 6:30 p.m. with a social hour. This will be followed by a buffet at 7:30 and dancing from 9 to 1 a.m.



By JOSEPH LAZARONY
Chairman, CSEA County Division

Communications

During the election campaign for CSEA officers (Spring 1977), one of the most discussed issues was the need to improve communications within our union. I was involved in that campaign, and certainly agreed that improved communications makes for better unionism, especially in a member-operated union like the CSEA.

So, since that time, I have tried to recognize the channels of communications that every CSEA member has available now. It comes to more than most of us realize. As will be seen, we seem far more capable at sending information to than we are at getting information from members. Part of the problem may be poor use of these channels by members. As you check the list below, evaluate your local or unit in terms of how much of this list is available, and how often have you used it.

Current Communication Channels

1. **Civil Service Leader** — delivered weekly to you. The newspaper carries all general information of current concern, and much more in the area of local interest than one realizes. To my mind this is one of our best available information channels, but also one of our least used. What could be improved is the communications from the units for publication and more thorough reading of the end product.

2. **Membership Meetings** — the best source of direct communications to members. Chapter presidents receive large amounts of mail from statewide and regional offices. Much of the information mailed is of real concern to each of us (legal judgments, membership benefits, meetings, etc.). Membership meetings, including the President's report, are vital for communications to our members. So would a state report — where information coming from your statewide Board of Directors could be given to you directly.

Meetings should also be the basic means of communications from members. What needs improvement, I suspect, is attendance at these meetings.

3. **Regional and Local Publications** — In traveling the state, I was surprised at the high number of regional and local publications of quality that we are publishing. Here is an even more direct resource for communications of local interest, assuming that all of us are reading and responding to the newsletter or paper.

4. **Conventions** — By this I mean our workshops, regional meetings, statewide conventions, County Workshop, Mental Hygiene workshops and others. The quantity of information received at these meetings varies. Statewide conventions receive reports from all committees (these are also printed in the Leader) and make major policy decisions for our union. Regional workshops often concentrate on a specific area of concern (negotiations, grievances, etc.) and give educational programs on the subject. The obvious opportunity to communicate at these workshops has never been fully used.

Most locals are looking for interested members who will attend these affairs, listen, learn and contribute! Contact your local officers and become a real part of CSEA.

If there is a main point to be made here, I feel it is this — We are much better at sending out information than we are in the reverse. Communications that fail in one direction are often not effective.

Any one who wants to comment on a means to improve communications from our rank and file, I'd like to hear from you.

See you soon!

State High Court OKs Klan Membership For Jail Guards

State Department of Correctional Services employees, most of whom are Civil Service Employees Assn. members, can belong to the Ku Klux Klan without fear of getting fired.

A state appeals court has declared unconstitutional a directive from Commissioner Benja-

min Ward that called for the discharge of any employee belonging to the Klan. The directive was aimed primarily at prison guards.

In a 4-1 decision, the Albany Appellate Division said the 1975 directive was unconstitutional because it called for "guilt by association," that is, it failed to show how membership in the

Klan affected a prison guard's duties.

The majority opinion, which upheld a similar conclusion reached in Albany Supreme Court last year, pointed to a U.S. Supreme Court decision striking down a federal law which barred defense jobs to persons belonging to Communist organizations.

The Appellate Division said a specific "threat" has to be shown. It said Mr. Ward's directive seeks "to exclude all persons affiliated with the Ku Klux Klan, claiming that that affiliation is disruptive to prison administration and that it prevents the member from properly carrying out his functions."

Judge Louis M. Greenblott, who wrote the majority decision, said a "compelling state interest" has to be established based upon reliable evidence and not speculation for the directive to be legal. Merely because the Klan has a reputation for racism and a majority of prison inmates are members of minority groups isn't enough, he ruled.

Judge Greenblott applauded the laudable and substantial interest Mr. Ward had in "maintaining proper prison security and protecting inmates from uneven treatment." But the evidence used by the commissioner—articles on Klan violence and racism written more than 10 years ago—and the absence of

any proof the organization in New York is similar to what it is in the South does not justify an automatic discharge for employees who belong.

What the department hopes to achieve—"tranquility and elimination of discrimination in prisons—the court said, will come "only through examination of the practices of all correctional officers and by ferreting out those who violate departmental policy within the facilities."

The ruling came in a case involving an Elmira correctional officer, Joseph Curle, who was fired in October 1975 because he refused to answer questions concerning his alleged membership in the Klan. Mr. Curle was reinstated July 1976, with backpay, by an Albany Supreme Court judge.

The only support for the directive came from Judge T. Paul Kane, who said that because prison conditions are so "un-

que," membership in the Klan posed a "real threat to the daily operation and security of the department's facilities and the safety of its employees and prisoners."

He gave the following example: "I do not think it is too far-fetched to relate perceived Klan membership in this setting to the cry of fire in a crowded theater."

Ele. Teachers

ALBANY—The State Civil Service Department established an eligible list for elementary subjects teacher on June 30 as the result of an earlier open competitive exam. The list contains 1,925 names.

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Title	Salary	Exam No.
Accounting, Careers In	\$10,714	20-200
Actuary (Casualty), Associate	\$18,369	20-416
Actuary (Life), Associate	\$18,369	20-520
Actuary (Casualty), Principal	\$22,694	20-417
Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Dental Hygienist	\$ 8,523	20-107
Dentist-In-Training	\$20,428	27-679
Dentist I	\$22,694	27-629
Dentist II	\$25,161	27-680
Dietitian Trainee	\$10,118	20-888
Dietitian	\$10,714	20-887
Dietitian, Supervising	\$12,670	20-886
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155 and up	
Medical Record Administrator	\$11,337	20-348
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee (Reg. & Spanish Speaking)	\$ 7,204	20-394
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$14,880	20-139
Occupational Therapist (Reg. & Spanish Speaking)	\$11,337	20-895
Occupational Therapist, (Reg. & Spanish Speaking)	\$12,670	20-894
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical	\$25,161	20-413
Physician I, Clinical	\$27,974	20-414
Physician II, Clinical	\$31,055	20-415
Physician I, Compensation Examining	\$27,942	20-420
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic Technologist (Therapy)	\$8,051-\$10,274	20-334
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Vartype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

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

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

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

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

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

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

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

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

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

Ten Suffolk Posts Open

HAUPPAUGE — Suffolk County Civil Service officials have begun open continuous testing for 10 titles for jobs with either the county or Suffolk villages and towns.

Dog warden and physical therapist are the top paying jobs on the list. Physical therapist pays \$397 bi-weekly and dog warden, up to \$10,000 a year.

Physical therapist candidates must hold a bachelor's degree in physical therapy. Warden applicants need a year's experience caring for animals, must be at least 18, and hold a driver's license.

There are no minimum requirements for four of the jobs—stenographer, clerk typist, engineering aide and motor vehicle licensing examiner I. Stenographer pays \$233 bi-weekly, clerk-typist, \$233, engineering aide, \$288, and motor vehicle examiner I, \$233.

For account clerk, a \$264 bi-weekly paying job, and account clerk typist, only a high school diploma is needed. Account clerk typist pays \$250.

Candidates for key punch operator must be able to operate a key punch machine to qualify for the \$250 bi-weekly post. Data entry operator candidates must be able to operate both key punch and data entry machines. That job also pays \$250 bi-weekly.

Job hopefuls should contact the agency's East Northport testing and information center between 9 a.m. and 4:30 p.m. Mondays through Fridays for appointments to take one of the tests, which are held weekly at the county's agency processing center, Veteran's Memorial Highway, Hauppauge.

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Controversy Erupts Over Westchester Layoffs

CIVIL SERVICE LEADER, Friday, November 25, 1977

By HARCOURT TYNES
WHITE PLAINS — Westchester public union leaders are saying little about reports that County Executive Alfred DelBello plans to elimin-

ate 171 county job slots. Raymond Cassidy, president of Westchester Local 860 of the Civil Service Employees Assn., said he would have to wait for a breakdown of the job elimina-

tions before commenting. Mr. Cassidy added, however, that he expects most of the employees affected will be CSEA members.

The DelBello announcement came last week. The County Executive, in his 1978 budget message, announced the proposed cuts as a way to reduce county property taxes. He said the decision was painful and difficult. Mr. DelBello, who was re-elected to a second four-year term in office Nov. 8, also proposed a uniform 8 percent county sales tax. Sales taxes currently vary from community to community in the county, from 5 to 8 percent.

laney, meanwhile, has expressed anger over the budget message. He says he plans to sue Mr. DelBello, because he says the County Executive is using the proposed budget "as a weapon against an elected official."

Mr. Delaney, a Republican who was also returned to office in the election, is the elected official in question. He noted that his office stands to lose 14 employees, a 10 percent cut, if the budget is approved. Earlier this year, Mr. DelBello, the county's first Democratic County Execu-

tive, was quoted saying the sheriff's department was overloaded with personnel.

"You can handle my budget," Mr. Delaney said, referring to Mr. DelBello, "but not my department."

The budget totals \$410,213,822, a 3 percent increase. It represents an \$11.97 million increase over the 1977 budget. County officials say it is the smallest increase in two decades.

County legislators must either approve or disapprove of the budget.

GO TO HEALTH

By WILLIAM R. WILLIFORD

Family Disease

Alcoholism heads the list of diseases that threaten the stability of the family.

It is a complex and progressive condition that not only affects the health of the sick individual but also the health of spouses and children.



Alcoholism is recognized as a family disease. Often, members of the family get as sick or sicker than the alcoholic. The emotional scars a young child develops watching his drunken father beat his mother take a long time, if ever, to heal. The spouse of the alcoholic many times becomes confused, anxious and guilt-ridden from living with all the lies and rationalizations used to protect the alcoholic mate.

As the disease progresses, there will be more suffering for the entire family unless changes occur.

Often the change is divorce. The New York City affiliate of the National Council on Alcoholism reports that alcoholism is a major factor in 20 percent of all divorces and accounts, directly or indirectly, for 40 percent of the problems brought to family courts in New York City.

It would seem to make sense that if a disease is breaking up so many family units, it would be worthwhile to know what some early signs might be. The following are some questions that might be worth your while to answer:

- Do I help my spouse lie about excessive drinking?
- Do I argue with my spouse about excessive drinking?
- Is excessive drinking a central theme of many family arguments?
- Have holidays and birthdays been ruined because of drinking?
- Have the kids indicated they hate to bring friends home because of excessive drinking?
- Have promises about drinking been made, only to be broken?

If you answered yes to any of these questions, then things are not going as well as you would like. A little effort now might prevent a lot of sorrow and suffering in the future. Many communities have programs designed to help other victims of alcoholism. Your local Council on Alcoholism or AA group will be able to provide more information. Alanon is for the spouses of alcoholics. The resources to help are there but that most difficult and sometimes painful first step is up to you.

"The budget calls for a total reduction in the county workforce of 171 positions with half requiring layoffs, and reducing the budgets of more than half the county's 35 departments and offices below 1977 levels," said Mr. DelBello.

County Sheriff Thomas J. De-

Federal \$\$ To Rockland For Upgrade

Rockland County has received a \$46,750 Intergovernmental Personnel Act of 1970 grant, to convert an automated records system into working procedures by developing computer programs, a written procedures manual and forms, and converting the personnel records of the 2,000 county employees to the system.

IPA grants are provided to help improve public services by upgrading personnel practices and by training state and local government employees. The IPA also provides for the temporary assignment of personnel between federal, state and local governments and higher education institutions.

8 Nassau Posts Available

MINEOLA—Eight new job titles, for which there are no written tests, are up for grabs for Nassau County residents.

Salaries for the jobs range from \$20,596 a year for forensic medical investigator, to \$11,295 a year, for orthopedic technician.

Forensic medical investigator candidates must be college graduates majoring in chemistry, biology or bio-chemistry with courses in criminalistics or forensic investigation and at least three years' medical laboratory experience, including at least two years in a forensic science laboratory.

Two years of college and a certificate in orthopedics is required for orthopedic technician I.

The others are toxicologist I, which pays \$18,885 a year; nursing service consultant, a \$17,279-a-year post; forensic medical in-

vestigator I, \$17,279; assistant hospital administrator I, \$17,279, and orthopedic technician II, \$13,228.

Toxicologist I applicants need a master's degree in chemistry or an allied field and two years toxicology laboratory experience.

Candidates seeking nursing services consultant posts should hold a master's degree in nursing or a related field, have completed hospital nursing services administration post graduate courses, have four years' nursing experience, two years as a supervisor or equivalent combinations of experience and training. A nursing license is also required.

For forensic medical investigator, candidates need a master's degree in chemistry, biology or bio-chemistry with courses in criminalistics or forensic investigation and a year's medical lab experience; or a bachelor's de-

(Continued on Page 15)

Fired Cop's Case To High Court

Civil service employees in the state will owe a huge debt of gratitude to Michael Saloukas if the former New York City policeman succeeds in his appeal before the United States Supreme Court.

Mr. Saloukas is asking the nation's highest tribunal to rule that his 1974 discharge from the

force on charges involving his sale of counterfeit money after a departmental trial subjected him to double jeopardy—being tried twice for the same "crime" after having been found innocent at a first trial.

In his appeal, the former policeman claims that because he was cleared at a jury trial in

federal court, the Police Department was prohibited from holding a departmental trial on the same charges, finding him guilty and discharging him, with loss of all benefits accumulated after 18 years service.

Mr. Saloukas is facing some formidable obstacles in his appeal. He is, at this point, only asking the Supreme Court to accept his appeal and review the case. The odds are against him, since the court only accepts about 200 of the 4,000 appeals filed each year. Should the court agree to hear the case, he would then have to get at least five of the court's nine judges to rule that his constitutional rights have been violated.

Should he succeed, the court's ruling could affect not only disciplinary measures against New York State civil service employees, but also public servants throughout the country.

The basic claim raised by Mr. Saloukas in his appeal, prepared by his attorney, Leonard M. Weintraub, is that the punishment he was handed at the departmental trial was no different than what he would have received had he been convicted in the jury trial, since a conviction meant an automatic dis-

(Continued on Page 15)

End Jobless Pay Program

ALBANY — No new claims for federally funded emergency un-

employment benefits will be accepted at local unemployment insurance offices, State Industrial Commissioner Philip Ross announced.

The emergency benefits program has provided up to 13 weeks of payment to jobless workers who have used up both their 26 weeks of regular unemployment insurance and 13 weeks of extended benefits.

The cutoff will reduce the benefit period from 52 weeks to 39 for those not already in the emergency benefits program. Approximately 70,000 New Yorkers currently receiving extended benefits are affected.

Downstate Yule Tickets Available

BROOKLYN—Downstate Medical Center Local 646 of the Civil Service Employees Assn., is sponsoring a Christmas party for members and their guests Friday, Dec. 9.

Local treasurer Sonny Scribani, who is serving as social chairman for the occasion, has announced that tickets will be \$10 a person, and may be reserved by calling him at (212) 270-1034.

The annual event is slated to run from 8 p.m. to 1 a.m. at the Deauville Yacht Club, Knapp St. and Emmons Ave., in Brook-

lyn. Continuous music, drinking and eating will be featured, Mr. Scribani said.

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FRIDAY, NOVEMBER 25, 1977

An Outstanding Beginning

IN office less than six months, as president of the big statewide Civil Service Employees Assn., William McGowan put the stamp of authority and strong leadership on his new administration by getting the State Administration to amend recently negotiated work contracts in a fashion to insure full incremental and promotional salaries.

A grave problem arose after the contracts—which cover employees in most state agencies—were signed. CSEA bargainers insisted the final pay raises, which averaged 14½ percent over the two-year period of the new contracts, were to be amended into the basic state salary schedule. The State immediately denied that this was the case, and said it would use the unchanged salary schedule in effect as the basis for determining increment and promotion salaries. The result of this stance was that thousands of state workers, who approved the new contracts, would get less money than they had been led to believe.

Mr. McGowan put everything else aside and stepped out to do battle as soon as he learned the State's interpretation of the new agreements. After weeks of intense arguments, debate and negotiation, the feisty CSEA president won his point and the Carey Administration accepted the union's interpretation of the negotiated agreements.

The battle being over, Mr. McGowan engaged in no crowing but, rather, generously announced that "this, hopefully, initiates a new era of respect and cooperation between labor and management leading to a higher level of labor peace in New York State."

Not Their Doing

EDWIN JENNINGS, president of the Uniformed Fire Officers Association in New York City, recently expressed concern over the state of the pension fund covering his constituents.

We share his alarm.

He reported that many fire officers may lose out on their pension rights because of several twists of fate not their doing. Their pension fund is about \$700 million in debt, says Mr. Jennings, and the deficit is growing each year.

There are several reasons, he says. One can be traced to the city's fiscal crisis. Much of the money used to pay for overtime firefighting duty that, in turn, was caused by layoffs, came from the pension funds, he reports. Higher attrition, another residue of the fiscal crisis, also placed a greater strain on the fund than was originally expected. Disability retirements, which provide even higher pension benefits to the injured ex-worker, also rose.

Those are just a few of the reasons Mr. Jennings cited. They all paint a bleak picture of firefighters someday opening their pension envelopes and finding them empty. We hope and pray it never happens.

But much more than hoping and praying will be required to avert such a catastrophe. We do not pretend to know the solution, but we urge city and union officials to quickly get about the business of finding a solution before the city finds itself in another crisis that should never have occurred.

(H.A.T.)

Don't Repeat This!

(Continued from Page 1)
winter.

State Senator Jeremiah Bloom of Brooklyn has indicated that next year he might challenge Gov. Hugh L. Carey for the Democratic nomination for Governor. Bloom is a veteran state legislator who can proudly boast of an exemplary legislative record. However, he is not too well known outside his own borough.

That is hardly a conclusive impediment to his potential candidacy. It was said of then-Congressman Carey, when he challenged Howard Samuels for the Democratic nomination four years ago, that he was not well known outside Brooklyn. And more recently, it was said of Mayor-elect Edward I. Koch that he was an unknown figure outside his Manhattan congressional district. However, both Carey and Koch won the primaries and the elections.

Other Aspirants

Meanwhile, because of Carey's current low standing in public opinion polls, other names are being bandied about as potential aspirants for the nomination. Among these are Lieut. Gov. Mary Anne Krupsak, former Deputy Mayor John Zuccotti and Ambassador Sol Linowitz, principal negotiator of the controversial Panama Canal treaty.

The 1978 primaries are still a long way off, and public opinion polls have a tendency to fluctuate. It is not unlikely that the Governor's standing in the polls will increase substantially, once the next legislative session convenes and Carey takes control again of center stage.

Maneuvers among Democrats at the gubernatorial level are being duplicated somewhat by Republicans. Victories by Republicans in Nassau and Suffolk County have clearly bolstered the prospects of Assembly Minority Leader Perry B. Duryea, Jr. The returns in Nassau County have strengthened the leadership of GOP county leader Joseph Margiotta, a fervent Duryea supporter. And Suffolk County is Duryea's home base.

On the other hand, no one is discounting the prospects of Senate Majority Leader Warren M. Anderson, whose position of Republican leadership in the Senate makes him the most powerful political leader in the State, second only to Carey.

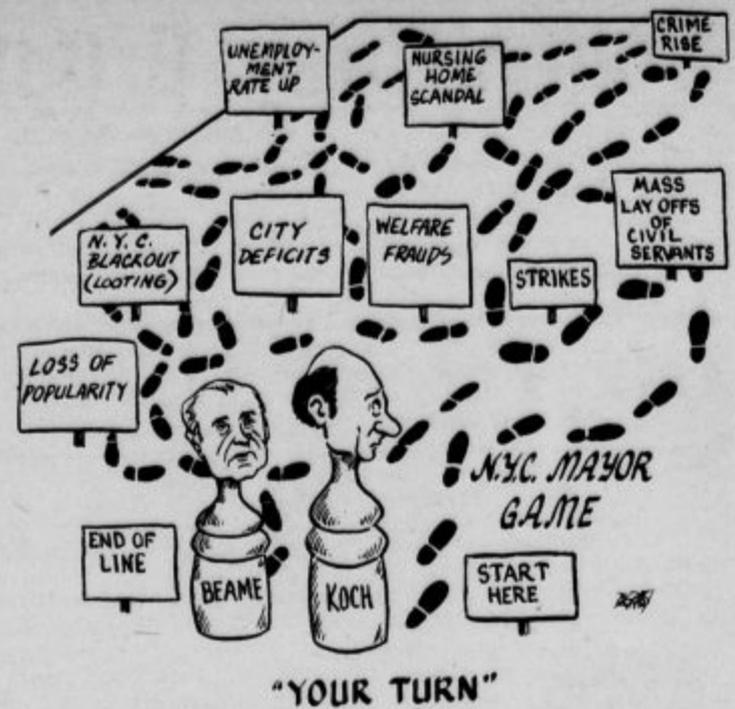
Both Duryea and Anderson are likely to win the endorsement of the Conservative Party, while Carey is the likely favorite of the Liberal Party leadership.

Emotional Issue

The ruling by the Court of Appeals last week holding unconstitutional the death penalty provisions of the state is likely to provoke the most intense debate in the Legislature, second only to problems relating to the state budget and tax reduction. The death penalty clause is a highly emotional issue that marks a sharp cleavage between Carey on the one hand and Anderson and Duryea on the other. Carey has repeatedly announced that he would veto any death penalty legislation and that he would commute to life imprisonment the death penalty imposed on any defendant. Both Anderson and Duryea have voted for death penalty legislation.

The issue will be even more emotional this year, since the court's ruling holds unconstitutional.

(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.

Arbitration, Yes

In a recent decision, the Supreme Court, Appellate Division, Third Department, held that an alleged failure to comply with specific time limitations and grievance procedure did not bar arbitration.

In this case, the court was confronted with a collective bargaining agreement that contained a broad arbitration clause with no express provision making compliance with time provisions or a step-by-step grievance procedure a condition precedent to arbitration.

A collective bargaining agreement was entered into between the petitioner, County of Rensselaer, and the appellant, Rensselaer County Unit, CSEA. The agreement was signed on May 21, 1976, covering the period from Jan. 1, 1976, through Dec. 31, 1976. It provided for a wage increase for all full-time employees, but the petitioner refused to pay a share of the increase to employees who were employed on Jan. 1, 1976, but no longer employed on May 2, 1976, the date the agreement was signed. Appellant made a demand for arbitration and petitioner commenced a proceeding seeking a stay of arbitration. Special Term denied appellant's motion to compel arbitration based on a finding that the grievance was not filed within the 15-day period set forth in the agreement and that there was a failure to comply with the step-by-step grievance procedure.

The Appellate Division noted that, as a general rule, it is for the courts to make the initial determination as to whether a particular dispute is arbitrable. Questions of timeliness and compliance with step-by-step grievance procedures prior to final binding arbitration, however, are questions of procedural arbitrability and are questions for the arbitrator. The court stated that "the tendency seems to be, at least in the absence of a very narrow arbitration clause or an express provision making compliance with contractual time limitations precedent to arbitration, to treat contractual time limitations, and especially those relating to the step-by-step grievance procedure, as matters of procedural arbitrability for the arbitrators." *Matter of Guilderland Central School District*, 45 A.D.2d 85, 356 N.Y.S.2d 689.

THIS AGREEMENT contained a broad arbitration clause with no express clause making compliance with contractual time provisions or step-by-step grievance procedure conditions precedent to arbitration. Therefore, the court concluded that the failure to comply with the specific time limitations and the step-by-step grievance procedure raised questions of procedural arbitrability for the arbitrator and are not a bar to arbitration. *Rensselaer County v. Rensselaer County Unit*, 396 N.Y.S.2d 514.

WHAT'S YOUR OPINION

By DEBORAH CASSIDY

THE PLACE: State University of New York At Albany Campus

QUESTION: When the CSEA restructured itself five years ago, it gave great autonomy to its six Regions. Do you believe this regionalization has improved the union's responsiveness to its members?

Mary Jarocki, inventory clerk:



"No. Regionalization has separated the union into six separate unions, plus Headquarters. The Region can only handle certain problems so you have to go to Headquarters anyway. It would be better if we could just go straight to INC."

Bill Mapot, bus driver:



"With the creation of Regions, members have been able to get closer to their representatives. There is more contact with the officers. A good example is the grievance procedure: they are handled faster and more efficiently now than before."

Daniel Grygas, computer operator:



"No. If you cannot get cooperation from the Region, you are in trouble. Where do you go from there? A trained Headquarters staff that could deal directly with the members would be better."

Arthur Burt, bus driver:



"Yes. The Region is more geared to individual needs, and does not get caught up in overall union problems. Also, the closeness of the Region is the main factor in its being 100 percent responsive."

John Carnevale, maintenance worker:



"Of course. The Region is closer to members and the staff is easier to get a hold of when you need them. Regions only have to be concerned with local matters, so members get more attention."

Charles Knox, bus driver:



"Not really. The Region is helpful in some ways, but should really be improved. I don't believe the Regions have a large enough staff."

John Miner, bus driver:



"Yes. The Region provides more representation locally. The staffs are easier to get in touch with. When they just had satellite offices, they were difficult to reach."

Warren Maloney, electrician:



"No way. We would be better off if we could go straight to Headquarters. The Regions are just not able to handle all problems."

Pete Daniels, power plant operator:



"No. There was more representation before. People were closer and the atmosphere was homier."

RETIREMENT NEWS & FACTS

By A. L. PETERS

What's Overlooked

With the social security privileges closed to federal employees for two years, there is a continuing uproar over how much federal employees actually receive.

Most people forget that much of the money federal employees receive is a return on their own contributions. The average federal annuitant receives \$6,366 a year. He misses out on lots of the benefits available under social security, however. Their contributions of 7 percent of salary compares with 5.85 percent on only the first \$16,500 paid in the private sector. Moreover, the retirement benefits for federal employees are subject to federal income taxes while social security benefits are exempt. Superficial analyses tend to overlook basics like these.

Most people don't really understand the ramifications of proposals to eliminate mandatory retirement age of 65 years old.

At present 10.7 percent of the population is over 65. By the year 2000, 12.9 percent will be over 65—a 9 million increase. That number will increase by more than 50 percent by 2030. What this means is that the ratio of non-working to working people will increase substantially from the one-to-four ratio in 1972 to one to 3.2 in 1977, and one to two by 2030. This puts quite a financial drain on the working population, particularly with pension payments increasing to meet the pressures of inflation. On the other hand, many young people feel that raising

the retirement age would clog the avenues of promotion as older people hold on to the best jobs. Firing older people would raise the specter of "discrimination because of age," now against the law.

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)

Slater William C	Rochester
Stanton Robert E	Quagana
Stewart Robert E Jr	Binghamton
Stone Raymond F	Elmira
Stone Samuel G	Denver Colo
Switzer Kenneth	Trumansburg
Threadcraft James	Newark NJ
Thestrup Josephine B	Brooklyn
Tillot William	Northport
Tindal E Lorraine	Rochester
Terrell Mary	Hempstead
Towne Frieda	Newton NJ
Underwood Robert	Clarkson
Voorhis Gerald T	Port Crane
Vooris Sonia	Bohemia
Warner Carlton R	Albany
Watts Josephine R	Gloversville
Whelan Dorothy M	Tonawanda
Williams Henry	Rochester
Williamson Larry A	Saranac
Winfield Martin L	St Albans
Youngs Thomas R	Orangeburg
Zeman Sandra L	Herkimer
Zimdahl Robert L	Genoa
Allegria, Jeanette	Bellmore
Aloise, Carol A	Levittown
Anderson, Dolores	West Hempstead
Ball, William	Inwood
Baicher, Gerald T	East Greenbush
Beasley, Jeanette	Newark, NJ
Bell, Charles B	Springfield Gdns
Bergin, James	Brenwood
Billings, Oscar	Bay Shore
Bird, George W	Ithaca
Blair, Thomas D	Buffalo
Bowman, Lia May	Lansing
Branch, Lillian	Bronx
Brisbane, Sarah P	Jamaica
Calish, Esther Huber	Brookline, Mass.
Cannarozzo, Josephine C	Rochester
Cannon, Jr. Victor M	Huntington
Carlson, David E	Buffalo
Carson, Joseph R	Newburgh
Cary, Betty Jean	Cazenovia
Corbett, Thelma H	Syracuse
Corcoran, Robert W	Hicksville
Croop, David L	Rochester
Cross, Herbert J	Syracuse
Daley, Marilyn A	Hamburg
Dannenburg, James R	Bronx
Davis, Mary E	Jersey City, NJ
Delgado, Ramiro	Bronx
Dreher, Frederick D	Ballston Spa
DeRider, Carole E	Rochester
Edwards, Joyce C	Whitney Pt
Edwards, Norma L	New York
Fetcho, Mary A	Central Islip
Fields, George R	St. Albans
Feng, Li-Jen	Morrisville
Ford, Joyce	Jersey City, NJ
Foster, Alexander	Middletown
Gowrie, Grey	Buffalo
Goyer, Terry	Averill Park
Gross, Walter M	Rome
Haetrich, Margaret H	Buffalo
Hampton, Drucilla	Brooklyn
Hathaway, George W	Brooklyn
Hedrick, Dawn	Poughkeepsie
Hoss, Betty J	Uniondale
Johnson, Elizabeth	Poughkeepsie
Kiel, Donald M	Bay Shore
Kovac, William J	Johnson City
LaPorte, Jane A	Yorktown Hs
Lernandes, Mary C	Dobbs Ferry
Levy, Hyman	Brooklyn
Light, Marilyn E	Harrison
Lothrop, Stephen J	East Northport
Maier, Frank I	Hicksville
Malore, Frances C	Whitestone
McCullars, Brenda E	Newark, NJ
McLernon, Anne J M	Buffalo
Metz, Agnes M	Binghamton
Miller, Ruby	Newark, NJ
Moorby, Sharon M	Oneida
Morgan, Rita V	St. Albans

(To Be Continued)

LETTERS TO THE EDITOR

No More Cuts

Editor, The Leader:

Dr. Hurwitz' analysis and solution to an alarming increase in school truancy and the attendant problems thus created—as revealed in his Education Forum column Oct. 21 captioned "Cut Truant Officers"—is, at best, a case of poor circular reasoning.

Dr. Hurwitz acknowledges that the New York City Board of Education has cut the attendance staff from 550 attendance teachers to 200 with a resultant saving of \$50 million. This he applauds as a positive step! He, however, overlooks the fact that because of the continuous staff decreases, there concomitantly has been a substantial increase in truancy together with a costly upsurge in juvenile crime. Despite the fact that state aid to education is based on a formula of daily

school attendance, Dr. Hurwitz, even at a time when the school system is losing vast sums of money as the result of extensive absenteeism, proposes that the attendance staff be cut further. Can New York City afford to lose larger amounts of money?

Would Dr. Hurwitz recommend that the number of police officers in our city be cut because the Police Department has difficulty in coping with an increase in crimes?

Dr. Hurwitz excoriates the administration of the Board of Education as "the present misleadership of Livingston Street." Although the Board of Education has undeniably been remiss, and even reprehensible, in many instances, this is no excuse for making the Bureau of Attendance the scapegoat for whatever is awry in the New York City educational system. The number of layoffs of attendance

teachers and attendance supervisors has been astonishingly disproportionate to the number of layoffs in other areas of the Board of Education.

Granted that the schools' methods of dealing with chronic truants have not always been sound and effective, how can Dr. Hurwitz sanction the destructive daily roaming on the streets by 80,000 hard-core truants and chronic absentees? Another fallacy in the reasoning of Dr. Hurwitz is that if a sizeable number of students were persuaded to return to the classroom, the increase in class size would create havoc for classroom teachers. Dr. Hurwitz is assuming that no effort would be made by attendance teachers and other pupil personnel workers, such as school social workers, guidance counselors, school psychologists and psychiatrists, to evaluate the special individual educational and emotional needs of these children. Needless to say, increased percentages of attendance would produce more funds for the employment of additional teachers.

Dr. Hurwitz is indeed in error when he insinuates that attendance teachers fail to interview parents of absentee children. The Bureau of Attendance, despite its staff shortage, places a high priority on parental involvement. Parents, who are employed, are interviewed before and after school hours, whenever necessary,

and sometimes even at their places of employment. Only recently, depleted attendance teacher staff members in a one-month period visited the homes of almost 5,000 pupils with poor attendance records, who were being transferred from either intermediate schools or junior high schools to the high schools.

No, the solution to this problem is definitely not in further cuts in the attendance staff but in the rehiring of attendance teachers and supervisors. It hardly behooves an educator of Dr. Hurwitz' stature to characterize the truants as a "lost cause for the foreseeable future."

Should Dr. Hurwitz continue his feud with 110 Livingston Street, it must not be done at the expense of the crippled Bureau of Attendance staff.

NATALIE GEDULDIG
New York City

Don't Repeat This!

(Continued from Page 6)

tional the death penalty as it applies to the killing of a policeman; and police organizations throughout the state are united in efforts to re-enact a death penalty law in those circumstances that will pass constitutional muster. Political ramifications of death penalty legislation will be widespread and cut across political lines.

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.



Top officials of Central Region V and Western Region VI look over program for the joint County Workshop for members of 36 Locals within their combined Regions. From left are Central Region Counties Workshop president Francis Miller, Central Region V president James Moore, Western Region supervisor Lee Frank, Western Region president Robert Lattimer, Central Region supervisor Francis Martello and Western Region Counties Workshop president George Clark.

Central/Western County Workshop

(From Leader Correspondent)

SYRACUSE—The county workshops of the Central and Western Regions of the Civil Service Employees Assn. met jointly Nov. 4 and 5 in Syracuse to discuss topics ranging from the Taylor Law to the art of negotiations.

William Frame, research analyst at the Region V headquarters in Syracuse, opened the weekend series of programs with a historical overview of the labor movement and unionism.

Terence Moxley, a Region V field representative, and Francis A. Martello, Region V supervisor, noted that civil servants have just ended their first decade under the Taylor Law. They both stressed the need for CSEA to seriously consider working for binding arbitration to settle contract disputes.

Since strikes by public employees are forbidden under the Taylor Law, and since the Public Employment Relations Board is appointed by the Governor, "binding arbitration may give us a much fairer shot than going the PERB route," Mr. Martello said.

Both Mr. Moxley and Mr. Martello pointed to problems inherent in binding arbitration, but exhorted the membership to explore more fully its possible advantages in the bargaining process.

Mr. Moxley also told the members to be proud of their union, whose contracts stack up favorably with those of the private-sector unions.

Tom Pomodoro, a field representative from Region VI, addressed county workshop members on the art of negotiating. He emphasized the need for the union to have a united front before management, to impress management with its knowledge. "Be neat," he advised. "And make sure when grievances are first filed all necessary questions are answered."

"All supervisors are different," Mr. Pomodoro said, "and you would do well to get to know those differences."

Ron Smith, a Region V field representative, stressed the importance of the steward in the union. "It's a tough job," Mr. Smith said, "but it can be rewarding."

"You have got to have the facts—in black and white. You must see the grievance through from beginning to end." He, too, stressed the need for the CSEA to stick together in meetings with management—"don't look like a divided group."

Mr. Smith said the CSEA would do well to decrease the quantity of grievances now being filed and increase the quality.

Jack Miller, a field representative for Region V, discussed in some detail the duties of a negotiating committee. Most importantly, he said, "know what your members want included in that contract you'll be negotiating." To arbitrarily drop a member's demand without explaining why can also create problems, he added.

The employer should have nothing at all to say about who is on your negotiating team. The team has to have a spokesman, he said, and it helps if he or she has a good sense of humor.

"The negotiating team must whittle down or accept in total a list of demands for negotiating. Although this is the heart of negotiations," Mr. Miller said, "the data or facts to substantiate these demands are the foundation."

Adequate preparation is crucial, he said. And remember, he said, that no substantive statements should be made to membership or media during the actual negotiations.

It also helps, Mr. Miller advised, to remind the members that they will have final say over
(Continued on Page 9)



Dolores Tonchaff, first vice-president of Erie Education Local 868, holds a sheaf of pamphlets as she queries speaker during one of workshop sessions.



GHI associate field director Van Robinson goes over details of group insurance benefits with Oswego Local 838 corresponding secretary Judy Doyle and Local treasurer Dick Rice.



Erie Education Local 868 president Jack Schlenker, right, gestures emphatically as Chautauqua Local 807's Bonnie Winchell and Erie Local 815's Robert Bainbridge listen to discussion.



Attentive delegates from two Broome Locals are Local 804 county unit treasurer Kathy Baran, Local 804 director Joan Brower, Education Local 866 president Carlo Guardi and Local 804 former president Angelo Vallone.



Emil Hein, Onondaga Local 833 county unit president, left, exchanges views with Francis Miller, neighboring Oswego Local 838 president. In background are Onondaga Education Local 869 president Dolores Herrig and former Onondaga Local 833 president Vincent Speciale.



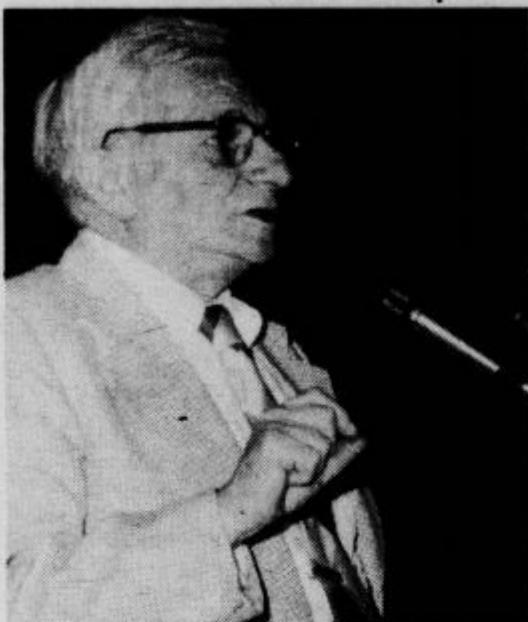
Looking alert during seminar conducted by CSEA civil service consultant Joseph Watkins are, from left, Onondaga Local 834 steward William Prevatt, Cortland Local 812 county unit president Joseph Prezioso and Onondaga Local 834 president Donald Zimmerman.



Interest is shown by, from left, Black River Valley Local 015 vice-president Larry Leddy, Seneca Local 850 vice-president Reno Piagentini and Seneca Local 850 county unit president Joseph Sinicropi as they listen to seminar on negotiation procedures.



St. Lawrence Local 845 first vice-president Rodney Downey, left, chats with two new members of CSEA Board of Directors: Richard Reno (St. Lawrence), center, and Andrew Lucyszyn (Orleans), both Local presidents as well.



Joseph Watkins, civil service consultant for the union, was one of the seminar leaders during all-day workshop earlier this month.



Western Region field representative Thomas Pomodoro gestures expansively during seminar at which he was speaker as Oswego Local 838's Raymond Wallace, left, and Central Region V field representative Ronald Smith listen attentively.



Roger Solimando, Oneida County Local 833 representative to CSEA Board of Directors, provides input into workshop at Rodeway Motel in Syracuse. (Leader photos by Thomas Hashem, Jr.)

Central/Western Workshop

(Continued from Page 8)

any accord that is reached between the team and management. Therefore, they cannot be "sold down the river" at a negotiating table behind closed doors.

Mr. Miller summarized by saying that it helps if one thinks of the negotiating process as somewhat of a "horse-trading" game.

Region VI field representative Robert Young referred to the "doozies" PERB often assigns to CSEA disputes. There are some good ones, he said, "but I, personally, hate to go to impasse unless I absolutely have to. With fact-finding, too, a lot often depends on who PERB sticks you with."

Meanwhile, Joseph Watkins, retired municipal director of civil service and now CSEA consultant on civil service affairs, was telling his gathering that the CSEA had no objection to the state streamlining services, "but we are strongly opposed to politicizing classification. There's a lot of ways to create a lot of false titles to get Suzy Q more money."

Mr. Watkins warned against the powers of a personnel czar and proposals for changes in merit pay increases. "It's all open to a lot of favoritism. There must be real controls and real objective ratings."

With regard to high pay for specialized skills, he explained. "No one knows what that means. All people should be treated alike if they are doing the same work.

If there is a difference, then create a new classification."

The CSEA also is opposing the decentralization of exams. As Mr. Watkins put it, "What if each department had its own steno exam? A person may have to take 17 different exams. Moreover, operating staffs don't have the people to prepare exams—it's uneconomical. If they have any money around, let it go for employee benefits."

Revised probationary periods also came under attack. Mr. Watkins explained that it's like living in purgatory. They want a one-year probation for all employees. I can tell a good typist in five minutes. We'll fight this to the bitter end."

Other topics at the conference included retirement plans and options and Section 19-A of the Motor Vehicle and Traffic Law, relating to the added responsibilities being placed on bus drivers and the new rules and regulations pertaining to the drivers. (More on this subject will be included in next week's issue of the Leader.)

Francis Miller, Region V County Workshop president, coordinated the activities.

Special guests included Region V president James Moore, Region VI president Robert Lattimer, Region V executive vice-president Patricia Crandall, Region V supervisor Francis Martello, Region VI supervisor Lee Frank, and statewide County Division chairman Joseph Lazarony.



CSEA director Robert Gallor, left, president of Cortland Local 812, talks with two members of his delegation: county unit president Joel Prezioso and negotiator Peggy Coombs, as they mull over information gained during session on negotiating procedures.



The usual, large delegation of Oneida Local 833 is typified here by, from left, delegate Rosemary Baker, steward Bernice Nicotera, second vice-president Ralph L. Young and secretary Dorothy Fenner. Mr. Young is also Central Region V third vice-president.

State And County Eligible Lists

EXAM 36077
MGR COMP OPN CH EL CMP OP
Test Held June 18, 1977
Est. Oct. 3, 1977
(Continued from Last Week)

21	Israel James Latham	84.9
22	Milos Stanley J Troy	84.8
23	Francavilla C G Tonawanda	84.5
24	Snyder Joseph W Albany	83.9
25	Klingbeil K M Schenectady	83.9
26	Brundege G T Schenectady	83.0
27	Reedy Robert J Guilderland	82.9
28	McGinnis M Schenectady	82.7
29	Chartrand O J Rensselaer	82.7
30	Leno Morris E Schenectady	82.7
31	Picciocca S A Amsterdam	81.9
32	Truston Thomas Loudonville	81.9
33	Firsty Barton R Troy	81.5
34	Betts Michael G Saratoga Spg.	81.2
35	Perricone T J Holbrook	81.2
36	Rivet Roger J Troy	80.3
37	Ravida Anthony Albany	79.4
38	Perrotto Samuel W Sand Lk	79.1
39	Coluccio L J Schoharie	78.9
40	Jones Elijah J Albany	78.9
41	Fourman Luther Glenmont	78.7
42	Rys Robert S Latham	78.5
43	Knorowski S J Cropseyville	78.5
44	Kilinski Jerome Amsterdam	77.6
45	Clifford W J Rexford	77.6
46	Leonard James J Albany	76.5
47	Oliver Fred A Delmar	76.4
48	Tomaski Robert Schenectady	76.1
49	Brooks Michael Delmar	75.8
50	Rice Richard J Goshen	75.7
51	Bott Charles E Schenectady	75.4
52	Washington I Batavia	75.0
53	Delormiere C R Nassau	74.9
54	Cummings David Akron	74.1
55	Brygas Daniel L Albany	73.9
56	Pfleger Robert Demarest	73.1

EXAM 36015
SOC SRVS DIS SPEC
Test Held March 19, 1977
Est. Sept. 13, 1977

1	Devor James W Brooklyn	97.8
2	Citron Leonard Forest Hills	94.8
3	Siegel Barbara Great Neck	94.7
4	Diefendorf J R Flushing	94.7
5	Fiore Ronald L Flushing	92.8
6	Knieling Eric S Staten Is	92.7
7	Dunckley T Westbury	92.5
8	Rosenstock Carl NYC	92.4
9	Dunn Mary E Briarwood	91.7
10	Kohuth Leslie B Brooklyn	91.7
11	Knieling Rose A Staten Is	91.7
12	Levonik John D NYC	91.5
13	Campobasso M Brooklyn	90.6
14	Hellen S L Forest Hills	90.5
15	Probert Mark S Brooklyn	90.3
16	Racer Marilyn R Brooklyn	90.2
17	Pietrusinski J NYC	89.8
18	Thorne Thomas A W Hempstead	89.7
19	Mace Barbara A NYC	89.5
20	Rockefeller L A Great Neck	89.5
21	Lustig Barry A Toms River NJ	89.4
22	Soffer Bettye F Brooklyn	88.5
23	Monteleone J P Bayside	87.8
24	Villanova R P Bronx	87.7
25	Campion Paul J Freeport	87.7
26	Diefendorf Mark Flushing	87.7
27	Cantarella A R NYC	87.6
28	Fishman Debra S Briarwood	87.5
29	Kicha Walter Bronx	86.9
30	Broderick T J Brooklyn	86.7
31	Siegel George Brooklyn	86.7
32	Ganzon Sandra E Monroe	86.6
33	Cannistraro A J Brooklyn	86.5
34	Goldman David J Rego Park	86.5
35	Bautz Michael F NYC	86.5
36	Zitzer Ruth B Long Beach	85.5
37	Holdman Nancy J NYC	84.9

38	Auriemma D K S Ozone Pk	84.6
39	Bachelor Robert Brooklyn	83.8
40	Tontini C Williston Pk	83.8
41	Zwickler Steven Bronx	83.8
42	Silverman R S Brooklyn	83.7
43	Reed Michael R Bronx	83.7
44	Freilich F D Brooklyn	83.6
45	Haas Irma Monsey	83.6
46	Sharp Stacey Hoboken	83.6
47	Sicklick Judith Yonkers	83.5
48	Wilcox Daniel C NYC	83.5
49	Reis Gail M Flushing	83.4
50	Walker Alma B NYC	82.8
51	Landrigan L A NYC	82.8
52	Lerner Marc L Brooklyn	82.7
53	Zappata Louis Whitestone	82.7
54	Sacco Richard V Lindenhurst	82.7
55	Klein Robert Brooklyn	82.7
56	Woods Maureen A Bayside	82.6
57	Stein Andrew P Garden City	82.6
58	Cronin Mary M NYC	82.6
59	Kline Vivian NYC	82.6
60	Lukermann Carla NYC	82.5
61	Szczesny Mary L NYC	82.5
62	Hitchcock F E Bellerose	82.2
63	Zietchick Leo Flushing	81.9
64	Levitan Grace H Brooklyn	81.7
65	Cohen William Wyckoff	81.7
66	Pick Alfred Brooklyn	81.7
67	Bruno John J Staten Is	81.7
68	Robinson M A Rego Park	81.6
69	Connors Eugene Brentwood	81.5
70	Laferrera R B N Brunswick	81.5
71	Taylor Dorothy Brooklyn	81.4
72	Posner Elin D Wantagh	81.2
73	O'Kane Michael P Ctl Islip	81.2
74	Fishman Robert Bronx	81.0
75	Gatley Frances Elmhurst	80.9
76	McCarthy John T Brooklyn	80.8
77	Carew Stanley C Brooklyn	80.8
78	Lamastra Gerard Staten Is	80.6
79	Ross Laurence S Brooklyn	80.6
80	Rothman Livia B Briarwood	80.6
81	Goldstein Karen Brooklyn	80.5
82	Bloch Lawrence NYC	80.5
83	Lifshitz P M Mahopac	80.5
84	Mahler Neil E Brooklyn	80.0
85	Berger Martin J Brooklyn	79.8
86	Gilbert Marta R Dayton	79.7
87	Podhorzer E R Brooklyn	79.7
88	Checkes J A Brooklyn	79.7
89	Gatt Connie NYC	79.6
90	Petosa Mario D Staten Is	79.6
91	Cresci Robert Staten Is	79.5
92	Lazarus Denise Forest Hills	79.5
92A	Staiano Emanuel NYC	78.7
93	Bartlett Wesley NYC	78.7
94	Abramowitz G B Flushing	78.7
95	Lambert Stuart Jackson Hts	78.7
96	Ginsburg Mindy Brooklyn	78.7
97	Earls Sheila A Brooklyn	78.7
98	Kassel Jeffrey Brooklyn	78.7
98A	Frankel David M Hollis	78.6
99	Smassanow Doree Elmont	78.6
100	Landau Sheila Brooklyn	78.6
101	Keenan Dennis E Hewlett	78.6
102	Kobyra P M Roselle Park	78.5

(Continued on Page 11)

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Latest State And County Eligible Lists

(Continued from Page 10)

103 Rockefeller N A Great Neck78.5	113 Kuehnlenz Roger NYC77.6	122 Schourbenah E Bronx77.4	156 Vilbig Barbara Little Neck73.6	161 Frazier Shirley Bronx72.8
104 Silver Basya NYC78.5	114 Schwartz Joel I NYC77.6	123 Reinharth B I East Meadow77.2	157 Serra Sandra Richmond HI73.6	161A Furey Michael C Bayside72.8
105 Thomas Charles Maplewood78.5	115 Scinta Larry R NYC77.6	124 Greenberg W Whitestone76.8	158 Bastide Yvonne Mt Vernon73.5	162 Sessa Jerome G Elmhurst72.6
106 Frost Susan D NYC78.5	116 Jacks Laurence Huntingtn Sta77.6	125 Baratz Cathy Brooklyn76.6	159 Zimmer Brenda F Brooklyn73.5	163 Pomerantz T S Brooklyn72.6
109 Schwartz Mark A Brooklyn77.8	117 Klosek Gregory NYC77.6	126 Vanleuvan V T NYC76.6	160 Nahmias Julie A Flushing73.5	
110 Fishman Joyce A Brooklyn77.8	118 Scarimbolo A Brooklyn77.5	127 Rosenfeld R J Brooklyn76.4		
111 Barasch L M Mount Sinai77.8	119 Sharff Carol M Forest Hills77.5	128 Ellenwood R T Yonkers76.4		
112 Heller Ronald A NYC77.7	120 Gairke Kenneth Piermont77.5	129 Weiss Ronald S Flushing76.7		
	121 Mangano L T Brooklyn77.4	130 Weiss Chaim Z Brooklyn75.7		
		131 Goldstein E B Bronx75.7		
		132 Gorters Susan E NYC75.6		
		133 Inniss Anthony NYC75.6		
		134 Cohen Evelyn Brooklyn75.6		
		135 Kurtz Dennis A Flushing75.6		
		136 Chacham Martin Kew Gardens75.5		
		137 Williams Helen Bronx75.5		
		138 Ormsby Albert E Brooklyn75.5		
		139 Siporin Cheryl Brooklyn75.5		
		140 Borgercohen H G Rego Park75.5		
		141 Greenstein G I Long Beach75.4		
		142 Marks Sandra M Yonkers75.4		
		143 Farrelly John B Bronx75.4		
		144 Sprotzer Susan Brooklyn75.4		
		145 Lincoln Robert Flushing75.4		
		146 Stock Charles J Flushing74.8		
		147 Feinstein L NYC74.7		
		148 Marconi Frank J Brooklyn74.6		
		149 Spiegel Helene Rego Park74.6		
		150 Wallis Phyllis NYC74.5		
		151 Lenkowsky M A Brooklyn74.5		
		152 Korbul Margaret Staten Is74.5		
		153 Glaser Sharon S Great Neck74.4		
		154 Lukas Vincent J Flushing74.3		
		155 Cohen Valerie S Yonkers73.7		

Application Deadline Nov. 30 For Training

ALBANY—Nov. 30 is the deadline for state employees to apply for the free training courses negotiated for them by the Civil Service Employees Assn.

The Spring, 1978 courses begin as early as Jan. 3, 1978.

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Sabbatical Fight By L.I. Teacher Loses In Court

Collective bargaining agreement language involving public employees has become so complex and technical that courts are increasingly being asked not only to rule on disputed issues, but to interpret ambiguous language.

An example of this came about last month in a lawsuit by a Suffolk County teacher denied a sabbatical leave by the Babylon Board of Education. The teacher claimed the refusal was a grievance subject to arbitration. The board maintained the issue was not subject to arbitration under the collective bargaining agreement.

The Babylon board won the first round in February when a Suffolk Supreme Court judge ruled that arbitration was not required. The Babylon Teachers Association, representing the teacher, identified only as a Mr. Kalmus, appealed to the Brooklyn Appellate Division. The result was the same. The four-judge court also ruled against the teacher. But the appeals court used a "different reasoning," based upon its own interpretation of the contract.

After analyzing the numerous articles, sections, subdivisions and paragraphs of the contract, the court said that because the grievance was a "personal" one, affecting only the teacher himself, the school board's refusal to grant the sabbatical could not be submitted as an arbitrable grievance.

However, the appeals court, the state's second highest tribunal, pointed out the refusal to grant sabbaticals could be decided by arbitration if the denial "jeopardizes the bargained-for right to sabbatical leave of Babylon's teachers as a whole."

In other words, the court said, despite the language of the contract, which clearly states that in all requests for arbitration, "the decisions of the Board of Education shall be absolutely final," these grievances can be submitted to arbitration if they affect all teachers.

The court went on to explain that this section of the contract could be illegal under state law, which requires arbitration of "bargained-for-rights."

Unfortunately for the teacher, the ruling meant that the school board's refusal to grant him a sabbatical was final because an arbitrator "would be without jurisdiction" to consider a "personal" grievance.



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CSEA CONVENTION REPORTS, PHOTOS



Participating in informational program for members of statewide Board of Directors are, from left, Cindy Egan (Executive), County Division chairman Joseph Lazarony (Rensselaer), Jean Gray (Authorities), executive vice-president Thomas McDonough (Motor Vehicle) and Sid Grossman (Suffolk). (Leader photos by Ted Kaplan)



This attentive group from Binghamton Local 002 was photographed at one of the special evening seminars that were scheduled throughout the convention to help delegates better perform their union duties. From left are Joan Adams, Fran Goodwin and Suzanne Snyder.

Methods And Procedures (Restructuring) Committee Report

The report of the methods and procedures committee was presented by chairman Al Mead, of James E. Christian Memorial Health Local 664, at the 67th annual meeting of CSEA delegates last month at the Concord Hotel. Other committee members are William McMann, Ed Perrott, Nicholas Puziferri, Carmine De-Batista, Martin Horan, Robert Diaz and William Crimm.

Since the Special Delegates Meeting in March, 1977, the Committee has held one meeting, August 13, 1977, at Albany. The following is a summary of the actions of the Committee on the proposals that were submitted:

PART I

1. With the commencement of any future negotiations between CSEA, Inc. and any employee(s) of CSEA, Inc. the Officers of CSEA, Inc. shall avoid, to all extents possible, entering into an agreement which terminates during a year in which elections for Statewide Officers are scheduled. Any agreement reached in an election year shall not be approved until after the elected officers have assumed office.

The Committee recommends adaption of this proposal in order to avoid any possibility of internal conflict arising during the conduct of a CSEA election. Adaption of this proposal will also insure the orderly continuation of staff operations during any transition in leadership. Furthermore, the resolution is designed to prevent any advantage, or disadvantage, to the parties involved. Delegates Action: defeated.

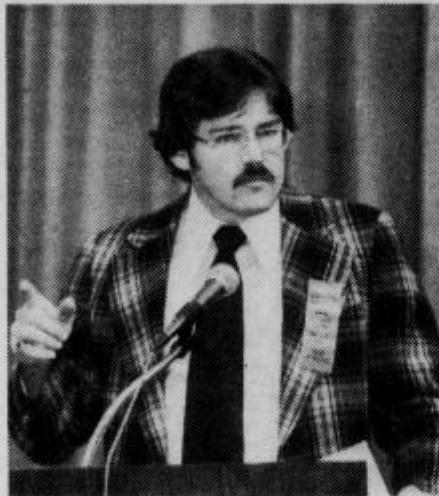
2. CSEA Inc. shall provide gratuitous retiree membership to any retiring member who has been a full-dues-paying member for a minimum of ten years.

The Committee recommends adaption of this proposal as an incentive for expanding our retiree membership and keeping our members active in CSEA. Delegates Action: defeated.

3. All standing committees shall report at meetings of the Delegates immediately following the reports of Officers.

The Committee recommends adaption of this proposal so that the Delegates will be provided the opportunity to act on the business of such committees in an orderly manner. Delegates Action: defeated.

4. Chairpersons of all CSEA Committees shall report quarterly, in writing, to the President on the activities of the Committees. The President shall provide copies of such reports, including a listing of those delinquent, to the Board of Directors.



Al Mead, chairman of methods and procedures committee, responds to questioner as he acknowledges with a gesture that he recognizes next speaker during debate on proposals.

The Committee recommends adaption of this proposal to insure accountability of the various committees and also to keep the Officers and members of the Board advised. Delegates Action: passed.

PART II

(Proposals referred to the Constitution and By-Laws Committee with recommendations for Adaption.)

1. Independent nominations (petitions) shall only be accepted from members not placed on the election ballot by application to the appropriate Nominating Committee.

The Committee's position is that individuals who desire to seek elective office have ample opportunity to obtain nomination through a nominating

committee and that failure to apply for such nomination prevents the nominating committee from making its selections from the most qualified candidates.

2. Candidates for Statewide President shall select their own candidate for Executive Vice President. At the time of application for nomination to the office of President, each candidate shall submit the name of the nominee, or nominees, for Executive Vice President. The Nominating Committee shall announce the candidates for President and the nominees approved for Vice President by March 1. The Candidate for President shall, if necessary, announce the nominee selected by March 20.

The Committees' position is that the office of Executive Vice President is designed to be primarily that of an executive level assistant to the President. Therefore, in order to provide assistance and cooperation necessary for the leadership to implement its goals and objectives the incumbents must be compatible. The Committee believes that there is a sufficient enough balance of power within the CSEA organization structure to dismiss any concern for potential abuse. The Committee has worded this resolution so as to insure that all nominees for Executive Vice President must also obtain the approval of the Nominating Committee.

3. The term of office for all elective CSEA offices shall be three (3) years.

A.) The President, Executive Vice President, Secretary, and Treasurer shall be elected in 1979 for a three year term.

B.) State and County Executive Committee, Local and Unit Officers shall be elected in 1979 for a two year term and again in 1981 for a three year term.

C.) Incumbent Regional Officers



Thursday evening banquet was attended by many dignitaries who came to show their interest in civil service. From left are Assemblywoman Jean Amatucci (D, White Lake), Leader business manager Nathan Mager and Senator Richard Schermerhorn (R, Newburgh).

shall have their term extended for one year and in 1980 Regional Officers shall be elected for a three year term.

Examples

1979—Statewide, Board of Directors Local and Unit

1980—Regional

1981—Board of Directors, Local and Unit

1982—Statewide

1983—Regional

1984—Board of Directors, Local and Unit

The Committees' position for extension of the two-year terms was discussed in the report presented to the March, 1977 meeting. The Committee has received sufficient feedback to revise the original proposal from four years to the more acceptable three-year format.

PART III

(Proposals disapproved by the Committee.)

1. The Board of Directors be reduced to four State and four County members elected at large from each region.

The Committee's position is that any recommendation for reduction of the Board should be made by the leadership i.e., the Officers and/or a committee of the Board. It is the opinion of the Committee that unless the leadership desires to undertake such a task with unanimous endorsement, it would otherwise be a frivolous attempt.

2. A position of an Administrative Assistant shall be provided to the President.

The Committee feels that such a position is not necessary. The staff, as well as the other Officers, serve at the direction of the President.

3. The President shall appoint a special committee to develop a community relations program for CSEA, Inc.

The Committee position is that such an assignment is the responsibility of the Public Relations Staff.

4. Prior to debate, each statewide officer shall be provided the time determined by the rules of the convention to address the delegates on any printed resolution submitted for consideration.

The Committee tabled this proposal.

The Committee would like to conclude this report with a sincere expression of gratitude to all the Officers, Delegates and members who have been of immeasurable assistance to us during the last couple of years. Our service has been a most rewarding experience. We hope that our proposals have served to the advantage of everyone involved in CSEA.

Deinstitutionalization Denounced

HAUPPAUGE—The state's deinstitutionalization program was the target of a recent day-long denunciation here Nov. 9 in the first of a series of public hearings conducted by Assemblyman Paul Harenberg (D-Bayport), chairman of the Assembly mental health subcommittee on aftercare.

The attack by Long Island officials was keynoted by Long Island CSEA Region I President Irving Flaumenbaum, Mental Hygiene local presidents and a list of public officials.

Local support for the state program of "dumping" mental patients into the community appeared to be non-existent.

Mr. Flaumenbaum declared that the plan was bad for the patients, the communities and the four major Mental Hygiene

institutions on Long Island.

"It is a budget gimmick," Mr. Flaumenbaum told The Leader after the hearing. "It is a gimmick without any merit whatever, because, if you forget the human values—and no one here today was willing to do that—we don't even believe that it would accomplish the objective of saving money. It is a budget gimmick, and a campaign gimmick."

Mr. Flaumenbaum was joined in testimony by Danny Donohue, president of the Central Islip Local 404, Greg Szurnicki, Mental Hygiene Department representative and president of the Kings Park Local 411, and other CSEA officers.

They were supported by local officials including Assemblyman Arthur J. (Jerry) Kremer (D-Long Beach), Supervisor Hannah Komanoff (D-Long Beach), and Town Supervisor Peter Fox Cohan (R-Islip).

The officials cited "dumping" of ex-patients into their areas

with undesirable social consequences.

Mr. Kremer told the Assembly subcommittee that released patients are so ill-prepared that "they don't know it's wrong to use somebody's front yard for a

bathroom."

There was testimony that more than 3,000 former patients have been released into Long Island communities from the big mental institutions in the region. Former patients have been a major problem in Long Beach, Bay Shore and Sayville, where former hotels have found them a ready source of revenue.

Suffolk County, where the hearing was held, had just adopted a new local law requiring county inspection and approval of boarding homes for former mental patients. The law was seen as a response to the problems created by the state's alleged dumping practices.

Mr. Harenberg plans a series of hearings throughout the state.

Cop's Appeal Goes To High Court

(Continued from Page 2) missal. His discharge from the force was a punitive penalty, exposing him to double jeopardy in violation of the Constitution,

he said.

The former policeman—who claimed his sale of counterfeit money was in line with his duties as an undercover agent—pre-

viously failed to convince four state and federal courts. These courts have ruled that the departmental trial was a civil trial and therefore legal.

Another lower federal court setback was a ruling that he had no legal right to appeal because two New York courts, including the state's highest, the Court of Appeals, had dismissed the appeal. Therefore, the federal judges said, the case had been conclusively decided and the state court decisions were final.

Mr. Saloukas is hoping the Supreme Court sees things in a different light.

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Agency Shop In Court

ALBANY—The New York Educators Assn. (NYEA), citing dues rebating procedural irregularities, has filed suit in State Supreme Court on behalf of State University of New York teachers and non-teaching professionals to block implementation of a provision of the state's new Agency Shop Law.

It marks the first major challenge to the law which provides that deductions be taken from non-union public employee's paychecks to cover union expenses. Legislators, noting that all public employees benefit from union efforts, overwhelmingly voted in favor of the measure.

The SUNY agency fee provision was passed in a separate chapter amendment during the last week of the spring legislative session. About 4,500 of the 15,000 members of the 32 campus SUNY system are members of the United University Professionals (UUP), the NYSUT/AFL-CIO affiliate which represents the SUNY professional staff. The UUP dues are 1 percent of salary, or an average of \$140-\$150 per person.

The suit charges there is no procedure permitting a faculty member to request a rebate of state and national fees not directly used for improving, or protecting, terms and conditions

of employment.

It also charges under UUP procedure an individual wanting a rebate can make the request only between Sept. 1 and Sept. 15. Beyond that, if there is a dispute over the amount which should be rebated, an individual is forced to bear the cost of arbitration to resolve the dispute.

The suit was filed in State Supreme Court. It calls on the state to end deducting SUNY agency fees until the procedures change.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

8 Nassau Posts

(Continued from Page 2) gree, courses in criminalistics or forensic investigation and two years' medical lab experience, one year of which was in a forensic science lab.

Assistant hospital administrators I need a master's degree in hospital administration or health services administration.

Orthopedic technicians II need two years' college study in orthopedics and two years' hospital or clinic vision therapy experience.

Applicants should contact the Nassau County Civil Service Commission, 140 Old County Rd., Mineola, for additional details.

Eligible List

(Continued from Page 11)

164 Groffman Steven NYC	72.6
165 Jarvis Susan NYC	72.6
166 Fisher Howard M Bayside	72.6
167 Fox Susan I Brooklyn	72.6
168 Goldsmith B S Lynbrook	72.5
169 Arons Simone I Brooklyn	72.5
170 Meyer Albert J Staten Is	72.5
171 Hood Victoria NYC	72.4
172 Mellitz J NYC	72.8
173 None	
174 Fiore Elsa J Flushing	71.8
175 Whiting Harvey NYC	71.6
176 Dunefsky H S Flushing	71.6
177 Smith Diane E Laurelton	71.6
178 Redd Barbara L Brooklyn	71.5
179 Finkelstein S Brooklyn	71.5
180 Ohringer R A NYC	71.5
181 Rose Robert J Brooklyn	71.2
182 Marino George V Staten Is	70.9
183 Besignano John Staten Is	70.7
184 Singer Joel H Whitestone	70.6
185 Vaunado Jessie Bronx	70.6
186 Golden George A NYC	70.5
187 Manglos John J Brooklyn	70.5
188 Weinschenker M NYC	70.5
189 Forbes Geoffrey NYC	70.4

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BOOKS NOT RETURNABLE AFTER 10 DAYS

Meet With President One-To-One

By MARVIN BAXLEY

ALBANY—Keeping one of his campaign promises, Civil Service Employees Assn. president William McGowan has been going out to meet the union members to get their views. He has already held open house in three of the union's regions, and has scheduled similar events in the remaining three regions.



Informal atmosphere enabled CSEA president William McGowan to give his attention to comments from Transportation Region 10 employees John Bugler, center, and David Berke at session at Long Island Region I office. (Leader photo by Tony Jerome)

On Nov. 10, he was available on a walk-in basis at the Amityville office of Long Island Region I; on Nov. 14, he was at the Manhattan office of Metropolitan Region II, and on Nov. 18, he was at the Fishkill office of Southern Region III, as well as the Rockland and Westchester Local offices.

Coming up are sessions for Regions IV, V and VI.

Members with gripes or comments will be welcomed by Mr. McGowan, and have the opportunity to speak individually with the president at the times and places listed below:

Capital Region IV: Nov. 29, from 9 a.m. to noon in Room 422 of the Thruway Motor Inn (formerly Hyatt House), Washington Ave., Albany; from 1 p.m. to 5 p.m. in Meeting Room 5, Concourse Level, Empire State Plaza, and from 7 p.m. to midnight, at the Thruway Motor Inn again.

Central Region V: Dec. 2, from 7 a.m. to noon, 1 p.m. to 5 p.m. and 7 p.m. to midnight, all at the Sheraton Motor Inn, Electronics Parkway (off Thruway Exit 37), Liverpool.

Western Region VI: Dec. 9, from 9 a.m. to noon, 1 p.m. to 5 p.m. and 7 p.m. to midnight, all at the Western Region office, 4245 Union Rd. (Cambridge Square), Cheektowaga.



Patiently awaiting their turn to speak with CSEA president at Metropolitan Region II office are, from left, Cliff Lewis, president of Manhattan Developmental Center Local 443; Betty Pogarsky, Department of Labor; Herbert Mathews, Board of Education; Thomas Perlman, Department of Labor; Frank McBride, Department of Labor; Nick Franciosa, Waterfront Commission, and James Harrison, president of Waterfront Commission Local 066. (Leader photos by Pamela Craig)

Form Oswego Local Blue-Collar Unit

MEXICO—A blue-collar unit has been formed within the structure of Oswego County Local 838, Civil Service Employees Assn.

The new unit will represent more than 150 Department of Public Works and landfill operation employees in Oswego County.

The initial unit meeting, held in the Social Services Building, in Mexico, was well attended by employees from both departments. Also present to answer questions and explain CSEA

constitution and by-laws procedure were Francis G. Miller, president of Oswego County Local 838; Raymond Wallace, representing the CSEA Fulton Unit; Ercole Ventura, CSEA staff organizer, and Charles McGeary, CSEA regional public relations specialist.

Temporary officers, stewards and committee chairmen named to fill posts until permanent elections can be held in the near future include Douglas Coe, president; Eugene Hall, vice-president; George Waggoner, treasurer, and Ernest Jones, secretary. Unit stewards are Gary Cotton, James LaCelle and James Mowers. The following committee chairmen were also named: Brad Coe, membership; Robert Wood, constitution and by-laws; Phil Kline, grievance.

For travel convenience, the new unit unanimously voted to continue meeting on a trial basis at the Social Services Building, in Mexico, one Wednesday night each month. Members were urged to check worksite bulletin boards for further information.

Schedule Vote On Erie Pact

BUFFALO — Members of Erie Local 807 of the Civil Service Employees Assn. voted Friday, Nov. 18, on a tentative agreement on a new work contract with the county.

Results were not available at Leader presstime.

The tentative agreement, reached after 12 bargaining sessions since September, goes into effect Jan. 1 if approved by the employees and the Erie County Legislature.

No terms were disclosed pending chapter meetings to disclose elements of the proposal to CSEA members.

Field representative Robert E. Young and Erie Local president John P. Elss headed an 11-member bargaining team that negotiated the pact for the CSEA.

The negotiating team, Mr. Elss said, recommends acceptance of the contract.

The CSEA represents 4,500 county white-collar workers. They constitute about 60 percent of the county payroll.

Binghamton Retirees Hear Langer Speak

BINGHAMTON—Martin Langer, chairman of the legislative and political action committee of the Civil Service Employees Assn., will speak at the Nov. 28 meeting of the Binghamton Area Retirees Local 902, at 2 p.m., Garden Village West, 50 Front St., Binghamton.

(Continued from Page 1) the negotiating table was in error. CSEA contended that no eligible employee would lose any increment or incur any reduced salary increase upon promotion during the life of the agreements, which run through March 31, 1979. CSEA promised to file grievances and defend its position through arbitration if the State persisted with its interpretation. With that promise of legal action, state employees overwhelmingly approved the new two-year contracts.

When some state workers became adversely affected due to reduced increases upon promotion, CSEA filed a class action grievance against the State covering all employees affected and to be affected in the future. And, in anticipation of a loss of incre-

ments for some eligible workers in 1978, and because the two issues were closely related, CSEA filed a second grievance on the incremental situation. All increments due in 1977 were paid and were not affected by the state's position.

Shortly after the two grievances were filed by the union, representatives of CSEA and the state Office of Employee Relations entered into what developed into several weeks of intensive discussions in an effort to resolve the problems short of third party intervention. "It became clear to us that the State was genuinely concerned about the situation and both sides entered into the prolonged effort to solve the issues," Mr. McGowan noted.

Under terms of the settlement, Mr. McGowan announced, the



Full attention is given by CSEA president William McGowan as he listens to 82-year-old Olivia Tucker, a retiree from Gowanda Psychiatric Center, at meeting in Metropolitan Region II office.

Troy Contract Includes 'Me-Too' Clause

By DEBORAH CASSIDY

TROY—A year and a half of negotiations between the City of Troy and the Civil Service Employees Assn. has resulted in a three-year contract granting employees a 6 percent wage increase in 1978 and a total of 7½ percent increases for 1979.

Based primarily on a Public Employment Relations Board fact-finder's recommendation, the contract contains no raise for 1977, but includes a clause granting an increase if any is given to the police and firemen, who are currently in binding arbitration.

The schedule for the increase will be 6 percent on January 1978, 5 percent on January 1979 and 5 percent on July 1979. Increment steps will be doubled, for most employees, and added into salaries before figuring the percentage raises.

Through the implementation of double

jumps, the negotiators expect to bring lower-paid employees more rapidly up to salary levels in tune with today's cost of living.

Additional benefits include a \$100 increase in longevity bonuses, Agency Shop and the 60B death benefit.

Edward LaPlante, City of Troy unit president, commented, "The contract offered employees a decent wage for the next two years. Though we would have liked to obtain more benefits, the members liked the proposals."

Though he remains objective about this contract, Mr. LaPlante stressed that next time the negotiating committee will be seeking a better benefit package, including increased sick time and more extensive health coverage.

CSEA Wins Increments, Promotions

State has agreed to treat all state employees on the payroll as of March 31, 1977, exactly as though the basic salary schedule had been increased for purposes of promotion and increment eligibility. "That means that in terms of promotional increases during the life of the agreements and incremental increases next fiscal year, those eligible employees will be treated exactly as though the basic salary schedule was increased by the amounts of the individual increases, that is, 5 percent retroactive to April 1, 1977, an additional 4 percent retroactive to Oct. 1, 1977, and an additional 5 percent next April 1," Mr. McGowan said. Payment of loss of salary increases for those promoted since April 1 will be retroactive to the date of promotion.

And, the union leader reported, the State has agreed to issue a salary schedule for employees on the payroll effective as of April 2, 1978, that is increased by 5 percent over the existing schedule, dropping the two longevity incremental payments for those new employees only. Mr. McGowan noted that increments are subject to negotiations and would have to be renegotiated for the next contract anyway. "Increments will be items of negotiation in the future," he promised.

The CSEA president said that technical amendments to the law are necessary to accomplish the resolution, and the parties have agreed to jointly sponsor legislation to accomplish this goal early in the 1978 legislative session.