

# Civil Service LEADER

America's Largest Newspaper for Public Employees

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## Retiree News

— See Page 16



**STILL MARCHING** — Arlene Musto, president of the Clarkstown School District unit of the Civil Service Employees Assn., confers with CSEA field representative Lawrence Scanlon during the continuing picketing of Clarkstown Board of Education administrative offices. Employees have been without a contract since June 1975. Clarkstown is located in Rockland County.

## CSEA Acts To Halt Price Hike For Meals, Lodging

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. has begun a legal fight seeking to prevent New York State from causing an increase in the charges for accommodations and meals to state employees who reside in and purchase meals from facilities provided by the State.

CSEA legal counsel Marjorie Karowe, handling legal proceedings for the affected employees, said the state "is attempting to unilaterally change terms and conditions of employment without negotiating with CSEA.

"We've been in contact with the State Office of Employee Relations to protest the state's plan, and we've requested immediate arbitration of this issue," she said.

Ms. Karowe said the proposal by the state would affect many employees in all four State Bargaining Units represented by the CSEA, with the greatest impact hitting employees of the Department of Mental Hygiene.

In a separate action affecting Department of Mental Hygiene personnel, CSEA announced the filing of an improper practice

charge concerning a unilateral effort by the state to increase working hours of doctors, dentists and psychiatrists without negotiating with the CSEA.

CSEA collective bargaining

specialist Robert Guld charged the state is trying to increase lodging and food costs by 41 percent, and that the increases would cost employees affected

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## Donovan Pledges Legal Action To Help Marcy, Utica Patients

ALBANY—The Civil Service Employees Assn. obtained a commitment from State Senator James H. Donovan (R-C, Oneida, Lewis, Herkimer) that he will take action to prevent the release of any patients from Marcy or Utica Psychiatric Centers.

After meeting in Senator Donovan's office last week, CSEA executive vice-president William McGowan said he received a guarantee that if there is any group movement of patients from either of the two upstate

hospitals, Senator Donovan will seek a court injunction to stop that movement.

The State Department of Mental Hygiene recently announced it intends to merge the two hospitals and release their patients to communities near the patients' homes.

Senator Donovan told Mr. McGowan the injunction would be based on recently passed legislation he sponsored assuring that the DMH will not begin any closings or consolidations of state hospitals until the plans for such actions have been approved by the State Legislature.

The CSEA was also promised that the state's Mental Hygiene Information Service would protect the rights of any patients being considered for transfer out of their hospitals, Mr. McGowan said.

Senator Donovan said he would go with Mr. McGowan to the Utica-Marcy area to discuss the issue with concerned state employees.

## Decision On Minimum Wage

## Wenzl: Fed Court Ruling 'Regrettable'

ALBANY — Theodore C. Wenzl, president of the Civil Service Employees Assn., last week called a U.S. Supreme Court decision limiting coverage of federal minimum wage and overtime provisions "regrettable and regressive."

Dr. Wenzl said, "This unfortunate ruling strips away from about one million public workers in this state alone the guarantee of earning at least a mini-

imum wage as established by the federal government.

"Without protection of minimum wage and work hour provisions, public workers are, in effect, thrown to the mercy of their governmental employers who are now free to establish salary levels below both federal and state minimum standards. It's a case of gross discrimination against public employees."

In its decision, the Supreme

Court ruled, 5-4, that application of federal minimum wage and maximum hour provisions to non-federal public employees is unconstitutional.

Most non-federal public workers had previously been covered under the federal standards as a result of 1968 and 1974 decisions overturned by the latest decision.

Dr. Wenzl noted that most state, county and local government employees are specifically

exempted from provisions of the New York State labor laws, and therefore are now left without any such protection.

"It seems incredible that the Supreme Court would sanction an employer deciding by himself to pay sub-standard and inadequate wages," Dr. Wenzl said.

"What we now have is the potential of millions of public employees being forced to accept unfair and inadequate wages established at the whim of the employer without regard to what is necessary for the employee to survive economically as reflected in minimum wage regulations applying to the vast majority of the rest of the nation's workers," the CSEA leader declared.

"Negotiated contractual rights are now the only safeguard of the state and municipal employee's economic well-being. This, of course, points up the need of a tough union position and is doubly unfortunate here in New York State, where the Taylor Law places public employee unions at a considerable disadvantage.

"However, in the face of this major erosion of their rights, the employees must stand ready to support their unions more strongly than ever, if they are to be effective."

## Third-Stage Grievance Is Filed Against Mental Hygiene Dep't.

ALBANY—Following a series of meetings described as "futile" between the Civil Service Employees Assn.'s Committee for Institution Teachers and representatives of the State Department of Mental Hygiene, the CSEA committee has filed a third-stage contract grievance against the Department claiming violation of a provision of the current CSEA-State agreement.

The union committee, chaired by Martin Langer, of Rockland Psychiatric Center, and William Deck, of Marcy Psychiatric Center, issued a statement regarding the situation which involves the school calendar for state institutional teachers, who are represented by the CSEA. The full text of the statement follows:

"Twice during the month of

May, 1976, the Department of Mental Hygiene met with CSEA's committee representing institution teachers through DMH. In the most perfunctory fashion possible, Mr. Michael Weitzman, Director of Employee Relations Office, requested that CSEA's group meet with both himself and the Director of Educational Services, Mr. Russell Siraguse,

for the purpose of exposing us to the school calendar for the school year 1976-77. Pursuant to Article 18 of the current PS&T Agreement, the Department is required to consult with CSEA for the purpose of determining the school calendar for the succeeding year including its starting and ending dates and its

(Continued on Page 3)



## Legislators Scurry To Compile Records To Take To Voters

A T long last the curtain is likely to fall on this session of the Legislature by the end of the week. The session has already gone a month be-

(Continued on Page 6)

# King's Park PC Union Stewards Study Grievance Procedures

SMITHTOWN—A steward's seminar on the techniques of

handling grievances was held at the Smithtown Landing Country Club recently by the Civil Service Employees Assn.'s King's Park Psychiatric Center chapter.

The all-day session was part of a series of grievance procedure seminars given by the King's Park chapter. They will be held four times a year as an introductory course to new stewards. Once stewards have mastered the grievance procedure, they will be advanced to Article 33 procedure seminars that will also be given by the chapter.

Gregory Szurnicki, president of the chapter, discussed the role of the fieldman and the grievance procedure from the initial interview through negotiations for a possible resolution. In the afternoon, Mr. Szurnicki lectured on second, and fourth-step grievance

procedures.

"You cannot negotiate successfully with management unless you school yourself well in your membership's civil and contractual rights. This is the first step in achieving labor-management equality," Mr. Szurnicki told an audience of 30 stewards, CSEA officials and members of the King's Park executive committee.

Ed Cleary, Region I field supervisor, and Nick Pollicino and Rudy Zunik, field representatives for the Long Island mental institutions, addressed the audience about the role of the fieldman, structure of the union, and the facilities available to stewards from Region I headquarters in Amityville. Tom White, King's Park second vice-president, also spoke.

The next steward's seminar is planned for July.



**HAIL AND FAREWELL** — Dorothy Moses, immediate past president of the Civil Service Employees Assn. chapter at Willard Psychiatric Center and a former CSEA director (Mental Hygiene), was cited recently on her retirement after 30 years' service to the State of New York. Ms. Moses was feted with a dinner in her honor at the Karmac Manor, Willard. Above, with Ms. Moses, are, from left: Doris Pratz, chapter secretary; Harriet Casey, dinner chairman, and Sara Dawley, chapter third vice-president. Ms. Moses retains her position as first vice-president of CSEA's Central Region V (Syracuse).

## Nurse, Medical Specialist, Psychiatrist Posts Open

ALBANY—Licensed practical nurses, psychiatrists and medical specialists are continuously being recruited by the State Civil Service Department for posts in state agencies. Salaries range from \$8,051 to \$33,704 a year.

For all posts no written examinations are necessary. Applicants will be rated according to their education, training and experience.

For licensed practical nurse, No. 20-106, candidates must have a license to practice as a practical nurse in New York or have a limited permit to practice as a practical nurse or have applied for a permit. Practical nurses are employed with the Department

of Mental Hygiene, Education and Health, as well as the State University.

A state medical license and completion of three years of residency training in psychiatry will qualify candidates for psychiatrist I, No. 20-390. Candidates meeting requirements for psychiatrist I who have two years' post-residency experience may apply for psychiatrist II.

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## Cite Leader Writer

BUFFALO—Lee Coppola, Buffalo-area staff correspondent for the Leader, took top honors for journalistic excellence in awards presented

by the Buffalo Newspaper Guild at the organization's recent Page One Ball.

Mr. Coppola, who is also a reporter-rewrite man for the Buffalo Evening News and an instructor in journalism, won first place in the story-under-deadline category for the year. The award was given for a story, written with News staffer Agnes Palazzetti, about two young men who attempted to throw a young couple over Buffalo's Horseshoe Falls last June.

Mr. Coppola took another first place award in the story-not-under-deadline category about the reunion of a one-time underworld figure and his children. He also won or shared three runner-up and honorable mention citations.

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## RETIREMENT AND PENSION SEMINARS

We are pleased to announce that one of the city's foremost pension and retirement analysts, David Moss will conduct Seminars on Retirement Problems at 45 East 33rd Street, New York City, Suite 601 at 5:30 P.M. on the following Wednesdays, July 7 and 21, August 4 and 18, and September 1, 1976.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Cerisse Rubenstein at (212) 689-2016 for confirmation.

A service of the Council of Jewish Organizations in Civil Service and Ramblewood East Information Center.

# Now About That . . . Ah . . . Colonie Situation

CIVIL SERVICE LEADER, Friday, July 2, 1976

(Special to The Leader)  
**COLONIE**—The Town of Colonie unit B, Civil Service Employees Assn., must ask the taxpayers of the town to consider the purchase of a new town vehicle to be named "The Portable Potty."  
 This is due to the actions of various Town of Colonie department heads who have issued work rules which require that an employee, male or female, at a town work site that is without a sanitation facility, either regulate his or her body functions or break the sanitation code.  
 Town employees can not use a town vehicle in such cases to

drive to a relief station.  
 "The Portable Potty Vehicle would relieve the situation to say the least," Howard Cropsey, Albany County CSEA chapter president said.  
 "Unit B members are considering awarding various department heads with creativity awards in developing new harassment tactics to be used against public employees."  
 Colonie leaders almost had the new charge award sewn up when a department head attempted to bring a town employee up on charges of looking insubordinate, but apparently they dropped the charge.

That would have been a first, not just for the Town of Colonie, but also for the Taylor Law.  
 Now, supposedly, the town's department heads are also qualified as consulting physicians since they appear to be requiring that any employee who takes a sick day file a complete medical diagnosis and treatment plan from his or her physician with the department head.  
 The CSEA is ready to file a grievance, officials said, against this action. "But we are not sure whether it should be filed with PERB or the American Medical Assn.  
 Stealing is forbidden by the

new work rules. There is no further explanation.  
 Now the stealing of property is always illegal but could the department heads dismiss an employee for stealing homebase or from stealing a kiss from his wife?  
 Employees are now forbidden from congregating during work hours for other than work purposes.  
 Does that mean fellow workers can not congregate together for lunch or to talk over a union problem.  
 Is the right of peaceful assembly still in the Constitution?  
 But while management is put-

ting out new rules against public employees they are writing new laws which favor themselves; an example is the new Town Vehicles Law posted May 21.  
 Basically it states "Town vehicles are to be used only by town employees for town business and not for personal errands."  
 But then vehicles assigned on a 24-hour-a-day basis (used mostly by management level personnel) are excepted from the policy on an individual basis; most of the 24-hour vehicles in management hands are now without Town of Colonie insignia.



**ROCKLAND REMINDER** — Civil Service Employees Assn. members employed by Rockland County keep the pressure up in effort to remind public that they have been working without a contract since Jan. 1. CSEA has asked for arbitration of dispute that finds union seeking 7 percent wage hike for employees while county offers increments—or—\$150. The CSEA Rockland chapter represents 1,750 county employees. Picketing campaign includes protests at business places of some county legislators, but demonstration here was in downtown area of New City, the county seat.

## Cortland-Madison BOCES Asks For 'Super-Conciliator'

**CORTLAND**—A spokesman for the Civil Service Employees Assn. has announced that the Public Employment Relations Board has assigned a "super conciliator" to help settle the Cortland-Madison Board of Cooperational Educational Services contract dispute.  
 Super-conciliation is the last step in the process of negotiations under the Taylor Law.  
 The negotiating team representing BOCES employees and Michele White, CSEA unit president, appealed to PERB for the assignment of the conciliator as a last ditch effort to solve a contract deadlock that has continued for some 17 months.

T. J. Moxley, CSEA field representative and negotiator for BOCES employees, stated that "if Stanley Morris (BOCES' hired negotiator) does not respond in a positive manner, a general membership meeting will be called to determine the next course

of action.  
 "The options to us once the provisions of the Taylor Law have been exhausted are less favorable," Mr. Moxley continued, "but when dealing in a situation such as that which has been created by Mr. Morris, they are sometimes the most effective."

### FINANCE LIST

**ALBANY**—A Finance Analysis Services eligible list, resulting from open-competitive exam 24-355, was established May 21 by the State Department of Civil Service. The list contains 796 names.

## Ⓞ CSEA calendar Ⓞ

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10007. Attn.: CSEA Calendar.

### JULY

- 3—Albany Region IV Andy Williams Show theater party; 10 p.m., Colonie Coliseum Theater, Colonie.
- 8—New York State Thruway (Western Division) chapter meeting: Fectur's Forks Hotel, Broadway Street at Union Road, Cheektowaga.
- 8—Board of Directors, State Executive Committee and County Executive Committee meetings: CSEA, Headquarters, 33 Elk St., Albany.
- 9—Testimonial dinner for Ernest K. Wagner; 6 p.m., Italian-American Community Center, Washington Avenue Extension, Albany.
- 9-10—Central Region V (Syracuse) state workshop: The Beeches, Rome.
- 17—Stony Brook SUNY chapter 614 annual picnic: Southaven Park.
- 18-19—Mental Hygiene Employees Assn. meeting: Trinkhaus Manor, Oriskany.
- 20—New York City Metro Retiree chapter meeting: 1 p.m., Room 5890, Two World Trade Center, Manhattan.
- 20—Metropolitan Retirees chapter meeting: 1 p.m., Room 5890, Two World Trade Center, Manhattan.
- 21—Nassau County chapter 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow.

### AUGUST

- 5—New York State Thruway (Western Division) chapter 056 meeting: Fectur's Forks Hotel, Broadway Street at Union Road, Cheektowaga.
- 7—Chemung County unit annual outing: 1 p.m., Harris Hill Outing Center.
- 14—SUNY at Buffalo chapter 602 picnic: Oppenheimer Park.
- 17—New York City Metropolitan Retirees chapter 910 meeting: 1 p.m., Room 5890, Two World Trade Center, Manhattan.

## Third-Stage DMH Grievance

(Continued from Page 1)  
 duration. This particular session, the third of its kind, was perhaps the most pathetic to date.  
 "The first of these meetings conducted two years ago in the absence of either Mr. Weitzman or Mr. Lagatt, although never concretized, was perhaps the most fruitful of all. At that time mutual agreement was reached on both the number of days in the school year as well as in regard to the length of the school day, a subject incidentally CSEA feels is appropriate to discuss within the parameters of Article 18. The school calendar agreed upon then was 184 days, no weekends or holidays, and a school day of 8:30 a.m. to 3:30 p.m. with any other required hours being devoted to off grounds preparation. The agreement was initiated by Bob Guild, CBS for DMH, and within 24 hours was summarily rejected by Commissioner Lagatt. From that day to this, the Department of Mental Hygiene has continued to summarily reject CSEA input into the discussions held on all subsequent occasions.  
 "At each subsequent meeting the question was asked both of Mr. Weitzman and Mr. Straguse as to whether documentation of any kind could be produced which would in any way cause the Department to modify the number of days in the 'proposed' school calendars presented to the

committee. Perhaps we should have appreciated their candor for in actuality they indicated that there was in fact nothing which we could produce which would in any way reduce the number of days in the school year and would not even allude to any discussion of the work day for teachers, while inconsequential modifications were made in order to give the impression that some interchange had taken place it was abundantly clear to the members of the committee that the 'proposed' calendars were in fact a fait accompli.  
 Removing Safeguards  
 "For better or for worse, we felt that certain safeguards existed within the framework of the school calendar as it was promulgated despite our apparent lack of real involvement. It is now apparent that the Department, through Mr. Weitzman, is intent on removing these safeguards. The calendar which was once again exposed to us strictly for perfunctory purposes was drastically different not so much for what it contained but rather for what it had omitted. No longer was the prohibition against weekend and holiday work to be found on the calendar. When confronted with the question of its omission the Department at first feigned shock and indignation but quickly pointed out that it was their position that holiday and weekend

work for institution teachers was clearly viewed by them as a modification most easily accomplished. CSEA's position then and now is that this change is totally unacceptable.  
 "Perhaps for the purpose of dangling the carrot in front of us, Mr. Weitzman is now willing, on the most informal basis possible, and always with the view that his position can unilaterally be altered, to discuss with our group a standardized work day for institution teachers. While we are more than willing to discuss this topic, we are incensed over the prospect of once again being 'toyed with.' Perhaps a work day can be established but once again, Mr. Weitzman will reserve the right to unilaterally change it. Moreover, it is the committee's belief that it will not in any way placate any institution teacher forced to work weekends to know that his hours of attendance have been reduced.  
 "It is our hope that our legal advisors will help initiate a number of grievances in regard to the issues alluded to above. In the interim, we would hope to ascertain the feelings of all institution teachers in regard to the current work schedules for teachers and would further suggest that you let your feelings be known to the Commissioner of the Department, Dr. Koib, as well as his colleagues, Mr. Lagatt and Mr. Weitzman."

# The Good Old Days? Not Too Great

By ALAN BERNSTEIN

**MANHATTAN** — It's 1976. New York City has laid off thousands of civil servants. Gone are police officers, firefighters, sanitationmen, traffic workers, teachers and hospital workers.

It is 1789. New York City could use the thousands of civil servants to be laid off almost 200 years later. There are very little municipal services.

New York City, immediately following the Revolution, had limited tax money available to its coffers. For the money, New York City citizens saw little in the way of police protection, firefighting, sewage control, street maintenance, water ser-

VICES and medical facilities.

The average New Yorker in 1789 had a very limited vision of what city government ought to and might do for him.

Many, along with city officials, believed in the Jeffersonian theory that society was best served by as little government as possible.

Instead of today's structure of departments, agencies, job titles and civil service rules, whole fields of activities were left entirely to the benevolence or enterprise of individuals and institutions supported by charity. The city fathers, led by Mayor Richard Varick, (1789-1801) beginning his first year of office, believed the city should pay as

it went: expenditures should be restricted to the approximate revenues that could be gained.

Revenues to the city came from ferry rents, dock rents, water lots, a few houses, a public slaughterhouse and a public powder magazine. The city also saw money enter its hands through market fees, court fines and tavern licenses.

When deficit threatened, officials would hold a sale of city property in the form of building lots. For special expenditures, the city fathers sometimes empowered people to hold public lotteries.

Otherwise, though, the city had no authority, without a special act of the state legisla-

ture, to levy real or personal property taxes. Each year the city had to ask the legislature for tax authority. Being a civil servant in those days was not a secure job; you lived from year-to-year.

Just who were these people who worked for New York City and what did they do? Were the services they rendered anywhere near today's municipal services?

Police officers were not much in evidence. City residents tended to distrust them and protected themselves as much as possible.

There were constables, watchmen, marshals and sheriffs patrolling the streets, but there was no police department as we know today. Individuals hired to

keep the streets safe reported directly to the mayor or his aides.

In emergency, the city might call in the state militia for protection. Day in and day out, however, citizens got spasmodic protection.

Other emergency service—firefighting—was really nonexistent until 1790. Until then, the city spent little money for fire protection, relying on volunteers, received infrequent cash rewards for bravery and exceptional service.

Because of New York City's many wooden structures in that time, fires were much more dangerous than today. To prevent them, and to reduce their possible spread, the state legislature passed strict building codes. However, owners still continued to build their structures with wood, rather than brick. It was cheaper.

City ordinances attempted to regulate erection and repair of stores, fireplaces, pipes and chimneys. Property owners were fined if they had dirty chimneys. To prevent fires, each house was given two to six buckets for the use of the volunteer firefighters. When church bells signaled a fire, each householder placed his buckets outside his door to be picked up by the volunteers for carrying water. When the fire was extinguished, the buckets were collected by the city's chief engineer and returned.

It was not an effective system. And so the Common Council finally appointed 300 men in 1790 from city freeholders to form the city's first Fire Department. Directed by a "fire engineer" and several assistants, the men received no wages but were exempted from constable, jury and militia duty. They were performing an important civic duty, it was felt.

Organized into 17 fire companies and two hook-and-ladder brigades, the men rushed through the streets with fire apparatus pulled by horses. But, the engines, hand-pumped for water, had a capacity of less than 200 gallons.

There was little schooling after the Revolution. If a family wanted to educate their children, they were obliged to seek out a private school, an expensive proposition. The government of Mayor James Duane (1784-1789) spent little money on education. The only free public schooling in New York City went to youthful inmates of the Almshouse, and they received but a very basic education.

In 1789, there was no hospital in the city. The only doctors to be found were general practitioners.

A hospital, proposed during the Revolution, was to be located between Duane and Anthony Streets in Manhattan. It wasn't really used as a medical facility until 1791. It served as a barracks for troops during the Revolution. The Society of the Hospital of the City of New York found itself lacking funds to continue after the war.

The project was again taken up in the 1780's. By 1788, part of the building was being used for a dissecting room by city doctors. However, a "doctor's riot," launched by city residents who didn't trust medical men, par-

(Continued on Page 5)



Richard Spero, East Hampton, New York

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# The Good Old Days? Not Too Great

(Continued from Page 4)  
tially ransacked the building.

The following year, city fathers offered the building as a meeting place for the State Legislature or courts. But on Jan. 3, 1791, the medical facility admitted its first 18 patients. To support the hospital, a grant of \$2,000 was given annually by the state, starting in 1792. However,

doctors working at the hospital still had to gain their salary by charging patients.

One of the largest municipal expenditures was for lighting the city. Individuals were designated to light lamps and look after them. Before the Revolution, whale-oil lamps on street posts had been introduced. But it took many years before any satisfac-

tory improvement was effected.

However, despite the money spent, no record of salary to lamplighters could be found and numerous complaints were noted.

One, in the form of a letter to a newspaper said: "Street lamps are so poorly trimmed and cleaned that, instead of a full body of light, they exhibit the somnified gloom of a sepulchral taper; but even this little nocturnal comfort is abridged if the moon is expected to appear." So much for the post-colonial DPW.

As for sanitationmen, one had to look far and wide to find one. Sewage problems were essentially private problems. Although the city was concerned about sanitation, it did little beyond establishing detailed regulations for citizens.

In comparison to the many thousands of sanitationmen working today, only six official

"scavengers" and one superintendent were on the city payroll in 1789. They received \$62,50 a year to keep the streets clean.

To combat the larger problems of sanitation, the city allowed hogs to run free throughout New York. It was, at the time, the cheapest solution to the problem. But the animals spread disease and added to the garbage. They were retired.

Getting around the city also posed a problem. No Traffic Department existed. Even though the city controlled several irregular ferries, they were leased to private owners. The streets were in more irregular condition.

If a street needed paving, the expense fell to the owners of the property fronting on the street. Property owners had to make the repairs themselves. Only Broadway improvements were done by the city.

Finally, no Board of Water Supply, as we know it today—responsible for supplying and constructing all major additions to the city's water supply—was on the scene.

There was no running water in houses or buildings. There was no system by which it might be piped through the city.

As compared with post-Revolutionary War New York City, today's residents and civil servants have it good.

While thousands have been laid off the past year, they would have to have been extremely lucky to even find a job with the city back then.

## Syosset Pact Has 6% Hike, C-Of-L Boost

**SYOSSET** — The Town of Syosset unit, Nassau County Educational chapter, Civil Service Employees Assn., recently signed a contract providing a 6 percent wage hike plus a cost-of-living increase.

The wage increase in the two-year pact became effective July 1. The cost-of-living boost—not less than 3 percent nor more than 7.5 percent—will become effective July 1, 1977, based on Bureau of Labor statistics for the New York City Metropolitan area from March 1976 to March 1977. The school district also agreed to absorb any increases in costs of medical and life insurance costs for the duration of the agreement.

Negotiating committee chairman was Ben Gumlin. Other committee members were Dena Michael, clerical division chairman; Frank Covucci, facilities division chairman; Jeanne Spencer; Siri Shannon; Patricia Wood; Charles Bailly, and CSEA field representative Michael Aiello.

### LIS IS NAMED

**ALBANY**—Gov. Hugh L. Carey has announced the appointment of John B. Lis, commissioner and treasurer of the Erie County Water Authority, as deputy commissioner of the Department of Motor Vehicles.

Mr. Lis, 61, is a former nine-term Assemblyman from the 145th District.

Having served on the Assembly's Motor Vehicle Committee for 18 years and as chairman from 1965 to 1968, Mr. Lis was instrumental in securing passage of much of the legislation affecting the DMV. He is also former Democrat minority whip, former chairman of the Joint Legislative Commission on Navigable Waters and served on the Ways and Means Committee for 18 years.

Governor Carey earlier directed the abolition of three deputy commissioner positions in the DMV. Their duties have been absorbed by the remaining three deputy commissioners. The position carries a salary of \$30,000 a year.

### LAND SURVEYOR

**ALBANY** — A Land Surveyor eligible list, resulting from open-competitive exam 24-371, was established June 2 by the State Department of Civil Service. The list contains 21 names.

## Official Passport Photos

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FRIDAY, JULY 2, 1976



## Ineffective Law

WE'LL be looking forward with interest to the outcome of renewed contract talks for Massachusetts state employees following a three-day strike there last week.

It is alarming that such drastic action has to be taken by public employees anywhere, but such is the public mood that government administrators are willing to tamper with their most valuable assets—the civil servants.

Taxpayers everywhere are fed up with the spiraling assessments, surcharges, what-have-you with which they are being burdened. Taxpayers, of course, include public employees, too, who as gainfully employed citizens return part of their income to the government.

So, when we talk about the increased cost of government, we are not talking of taxpayers vs. public employees, since the former includes the latter.

All of which leaves us with the question: Who are the governing bodies trying to impress when they attempt to single out civil servants for sacrifice on the altar of fiscal integrity?

The situation in Massachusetts is not unique, as New Yorkers well know.

In New York State, it is most evident that the Taylor Law as it now stands is inadequate to deal with the current unrest that has been fostered by the economic turmoil that seems to be hitting the Northeast particularly hard.

It is no longer adequate to say "It's the law." What breaking the law. The fact is that they know what they are doing is illegal. Americans today have a different philosophy than they did in pre-Hitler days 35 years ago.

Many Americans have grown up with the belief that if the law is wrong, it is permissible to violate it. In fact, they believe it is morally wrong to accept it.

It is no longer adequate to say "It's the law." What must be done now is to amend the Taylor Law to allow public employees some means to achieve fair play in a game where the rules are a sham.

## Joke On Public

ONE of the great ironies to us is the much-publicized effort to preserve the "lulu" system for legislators. We wonder just how much it costs the taxpayers to pursue the fight to preserve lulus through the state court system as it moved from the Supreme Court to the Appellate Division and finally to the Court of Appeals.

Frankly, we find the Court of Appeals decision to have stopped short of properly straightening the problem out.

We agree that lulus may be appropriate for certain key positions, but not when it is discriminately used to reward certain legislators for toeing the line.

As a glaring example of lulus being used for political rewards, the executive editor of the Albany Knickerbocker News last week pointed out in a by-lined story that, in one instance, a certain legislator became aware that he was chairman of a relatively minor committee when he received his lulu allocation. On the other hand, it was noted, Assemblyman Andrew Stein, "one of the hardest working chairmen of one of the most important committees," received no political payoff.

Just as the U.S. Supreme Court struck down the death penalty because it was too discretionary, we believe the lulu system, as currently constituted, is still an affront to the public trust.

## Don't Repeat This!

(Continued from Page 1)

yond the hoped-for preliminary adjournment by Memorial Day. Nothing would strike the legislators as more repulsive than their need to return to Albany once again after Independence Day.

Realistically, the legislators recognize that they are at a stage of the game where political posturing would be counterproductive. This means that the members will be working at breakneck speed during the few remaining days ahead. Differences between the Republican-controlled Senate and the Democrat-controlled Assembly will be expediently compromised. What cannot be disposed of in an orderly fashion will simply be swept under the rug, to become a football once again when a new legislature convenes in January after the election.

### Different Character

The next session of the Legislature is likely to be much different from the present one. What mostly shaped the character of the present Legislature is the shift in the control of the Assembly in the 1974 election. From a minority of 62 members in the 1972-73 Legislature, the Assembly became Democratic after the 1974 election with a total membership of 88. This was obviously a change that reflected adverse public reaction to the Watergate scandals.

In this year's election, the change may be the other way. This time it is the Democrats who are in trouble with the sex scandals in the House of Representatives. Whether public reaction to the peccadillos of Democrats in Congress will be as sharp as the reactions to Watergate remains to be seen.

In any event the next Legislature is likely to be one of many new faces. A substantial number within the present membership has had enough of Albany. Last year, the members were on call during virtually the entire year because of the fiscal crisis in New York City, in Yonkers, and among a number of state agencies. This year the session has also been lengthy, acrimonious and difficult.

### No Goodies For Home

In view of the fiscal situation there were no goodies that the legislators could bring home to their constituents. Instead there were only tax increases, layoffs and more threatened layoffs of civil service employees, and increasing local property taxes because of cutbacks in various programs of state aid to local governments.

As a result members in increasing numbers are choosing not to run again, or trying to find the security of appointment or election to the bench. In addition, many members face the prospect of defeat in either party primaries or in the general election. Obviously, the members most concerned are those who know realistically that their election in 1974 was largely a product of Watergate.

The fate of many legislators will depend, of course, on matters beyond their control. One factor is the race between Jimmy Carter against President Ford or Gov. Ronald Reagan, depending upon who is finally victorious in the Republican nominating convention in Kansas City.

(Continued on Page 7)



LULU IS FREED



## Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

### The Selection Process

In a recent decision, the Supreme Court, Albany County, upheld the Public Employment Relations Board's selection of a public member of an arbitration panel where the employer refused to participate in the selection process. The decision also upheld PERB's rules regarding such selection.

IN THIS CASE, the employer, the City of Albany, was involved in a labor dispute with the Albany Police Officers' Union, which had reached the arbitration stage. The parties were provided by PERB with a list of seven neutral arbitrators. By an alternate striking of names from the list, the parties were to designate the remaining name on the list as the neutral arbitrator. Upon the City's refusal to participate in this selection procedure, the Union requested PERB to designate one of the arbitrators named on the list as the neutral arbitrator. The City, by a letter to PERB, then noted its objection to the entire list of arbitrators. The City also specifically objected to the arbitrator that the Union had requested and asked for a new list. PERB took the position that it could only furnish one list pursuant to statute and therefore could not honor the City's request. PERB also stated that no party has the right to review PERB's judgment as to the qualifications of the persons named on the list.

SECTION 205.7(b) of the Civil Service Law provides in part: "Upon the failure of one party to participate in the selection process, all names on the list shall be deemed acceptable to it." Because the City had refused to participate in the selection process, PERB, relying on the language of the statute named the neutral arbitrator the Union had requested. Upon PERB's naming of the neutral arbitrator, the City petitioned the Supreme Court, Albany County, pursuant to Article 78 of the Civil Practice Law and Rules seeking an order of the court that PERB's action would deny the City a right to an independent and impartial arbitrator, and secondly, ordering that PERB's decision in refusing to submit a further list upon request of the City was arbitrary and capricious.

THE COURT, in upholding PERB's choice of the neutral arbitrator, cited Section 205.7 of the Civil Practice Law and Rules. The decision stated that "the legislature has granted to PERB these unrestrained powers, and this court cannot assume the prerogative to legislate even if it disagrees with the results." In dealing with the issue of whether PERB's refusal to submit a further list was arbitrary and capricious, the court held that the City produced no evidence that it was the customary practice in arbitration proceedings either in the private or public sector to submit a greater number

(Continued on Page 7)

# What's Your Opinion

By SUSAN DONNER

## QUESTION

*Do you think civil servants have anything to celebrate about in this, our Bicentennial year?*

## THE PLACE

Lower Manhattan

## OPINIONS

**Henry Stern, Councilman-at-Large, Manhattan:**



"The last couple of years have been difficult ones for civil servants, not only in New York City but around the country. But I think a lot of us should be pleased this year because we have our jobs, because the city is not in bankruptcy, and because our wages and pensions are being paid. And so far, with everyone's cooperation, we seem to be making it. When you

consider the nationwide unemployment rate—and New York City has been hard hit—I think there's room for some satisfaction among those still working for the city. Things could be worse."

**Frank Ryan, police officer:**



"I think it's a very bad time for civil servants, period. Those who are working have gone through cuts and have seen their fellow workers laid off. I wouldn't think this is any time for any kind of celebration for civil servants. I'm enthused personally about the bicentennial. But as far as being a city worker, I've lost a lot of benefits and I don't think this is a particularly good year

for us. Those who have been laid off have no cause to celebrate and those who still have their jobs are worried about being laid off."

**Doug Nucci, legal assistant:**



"As for city workers, I would say they have nothing to celebrate this year. Look how many of them lost their jobs. If things could look better for them by the end of this year, I would say they might have some cause for celebration. But with the turmoil the city is in right now, and with what Mayor Beame has put these people through, they have nothing to rejoice about. As a

former city worker myself, I feel very badly for the people now working for the city. I hope things will clear up for them by the end of this year, so that the Bicentennial of this country may be a hopeful and happy year for them."

**Joanne Argent, (former civil service employee) student:**



"No, I really don't think civil servants have very much to celebrate this year. It's a very bad time for them. So many have been laid off. Many others don't know whether they're going to have a job next week or not. Many people I've spoken to who are still with the city have told me that in every pay period, they don't know if they're getting

a pink slip or what. It's very rough, especially if you have a family. I sure hope things get better for them than they were this year."

**Clifford Malmgren, police officer:**



"This certainly is not the best year for civil service employees. They're taking away all our fringe benefits, which, to me, are the most important thing. I've had 20 years on the job and I had hoped to get out. But now where am I going to, what kind of a job am I going to get? The whole country is down the drain as far as I'm concerned. I'd also like to see everybody pull his own

weight. I'm sick of welfare and sick of supporting another family that I don't even know."

**John O'Conner, firefighter:**



"In this, our Bicentennial year, I feel that we have very little to celebrate. The federal government is going to have to respect the cities and the people themselves. We have so-called leaders who aren't leaders. It doesn't make any difference if it's Watergate or whatever. These things have been going on for years. But what do we do about it. We just keep passing it off.

We've got to straighten ourselves out and our children out and the whole political system all the way down the line. It's time for our so-called 'leaders' to stand up and take a position. Let's do it."

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Questions — And Answers

**Q. I've been getting disability checks several years and now have a chance for a part-time job with light duties. How would the earnings affect my benefits.**

**A. If you're still severely disabled, your benefits may continue during a trial work period of up to 9 months while you test your ability to work. If after 9 months it is decided you are able to do substantial gainful work, your benefits will be paid for an adjustment period of 3 additional months.**

**Q. I disagree with the recent decision made on my supplemental security income claim. How long do I have to appeal and how do I go about it?**

**A. You have 60 days from the date you receive the initial determination from social security. You should let the people at a social security office know that you disagree with the decision. They will be glad to help you get your case reconsidered.**

**Q. My father is 65 and doesn't have enough social security work credits to get Medicare hospital insurance. Is there any other way he can qualify for this protection?**

**A. He can get hospital insurance by paying a monthly premium of \$45 (effective for the 12 months starting July 1976). He also must sign up for medical insurance and pay the additional premium of \$7.20 a month. Your father should call, write, or visit any social security office for more information if he's interested.**

**Q. I'm getting married this month. Do I need to tell social security about my change of name?**

**A. It is important to give your new name to social security so your earnings both before and after the wedding can be correctly credited to your record. Call, write, or visit any social security office to get a form for making the change. Later you will receive a social security card showing your new name and the number you now have.**

Four leaflets on Medicare are available at social security offices. The leaflets are **How Medicare Helps During A Hospital Stay, Home Health Care Under Medicare, How To Claim Medical Insurance Payments, and Medicare Coverage In A Skilled Nursing Facility.** Single copies are free on request, according to social security offices here.

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

Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40, paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from last week)

Leroy, Bertha E	Highland
Lesh, Aurora L	Buffalo
Levine, Jerome M	Brooklyn
Levy, Victor A	New York
Lewis, David H	Carthage
Lisier, Pedro Jr	Brooklyn
Loeffler, Sandra A	New Hyde Park
Low, Mary Malley	Williamsville
Mach, Pearl	Bethpage
Magerovsky, Katherine B	Flushing
Male, Doris G	Buffalo
Mangione, Antoinette	New York
Maniatis, Marianne	Brooklyn
Maria, George Santa	New York
Marshall, Frank	Brooklyn
McClinton, William	Wappingers Falls
McComb, Patricia J	East Quogue
McDonald, Stephen E	New York
McDowell, Bernice B	New York
McGovern, Thomas B	Blauvelt
McKeon, Donald J	Brooklyn
Miller, Oscar	Washingtonville
Mollica, Mary Ann	White Plains
Montgomery, Phillip J	Rochester
Montoya, John E	Glendora, Calif.
Moore, William N	Lockwood
Morris, Kenneth A	Binghamton
Moskowitz, Gilda	Brooklyn
Murchison, Alexander H	Kenmore
Nelsen, Robert W	Brooklyn
Normile, Patrick J	Binghamton
Norton, William A Sr	Camillus
O'Callahan, George	Bronx
Oddo, Robert A	Buffalo
Palmer, Shirley A	Dansville
Panzo, William J	Brooklyn
Payne, Daniel Jr	Rochester
Perkins, Dorothy	Monticello
Petersen, Eleanor E	Bronx
Powis, Eloise	Copenhagen
Prinz, Edward	Bethpage
Punch, Laurabet Williams	Brooklyn

(To Be Continued)

## LETTERS TO THE EDITOR

### It Works!

**Editor, The Leader:**

We wish to give credit where credit is due.

We Mental Hygiene Therapy Aides at Pilgrim Psychiatric Center, Brentwood, wish to thank our local Civil Service Employees Assn. representatives — Billy Chacano, grievance committee chairman; Paula Lavera, shop steward, and Vinnie Torres,

shop steward—for coming to our aid when we were in need of advice and representation.

The problem was that we were treated unfairly by our unit chief.

Our CSEA representatives promptly informed us of our rights and stood by us until the situation was corrected.

We deeply appreciate all the time and effort our representatives put in to settle the dis-

unity.

It proves there is power in agreement.

CSEA does work for you!

**R. Johnson  
V. Whitley  
M. Flannery  
E. Herrmann  
R. Burkhard  
H. Sampson  
H. Hyde  
M. Bittner  
Brentwood**

## Questions And Answers

**Q. I've heard that you don't need to work as long under social security to be eligible for disability benefits as you do to get retirement benefits. Is this true?**

**A. The amount of work you need to qualify for social security disability benefits depends on your age when you become disabled. Before age 24, you need**

credit for 1½ years of work in the 3-year period ending when your disability begins. From age 24-30, you need credit for having worked half the time between age 21 and the time you became disabled. All workers disabled at age 31 or older—except the blind—need credit for at least 5 years of work out of the 10 years before they became dis-

abled.

**Q—How much money may I borrow on the GI loan?**

**A—There is no limit that the lender can loan as long as the house will appraise for the selling price, your credit is good, and your income is sufficient to meet the payments. The VA will guarantee a maximum of \$17,500 on your loan.**

## Don't Repeat This!

(Continued from Page 6)

Democratic legislators are also concerned about who among the Democratic Senate hopefuls is likely to have the longest tail and attract to the Democratic line a sufficient number of voters to pull in the Assemblymen, who are on the last rung on the ballot.

The Assembly race will have special significance for Assembly Minority Leader Perry B. Duryea, Jr. Should the Republicans

regain the Assembly, Duryea is in line once again to become the Speaker, a post from which he is likely to launch a drive for the Republican nomination for governor two years later.

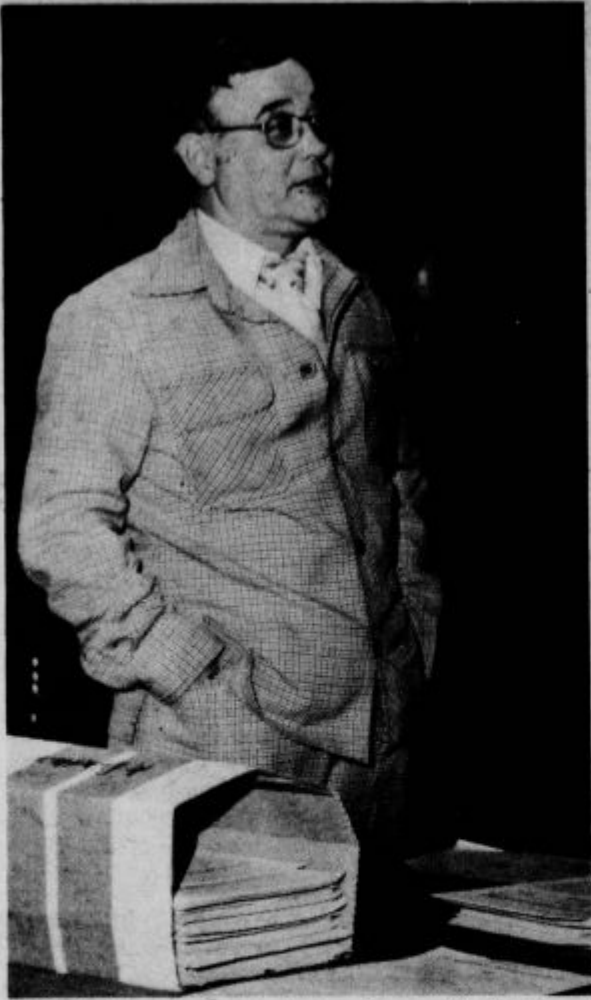
However, these are matters that lie in the future. For the immediate, the members of the Legislature are most anxious to wind up the session, clear out of Albany, and get started on their election campaign programs.

## Civil Service Law & You

(Continued from Page 6)

than seven names. The decision stated that "the court cannot substitute its judgment for that of an administrative body with-

out some evidence of unreasonableness. In the Matter of the City of Albany v. Public Employment Relations Board, 9 PERB 7009.



Civil Service Employees Assn. vice-president Richard Cleary, head of Central Region V (Syracuse), was available during the meeting last month to offer advice and help to delegates from throughout the 20-county area.



Region treasurer Helene Callahan, center, of Syracuse chapter 013, takes opportunity to discuss business with Hutchings Psychiatric Center chapter 435 president Audrey Snyder and with Syracuse Developmental Center chapter 424 president Victor Procopio.



SUNY Ag and Tech College at Canton chapter 603 president Mary Lauzon, left, was accompanied at meeting by delegate Merrill White, secretary Dorothy Madison, alternate delegate Manola Sherman and Mary Haught.



Host chapter chairman Richard Grieco and Jefferson chapter 823 president Eleanor Percy welcome their two most distinguished guests for the Central Region meeting, which coincided with the 30th anniversary of their chapter. Right is Watertown Mayor Karl R. Burns and, next to him, Civil Service Employees Assn. president Theodore C. Wenzl.



CSEA lobbyist James Featherstonhaugh updated delegates on legislative developments at Friday educational seminar. At right is Francis Miller, chairman of the Central Region County Workshop.



Western Region VI supervisor Lee Frank was one of the guest speakers at Saturday evening banquet. Seated is Robert Tompkins, area radio personality who served as master of ceremonies for the event.



CSEA director Flora Jane Beaton (St. Lawrence County) and St. Lawrence chapter 845 president Agnes Earl discuss employee problems with field representative Donald Brouse, who is assigned to their chapter.



Oswego chapter 838's Raymond Wallace, membership chapter for the Central Region, listens attentively to Cortland County Department of Transportation chapter 520 president William Reynolds.



Among the distinguished guests were these visiting CSEA vice-presidents, James Lennon, left, president of Southern Region III, and Irving Flaumenbaum, president of Long Island Region I.

(Leader photos by Tom Hashem)



# 'FACE UP TO PROBLEMS,' WARNS WENZL

CIVIL SERVICE LEADER, Friday, July 2, 1976

## Central Region V Meeting Observes 30th Anniversary of CSEA County Division

(From Leader Correspondent)

ALEXANDRIA BAY — Members of Central Region V (Syracuse), Civil Service Employees Assn., met here and heard a few words of encouragement and warning from union leaders.

The conference was conducted June 4-6 at the Edgewood Resort. It was hosted by the Jefferson County chapter, which is celebrating its 30th anniversary.

Theodore C. Wenzl, the CSEA president, urged members to "face up to problems now confronting the union." He specifically cited the proposed mergers of Mental Hygiene Department facilities around the state and pending legislation mandating employee contributions to their pensions.

State and county employees conducted separate workshops and adopted resolutions stating their objectives, election and financial policies.

Francis Miller, of Oswego, who presided at the county workshop, and James Moore, of Utica, who headed up the state workshop, stressed that having separate state and county workshops "is not a sign of weakness" in the CSEA.

"So much more can be accomplished" when members with similar problems in their workday situations sit down and thrash them out," Mr. Moore noted, "and the state and county people in this region work well together."

Mr. Moore also made a plea for all CSEA members to write letters to Gov. Hugh L. Carey urging the veto of Bills 10173 through 10187, a package concerned with the State Mental

Hygiene Department.

"The department is in complete chaos now, and this package will only make things worse," Mr. Moore said. He added that one bill, which deals with investigations of complaints lodged against state workers, would give an institution's board of visitors the power to investigate and make final decisions. Board posts are often patronage jobs, he noted.

Richard E. Cleary, Region V president, told members at the closing general meeting that "Our strongest push right now should be political action. Governor Carey seems hostile toward public employees. The Legislature seems anti-civil servant, too."

"We must use our funds and voting strength to defeat those working against us and support those working for us."

Mr. Cleary echoed the call of Joseph Lochner, CSEA's executive director, for a drive to enlist more members.

"We've got to increase our membership," he said. "There's a wealth of people out there to recruit." Mr. Cleary suggested that members consider a \$5 incentive payment for each recruit to the union.

Mr. Lochner told state workshop participants earlier in the day that "We're in a deficit spending situation now; non-members are a big problem. If

(Continued on Page 14)



Several retirees who had been prominent in CSEA affairs during their employee days—and who still play leading roles in retiree events—were on hand to provide advice during the Central Region meeting last month at Alexandria Bay's Edgewood Resort. From left are Edith Chapman, Mary McCarthy, Hazel Ranger and Thomas Ranger, all of Syracuse Area Retirees chapter 913. Mr. Ranger is a former Central Conference president.



Retirees committee report is given by Helen Musto, of Ithaca Area Retirees chapter 905. Central Region V officers, seated at head table, are executive vice-president Louie Sunderhaft, of Oneida chapter 833; first vice-president Dorothy Moses, of Willard Psychiatric Center chapter 428, and secretary Irene Carr, of Oneonta chapter 011. All are former chapter presidents, and Ms. Musto is a former president of the Central Conference.



Oneida Educational Employees chapter 869 delegates give rapt attention during educational seminar Friday evening. From left are Marla Millhouse, Jake Banek, chapter treasurer Betty Walker and chapter corresponding secretary Dolores Herrig.



Relaxing at dinner are, from left, Oneida chapter 833's Mohawk Valley Community College unit president Richard Marley, Ann Grieco; Jefferson chapter 823 first vice-president Peter Grieco, Patricia Brown and Richard Brown, who served on the host chapter committee.



Tompkins chapter 855 was represented at the conference by its president, Claude Colleyacme, center, who was accompanied by newsletter editor James Hennerly, left, and Social Services section president John Wyrough.



Joseph Dolan, left, CSEA assistant executive director for the County Division, was among the top headquarters staff members at the meeting. Here he is seen with regional president Richard Cleary at Saturday banquet.



Floyd Peashey, former president of the Central Conference and of SUNY at Oswego chapter 611, confers with Bertha Burdick, left, also of SUNY at Oswego, and with Nellie Handy, president of SUNY at Oneonta chapter 635.

# State's Retirement Suggestion Board Reformed; Has CSEA Rep

ALBANY—State Comptroller Arthur Levitt has announced the reorganization of his advisory council for the State Employees' and Policemen's and Firemen's Retirement Systems is complete.

For the first time, a representative of the Civil Service Employees Assn. will sit on the council. The representative is James Currier, an employee of the State Department of Labor and president of the CSEA's Fort Schuyler chapter.

The council makes recommendations to the Comptroller on various retirement matters. It now draws members from public employees, employers, pensioners, municipal organizations, the State Legislature and the private sector. It was first established in 1959. Items on which it will pass on recommendations include types and costs of pensions, federal-state interaction in the field, social security, the administration of the System and related matters.

Mr. Currier was selected by Deputy Comptroller John H. Mauhs from a list of candidates drawn by CSEA president Theodore C. Wenzl. The CSEA leader called employee representation on the Council "a move long overdue in the right direction."

"We have long felt that since the employees have such a large

stake in the operation of the Retirement System, there should be union representation in any advisory council such as this one," Dr. Wenzl observed. "This is truer right now than ever before in view of the numerous sources currently seeking to whittle away at the long established basic benefits in our pension plans."

Besides Mr. Currier, other employee representatives are William Clay of the Office of General Services and a member of the American Federation of State, County and Municipal Employees; William J. Courlis, Division of State Police, and John Przekop, New York State Professional Fire Fighters Assn.

The four municipal representatives are William Sanford, executive secretary, Assn. of Towns; Herbert Smith, executive director, Assn. of Counties; Raymond Cothran, executive director, Conference of Mayors, and Donald Brossman, executive

director, New York State School Boards Assn.

The state agency representative is Victor Bahou, president of the Civil Service Commission. The authority representative is Edward Jones, director of administrative service for the State Thruway Authority.

Herbert Brown, president of the Retired Public Employees Assn. will represent the pensioners.

Assemblyman Stephen Greco (D-C, Erie) and Senator Richard E. Schermerhorn (R-C, Rockland, Orange, Ulster) will represent the Legislature.

Business will be represented by Terese F. Pick, director of employee benefits for AT&T, and Robert B. Peters, manager of corporate compensation and benefits for the Mobil Oil Corp.

The regulation reorganizing the Advisory Council (Part 320 of Title II of the Codes, Rules and Regulations of New York State) provides that members shall serve a term which coincides with the Comptroller's term of office. Members of the Advisory Council are reimbursed for actual and necessary expenses, but they receive no compensation for their services.

## Suffolk's Account Collector Exam Set

HAUPPAUGE—The Suffolk County Department of Civil Service has announced filing for account collector (Exam no. 16-254), with a written test to be given Aug. 14.

The bi-weekly salary for the job is \$314. Applications must be filed by July 16. For further information contact: Suffolk County Department of Civil Service, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge, N.Y. 11787. The telephone number is (516) 979-2266.

### ED ADMIN LIST

ALBANY—An Educational Administrative Services eligible list, resulting from open-competitive exam 24-352, was established May 21 by the State Department of Civil Service. The list contains 2,161 names.

### CAPITAL DISTRICT TA

ALBANY — Gov. Hugh L. Carey has announced the appointment of Bernard A. Fleishman, of Troy, and Stello P. Stricos, of Loudonville, to the Capital District Transportation Authority. The nominations are subject to Senate confirmation.

Dr. Fleishman, 51, is mathematics professor and chairman of the faculty at Rensselaer Polytechnic Institute. He is a former chairman of the Brittonkill Board of Education and the Rensselaer County School Boards Association. He was named for a term ending July 31, 1978, to succeed Maynard J. Dixon of Rensselaer.

Mr. Stricos, 52, is a restaurant owner and operator in Albany and former president of the Albany chapter of the Order of Ahepa. He was named for a term

ending July 31, 1979, to succeed Andrew F. Caspocchia of Albany.

The positions carry a salary of \$100 a day while on official business up to a maximum of \$5,000 a year.

### APPOINT FOUR

ALBANY—Gov. Hugh L. Carey has announced the appointment of four persons to vacant positions on the Higher Education Services Corporation.

Named were James Charles Finley, S.J., president of Fordham University; Thomas N. Bonner, president of Union College in Schenectady; Robert Lubar, of Port Washington, managing editor of Fortune magazine, and Oscar Garcia-Rivera, of New York City, editor of a juvenile justice standards project sponsored by the American Bar Association.

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# SHORT TAKES

## VERBAL COUNSELLING

In a labor-management meeting between West Seneca Developmental Center administrators and Civil Service Employees Assn.'s chapter 427 representatives, the point was made that slips noting instances of supervisor verbal counselling of employees were being placed in employee files without notification given to the worker. In a report of the meeting carried in the chapter's publication, "Informer," it was noted: "This should not be done and supervisors are to be reminded that it is not to be done." The report added: "Verbal counselling is verbal counselling, and no employee should be requested to sign any statement concerning this interchange to bring about some corrective action. However, since memories are oftentimes faulty, it is appropriate for the supervisor doing the counselling to make a note of the date and the subject matter discussed but nothing else."

## CHARGE JERSEY BREAKS LAW

The New Jersey Civil Service Assn. has filed unfair practice charges against the state in connection with recent unilateral layoffs involving about 1,000 state workers. The charges were also filed in principle in behalf of the state's 30,000 classified employees.

## NJCSA CETA PROTEST

The administration of the Comprehensive Employment and Training Act by the State of New Jersey drew angry comment during the 65th annual convention of the New Jersey Civil Service Assn. in Atlantic City recently. According to the NJCSA publication, "The Shield," many delegates to the convention feel that employees in the federally funded CETA program have little or no qualifications for the jobs they have been appointed to and that many appointments are political ones. In some instances, NJCSA member alleged, a career civil servant who has passed examinations to win his job has found the job abolished because of economy reasons and the work being performed by a CETA appointee earning the same or sometimes better pay. One speaker, a representative from the New Jersey Civil Service Department's personnel management division, was criticized for the division's alleged indifference to CETA abuses. "Why should we have to be the watchdogs on CETA?" one delegate asked him. "Why not you—the Civil Service Department? That's your job, not ours."

## PSYCH-RETARDATION

ALBANY — A Psychiatrist III (Mental Retardation) eligible list, resulting from open-competitive exam 27-535, was established May 26 by the State Department of Civil Service. The list contains two names.

## PSYCH CHIEF

ALBANY — A Psychiatrist III Chief of Service (Mental Hygiene) resulting from open-competitive exam 27-534, has been established by the State Department of Civil Service. The list contains 12 names.

# Third In A Series On Robert's Rules Committing The Question

By ALAN BERNSTEIN

MANHATTAN — Often a question needs more study than can be given at one assembly session, and so must be sent to committee. Under Robert's Rules of Order, this is known as committing or referring the question, so it can be carefully investigated and put into better condition for the assembly.

The motion to commit also has three variations that allow the assembly's full meeting body to consider the main question with greater freedom of debate than is allowed in committee. Members can speak as many times as they please.

The variations are: 1) to go into "a committee of the whole," 2) to go into a "quasi-committee of the whole," and 3) to "consider informally."

Informal consideration is the simplest of the three and usually works best in organizations whose meetings are not large.

However, when a motion proposes to assign a task or refer a matter to a committee when no question is pending, such a move is not the motion to commit, but a main motion.

Standard descriptive characteristics of the subsidiary motion to commit:

- Takes precedence over main motions, subsidiary motions to postpone indefinitely and amend, and incidental motions for division of a question and consideration by paragraph. Yields to motions to postpone definitely, to limit or extend debate, to lay on table, all privileged motions and

all applicable incidental motions.

- Can be applied to main motions, with any amendments that may be pending.

- Out of order when another has the floor.

- Must be seconded.

- Is debatable. Debate can only extend to the desirability of committing the main question. It cannot deal with the merits of the main question.

- Is amendable as follows: in case of a standing committee, as to which committee the question will be referred; in the case of a special committee, as to the committee's composition and manner of selection; in case of any other form of committee, as to the instructions the committee is to follow.

- Requires a majority vote.

- Can be reconsidered if committee has not begun work on question.

In committing or referring a question, the motion must be complete. It should include which method is being used, which committee the question will be sent to, number of committee members, whether the committee is to be a standing or a special one and other necessary details. When a motion simply lacks essential details, the chair should not rule it out of order. Instead, the chair can call for the completion of details or can put the motion to commit to a vote at its simple form.

The latter alternative is appropriate if no one is seeking recognition and the chair believes that the motion is not likely to be adopted. In the event that any of the above pro-

cedures result in the adoption of an incomplete motion, the details must be completed before any new business is taken up.

## Fed Computer Jobs Available

Computer operators and technicians are being recruited by the U.S. Civil Service Commission for federal agency posts in New York City and Northern New Jersey. The GS-5, 6 and 7 posts have starting salaries ranging from \$8,926 to \$11,046 a year.

No written test is required. Candidates will be rated on training and experience.

For GS-5 positions, applicants must have two years' general experience and one year of specialized work. General experience for both posts means experience operating electric accounting machines, sorters, tabulators, calculators, card punch and other wired equipment.

Specialized experience for computer operators means experience operating a computer system or peripheral devices used in support of computer operations. Work in translating actions into computer languages, heading and interpreting program charts, or other work requiring comparable knowledge of computer techniques will qualify for technician specialized experience.

GS-6 candidates must have two years' general and two years' specialized experience, while GS-7 candidates should have two years' general and three years' specialized.

Two years of study above high school may be substituted for two years' general experience. Four years' study past high school, including 12 semester hours in data processing may be substituted for all GS-5 requirements.

Additional information and applications are available at federal job information centers at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-40 161st Street, Jamaica, Queens.

Complete forms should be sent to Syracuse Area Office, U.S. Civil Service Commission, 301 Erie Boulevard West, Syracuse, N. Y. 13202.

## BCPC VISITORS

ALBANY—Gov. Hugh L. Carey has announced the appointment of four Bronx residents to the Board of Visitors of the Bronx Children's Psychiatric Center. The nominations are subject to Senate confirmation.

Named by the Governor were: Marcel Hill, 58, an assistant teacher at a day care center, for a term ending Dec. 31, 1977; Elsie Romero, 47, a caseworker and supervisor in child welfare, for a term ending Dec. 31, 1979; James Maldonado, 28, director of the Adolescent Day Treatment Center in the Department of Psychiatry at Lincoln Hospital, for a term ending Dec. 31, 1978, and Raquel C. Coca, a home economics teacher and a volunteer worker at the psychiatric center, for a term ending Dec. 31, 1978. The positions are unsalaried.

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# State Eligible Lists

(Continued from Page 12)

939 Johnston Joan M Binghamton 74.1	975 Butler C D Syracuse 73.3
940 Kelley Gloria G Albany 74.1	976 Tracy Constance Albany 73.2
941 CSzupryna Paula NY Mills 74.1	977 Gregan J Brooklyn 73.2
942 Yachnik Martha Sayville 74.1	978 Vannostrand M J aWterloo 73.2
943 Fafard Randall Rensselaer 74.1	979 Suss Marshall Albany 73.1
944 Kircher Harold Albany 74.1	980 Piduch Norine A Buffalo 73.1
945 Bird Elizabeth Watertown 74.1	981 Tuttle Glenna M Conesus 73.0
946 Bradt Barbara A Rensselaer 74.1	982 Gliński Joann M Buffalo 73.0
947 Diacris A Albany 74.1	983 Buckley Irene M Levittown 673.0
948 Friebe Edward Ravena 74.1	984 Buckley J M Schenectady 73.0
949 O'Hare John E Scotia 74.0	985 Longshore Ollie Laurelton 73.0
950 Stone Frances A Albany 74.0	986 Isham Nancy L Watertown 73.0
951 Farnham B J Waterport 74.0	987 Schichtel E A Hamburg 73.0
952 Sterio Lorraine Syracuse 74.0	988 Smith Laurie D Schenectady 73.0
953 Doucette Nancy Albany 74.0	989 Clark Shirley A Pine Bush 73.0
954 Frost Betty J Oneida 74.0	990 Curley Frances Troy 73.0
955 Zobre Arlene R Schenectady 74.0	991 Ferris Maureen Cohoes 73.0
956 Diapoulis Irene Stanfordsvil 74.0	992 Pittarelli L Endicott 73.0
957 Zimmer Colleen Chittenaago 73.9	993 Reed Joyce A Albion 73.0
958 Kleinberg Ruth Centerach 73.9	994 Liberati M Port Chester 72.9
959 Ames Sandra C Oakfield 73.9	995 Moreau E A Schenectady 72.9
960 Kolchetski D Albany 73.9	996 Teeling Ellen M Saratoga Spg 72.9
961 Taglione Claire Stillwater 73.9	997 Chichester H M Watervliet 72.9
962 Dershwitz E Jerico 73.9	999 Rafaele D A Wappingr Fls 72.9
963 Plummer M R Elnora 73.8	1000 Harris Rose A Selkirk 72.8
964 Greene Mary E Albany 73.7	1001 Weinberg Robert Brooklyn 72.8
965 Ryan Marie D Albany 73.6	1002 Macek Jane M Endicott 72.8
966 Keenan Robert F Green Island 73.6	1003 Zink Susan M Albany 72.8
967 Sorrell Mary S Elsmere 73.6	1004 Russell John M Troy 72.8
968 Studnicki James Troy 73.5	1005 Kanaly Scott R Dannemora 72.8
969 Schwartzbach B Glenmont 73.5	1006 Forbes Steven C Cohoes 72.8
970 Haraveth J B Homer 73.5	1007 Cometto Paula M Alden 72.8
971 Bookroom R Albany 73.5	1008 Epps Claribel Cohoes 72.8
972 Siegel Alan Rensselaer 73.5	1009 Irish Keith C Albany 72.8
973 Howarth Nancy Averill Park 73.4	1010 Labarr Diane M Albany 72.7
974 Rose Ann H Stony Point 73.4	1011 Nystoriak B Cohoes 72.7

(Continued Next Week)

## Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

### Agriculture

Title	Salary Grade	Exam No.
Environmental Special Agent (Wildlife)	GS-5, 7	
Food Inspector	GS-5	CH-6-05
Warehouse Examiner	GS-5, 7	CH-0-02

### Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Life Sciences	GS-5 to 15	421
Meteorological Technician	GS-6 to 9	NY-8-43

### General

Correction Officer	GS-6	431
Freight Rate Specialists	GS-7, 9	WA-6-13
Mid-Level Positions	GS-9 to 12	413
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07

### Medical

Autopsy Assistant	GS-4, 5	NY-9-05
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Medical Technologist	GS-5 to 11	NY-6-03
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-5-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07

### Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
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### Social And Education

Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Social Worker	GS-9 to 12	426

### Stenography And Typing

Keypunch Operator	GS-2, 3	NY-3-01
Stenographer	GS-2 to 4	NY-1-18
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2, 3	NY-1-18



**STRATEGY MEETING** — Top Civil Service Employees Assn. leaders for the union's Long Island Region I meet to coordinate strategy to deal with delays on contracts for county employees in Nassau and Suffolk chapters. Both chapters are still trying to reach agreements through legal procedures, but are fast approaching showdowns with their separate county administrations. From left are CSEA field representative William Griffin, Long Island regional supervisor Edwin Cleary, Long Island Region I president and Nassau chapter president Irving Flaumenbaum, Suffolk chapter president James Corbin and Suffolk chapter first vice-president Edward Valder.

### UNEMPLOYMENT BOARD

ALBANY—Gov. Hugh L. Carey has announced the appointment of G. Douglas Pugh, of the Bronx, as a member of the Unemployment Insurance Appeal Board.

Mr. Pugh, 52, assumes that position after 11 months as executive deputy industrial commissioner in the State Labor Department.

He formerly served as director of labor relations and urban affairs for the State Dormitory Authority. During his five years with the Authority, he developed and supervised an equal employment opportunity and affirmative

action program.

Mr. Pugh was program advisor on urban affairs for the Ford Foundation from 1966 to 1969, associate executive director of the Haryou-Act program in 1965 to 1969, and a commissioner of the Federal Mediation and Conciliation Service from 1962 to 1965.

He was named for a term ending Nov. 18, 1981, to succeed

Herman B. Zipser, of Manhattan, whose term expired. The position carries a salary of \$35,250 a year.

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Some of the committee meetings were held outdoors so delegates could take advantage of the weather while conducting business. Participating in Mental Hygiene committee are, from left, CSEA director Raymond Pritchard (Mental Hygiene, Region V); Marti Coluccio, of Fort Stanwix chapter 422 at Rome Developmental Center; Fred Kotz, of St. Lawrence Psychiatric Center chapter 423, and Audrey Snyder, president of Hutchings Psychiatric Center chapter 435.



Separate meeting of local government delegates was major event of Saturday morning. County Workshop is under chairmanship of CSEA director and Oswego chapter 838 president Francis Miller. At right is County Workshop treasurer Marsha Coppola, of Jefferson chapter 823, while to left of Mr. Miller is secretary Leona Appel, of Onondaga chapter 834. At far left is Oneida chapter 833's Ralph Young, newly chosen sergeant-at-arms.

## Cleary Urges Political Awareness

(Continued from Page 9)  
—as happened—2,000 of them responded to a form letter we sent out from Albany, and paid their dues to join CSEA, just think how many you could get if you contacted them personally."

Mr. Lochner said the CSEA staff has met with the field representatives and appeal literature has been readied for distribution.

"The cost of doing business

is higher today; you know this in your own houses. Please get off your duffs, now, and get out and talk to those non-members. We want to get 20,000 by direct appeal. Tell them they are not doing their share. They are benefiting from our negotiations and we need them."

Dale Dusharm, of Oswego, chairman of the Region V educational committee, is arranging a seminar on political action to be given by professors in the

field. Mr. Dusharm said it will be an all-day session tentatively set for Aug. 14 in Syracuse.

Mr. Cleary ended the conference in a call for solidarity.

Guest speakers at the closing dinner were Lee Frank, supervisor of Western Region VI (Buffalo); Joseph J. Dolan Jr., assistant executive director for the CSEA County Division, and Irving Flaumenbaum, president of Long Island Region I. A. Victor Costa presented the Fannie W. Smith Memorial Scholarship to Thomas Moran of Indian River Central School.

Assisting with conference details with Eleanor S. Percy, Jefferson County chapter president and Peter G. Grieco, first vice-president, were Richard Brown, Marsha Coppola, Elane Duffany, Grace Londraville, William Murray and Betty Rosecrans. Richard J. Grieco was conference chairman.



Visitors admire the call board on which meeting notices were neatly placed for committee members' convenience. The board was strategically placed at the registration desk. Looking it over are, from left, the CSEA statewide insurance committee chairman James Corbin, treasurer Jack Gallagher and director A. Victor Costa (Labor).



James Currier, left, president of Fort Schuyler chapter 014 of Utica, was recently appointed a member of the advisory council to the New York State Employees Retirement System. Congratulating him are State Executive Committee chairman Thomas McDonough and vice-chairman James Moore. Mr. McDonough was the first CSEA member to serve on a state committee when he was appointed two years ago by then-Gov. Malcolm Wilson to serve on a committee investigating ethnic coding procedures. Mr. Moore is also president of Utica Psychiatric Center chapter 425 and chairman of the Central Region State Workshop.

## Albany Region Theater Nite

ALBANY—Albany Region IV, Civil Service Employees Assn., will hold a theater party Saturday evening, July 3, for the performance of the Andy Williams Show at the Colonie Coliseum Theater.

Tickets for CSEAs for the

10 p.m. show are priced at \$8 each, a \$1.50 reduction from the regular price. Checks should be made out to Albany Region IV, CSEA. They may be sent, accompanied by a stamped, self-addressed envelope, to Ronald Landell, Box 345, RD 1, Altamont, N.Y. 12009.

## CSEA Moves In Act To Halt Price Hikes

(Continued from Page 1)  
an additional \$2 million a year, \$1.5 million more for housing costs and \$500,000 more for food.

Mr. Guild, who predicted CSEA success in knocking down the proposed increases, said, "The state last year forced a \$250 one-time payment on all state employees, gave nothing this year, and now is trying to make money itself off these same people by increasing food and lodging costs.

"We simply won't stand for that highway robbery approach by the state and intend to fight this unfair situation all the way."

Mr. Guild also noted that the costs had been increased two years ago, and that employees who would be affected by another increase have not been compensated with salary increases since that time.

In the situation involving a work-week increase for doctors, dentists and psychiatrists, the CSEA is contending the Department

of Mental Hygiene committed an improper practice when it increased those employees' work week from 35 to 40 hours at Willowbrook Developmental Center in Staten Island with the intention to expand the work week for all employees in those titles elsewhere throughout

the Department.

The CSEA contends the 35-hour work-week has been a condition of employment by doctors, dentists and psychiatrists since at least 1969, and, as such, cannot be unilaterally changed by the state.

Mr. Guild has called upon all doctors, dentists and psychiatrists in the department to provide the CSEA with proof that they were individually hired with the 35-hour work week as a condition of employment.

All such information, in any form, may be submitted to Mr. Guild at CSEA's headquarters in Albany. The address is: 33 Elk St., Albany, N.Y. 12207.

## To Honor Wagner At July 9 Dinner

ALBANY—Ernest K. Wagner will be honored at a testimonial dinner July 9 in recognition of his years of service to the Civil Service Employees Assn.

Mr. Wagner, who is leaving state service and moving out-of-state, is the statewide pension committee chairman for CSEA and was president, from 1969-73, of the Capital District Conference, now known as Albany Region IV. He is also a former president of CSEA's Employee Retirement System chapter, and most recently has been employed in the Audit and Control Department.

Tickets are \$9, including contribution for a gift. The 7 p.m. dinner will be preceded by a dutch treat cocktail hour at 6 p.m. Further information is available from Millie Wands at (518) 474-7510.

Pass your copy of  
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on to a non-member.

## Name Mediator, Four Fact-Finders

ALBANY—One mediator and four fact-finders have been named to labor disputes involving the Civil Service Employees Assn. and local public employers by the Public Employment Relations Board.

The mediator is Leon Applewhite, of PERB's New York City office, to the dispute between the Suffolk County Educational chapter and the Middle County School District.

Fact-finders and the disputes to which they have been named are: Roberta Kiel, of New York City, to the dispute between the Baldwin Union Free School Dis-

trict and the Baldwin Custodial unit of the Nassau County chapter.

Theodore H. Lang, of Woodmere, to the dispute between the Armonk Central School District and the Armonk unit of the Westchester County chapter.

Herbert K. Lippman, of New York City, to the dispute be-

tween the Brentwood School District and the Teacher Aides unit of the Suffolk County chapter.

Benjamin Rubenstein, of New York City, to the dispute between the Port Jefferson Schools and the Port Jefferson Schools Custodial unit of the Suffolk County chapters.

## Syracuse Area Retirees Meet

AUBURN—The Syracuse Area Retirees' chapter, Civil Service Employees Assn., will meet Tuesday, July 27, at Riordan's Restaurant, Market Street, Auburn.

According to chapter secretary Hazel C. Ranger, the meeting will begin at 1:30 p.m. Retirees from Onondaga, Oswego and Cayuga Counties are invited.

## Dutchess Ed Unit Offers Flag Decals

POUGHKEEPSIE—To mark the current American bicentennial year, the Dutchess County Educational Employees chapter, Civil Service Employees Assn. is distributing free of charge decals of two historic United States flags.

# Parking Agent List Extended

The city Department of Personnel has extended the parking enforcement agent, Exam 3115 list until Aug. 15, 1977.

Most city lists are effective for one year but can be extended by Personnel Director Alphonse D'Ambrose.

A personnel department spokesman said the list, from which hiring is done, has not yet been exhausted.

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## WHERE TO APPLY FOR PUBLIC JOBS

**NEW YORK CITY** — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

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

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

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

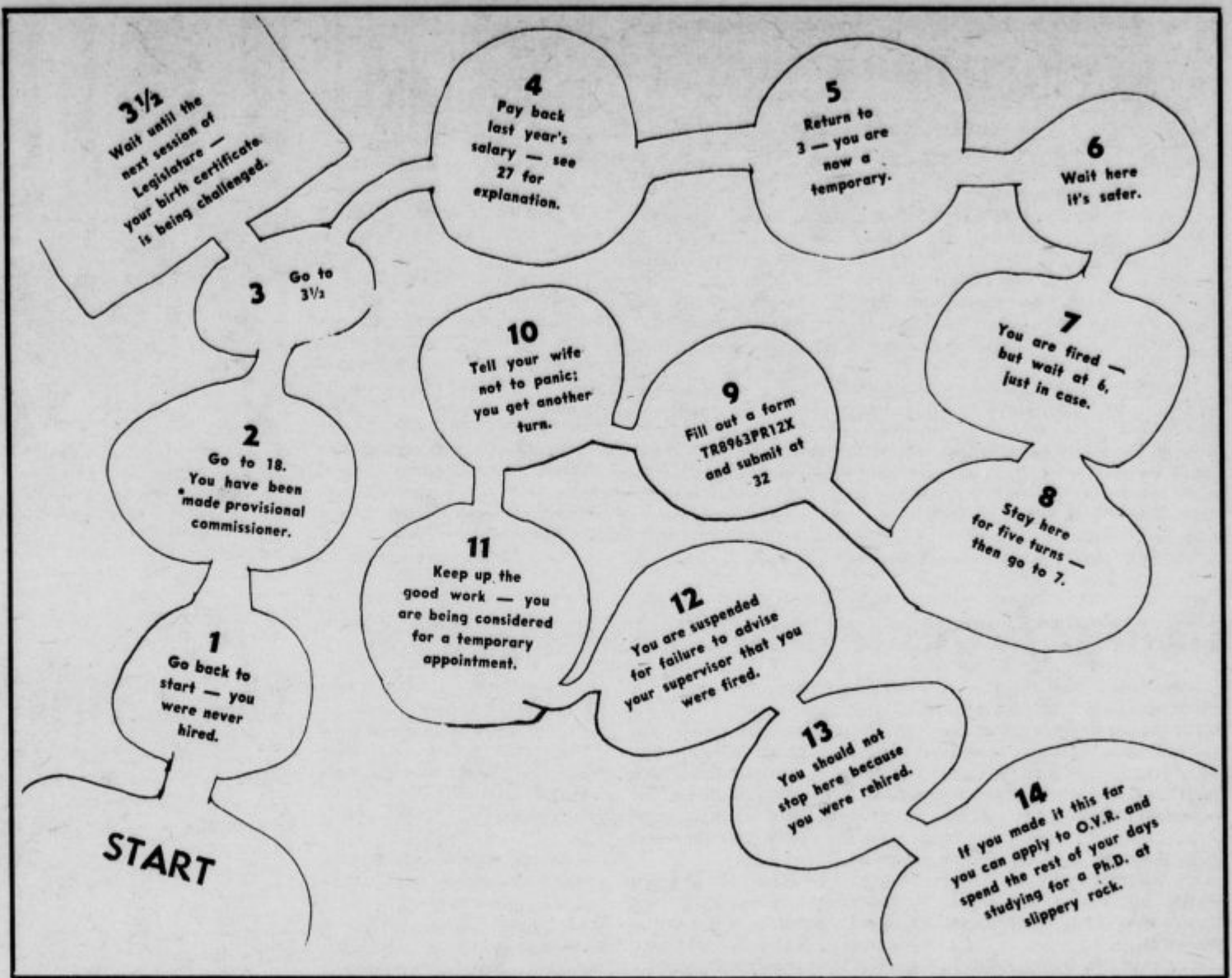
**STATE** — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 488-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements 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.



**IT'S NO GAME** — Loretta Brayman, of Kenmore, provided the Leader with the above. It's intended to be a board game — like Monopoly — but the stakes are far more serious. It is the work of

a number of staffers of the Office of Drug Abuse Services. Their facilities have been closed and many ODAS staffers have been laid off. The cartoon, we think, speaks for itself.

# SS, SSI Payments To Rise

**WASHINGTON, D.C.**—Department of Health, Education and Welfare Secretary David Matthews has announced that social security benefits and supplemental security income payments will increase automatically by 6.4 percent, beginning with the checks beneficiaries receive in July.

Under the law, social security and SSI checks increase automatically when the Consumer Price Index rises by 3 percent or more over specified measuring periods.

"A comparison of the average monthly CPI in the first quarter of 1975 to that of the first quarter of 1976, which is the measuring period for the 1976 benefit increase, shows a 6.4 percent increase in the CPI. This increase requires an automatic 6.4 percent increase in social security and SSI payments," the Secretary said.

"A 6.4 percent increase reflects a welcome moderation in the rate of inflation. I am sure that

the larger benefit checks also will be welcomed by social security and SSI recipients."

The 1975 automatic increase was 8 percent.

The increase in social security benefits will take effect for the month of June and will be reflected in the checks the 32.6 million beneficiaries receive July 3. The SSI increase takes effect in July and is payable to the 4.4 million recipients beginning with the July 1 SSI check.

Other automatic increase provisions in the law determine the maximum amount of earnings that are taxable for social security each year, and the amount people in retirement can earn each year and still get all their social security checks. Automatic increases in these amounts are announced by Nov. 1 and are effective the following year.

The Secretary said the fiscal year 1977 cost to the trust funds

of the social security benefit increase will be \$5 billion. The SSI increase will cost \$315 million and will be paid from general funds of the Treasury.

The Secretary added that SSI recipients who live in states that pay a state supplement as part of the Federal SSI checks will get a higher SSI check only if the State acts to pass along the higher Federal payment.

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## RETIREE GRAPEVINE

By THOMAS GILMARTIN  
CSEA Retiree Coordinator

As this is being written, the hottest legislative topic in Albany is the pension reform bill.

Legislators and the media are having a field day scoring points with taxpayers or what they claim is all the money that will be saved by making retirement self-contributory again and by integrating public employee pensions with social security.

In an election year, this opportunity appears irresistible to our lawmakers and taking full political advantage of it is understandable. It's that kind of game. Of course, all present retirees are unaffected by this.

However, retired public employees seem to be bitter towards legislators who push for "lulus" and higher salaries for themselves but remain opposed to granting retirees a modest cost-of-living increase in their pension checks. It is not their conspicuous opposition but rather what I see as their stoney-eyed indifference to the plight of former government workers who find their retirement checks have shrunk to half of their original purchasing power in a few short years.

Getting supplemental cost-of-living increases this year has been a struggle every inch of the way.

As we near the end of the line, where do we stand? A law was passed in this legislative session to raise the amount a retiree can earn as a part-time public employee (without affecting his pension check) to \$2,760, equal to the limit now allowed by social security.

This small "gain" will not benefit very many retirees.

Senator John E. Flynn's (R-C, Westchester, The Bronx) bill S270-C was reported out of committee to the Finance Committee.

This is "our" bill and we are pleased to see that it is still hanging in there. But then, we understand that all cost-of-living bills were recently called in to be reviewed by the Kinzel Committee. It seems likely that a combination, or "omnibus" bill, may be formulated and rushed through at the last moment. No one knows yet what this might amount to.

We were encouraged and surprised to see that our survivor's benefit Bill S8806-A advanced to the Rules Committee marked "for early action." This is the \$2,000 death benefit for those who retired from the state before Oct. 1, 1966. Another "sleeper," Bill A9151, providing a cost-of-living increase to widows and widowers of public employees, has gone on the Assembly calendar for a third reading. This is where we stand as this column is written.

Before leaving this update of our retiree legislation, your correspondent must salute our own unpaid retiree member "lobbyist," Elizabeth Steenburgh, who has spent many hours in the Capitol and legislative office buildings pushing our legislation. She is "CSEA" to many senators and assemblymen and she is tireless.

Don Buswell of Binghamton suggests we pin a rose on John Riley of Syracuse who moved at a recent Board of Directors meeting that attention be given to mailing membership cards to prospective members.

Your coordinator has recently revised our recruiting brochure, "The Public Employee Retiree & CSEA," and copies will be mailed to all chapters as soon as it comes off the press. This word is in response to many requests for the booklets.

Our retiree division has more than 2,000 dues-paid members living in California and Florida. Both have been requesting that a CSEA retiree chapter be organized. This does not seem practicable at this time, but the writer would need no arm-twisting to accept an assignment for that purpose.

Favorable response to CSEA president Theodore C. Wenzl's newsletter on retiree legislation has been overwhelming. It is not the first time CSEA's president has given his personal support to CSEA's rapidly growing retiree organization, but it was his first personal newsletter.

## Craig DC Holds Recognition Day

SONYEA — Thirteen persons were cited for 25 years' service to Craig Developmental Center and David Woollever, R.N., was honored as Craig's Employee of the Year at recent ceremonies marking Employee Recognition Day here.

More than 140 employees and guests attended the Recognition Banquet. Mr. Woollever received presentations from the Assn. for Retarded Children, the Mt. Morris Kiwanis Club, the Mt. Morris Rotary Club, the Craig Developmental Center Nurses Alumni Assn., the Craig Civil Service Employees Assn. chapter, and two clothing stores.

Guest speaker was Livingston County Judge James Robert Houston, Craig Director Nadene D. Hunter presided.

Twenty-five year honorees were John R. Barnard, Robert L. Buerlein, Ester J. Cobb, Nedra Ellis, Donald E. Love, Robert J. Morsch, Emmanuel L. Passamonte, Donald J. Savino, Josephine R. Savino, John W. Spicciati, Adeline Yencer, Michael Ranaldo and Herbert Skaggs.

### NAME FOUR JUDGES

ALBANY—Gov. Hugh L. Carey has announced the appointment of a Supreme Court justice on Long Island, two county court judges for Nassau County, and a county court judge for Suffolk County. The nominations are subject to Senate confirmation.

Nominated were: Eli Wager, of Woodmere, a former assemblyman, as a justice of State Supreme Court to succeed the late Joseph Liff of Great Neck; Assemblyman John S. Thorp Jr., of Rockville Center, as a Nassau County Court Judge to fill the vacancy caused by the resignation of Raymond L. Wilkes; Leo F. McGinity, a member of the Town Board of Hempstead, as a Nassau County Court Judge to fill the vacancy caused by the resignation of Douglas F. Young, and Joseph E. Fox Jr., of Jamesport, as a Suffolk County Judge to fill the vacancy caused by the resignation of Ernest L. Signorelli.

All of the judges would serve terms ending Dec. 31.

Pass your copy of The Leader on to a non-member.



Judging from the smiles, "Well Done" seems to be the message delivered by Civil Service Employees Assn. president Theodore C. Wenzl to Faustine ("Spence") La Grange, Ms. LaGrange recently retired from service with the CSEA after 35 years. Her most recent union post was of supervisor of membership accounts.

## Who's That? It's Spence!

ALBANY—Civil Service Employees Assn. visitors to a motor inn's gift shop near here will recognize the petite woman behind the counter as Faustine "Spence" La Grange. She is the recently retired supervisor of membership accounts for the union.

Following retirement from the CSEA after 35 years of service, Ms. LaGrange now shares ownership in the shop with her sister, Evelyn Essex.

Ms. LaGrange now shares ownership of being the longest-tenured CSEA staff member to retire to date.

When she began her career with the CSEA in 1936, the Association's staff consisted only of Ms. LaGrange and Joseph D. Lochner, now CSEA's executive director. Headquarters for the Association was under a staircase in the State Capitol building.

"I must admit that at that time, I had no idea CSEA would experience the tremendous growth it has since then," Ms. LaGrange recalled.

When I started at CSEA, Mr. Lochner and I were handling all the services for 12,000 state employees. When I retired, CSEA consisted of nearly a quarter million state and local government members being serviced by a staff of 205.

"Membership dues were a dollar a year in those days, and, for that sum, state workers received, among other services, a monthly magazine called 'The State Em-

ployee' which Mr. Lochner and I personally mailed from our office. This is a far cry from our streamlined, computerized operations now," Ms. LaGrange said.

At the time Ms. LaGrange became a CSEA employee, she was responsible for membership dues and the administration of CSEA's first low-cost accident-health insurance plan for members.

During World War II, Ms. LaGrange left the CSEA for four years to serve in the Army Air Corps as a civilian employee. Following her work as chief clerk to the USAAC Quartermaster's office, Ms. LaGrange returned to the CSEA in time to observe what she feels was the first significant change in the structure of the union, the addition of county workers to the growing roster of CSEA members in 1947.

By the time the CSEA moved to its first headquarters at 8 Elk St., Albany, Ms. LaGrange noted that membership had grown to 44,320.

"With the addition of the county division, I began to realize that CSEA had great potential as a representative of this state's public employees. Now I feel that there's no end to the potential of CSEA," Ms. LaGrange said.

Since her retirement, the challenge to find unusual antiques, crystal, jewelry and leather goods for her shop has Ms. LaGrange traveling frequently.

She and her husband, Jacob, who has retired from state service after 40 years of service, have just returned from a buying trip to Santo Domingo. The two are planning a similar excursion to Austria this August.

"I have a lot of studying to do before we leave. I do research to learn about products, crafts or antiques particular to an area or country, because I'm always looking for special or unique items for the shop. It's a task, but I love what I'm doing," she said.



**THRUWAY RETIREES** — Eight employees of the New York State Thruway Authority were cited upon their retirements by the Syracuse Thruway Division chapter of the Civil Service Employees Assn. The retirees were cited in ceremonies at Cerio's Restaurant, Syracuse. Above, left, is a photo showing CSEA director Jean Gray



(Authorities) offering congratulations to Harry Harter, West Winfield and Robert Maxwell. Standing, from left, are: Dick Badger, Thruway chapter president, and Carl Rayder. The photo at right shows Emilio Pasquale, Peter DeLorenzo, Donald Reynolds and Bernard Seidenfuss.

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