

Civil Service LEADER

America's Largest Newspaper for Public Employees

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Licensing MH Boarding Homes May Be Required Soon In Suffolk County

RIVERHEAD — The first county bill in New York State regulating boarding houses that rent space to released mental patients was passed last week by the Suffolk County Legislature.

The resolution was strongly backed by the Civil Service Employees Assn. Region I Mental Hygiene Task Force. Following its passage by the 18-member Legislature, the bill's sponsor, Legislator Martin Feldman (D-Dix Hills) called for staffing of adult homes and community facilities with state workers.

Before it goes into effect, however, the new law has to be approved by County Executive John V. N. Klein, who vetoed a similar measure earlier this year because it was "unenforceable."

The new law would be administered by the Health Department and provides civil and criminal penalties against those operators of adult homes who fail to secure a license or fail to observe standards set down by the Health Department.

More than 2,000 former mental patients have been released in Suffolk County during the past 12 years. Dr. Feldman began drafting the measure in

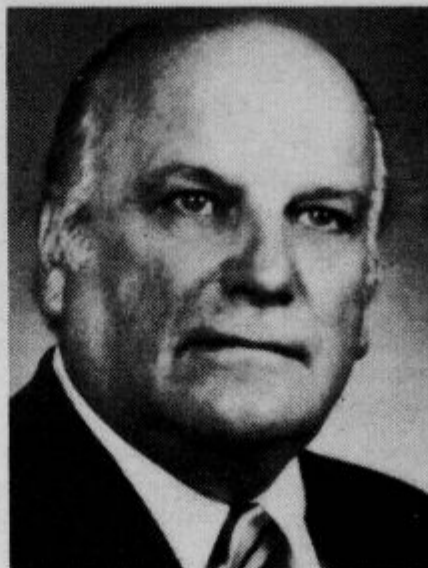
(Continued on Page 3)



WENZL RECEIVES STANDING OVATION FOR AWARD

Theodore C. Wenzl, who served as president of the Civil Service Employees Assn. from 1966 to 1977, received a standing ovation from delegates when the union's current president, William L. McGowan, presented his predecessor with a plaque in recognition of his many decades of dedicated service to the CSEA, and its members. From left are statewide social chairman Mary Hart, of Education Local 657; Dr. Wenzl, and Mr. McGowan.

CSEA Endorses . . .



JOHN H. PENNOCK



HAROLD E. KOREMAN

Supreme Court Judges Koreman & Pennock

ALBANY—The Civil Service Employees Assn. has announced the labor union's endorsements of Supreme Court Justices Harold E. Koreman and John H. Pennock for re-election to the State Supreme Court, Third Judicial District, in the Nov. 8 general election.

CSEA's endorsements of Justices Koreman and Pennock were announced jointly by CSEA statewide president William L. McGowan and Martin Langer, chairman of CSEA's statewide legislative and political action committee. It marks the first time the largest public employee labor union in New York State has endorsed Supreme Court justice candidates. Mr. McGowan said the endorsements "are indicative of the fact that CSEA has emerged as a major participant in political activities

OTHER CSEA ENDORSEMENTS Pages 3, 16

and elections at all levels in New York State, and in the coming days and months we will be endorsing candidates and actively participating in election activities from the office of Governor on down."

The Third Judicial District of Supreme Court includes the counties of Albany, Rensselaer, Columbia, Greene, Ulster, Schoharie and Sullivan, and upwards of 100,000 CSEA-represented public employees work and reside in the district.

In endorsing Justices Koreman and Pennock, Mr. McGowan and Mr. Langer said, "both individuals are held in the highest esteem by their peers on the bench and in the legal profession, and both represent the epitome of what citizens expect and demand from Supreme Court Justices—integrity, fairness, honesty, experience and the ability to administer the law with compassion and understanding of the needs of society."

Mr. McGowan noted that "CSEA, by virtue of its business, is continually involved in legal proceedings, including at the Supreme Court level. We have presented cases before both Justice Koreman and Pennock over the years, and we have won some and lost some. But what impressed us most with both these gentlemen of the bench was their integrity and fairness and complete understanding of the various aspects of the laws involved in arriving at their final decisions. Laws,

(Continued on Page 16)

McGowan: Help Carry CSEA Message

By WILLIAM L. MCGOWAN
President, CSEA

About the biggest thing to happen to the Civil Service Employees Assn. membership since the initiation of payroll deduction of dues has been legislation creating an agency shop for your union in the State and permitting the agency shop in local subdivisions.

This means that in the State departments and agencies alone, more than 50,000 non-union mem-

bers will now pay your Association the equivalent of CSEA dues. The argument is that these people have been receiving the fruits of millions of dollars of CSEA-negotiated benefits over the years and that it's only right they should carry their share of the financial load.

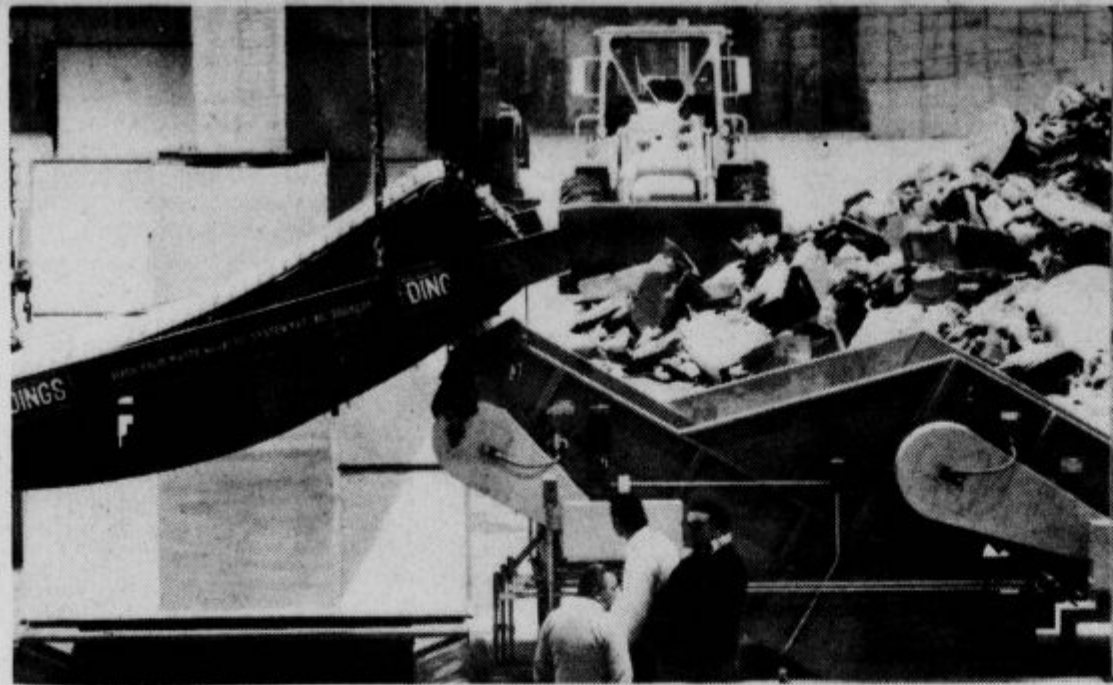
Here and there, some people have called this new money a windfall but that's not the way I look at it. Every union needs money to run on; but it also needs a loyal and

dedicated membership. We want these people to become carded members of CSEA. At this writing I am truly gratified by the several thousand membership enrollments coming from former non-union members. But we have to carry the CSEA message to everyone.

If you know people on your job who still have not enrolled actively in CSEA, do your best to let them know what we are all about. For

(Continued on Page 3)





Workers at Smithtown's new garbage disposal plant watch tons of refuse about to be put on conveyer belt. It will be eventually compacted into bales and stored in nearby landfill.

Garbage Plant Is Going To Waste

SMITHTOWN—Twenty Smithtown employees will be working in Long Island's largest and most expensive garbage disposal plant—if the state lets the \$4.4 million facility operate.

The controversial structure is a 60,000-square-foot trash compacting-recycling plant on 86 acres in King's Park. It will process 350 tons of waste a day from residential and commercial carters.

The state Department of Environmental Conservation, however, is withholding a permit to bury processed trash there until the state determines whether or not the compacted garbage will pollute nearby groundwater. The decision could take as long as five months, say Environmental Conservation officials.

Smithtown is also suing the state, charging the state's offer

to pay for only 30 percent of officials say the state promised the project's cost—represents a breach of agreement. Smithtown to pay 50 percent. (Continued on Page 4)



Roger Muncie, a worker at the Smithtown plant, looks above at one of several pieces of machinery at the plant. Opening ceremonies for the new plant took place recently but it is still not ready for operation.

SHORT TAKES

SAYS PROPOSITION 1 MEANS JOBS

Secretary of State Mario M. Cuomo says he "wholeheartedly supports the proposed \$750 million Economic Action Bond Act, Proposition 1 on the Nov. 8 ballot, because it will mean more jobs. Mr. Cuomo says jobs "are the sustenance of the middle class and the hope of the poor. It is a modest but critical boost to a sagging economy. It is needed all over the state and especially in New York City."

SAYS DON'T NEED VA HOSPITALS

The chairman of a special committee studying health care for veterans has told Congress that National Health Insurance for all Americans would eliminate the need for most—if not all—VA hospitals. Dr. Saul Farber said the vast majority of veterans do not use VA hospitals for medical care. Eliminating VA hospitals, however, could end thousands of federal hospital jobs.

POLICE DETECTIVE WINS PROMOTION

A Buffalo police detective has won promotion to detective sergeant following a ruling by an impartial arbitrator. Frederick B. Cohen, the arbitrator, ruled that Det. James L. Koenig has more seniority than two other detectives promoted. The decision is expected to have far-reaching effects on the police department's seniority promotion system. Police Commissioner Thomas R. Blair has indicated he may appeal the ruling to the courts but other police officials say the ruling is final and binding.

L.I.'s FIREMEN-VIGILANTES

RIVERHEAD—A Suffolk County fire commissioner says crime conditions in Mastic Beach and Shirley are so bad that his department will resume vigilante patrols if more policemen are not hired. "My boys are ready, willing and able," Joseph Sommers, commissioner of the Mastic Beach Fire District, told the Suffolk County Legislature recently.

The Legislature, which is reviewing County Executive John Klein's proposed 1978 budget, also heard testimony from law enforcement officers demanding more money to fight crime.

POLICEWOMAN CAPTURES ELEPHANT

A 9,000-pound circus elephant who led Houston, Tex., police on a wild chase through downtown streets recently was finally captured—by a 100-pound policewoman. Officer Wanda Boehm ran up to the animal and grabbed its trunk. The elephant, Big Lynda, was being taken from a truck on the circus grounds when a police siren frightened it, police said.

CHIDES TV LABOR REPORTING

A national labor leader charged television coverage of strikes distorted the public's perception of labor-management negotiations and has had "a strong and direct effect on public sector collective bargaining."

W. Howard McClennan made his comments at a meeting of public employee pension fund executives at Lake Tahoe, Nev. Mr. McClennan, president of the International Association of Firefighters, spoke at the opening of the annual public employees conference sponsored by the International Foundation of Employee Benefit Plans.

SMALLER WAGE INCREASES

The U.S. Labor Department has announced that 398 major collective bargaining agreements yielded generally smaller wage increases for the first six months of this year than the same time in 1976.

New Federal Merit Rules Are Issued

The U.S. Civil Service Commission has issued a new regulation which specifies that before a federal grantor agency can impose a new merit personnel requirement on state and local governments as a condition of eligibility for receipt of grant funds, the commission must approve the new requirement.

The purpose is to eliminate inconsistent merit requirements by federal agencies on state and local governments.

A merit requirement calls for state and local governments to establish and maintain merit based personnel systems in accordance with Intergovernmental Merit System Standards or:

Recruiting, selecting, and advancing employees for ability, knowledge and skills, including consideration of applicants for initial appointment;

Providing equitable and adequate pay. (Continued on Page 15)

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(Continued from Page 1)
 1973 after a local boarding house owner, who operated homes in Babylon and Islip, was convicted of charges stemming out of a Newsday investigation that found former mental patients living in crowded, dirty and unheated rooms on near-starvation diets. Suffolk presently has almost 10 percent of the state's mentally

ill on the grounds of the three mental hospitals—Pilgrim-Hoch, Central Islip and King's Psychiatric Centers—within its boundaries. Recently Bayshore and Sayville, two Suffolk towns near the hospitals, have received an influx of released patients who live in adult homes that cater to released patients. They often wander the streets, ill-clad,

dazed, seemingly suffering from poor nutrition. Danny Donahue, Central Islip Psychiatric Center CSEA president and Mental Hygiene Task Force chairman, addressed the Legislature before its unanimous vote passing the legislation Oct. 18. "The CSEA recognizes the need for some kind of legislation

to protect patients, to stop dumping and to avoid the type of nursing-home scandal from developing in the Mental Hygiene area," Mr. Donahue told the Suffolk lawmakers. "That is why we worked with Legislator Feldman and support this law," he added. "The law will prevent the dumping process from being ex-

acerbated, because now we will have some rules and regulations as to where these patients can be placed. We will not allow indiscriminate dumping," Dr. Feldman told the Leader. The criteria the Health Department will use to decide on a license application is the general quality of the home, available health care and the general surroundings. In addition, Dr. Feldman said that he would try to convince State Department of Mental Hygiene officials to place the responsibility for lodging the released patients into the county's hands.

"The homes should be staffed by retrained personnel from the Mental Hygiene institutions," Dr. Feldman said, "now and when we come out with our plans for proper community facilities."

Dr. Feldman said the new law should be approved by Mr. Klein because "the problems that Mr. Klein had with the law before have been cleared up." It should be in operation early next year, he said.

Help With CSEA Message

(Continued from Page 1)
 instance:

- That the Employees Assn. has one of the finest records in the labor movement in terms of honesty and integrity.
- That union funds are dispensed for its membership, not to create privately controlled slush funds or make loans to shady business enterprises.
- That the business of CSEA is run by its board of directors and

its delegates, not a handful of labor bosses. (Board members and officers are elected directly by the membership. Delegates are elected by local units.)

- That the motto of CSEA is "We Serve" and few unions can match the service we give our members, ranging from handling on-the-job problems to disciplinary charges to a legislative program fighting for salary, pension, fringe benefits and other job-related legislation.

Show them the convention issues of The Leader, which carry so many reports on the activities of officers, delegates and committees who work all year long for your union.

Convince them that a strong union means job security.

Most of all, let them know of your own faith in CSEA. Your own reasons for joining should convince your fellow workers who do not yet belong that they should belong. It's for their benefit as well as ours.

West Endorses Candidates

CHEEKTOWAGA — The political action committee of Region VI of the Civil Service Employees Assn., released endorsements for Erie County legislature clerk and comptroller races as well as some town races, last week.

Ramona Gallagher, third vice-president of the Region and co-chairman of the committee, explained that the endorsements were made on the recommendation of Local 815, which represents white-collar employees of Erie County as well as those of

many cities, towns and villages in the county.

Endorsed for the legislature are: first district, Raymond Gallagher (D); third district, Richard Tatko (R); fourth district, Richard Slisz (D); fifth district, Stanley Zagora (D); sixth district, Roger Blackwell (D); eighth district, Michael Alessi (R); ninth district, Gregory Dudek (D); eleventh district, Edward Fink (D); thirteenth district, Leonard Lenihan (D); fifteenth district, Daniel Ward (D); sixteenth district, Kenneth

Jeffords (D); seventeenth district, Joseph Glowina (D), and twentieth district, Henry Gossel (R).

Other endorsements include: county comptroller, Gerald Trafalski (D); county clerk, Alan Justin (R); superintendent of highways, Orchard Park, Syl Cappola (D-L); supervisor, Alden, Robert Cassell (D); councilman, Alden, John Scherlein (D); councilman, Alden, Gerard Butler (D); councilman, Town of Evans, Diana Brown (R-C); highway superintendent, Town of Evans, George Antholzner (R-C); Buffalo councilman at large, Ronald M. Stanton (L); justice of the peace, West Seneca, Robert Weir (D).

Region IV Endorsements

HUDSON—The political action committee of the Columbia County Local of the Civil Service Employees Assn., with the approval of the CSEA Capital Region political action committee, announced the endorsement of the following candidates in the upcoming county supervisor races.

In Taghkanic: Earl Carney (D); Copake: Peter Braunsdorf (D); Stockport: Carl Roby (D); Kinderhook: John Scheriff (D); City of Hudson: second ward, Bill Gallo (R), third ward, Dom Maloy (D), fifth ward, Mark A. Solomon (D); Claverack: John Hess (R); Chatham: Newton Perkins (D); Ghent: Martin Tuczinski (R); Germantown: Clyde Dneeger (D); Stuyvesant:

James Secovnie (D).

A "meet the candidates night" for all CSEA represented public employees is scheduled for Nisky's, Route 9H on Friday night at 7:30 p.m.

A letter of endorsement will be sent to the over 1,000 public worker families who reside in the County area.

These letters are being prepared now and will be mailed first class shortly.

Tom Haigh, committee chairman, explained that "Many incumbents who are apparently not responsive to either the public or the public workers did not return the CSEA questionnaires and due to their lack of cooperation, CSEA could not consider them for endorsement."

Region IV Backs Field For Supv.

COLONIE—The political action committee of the Civil Service Employees Assn., Capital Region, announced the endorsement of Fred Field for the office of Town of Colonie Supervisor.

Joseph E. McDermott, CSEA Capital Region president, explain the informational process CSEA will now embark upon to inform each and every public employee of the endorsement.

"Our computers are now developing a mailing list of all CSEA members who reside in the Town of Colonie. Our mailing will cover all CSEA represented employees whether they be in the State or County Division of CSEA. Our message of endorsement will get through."

Jean Myers, regional CSEA political action committee chairman, explained the reason for the endorsement. "Fred Field's record of service to the public and public employees speaks for itself. Mr. Field has always been known as a person who could face the challenge of leadership even during periods of change.

"The Town of Colonie is known as a growing, ever-changing community which needs a capable, open and knowledgeable leader. CSEA believes Fred Field is that man."

Insurance Rate Changes

CSEA insurance rate changes are made on the first payroll in November of each year. This applies to the CSEA group life insurance, accident and health insurance and supplemental life insurance as explained below. To avoid many unnecessary contacts with CSEA headquarters in Albany, you should be guided by the following information:

CSEA Group Life Insurance

Effective on the first payroll in November of each year amounts of insurance issued are adjusted in accordance with the annual salary based on the following table:

Insurance Class	Annual Salary	Option A	Option B
I.	Less than \$1,400	\$ 1,500	
II.	\$1,400 but less than \$2,100	2,600	
III.	2,100 " " " 3,500	4,000	4,000
IV.	3,500 " " " 4,500	5,500	
V.	4,500 " " " 5,500	6,500	
VI.	5,500 " " " 6,500	8,000	
VII.	6,500 " " " 7,500	10,000	
VIII.	7,500 " " " 8,500	11,500	5,500
IX.	8,500 and over	12,500	

The cost to each insured member, per thousand dollars of insurance, increases starting at age 30, each five years, in accordance with the following table:

Age Group	Attained Age (Nearest Birthday as of November 1)	For Employees Paid Bi-Weekly the Bi-Weekly Deduction is
A	29 and under	\$.10
B	30 to 34, inclusive	.15
C	35 to 39, "	.20
D	40 to 44, "	.25
E	45 to 49, "	.34
F	50 to 54, "	.51
G	55 to 59, "	.70
H	60 to 64, "	.95
I	65 to 69, "	1.20

Accident & Health Insurance

On November 1, 1977, a premium rate revision will be made affecting all CSEA members insured in the Accident and Sickness Insurance Plan. The payroll deduction changes will be made on the first payroll period ending on or after November 1, 1977, in accordance with a letter mailed to all policyholders.

Supplemental Life Insurance

Under the CSEA supplemental life insurance plan, starting at age 30 the cost of the insurance increases each five years in accordance with the following table, which shows premium rates per \$5,000 amount of insurance issued to the member. These particular rates do not apply to coverage for spouse or children, which is available under the program. The premium rates for spouse and children, under the supplemental plan, also increase every five years starting at age 30.

Ages	Bi-Weekly	Semi-Monthly
Under 30	.50	.55
30-34	.80	.85
35-39	1.00	1.10
40-44	1.30	1.40
45-49	1.75	1.90
50-54	2.60	2.80
55-59	3.65	3.95
60-64	5.30	5.75
65-69	7.60	8.25

The above information will furnish any CSEA member who enjoys CSEA low-cost insurance with information as to why there has been an adjustment in deductions for such purpose from his salary beginning with the first payroll in November and will eliminate unnecessary telephone calls or letters to CSEA Headquarters or to the payroll source concerning the matter.

① CSEA calendar ①

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

OCTOBER

- 26—Orange County Local 836 executive meeting: 7:30 p.m., Local office, 255 Greenwich Ave., Goshen.
- 27—Oneida County Local 833 political action committee "Meet the Candidates" night: 8 p.m., Mayfair Restaurant, Marcy.
- 28-30—Southern Region III annual state and county workshop: The Pines, South Fallsburg.

Job Consultant Posts Are Opening

ALBANY—There are two principal employment consultant job openings in state agencies in New York City, the state Civil Service Department announced last week.

The G-27 level promotional posts are open to state Labor Department employees who meet certain requirements.

Applications must be filed no later than Nov. 21. The qualifying examination will take place at a date in December to be announced.

Applicants must have worked as senior employment consultants or associate employment consultants for at least a year.

Associate employment consult-

ants must also hold masters degrees in counseling, vocation guidance, vocational rehabilitation, rehabilitation counseling, educational guidance, guidance and student personnel administration, psychology or social work. Associate employment counselors without masters degrees, but with 30 graduate credits in those fields, are also eligible to take the test.

The qualifying test—which will be given orally—is designed to evaluate a candidate's ability to reason clearly and make sound judgments, express ideas clearly and effectively and establish and maintain satisfactory rapport with others. For each year on the job, 2 seniority points will be added to the test score.

State officials warn that job hopefuls must submit a list of graduate courses taken including the number of credits earned, dates completed and names and addresses of the schools attended with each application. They say applications not containing this information will be rejected.

Principal employment consultants determine employment program needs and monitor professional standards, evaluate programs and consultant services, develop training programs, propose counseling standards, and maintain relations with division workers and national, state, community and professional groups.

Applications are available at State Labor Department offices and at Civil Service Department offices at 2 World Trade Center, New York City; State Office Building Campus, Albany; or Genesee Building, 1 West Genesee St., Buffalo.



Several Civil Service Employees Assn. leaders were on hand at the Smithtown plant's opening ceremonies. In photo, Ed Cleary, the union's regional field supervisor, and John Cuneo, a union field representative, confer with Duane "Dusty" Rhodes, Smithtown's sanitation commissioner.



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Bridge Repairing

ALBANY—The State Civil Service Department established an eligible list for bridge repair supervisor II on Aug. 4 as the result of a April 16 open competitive exam. The list contains 38 names.



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—William J. Cunningham, President Donegal Association of New York



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Garbage Plant Wasted

(Continued from Page 2)
Compacted waste bales will be stored at the present but soon-to-be-phased-out landfill site next to the plant until the issue is settled.

Attending the plant's opening day ceremonies Oct. 13 were James Carthy, first vice-president, Smithtown Civil Service Employees Assn. unit; Edwin Cleary, CSEA Long Island Region I supervisor, and John Cuneo, a union field representative.

Retiring Soon?

There's a great deal you know—but a lot more you should know about:

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Anti-Abortion Accountant Wins Back Job

CIVIL SERVICE LEADER, Friday, October 28, 1977

A former accountant with the Nassau Social Services Department has won his five-year fight to regain the job he lost for refusing to certify as reimbursable to the county from the state and federal governments, \$10 million spent for contraceptive devices. He claimed they were devices to promote abortions.

The victory came to the accountant, John L. Short, when the Brooklyn Appellate Division ruled his outright dismissal by the Nassau Social Service Department was a punishment so excessive "as to shock our sense of fairness."

Three of the court's four judges voted to reduce the penalty on charges that included

insubordination and dereliction of duty to a one-year suspension. But because of the lengthy delays in filing of the appeal, the judges sent the case back to Nassau Supreme Court to determine how much back pay the accountant executive should receive. He could receive pay

back to April 1973, when the one-year suspension was up. Mr. Short's difficulties began in the spring of 1972 when his personal beliefs led him to decide that intra-uterine devices being distributed at a family planning center of a county-operated hospital were being used

to promote abortion, not contraception. Therefore, when it came time for the county to file for reimbursement of these costs under state and federal Medicaid programs, Mr. Short refused to certify that the funds had been used for contraceptive purposes. The county eventually received

the \$10 million when the Social Services Commissioner himself certified the costs were reimbursable. But a disciplinary was ordered on a number of misconduct charges, and in July 1972, several months after his suspension, he was discharged. (Continued on Page 15)

Fired Rookie Cop's Dismissal Case Reopened

An appeals court has ordered reopened the case of a probationary police officer who was fired shortly after he filed for a disability pension because of an alleged heart condition.

The Manhattan Appellate Division ruled that Police Commis-

sioner Michael Codd may have ordered the probationary officer fired in April, 1975, only because the man applied for disability retirement benefits. And if this were true, it would mean the commissioner had acted in "bad faith."

The four appeals court judges reversed a State Supreme Court decision and ordered Lamont Edwards' lawsuit challenging his loss of job and inability to file for a pension reinstated. This means that the Police Department must explain to a judge

the reasons why it fired him, or more specifically whether it fired him after learning that he had applied for a lucrative lifetime disability pension after less than a year on the job.

By discharging Mr. Edwards, the court pointed out, the Department prevented the Pension Board from considering his retirement application.

The court said it was well aware of the law that permits probationary officers to be discharged without a hearing and without being told why. But the law also requires that the department "act in good faith." Firing a probationary officer because he filed for a pension is not good faith, the four judges said.

Mr. Edwards still has a long way to go to win his lawsuit. Even if it turns out that the commissioner did in fact fire him only because he filed for retirement, this only means that he might be eligible for reinstatement. His pension is an entirely different matter, with no guarantee that his application would be approved by the Pension Board.

For one thing, the Appellate Division said in reviewing the case, three doctors who have examined Mr. Edwards found no evidence of a heart condition, describing his heart as "normal."

His application for disability retirement under the so-called "Heart Bill" was based upon an examination in November, 1974, by a district police surgeon who reported that there were "indications" that the officer "had suffered a heart attack" presumably a few days earlier while attending the Police Academy.

Seek Raises For DofL Hourly Aides

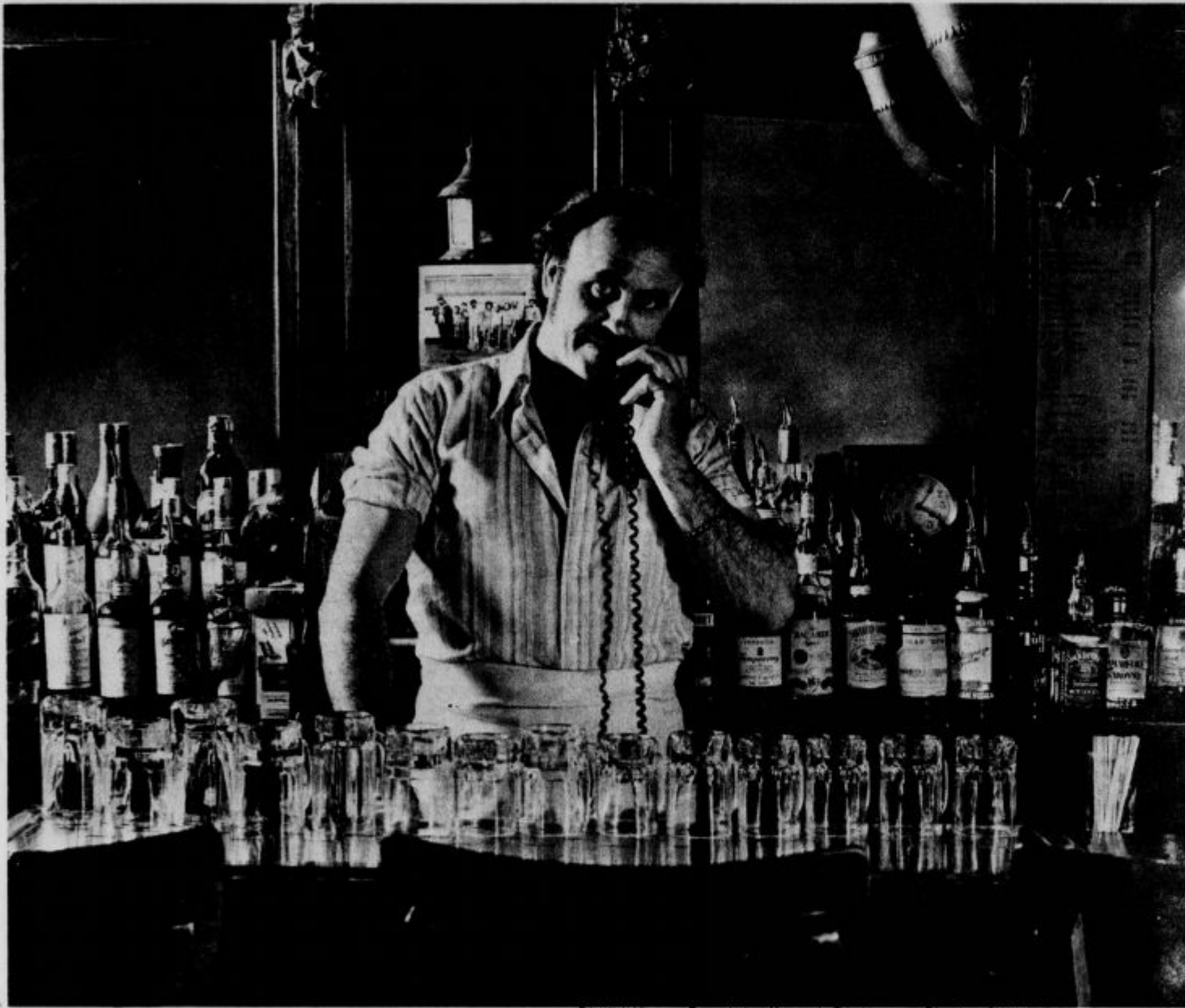
BROOKLYN — The Metropolitan Department of Labor, Local 350, of the Civil Service Employees Assn., is seeking higher wages for Unemployment Division hourly workers denied the 5 percent salary increase April 1.

William DeMartino, Local president, said hourly workers on the job the week of March 31 did not receive increases granted other state workers.

"This is ridiculous and is a violation of our contract," Mr. DeMartino said.

He contends that hourly employees were on the payroll when the increase became effective.

Some of the affected employees have been on the job for 25 years. Mr. DeMartino says part-time or seasonal workers on a recurring job are entitled to the increase. He says the union is considering legal action, if necessary, to help the workers.



Patrick Kenny, Proprietor, Kenny's Castaways, Bleeker St., N.Y.C.

Patrick Kenny listens to Bob Grant even after he's heard it all.

Whenever two New Yorkers get together you can count on at least three opinions. Because whether you own a restaurant, drive a cab, or merely have a lot of drive, New York is everybody's business.

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FRIDAY, OCTOBER 28, 1977

The Dissuader

SOME New York City officials were terribly unhappy last week.

It seems they had expected a huge turnout of applicants for the upcoming firefighter qualifying exam. They had also hoped that many black and Hispanic applicants would be banging down the doors at fire headquarters just for the chance to don firefighter blues.

Instead, the overall turnout was low and few minority persons applied. The deadline for filing applications has been extended from Oct. 25 to Nov. 1.

The figures are revealing. As of Oct. 20, only 22,583 applicants filed for the exam, scheduled for Dec. 3. Fire Department officials were anticipating 50,000. Women are being given the chance for firefighter jobs this year, but only about a dozen women filed. About 20 percent of the people on a reactivated firefighter eligible list declined appointment to the department.

Many people are trying to understand why it happened. There are several theories. For example, Fire Capt. Robert Turner, president of the Vulcan Society, the black firefighter fraternal society, says there was insufficient effort to recruit blacks. Fire Commissioner John T. O'Hagan says more help from community leaders is needed.

But we feel Deputy Mayor Lucille Rose, who is in charge of a prospective firefighters tutoring program, which also fell short of hoped-for expectations, may have one answer to the dilemma.

City officials are charging a \$9 fee for each application filed. The fee is designed to add revenue to the city treasury and dissuade people from filing and not showing up for the exam. Ms. Rose says the fee may have instead dissuaded many of the people fire department officials hoped to attract.

We agree. Unemployment among blacks and Hispanics in the city and throughout the country is higher than ever these days and far higher than in other ethnic groups. For people in this kind of a pinch, a \$9 fee can be a powerful dissuader, regardless of the stakes. (H.A.T.)

Your Social Security

Q. My doctor says I need part-time medical care at home, which may help keep me out of the hospital. Will my Medicare pay for this?

A. If you're confined to your home and you need skilled health services, such as nursing care or physical or speech therapy, your Medicare medical insurance will pay the full cost for up to 100 home health visits in a year after you meet the \$60 annual deductible. For more information, please refer to Your Medicare Handbook.

Q. My 14-year-old daughter

has a progressive disease of the nervous system and is confined to a wheelchair. Are there any Federal or State benefits that might be payable? I'm 45 and my wife is 44, and we're both healthy.

A. Depending on family income and assets, your daughter may be eligible for Federal supplemental security income (SSI) payments. And the State agency that provides services for crippled children may be able to help her. For more information, contact any social security office.

Don't Repeat This!

Political Experts Look With Interest To Nassau County

The political contest this year with the most significant long-range political consequences is the race for Nassau County Executive.

Hempstead Supervisor Francis Purcell, a Republican; Assemblyman Irwin Landes, a Democrat, and the incumbent Ralph Caso, who lost in the Republican primary but is making an aggressive and determined campaign for re-election on an independent ticket, are the candidates.

Complicating the race somewhat is the fact that State Senator John Dunne, who came in second in the Republican primary, but has since come out in support of Purcell, also remains on the ballot as an independent candidate. While Dunne is no longer campaigning, he is a highly regarded senator, and many voters may decide to cast their ballots for him, despite his disavowal of further interest in the election.

Prestige Of Margiotta

At stake is the continued power and prestige of former Assemblyman Joseph Margiotta, the Republican County leader. From a political point of view, Nassau County had always been regarded as a staunch Republican bulwark, a circumstance that may change significantly if Assemblyman Landes should win this bitterly fought three-way contest.

Four years ago, Caso was a protege of Margiotta, but they have since split under circumstances that created considerable bitterness between them. Caso's continued candidacy compounds the difficulties of Purcell against Landes, a powerful figure in Nassau County Democratic Party circles.

Margiotta has been, over the years, closely allied with Assemblyman Perry B. Duryea Jr., and is regarded as a staunch supporter of Duryea for the Republican nomination for Governor. Duryea has been campaigning throughout the state in recent months, discussing his plans and programs for the future of the state in the manner of an active candidate. Any weakening of Margiotta's power in top Republican circles may have some adverse impact on Duryea, but would hardly prove fatal, since Duryea, on his own, developed friendships with powerful Republican leaders in all quarters of the state when he served as Speaker of the Assembly and now as its Minority Leader.

Impact On Governor's Race

Also testing the political waters, although in a more subdued manner, is Senate Majority Leader Warren M. Anderson of Binghamton. At this moment, the quest for the Republican nomination for Governor seems to have boiled down to either Anderson or Duryea. Both of them have had wide experience in every aspect of state government and administration during their years of legislative service. Clearly either one of them would make a formidable candidate against Gov. Hugh Carey in a showdown next year.

While all candidates for Nassau County Executive are claiming confidence in ultimate victory, more detached political ob-

(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.

Ability To Pay

Recently, an Article 78 proceeding was brought against the Buffalo Police Benevolent Association (PBA), the State Public Employment Relations Board (PERB), and the members of an ad hoc public arbitration panel, whereby the City of Buffalo sought to vacate a determination by which the panel had granted a salary increase to the bargaining unit represented by the PBA.

The Appellate Division vacated the award because it concluded that the city was without the means to fund the increase.

This proceeding arose out of futile collective bargaining negotiations for a new contract between the City and the PBA for July 1, 1975, through June 30, 1976. After all attempts to resolve an impasse in their negotiations had failed, the dispute was referred for compulsory binding arbitration by a panel in accordance with the procedures set forth in Section 209 of the Civil Service Law. The panel awarded a 5 percent salary increase retroactive to July 1, 1975. The Appellate Division, however, vacated the award because it concluded that the city was unable to pay the increase.

The Court of Appeals held that the arbitration panel had the right to balance the ability of the city to pay against the interest of the public and the police association members. The court also noted that the Appellate Division should not have drawn its own conclusions from the weight of the evidence or substituted its judgment for that of the arbitrator. In its decision, the Court of Appeals restated the general rule that "such awards on judicial review are to be measured according to whether they are rational or arbitrary and capricious."

The court concluded that on the record, it cannot be said that the panel's award was irrational. The arbitrators had the right to balance the interest of the public and the PBA members. Also, under Section 209(4) of the Civil Service Law, the panel is the one to determine what constitutes "a just and reasonable determination of the matters in dispute." Ability to pay was only one of the considerations to be weighed by the panel. The applicable statute empowered the arbitrators to conclude that ability to pay was not dispositive. What must be assumed is that the city's ability to pay was considered; however, the opinion of the panel demonstrated a reasonable basis for its determination. The Court of Appeals, therefore, held that the Appellate Division should not have drawn its own conclusions from the weight of the evidence or substituted its judgment for that of the arbitrators and reinstated the award of the arbitrators. *City of Buffalo v. Rinaldo*, 396 N.Y.S.2d 152.

A TERMINATED civil servant petitioned pursuant to Article 78 for reinstatement. The Supreme Court, Kings County, dismissed; however, the Appellate Division reversed and granted the petition. The public employer appealed to the Court of Appeals.

The Court of Appeals concluded that the portion of

(Continued on Page 7)

WHAT'S YOUR OPINION

By PAMELA CRAIG

PLACE: Manhattan, Brooklyn, Staten Island and Nassau

QUESTION: More and more municipal, state and county school districts and institutions are contracting out services to private agencies. What do you think?

Floyd Payne, therapy aide, Manhattan Psychiatric Center:



"I think it is a violation of our contract. I also feel it will circumvent the affirmative action ordered by the Governor. If the private agencies were bound by the rules of affirmative action and employ minorities, then I might feel that the action was more acceptable. What happened at Willowbrook is a violation of the union contract. I feel that

Albany should have stood by them because the next stop will be Manhattan Psychiatric Center. We must unify; if divided on this most important issue, we will fail. I fear this contracting of services is going to mushroom and Governor Carey will divide and conquer us all."

Estella Johnson, recreational therapist, Manhattan Psychiatric Center:



"I am totally against the principle of contracting out services to private agencies. This is a threat to my position as well as to every state employee. This could eventually become the way to eliminate the union's restrictions on the state. I feel the union should have taken a stronger stand with regard to Willowbrook and the UCP. I

really feel that they did not get the full cooperation from Albany. Little by little the state is taking away our labor force. The laundry facility is being relocated, emergency was cut back and admissions are only from 8 a.m. to 4 p.m. I feel they want to close us up."

Barney Pendola, transfer agent, Kings Point:



"I truly feel it would be an injustice to those employees in the school districts, who have devoted their lifetime work to an occupation which would be taken from them. I'm quite sure that private agencies could handle the jobs very well. But step by step, this principle will affect every job, no matter where you are working. This will be the highest mistake the

union can make to allow contracting of services to spread. The union must take a strong stand for survival of the union. It also depends upon who becomes our next Governor."

Carl Laurino, senior claims examiner, Brooklyn:



"I think some form of contracting of services to private agencies is acceptable. I feel this way because it usually eliminates the red tape associated with government. Often, because of bureaucracy, it takes half the time it should normally take to perform a job. An example is the Department of Sanitation. There have been studies that prove that private

companies can remove the garbage cheaper and more effectively. When working through the usual channels for a garbage pick-up, you must call ten people, only to learn that there are layers and layers of rules. The bureaucratic scene always renews itself."

Tony Bentivegna, electrician, Kings Parks Psychiatric Center:



"I feel the public servant is the cheapest, most efficient outlay of funds the taxpayers spend in terms of manhours. So, I don't feel the state can efficiently contract any work out to any outside service. I feel the union should organize anyone who works for the state for the period of time they work and pay dues, and we should represent them. This

would avoid contractual obligations by making them face the contract. The bus drivers and cafeteria workers are an example of this. The other alternative would be to forbid any contracting of services to private agencies."

Anne Wadas, therapy aide, Basic Research, Staten Island:



"As a CSEA member, I'm against contracting of services either on the state or county level. The principal idea is against the contract and its members. I feel this could be a Pandora's box. What's to keep the state from spreading into the Insurance Department or the Labor Department? The ramifications could be the end of the union. The facilities in

danger need the full cooperation of the union. They cannot fight alone. Let them not sit placently and think they are safe. If the Governor had his way, we would all be without contracts."

RETIREMENT NEWS & FACTS

By A. L. PETERS

Age Discrimination

When one company takes over another and the new management pushes early retirement, what can you do?

First, try the nearest Labor Department wage hour office. Or, you can write to the Employment Standards Administrator, Department of Labor, Washington, D.C. 20210.

The law on age discrimination applies to workers between 40 and 65 and there are bills before the House of Representatives and the Senate to extend it to 70.

As 1978 gets closer, the earnings limit for those on social security is due to increase. The current limit is \$3,240 for 1978 and \$3,480 for 1979. A subcommittee in the House of Representatives has voted to raise the limit to \$4,500 in 1978 and \$6,000 in 1979. Although the final legislation may not reach this figure, some increase seems probable.

Today's workers should be aware of the role social security retirement benefits play in financial planning for retirement, a social security spokesman said.

Retirement benefits are intended to be only a partial replacement of pre-retirement earnings.

For example, social security retirement benefits will replace about 44 percent of the pre-retirement earnings of a 65-year-old worker with median earnings which amounted to just under \$9,000 in 1976. If a worker has a 65-year-old wife, their combined retirement benefits will amount to about two-thirds of pre-retirement earnings.

The replacement rate for higher paid workers is somewhat less, while the replacement rate for lower paid workers is higher than for workers with median earnings.

To assure sufficient income for pre-retirement standard of living, workers should plan well in advance to supplement social security benefits.

This can be done through savings, investments, insurance and other income protection plans. Income from other sources

will have no effect on benefit payments. Only income from work affects benefit payments and then only if the worker's earnings exceed the annual earnings exempt amount, \$3,000 for 1977.

You should also be aware that social security provides much more than retirement benefits. There is survivor and disability protection for the worker and his family during the working years. About 30 percent of a person's social security tax goes to pay for this kind of protection.

And then there is Medicare for people 65 and older, disabled people and people who suffer permanent kidney failure.

An interesting question arises where a mother is a dependent. Social Security does not provide any benefits for a dependent mother.

If you are housebound or hospitalized, you can arrange to have a Social Security representative visit you.

Civil Service Law & You

(Continued from Page 6) subdivision (d) of Section 5.3 of the Rules and Regulations of the Department Service on which Downstate Medical Center relied when it terminated petitioner's employment is inconsistent with Section 75 of the Civil Service Law and therefore invalid. In part, the rule provides:

"When an employee is absent without leave and without an explanation therefor for a period of 10 work days, such absence shall be deemed to constitute a resignation effective on the date of the commencement of such absence."

The court stated that the above rule offered a means for summary, involuntary termination of employment based on non-performance of duty. Also, the employer is not required or expected to give any notice to the employee before invoking the rule. This, the court concluded, flies in the face of one of the requirements of Section 75. That section calls for written notice of the charges and opportunity for a hearing. *Johnson v. Director, Downstate Medical Center*, 396 N.Y.S. 2d 172.

Don't Repeat This!

(Continued from Page 6) servers are wary of making predictions in a contest beset with so many complexities.

The one thing that is clear is that a victory by Landes, which would give the Democrats substantial political control over affairs in Nassau County, will have political repercussions extending far beyond the county's borders.

LETTERS TO THE EDITOR

More On Bikes

Editor, The Leader:

If Mr. Distler of Rochester (Leader, Oct. 14) had checked his facts first, he would have found out that snowmobiles must be registered and insured.

In my opinion, the state has always had enough money. What with a tax on this and registration on that, they just haven't found out how to manage it properly.

I don't think Mr. Distler is concerned about the income of New York State. Apparently he must have had a run-in with a snowmobile or bike at one time or another and figures this would be a good way to get back at them.

DON OFFHAUS
Gowanda

Editor, The Leader:

I am in sympathetic agreement with the couple who wrote the Leader (Leader, Oct. 14) suggesting that the Legislature pass

a law requiring the licensing of all bicycles at a fee, if this law also extends to exercycles. The people in the apartment above me are constantly noise polluting my apartment when they cycle that one-wheeled, going-nowhere contraption that's ruining my health and nerves at the same time improving theirs.

If the tax on cycles is hefty, they might ultimately take up jogging to slim down, and get a windmill to charge their batteries. I favor a tax on all types of cycles, if it's steep enough and structured to be regressive.

RONALD B. ZEH
Albany

Still Waiting

Editor, The Leader:

I have read your editorial comment on CETA in the Oct. 21 issue of the Civil Service Leader, particularly your belief that the CETA system clearly calls for

revamping. Many CSEA delegates would be behind you in this belief, but I fear that you were not clear enough as to which cases new legislation is needed and in which cases more enforcement would be required.

CSEA delegates should not have to admit that they do not understand the federal rules and regulations governing CETA. After all, it is these same delegates who mandated an education program be started relative to CETA and also mandated that each Region form a CETA committee to oversee any abuses of the program. To this date, I am still waiting to see a viable education program begun or a fully functional regional CETA committee. I was appointed to such a committee over a year and a half ago and am still waiting for the first meeting to be held.

CSEA had a great chance to nip any abuses of CETA rules and regulations when they were

first formulated. Instead, they chose to ignore the pleas of the people. When the abuses started coming hot and heavy, the members panicked simply because they had no direction. One does not tell the uninformed to "document" the abuses when the membership is not sure of what an abuse is, and no one is willing to spend the time to explain to them what constitutes an "abuse."

We do not have difficulty with CETA nor are we against the principle. We do, however, keep our people here informed on the regulations so that they can spot an abuse and take action. It could be just as simple anywhere in the state if the mandates were carried out.

DON WEBSTER, President
Mount Vernon Unit
Local 869, CSEA

BUY

U.S.

BONDS!

CSEA CONVENTION REPORTS, PHOTOS



This cross-section of delegates during a vote taken at business session includes some from Southern Region III, in the foreground, and from Metropolitan Region II, behind them. Delegates were seated by regions.

Legal Committee Report

The report of the legal committee was presented by chairman Joseph Conway, of Workmen's Compensation Board Local 671, at the 67th annual CSEA delegates meeting this month at the Concord Hotel. Other committee members are Andrew Placito, Richard Snyder, Judy Burgess, Ethel Ross, Nicholas Abbatiello, Michael Morella and Sid Grossman.

The Committee is pleased to report to the Delegates that for the fiscal year October 1, 1976, through September 30, 1977, the Association has reduced the overall cost incurred pursuant to the Legal Assistance Program. This reduction was achieved while the actual number of cases processed had increased significantly. In the area of Court cases, CSEA spent less than \$150,000.00 for attorneys' fees. A significant number of the cases were brought by the General Counsel, Roemer and Featherstonhaugh, and were included as part of the retainer agreement.

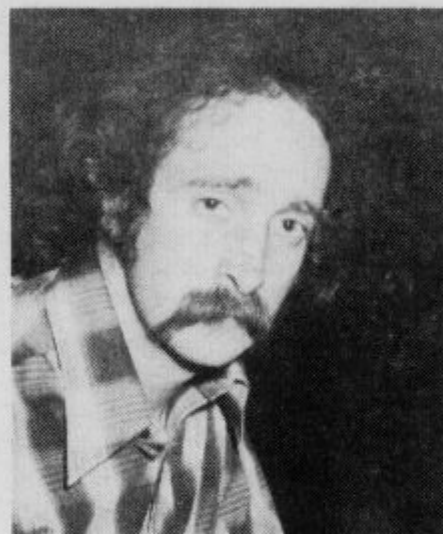
In the area of State Division disciplinary arbitration cases, it is estimated for the calendar year 1977 that the State will file in excess of 2,600 notices of discipline. This compares with approximately 2,100 filed in calendar year 1976 and 2,000 filed in calendar year 1975. It is significant to note that even though several hundred more disciplinary arbitrations will be filed this year, the cost of the Legal Assistance Program has diminished. For the information of the Delegates, attached to this report is a breakdown of the notices of discipline served by Local and Region from the period January 1, 1977, through September 30, 1977. Once again, the Committee wishes to take this opportunity to thank CSEA General Counsel, Roemer and Featherstonhaugh, and staff members Jack Carey, Tom Linden, Joe Dolan, Tony Campione, Tom Collins and Dave Stack for the advice and guidance they have given the Committee in the past year. You may recall that only a few short years ago the kind of information we are able to provide you did not exist and it is only through the efforts of these individuals that the Committee can retrieve the overall figures which are presented in this report.

Arbitrations, Court Cases, Disciplinary Proceedings and all disbursements for same for services to individual members

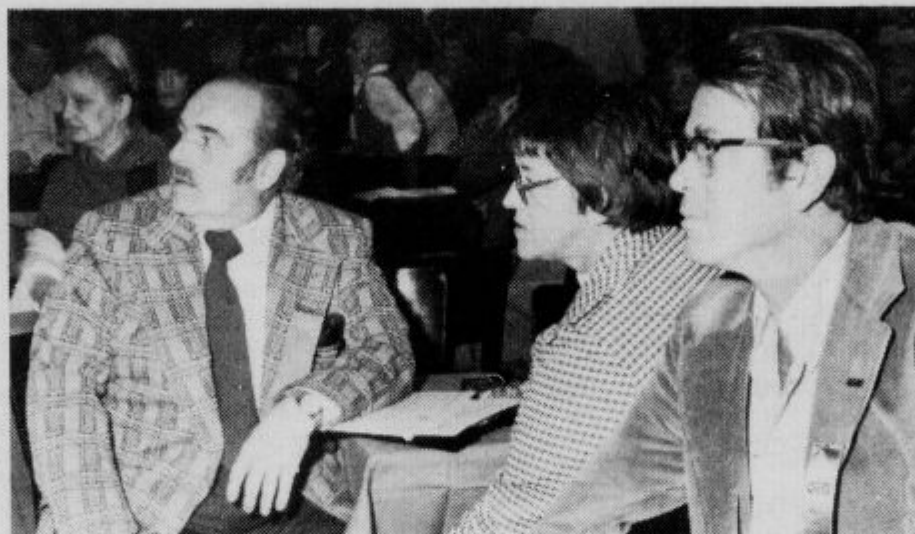
	1976	1977
Retainer of General Counsel to Association including all expenses incurred by same	\$794,154.51	\$740,325.63
	297,376.57	394,092.21

	1976	1977
Retainer of Regional Attorneys	142,450.00	167,500.00

For the past year, the Committee has scrutinized requests for legal assistance both from the point of view of the member or members requesting that Court action be initiated on their behalf and also from the point of view of our members who might be disadvantaged by such litigation. The Committee has attempted to grant legal assistance in those cases where important principles of the Civil Service system are being violated or misapplied. Once again, the Committee invites the Delegates to send it any information which might be useful in improving the CSEA Legal Assistance Program.



James Gibbons, CSEA director representing Niagara County, attended his first convention as head of Local 832 delegation.



Huddle of Transportation delegates intent on debate during Friday morning business session includes, from left, DOT Local 687's David Biddle; the same Local's president, Joan Tobin, and DOT District 1 Local 676's president, William Lucas.

Memorial Plaque Report

The report of the special memorial plaque committee was presented by chairman Raymond G. Castle, retired, at the 67th annual CSEA delegates meeting this month at the Concord Hotel. Other committee members are William L. McGowan, Richard E. Cleary, Joseph J. McDermott, James J. Lennon, Solomon Bendet and Irving Flaumenbaum.

Since our last report in March 1976, no names have been submitted to this committee, consequently we have had no meetings since then.

However, this provides the opportunity to reaffirm the past policies of its predecessor committees with respect to the John M. Harris Memorial Plaque which is permanently installed in the foyer of our Headquarters Building at 33 Elk Street, Albany, New York.

The Committee is prepared to receive any recommendations from our Chapters and Regions.

The purpose of the plaque is to honor deceased members who have performed meritorious and outstanding service to the Civil Service Employees Association. We would like to remind members and Chapters that full information may be obtained from 33 Elk Street, should the occasion arise, after an interval of at least six months following the death of a nominee. The Chapter shall submit such recommendation to the Conference (Region) and the Region to the State Association. Such nominations must be submitted on a regular application form for this purpose, supplied by the Association on request, on which shall be set forth supporting data, giving detailed accomplishments by the deceased member. All

such nominations shall be referred to the Memorial Plaque Committee for review of the facts relating to the services rendered. The Memorial Plaque Committee, within one year after submission, shall present to the Board of Directors a report with the recommendation as to each name submitted. The Board of Directors shall consider the recommendations of the Committee, and if satisfied, officially approve the names to appear upon the Plaque. Such action will then be conveyed to the Delegates for their affirmation.

We would remind all concerned that the Committee stands ready to receive recommendations of names of distinguished past members for the John M. Harris Memorial Plaque from our Chapters through their Regions.



O. D. Heck Developmental Center Local 445 president Vera Michelson holds forth at microphone to express views of members she represents at the Schenectady Mental Hygiene facility.



Looking attentive during Monday morning training session for members of the CSEA Board of Directors are, from left, Nicholas Puziferri, (Mental Hygiene, Region III), Richard Helms (Public Corporations), William DeMartino (Labor) and Richard Grieco (Jefferson County).



Willowbrook Developmental Center Local 429 president Felton King and first vice-president Richard Hyter work together in preparing forceful presentation to delegates on effect of contracting out services at the Staten Island Mental Hygiene institution.

CSEA CONVENTION REPORTS, PHOTOS

Civil Service Report

The report of the civil service committee was presented by chairwoman Jean C. Gray, of Thruway Headquarters Local 052, at the 67th annual meeting of CSEA delegates this month at the Concord Hotel. Other committee members are Robert Lattimer, Nicholas Abbatiello, Canute Bernard, Betty Duffy, Timothy McInerney, Gerald Purcell, Ernst Stroebel, Jack Weisz, James Welch and Jimmy Gamble.

Over the past year your Civil Service Committee has concerned itself with Civil Service Reform proposals which, if adopted by the State Legislature and signed by the Governor, would drastically alter the Civil Service System in the State as we know it today.

At the 1977 Spring Delegate Meeting, this Committee, jointly with the Committee on Work Performance Ratings and Examinations, held a two-day open session to permit comments on Civil Service Reform from our Delegates. The interest shown on the part of the Delegates at that time was greatly disappointing, to say the least.

At the outset, we must state that the CSEA is opposed to any Civil Service Reform proposals which could result in the erosion of the Merit System. In reviewing Civil Service Reform proposals which were to require legislative action, we found that some of such proposals would, in fact, lead to an erosion of the Merit System, while others were worthy of our consideration and possible support. The highlights of these proposals are reviewed in the following paragraphs.

Many proposals have been made in recent months on the method of selection of persons from an eligible list. These proposals have ranged from block scoring and zone scoring to the use of an entire eligible list. We are opposed to all of these proposals because that would make available to appointing officers a large body of qualified candidates which would open the way for political and favored employee appointments. CSEA has taken the position in the past that there should be a direct rank order of appointment from eligible lists. At the very least, we urge the continuation of the rule of "One of three."

The number of positions being designated for the unclassified service within the State University System has caused us great concern for almost a decade. The present law grants the Educational Fraternity (Commissioner of Education, Chancellor of State University and Boards of Community Colleges) too great a power in placing positions in the unclassified service (Sections 35(g) (h) (i)). At the time of the introduction of these sections, a plea was made for the need of these Sections due to the rapid expansion of the educational structure. This expansion has ceased, and the need for them no longer exists. Furthermore, experience has indicated that the Educational Fraternity has abused the intent of these Sections and has placed many positions, which are competitive or non-competitive in other departments or agencies of the State, in a teaching category. There is no audit or review of their operations. We strongly recommend that these Sections be deleted and the Educational Institutions be treated like any other Department of Government subject to the review of the Civil Service Commission.

We were strongly opposed to the action of the joint legislative Fiscal Committees in reducing (later restored) the Civil Service Department Budget for examination services and directing that legislation be prepared to decentralize promotion examinations to the operating departments. First, this is false budgeting. No moneys have been provided for additional staff or other costs of conducting examinations by operating agencies. Second, no money has been provided to the Civil Service Department to train

employees in the operating agencies to prepare and rate examinations, nor has any money been provided to the Civil Service Department to audit the examinations prepared by operating agencies. The Personnel Council in its own report has recommended that the Civil Service Department "Provide considerable support through consultative services and training." Third, this is not an economy move for the State. The cost of administering separate and distinct examination programs in the individual agencies will far exceed the cost of a centralized examination program. Fourth, conducting promotion examinations by an operating agency for its own employees will open the door to favoritism. There will not be objective selection on the basis of merit and fitness. Fifth, the appeal process in examinations will be vitiated since there would be no independent review body. It will be extremely difficult and probably unwise for the individual employee who wishes to continue to work in that department to appeal an examination prepared within his own department. The department will tend to defend its own actions and would be less objective than the Civil Service Department in conducting examination reviews. Sixth, money provided by the Federal Government for grant-in-aid agencies require appointment and promotion on merit principles. The State Civil Service Department has been designated as the Merit System Agency for the State of New York. The decentralization of the examination function to the operating agencies will jeopardize grants-in-aid from the Federal Government in such programs as Welfare, Health, and Mental Health. Seventh, the decentralization of the promotion examinations to individual departments will eliminate interdepartmental promotion examinations. The interdepartmental promotion examination permits persons in dead-end positions to obtain promotions in other departments and work at their higher skills and abilities.

For the foregoing reasons we are strongly opposed to the concept of a decentralized examination program.

The Joint Legislative Fiscal Committees also mandated the decentralization of the classification and compensation function to the operating departments. This, too, we strongly oppose. Classification by departments will be used to avoid existing eligible lists and to reward favored employees. Without any kind of controls or audits the present classification and compensation plan of the State will soon become a multiplicity of inconsistent titles and salary grades.

We believe that Civil Service Reform proposals in the following areas, if properly conceived and constructed, would be worthy of our support:

1. Increased training of employees
2. a broadening of promotional opportunities through generic classification of position titles
3. removal of the Director of the Budget's veto power on reclassification and reallocation requests approved by the Division of Classification and Compensation or the Civil Service Commission
4. furtherance of the affirmative action concept designed to eliminate the imbalances which presently exist in the recruitment and employment of women and minorities at all levels of government in any manner which is consistent with the principles of merit and fitness

This report is not meant to be complete in terms of possible Civil Service Reform proposals. Additional comments will be made at a later time on further reform proposals including the proposed "Career Management Service." Additionally, CSEA staff are working on other areas of reform aimed at strengthening the Merit System.



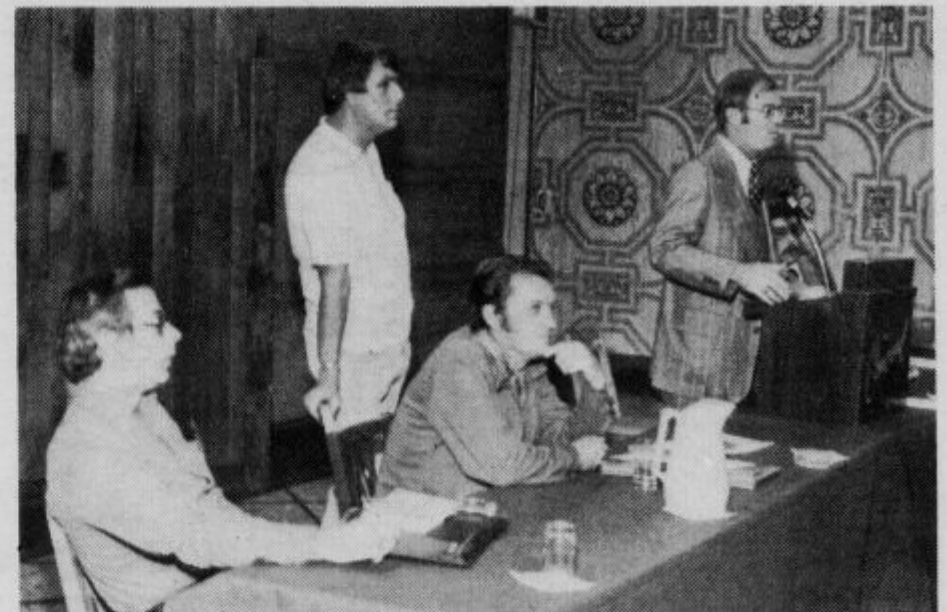
Three of the CSEA's vice-presidents are viewed here as they prepare for opening session of full delegates meeting. From left are Metropolitan Region II president Solomon Bendet, Central Region V president James Moore and Southern Region III president James Lennon.



CSEA vice-president Joseph McDermott, left, head of Capital Region IV, seems to have spotted the Leader's prowling photographer as he talks with CSEA executive vice-president Thomas H. McDonough.



Ebullient CSEA vice-president Irving Flaumenbaum, who leads the Long Island Region I, the union's largest, is shown here with Region I secretary Dorothy Goetz, of Suffolk County Local 852.



Robert Lattimer, standing left, CSEA vice-president in charge of Western Region VI, observes meeting of Professional-Scientific-Technical delegates, which he chaired. At microphone is State Division executive director Jack Carey, as PST Bargaining Unit vice-chairman Timothy McInerney and collective bargaining specialist Paul Burch listen.



CSEA treasurer Jack Gallagher informs delegates of union's current financial status as he presents his annual report.



Charter committee chairman Francis Miller, CSEA director from Oswego County, reports at Board of Directors meeting which preceded delegate sessions. At far left is CSEA president William McGowan as CSEA secretary Irene Carr records minutes.

(Leader photos by Ted Kaplan)

Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Friday, October 28, 1977

EXAM 36176
SUPVJ JANITOR
Test Held March 19, 1977
List Est. Aug. 11, 1977
(Continued from Last Week)

18 Vidas Davor Buffalo	92.0
19 Trendell Gene A E Syracuse	92.0
20 Powers James J Milton	92.0
21 McAvoy William Binghamton	91.5
22 Massa Rudolph Commack	91.5
23 Juliano Raymond Buffalo	91.5
24 Fedoris Alec Johnson City	91.5
25 Nourse Earl D Erieville	91.5
26 Brown Lewis G Schenectady	91.5
27 Carlson Clarence E Aurora	91.5
28 Cornell G V Scio	91.5
29 Losurdo Joseph Oswego	91.0
30 McLean Roger A McGraw	91.0
31 Kolota Chester Binghamton	91.0
32 Williams W H Scottville	91.0
33 Kompinski T J Buffalo	91.0
34 Myers Francis J Buffalo	91.0
35 Kingsbury H E Oneonta	91.0
36 Field Benjamin Homer	91.0
37 Schaeffer Pearl Howes Cave	91.0
38 Majewski Sally Cheektowaga	90.5
39 Saltalchia J Oswego	90.5
40 Valentino Mary Schenectady	90.5
41 Cuthbert Gene R Norwood	90.5
42 Holley Edward G Wayland	90.5
43 Ede Thomas J Endicott	90.5
44 Bennett Arlie A Geneseo	90.5
45 Griffin Roger J Hannibal	90.5
46 Kasswan Raymond Rochester	90.0
47 Mason Victor F Kirkwood	90.0
48 Wilson Willie E Buffalo	90.0
49 Koury Louis Albany	90.0
50 Young Joseph J Mt Morris	90.0
51 Benzeng David J Oswego	90.0
52 Gens George H Dunkirk	90.0
53 Treschl Patrick Brookhaven	90.0

54 Cross Gary W Plattsburgh	90.0
55 Barton Bessie W Endicott	90.0
56 Skorohod W J Delancy	89.5
57 Histo Gary G Potsdam	89.5
58 Hurth Edward E Oriskany Fls	89.5
59 Potts William D Tonawanda	89.5
60 Youngs David R Bouckville	89.5
61 Lewis John H Binghamton	89.5
62 Croston Richard Hornell	89.5
63 White Toivo J Sidney	89.5
64 Maloney John E Buffalo	89.0
65 Lynch James P Ravenna	89.0
66 Page Leonard M Colton	89.0
67 Reilly William Oneonta	89.0
68 Beswick Floyd M Madrid	88.5
69 Feka Julianna E Setauket	88.5
70 Tobin Donald F Hamlin	88.5
71 Meehan Michael Delmar	88.5
72 Barney Allen G Madrid	88.5
73 Berkmeyer K Medford	88.5
74 Bikowitz Paul Albany	88.4
75 Searles James F Oswego	88.0
76 Latassa A Port Chester	88.0
77 Garfi Glenn Schenectady	88.0
78 Cuddeback V C Dansville	88.0
79 Florence Anna Pt Jffran	88.0
80 Rowe Roger S Cortland	88.0
81 Marvelli Daniel E Greenbush	88.0
82 Morris Dolores Wellsville	88.0
83 Tripi Anthony R Mt Morris	88.0
84 Keane William J Sound Beach	87.5
85 Szarowski Peter Sloan	87.5
86 Dibernardo J St James	87.5
87 Gibson Clarence Andes	85.0
88 Denk William J North Rose	85.0
89 Newtown Walter N Lawrence	85.0
90 Smith Homer Buffalo	85.0
91 Yacono James T Cortland	84.5
92 Terranova A S Depew	84.5
93 Hitchcock R J Fulton	82.0
94 McMillan W R Buffalo	82.0

95 Snow Homer A Ausable Fks	82.0
96 Cooke Elvira A Nedrow	82.0
97 Marciano P Port Chester	82.0
98 Gorman Rosemary E Setauket	82.0
99 Simon Manfred A Albany	81.5
100 Casselman G E Ogdensburg	81.0
101 Birtner Phillip Lockport	79.0
102 Baiguini Daniel Cortland	79.0
103 Burckhardt J Centerreach	79.0
104 Briggs Gregory Sound Beach	78.5
105 Clancy J D Nassau	76.0
106 Malone James J Colonie	76.0
107 Ellison Hattie Kendall	76.0
108 Pelton John M W Sand Lk	76.0
109 Cousineau Anita Buffalo	76.0
110 Lawrence Ira D Arkville	76.0
111 Schmidt T M Centerreach	76.0
112 Gorney Paul D Buffalo	76.0
113 Spinuzza Thomas Brocton	76.0
114 Lukoskie James Johnson City	75.5
115 Lucchesi Robert Highland	75.5
116 Tucci Peter Port Chester	75.5
117 Colfer James Albany	75.5
118 Jablouski A Cheetowaga	73.0
119 Collins Michael W Chazy	73.0
120 Williamson G Greenwood	73.0
121 Wilmer Viola J Baldwinsvil	73.0
122 Sourdoff Gerald Albany	73.0
123 Sawyer Marylou Richmondvil	73.0
124 Wegzyn Joseph P Oswego	73.0
125 Carapazza Nancy Medford	73.0
126 Horr Donald Oswego	73.0
127 Paolillo Donald Rock Pt	72.5
128 Carpentiere W D Huntingtn Sta	72.5
129 Fizek Joseph Perry	72.5
130 Smart William R Albany	70.0
131 Hall Linda J Spencerport	70.0
132 Sims Ethel M Syracuse	70.0
133 Steiner J E Troy	70.0
134 Montero M Smithtown	70.0

2 Moorby Leroy G Oneonta	91.0
3 Sears Thomas Peru	90.0
4 Todd George L Kendall	89.8
5 Smith Gerald C Pt Jffran	89.8
6 Collins Gary J Potsdam	89.8
7 Perconti C New Paltz	88.1
8 Murphy John J Livonia	87.7
9 Leonard B W Nedrow	87.4
10 Desorbo John S Albany	86.1
11 Combs Edwin R Altamont	84.1
12 Scott Kenneth S Syracuse	84.1
13 Markle Eben R Richmondvil	84.0
14 Watson Perry W Canton	82.2
15 Smith Robert S Oneonta	81.7
16 Ellison Waldo F Kendall	81.6

17 Gomez Thomas V Pt Jffran	81.1
18 Wilson Harold C Potsdam	81.0
19 Smith Joan A Schenectady	81.0
20 Vandusen John L Oneonta	80.9
21 Ozark Luna M Memphis	79.6
22 Whittier Robert Minetto	79.5
23 Anthony Heba I Endicott	78.7
24 Gilder Francis Albany	78.5
25 Hogan John J Scio	78.4
26 McIntyre Robert Ausable Fks	78.4
27 Alsdorf C E New Paltz	78.1
28 Musacchio John Oswego	77.1
29 Hunter Garland Buffalo	76.9

(Continued on Page 11)

W'Chester Food Workers Cited

PURCHASE—Workers in Westchester County's Senior Citizen Nutrition Program have been presented with certificate awards at a ceremony at Manhattanville College.

County Executive Alfred B. DeBello presented the awards to 81 men and women who completed the state-mandated course in food handling.

"A large part of the success of our nutrition program for seniors has been the dedication and work of both the paid employees and the volunteers. This ceremony is a small way for us to show our appreciation for what


they are doing. I would like to thank all of those who participated in this program," Mr. DeBello said.

The eight-hour course, given by the Westchester County Health Department, was offered to all paid workers and volunteers handling food. Course graduates were issued food handling cards by the County Health Department and food handling certificates by the County Office for the Aging.

Westchester County has 20 nutrition centers with full-time and part-time employees.

EXAM 36177
HEAD JANITOR
Test Held March 19, 1977
List Est. Aug. 5, 1977

1 Kiernan Kevin J Albany	91.6
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—John Beaufort, Christian Science Monitor

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a swinging, stomping dance orgy... a luminous show!
—T.E. Kalem, Time



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...GO SEE IT!
—Clive Barnes, N.Y. Times

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and his orchestra
and
Marlena Shaw

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\$8.50 2nd Mezz • \$7.50 3rd Mezz

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Muddy Waters • Albert King




Friday
October 28 — 8 P.M.

TICKETS:
\$9.50 Orchestra and
1st Mezzanine
\$8.50 2nd Mezzanine
\$7.50 3rd Mezzanine

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Call CHARGIT: N.Y.C. (212) 239-7177, L.I. (516) 354-2727, Westchester (914) 423-2030, N.J. (201) 332-6360, CT (203) 622-1970.
American Express, Master Charge and Visa accepted at Music Hall Box Office. Tickets available at all Ticketron outlets.

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State And County Eligible Lists

(Continued from Page 10)

30 Yaricek Walt Binghamton	76.8
31 Sullivan Mary A Centerreach	76.6
32 Sorrentino Paul Cheektowaga	76.1
33 Smith James P Oswego	75.4
34 Kerr Helen J Hornell	74.8
35 Jones David J Erieville	74.7
36 O'Leary James D Buffalo	74.6
37 Rockwell James Watervliet	73.9
38 Conner William Groton	73.8
39 Carr Wilbur B Oneonta	73.6
40 Campbell Jean Rensselaer	73.6
41 Kennedy Leon J Buffalo	73.6
42 Scavoone Joseph Deer Park	73.3
43 Fawcett Claude Binghamton	73.3
44 Dillon Schuyler Homer	73.1
45 Macintosh David Schenectady	73.1
46 Kennedy R T Buffalo	72.3
47 None	
48 Pezzulo Marion Albany	72.0
49 Bennett Kenneth Dansville	71.8
50 Keith Edward J W Seneca	71.7
51 Soper William C Plattsburgh	71.7
51A Freeman Robert Buffalo	70.9
52 Robinson Jesse Johnstown	70.8
53 Stolp Richard W Oswego	70.7
54 Pelkey Lloyd L Canton	70.6
55 Chaney Edward Albany	70.5
56 White, Toivo J Sydney	70.0

EXAM 39-196 CHIEF BUDGETING ANALYST G-27

Test Held June 18, 1977
List Est. Aug. 5, 1977

1 Brodsky Kenneth B Plainville	92.5
2 Dibello Russell O Dormansville	92.5
3 Glazer David A Smithtown	90.0
4 Shulman Ira L Brooklyn	82.5
5 Tohl John N Orangeburg	82.5
6 Bittle Peter S Pawling	80.0
7 Humphrey Bernard A Ballston S	80.0
8 Korotkin Bruce M Williamsville	80.0
9 Seymour Raymond J Clifton Pk	80.0
10 Carroll Paul J Little York	70.0
11 Obach Ronald E Delmar	70.0
12 Szczesiak Anthony Rochester	70.0

EXAM 36084

SR EL COMPUTER OPR

Test Held June 18, 1977
Est. Sept. 22, 1977

1 Bosselman D J Watervliet	94.2
2 McMahon Michael Troy	85.2

EXAM 36072

SR OFFST PRNTG MACH OPR

Test Held June 18, 1977
Est. Sept. 9, 1977

1 Ross Bruce A Kinderhook	89.8
2 Hoover Carl W Binghamton	89.8
3 Didomenico A Albany	89.8
4 Benjamin James Guelderland	89.5
5 Newberry Robert Albany	89.2
6 Feeley Thomas J W Cossackie	88.5
7 Dimmer William Clifton Pk	88.4
8 Green John P E Greenbush	87.7
9 Hammond Philip Ballston Spa	87.1
10 Pearshall R A Albany	86.7
11 Guest David A Albany	86.6
12 Cloutier W B Hamlin	86.4
13 Blair David H Cohoes	86.1
14 Boomhower W E Ravena	86.0
15 Graham Gary W Troy	85.7
16 Barter Robert L Saratoga Spg.	85.6
17 Coyle Bruce M Albany	85.5
18 Luft Douglas G Albany	85.5
19 Munsell Stephen Albany	84.5
20 Costa Patrick F Watervliet	84.0
21 Plank Douglas E Oswego	83.9
22 Albert Fred J E Greenbush	83.8
23 Lucas Richard J Patchogue	83.8

Sea Ecologists

ALBANY — The State Civil Service Department established an eligible list for senior aquatic ecologist on July 28 as the result of a Nov. 6, 1976 open competitive exam. The list contains 3 names.

Name Bahou To Firefighter Commission

ALBANY — Gov. Hugh L. Carey has appointed state Civil Service Commission president Victor S. Bahou chairman of the state's newly formed Fire Fighting Personnel Standards and Education Commission.

The new commission recommends rules and regulations for training programs for probationary firefighters, as well as education, health and physical fitness requirements for firefighters.

The Governor also appointed commission members: Kingston Mayor Francis R. Koenig, Schenectady Fire Capt. John Przekop and Cortland Fire Chief Francis J. Quinlan.

Nominations to the unsalaried positions are subject to Senate confirmation.

24 Alexson David W Duanesburg	83.6	39 Cushing F R St Johnsvil	78.0
25 Formey Gregory Brooklyn	82.8	40 Curran John J Albany	77.3
26 Ostapovich N D Watervliet	82.5	41 Arcoraci John Dunkirk	77.2
27 Sherman Charlie Syracuse	82.4	42 Darrow Steven J Chittenango	76.3
28 Legnard William Albany	81.8	43 Williams Samuel Brooklyn	76.2
29 Barbro Stephen Schenectady	81.6	44 Dickson Delbert Albany	76.1
30 Sarinelli David Albany	80.9	45 Dillenbeck N P Schenectady	75.9
31 Favata Jerry L Troy	80.1	46 Cavallo Ralph F Syracuse	75.5
32 Egan William C Watervliet	79.8	47 Whiting R L Glenmont	75.5
33 Francella W H Albany	79.6	48 Jozwiak Barbara Cheektowaga	75.4
34 Sigwarth C M Albany	79.5	49 Greenstein P Albany	75.3
35 Yannone F A Carskill	79.0	50 Dellarocco R D Schenectady	75.1
36 Grey George F Westmere	79.0	51 Keyrouze George Troy	74.6
37 Fuhrman Nat A Brooklyn	78.7	52 Parsons George Albany	74.0
38 Schepisi Fred A Albany	78.3		

(To Be Continued)

Open Continuous State Job Calendar

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
Medical Record Administrator	\$11,337	20-348
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 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
Variety 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.

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Bus Operator	5.00
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Captain P.D.	8.00
Cashier	6.00
Civil Engineer	8.00
Civil Service Arith. and Vocabulary	4.00
Civil Service Handbook	3.00
Clerk N.Y. City	4.00
Complete Guide to C.S. Jobs	3.00
Computer Programmer	6.00
Const. Supv. and Inspec.	5.00
Correction Officer	6.00
Court Officer	6.00
General Entrance Series	4.00
General Test Pract. for 92 U.S. Jobs	5.00
Lt. Fire Dept.	8.00
Lt. Police Dept.	8.00
Electrician	8.00
Electrical Engineer	5.00
Fireman F.D.	6.00
Foreman	5.00
Nurse (Practical and Public Health)	6.00
PACE Pro & Adm Career Exam	6.00
Parking Enforcement Agent	4.00
Police Administrative Aide	5.00
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H.S. Entrance Examinations	4.00
Homestudy Course for C.S.	6.00
How to get a Job Overseas	1.45
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Laboratory Aide	5.00
Librarian	8.00
Machinists	6.00
Maintenance Man	6.00
Maintainer Helper A and C	4.00
Man & Admin Quizzer	8.50
Mechanical Engineer	8.00
Motor Vehicle License Examiner	5.00
Notary Public	6.00
Police Officers (Police Dept. Trainee)	6.00
Playground Director — Recreation Leader	6.00
Postmaster	5.00
Post Office Clerk Carrier	5.00
Post Office Motor Vehicle Operator	4.00
Postal Promotional Supervisor-Foreman	6.00
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Sergeant P.D.	10.00
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For sale by owner, 2 1/2 story brk farm hse on 20 acre w/barn, 12 rms, 2 baths, new heat, just E. of Norwich, NY. Asking \$45,000. Call aft. 6 pm. 607-859-2923.

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Overlge lake, 17 rm hse, 5 bth, gar., slate roof, resid'l or comm'l use. Asking \$45M. Owner. 518-644-9773.

SYRACUSE AREA - Fall special for quick sale. Children's paradise. Oneida lk frnt, approx 1 acre, 5 BR rch hse w/extra lg LR, lg gamerm w/bar, 2 full bths, 2 frpcs, aft gar & workshop, W/W crpt thruout in last 3 yrs this rch hse has been compl remod. Inside/out. New siding & new roof. \$55,000. Call 315-633-2897 or write James Rawson, Box 191, Bridgeport NY 13030.

ARDSLEY VIC & SCHL. Hartsdale 4 bdrm Split, cathed ceilg, eat-in mod kit, lrg den, sundeck, patio, above ground pool, deadend street wd'd 1 acre. \$85,000. Also 1-3 yr lease available \$850. 914-693-2953.

ALBANY, 18 miles south of 2 yr old Colonial, 5 acres, energy saving features throughout, 7 large rooms, 1 1/2 bath, fireplace, modern big kitchen, built-in range, oven, refrigerator, dishwasher, formal Din R., breezeway, 2 car garage with loft, shed, laundry, full basement, 16 gal. mn wellwater, low taxes. Breathtaking view of Catskills, west, Hudson River to Berkshires, east, privacy, 5 min to Thruway exit. Asking \$72,900. Call 518-731-2885.

Putnam County, N.Y.

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GO TO HEALTH

By WILLIAM R. WILLIFORD

If you happened to be in New York City Sunday, Oct. 23, you might have noticed 5,000 plus marathoners racing through five boroughs of the city. It was the largest marathon ever conducted on the East Coast.

If you have ever seen a long distance race perhaps you have noticed that the participants are not your average group. Some will argue that you have to be crazy or unemployed or both to do all that running. Most people cannot understand how anyone could ever develop an addiction to running. One thing is for certain. You will find few, if any, smokers and people with weight problems.

Long distance running, and running in general, have become so popular that participants now have to qualify for events such as the Boston Marathon. In San Francisco this year, over 12,000 people entered a race. It also might surprise some people with the number of executives, physicians, company presidents, lawyers, teachers, mechanics, plumbers, housewives, and entire families that are "getting into" running for recreation and health purposes.

Few people will argue that running is not a healthy activity. However, if you do not know what you are doing, it can prove to be deadly. Aerobic exercises such as jogging and running can prove, as many people have discovered, to have rather dramatic results. Like any medicine that has tremendous potential for good, if abused or administered incorrectly, it also has tremendous potential for harm. Good advice is to enter a jogging program with an understanding of what you are doing, and caution.

If you should decide to enter a jogging or running program, watch out for your own enthusiasm. Too much exercise too soon can strain instead of train the body. You will end up injured, tired and discouraged.

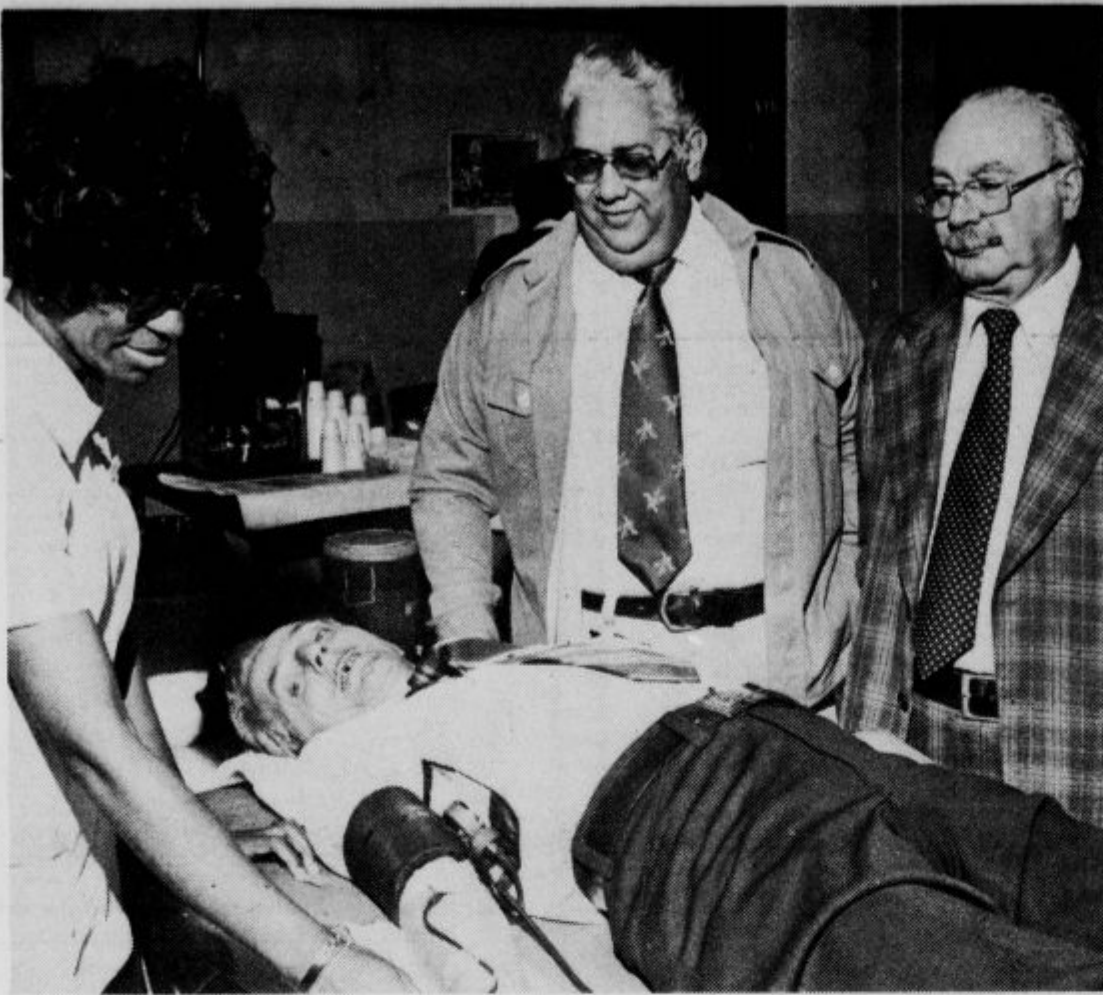
Here are some suggestions for a successful jogging experience:

- Do invest in a good pair of training shoes that have been approved by Runner's World magazine. These shoes have been designed to minimize the stress to feet and legs that jogging causes. Beware of the look alikes in your neighborhood discount stores.
- Do not wear rubberized or plastic clothing. This attire restricts evaporation of perspiration, causing the body to overheat, and resulting in possible heat stroke and heat exhaustion.
- You will increase your enjoyment of jogging and be more likely to maintain a regular schedule if you jog with someone of similar ability. Remember, "team" jogging should be for companionship, not competition.

If interested, contact your local YMCA, YWCA or Local Runners Club and ask about the "fun runs" which are geared for everyone's ability.



CIVIL SERVICE LEADER, Friday, October 28, 1977



SO OTHERS MAY LIVE

Leading some 250 car maintenance men, Henning (Hank) Kornbrenke, on table, donates a pint of blood at the Annual Blood Donor Days at the 207th St. car maintenance shop. Nurse Annette Robinson of the Greater New York Blood Program attends him as assistant supervisor Ray Figueroa and assistant superintendent Joseph Calvia watch. Transit Authority personnel lead all New York City agencies in donations.

New Jobs Opening In Rensselaer

TROY—Rensselaer County Civil Service Commission officials have scheduled a series of exams for December to find candidates for four open competitive jobs with county agencies.

Salaries for the posts, school lunch manager, mental health social worker II, supervising physical therapist and senior engineer, range from \$6,916 to \$15,300.

Candidates for school lunch manager, a post paying from \$6,916 to \$8,740 for 10 months, must have eight years institute management, hotel administration or restaurant management experience and a high school diploma; or four years experience and an associate degree in applied science from a two-year food, nutrition and institution management school.

College graduates with degrees in foods, nutrition or institution management or candidates with equivalent combinations of

training and experience are also eligible.

School lunch managers are in charge of lunch programs serving from 500 to 2,000 students daily.

The filing deadline is Nov. 2. The exam date is Dec. 3.

Mental health social worker II hopefuls should have masters degrees in social work for the \$10,092-a-year post and must be eligible to obtain a certificate or limited permit to practice social work in the state.

There will be no written exam for this post. Applicants will be rated on training and experience. Applications must be submitted by Dec. 6.

Mental health social workers provide professional services, including counseling to Mental Health Department clients.

Applications for the supervising physical therapist Dec. 2 qualifying exam must be submitted by Nov. 2.

Candidates for this \$12,901-a-year post must be college graduates with physical therapy backgrounds and at least two years therapy experience, one year of it in a public agency. Therapy candidates must also be eligible to obtain a license to practice therapy in the state.

Candidates will be tested for knowledge in anatomy and physiology, physical therapy, therapeutic methods and equipment, care and understanding patients,

training, and supervision.

Supervising physical therapists are responsible for developing and supervising a physical therapy program.

For senior engineer, candidates must be college graduates with degrees in civil engineering and four years engineering experience; or 12 years engineering experience; or a combination of both.

The written qualifying exam for this post, scheduled for Dec. 3, will consist of questions on principles and practices of civil engineering, engineering estimates and specifications, surveying (including computations), highway laws and highway safety, construction, maintenance and design of highways, bridges and other structures; and supervision.

Senior civil engineers supervise the investigation, design and construction of public works projects.

Engineer candidates must also be eligible to obtain a state engineering license.

Resident requirements are listed for only one of the jobs. Candidates for school lunch manager must have been residents of Rensselaer, Washington, Saratoga, Albany or Columbia Counties for at least four months at exam time.

Applications should be sent to the Rensselaer County Civil Service Department, Court House, Troy.

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CSEA CONVENTION REPORTS, PHOTOS

Non-Teaching School Employees

The report of the statewide non-teaching school employees committee was presented by chairman Edward Perrott, of Nassau County Educational Employees Local 865, at the 67th annual CSEA delegates meeting this month at the Concord Hotel. Other committee members are vice-chairman Salvatore Mogavero, of Erie County Educational Employees Local 868, Jacob Banek, Charles Luch, Howard Cropsey, Leslie Banks, Vincent DiBrienza, Hugh Crapser, Irene Izzo, Neil Gruppo and Carol Craig, with coordinator Danny Jinks.

The purpose of this report is to update the activities of the Committee since its last report to the Delegates at the Special Delegates Meeting in March of 1977.

During the time lapse between the aforementioned Special Delegates Meeting and the Annual Meeting which is to take place in October, the Committee, through its Coordinator, has continued to monitor the implementation of the pro-

visions of Article 19A of the New York State Vehicle and Traffic Law and Article 9A of the New York State Transportation Law. The Committee's Coordinator, as well as the members of the Committee, have attempted to answer questions concerning the regulations established under these laws and to aid bus drivers who are adversely affected by such regulations in solving their problems. More recently, requests have been received by the Office of Local Government asking that follow up seminars be held to further discuss the regulations of Article 19A and Article 9A and the effects of these regulations on bus drivers in the State. The Office of Local Government and the Statewide Non-Teaching School Employees Committee is attempting to comply with these requests as they are received.

In addition to this endeavor, the Committee issued a report on state aid to the Delegates attending the County Delegates Meeting at the Grand Hotel in June of 1977. The purpose of the report was to explain how Operating Aid for School Districts was determined in the hope that a better understanding of the complicated state aid formulas would be attained by Non-Teaching Employees. Furthermore, the Committee has been quite concerned with school districts contracting out services. In particular, school districts have or are now investigating the use of outside Food Service and Transportation firms to take over the operation of these vital Departments. Although the Committee has been successful in preventing the loss of district-run food service departments in the last few years, it feels that more must be done to prevent the further erosion of this department and other departments as district-run operations. If this cannot be done, then the Committee suggests that the employees of the firm who takes over the operation of a food service department, etc., should be considered quasi-public employees and an attempt should be made to organize them by CSEA.



CSEA director Robert Stelley, of Roswell Park Memorial Institute Local 303, presides over department of Health delegates from various work locations throughout state. At left is CSEA collective bargaining specialist Jason McGraw.



Universities comprise the second largest bloc within the CSEA's State Division. Here CSEA director and Universities committee chairman Albert Varacchi, of SUNY at Stony Brook Local 614, standing left, and union collective bargaining specialist Paul Burch respond to questions from delegates at departmental meeting. Other University representatives are, seated from left: June Boyle, of SUNY at Buffalo Local 602; Patricia Crandall, of SUC at Cortland Local 605, and Edward Dudek also of SUNYAB.

Election Procedures Report

The report of the special election procedures committee was presented by Bernard C. Schmahl, of Taxation and Finance Local 690, at the 67th annual CSEA delegates meeting this month at the Concord Hotel. Other committee members are Genevieve Clark, Sy Katz, Harold Goldberg, Gregory Szurnicki, William McConnell and Raymond Pritchard.

Since our last report filed in March, our Committee has met eight (8) times. Most of these meetings were in connection with the Statewide Officers election. The Committee conducted the contract ratification balloting.

The Committee has received and reviewed approximately 65 election protests. Decisions have been made on all but six (6) of these protests. The uncompleted action on the remaining protests should be completed in the near future.

Most of the protests filed were of a minor nature in that the filer of the protest did not have proof of the violations charged and very little knowledge of the requirements for filing a proper protest, mostly falling to file the protest within the time prescribed or failure to file with the proper people as required.

We have one (1) court action pending at the present time against the results of the Statewide Election.

Our Committee has found that in the

majority of the protests filed communication between the chapter and the nominating and election committee has been very lax. In some instances we have found that the current chapter officers (even though they were candidates for re-election) have been interfering in the actions of both nominating and election committees. This situation creates a region of distrust in the election procedure.

Our Committee is working on changes to be made in the mandated Chapter Constitution & By-Laws nominating and election procedures. We hope these changes will make these procedures more workable and better defined so that there will be less chance of chapters failing to fulfill the requirements of a proper election.

We feel that with a little education to nominating and election committee Chairpeople, future elections will be run in the proper manner. We hope to have this education program established before the next election period which is 1979.

The Committee wishes to thank all the members of staff of the Association for their assistance in the conduct of the statewide election and processing of protests. We also wish to thank the legal staff for their assistance in resolving several issues requiring legal interpretation.



Taxation and Finance departmental meeting was chaired by CSEA director Jack Dougherty, shown here checking over his notes as Taxation and Finance Local 690 president Santa Orsino listens to speaker out of camera range.



Informal visitor at meeting of Authorities delegates, CSEA president William McGowan, center, contributes to discussion as CSEA director and meeting chairwoman Jean C. Gray, of Thrushway Headquarters Local 052, and union collective bargaining specialist Patrick Monachino listen.

Federal Bill Awaits Conference Action

WASHINGTON, D.C.—The fate of two bills recently passed by Congress extending the manda-

tory retirement age from 65 to 70 depends on the action of a House-Senate conference committee.

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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.

Representatives of the two houses must settle differences between the two bills before it can be sent to President Carter for signature.

Both bills call for the higher age limit but the Senate version exempts tenured university professors and highly paid business executives. That means their employers would still be able to force them to retire at age 65.

The Senate, which acted on the measure last week, voted 88-7 to approve the bill. The vote to exclude professors and business executives from the bill's provisions was a slim 48-45.

Bill sponsors say they hope the conference committee can reach a compromise before Congress adjourns this year. Both houses are expected to end proceedings sometime before election day.



NEW TRUSTEES

Suffolk County Legislator John J. Foley (D-Blue Point) has been appointed a Suffolk County Civil Service Employees Assn. Welfare Fund trustee. The Welfare Fund is a joint County-CSEA administered trust that provides health, welfare and other benefits for County employees. Mr. Foley was appointed by Suffolk County Executive John V. N. Klein replacing Legislator Joseph R. Caputo (R-Islip Terrace) who resigned.

Abortion Enemy Wins Back His Job

(Continued from Page 5) Appeals to the Nassau Civil Service Commission and to Nassau Supreme Court both were un-

successful.

Things changed for the better when the case came before the Brooklyn Appellate Division. The three-judge majority—one judge, ruled for the discharge—noted, for example, that until the 1972 episode, Mr. Short had had "an excellent and unblemished record" as a civil service employee.

As for the contraceptives controversy, the court pointed out that the accountant had "sought guidance and legal advice from appropriate officials from the county" as to whether intra-uterine devices were "abortifacients," instead of contraceptives. However, the court said, he never received any answer.

As a result, the accountant took it upon himself to decide that a State Court of Appeals decision prohibiting the use of public money for all abortions except those designed to save the life of the mother could be applied to the costs of distributing the intra-uterine devices because they were promoting abortions.

In upsetting the dismissal and ordering the accountant reinstated, the Appellate Division ruled that his actions were "perhaps injudicious." But in no event, it said, did his conduct mandate "such complete devastation at outright dismissal."

Seek Better Environment By Using Art

WARD'S ISLAND—Manhattan Psychiatric Center and the Dia Art Foundation are sponsoring a sculpture exhibition by John Chamberlain on the hospital grounds, Ward's Island, New York City.

This is the first of many art presentations, reflecting a new commitment by the center to revitalize its environment, according to hospital director Gabriel Koz.

Gas Inspectors

ALBANY—The State Civil Service Department established an eligible list for gas and petrol inspectors on July 28.

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Insurance Rates For U.S. Aides Are On The Rise

WASHINGTON, D.C.—New rates for 79 health insurance plans for federal employees will go into effect January 9.

The higher premiums reflect increases in the health care costs. The average annual health bill and insurance premium will rise 10 to 15 percent in 1978 and 1979, and premiums for the two government-wide plans, Aetna and Blue Cross-Blue Shield, will rise 11 and 12.5 percent in 1978, say officials. Many of the other plans in the program will have premium increases in the 10 to 15 percent range.

For annuitants and non-postal employees, the Government's contribution will be 60 percent of the average high option premium rate for six of the largest plans in the Federal Employees Health Benefits Program (Aetna, Blue Cross-Blue Shield, National Association of Letter Carriers, American Postal Workers Union, Kaiser Foundation Health Plan of Northern California, and Kaiser Foundation Health Plan of Southern California). However, the Government will not pay more than 75 percent of any individual rate. For postal employees, whose pay and benefits are subject to negotiation, the agency contribution will be 75 percent of the "big six" average, and the limit will be 93.75 percent of any individual rate.

Three employee-organization-sponsored plans are eliminating their low options. The American Federation of Government Employees' (AFGE) Health Benefit Plan, the Alliance Health Benefit Plan and the Government Employees Hospital Association (GEHA) Benefit Plan will discontinue them in January. Employees and annuitants enrolled in the low option of one of these plans, who do not change to another plan during the open season, will be enrolled automatically in the high option of their plan.

The commission has approved 13 other comprehensive medical plans beginning January 1978. These include, in New York, the Capitol Area Health Plan, Al-

bany, and the Westchester Community Health Plan, White Plains.

New Federal Merit Rules Are Issued

(Continued from Page 2)

quate compensation; Training employees to assure high-quality performance;

Retaining inadequate employees, correcting inadequate performance, and separating employees whose inadequate performance cannot be corrected;

Assuring fair treatment of applicants and employees in all aspects of personnel administration without regard to political affiliation, race, color, national origin, sex, or religious creed and with proper regard for their privacy and constitutional rights as citizens;

Assuring that employees are protected against coercion for partisan political purposes and are prohibited from using their official authority to interfere with or affect the result of an election or a nomination for office.

By centralizing approval of all new merit requirements, the commission says it aims to simplify and improve grant administration by assuring uniformity in the federal approach to merit regulations which affect state and local governments. Merit requirements with vague and inconsistent language have been established in the past, leading to confusion among state and local governments as to precisely what was expected of them, says the commission.

For more information on the Standards for a Merit System of Personnel Administration and the Intergovernmental Personnel Act Merit Principles, contact the U.S. Civil Service Commission, Bureau of Intergovernmental Personnel Programs, 1900 E St., NW, Washington, D.C. 20415, or any of the commission's 10 regional offices.

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Delegates, Dyson Trade Criticism



"Fat rises to the top," exclaims CSEA director Clayre Liamari (Schoyler County) as she retorts to Commerce Commissioner John Dyson.

By MARVIN BAXLEY
KIAMESHA LAKE — Half of Commerce Commissioner John Dyson's audience was lost because he arrived late, and the other half was lost when he began speaking.

It wasn't because the Commissioner lacked conviction, but rather that he failed to understand the deep-rooted resentment and cynicism that has developed in recent years by state employees.

After acknowledging the cordial introduction given to him by Civil Service Employees Assn. president William L. McGowan at a special evening seminar at the union's 67th annual convention this month at the Concord Hotel, Mr. Dyson proceeded to rouse the delegates' anger.

Like a younger version of Don Quixote tilting at windmills, Mr. Dyson expounded his idealistic program for changing the state's government.

"What is your union going to do except oppose everything?" he asked.

Mr. Dyson told the delegates that for the union's own preservation, they had to "help change the process or watch your influence with the public diminish."

To this, Mr. McGowan responded that "I personally would like to sit down with you and go over your points in order to provide some input from the employees."

The irony of the interchange between Mr. Dyson and members of the audience is that the differences were probably more a matter of semantics than of any crucial differences.

Mr. Dyson kept repeating that "I don't believe you don't want this, too," as delegates tore into him over various points he had made.

Among the ideas he touched on to make government more responsive were better supervision, cash awards for extraordinary accomplishment, fairer competitive exams, and an improved suggestion system.

"Commissioners must know their jobs better than their subordinates," he said.

The architect of the state's "I Love New York" campaign advocated a bonus system for employees who are instrumental in saving or bringing a business to the state. He noted that he has instituted a bonus program in the Commerce Department.

"The tests are not fair. There are people who can't pass tests and they're brilliant," he said, noting as an example, Thomas Edison, who was renowned for his inability to pass tests.

"This suggestion program is less rewarding for public employees in New York State than it is in the private sector," he pointed out.

As an example of the communication problems that existed between speaker and audience at the seminar, is this exchange referring to unclassified positions:

Dyson: "The system in New York State is so Byzantine, it's designed not to be understood. . . If we can give tests in Commerce, why can't they in University?"

Delegate: "That's what we ask."

At another point, Buffalo Psychiatric Center Local 403 delegate Dominic Savarino probed Mr. Dyson on the situation at Willowbrook Developmental Center.

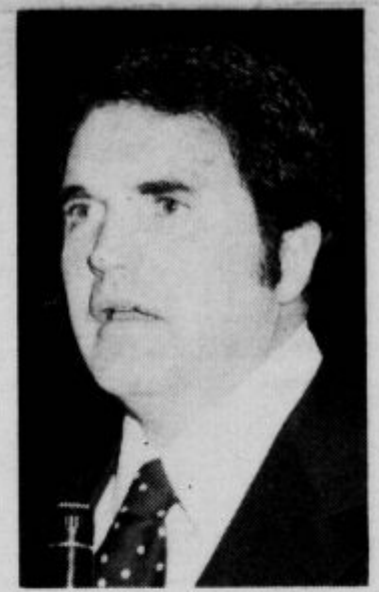
Mr. Savarino said that contracting out to United Cerebral Palsy for services at Willowbrook would cost the taxpayers of this state three times what would be spent for comparable work by state employees.

"You convince me, and I'll get you an audience with the Governor," Mr. Dyson responded to Mr. Savarino's challenge.

On the other hand, when Orange County Local 836 delegate Thomas McMahon presented his view that the state should — following its own example of promoting its good features to attract industry and tourists — publicize the good work done by its employees, too, the response from Mr. Dyson was curt:

"It's not the Governor's job," he retorted.

Public image is up to the employees and their union, Mr. Dyson said. "Employees must be part of the solution, not part of the problem."



Orange County Local 836 delegate Thomas McMahon asks "What has the Governor done to promote public employees' image with the public?"

The catchword of the seminar followed an attempt by SUC at Brockport Local 601 president Lloyd Tipton to explain problems faced at his campus.

"That's rhetoric," Mr. Dyson said, cutting Mr. Tipton off in mid-sentence.

Thereafter, that became the tone of the meeting, with delegates hearing Mr. Dyson's comments as mere rhetoric.



CSEA director Timothy McInerney (Transportation) queries speaker as assistant sergeant-at-arms Paul St. John checks to make sure that order is being maintained. SUC at Brockport Local 601 president Lloyd Tipton, left, awaits his turn at microphone.

Endorse, Meet Candidates Of Columbia County Local

AMITYVILLE — The Civil Service Employees Assn. has selected candidates for endorsement for the 1977 Nassau and Suffolk County contests. The announcement was made by Irving Flaumenbaum, Long Island Region president of the CSEA, which has more than 55,000 members in state, county and local governmental units.

The candidates endorsed by the CSEA were screened by the individual unit political action committees of the CSEA and approved unanimously by the regional legislative and political action committee, Nicholas Abbatiello, chairman, as well as by the executive board of the union.

The political action committee studied analysis of the voting records of the incumbents prepared by the CSEA staff, received written statements, and interviewed all candidates for their views on labor issues.

The Nassau candidates selected

are: county executive, Francis Purcell (R-C); district attorney, Greg Peterson (R); supervisors: Glen Cove, Vincent Suozzi (D); North Hempstead, Michael Tully (R); presiding supervisor, Alphonse D'Amato (R).

The Suffolk candidates selected are: first legislative district, Dennis Hurley (R); second, John Donohue (D); third, John Foley (D); fourth, Floyd Linton (D); fifth, Mildred Steinberg (D); sixth, Clark Fisher (D); seventh, William Richards (R-C); eighth, John Wehrenberg (R); ninth, Joseph Caputo (R); tenth, Michael Grant (R); eleventh, Richard Lambert (D); twelfth, Anthony Noto (R-C); thirteenth, Joseph Bassano (D); fourteenth, Louis Howard (R-C); fifteenth, Martin Feldman (D); sixteenth, Elaine Adler (D); seventeenth, Carol Maxson (R-C); eighteenth, Robert Mrazek (D); district attorney, Henry O'Brien, and county clerk, Arthur Felice (R-C).

Urge CSEA Members To Vote For Amendment 5 On Nov. 8

ALBANY—The Civil Service Employees Assn., the largest public employee union in New York State, has called for a large turnout of its 250,000 members across the state on Nov. 8 in support of Amendment 5 to the State Constitution that will appear on the ballots.

CSEA statewide president William L. McGowan, calling the amendment "an absolute necessity for widows and widowers of employees who received a pension under the state retirement system in light of the continuous increases in the cost of living," said that it most likely will take total support of public employees and their families to gain passage of the proposed amendment. "The general public often votes in a negative manner on most issues and amendments on general election ballots without giving any real consideration to the merit of the issues. Public employees and their families know this particular amendment has merit and they must vote yes to counteract the normal negative votes of the general public," Mr. McGowan said.

Amendment 5 on the ballot would permit the State Legislature to provide increased adjustments and supplements to pensions being received by widows and widowers of former employees in the state retirement system. The change is necessary because under the present Consti-

tution, only the retired persons themselves can be granted such increases. Thus, when the retired

individual is deceased, the widower or widow cannot have the pension increased.

CSEA Endorses Koreman, Pennock: Supreme Court

(Continued from Page 1) and the fair interpretation in enforcement of those laws, keep our society functioning. The general public needs to keep men such as Justice Koreman and Justice Pennock on the bench in the interest of preserving and improving our society."

Justice Koreman's ability and expertise is of such a high level that for the past two years he has served as Presiding Justice, Appellate Division, Third Department with administrative responsibilities for court systems of 28 counties in upstate New York. Justice Pennock, among nu-

merous major decisions, ruled in 1971 in the famous Kranker case, which allowed the continued inclusion of unused vacation pay for determining final average annual salary for retirement purposes. That ruling favorably affected all public employees at retirement.

"CSEA urges and encourages all public employees within the Third Judicial District to vote for, and encourage their friends and relatives to vote for, both Justice Koreman and Justice Pennock on Nov. 8," Mr. McGowan said.

CHANGES MADE IN ACCIDENT AND SICKNESS INSURANCE PLAN

A letter was recently mailed to all Accident and Sickness Plan policyholders explaining changes to the plan which were approved by the New York State Insurance Department and will become effective Nov. 1.

The changes, which were explained in detail in the letter, include a revision of the premiums which will take into account the claim experience developed by age and sex, an option to elect a longer waiting period before benefits would be payable, a rider improving the coverage of your policy, and a new \$500 monthly benefit amount for those who qualify. In addition to these changes, the monthly benefit amount guaranteed to qualified new employees has been increased from \$150 to \$200. A notice was also mailed to each policyholder indicating what the new payroll deduction for this insurance will be.

Those members who select the new 30-day waiting period option can realize savings of 20 percent to 40 percent, depending on age, from the new rates which become effective Nov. 1.

If you are insured in the Accident and Sickness Plan and did not receive the letter explaining these changes, or if you have any questions concerning these changes, please contact the Plan Administrator, Ter Bush & Powell, Inc., P.O. Box 956, Schenectady, 12301.