

Civil Service LEADER

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See Page 3

CSEA GETS BAN ON JOB FIRING

As State Workers Suffer, Governor, Legislature Take Good Care Of Their Very Own

By PAUL KYER

While the futures of thousands of State employees are on the brink of going down the drain, the pet programs and people of Governor Rockefeller and the leaders of the Legislature can still look ahead to golden days.

Despite the fact that the Civil Service Employees Assn. has now forced the State Administration to disclose the amounts of monies paid to various consultants, the Governor's office last week released a barrage of reasons why it was necessary to keep these consultants on hand.

Despite the fact that Senate Majority Leader Earl W. Brydges has called for a moratorium on pension improvements until a special study can be made, legislators are calling for better

tirement benefits for themselves, other elected officials, the judiciary and employees of the Legislature.

The Governor's office admits to some \$37 million in consultant fees to be paid out in the coming fiscal year—but does not add to this figure the amount to be spent from contracts already awarded and continuing. Estimates on the actual total amounts being paid to these ad-

(Continued on Page 16)

Security Unit Dues Payments

ALBANY — The Civil Service Employees Assn. has worked out methods of payment of CSEA dues and insurances for CSEA members in the State Security Services Unit, who no longer will have their Association dues and insurance deducted from their paychecks.

Council 82, AFSCME, representatives of the Security Unit, has negotiated exclusive payroll deductions for the members of that unit. The last time CSEA dues and insurance deductions were taken out of members' paychecks was in the payroll period ending April 21, if the employee is on a State departmental payroll, and on April 28, if the employee is on an institutional payroll, including correctional institutions.

Initially, CSEA will directly bill each affected member for dues and insurances in bills covering five bi-weekly pay periods, a spokesman explained.

After the employee pays this first bill, a direct pay account covering dues and group life insurance will be established for him by CSEA—while separate future billing for accident-health insurance and supplemental life insurance will be accomplished through direct pay accounts set up and operated by Ter Bush and Powell Insurance Agency.

The spokesman urged all CSEA in the Security Unit to continue their membership in CSEA, since, he said, the Employees Association will be challenging Council 82 this Summer or Fall, and expects to win back representation rights for those in the unit.

Court Bars Layoffs, State Fights Action

ALBANY — The Civil Service Employees Assn. last week won the first round in its battle to save the jobs of thousands of State workers when Albany County Supreme Court Justice Russell G. Hunt granted a preliminary injunction restraining the State Administration from laying off any additional employees in connection with State budget cutbacks.

The preliminary injunction prohibits the State from laying off any employees who are now on the payroll, even if they already have been given their termination notices.

At Leader presstime, a move by the State in the Appellate Division to set aside the injunction was aborted when the court threw out the State appeal on the grounds of a technical error.

Justice Hunt, in granting CSEA's application, also heard arguments from attorneys for the union and from the State Attorney General's office on CSEA's legal action to have the State budget declared unconstitutional. He directed attorneys for both sides to submit briefs on the issue by early this week.

In a separate action, a court battle is going on to prevent the State from permanently closing down the Civil Defense Commission and firing its employees.

CSEA contends the budget, in accordance with Article Seven of the State Constitution, must be drawn up on a line item basis and avers that the Governor's budget and accompanying budget bills violated its provision by the inclusion of lump sum appropriations.

CSEA attorneys arguing the case are John C. Rice and Samuel Jacobs.

The lawsuit was authorized by the CSEA Board of Directors at a recent meeting. At that session, Solomon Bendet, CSEA second vice-president, graphically demonstrated the differences by showing board members copies of a new and an old budget. This year's budget was one third the size of last year's in text and one billion dollars more in proposed expenditures.

Don't Repeat This!

CSEA Abandoning Political Neutrality

ONE of the most important and possibly far-reaching reactions to come out of the current brutal assault on the security of State employment, evidenced by the attempted firing of nearly 10,000 workers, is that the more than 200,000-member Civil Service Employees Assn. is preparing to abandon its more than 60-year-old stance of political neutrality.

Since its founding, the Employees Association has resisted all attempts to get it to endorse candidates for the offices of governor, attorney general, comptroller or membership in the State Legislature.

However, the fact that Governor Rockefeller and the leaders of the Legislature have been virtual partners in wielding the ax on the careers of thousands of State workers has apparently shocked CSEA members into getting even at the polls next Fall by taking biased stands for politicians who are partisan to civil service problems.

Here is the kind of political action emerging from those first reactions:

- A record of all Assemblymen and Senators will be compiled from this session. After evaluating those records, candidates will be marked "Approved" or "Not Approved."

County Action

- Candidates for office in political subdivisions will be treated in the same fashion — as friend or foe.

- In addition, a war chest to help elect or defeat candidates is under discussion and a hefty amount is sure to be voted for this purpose.

All this marks a very important move into the political arena by the biggest public employee union in the State, and its effects could be far reaching.

The civil service vote in the State is approximately 3,000,000 (counting families of public workers) or nearly 20 percent of the electorate. The more than half-million public employee voters comprised of CSEA families is a very important part of this voting bloc.

On a unit level, some CSEA chapters throughout the State have endorsed candidates here and there. Next Fall would be the first time, however, that unified action on a State and local level would occur. This means action through news media of all sorts, repeated listings in this newspaper prior to election day of the good guys and the bad as far as civil service is concerned, etc.

The most far-reaching impact, eventually, could be in Statewide elections. The Employees Association has never endorsed, as a whole, candidates for offices from the governorship on down, although such endorsements have been sought repeatedly by both sides.

No matter which way you look at it, aroused and angry unions as big as the Civil Service Employee Assn. are going to be something for every politician to deal with from now on.

Reorganization Of Thruway Threatens Aides, Wenzl Says

ALBANY—President Theodore C. Wenzl of the Civil Service Employees Assn. has told a Thruway Authority official that the Thruway's failure to inform employees of details and effects of a proposed supervisory reorganization plan is the cause of fears and rumors of job layoffs on the superhighway.

In a bitter letter to Authority chairman R. Burdell Bixby, Wenzl denounced Bixby's reaction to an April 13 Civil Service Leader story which had stressed CSEA's fear of job layoffs of toll employees, due to the proposed reorganization, now under consideration by the Thruway.

Bixby had accused Wenzl of misleading Thruway workers and had labelled the CSEA leader's statement of fear of possible layoffs "totally false," in a letter sent to all Thruway workers.

Won't Retract

"Bixby has asked me to retract my stated fears of layoffs, but I am not retracting my statement," Wenzl said, "nor am I adding my 'reassurance' to his, as he requested, that there would be no layoffs if this plan were implemented. In a good conscience, I cannot say that I have been sufficiently reassured by him or by his executive staff as to what affect this plan could eventually have on Thruway employees."

Steno Applicants

Clerk-steno GS-312-4, salary \$6,202 to \$8,065, is needed at the U. S. Naval Station, Brooklyn.

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Further information and application forms may be obtained from John Crowley, U. S. Naval Station, 136 Flushing Ave. Brooklyn. The telephone number is 625-4500, ext. 598.

Committees Meeting To Discuss State's Training Programs

ALBANY—The first of four negotiating teams from the Civil Service Employees Assn. is meeting this week with State Civil Service Dept. representatives to work out plans for employee educational and training programs.

CSEA-negotiated training programs for State workers have now reached the general manpower, training and development phase, with \$1.7 million allocated for employee training from now until March 31, 1972.

CSEA education director E. Norbert Zahm said each of the four unit teams will meet this month in Albany to discuss which employee education courses from last year were the most successful, which should be discontinued, and what courses employees need to further their training while on the job.

Each meeting will be held at the Silo Restaurant, 1228 Western Ave., Albany, beginning with lunch at 12 noon. The Institutional Services unit team meets today (May 4); the Operational Services unit team on May 11; the Professional, Scientific and Technical Services unit team on May 19; and the Administrative Services unit team on May 25.

"Our goal," said Zahm, "is to make the educational and training programs as meaningful as possible to the employees. We welcome suggestions from State employees on the courses and programs they feel are needed most."

Accepts Oswego Job

Governor Rockefeller has announced the reappointment of John A. Davis of Oswego as a member of the Port of Oswego Authority for a term to expire in 1974.

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State Announces Further Postponement Of Exams

For the second time this month, the State Department of Civil Service has postponed a series of examinations. The announced list includes many oral and written open competitive and promotion exams originally scheduled for May.

Mrs. Ersa H. Poston, president of the State Civil Service Commission, said, "As a result of the recently passed State budget, these examinations have been postponed because of the possibility of curtailment of programs and reassignment of present State employees."

"We are proceeding with some examinations where there are indications that certain positions may be filled within the foreseeable future," she added.

The postponed exams are:

Principal Level Promotion Exam

- No. 34-470 Prin. Clerk
- No. 34-471 Prin. Clerk (Estate Tax Appraisal)
- No. 34-472 Prin. Clerk (Payroll)
- No. 34-473 Prin. Clerk (Personnel)
- No. 34-474 Prin. Clerk (Purchase)
- No. 34-476 Prin. File Clerk
- No. 34-477 Prin. Mail and Supply Clerk
- No. 34-478 Prin. Statistics Clerk
- No. 34-479 Prin. Stores Clerk
- No. 34-480 Prin. Stenographer
- No. 34-481 Prin. Stenographer (Law)
- No. 34-482 Prin. Typist (Budget)

May 8 and 22 Promotion Exam

- No. 34-485 Asst. Civil Engr. (Mats.)
- No. 34-486 Asst. Civil Engr. (Phys. Research)
- No. 34-487 Asst. Soils Engr.
- No. 34-453 Assoc. Computer Progrmr.
- No. 34-454 Assoc. Computer Progrmr. (Scien.)
- No. 34-455 Assoc. Computer Systems Analyst
- No. 34-438 Estate Tax Examiner
- No. 34-496 Assoc. Underwriter
- No. 34-493 Chf. Bev. Control Investgr.
- No. 34-460 Computer Progrmr. Trainee
- No. 34-537 General Park and Parkway Foreman
- No. 34-456 Mgt. Positions in EDP
- No. 34-513 Prin. Disease Detection Tech.
- No. 34-557 Prin. Estate Tax Examiner
- No. 34-497 Prin. Underwriter
- No. 34-491 Sr. Bev. Control Investgr.
- No. 34-451 Sr. Computer Progrmr. (Scien.)
- No. 34-452 Sr. Computer Systems Analyst
- No. 34-512 Sr. Disease Detection Tech.
- No. 34-437 Sr. Estate Tax Examiner
- No. 34-553 Sr. Histology Tech.
- No. 34-540/551 Sr. Lab. Techs. (Various)
- No. 34-504 Sr. Law Department Investgr.
- No. 34-457 Sr. License Investgr.
- No. 34-439 Sr. Pub. Work Wage Investgr.
- No. 34-495 Sr. Underwriter
- No. 34-492 Supvng. Bev. Control Investgr.
- No. 34-458 Supvng. License Investgr.
- No. 34-440 Supvng. Pub. Work Wage Investgr.
- No. 34-520 Underwriter

May 8 and 22 Open-Competitive Exams

- No. 23-422 Artist Designer
 - No. 23-429 Asst. Civil Engr. (Mats.)
 - No. 23-452 Disease Detection Tech.
 - No. 23-431 Emergency Med. Care Rep.
 - No. 23-475 General Park and Parkway Foreman
 - No. 23-421 Jr. Artist Designer
 - No. 23-443 Law Dept. Investigator
 - No. 23-459 Museum Exhibits Designer
 - No. 23-477 Narcotic Investgr.
 - No. 23-433 Office Machine Operator
 - No. 23-474 Park and Parkway Foreman
 - No. 23-473 Parkway Foreman
 - No. 23-479 Pharmacy Inspector
 - No. 23-478 Pharmacy Inspector
 - No. 23-410 Sr. Computer Programmer (Scien.)
 - No. 23-453 Sr. Disease Detection Tech.
 - No. 23-472 Sr. Histology Tech.
 - No. 23-540/551 Sr. Lab. Techs. (Various)
 - No. 23-438 Underwriter
- Oral Test/Evaluation of Background**
- No. 27-094 Assoc. Water Resources Planner
 - No. 27-133 Chf. Bur. For Mentally Handicapped Children
 - No. 34-538 Chf. of Palisades Park Police
 - No. 34-463 Coordinator of Aftercare Prg. Svcs.
 - No. 27-095 Dir. of Housing Planning
 - No. 27-123 Health Facilities Planner
 - No. 27-099 Physician (Pediatrics) III
 - No. 27-122 Physician (Pediatrics) II
 - No. 27-121 Physician (Ortho. Surg.)
 - No. 27-100 Physician (Rheumatology)
 - No. 34-556 Prin. Soc. Sec. Disability Exmr.
 - No. 27-083 Sr. Mun. Mgt. Specialist

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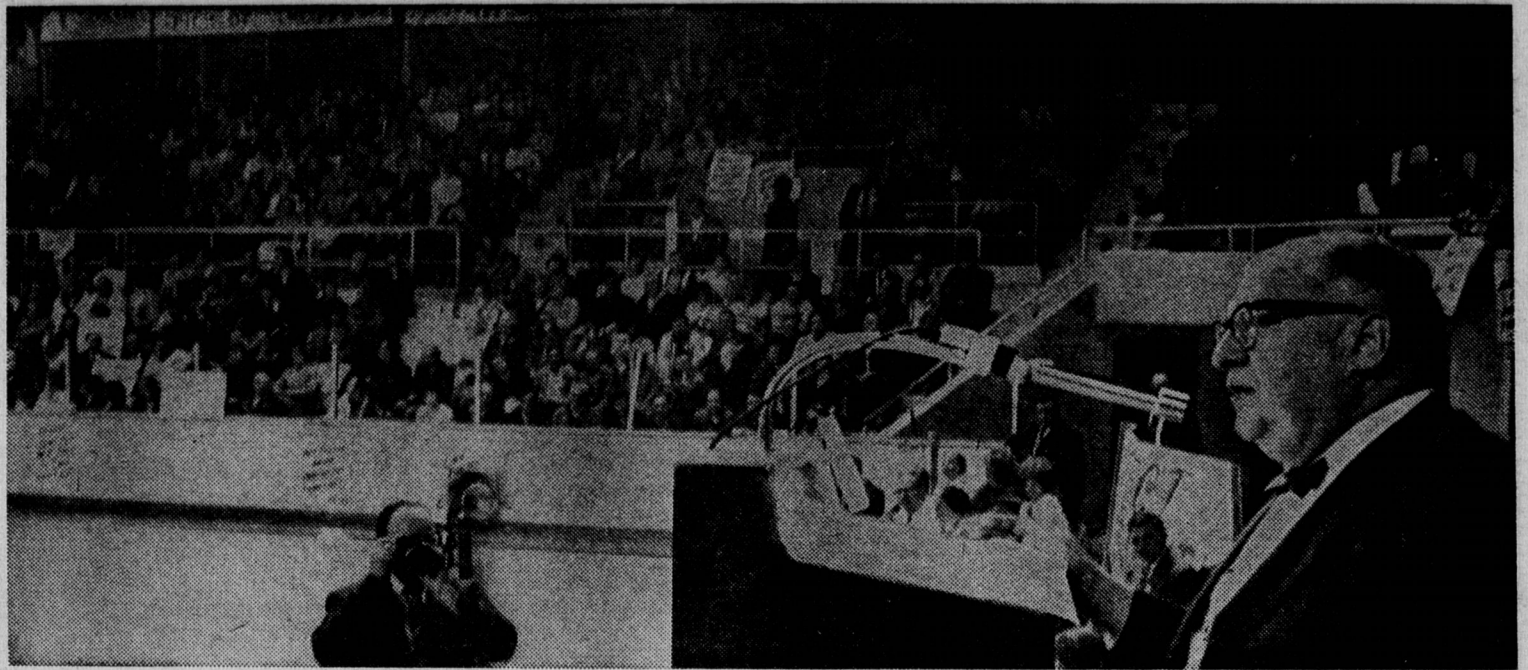
Halt To Firings Averts L.I. M.H. Walkout

(From Leader Correspondent)

COMMACK—Almost 3,000 employees from State hospitals on Long Island, rallying last Thursday night to discuss action to fight planned layoffs, cheered the news that the Civil Service Employees Assn. had secured a court restraining order halting any cutbacks.

State first vice-president Irving Flaumenbaum, who presided, and president Theodore C. Wenzl, explained the legal moves taken to protect the employees.

By acclamation, the foot-stamping, shouting throng called for a walkout if the State



Irving Flaumenbaum, first vice-president of the Civil Service Employees Assn., explains court actions taken by CSEA, the attack on consultant

fees and an all-out public relations effort by the Statewide Association to save the jobs. Almost 3,000 Long Island and New York City members attended the mass rally at Commack Arena.



CSEA State president Theodore Wenzl assured the crowd, mostly composed of employees in the Department of Mental Hygiene, that all possible action is being taken to prevent any job loss in State service.

should renew its effort to proceed with the layoffs.

Shouts For Strike

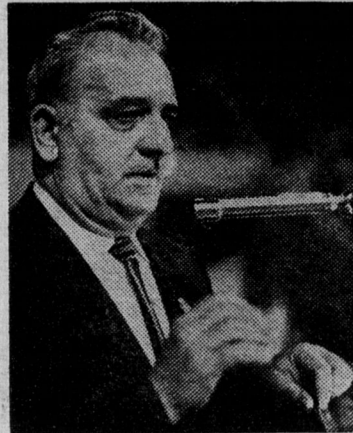
There were shouts for "strike!" But the majority agreed with Pilgrim State Hospital chapter president Julia Duffy that the Court restraining order provides time to prepare for forceful, coordinated action if it becomes necessary.

The rally had been hastily called at the Long Island Arena for employees of Central Islip, Pilgrim, Kings Park, Suffolk Psychiatric hospitals, and the Suffolk State School.

The only major layoffs had hit at Central Islip, where officials



"We're completely unified in this action," Randolph V. Jacobs, president of the Metropolitan New York Conference, pointed out.



"Not one of us is safe," says Al Veracchi, president of the Stony Brook University chapter, CSEA, in addressing the throng attending the rally.



"The darkest days in the history of the Department of Mental Hygiene" were vividly described by Joseph Aiello, president of the Kings Park State Hospital chapter.

said 367 would get axed. The Central Islip chapter had a rally earlier last week and had voted for immediate strike action, but that was before the CSEA lawsuit halted the planned cuts.

Restraining Order Signed

The restraining order was secured only hours before the mass rally. (See accompanying story on Page 1.)

There were ringing cheers when Flaumenbaum called the crowd to order and announced, "As of now, the Governor cannot fire anybody in the State Service!" Wenzl explained the legal moves to block any layoffs, and a companion suit to declare the State Budget invalid.

"We have got a tough road ahead," he warned. "We have got to have firmness, control, confidence and, above all, we have got to have smarts."

Political Retaliation

Flaumenbaum also told the hospital workers that the 55,000-member Long Island Conference had voted its full support. He urged the employees to prepare for political action: "Next year—when we go to the polls—we have got to knock out those people who knocked out these jobs." There were cheers again.

Typical of those threatened with job layoffs were Mrs. Kar-

en Lindstrom, Charles Reed and John Keenan.

Typical Problems

Mrs. Lindstrom, an attendant at Central Islip and the sole support of her two children, said she had received a notice that she would be laid off May 23, and that she "cried a lot." She said she had taken a State job because she had thought that it

would provide security.

Reed, the head of a seven-man safety department at Suffolk Psychiatric Hospital, protested that some provisionals under him had been reassigned while he received the pink slip. He has six years of seniority. "I'm the only one to go," he said bitterly. "I feel there is a racial tone to it."

Keenan, of the Central Islip paint shop, said he got the pink slip despite the 16 years of seniority and knew of others with more. "Guys with two to five years time, under me, are staying," he protested, "because they are in a lower grade. It seems that the State is trying to get rid of the higher grades in the competitive service."

Gowanda Chapter Cancels Party For Retirees; Chapter President Decries State Hospital Cutbacks

(From Leader Correspondent)

GOWANDA — "No one felt they wanted to come to a wake," Maye Bull said in announcing the cancellation of the annual Gowanda State Hospital Civil Service Employees Assn. dinner for retired workers and workers with 25 years or more service.

The dinner was scheduled July 24, but Miss Bull, president of the hospital CSEA chapter, which has been decimated by personnel cutbacks ordered in the State budget, cancelled the affair after consulting members.

At Gowanda, four buildings and the hospital farm, a fixture since the turn of the century,

were earmarked for closing.

206 Aides Fired

More than 200 persons were slated to lose their jobs, including 130 persons in ward service, 19 farm workers and 68 workers employed in supporting services,

such as carpenters and electricians.

The job and facility rollback also prompted State officials to order 150 patients at the hospital transferred to Buffalo State

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what price economy?

CIVIL SERVICE LEADER, Tuesday, May 4, 1971



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Helsby Traces Taylor Law History For Tri-Conference Delegates At Annual Workshop

MONTICELLO—The impact of the Taylor Law on public employees and government was the prime topic of consideration during the annual Tri-Conference Workshop of the Civil Service Employees Assn. here recently. Some 250 delegates from the Long Island, Metropolitan and Southern Conferences took part in the program during the two-day meeting at Kutsher's Country Club.

The Taylor Law and the resultant Public Employment Relations Board were described by the PERB chairman, Dr. Robert D. Helsby, who said, in part:

"While our experience in that short span of time has been varied and considerable," he stressed, "we continue to proceed on the basis that the Law is an experimental instrument, that its provisions are being tested daily, and that we do indeed need to constantly assess our experience to determine whether it is satisfactory for the purposes intended."

Helsby continued: "Whatever the view of the Taylor Law and PERB at any particular time, I submit that we have moved a considerable distance from May 1967, when a mass rally was held in Madison Square Garden to push for repeal of the Law. While there are some who undoubtedly feel that repeal of the Law and the abolition of PERB are the best solutions to their problems, most knowledgeable people are now likely to

propose constructive changes in the Law.

"Even so, a considerable amount of time and energy are still spent in fanning the fires of controversy, attempting to label PERB as pro-labor or pro-management or impugning the motivations of individuals. It is reasonable to expect sophisticated criticism in the heat of labor relations battles. But for the long term the cause of developing a workable public sector labor relations system will be advanced more by rational dialogue and thoughtful criticism than by broadside accusations which undermine the fabric of the process itself.

"Let there be no mistake about one thing—there is no claim that either the Law or the Board has achieved perfection. Indeed, labor relations is just one phase of human relations—a very complex phase, I might add—and human relations in any sphere has not yet achieved perfection. I suppose that the basic reason for this is that we have not yet

discovered the perfect human being. However, I am not apologizing for the Law, the Board, or the actions we have taken. Rather, I come before you today with a real sense of pride in the progress which our State has achieved in these past three and one-half years. I am here to share that experience with you, knowing full well that many of you have been a vital part of it. Particularly in comparison with what has transpired in other states and nations, the Taylor Law experience in New York State calls for no apologies.

Even in the relatively short history of the Taylor Law and PERB, concerns and priorities have changed. One of the main initial problems was educational. A wholesale change in the way of doing business was, in effect, changed almost overnight. Many were opposed philosophically and pragmatically. The skills necessary to make the new approach viable had to be developed. One of the problems faced by PERB initially was to explain to the parties their duties, rights, and obligations. As traumatic as the initial year or two were, most of the parties were able to resolve initial representation issues and to negotiate contracts without resort to PERB.

"Within two years almost all State and local public employees—900,000 out of a million—were exercising their rights under the Taylor Law. We estimate that some 1,100 public employers are negotiating with employee organizations representing about 2,500 bargaining units. About 2,000 contracts are negotiated annually. This entire new system has been thrust into existence within this short time with only one representation strike.

Local Administration

"As you are well aware, not all of this activity takes place under the direct administration of PERB. Local governments are authorized to enact local laws which, if found by PERB to be substantially equivalent to the Taylor Law, can provide a substitute for PERB jurisdiction. Such local laws must establish a local board—a mini-PERB—and provide procedures for resolving representation disputes and for resolving impasses arising out of negotiations. When the improper practice amendments were adopted in 1969, PERB was given exclusive jurisdiction. Special provision is, of course, made for New York City's Office of Collective Bargaining.

"Experience over the past three years has demonstrated that local governments, for the most part, are either unwilling or unable to find the expertise necessary to establish a labor relations agency of the type which the Law gives them the option to create. One factor, of course, is work load. Not enough disputes arise in a typical local jurisdiction, even one of signi-

ficant size, to justify the creation of such an agency. But of even greater importance seems to be the inability to muster the necessary expertise. It is not unusual for these local agencies to be abolished after the first sign of serious trouble. A local government or the local agency first finds that it must call upon State PERB for assistance anyway, and after this discovery, the local agency is abolished. The other major reason for dissolution of the local agency is the necessity to modify the local law every time the State Law is amended. This simply gets to be too much trouble so the local agency is abolished and the local law is repealed. Failure to make these amendments results in withdrawal of approval by PERB.

Structure of Units

"With respect to representation issues, primary issues have changed considerably. Initially, one of the most crucial issues regarding units was simply developing a definition for managerial employees. Prior to the Taylor Law, it was not uncommon for all employees in a particular jurisdiction, including elected officials, to belong to the same employee organization. Thus, in the early days, a president of one employee organization representing county employees simply could not comprehend why the chairman of the board of supervisors could not be a member of the unit. This situation was not unique and is illustrative of both the problem in the beginning and the trend which has developed since.

"Initially, public employers were slow to recognize that certain resources would have to be

mustered to conduct successful negotiations. As a result, there has been a tendency to increase exclusions. This tendency on the part of public employers to increase exclusions stems from two main problems which they have encountered. First, many discovered that they had initially included essential members of their own negotiating teams within the bargaining unit. Secondly, there has been a substantial growth in provisions for grievance arbitration, whether binding or advisory, with the result that many public employers have found it desirable to seek the exclusion of supervisors who were initially included in the negotiating unit.

Improve Practices

"In 1969, the Taylor Law was amended to give PERB jurisdiction over so-called improper practices. Since the improper practice amendments have only been in effect a year, it is not possible to make judgments with any assurance as to their impact.

"However, in the first year most of the improper practice charges filed by both employee organizations and employers have grown out of bargaining situations and relatively few have arisen out of organizing situations. At this time, it is not clear whether the improper practice route will be utilized to clarify the scope of bargaining under the Taylor Law. So far, relatively few improper practice charges appear to involve genuine issues of bargainability but rather most appear to arise from bargaining situations in which one side or the other is seeking to use the improper practice device to pres-

(Continued on Page 13)

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TUESDAY, MAY 4, 1971

The Public — And Civil Service — Be Damned

NO MATTER which way you look at it, public employees are getting it in the neck everywhere in New York State. And you don't even have to be a working civil servant to feel the crunch. On top of threatened firings, furloughs and what-have-you, Mayor Lindsay even went after retired City workers last week and asked permission to stop a scheduled cost-of-living pension increase for them.

Oh, boy!

On the State level, Governor Rockefeller and the Legislature did get stopped for the time being in their wild, headlong rush to lop nearly 10,000 employees from the payroll when the Civil Service Employees Assn. got an injunction against the firings on the grounds that the whole State budget was illegally drawn up. But this move hasn't kept the State Administration from defending the retention of consultants, who are costing more than the payroll for the proposed layoffs, with a vigor that every State worker must envy.

Nor has Mayor Lindsay come up with any brain storms to save the City payroll except to suggest that workers might sit on their duffs and not draw pay for a week or so in order to help Our Town out of trouble.

Then there were those dopes in the Legislature who suggested that it would help the State a lot if employees didn't get a negotiated, contracted pay raise.

Isn't anything sacred then? You bet there is. The Albany Mall—that costs money, money, money. Consultants galore. They cost money, money, money. Increased pension benefits for legislators—\$, \$, \$.

But service to the public?; poeey, poeey, poeey.

Don't be surprised if you should see new mottoes for the coats of arms of New York City and State that read "The Public Be Damned — Or Most Of It Anyway."

SOCIAL SECURITY



Questions and Answers

Q. My wife collects social security as my dependent. She just started working and will make more than \$1,680 this year. How will this affect our checks?

A. Your check will stay the same, because your benefits are only affected if you work. But your wife's benefits will be reduced according to the amount she earns.

Q. I'm 65, but I don't plan to retire in the near future. What will become of the social security contributions I have made over the many years?

A. Your contributions go into social security trust funds from which monthly social security payments are made. Even though you are working, your contributions are providing social security protection for your family if you should die. At 72 you can get benefits even if you are still working full time. And you don't have to retire to take advantage of the Medicare health benefits for those 65 or over.

CIVIL SERVICE TELEVISION

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs are listed below.

Tuesday, May 4

- 9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.
- 11:30 a.m.—Community Action. "Planned Parenthood."
- 1:30 p.m. (color) — Around the Clock—NYC Police Dept. training series.
- 2:00 p.m.—Your Right to Say It: "Can Welfare Problems Be Solved?", Edward Sierecki of HEW.
- 3:00 p.m.—Return to Nursing—Refresher course for nurses. No. 12, "Post-Operative Care."
- 7:00 p.m. (color) — Around the Clock — NYC Police Dept. training series.

Wednesday, May 5

- 9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.
- 1 p.m.—American Government: "The Justice Machine."
- 1:30 p.m. (color) — Around the Clock — NYC Police Dept. training series.
- 2:30 p.m.—Police Commissioner Reports—NYC Police Dept.
- 3:00 p.m.—Return to Nursing—Refresher course for nurses. No. 13, "Post-Operative Care."
- 5:00 p.m. — American Govt. — "The Check That Balances."
- 7:00 p.m. (color)—On the Job—NYC Fire Dept. training program.
- 8:00 p.m.—Urban Challenge: Discussion of special event planned for "Bronx Day."

Thursday, May 6

- 9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.
- 1:30 p.m. (color) — Around the Clock — NYC Police Dept. training series.
- 2 p.m.—Landmarks of the Bronx —Edwards Ames, Preservation Comm.
- 2:30 p.m.—Police Commissioner Reports—NYC Police Dept.
- 3:00 p.m.—Return to Nursing—No. 13, "Post-Operative Care."
- 7:00 p.m. (color) — Around the Clock — NYC Police Dept. training series.

Friday, May 7

- 9:30 a.m. (color) — Around the Clock—NYC Police Dept. training series.
- 11 a.m. — Frontline, NYC — "Whats' Happening In Our School?" Bd. of Education.
- 8:30 p.m. — American Government — "Framework of Freedom."

Sunday, May 9

- 10:30 p.m. (color) — With Mayor Lindsay — Weekly interview with the Mayor.

Monday, May 10

- 9:30 a.m. (color) — Around the Clock—NYC Police Dept. training series.
- 2:30 p.m. — Police Commissioner Reports — NYC Police Dept. series.
- 3:00 p.m.—Return to Nursing—Refresher course for nurses.
- 7:00 p.m. (color)—On the Job—NYC Fire Dept. training series.

Coronary Care Forum

ALBANY—A day-long seminar on intensive care and coronary care units in hospitals will be held May 4 at State University at Albany, Dr. Hollis S. Ingraham, State health commissioner, has announced.

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Judiciary Under Taylor Law

ONE OF THE MORE interesting legal speculations to come up since the passage of the Taylor Law has at least been laid to rest. That question was whether the Public Employees' Fair Employment Act, commonly known as the Taylor Law, applies to nonjudicial employees of the unified court system. The question arose when, in December 1968, some 300 probation officers in New York City engaged in a work stoppage in support of their demands for higher salaries. Several months later, counsel for PERB asked the counsel for the Administrative Board of The Judicial Conference whether or not it was going to file charges against the Probation and Parole Officers Association pursuant to Section 210 of the Taylor Law. The Judicial Conference response was that no charges would be filed since it was the opinion of the Administration Board that the Taylor Law did not apply to the judicial branch of government or its employees.

THE QUESTION was submitted to the Appellate Division, Third Judicial Department, for decision. That court held on June 2, 1970, that the Taylor Law applies to employees in the judicial branch of government. (34 A.D. 2d 252.) This decision was affirmed by the Court of Appeals without opinion in April 1971.

THE APPELLATE Division held that the Legislature clearly intended that the statute apply to the judicial branch of government. The Governor's commission, headed by Professor Taylor of the University of Pennsylvania, which drafted the law, specifically noted that the term "State employees" included the employees working for the judicial branch of the State government. The court went on to point out that "public employer" as defined in Section 201 of the Act includes the State of New York and any other public corporation, agency or instrumentality or unit of government that exercises governmental powers under the laws of the State. A public employee is defined in Section 201 as "any person" holding a position by appointment or employment in the service of a public employer, except the State militia. This led to the court's holding that "The language of the statute is too plain, and the legislative intent too clear, to permit a construction excluding the judicial branch from its operation."

THE ADMINISTRATIVE Board of The Judicial Conference contended in the suit that to apply the Taylor Law to court personnel would contravene Section 28 of Article 6 of the New York State Constitution. It provides that "... the authority and responsibility for the administrative supervision of the unified court system for the State shall be vested in the Administrative Board of The Judicial Conference." However, the court said, "The constitution vests in the governor broad powers to administer the executive branch of the State government, but the Court of Appeals has upheld PERB's power to designate appropriate bargaining units for employees in the executive departments. Certainly the powers granted to the Administrative Board by Section 28, Article 6, are not broader than the executive powers of the Governor under Article 4."

FINALLY, THE Administrative Board argued that it has the right under Section 212 of the judiciary law to designate appropriate bargaining units. The court stated that this was not a constitutional power, but a legislative grant to power which was taken away from the Administrative Board by the Legislature when it gave PERB authority to designate bargaining units.

New Ass't Counsel

ALBANY — William C. Donnino, 29, of New York City, has been named to an \$18,500 post as an assistant counsel to Governor Rockefeller. A 1963 graduate of Queens College, Donnino received his law degree from Fordham in 1966. For the past four years he has been serving as an assistant district attorney in the office of Frank S. Hogan, New York County DA.

Weinberg Tapped

ALBANY—Philip H. Weinberg, of New York City, has been named deputy appointments officer to the Governor at a salary of \$28,250. Weinberg, 41, has previously served as executive director of the Republican State Committee and for a time as administrative counsel to Assembly Speaker Perry B. Duryea.

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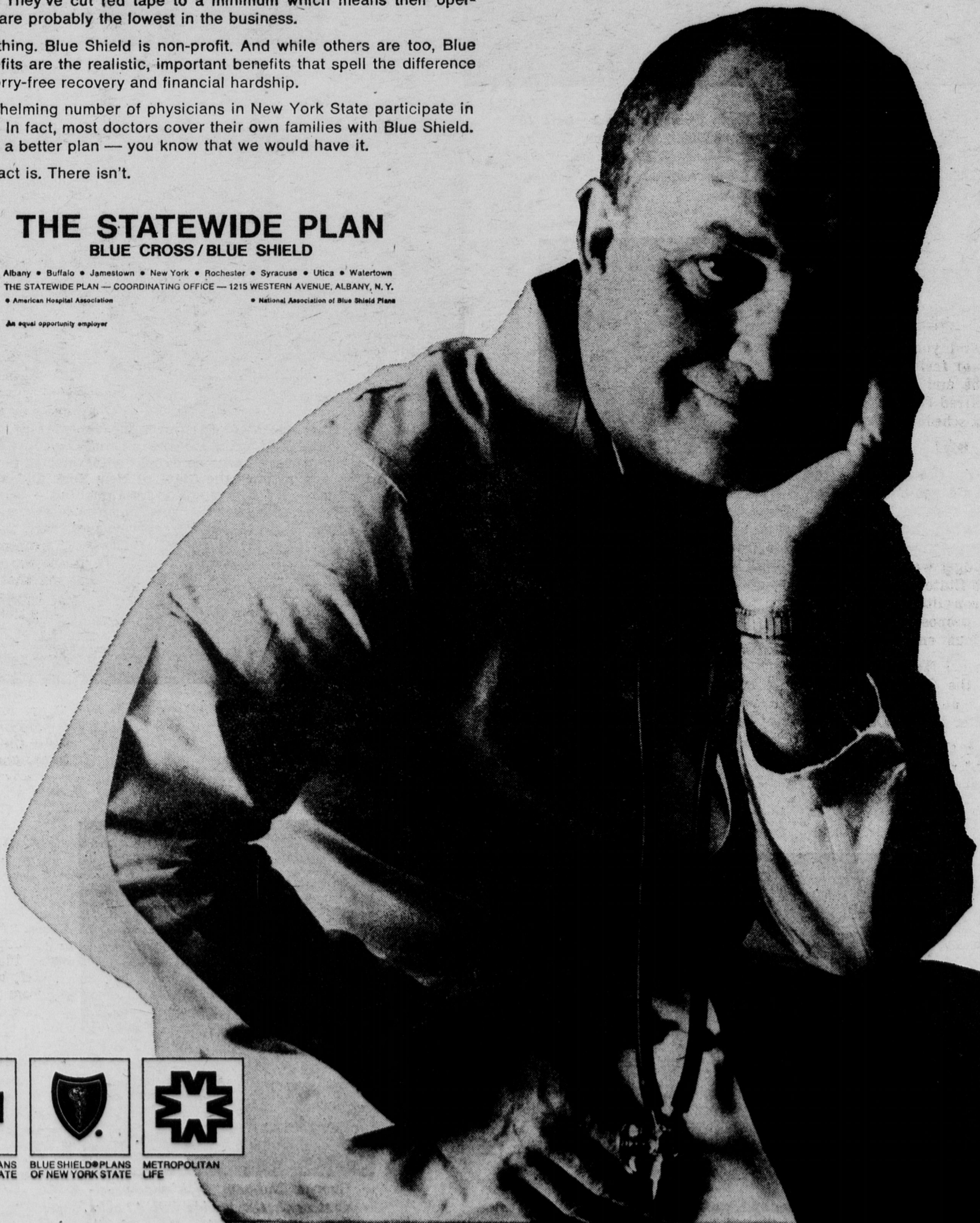
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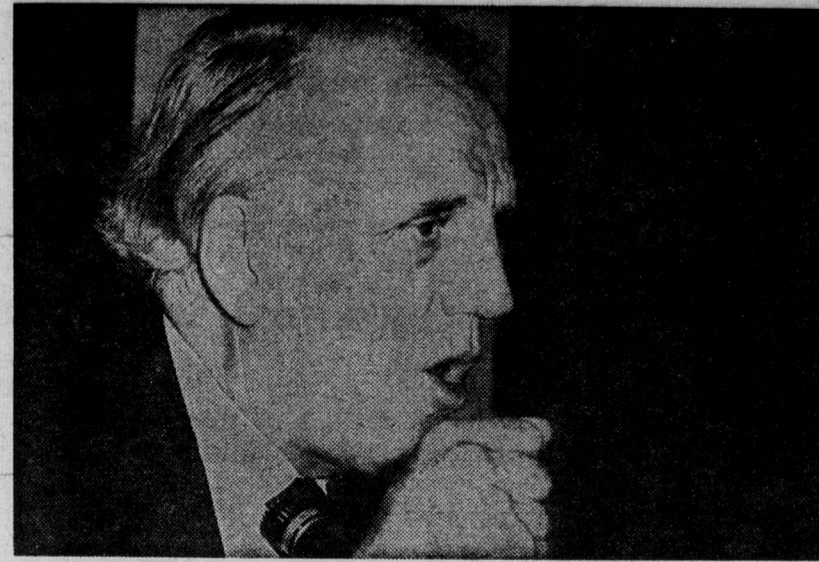
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Tri-Conference Workshop Delegates Hear PERB Chairman and Westchester Executive

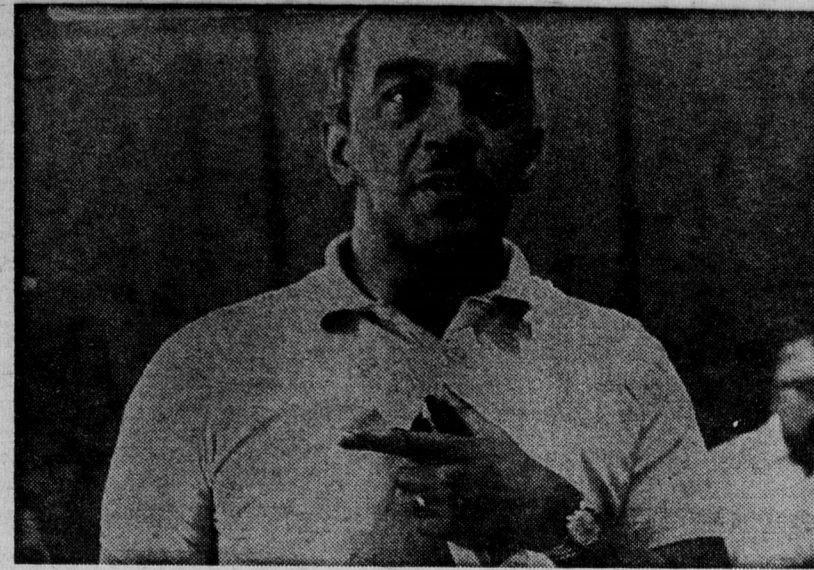
CIVIL SERVICE LEADER, Tuesday, May 4, 1971



Conference presidents and their dinner speaker. Left to right: Randolph Jacobs, Metropolitan Conference; George Koch, Long Island Conference; Edwin G. Michaelian, Westchester County Executive and dinner speaker, and Nicholas Puziferri, Southern Conference.



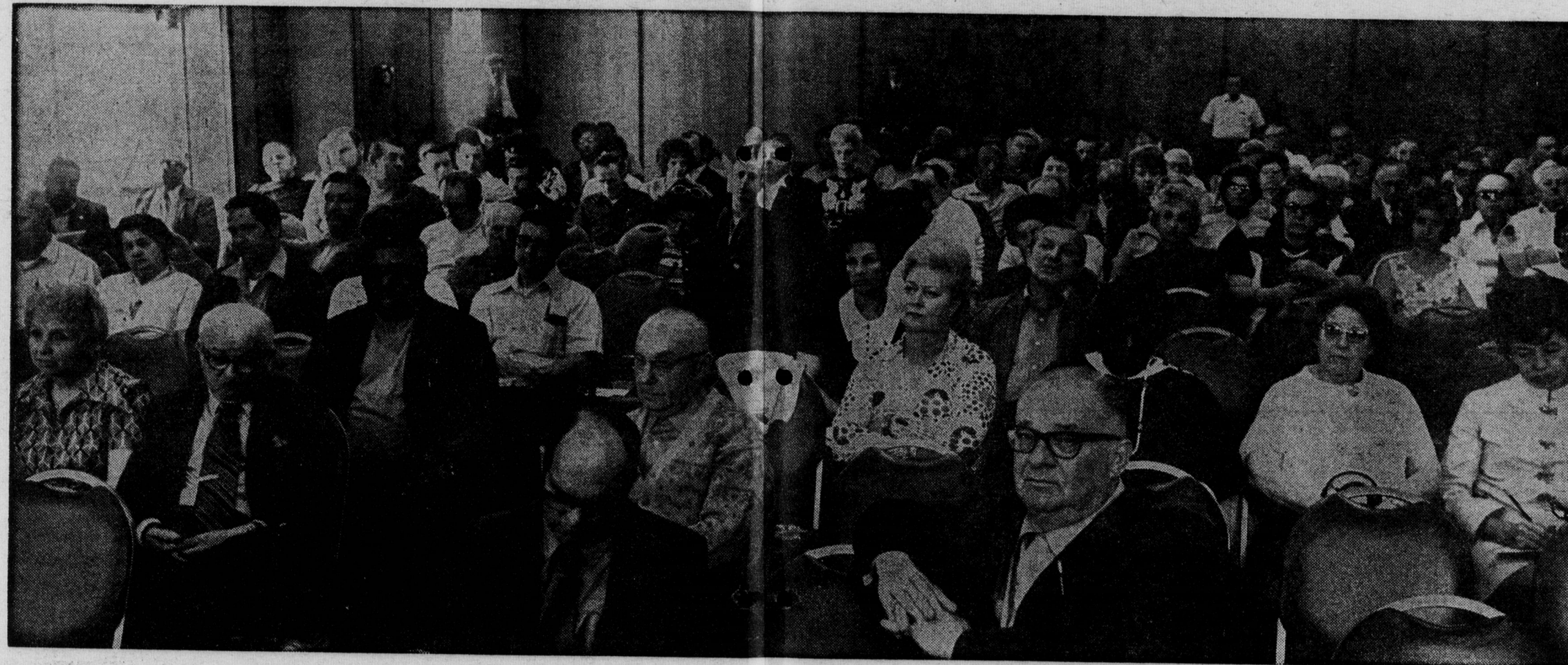
CSEA Statewide president Theodore C. Wenzl.



Metropolitan Conference president Randolph Jacobs.



Statewide Secretary Dorothy McTavish.



All ears are tuned to the speaker, Dr. Robert D. Helsby, chairman of the State Public Employment Relations Board, as he addresses these delegates to the annual Tri-Conference Workshop at Kutsher's Country Club.

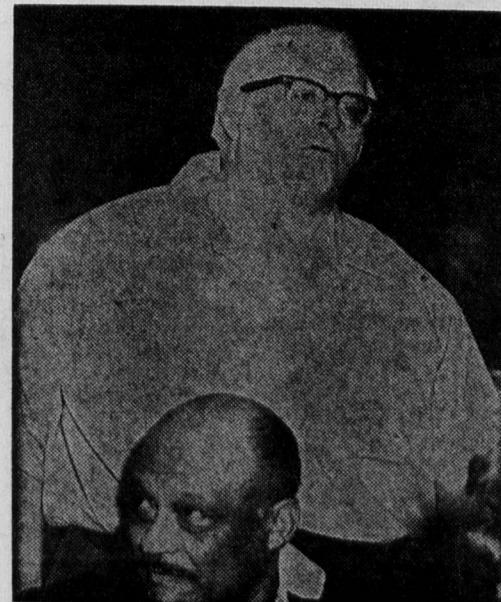


Robert D. Helsby, chairman of the State Public Employment Relations Board, addresses the gathering while Nicholas Puziferri, moderates the program.

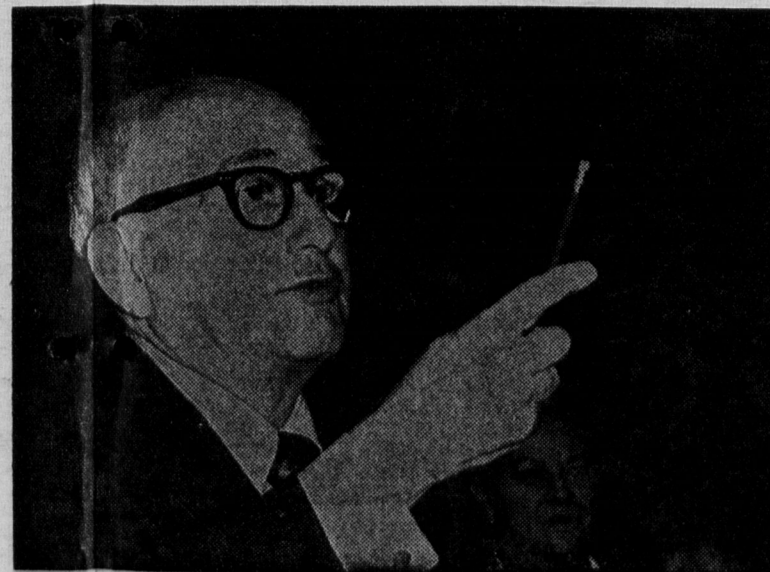
CIVIL SERVICE LEADER, Tuesday, May 4, 1971



Frank Sanders of New York City asks a question.



George DeLong, fifth vice-president of the Statewide CSEA, asks a question. Awaiting the reply in front of him is George Shivery.



CSEA second vice-president Solomon Bendet.



Long Islanders Larry Doyle, left, Irving Flaumenbaum, second from right, and George Koch, right, discuss the program with Dr. Helsby.

Irate Western Conf. Delegates Denounce Personnel Budget Cuts; Wenzl Says Public 'Hoodwinked'

By CLIFFORD SMITH

GENESEO—State Civil Service Employees president Theodore Wenzl told a meeting of the CSEA's Western Conference here recently that the public is being hoodwinked into thinking money is being saved by indiscriminate laying off of State employees.

"It's a fraud," he said. "There'll be no savings. In a few years it'll end up costing taxpayers more because of the breakdown in essential State services."

Wenzl said normal attrition of manpower through retirements and deaths "will in the long run save more money" than the "unbelievable" legislative action taken in the name of economy.

Wenzl spoke in an afternoon general meeting, which followed a County workshop in the morning, held at the College Union of the State University College.

"We in CSEA," said Wenzl, "feel that it's too massive and critical a problem to be dealt with the way the Legislature has. Legislators actually know very little about employment and State positions."

"They simply used a pencil on certain jobs that they, in their wisdom, decided should be done away with. They took so many

Photos — Page 14

positions here, so many there, added up the costs of these jobs and then lopped them off.

"You simply don't treat the civil service system and State employees in such a cavalier way."

Wenzl said that the State is adding to its money problems when it puts 4,000 to 6,000 people out of work.

"There'll be less income tax and sales tax, mortgage payments will fall by the wayside, people will go on relief, and there'll be court tests and other costs associated with these layoffs," he said.

He said that the State is adding to its costs from the brand new jobs it set up to handle its layoffs.

"All of these things should have been accounted for before layoffs were ordered to see if there would be any actual savings," he said.

"The end results," he added, "will be no savings. The public

is being hoodwinked and must be made aware of this."

Flaumenbaum Notes Support
CSEA first vice-president Irving Flaumenbaum, who is also the president of the largest chapter in the State, Nassau County, reiterated to the delegates the support he is rallying among County and local government employees.

"I have caucused with other local government chapter leaders and we are behind our brothers and sisters in public employment unionism 100 percent."

"We will be there under the one CSEA flag if any type demonstration or job action is called for by the State delegation. As we have shown in the past, we are all civil service employees, we are all members of CSEA. We will not be frightened or split. It will be all for one and one for all."

William Doyle, president of the Niagara County chapter, urged all CSEA officers and members to write letters to their legislators asking that "political chaff" be removed from their staffs.

"Every single legislator has his payroll loaded with political hacks, but nothing is being said about dropping them," Doyle said. "The Governor is busy dropping the little guy while some of these political hacks are being paid up to \$30,000 a year."

In a question-and-answer session, Wenzl said that the CSEA has been assured that there will be no interruption in checks for persons being laid off who want to retire rather than wait for re-employment.

Joseph Dolan, director of local government affairs for the CSEA in Albany, warned leaders to be careful in the selection of their successors.

"Increasing sacrifices will be demanded of people in leader-

ship roles," he said. "We won't know until 1980 what effect the Taylor Law and other legislation will have."

"Meanwhile our competitors will be surfacing again. The challenge will continue."

"In organizing and reorganizing your chapter, be very selective and discreet. Pick people with vitality who will rally around the flag for you and the CSEA."

John Adamski, Conference president who conducted the meeting, urged members to send questions about the proposed restructuring of the CSEA to him before the next Western Conference meeting.

Restructuring will be discussed at the meeting, which will be held June 11 and 12 at the Quality Court Motel, 9500 Pine Ave., Niagara Falls.

Workshops in the morning, under the direction of chairman Frank Talomie, Conference vice-president, focused on the CSEA legislative program, a meeting of County delegates scheduled for May 16, 17 and 18 at the Granit Hotel in Kerhonkson, and on the dental health program.

Talomie reminded members that State employees have had such a program since April, but that only three Counties in the

Delehanty Quits

WHITE PLAINS—Edward J. Delehanty of White Plains, last week tendered his resignation as Westchester County commissioner of public works, effective May 1, thus completing 52 years in public service.

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State have included dental care among the benefits they offer.

The State plan has a \$50 deductible for individuals and a \$150 deductible for families, he said. Costs, depending upon services offered, range from \$100 a year for individuals to \$1,000 for families.

After the deductibles, the State pays 70 percent of the scheduled costs in both the individual and family contracts, he said.

Talomie said the cost to County employees will depend upon the size of the County contribution which can be negotiated. Nassau County, he pointed out, has a better plan than the State's.

Adamski said that about 80

percent of the members of the Western Conference were represented at the afternoon meeting. Cocktails, dinner and dancing concluded the day at the nearby Statesman Restaurant.

CSEA's Geneseo SUNY chapter was host chapter.

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CSEA Wins Safer Offices In Port Jervis

PORT JERVIS — Division of Employment workers in Local office 114 here now need no longer fear going to work in the morning.

The employees, who spent several weeks working in a downtown Port Jervis office building after the building had been condemned and a similar downtown building had collapsed killing four people, have now been moved to new offices, thanks to efforts by the Civil Service Employees Assn., their union representative.

The old building at 7 Sussex St. was condemned by State inspectors after the employees and their CSEA field representative, Felice Amodeo, demanded an inspection because of the tragedy involving a three-story commercial building on Pike St.

"The State condemned the building itself," Amodeo said, "but because of its typical red tape, the employees were forced to work in that death-trap for weeks and weeks. CSEA applied pressure and finally the office equipment and the workers were moved into new offices in mid-April."



Boulevard of broken dreams.

It's sad. When you think of all the shiny, late model cars that find their way to lots like these. What's worse are some of the price tags you find in the windows. But when somebody's in the business of buying and selling used cars, he goes by the book. The NADA Official Used Car Guide. And the Guide will tell you that most cars lose just about half of their original value during the first three years. But then, most cars aren't Volkswagens.

According to the Guide, the same Volkswagen Beetle that sold for about \$500 less than the average economy car three years ago, now sells for about \$200 more. That's because we spent 23 years making a Volkswagen work better, instead of just making it look different. So before you invest your hard-earned cash in a new car, think about the resale value of a VW. And while you're at it, think about the money you don't have to spend to own and operate one. Pleasant dreams.

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- Walter B. Cooke

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Plumbing Insp. Prospects Eyed

The gap in finding senior plumbing inspector candidates is expected to be closed as a result of current recruitment by Suffolk County, scheduled to end May 12. That date marks the deadline for the \$7,500 post.

High school graduation is requisite, in addition to having six years of work background in plumbing—two of them in a supervisory role. Moreover, the equivalent training and experience will be considered. Candidates then face a June 5 exam, concerning questions on: plumb-

ing practices; tools, materials and terminology used in plumbing; installation, plans and specifications, and plumbing and sanitary codes.

Applicants are asked to write: Suffolk County Civil Service Dept., County Center, Riverhead, L.I. Nonresidents are also eligible to compete.

Window Cleaner Jobs

The Department of Public Works of the Municipal Service Administration is seeking to fill two provisional window cleaner vacancies. The jobs pay \$6,700.

To qualify, candidates must possess one year of satisfactory experience in cleaning outside windows. Interested persons should contact Mrs. Claire Rauhauer, recruitment officer for

the MSA, in Room 2142 of the Manhattan Municipal Bldg., telephone 566-4075.

Phone Operators

A telephone operator, GS-382-3, salary at \$5524 to \$7180, is needed at the U. S. Naval Station, Brooklyn.

Duties consist of the following: Operates a three position 608 type multiple automatic switchboard. Handles both local and long distance calls. Rotates on work shift of eight (8) hours each.

Further information and application forms may be obtained from John Crowley, U. S. Naval Station, 136 Flushing Ave., Brooklyn. The telephone number is 625-4500, ext. 598.

Mitchell Field Manor Complex, in Garden City.

Further information and application forms may be obtained

from John Crowley, U. S. Naval Station, 136 Flushing Ave., Brooklyn. The telephone number is 625-4500, ext. 598.



WESTBURY GUESTS — The Long Island Inter-County State Parks chapter, Civil Service Employees Assn., recently served as host to a dinner-dance held at Westbury's Wheatley Hills Tavern. Among guests at the fete, seated, left to right: William Wittman, Ethel Strachan, Edith Rosenberg and Nathan Cuccia, members of the dance committee. Standing are Jack Geltrig, dance chairman, and Louis Colby, chapter president.

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The Taylor Law — Pros and Cons

(Continued from Page 5)

sure the other side. Such charges tend to "wash out" when the parties reach agreement. Thus 94 percent of all improper practice charges filed to date have been settled at the conference stage and relatively few have had to go to formal hearing.

"An initial appraisal of the impact of the improper practice amendments would appear to indicate that both parties, but mostly employee organizations, are using this device as a means of pressuring the other party to modify its stance with respect to a particular issue or a series of issues.

Dispute Settlement

"Once the hurdle of representation issues had been crossed, but not completely resolved, the test of impasse procedures came upon both PERB and the parties.

"It is obvious that impasse procedures must be flexible to be workable. The Taylor Law faces the problem of flexibility by creating two different impasse routes:

1. The parties can develop their own local impasse procedures; or
2. The statutory impasse procedures can be utilized.

"If the parties choose to develop their own impasse procedures, they are free to utilize any approach on which they can agree. Our clientele in New York City use this route. There are no procedural strings attached to this procedure. PERB cannot intervene until such agreed upon procedures fail or unless requested to do so.

"If either or both parties reject the fact-finder's recommendations, the chief executive officer of the jurisdiction involved must, and the employee organization may, submit recommendations for resolving the dispute to the appropriate legislative body.

Obviously, the statutory procedures provide some problems. A major one is that the legislative body which has authority to make an ultimate decision also may have participated in the negotiations. This is not all uncommon insofar as school boards are concerned. It has come as a distinct shock to some boards of education and to some other local governments that their employees will not accept a unilaterally imposed decision.

"Three years of negotiating experience has demonstrated a distinct lack of labor relations skill on both sides of the table. While there is some evidence that such skills may be increasing, it cannot be said that the negotiating skills of the parties are increasing at a desirable rate. This lack of skill is reflected by the number of issues presented to mediators and fact-finders. It also is reflected by the fact that mediators have to spend an inordinate amount of time, in effect, "training" negotiators before proceeding to the substance of a particular dispute. Part of the problem is the substantial turnover among the negotiators.

"The allegation is often made that there can be no genuine collective bargaining without an unqualified right to strike. As previously pointed out, some 6,000 contracts have been negotiated in the first three years of the Taylor Law. These contracts bilaterally establish the terms and conditions of employment

under which public employees work for the duration of the contract. In short, most local governments in New York State with significant numbers of employees are engaged in an annual round of negotiations with organizations representing their employees. In spite of all the smoke and thunder, the strike prohibition does not seem to be particularly relevant to most bargaining situations.

Conclusion

"In short, the impact of the Taylor Law upon local government can be summarized by the conclusion that most local governments with significant numbers of employees have been affected in three main respects. First, local governments can no longer unilaterally determine terms and conditions of employment. Second, public employees are gradually achieving a voice in determining how contracts will be administered through grievance arbitration.

"And, finally, one can objectively conclude that the Taylor Law is a viable instrument serving the interests of hundreds of thousands of public employees across New York State, while at the same time generally protecting against disruptions of government services. While imperfect, it still appears to be a better answer to public sector problems than other efforts around the nation.

"Its effectiveness may be attributed in part to the relatively smooth transition made by lo-

cal governments from a unilateral decision-making process to a bilateral scheme involving organizations of public employees—a genuine tribute to the good faith of public employers and their employees. As members and representatives of the largest New York State public sector employee organization, you can justly be proud of your share in that transition.

However, some disagreement on the effects of the Law was brought out by Edwin G. Michaelian, County Executive of Westchester. Speaking at the closing banquet, Michaelian noted that "Before the Taylor Law, we had a good rapport with CSEA on an informal basis. Today, we can no longer sit down on a head to head basis and discuss problems. Now it must be a formal meeting on a Mr. to Mr. basis. We have lost that first-name frankness which we had enjoyed for so long.

"Our employees are being fragmented by the Law and we must resist all future attempts to widen this gap. As the representative of government, I do not want to deal with 86 different unions. I want but one.

"I have always had a great deal of respect for CSEA and its leadership. I know you have in the Westchester Administration. I want this relationship continued.

Concluding, Michaelian asked delegates for support in Federal revenue sharing. We need it. But no matter, I pledge, no employee will lose his job in my County. We may have to cut jobs but we will do it by attrition. This is the only way we can live up to our promise of a government with honesty and integrity.

Parks & Recreation Negotiation Team To Meet May 6

ALBANY—Members of the Civil Service Employees Assn.'s Parks and Recreation negotiating committee will hold their first negotiating session with department officials May 6 at the State Office Campus here.

The CSEA team is expected to present its demands to the department at this meeting.

At 12:30 p.m. the CSEA team will assemble in Building 2, State Office Campus, to caucus before the session, set for 1 p.m.

Members of the team are Bradley Moore, Mary A. Converse, Louis P. Colby, Harry Lynch, William Hurley, Anthony Serianni, Ruth Burch, James Terry, Leo H. Cook and Ruth Sammo.

Fredonia FSA Aides Pick CSEA

(From Leader Correspondent)

FREDONIA — The Civil Service Employees Assn. has been chosen to represent in contract bargaining 140 faculty-student Assn. workers at the State University of New York at Fredonia.

The employees, food-service, bookstore, clerical and custodial workers, voted for the CSEA over no representation, 67-55, in an election conducted by the New York State Labor Relations Board.

Dary Jinks was the field representative who guided the CSEA campaign.

Eyes Park Position

Reappointment has been made of Maurice Frederik Smith, New York City, to the State Park Commission for the City of New York. Smith's recess reappointment to the unsalaried position had been announced in November.

Choice Bodes Well

Governor Rockefeller has recommended reappointment of Dr. Hyman B. Bodian of Queens Village as a member of the Board of Visitors to Creedmore State Hospital, for a term expiring in 1977.

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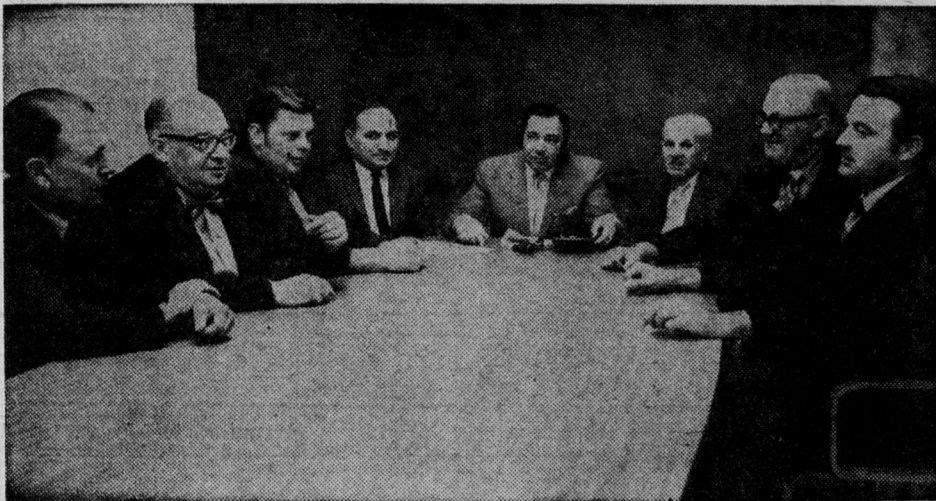
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Western Conference Meets At Geneseo



Dais guests at the banquet which closed the April meeting of the Western Conference included, left to right: John Gallagher, CSEA treasurer; George DeLong, CSEA fifth vice-president; Richard Tarmey, CSEA fourth vice-president; Irving Flaumenbaum, Statewide first vice-president; John Adam-

ski, Conference president; Mrs. Frank Mishic, president of the host chapter; Dr. Theodore C. Wenzl, CSEA president; Genevieve Clark, Conference vice-president; Frank Talomie, Conference vice-president and chairman of the County Workshop, and Frank Mishic, husband of the chapter president.



Attending the County Workshop meeting are, from left, William Doyle, Irving Flaumenbaum, Thomas Kennedy, James Mangano, Frank Talomie, S. Samuel Borrelly, Richard Tarmey and Joseph Dolan.



Discussing the dental plan for State employees and other plans for local jurisdictions are, left to right, seated: Margaret Mishic, Edna Carney and Dorothy Hall. Standing are: Frank Mishic, Erhard Krause, Van Robinson, Arthur Perez and Arthur Rosecrans.



Frank Talomie, left, meets with Thomas Kennedy of Suffolk County and John Hennessey, Conference treasurer.



The host committee for the Conference banquet included Edna Ramball, stand-left, and Margaret Mishic, right, and Carolyn Allen, seated.



CSEA first vice-president Irving Flaumenbaum, left, discusses the impact of mass lay-offs by the State Administration on the economy of the Western Conference area with John Adamski, center, president of the Conference and Frank Talomie, chairman of the Western Counties Workshop.

NACC Negotiators Set May 5 Meet

ALBANY — The Narcotics Addiction Control Commission-Civil Service Employees Assn. negotiating team will meet tomorrow,

May 5, at Executive Park South, at 9 a.m.

Members of the CSEA team are Salvatore Bonfante, Barbara C. Gallagher, Larry Natoli, James Stewart, Sally Borello, Claude Jones, Franklin Sahler and William Kaised. The team will be assisted in bargaining by Thomas J. Linden, CSEA collective bargaining specialist.

Tompkins Chap. Team Including New Members

ITHACA — The Tompkins County chapter, Civil Service Employees Assn., has accepted the resignation of David Safid as the chapter's negotiations committee co-chairman.

During the chapter's regular bi-monthly meeting in mid-April, the chapter accepted two new members, Louis Cartle, replacing Miller Hess, and Charles Keiher, replacing Eric McMillen.

Negotiations committee co-chairman John Shipard was installed as an ex-officio member of the Board of Directors. A thorough discussion was held by the membership concerning grievance procedures.

Plans were discussed relative to a bus trip to Vernon Downs tentatively scheduled for May 21. The next regularly scheduled meeting will be held June 3.

Children To Board

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CSEA Wins Stay Against Accountant Promotion Series

ALBANY — The Civil Service Employees Assn. has obtained a Supreme Court stay on appointments from an eligible list established after a promotional examination which CSEA charged was altered in a manner that is "arbitrary, capricious, unreasonable and . . . in violation of the Civil Service Law and the Constitution of the State of New York."

The stay prevents any appointments from being made from the eligible list resulting from the examination. CSEA contended in the suit that the use of eligible lists based on an examination late last year for the titles of senior, associate and principal accountant, from which certain questions were deleted after the test had been administered, is a violation of Section 3 of Article 5 of the State Constitution and of Section 50(1) of the Civil Service Law, both dealing with appointments and promotions from competitive examinations.

In its petition, CSEA asked that the exam be declared void and that steps be taken immediately "to readminister the examination for these positions" and that the Department of Civil Service be enjoined from making any appointments based on the eligible list from that exam. The Department had determined that some candidates had previous knowledge of certain questions on the examination.

A spokesman for CSEA said, "The only fair resolution to this situation is to hold new examinations. The circumstances involving prior knowledge of certain questions by some candidates surely make it obvious that the original exam must be declared void, since some people taking the tests failed by only a couple of points and the deleted questions might have made a difference."

Correction

In the review last week of Governor Rockefeller's budget reductions, a department label was omitted. It should have read:

Insurance Department

Six vacant positions will be abolished, reducing this year's schedule of examinations.

Department of Labor

The frequency of safety inspections will be curtailed slightly while wage inspections will be conducted on a spot-check basis. Audit of employee and employer organizations annual financial reports will be discontinued. The "Industrial Bulletin" will no longer be published.

City Chapter Plans Set To Honor Conf. Heads

Final arrangements have been made for a salute by the New York City chapter of the Civil Service Employees Assn. to the six regional Conference presidents of the Association.

The affair will be held May 31 through June 2 at the Concord Hotel and the affair is open to CSEA members throughout the State.

The program will begin on the evening of Monday, May 31, with the installation of the chapter's officers.

The following day will feature panel sessions on health and dental plans, retirement, insurance and other matters.

Solomon Bendet, CSEA second vice president, will serve as

toastmaster for the concluding dinner at which the conference presidents will be honored. They include Randolph V. Jacobs, Metropolitan; Nicholas Puzifferri, Southern; Ernest K. Wagner, Capital; George Koch, Long Island; John Adamski, Western and Charles Ecker, Central.

For the convenience of those wishing to attend this event, a reservation coupon is printed below which can be mailed directly to the Concord Hotel.

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Officials of the Civil Service Employees Assn. chapter at Gowanda State Hospital sign an agreement governing working conditions at the mental health facility. The signing took place just prior to the State's announced cutbacks at the hospital. Pictured from left are: George Peters, Tom Armstrong, Victor Cohen and Dr. F. C. E.

Trapp, members of the CSEA negotiating team; Dr. J. Rothery Haight, hospital director; Victor Neu; Maye Bull, CSEA chapter president; Chris Gogel; Michael Cole, and Tom Christy, CSEA field representative. Members of the negotiating team absent were Herbert Meyer and Helen Tackentine.

Gowanda Foregoes A 'Wake'

(Continued from Page 3)

Hospital and 116 other patients crowded into the remaining buildings at Gowanda.

"There is great anxiety and sadness over the situation that exists at the hospital because of the closing of the farm and discharging of employees working there and in other areas of the hospital," Miss Bull said.

Patients Disturbed

"Patients and relatives are also greatly disturbed because of the movement of patients from Gowanda to Buffalo State Hospital," she continued.

"Employees," she added, "are continuing to work faithfully so

that the care of the patients will not deteriorate. Animals are also being taken care of on the farm for the duration of the crisis."

Miss Bull, a retired nurse at the mental health facility, said many of the job trimmings affect long-time hospital employees and CSEA members. "One man has worked on the farm for 27 years," she pointed out.

William L. McGowan, mental hygiene representative for the Central and Western Conferences of the CSEA, called the cutbacks a "very poor situation throughout the State."

He said the Gowanda CSEA members were "very unhappy"

about the cutbacks in jobs and services, and added that Gowanda and Buffalo State employees burdened with more patients feel "a person can only do so much."

"The taxpayers are screaming they want more done and in the same breath they cut the small jobs in trying to cut the taxes," McGowan said.

"A person can only do so much, a person is only human," he noted, adding:

"About the only thing you can do when you lose jobs and get more patients is decrease the care you can give to the patients—that's only natural."

The Privileged Never Suffer

(Continued from Page 1)

visors range as high as \$117 million.

The amount being saved by the State in firing nearly 9,000 employees amounts, roughly, to \$70 million.

The Differences

When it became an apparent fact that these workers would be fired, the layoffs were announced within a matter of days.

When it became apparent that consultant fees could no longer be kept a secret, the response from the Governor's office is that the work these consultants were doing would be "carefully reviewed." Not stopped. Reviewed.

Neither the State Administration or the budget-cutters in the Legislature have given any concrete reasons why some few hundred consultants are more important to State services than the work of nearly 10,000 employees. They just say "Get rid of them."

The Civil Service Employees Assn. did not ask the Administration to fire all consultants. It did ask for the figures in order to see if some couldn't be cut in order to save the positions of valuable State workers.

Morale Poleaxed
Going back to improved pen-

sions for the Legislature: What can anyone expect to happen to the morale of State employees when they are poleaxed on both job security and pension benefits? What is State worker reaction to a discovery by Assemblyman Andrew Stein (D-Manhattan) that one group of consultants is being paid \$300,000 to supervise another group of consultants?

Well, morale may be going

down, but The Leader has found that throughout the State, anger is rising fast. The moral of this tale is that a good many legislators are going to have to explain things very clearly back home, and if the explanations aren't good enough, they may find themselves outside of the safe walls of the Legislature, where the politicians take care of their own first and the people of the State of New York second.



INCOMING OFFICERS — The newly elected officers of the Mt. Morris Hospital chapter, Civil Service Employees Assn., are shown taking a breather after their installation. Left to right are: Oliver Longhine, president; LaVerna Croston, treasurer; Patricia Hutchko, alternate delegate; Marilyn Deaton, secretary, and Joseph Mauro, delegate.