

## NYC blackout day restored

STATEN ISLAND — New York City-area state employees who worked on the day of the July 14, 1977 power blackout will receive one day of compensatory leave added to their accruals, effective immediately.

Gov. Hugh L. Carey announced last week during a speech at the Willowbrook Developmental Center that he has ordered the State Civil Service Commission to add the day of comp leave to the accruals of those affected employees who worked that day. He had previously restored time to those state workers who did not show up for work that day and who were forced to use their own leave accruals.

Gov. Carey made the announcement while inspecting the Willowbrook facility last week with Civil Service Employees Assn. President William L. McGowan and CSEA Local 429 President Felton King.

# Public SECTOR

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Wednesday, October 18, 1978

## Court grants PS&T stay

ALBANY — The Appellate Division of State Supreme Court has unanimously granted a continuance of a lower court order maintaining the Civil Service Employees Assn. as the exclusive bargaining agent for some 45,000 state employees in the Professional, Scientific and Technical bargaining unit.

The decision last week grants CSEA a hearing on its legal objections to an order issued by the state's Public Employment Relations Board on September 27 to decertify CSEA as bargaining agent for the unit and blocks decertification of the state's largest public employee union until the court resolves CSEA's appeal.

In a one-page unanimous decision, the Appellate Division, Third Department continued a stay barring PERB from decertifying CSEA which was issued September 27 by State Supreme Court Judge Con Cholakis. The Appellate Division ordered CSEA to submit its written arguments for the appeal by October 25, directed the Public Employees Federation — the union attempting to decertify CSEA — to respond to CSEA's briefs by November 10, and set proceedings on

the appeal for the court's term commencing November 13.

The continuance of the injunction against PERB will be in effect on October 24 when the Executive Council of the AFL-CIO convenes in Washington D.C., to decide whether the Public Employees Federation engaged in an illegal raid under the AFL-CIO's Constitution when it

attempted to decertify CSEA as the unit's representative.

Under the original stay, and continuance, all dues collected from employees in the unit are being held in escrow pending the outcome of the appeal. CSEA has agreed to continue to represent the employees in any grievance or disciplinary proceedings.



## Pay raise gets priority support

ALBANY — A sizeable pay increase is certainly a top priority of the Civil Service Employees Assn. as it is about to enter negotiations with the State for new contracts covering over 100,000 state employees.

But State Budget Director Howard Miller surprised many people late last week when he told reporters his top priority also is a pay raise for state employees. And Governor Hugh L. Carey, the same day, provided room for cautious optimism when he said, "My first priority is for increased local aid to reduce the cost of government, so we can have tax savings," but quickly added, "The

money is also there for decent raises for public employees."

Budget Director Miller said he expects the State to have "disposable income" of between \$250 million and \$400 million next fiscal year, and "I think the first thing that should come out is a salary increase" for state workers. It should be, Miller said, a "moderate, inflation-fighting increase."

CSEA President William L. McGowan reacted to the development by saying, "Our preliminary analysis of the state's fiscal condition indicates that Mr. Miller's estimate of disposable income is correct. It now appears the State is publicly recogniz-

ing that state workers carried a most heavy burden and cooperated to the extreme when the state was in the midst of a severe fiscal crisis in recent years."

The union chief called the public statements by Mr. Miller and Governor Carey "encouraging, of course," but said CSEA will follow through with bargaining plans previously developed "until we see if those positions are carried over to the bargaining tables."

And Mr. McGowan hinted that in addition to a substantial salary hike, the union will be pushing for improved benefits, especially in the area of health insurance.

## CSEA seeks to represent State Police units

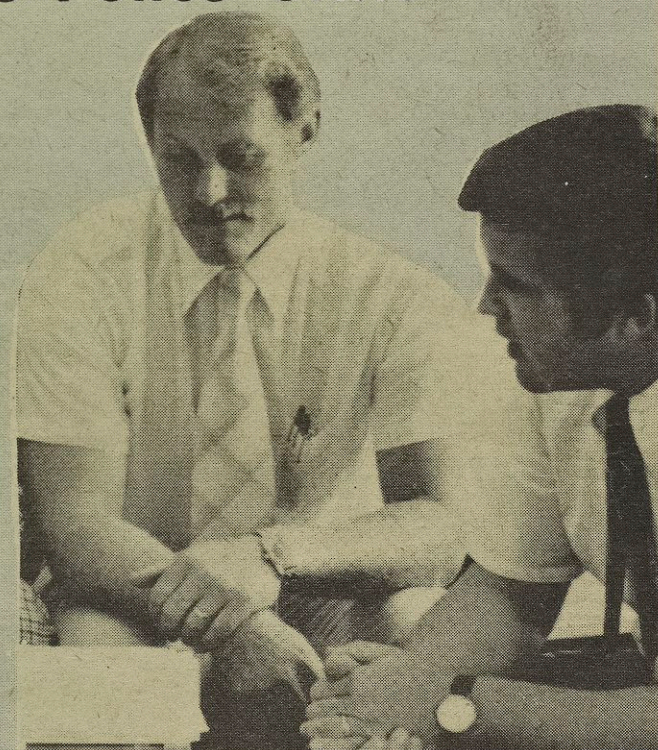
ALBANY — The Civil Service Employees Assn., successful in its effort to have State Police employee bargaining units restructured, has launched an election campaign to gain representation rights for State Police personnel in two units in elections that have been ordered by the State Public Employment Relations Board.

"State Police personnel asked us to help them end the ineffective representation they have with the Police Benevolent Association," said CSEA President William L. McGowan.

CSEA had petitioned PERB to create separate bargaining units for New York State Police personnel contained in a single statewide unit represented by PBA. PERB last week ordered the reorganization, creating three new bargaining units, and further ordered that elections be held.

CSEA, with a 60 per cent "showing of interest" from State Police personnel already on file with its earlier petition, immediately launched a campaign for State Police personnel in two of the newly created units. CSEA is challenging the PBA in Unit B, consisting of BCI Investigators, Senior Investigators, and Investigative Specialists; and in Unit C, comprised of Sergeants, Chief Technical Sergeants, Staff Sergeants, Lieutenants, Captains and Majors. Commissioned officers in Unit C have been represented by CSEA for several years as a separate unit.

PERB ordered ballots in the three elections be mailed out on November 1, and all ballots to be valid must be returned to PERB by November 17, the day they will be counted. All personnel in the units as of October 11 are eligible to vote. Persons who have not received their ballots should call PERB collect on November 8, 9 or 10 to request a replacement ballot.



BCI Investigator Wayne Beyea and CSEA's John Naughter discuss strategy.



State Police Sgt. Thomas Kirwan is working on the CSEA campaign.

Career grant to benefit thousands

# Training grant to benefit thousands

ALBANY — Career planning seminars for women in New York State jobs will be held in five different cities between now and April, 1979, thanks to a \$75,000 grant for that purpose bestowed by the legislature on the Center for Women in Government.

Civil Service Employees Assn., President William L. McGowan, a member of the Center's Board of Directors, applauded the appropriation.

"We expect at least 2,000 state employees to benefit directly from this training, and many others will benefit indirectly, from the discussions and information imparted there," Mr. McGowan said.

The seminars will take place in Buffalo, Syracuse, Suffolk and Westchester Counties, and New York City, according to Nancy Perlman, director of the Center.

"These programs have three goals: to enable the state to meet its obligations under the Civil Rights Laws and its own Affirmative Action policy; to produce a group of better-trained women employees," Ms. Perlman said.

The first career-planning seminar run by the Center was held last spring in Albany.

CSEA Statewide Secretary Irene Carr, who chairs the union's Women's Committee and represents CSEA on the Center's Union Task Force, agreed that the appropriation was welcome.

"I attended the first Center Career-Planning Seminar in Albany, and it was so well-attended and helpful that we were all hoping there would be follow-up seminars like it across the state," she said.

The \$75,000 was granted during the one-day Special Session of the state legislature that Gov. Hugh Carey called last month to pass the state's Supplemental Budget. It was included in the funding granted to the State University of New York at Albany, with which the Center is affiliated.

CSEA lobbyist, James J. Featherstonhaugh wrote the memorandum in support of the funding, which subsequently was approved by both houses of the legislature.

"We're proud to have helped obtain this money for these important programs," the union president said.

The money will help defray the expenses of Center staff for accommodations and travel to and from the five cities in which the one-day seminars will be held; the cost of utilities and rental of the space need-

ed to house the conferences; and the cost of printing, postage, honoraria, communications and incidental expenses entailed by the seminars, such as day care for the children of the participants.

"We are currently organizing planning committees, which will find potential workshop leaders, speakers and role models; make program recommendations; and assist the Career Day coordinator as the need arises," Ms. Perlman said. The committees will be comprised of a cross-section of women state employees, representing many different grade levels and job titles. There are approximately 44,200 women state workers in the area of the five cities where the seminars are to be held.

## Wilton is on CETA alert

WILTON — The Wilton Developmental Center, like other areas of the Civil Service Employees Assn., has expressed concern in recent months about the employment of persons under the Comprehensive Employment Training Act.

The CSEA Local has accused the administration of bringing in CETA employees to work in the maintenance and direct patient care areas, without considering the CSEA's position on the matter, says Local treasurer and spokesperson Henry Kuczynski. They have met with administration officials in five counties served by the Center, objecting mainly to CETA employees working directly with patients.

"CETA employees are time limited in most cases, with most staying only six months to a year, and therefore have no continuity of contact with patients as regular employees do. This obviously is not good for the patient. We also feel that State employees are better trained and qualified for the job," said Mr. Kuczynski. "And we want to protect regular employees in other jobs as well."

The meetings have resulted in an agreement with Saratoga County officials that no new CETA appointments will be made without the consent of the local bargaining unit. Mr. Kuczynski reported that no new appointments have been made in any of the point the local's position is at this point the local's position is to be "concerned and watching."



Bill O'Neill, (right), President of Local 615 at Upstate Medical Center, demonstrates new fire extinguisher to CSEA member Dustin Cole, while display volunteer Karen Cole looks on.

## Display increases awareness of fire dangers

SYRACUSE — Fire Prevention Week is more than a slogan to the more than 1,200 safety-minded members of CSEA Local 615, State University at Syracuse. Fire prevention is, and will continue to be, a vital part of every work day.

As a public service to increase awareness of the hazards of fire and preventive measures, Local 615

sponsored and totally financed a Fire Prevention Week program, complete with lobby displays, awards for fire prevention, quizzes, children's coloring contests and prizes.

According to William O'Neill, President of Local 615, the display is viewed by more than 2,500 employees, patients and visitors daily.

## Country music month? In N.Y.?

Government is a serious business, involving billions of dollars and affecting the lives of every man, woman and child in one way or another.

But it has its less serious side too. Although they are undoubtedly important to the individuals or organizations directly involved, the routine proclamations issued out of

the governor's office hardly have a profound impact upon the population as a whole.

For instance, did you know that, by official proclamation of the governor, October is Country Music Month? It is also Child Abuse Prevention Month, and VD Awareness Month. Some designations obviously have a more serious tone than others.

Not everything receives an entire month as recognition. The following are among days or weeks proclaimed during October by the governor as well: School Lunch Week; Jogging Day; Quality Control Week; Pulaski Day; Leif Ericson Day; Mahatma Gandhi Peace Day; Radiologic Technology Week.

## Calendar of EVENTS

Information for the Calendar of Coming Events may be submitted directly to THE PUBLIC SECTOR. Include the date, time, place, address and city for the event. Send to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12204.

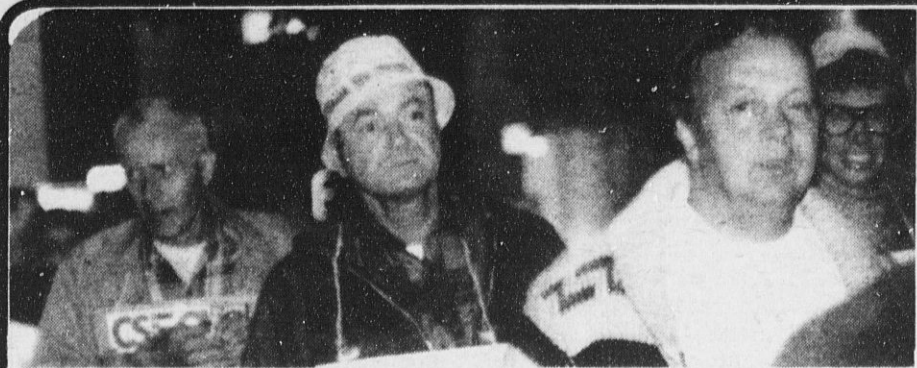
### OCTOBER

- 13-14—Western Region VI meeting: Holiday Inn, Batavia.
- 17—Livingston County unit of Rochester Retirees Local 912, 2 p.m., Youth Center, Main Street, Mt. Morris.
- 17—Capital District Retirees Local 999 general membership meeting: 1 p.m., Polish Community Center, Washington Ave. Ext., Albany.
- 17—Central Region, region officers and local presidents meeting: 6:30 p.m., Regional Headquarters, Syracuse.
- 17—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, Room 5890, Manhattan.
- 18—Long Island Region 1 PS&T Unit workshop: 5-11 p.m., site to be announced.

- 19—Nassau Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.
- 20—Statewide Board of Directors meeting; budget discussion: 9 a.m., Quality Inn, Albany.
- 21—Nassau Local 830 30th Anniversary dinner-dance: Carl Hoppl's Malibu Club, Lido Beach, L.I.
- 22—Statewide Board of Directors meeting: 1 p.m., Concord Hotel, Kiamesha Lake.
- 23-27—Statewide Delegates Convention: Concord Hotel, Kiamesha Lake.

### NOVEMBER

- 3-4—Central Region, state workshop, Holiday Inn Downtown, Syracuse.
- 29—Long Island Region 1 special elections seminar: 5-11 p.m., site to be announced.



## Constant pressure leads to contract

By Marti Madory

WHITE PLAINS — Under pressure brought by two weeks of daily demonstrations by CSEA members in front of City Hall, the City of White Plains has signed a tentative three-year agreement with the City of White Plains Unit of the Civil Service Employees Assn.

The agreement was the result of

intensive last-minute negotiations demanded by the Unit in an attempt to head off a one-year settlement imposed by the City's Common Council. A ratification vote by the membership will be held and a ratification vote will also be taken by the Common Council.

If ratified by both parties, the agreement would take effect immediately, retroactive to July 1, 1977. It is the result of more than 16 months of negotiations.

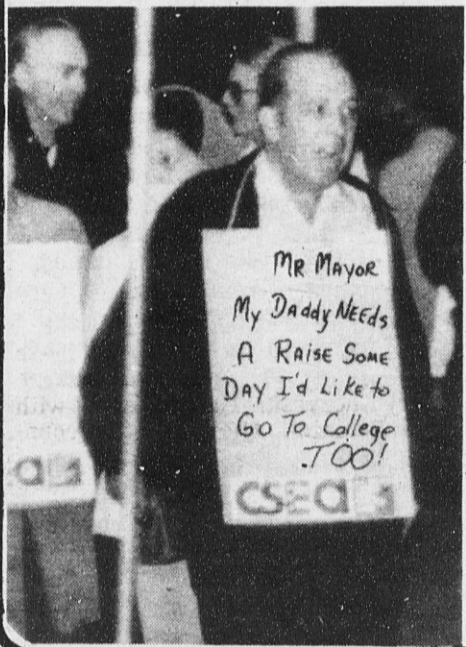
The final negotiating session, which ran for nearly six hours, was "long and arduous," according to the Unit's chief negotiator Joseph O'Connor. For the first time, members of the Common Council were accessible during the negotiations.

The hard-won settlement was a direct reflection of the 500-member Unit's internal strength, according to Joseph Roche, Unit president.

"We dragged the City kicking and screaming to the bargaining table," he said. "That final session was a tribute to the negotiating committee's strong position, and the total support and unlimited patience shown by the membership."



CITY OF WHITE PLAINS CSEA UNIT members demonstrate in front of City Hall. The employees demonstrated for two weeks to put pressure on management to negotiate with the union rather than force an imposed settlement on the workers.



The idea of daily demonstrations was the brainstorm of the Unit's job action committee, which was made up of the Unit's shop stewards. After the membership rejected the City's previous offer on September 14 by a resounding vote of 230 to 16, the committee examined alternative methods of persuading the City to return to the bargaining table. They decided on mass demonstrations in front of City Hall, during regular Common Council meetings and during employee's lunch breaks.

Eager for an opportunity to vent their frustrations, hundreds of members turned out to carry colorfully worded picket signs, chant, sing, and circle the City Hall.

Buoyed by the frequent presence of CSEA's mobile unit, the group persevered even when the weather turned cool and rainy.

A last-ditch demonstration had been planned to begin at 6:30 p.m. on Oct. 4, in an effort to influence the outcome of the legislative hearing scheduled by the Mayor for that evening. Announcement of the tentative settlement at 6 p.m. made that final show of force unnecessary.

In addition to the Unit's president, Joseph Roche, the negotiating team was made up of Stanley Boguski, chairman; Dan Armstrong; Joyce Bush; Mike DeMasi; and Tony Guiffreda.

## Public hearings set

The Office of Court Administration has announced a series of public hearings concerning the proposed classification plan and title standards for non-judicial employees of the unified court system dated September 20, 1978. Copies of these documents are available at all court locations for examination. The hearings will be held at the following times and places:

9:00 AM — October 23 — The Ceremonial Courtroom 7th Floor, Buffalo City Court, 50 Delaware Avenue, Buffalo, New York.

9:00 AM — October 24 —

Courtroom No. 6, Main Floor, Hall of Justice, Exchange Street, Rochester, New York.

9:00 AM — October 25 — County Legislature's Chambers, 4th Floor, Onondaga County Courthouse, State Street, Syracuse, New York.

9:00 AM — October 26 — Courtroom No. 2, 7th Floor, Judicial Building, Empire State Plaza, Albany, New York.

9:00 AM — October 27 — The Ceremonial Courtroom, 1st Floor, Westchester County Courthouse, 111 Grove Street, White Plains, New York.

9:00 AM — October 30 — The

Legislative Hearing Room, County Center, Riverhead, New York.

9:00 AM — October 31 — The Auditorium

November 1 — Police Headquarters

November 2 — 1 Police Plaza, New York, New York

Also to be considered at these hearings are:

(1) Proposed administrative policy of the Chief Judge concerning the establishment of a classification plan and an appeals procedure.

(2) Proposed revision of 22 NYCRR 25.7 of the Rules of the Chief Judge concerning the removal of Housing Court Judges and Hearing Examiners from the classified service.

Persons wishing to make a statement at a hearing should call Susan Duffy at 212-488-5599 to reserve a time for speaking. Written statements may also be submitted at the hearing.

Persons wishing to submit a written statement without appearing may do so by mailing the statement to Vito Soranno, Director of Personnel, Office of Court.

## Cleaning OK, but no ironing

POTSDAM — If the president of State University of New York at Potsdam wants his clothes washed and ironed, or help with table arrangements when entertaining guests, he won't be able to get it done by cleaners (grade 4).

The Civil Service Employees Assn., which had filed grievances on behalf of the SUNY cleaners for being assigned such duties, won a step 4 decision from the Governor's Office of Employee Relations after the grievances were denied at earlier stages.

CSEA filed out-of-title grievances on behalf of the cleaners, and when it reached the fourth step in the grievance procedure, the director of classification and compensation was asked to review the situation, in turn recommending to OER that washing and ironing clothes and helping with table arrangements were, in fact, out-of-title work for cleaners. OER's Jerry J. Dudak, on behalf of OER Acting Director James B. Northrop, has directed university management to immediately discontinue such assignments.

## De Paula killed in Erie County mishap

BUFFALO — Leonard DePaula, an employee of the Erie County Water Authority, and one of the organizers of the Civil Service Employees Local 815 unit there, was struck and killed by an automobile on Tuesday, October 10.

Mr. DePaula reportedly was struck by an automobile on Route 5 in Blasdell as he started to cross the street after checking water pressure at a fire hydrant.

WILTON — 100 new voters have been signed up so far by the Wilton Developmental Center voter registration coordinator Mary Anne Bagan, and the committee hopes to make an ongoing effort even after the elections.

"This is a good number of sign ups from a Local of only 515," commented political action committee chairman Henry Kuczynski. "Ms. Bagan had to see workers on three different shifts and put much time and effort into the project."

## About those letters, calls

The Civil Service Employees Assn. has received numerous letters and telephone calls regarding the union's publication for members and the union's proposal to restructure its dues format. In most cases the writers and/or callers tied both items together due to a misconception apparently created in the final issue of CSEA's former newspaper.

By now, of course, members are receiving weekly copies of "The Public Sector," the union's official publication. This should dispel any misconception created in the final edition of the union's former publication that members would no longer receive a publication as part of their union dues. It's unfortunate that the former paper may have created such an impression as the result of a promotional effort to solicit direct subscriptions from CSEA members.

Secondly, the proposed dues structure change was covered fully in the very first edition of "The Public Sector". Changing to a percentage dues structure will be considered by CSEA delegates meeting later this month at the union's 68th annual meeting.

## Directory of Regional Offices

### REGION 1 — Long Island Region (516) 691-1170

Irving Flaumenbaum, President  
Ed Cleary, Regional Director

### REGION 2 — Metro Region (212) 962-3090

Solomon Bendet, President  
George Bispham, Regional Director

### REGION 3 — Southern Region (914) 896-8180

James Lennon, President  
Thomas Luposello, Regional Director

### REGION 4 — Capital Region (518) 489-5424

Joseph McDermott, President  
John Corcoran, Regional Director

### REGION 5 — Central Region (315) 422-2319

James Moore, President  
Frank Martello, Regional Director

### REGION 6 — Western Region (716) 634-3540

Robert Lattimer, President  
Lee Frank, Regional Director

## The Public Sector

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## A feather in the cap

The redeployment of 350 Department of Mental Hygiene employees who formerly worked at two Manhattan Developmental Center units which closed this past summer, without the loss of any jobs, deserves recognition.

It is certainly a feather in the cap of the unique Continuity of Employment Committee, a joint committee of the Civil Service Employees Assn. and the State of New York formed via labor/management negotiations in

1976. The committee was actively involved in making the redeployment of the Manhattan workforce a successful venture.

And a tip of the hat to those legislators who earlier this year voted to enact amendments to the Mental Hygiene Law to require effective planning for the retraining and continuation of employment of persons affected by a reduction or termination of state programs.

The fruits of effective negotiations are found throughout a

## in our Opinion

labor agreement, in such areas as job security, and are not limited to wage and direct employee benefits. And cooperation between labor and management can achieve more than direct confrontation any day. The successful redeployment of Manhattan Developmental Center employees proves both those points. (R.A.C.)

## The Stevens boycott gets a boost

It's encouraging to note that the Civil Service Employees Assn. has chosen to take an active role in organized nationwide rallies set for November 30 to show support of J. P. Stevens Company workers in their long, difficult battle to achieve social and economic justice against the textile giant.

The action is a positive example of CSEA's emergence as an activist union befitting its position as the largest local in the largest labor union in the AFL-CIO.

CSEA in the past has often been little more than a sleeping giant in such affairs, partially because when it was an independent organization its sphere of influence was limited by the state's borders. But as the biggest unit of the leading nationwide union, it is no longer limited to just the Empire State. The union now has direct input into national affairs, and reaching out to support the troubled textile workers of the mostly

Southern mills of J. P. Stevens Company takes its range of involvement and influence into the mainstream of union activities on a much bigger scale than would have been possible even just a few short months ago.

CSEA President Bill McGowan recently pointed out that CSEA is a major labor union and should start acting like one. We think the J. P. Stevens Company action shows that it is. (R.A.C.)

## A confusing election gets moreso

When the State Supreme Court, Appellate Division, Third Department ruled last week that it will review CSEA objections to the confusing PS&T representation election at the November 13 term in Albany, it actually shifted attention away from Albany and to Washington.

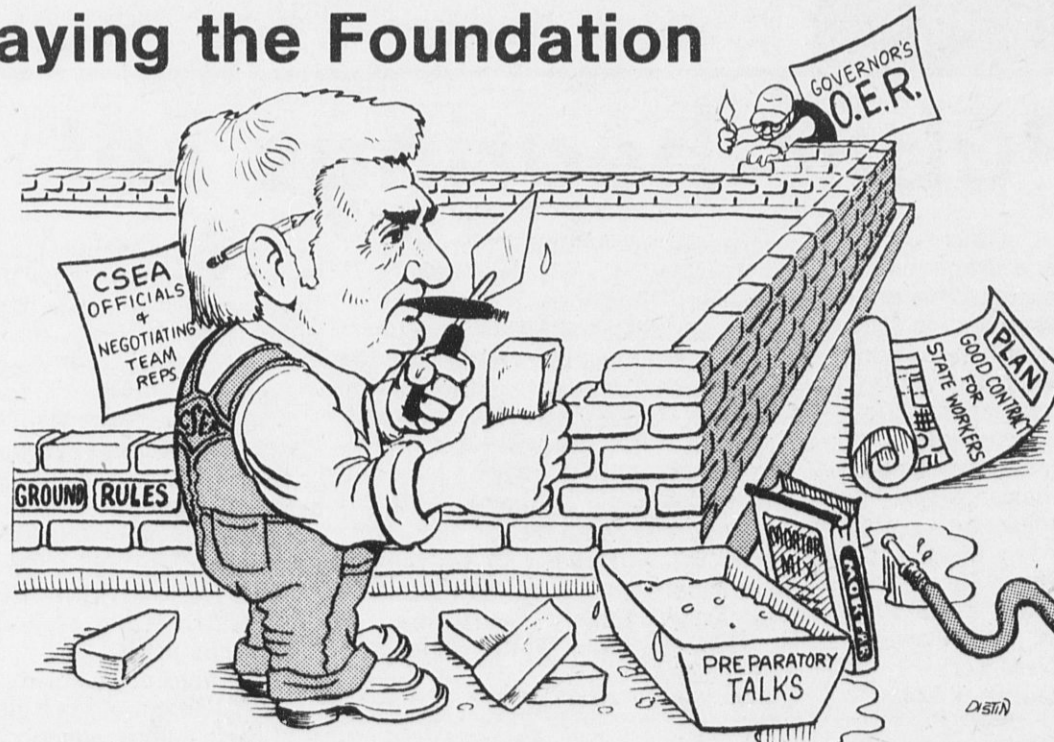
And it's entirely possible that by the time the November term of the Appellate Division rolls around the whole matter may be moot.

It all boils down to how the Executive Council of the AFL-CIO rules on the situation in Washington on October 24. And how

PEF, if the ruling in Washington goes against it, reacts.

Until at least October 24, the whole PS&T situation will go on being one of the most confusing situations in memory. After that date, one or the other union would probably like to forget the whole thing ever happened.

## Laying the Foundation



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## 'Good fight,' Battle told

MARCY — Joan Battle, long-time chairperson for the membership committee of CSEA Local 414 at Marcy Psychiatric Center, was honored by fellow members at a recent general meeting. Mrs. Battle presented a special framed certificate signed by CSEA statewide President William L. McGowan, as well as a flower spray for her many years of dedicated service.

In paying tribute to Mrs. Battle, Charles Noll, President of Marcy Psychiatric Center, Local 414, cited her self-education in CSEA insurance programs and other benefits available to members. Mrs. Battle who will leave employment due to illness, "will carry with her the gratitude of fellow state employees for her unselfish devotion to maintaining a strong CSEA Local," Mr. Noll said.

Joan Battle receives a special certificate of appreciation from Local 414 President Charles Noll (right), while husband Frank Battle looks on.

Photo by: Joseph Vrooman



## CSEA favored on six counts

JOHNSTOWN — A fact finder in the contract dispute between the Fulton-Montgomery Community College Administration and the Building and Grounds unit of the Civil Service Employees Assn., Fulton County Local, has ruled in favor of CSEA on six major issues.

A 17-page report issued by fact finder Charles E. Leonard supported CSEA's demands for salary increases, agency shop, sick leave, overtime for holidays, overtime and leave credits and the upgrading of licensed personnel.

The CSEA has requested pay increases of \$600 for 1978 and \$500 for 1979, amounts which it contends are justified and which the College can pay, due to a budget surplus of over \$250,000.

According to John Cummings, CSEA field representative, the union accepted a \$300 bonus in each of the two years covered by a contract which expired August 31, 1978, because it believed the administration when it said there were no funds to pay more. After signing the contract, however, CSEA found out about the surplus, through newspaper articles, and is now demanding that the \$300 bonus be added to the salary schedules for 1978 in addition to another \$300 increase.

Mr. Leonard agreed that the surplus does exist and rules that the College can pay what the CSEA is demanding. In addition, he recommended the increase be retroactive to August 31, 1978.

The report also supported the CSEA's demands for an agency shop fee, an additional sick day per year, double time for working on major holidays, improvement in other overtime language and the payment of a yearly stipend to sewage treatment licensees.

The report has gone to the College administration for its approval and the CSEA is awaiting a reply. "If the College decides to accept the fact finders report we will have an agreement, since the CSEA unit has met to review it and has unanimously agreed to accept the findings," said Mr. Cummings.

## Quick action wins exam right

ALBANY — Many employees in the State Department of Labor will not be prevented from taking two promotional civil service examinations offered late this month because of quick action by the Civil Service Employees Assn. against attempts by two state departments to restrict the field of persons eligible for the exams.

In an Article 78 proceeding, the union had charged the State Department of Labor and the State Department of Civil Service with "arbitrary, capricious and unreasonable" actions when they attempted to exclude employees from six specific job titles from taking the October 28, 1978 exams for the positions of Employment Security Manager and Senior Employment Security Manager (nos. 36-438 and 36-439). The suit was halted, however, when the Department of Civil Service agreed to a stipulation that they mail conditional applications for the exams to permanent employees formerly excluded from taking the exams.

The Department of Labor job titles originally excluded from eligibility are Employment Service Representative, On-the-Job Training Specialists, Occupational Analyst, Senior Unemployment Insurance Hearing Representative, Senior Unemployment Insurance Investigators and Associate Unemployment Insurance Investigators.

According to Edward T. Stork, an attorney with Roemer and Featherstonhaugh, CSEA's law firm, the Department of Civil Service agreed to mail the conditional applications to permanent eligible employees in those six job titles on October 12. They must be completed and returned

to the department so that they are received by October 23. The attorney emphasized the need for interested employees to return the applications once they are received early this week because of the firm Oct. 23 deadline.

The conditional applications will allow eligible employees to take the examinations which will be graded, although those who pass will not be placed on the resulting eligible list until a final determination favorable to CSEA is rendered by the State Civil Service Commission or the courts.

While the Article 78 proceeding has been discontinued, the same arguments will be submitted to the Civil Service Commission for its review during the Commission's November term. When the Commission renders its decision, CSEA will have the right to go to court to

review the decision. The Civil Service Department has agreed that if CSEA commences a second proceeding within thirty days of the Commission's determination, they will not make any permanent appointments from the eligible list until the legal actions are finally resolved.

Mr. Stork said that should employees in the six job titles be excluded from taking the exams, the field of titles for which they will be eligible for promotion would be severely restricted.

Department of Labor employees who have not received their applications to take exam numbers 36-438 and 36-439 by October 18, 1978 should call a Civil Service Staffing Representative for a replacement application at the following numbers: 518-457-5566 or 518-457-6678.

## Village workers sign 3-year pact

CHATHAM — Village of Chatham workers represented by the Civil Service Employees Assn. have approved a three-year contract which includes agency shop in addition to salary increases in each of the three years.

Scheduled raises, including in-

crements, are \$550 in the first year, \$350 in the second and \$350 in the third. The CSEA unit also obtained an agreement with the village administration officials for a new promotion procedure, which, in effect, establishes a set salary schedule in relation to promotions.

"The negotiating team worked hard to obtain an equitable contract and did a good job of it," commented Aaron Wagner, a Capital Region field representative who assisted the committee in negotiations. "Winning agency shop is a plus for the union, as well as the employees," he added.

## Final training session for exam

NEW YORK CITY — The last in a series of training sessions for members preparing for upcoming promotional exams for Employment Security Manager and Senior Employment Security Manager will be held at 6:30 p.m. October 19 at LO

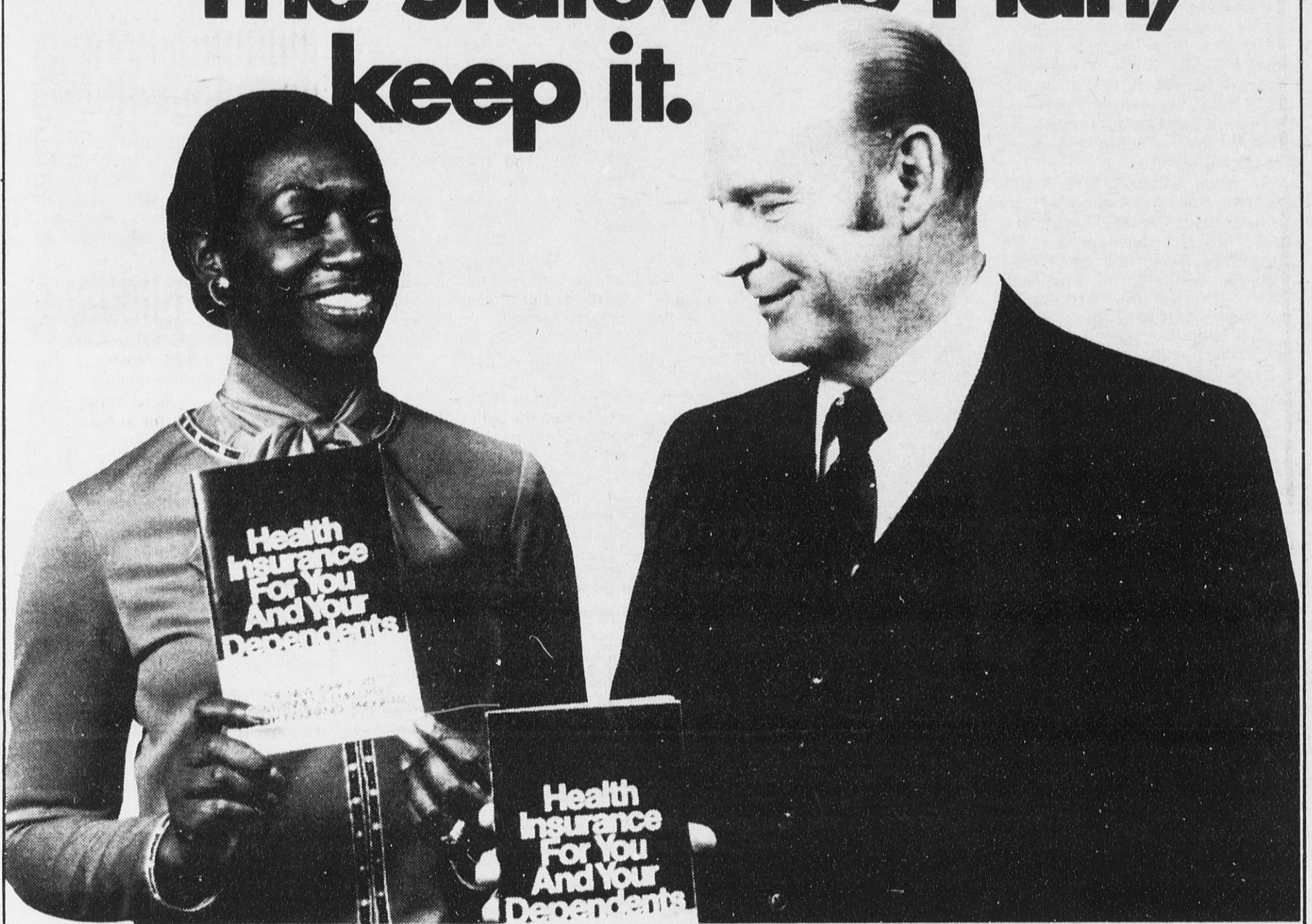
410, 3rd floor, 255 West 54th Street.

The training sessions are sponsored by the Civil Service Employees Assn. Local 350, Metropolitan Department of Labor. Local President William J. DeMartino said that although three

previous sessions have already been held, persons who missed those sessions would benefit from the upcoming one and are invited to attend. There is no charge to dues paying members for the sessions, Mr. DeMartino noted.

New York State Employees, and employees of New York State Political Sub Divisions.

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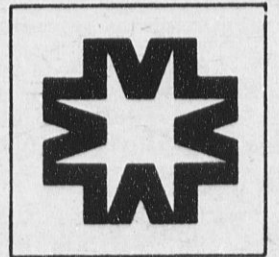
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# Suffolk referendum a "no-tax nuts" delight

HAUPPAUGE — William E. Lewis is, to put it mildly, upset at the Suffolk County Legislature. As president of the big Suffolk County Local 852 of the Civil Service Employees Assn., Mr. Lewis has found plenty to be upset about in the past, and he has always spoken out defiantly and boldly when he felt his members were being abused.

At the moment, the object of his anger with the county lawmakers is a proposed initiative and referendum law which the legislature has voted to place on the November 7 ballot. If passed by Suffolk County voters, it would become the first Proposition 13-type law of its kind in New York State.

In fact, Mr. Lewis is as upset with the manner in which the county legislature handled the situation as he is with the proposed law itself. And he's been in contact with CSEA's regional attorney in the Suffolk area to discuss the possibility of legal action to get the proposed law off the ballot before election day.

In a recent interview with CSEA regional public relations associate Hugh O'Haire, Mr. Lewis, forthright as usual, charged the bill, as structured, "will play into the hands of the 'no tax nuts,' the anti-government crazies and other special interest groups and political bosses who will use this procedure to dismantle county government." He told members of

the Legislature the same thing when he appeared before the lawmakers at a special meeting to consider the proposed law earlier this month.

Under the proposed law, petitions containing just 1,000 signatures, including at least 50 from each of the county's 10 towns, could bring amendments before the County Legislature for action at a regular meeting. If the legislature rejects that proposal, amendment proponents could then force a county-wide referendum by submitting new petitions containing signatures of just 5 per cent of the number of people who voted in the last gubernatorial election in the county, and it would be enacted if it received a plurality of at least 30 per cent of the total number of voters in the election.

Citing grave danger for public workers in the 1,000 signature requirement, Mr. Lewis says, "How easy it will be for a politician to avoid accountability for voting for an amendment claiming it was the will of the people after one of his flunkies rounded up the signatures."

Even worse, the union leader told Mr. O'Haire, is the potential threat to the civil service system itself in Suffolk County. "Are the political bosses planning to use this measure to abolish the legislature through the signatures of 1,000 party faithfuls? Does this mean a return to the town boss patronage system in Suffolk? If so, it would

mean the end of the civil service system created to insure that taxpayers get competent and professional public employees, fairly screened and tested according to ability," he said.

Mr. Lewis warned against tax cut advocates who would "blindly cut taxes and spending," noting that in neighboring Nassau County a similar group had urged a 25 per cent cut in the general fund taxes.

Praising the Nassau County board for voting against putting such a referendum on the ballot there, he said, "They gave up their chance for easy popularity and chose to be statesmen."

And the outspoken Mr. Lewis ripped what he termed "partisan politics" used to get the proposed new law on the ballot. He called it a case of "political football" between "two undeclared candidates for county executive, Democratic legislator Martin Feldman who sponsored the legislation and current County Executive John V. N. Klein." The union leader said Mr. Klein wanted to take the political advantage away from his undeclared opponent, accounting for the issuance of "a midnight Certificate of Necessity that resulted in a weird 1:15 a.m. emergency public hearing . . . before a clique of senior citizen tax cut advocates."

Mr. Lewis says the legislators were intimidated by the screaming, sign waving senior citizens, but that "not only were



William E. Lewis

public employees excluded from addressing their legislators . . . other groups, both for and against it, were likewise excluded." The union leader continued, "The entire process smacked of contempt for democratic government, the very thing initiative and referendum is supposed to address."

Mr. Lewis said, "We want to get this bill out of the arena of partisan politics. The damage done in a political campaign today can haunt future generations of Suffolk citizens. If we are to have initiative and referendum, we want all of the people to understand it and discuss it fully and openly before voting on it." And that, he said, is why the union is looking into legal action to keep it off the ballot this November — to give the issue time to be presented properly.

## Manhattan redeployment is going well

NEW YORK — Not so long ago, the closing of a state work facility would have resulted in at least one inevitable action, the layoff of large numbers of employees. But now, thanks in large part to the unique Continuity of Employment Committee, a joint venture of the Civil Service Employees Assn. and the State of New York, it doesn't have to be that way.

The spirit of cooperation between the union and the State through the Committee set up jointly in 1976 has no better example than at Manhattan Developmental Center here, where earlier this year two facilities of Manhattan were closed, affecting about 350 employees of the Office of Mental Retardation and Developmental Disabilities.

But today all 350 state employees have been successfully transferred, most of them to positions they selected at other area facilities as openings became available. About 100 remain working at the Manhattan Developmental Center either awaiting openings at area locations or preparing, with CSEA working to increase the level of employment at Manhattan, to be permanently absorbed into the Manhattan workforce.

And, too, the situation constitutes a case study of newly-enacted

legislation which amended the Mental Hygiene Law to "ensure the continuity of employment of State employees" whose jobs are jeopardized by "contractions" in programs.

The legislation, enacted in late July, requires the commissioners of the various offices of the Department of Mental Hygiene to consult with Continuity of Employment Committee and prepare reports for the governor and the State Legislature "concerning the retraining and continuation of employment of persons whose employment in a program of a facility . . . may be terminated" because of program reductions.

Speaking of the experience at Manhattan, CSEA Metropolitan Region President Solomon Bendet calls the joint union-State effort "a most worthwhile program that sets a precedent for similar transfer problems throughout the state."

When the Gouverneur unit was shuttered in June and Keener unit closed in July, the employees affected were reassigned to the Sheridan unit at Manhattan, with many immediately going to other facilities. Sheridan CSEA Local President Clifton Lewis, and former Gouverneur Local President Eddie Gagnon, both were very actively involved in the transfer situation at the

grassroots, and CSEA Field Representative Larry Sparber, who is assigned to the unit, said the transfer would not have been nearly as smooth or successful "without their help and cooperation, in fact it might not even have gotten off the ground without their aid."

The massive redeployment of the block of state workers with the loss of jobs was well planned. The Office of Mental Retardation issued advanced notice of the closing to employees, held meetings with them to advise them of their employment rights, and gave them the opportunity to register their preference, on the basis of seniority, for available jobs in facilities in the New York City area.

The joint CSEA/State Continuity of Employment Committee is comprised of an equal number of union and State representatives, and is chaired by an independent representative.

CSEA is represented on this all-important committee by four statewide vice presidents. They are Solomon Bendet, president of the Metropolitan Region; Joseph McDermott, president of the Capitol Region; James Lennon, president of the Southern Region; and Robert Lattimer, president of the Western Region.

State representatives are John B. Cross of the Civil Service Department; Thomas Gibbs of the Governor's Office of Employee Relations; Jeremy Schrauf of the Division of Budget, and John McKenna of the Office of Mental Retardation and Developmental Disabilities.

Chairman of the joint committee is Robert B. McKersie of the New York State School of Industrial and Labor Relations at Cornell University.

The joint Continuity of Employment Committee supported the transition included funding for two counselors who met with a labor-management committee to assist in the redeployment, conducted interviews and offered other help to the employees affected.

"The efforts of the Office of Mental Retardation in this program of redeployment represents a very significant step toward achieving the objective set out in the agreement between the State and the Civil Service Employees Association which resulted in the formation of this Committee in 1976," says the committee chairman, Dr. Robert B. McKersie.

# Developing a chapter in a proud history

By Roger A. Cole

For more than two years now, the Civil Service Employees Assn. has been working on adding a major new chapter to its 68-year history, already drenched with scores of important and often precedent-setting achievements. In its own way this newest chapter is as significant as any that precedes it.

Deinstitutionalization! A word that burst upon the scene about ten years ago, it describes the basic approach carried on by the then-new Carey administration toward revamping the state's mental hygiene department and programs. Early in his initial term of office, Gov. Hugh Carey proceeded to dismantle the structure of the huge Department of Mental Hygiene, reorganizing it into three autonomous offices. At the same time, he developed plans to meet the Willowbrook Decree requirements of reducing the numbers of patients confined to the state's psychiatric centers and developmental centers by discharging thousands upon thousands of clients.

CSEA immediately saw serious flaws in that approach for the patients involved, for the communities which the patients would be relocating to,

and for a very large block of the 60,000 employees in the Department of Mental Hygiene, most of whom CSEA represents. A projected plan released by the state at about that time, in fact, showed that from 15,000 to 20,000 employees could lose their jobs over the next five years as the patient load decreased.

CSEA immediately took to the offensive, launching a bold program in a dual capacity as a labor union and a patient/public rights advocate. It hired a recognized mental hygiene expert, Dr. James Cohen, as a consultant. And it coined a catch-phrase, "dumping", to describe the state's policy.

CSEA unveiled an aggressive, statewide political action campaign, that blitzed the media for over three consecutive months, calling attention to the flaws in the "dumping" policy proposed by the state. Meanwhile, the union was applying pressure at every level to reverse the policy. State legislators grew accustomed to seeing CSEA lobbyists in their Albany offices week after week. And, urged on by the union's public advertising campaign, the general public responded with letters and phone calls to the legislators.

The main thrust of the union's campaign was that deinstitutionalization was a good idea, that patients should not be institutionalized unnecessarily, but that the state's approach was wrong. Released patients should be, must be, provided with a system of adequate followup care. And the one group of people most qualified is the state employees who provided the care in the facilities and those already working in community-based centers who would become available to work in the communities as the patients load decreased. And CSEA took as its primary position that state-run, community based facilities would be the best possible method of providing the adequate follow up care needed.

The union did accept the premise put forth by high ranking state officials that releasing of patients in a less than well-planned manner was a situation existing over many years and under previous administrations. But, said CSEA, the newest state plan would not correct those problems and would, in fact, create more and bigger ones. And the union pressure continued.

Until, in mid-June of this year, the reversal the union battled so hard and so long to bring about, occurred.

## Policy working, but union still watchful

ALBANY — Dr. James Cohen, recently appointed Assistant to the President of CSEA with policy responsibilities in the areas of mental hygiene deinstitutionalization and tax reform issues, was at the very heart of the union fight to reverse the state's previous policy, serving as a special consultant to the union.

"Right from the start our position was a progressive one showing how staff and patient needs and interests were the same, Dr. Cohen says. "A lot of CSEA people were involved, staff collective bargaining specialists, legal people and lobbyists, public information and advertising specialists, and literally hundreds of members and local officers. And I can tell you that every one of us is very pleased the effort resulted in turning the state around."

He went on to state, "CSEA was fortunate in having some very effective leadership in our Mental Hygiene Locals, and those dedicated people deserve a great deal of credit."

CSEA President William L. McGowan, Dr. Cohen says, "always supported the strongest possible stand on issues throughout the long fight. He was truly a militant leader and led the campaign in every way."

With the changes just now beginning to take shape, Dr. Cohen said

CSEA is watching very closely how the new policy is being enacted. "We're very vigilant on this thing. We intend to monitor the state's activities closely."

He said it's important to adapt to the coming changes that will put more emphasis on community-based services, but that the union is also adamant as ever in preserving and protecting necessary institutionalized services and employees. "The backbone of the whole state program is still the employees, whether at community-based centers or in the institutions. And the crucial part of the whole system is the close to 40,000 mental hygiene therapy aides, the people who provide the bulk of the direct care services. As a union, we want to push the state to pay more attention to the special needs of the MHTAs, especially in the areas of training and decent supervision."

He noted that many projects under the new policy were funded under the state's supplemental budget, which only recently was approved. "Now it's up to us to make sure those things we worked so hard to achieve are begun, and we will be doing exactly that. We're keying on getting many of the items in next year's regular budget since it was too late to make this year's," he concluded.

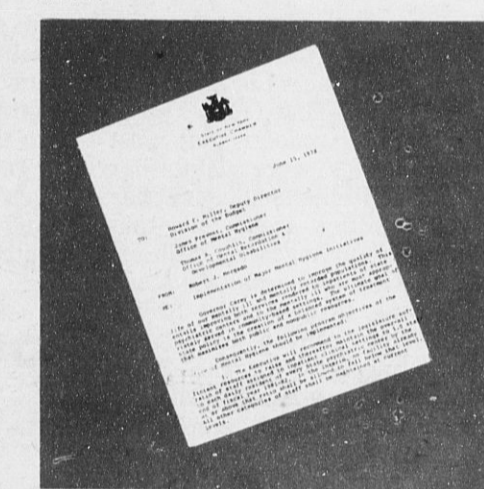
"WE'RE VERY VIGILANT" says, Dr. James Cohen, CSEA's expert on policy matters concerning deinstitutionalization. He said the union will closely monitor the state's implementation of the new policy that the union fought to achieve.



THE FIGHT TO OVERTURN a disagreeable state policy was outlined in great detail in this extensive position paper, "To Nowhere and Back Again".

# Morgado memorandum spells it all out

They refer to it simply as "the Morgado memo." It's dated June 15, 1978, and it's from Robert J. Morgado, Secretary to Governor Hugh L. Carey. It's directed to Howard F. Miller, Director, Division of the Budget; James Prevost, Commissioner, Department of Mental Hygiene; and Thomas A. Coughlin, Commissioner, Office of Mental Retardation and Developmental Disabilities. Its subject is listed as "Implementation of Major Mental Hygiene Initiatives." It's the basis of the new state policy of deinstitutionalization, virtually identical to what CSEA had battled for, and a policy now strongly endorsed by the union.



And on June 30, 1978, Gov. Carey publicly unveiled the new policy outlined in the Morgado letter during remarks at the Hutchings Psychiatric Center in Syracuse. "... we are ready for the first real integration of the state, local, and voluntary systems and the formation of a comprehensive service network," he announced. "As we move ahead, significant numbers of state employees now working in psychiatric and developmental centers will be available to enrich the community service program."

Here are some of the main elements of the current policy:

a. 50 new state-operated community residents will be opened during 1978-79. (a 200 percent increase over the 25 state-run community based programs currently in operation).

b. Up to 500 new employees will be hired for the new community centers, and by 1982 an additional 1,250 state workers will be reassigned to the community programs.

c. By 1982-83, a minimum of 6,000 state psychiatric center workers will be employed in community programs. And 50% of all monies for community based programs will go to state operated programs.

d. By the end of 1981-82, the ratio of staff to resident will be one-to-one in every state psychiatric center, and in the interim no facility already at or above that ratio shall be allowed to fall below it.

e. By April 1, 1981, every effort will be made to achieve a 1.78 staff to 1.0 patient ratio in every state developmental center, and no center already at or above that ratio shall be allowed to fall below it.

f. Training and retraining programs will be conducted for employees who will be relocating to community-based centers.

g. For employees who will be affected, but not assigned to community-based locations, all rights, privileges and benefits will be preserved, and employees to be transferred elsewhere will not be offered jobs at less pay, more hazardous, reduced in rank or status, or outside a reasonable commuting distance from their residence.

It's a chapter in the union's book of history that everyone can be proud of.

Gov. Hugh L. Carey

## Reiterates plans on state policy

ALBANY — Gov. Hugh L. Carey this week reiterated his plans to follow through with the state's new policy of deinstitutionalization, noting that he allocated more than \$13 million this year to implement the first of the new community support systems.

The governor told "The Public Sector" that he will open the 50 new state-operated community residences promised, and that by 1982 he plans to have at least 6,000 current state mental health workers fulfilling community service needs under the

guidelines first appearing in the "Morgado letter."

He also said he fully expects to comply with earlier announced plans to improve ratios of staff to patient at state psychiatric centers and developmental centers.

And as to training of current state employees to meet the needs of the new policy, Gov. Carey stated, "state workers will receive extensive job training for their new posts to provide the best possible service for the mentally disabled who are placed in the community."

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UNNECESSARY AND COSTLY

**SHE'S BEEN DUMPED.**

CSEA ADS LIKE THESE were spread across the state over a three-month period and helped greatly in the union's effort to gain public support for its fight to reverse the state's then policy.

# DEINSTITUTIONALIZATION



## Political Action gains Pilgrim voters

**PILGRIM REGISTERS 200 NEW VOTERS** — A voter registration drive at the Pilgrim Psychiatric Center, sponsored by the Political Action Committee of Civil Service Employees Assn. Local 418 at Pilgrim, resulted in the registering of about 200 voters for the November general election. In the above photo, from left, are Ray Magliulo, chairman of the Pilgrim CSEA Political Action Committee; Mary Sturmer, committee secretary; and Alfred O. Carlsen, a member of the committee.



## Grievance results in evacuation plan

By Deborah Cassidy

**ALBANY** — Employees occupying the Education and Cultural Center Building of the Empire State Plaza have been provided with a long awaited emergency evacuation plan approximately one month and a half after the State Education Department Local of the Civil Service Employees Assn. filed a grievance against the Office of General Services for its delay in formulating such a plan.

Henry Weaver, president of the Local, says that he received the plan in late September. "The plan which

was presented to me will require some minor changes in the future, but the OGS has recognized this and has promised to make those changes as needed. For now it is complete and satisfactory and I can foresee no problems with its implementation if necessary," he said. The OGS is currently distributing copies of the plan to employees and all should have one shortly.

In late August the employees complained that after occupying the building for six months they still had no instructions for evacuation. It has

been a past practice of the State to provide written details for all buildings and the CSEA Local accused the State of "being slow" in this case.

They expressed concern that most of the employees were unfamiliar with the layout of the building outside of their own office areas, and that much of the building was still unfinished, leaving many hallways and offices leading to deadends. In addition, CSEA pointed out, as a security measure with the State museum and library being located in the same building, the employees

were not allowed to use stairways on a daily basis, but would have to use them, instead of elevators, in an emergency and would be unfamiliar with their route.

"In view of these factors, evacuating without a plan probably would have caused mass panic," commented Mr. Weaver.

## Local 429 set meetings October 17

**STATEN ISLAND** — The Staten Island Development Center CSEA Local 429 has called three urgent meetings of the Local membership for Tuesday, October 17, according to Local President Felton King.

Mr. King said membership meetings will be held at 3:30, 8:30 and 11:30 p.m., all in the Building 3 auditorium, on that date. Purpose will be to discuss, he said, the proposed change in the CSEA dues structure to be presented at the CSEA annual delegates meeting Oct. 22-27 at Kiamesha Lake.

## Orange County unit ratifies contract

**MIDDLETOWN** — The Orange County Unit of the Civil Service Employees Assn. has a new 3-year contract following overwhelming ratification by the membership and subsequent approval by the Orange County Legislature.

Ratification and approval narrowly averted having a settlement imposed by the legislature under the legislative hearing provision of the Taylor Law.

The new contract provides for a 5 per cent raise this year, 6.13 per cent next year, and another five percent in 1980. Beginning with the second year of the agreement, the county will take over employee social security contributions which are currently shared between the employees and the county.

## CSEA lends boycott muscle against J. P. Stevens tactics

**ALBANY** — The Civil Service Employees Assn., with 260,000 members the largest public employee labor union in New York State, will lend its support to a growing nationwide protest of the anti-labor, anti-union policies of the J. P. Stevens Company.

Earlier this year, CSEA delegates demanded that the state comptroller sell any shares in J. P. Stevens held by the state employees retirement system because of the company's policies regarding its workers. Retiring State Comptroller Arthur Levitt

did liquidate all holdings in the company recently.

Now CSEA, demonstrating an increasing air of militancy, is becoming active in rallying public support against the company, long notorious in labor circles for its staunch anti-union positions.

Last week, CSEA sent an official staff representative, public relations associate Geni Abrams, to participate in an Albany-area meeting of the activists from several labor unions. The committee of union activists are coordinating regional plans for rallies locally that will be in conjunction with a nationwide series of rallies on November 30 as a show of support of the J. P. Stevens workers in their on-going organizational effort to achieve social justice.

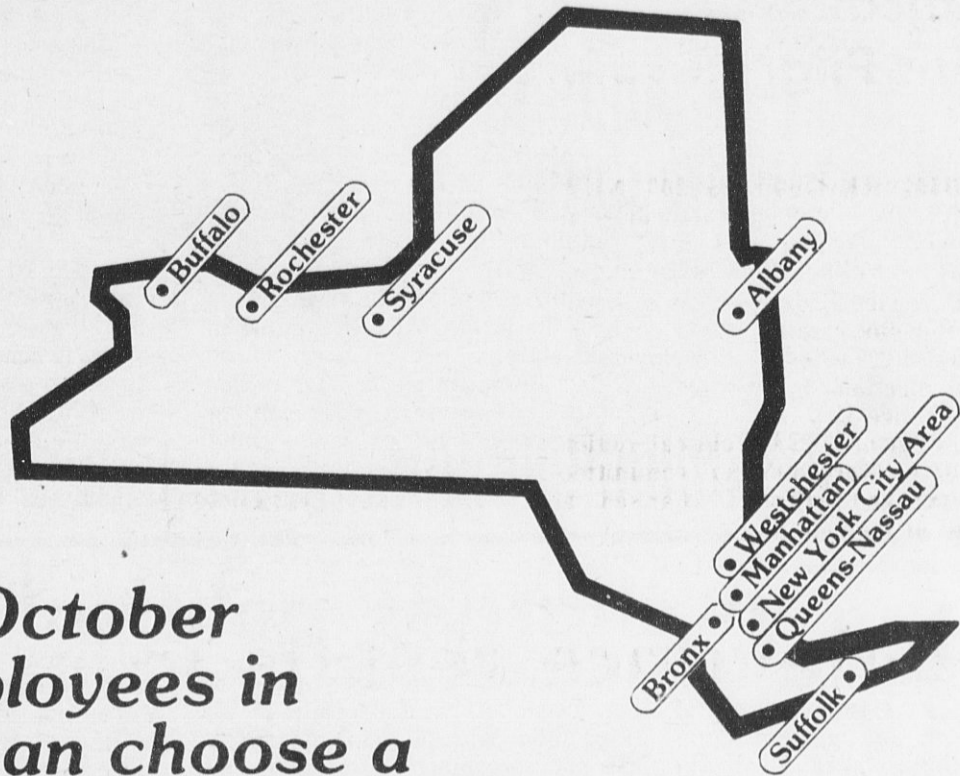
The November 30 rallies nationwide will indicate a stepped-up effort to draw attention to working conditions at and union-resistance efforts by the giant textile company. They are also designed to renew support from all walks of society for a worldwide boycott of J. P. Stevens products.

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<b>Carpets</b> Contender Gullistan Merryweather Tastemaker	<b>Slippers (Washable)</b> Always in Step	<b>Synthetics &amp; Blend Fabrics</b> Blen Tempo Coachman Consort Carousel Gesture Stevens 20 Below Lady Consort Windsheer Linebacker Weltomatic (cotton-nylon knit)	<b>Sporting Goods Products</b> Fastrac (polyurethane snowmobile tracks) Sportface (indoor-outdoor synthetic tennis court surface) J. P. Stevens All-weather Tents J. P. Stevens Billiard Cloth
<b>Draperies</b> J. P. Stevens	<b>Towels</b> Fine Arts Tastemaker Utica	<b>Miscellaneous</b> J. P. Stevens Molded Auto Rugs J. P. Stevens Auto Upholstery J. P. Stevens Screening for Doors and Windows	
<b>Hosiery</b> Big Mama Finrose Hip-Lets Spirit	<b>Table Linen</b> Santex		

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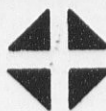


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<p><b>COMMUNITY HEALTH PLAN OF SUFFOLK INC.</b></p> <p>(516) 582-9800</p>	 <p><b>Prepaid Health Plan</b></p> <p>(315) 424-3801</p>	 <p><b>Westchester Community Health Plan</b></p> <p>(914) 682-0700</p>

## AFSCME scores in Michigan, wins institutional employees

LANSING — The nation's largest union of public employees — the American Federation of State, County and Municipal Employees (AFSCME) — has scored another overwhelming election victory for the right to represent approximately 10,000 institutional employees of the State of Michigan.

In mail ballot voting, AFSCME received 62 per cent of the votes cast. Out of 10,000 eligible voters the independent Michigan State Employees Association (MSEA) received only 1,729.

The bargaining unit comprises institutional workers across the state, including service aides,

training aides, practical nurses, attendant nurses, and other blue-collar and white-collar employees.

The Michigan election victory continues the spectacular membership growth that pushed AFSCME past the one-million-member mark this year, making the union the largest in the AFL-CIO. With more than 80,000 members in Michigan, AFSCME is also the largest AFL-CIO union in that state.

"In Michigan as in other major states, public services are coming under heavy attack, and public employees know that they need a strong union," said AFSCME

President Jerry Wurf. "That's why Michigan state employees voted overwhelmingly for AFSCME. Our union will continue to work hard to give the Michigan state employees the most competent and most dedicated representation humanly possible."

"AFSCME will be meeting soon with representatives of the State of Michigan to win improved pay, working conditions and benefits for these employees," Walter Oliver, AFSCME Michigan Area Director said, "and we will be stepping up our efforts to organize other state employees."



Contract negotiations for the institutional unit, which represents 20 per cent of Michigan's state employees, are expected to begin soon.

The Civil Service Employees Assn., an affiliate of AFSCME as Local 1000, is the largest local in AFSCME. It was CSEA's affiliation that pushed AFSCME over the one million membership mark in April.

## Suit charges political appointees

NEW YORK CITY — A class action lawsuit charging the Commissioner of the Division of Housing and Community Renewal with illegally creating positions in his agency and filling them with political appointees has been brought by a group of State employees against the commissioner and the State Civil Service Commission.

The lawsuit was filed by the Civil Service Employees Assn. Division of Housing and Community Renewal Local 258; the Organization of New York State Management/Confidential Employees Inc., and others. At press time the suit was scheduled to be argued at a Special Term of Supreme Court in Albany before Supreme Court Justice De Forest Pitt.

The petitioners are seeking a judgment declaring the positions in question are in the competitive class of Civil Service and that an immediate competitive examination be conducted to fill the position with qualified persons.

The lawsuit was begun after the Commissioner created positions and filled them with political appointees and not by competitive civil service employees. Historically, employees in similar positions have performed duties which do not require any truly unusual skills not measurable by ordinary testing and do not require any special expertise so much in demand that an ordinary advertisement of a civil service opening is unlikely to attract candidates. None of these positions contain any truly confidential relationship to the head of the agency nor contain any power to exercise authority at a high level, the suit charges.

The lawsuit seeks to enforce the provisions of Article 5, Section 6 of the New York State Constitution, which provides that appointments and promotions in the Civil Service of the State shall be filled and made according to merit and fitness, ascertainable by competitive examination. Pursuant to this constitutional man-

date, sections of the Civil Service Law were enacted creating the competitive class of the State Civil Service. That statute also outlined those offices and positions which would be exempt from any competitive examination. The positions in dispute here do not meet the constitutional or statutory test for exemption, according to the petitions.

Instead, they claim, the action of the Commissioner has interfered with, impeded, limited and aborted opportunities of persons in the competitive civil service to better themselves professionally and economically. The political appointees who are filling these positions do not have a special talent or qualifications which makes them unique and suitable for the task which must be performed by the person who fills the positions, the lawsuit states.

The lawsuit further claims these appointments are counter to the need to attract and retain in the Civil Service persons of demonstrated

capacity, training, and fitness, who may be permitted to perform their functions disinterestedly and impartially and it encourages the hiring of those persons with average ability and political in their approach.

## Briefs filed in Syracuse

SYRACUSE — Legal briefs are in the process of being prepared by both the Civil Service Employees Assn. and Onondaga County officials concerning a bid by CSEA to represent nearly 350 members of the Onondaga County Sheriff's Department.

The Onondaga County mini-PERB recently named Irving Markowitz to consider CSEA's petition, and at a recent meeting he directed both the union and county to prepare legal briefs. The employees are presently represented by their own independent organization.

## LETTERS to the Editor

We encourage letters from readers pertaining to items which have appeared in THE PUBLIC SECTOR or which are of interest to public employees. Letters must contain the name, address and telephone number of the writer for verification purposes. Telephone numbers will not be printed, and names may be withheld upon request. Send all letters to THE PUBLIC SECTOR, Clarity Publishing Inc., 75 Champlain Street, Albany, N.Y. 12204

### Editor, The Public Sector:

I read with pleasure your article on credit unions in the October 4, 1978 issue of The Public Sector. You are performing a great service to your readers by advising them about their credit unions and the part your readers can play in them.

There was, however, an inaccuracy in your account. The credit committee must be voted into office by the credit union members at the annual meeting (Federal Credit Union Bylaws — (FCUB) Art. IX Sec. 2). The committee chooses from among their members a secretary and a chairman (FCUB Art. IX Sec. 3). The credit committee may appoint loan officers to serve at its pleasure (FCUB Art. IX Sec. 4). It is plain, then, that the credit committee is not appointed by the board of directors and the loan officer is subservient to the credit committee.

Louis A. Lencin Manager  
Employees of Pilgrim Federal Credit Union  
Deer Park, L.I.

### Editor, The Public Sector:

I have just received the first publication of the newspaper.

It is very good, up to a point — where is the listing of the Federal and State positions that are available? I am very interested in this listing — aren't you having them listed in this newspaper?

Mrs. Elizabeth Lewis  
Middletown

(Editor note: The first edition was produced under extreme time limitations, hence no job listings appeared. The second issue did contain a listing of state competitive promotional exams and a calendar of open competitive state jobs, and this edition expands that coverage to include listing of continuously open state jobs and eligible lists as provided by the Civil Service Department. We will continue to expand that type of information.)

### Editor, The Public Sector:

I received the first issue and must say what an enormous improvement over the old publication. My compliments to you in helping to produce an eye appealing, professional media.

The feedback from the members in my Riverhead Unit has been positive.

Dorothy Victoria  
Chairwoman, Public Relations Committee  
Suffolk Local 852

# Public employees need to push TV to end 'put-downs'



A CLASSIC EXAMPLE: of TV's poor image of public employees occurred on "All in the Family" when the Bunkers encountered a computer snafu and had to deal with a harried Veterans' Administration official.

By James Breig  
Special to the Public Sector

Last Spring, when the CBS television network announced its Fall programs for 1978, it took a deep breath and nervously revealed that "In the Beginning" would be on the regular schedule.

The chance the network was taking — and the reason for its nervousness — was that this series would involve a Roman Catholic priest and nun who work in a storefront mission in a big city. Acutely aware of ABC's problems the year before when it ran "Soap" and encountered viewer complaints for indelicacy (including a priest character who fell in love),

CBS waited for the shock waves.

They have not come. Not from Catholics, anyway. But perhaps public employees should be writing the angry letters instead. In a recent episode, for instance, there were several put-downs of government agencies and civil servants.

Says a nun counseling a woman who wants a lost alien card replaced, "Let's go down to the office and get the run-around in person." This followed a remark about not being able to reach the office by phone because the department had "lost the man in charge of lost alien cards."

Later in the same episode, a priest tells a woman who wants a job, "You've got no skills; maybe you can get a job with the government."

In recent years, many minority groups have pressured television to improve their images on the tube. Blacks, women, even homosexuals have made their views known to the TV powers in an attempt to end ridicule and stereotyping.

Perhaps it is time public employees did the same. Jokes, put-downs, sneers and snipes are constantly being made at the expense of public employees. On "Good Times," welfare case workers are the targets. On "Carter Country" and "Barney Miller," city workers get a going-over. In any number of courtroom programs, everyone from the judge to the stenographer is fair game.

It is reminiscent of the days when blacks were easy prey for insults. Those days are gone.

The image of the public employee might also be served by a regular series based on their problems and goals, their efforts and struggles.

After all, plenty of current shows center around work situations. "Welcome Back, Kotter," takes place in a school. "WKRP in Cincinnati" revolves around a radio station while a magazine office is the locale for "American Girls." Other shows take place in airplanes as stewardesses ply their trade, in law offices as legal whizzes solve mysteries, in cab garages where drivers trade one-liners.

Why not, then, a series involving a mix of people working in some government agency?

It is obvious public employees need a better, shinier TV image. The age of the quick slam against the bureaucracy should have passed. In its place should come the reality of dedicated people doing their jobs and making the everyday lives of their fellow citizens more liveable.

## OCTOBER

SUN	MON	TUE	WED	THU	FRI	SAT
<del>1</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>
<del>8</del>	<del>9</del>	<del>10</del>	<del>11</del>	<del>12</del>	<del>13</del>	<del>14</del>
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

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Name \_\_\_\_\_

Address \_\_\_\_\_

Date of Birth \_\_\_\_\_

## Exam 36247

### ASST. BUSINESS OFFICER

Test Held January 14, 1978  
List Established September 15, 1978

1	Smits, Stephen M., Newport	97.6
2	Wolf, Dennis E., Holbrook	91.9
3	Whitehead, James, Syracuse	91.8
4	Fischer, Robert, E. Farmingdale	91.3
5	Seligson, Harold, Staten Is.	91.2
6	Peters, Michael, Gowanda	91.1
7	Scott, John R., Fayetteville	87.8
8	Greenberg, Mark, Flushing	86.9
9	Milas, Leroy A., East Islip	86.4
10	Troy, Peter J., Pawling	84.8
11	Daly, David, Pawling	84.5
12	Gardner, Wakeman, Voorheesville	83.9
12A	Vinograd, Jon E., Salisbury Ct.	83.8
13	Meyer, Walter, Brooklyn	83.0
14	Walsh, Alexander, Pleasant Val.	82.9
15	Barton, Thomas A., Shortsville	82.8
16	Ryan, John M., Massapequa	82.5
17	Schiliro, Gary J., Flushing	81.6
18	Salamack, Joseph, Clifton Park	81.5
19	Tierney, Thomas, Staten Is.	81.3
20	Shaut, Robert B., NYC	81.1
21	Boccio, Michael, Willard	81.0
22	Church, Rodney G., Poughkeepsie	80.8
23	Carucci, Joseph, Lake Grove	80.7
24	Zeppetello, A. M., Syracuse	80.7
25	Jarnot, Daniel A., Cheektowaga	80.6
26	Martin, Marcia L., Tully	80.4
27	Coffey, Robert A., West Seneca	80.3
28	McNamara, T., Staatsburg	80.3
29	Thompson, C. R., Troy	80.1
30	Linn, Margaret R., Richford	79.8
31	Godoy, Paula D., Westbury	79.8
32	Linder, Stuart M., Brooklyn	79.7
33	Owczarzak, E. J., West Seneca	79.5
34	Regina, William, Brooklyn	79.2
35	Germain, Edgar J., N. Tonawanda	79.1
36	Begin, Michael J., Tonawanda	78.7
36A	Baumgold, Jed, Poughkeepsie	78.4
37	Grenier, Paul O., Latham	78.2
38	Newberg, Robert, Staten Is.	78.1
39	Krafmer, Albert, Alden	77.9
40	Patricia, Kevin, Oneida	77.7
41	Greene, Robert T., Middletown	77.7
42	Johnson, Stephen, Troy	77.6
43	Reit, Shimon, Brooklyn	77.6
44	Peterson, Robert, Pearl River	77.2
45	Boxwell, Lewis T., Albany	76.6
46	Bukovac, V., Port Ewen	76.5
47	Reynolds, John J., Poughkeepsie	76.5
48	Weisman, Kenneth, Albany	76.4
49	Deet, Donna L., Perrysburg	76.3
50	Behrle, Peter D., Schenectady	76.2
51	Brockett, Laura, Middletown	75.7
52	Griffith, Ellen, Bridgeport	75.7
53	Wagner, Don J., Utica	75.4
54	Kimma, Jeffery C., Pawling	75.2
55	Oneil, Michael F., Rome	74.5
56	Dudla, David E., Shirley	74.1
57	Voneeden, Horace, Bronx	74.1
58	Glover, Reginald, Lisbon	73.1

## Petition hearing

CORNING — An informal hearing on the certification petition of about 60 employees at the Corning Community College, Corning, was scheduled to be held October 17 at the offices of the New York State Department of Labor, Rochester.

The workers who wish to be represented by the Civil Service Employees Assn. include clerks, typists, account and library clerks, secretaries, stenographers, keypunch and computer operators, research and administrative assistants and messengers, according to CSEA Organizer Michael G. Painter.

CSEA currently represents the college's laborers, cleaners, custodians, stores clerks and maintenance personnel.

## Directors mending

Two members of the Board of Directors of the Civil Service Employees Assn. are recovering, one in a hospital for injuries received in an automobile accident and another at home following an illness that hospitalized him for several days.

Martin Koenig, President of the Monroe County CSEA Local and a member of the Board of Directors, is confined at Strong Memorial Hospital, Rochester recovering from injuries received recently in an automobile accident. He is expected to be hospitalized for at least a week.

Meanwhile, Ed Wilcox, Saratoga County CSEA Local representative to the Board of Directors, is recovering at home from an illness that hospitalized him for several days recently at Saratoga Hospital. He is expected to remain at home, 278 Nelson Avenue, Saratoga Springs, N.Y. 12866, for several days.

## A dream continues

CLARENCE — The dream which came true for five school workers July 14, when they won the \$2 million Olympic lottery, continued this month as they were flown from Buffalo to New York for a day with actress Mitzi Gaynor, who drew the lucky ticket.

On the agenda were dinner at Rothman's East Norwich Inn and Miss Gaynor's show at the Music Fair, Westbury, L.I.

The lucky winners from Ledgeview Elementary School, Clarence, are cafeteria workers, Mrs. Rose Marie Szcublewski, Mrs. Natalie B. Kroth, Mrs. Lorraine Corbett, Mrs. Mary J. Kranz and custodian, Mr. Joseph M. DePalmo, who is also vice-president of CSEA Local 868, which represents Erie Educational employees. All five winners are represented by CSEA.

## Equal employment statutes subject of union seminar

By Deanne Louis

ALBANY — Explaining, in laymen's terms, the complex laws which now protect minority workers in their quest for equal employment opportunities was the difficult task of Daniel Murnane Mackey, an employee relations consultant, who addressed a Civil Service Employees Assn. group comprised of staff administrators and union members at CSEA headquarters recently.

The purpose of the day-long

seminar, which was attended by CSEA headquarters staff managers, regional field directors, and union members of the Personnel and Minorities Committees, was to study the obligations of CSEA as an employer itself as well as CSEA as a union representative of this state's public employees.

Mr. Mackey, an attorney and former Director of the United State Equal Employment Opportunity Commission of New York, examined various legal cases and their implications as they relate to Equal Employment Opportunity statutes which now exist at state and federal levels. A look at the recent, precedent-setting Bakke decision and other successful legal suits brought against employers who did not comply with EEO statutes were a part of his talk which was conducted on an informal basis to allow for questions from an audience anxious to apply legal complexities to their local situations.

"What race discrimination was to the 1960's, sex discrimination is to the 1970's," Mr. Mackey said as he gave examples of legal suits successfully brought by women

against firms which had denied them, the court agreed, equal pay for work of equal value to that of higher-paid men in their organizations. Mackey illustrated his discussion with numerous cases of illegalities committed against blacks and other races, nationalities and religions, many the result of treatment by employers who were unaware of the extent of equal employment laws. He cautioned that no employer in either the private or public sector should attempt to circumvent today's laws and that the Federal Equal Employment Opportunities Commission was itself the subject of legal suits brought about by a high ratio of complaints about its own employment policies.

To act as a watchdog over its own practices, the consultant suggested that CSEA supervisors check the employment history from 1967 to the present of the job slots in their departments to determine what, if any, specific type of individual usually filled the job title. Employers, he explained, should be conscious of the potentially illegal aspects of hiring persons traditionally by their sex, ethnic background, or geographic location to fill specific jobs.

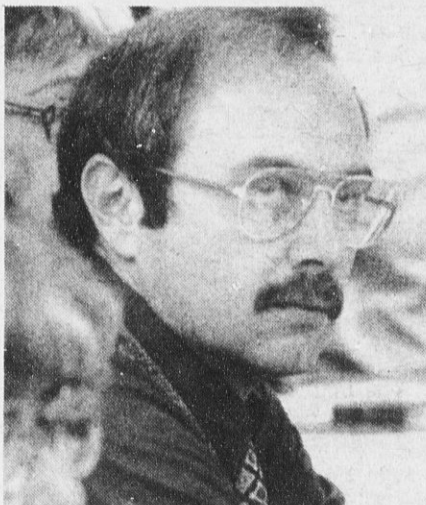
For CSEA union representatives, Mackey said that a simple visual inspection of their job sites would probably point up major inequities in staffing. "Just a walk through your offices may show lop-sided employment practices which should be directly reported to the State or Local Government employer," Mr. Mackey advised.



DANIEL M. MACKEY gestures to make a point during a recent workshop for CSEA staff and union members on equal employment opportunity laws.



LISTENING INTENTLY are Ella Wadsworth, staff Supervisor of Membership Records, and Timothy McInerney, chairman of the union's Personnel Committee.



GEORGE BISPHAM, CSEA Regional Director for the Metropolitan Region, asks for clarification of the complex laws surrounding EEO.



FOCUSING ATTENTION on the presentation is Regional Director Frank Martello of the Central Region.

REGIONAL DIRECTORS Thomas Luposello, left, of the Southern Region, and John Corcoran of the Capital Region share in a lighter moment of a serious discussion.

PHOTOS BY COLLEEN BRESCIA



# State employee negotiations discussed on radio interview

NEW YORK CITY — CSEA Executive Director Joseph J. Dolan, was a recent guest on "Press Conference," an interview program broadcast by WABC, ABC's flagship station in New York City. Mr. Dolan told his interviewers that money will be a major issue in CSEA's upcoming contract negotiations with the state.

Asked what kind of money package CSEA is thinking about, Mr. Dolan said "no dollar amount has yet been set, we will be hearing from our membership on their views before any dollars and cents figures are put on the table". Some other issues in the negotiations Mr. Dolan said will be improved health insurance and retirement programs.

He also attacked the general practice of "contracting out". When asked by the interviewers how he can attack the practice against some management claims that it's a money saving device, he answered by saying "initial costs of contracting out may come in at a low price, but then come the increases."

The CSEA executive director, also pointed out that contracting out, not covered by the Taylor Law, can lead to strikes which cause interrupted services and other inconveniences for taxpayers. Mr. Dolan went on to say "contracting out" is no money saving device, but that "better management is".

## STATE OPEN COMPETITIVE JOB CALENDAR

The following jobs are open. Requirements vary. Apply with the state Civil Service Department, 2 World Trade Center, Manhattan; State Office Building Campus, Albany, or 1 West Genesee St., Buffalo.

### FILING ENDS NOV. 6

Canal Structure Operator .....	\$ 7,997	No. 24-833
Canal Maintenance Shop Supervisor 11 .....	\$12,583	No. 24-831
Canal Maintenance Shop Supervisor 1 .....	\$11,250	No. 24-830

### FILING ENDS NOV. 20

Business Service Ombudsman .....	\$22,623	No. 27-708
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Details concerning the following titles can be obtained from the Personnel Offices of the agencies shown:

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

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

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

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

## COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

### FILING ENDS OCT. 30

Associate Training Technician G-23 .....	No. 36-361
Associate Training Representative G-23 .....	No. 36-361
Senior Hydraulic Engineer G-23 .....	No. 39-289
Assistant Hydraulic Engineer G-19 .....	No. 39-288
Psychiatric Social Work Supervisor 1 G-22 .....	No. 36-457
Psychiatric Social Work Supervisor 111 G-25 .....	No. 36-458
Assistant Heating and Ventilating Engineer G-19 .....	No. 36-519
Assistant Plumbing Engineer G-19 .....	No. 36-521
Assistant Mechanical Construction Engineer G-19 .....	No. 36-520
Assistant Architect G-19 .....	No. 36-526
Assistant Civil Engineer G-19 .....	No. 36-528
Associate Civil Engineer G-27 .....	No. 36-529
Chief Lock Operator G-12 .....	No. 36-538
Canal Electrical Supervisor G-14 .....	No. 36-539
Canal Maintenance Supervisor 11 G-17 .....	No. 36-540
Senior Health Care Fiscal Analyst G-18 .....	No. 36-544
Associate Health Care Fiscal Analyst G-18 .....	No. 36-544
Associate Health Care Fiscal Analyst G-23 .....	No. 36-545
Supervisor of Tax Compliance Field Operations G-25 .....	No. 36-569
Principal Tax Compliance Agent G-23 .....	No. 36-568
Supervising Tax Compliance Agent G-21 .....	No. 36-567
Associate Tax Compliance Agent G-18 .....	No. 36-566
Senior Tax Compliance Agent G-14 .....	No. 36-565
Highway Maintenance Supervisor 11 G-14 .....	No. 36-571
Social Work Supervisor 1 G-22 .....	No. 36-575
Social Work Supervisor 111 G-25 .....	No. 36-576
Resident Engineer A G-27 .....	No. 36-533
Resident Engineer B G-27 .....	No. 36-532
Regional Highway Maintenance Engineer C G-27 .....	No. 36-534
Parkway Maintenance Supervisor 11 .....	\$11,250 No. 36-572
Electronic Computer Operator Trainee .....	\$ 7,997 No. 36-525
Section Maintenance Supervisor 11 .....	\$15,314 No. 36-570
Division Maintenance Supervisor 11 .....	\$14,479 No. 36-570

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

## OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Pharmacist (salary varies with location) .....	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer .....	\$14,142	20-122
Senior Sanitary Engineer .....	\$17,429	20-123
Clinical Physician I .....	\$27,942	20-118
Clinical Physician II .....	\$31,055	20-119
Assistant Clinical Physician .....	\$25,161	20-117
Attorney .....	\$14,850	20-113
Assistant Attorney .....	\$12,397	20-113
Attorney Trainee .....	\$11,723	20-113
Junior Engineer .....	\$11,904	20-109
(Bachelor's Degree)		
Junior Engineer .....	\$12,890	20-109
(Master's Degree)		
Dental Hygienist .....	\$8,950	20-107
Licensed Practical Nurse .....	\$8,051	20-106
Nutrition Services Consultant .....	\$13,404	20-139
Stationary Engineer .....	\$10,042	20-100
Senior Stationary Engineer .....	\$11,250	20-101
Occupational Therapy Assistant I .....	\$9,029	20-174
Occupational Therapy Assistant I .....	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor .....	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee .....	\$11,983	20-140
Medical Record Technician .....	\$9,481	20-143
Histology Technician .....	\$8,051	20-170
Professional Positions in Auditing and Accounting .....	\$11,250	20-200
Computer Programmer .....	\$11,250	20-220
Computer Programmer (Scientific) .....	\$11,250	20-222
Senior Programmer .....	\$14,075	20-221
Senior Computer Programmer (Scientific) .....	\$14,075	20-223
Mobility Instructor .....	\$11,904	20-224
Instructor of the Blind .....	\$11,250	20-225
Health Services Nurse .....	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer .....	\$18,301	20-227
Senior Sanitary Engineer (Design) .....	\$18,301	20-228
Senior Building Electrical Engineer .....	\$18,301	20-229
Senior Building Structural Engineer .....	\$18,301	20-230
Senior Mechanical Construction Engineer .....	\$18,301	20-231
Senior Plumbing Engineer .....	\$18,301	20-232
Assistant Stationary Engineer .....	\$7,616	20-303
Radiologic Technologist .....	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator .....	\$11,904	20-348
Food Service Worker .....	\$6,148	20-352
Mental Hygiene Therapy Aide Trainee .....	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee .....	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty) .....	\$18,369	20-416
Principal Actuary (Casualty) .....	\$22,364	20-417
Supervising Actuary (Casualty) .....	\$26,516	20-418
Assistant Actuary .....	\$10,714	20-556
Nurse I .....	\$10,624	20-584
Nurse II .....	\$11,904	20-585
Nurse II (Psychiatric) .....	\$11,904	20-586
Nurse II (Rehabilitation) .....	\$11,904	20-587
Medical Specialist II .....	\$33,705	20-840
Medical Specialist I .....	\$27,942	20-841
Psychiatrist I .....	\$27,942	20-842
Psychiatrist II .....	\$33,705	20-843
Social Services Management Trainee .....	\$10,824	20-875
Social Services Management Specialist .....	\$11,450	20-875
Social Services Management Trainee .....	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist .....	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor .....	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist .....	\$11,337	20-880
Physical Therapist (Spanish Speaking) .....	\$11,337	20-880
Senior Physical Therapist .....	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking) .....	\$12,670	20-881
Speech Pathologist .....	\$12,670	20-883
Audiologist .....	\$12,670	20-882
Assistant Speech Pathologist .....	\$11,337	20-884
Assistant Audiologist .....	\$11,337	20-885
Dietician Trainee .....	\$10,118	20-888
Dietician .....	\$10,714	20-887
Supervising Dietician .....	\$12,670	20-886
Stenographer .....	\$6,650	20-890
Typist .....	\$6,071	20-891
Senior Occupational Therapist .....	\$12,670	20-894
Senior Occupational Therapist .....	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist .....	\$11,337	20-895
Occupational Therapist (Spanish Speaking) .....	\$11,337	20-895

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above.  
 State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.  
 2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.  
 Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

# Vote for endorsed candidate important to union members



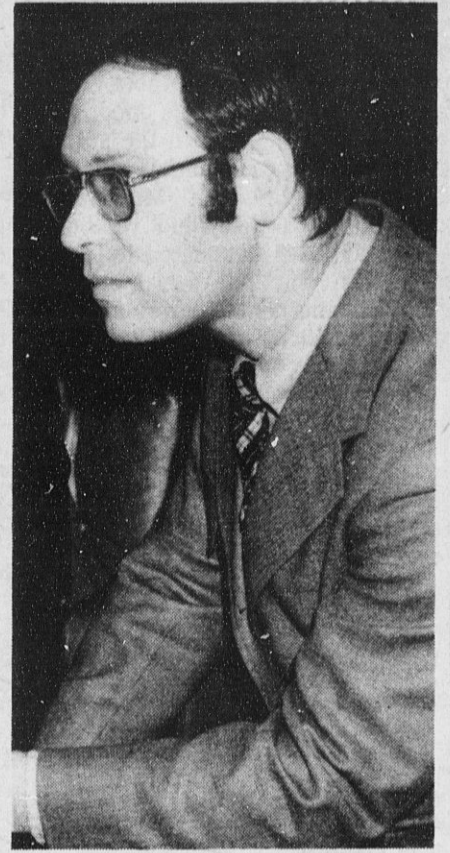
The Civil Service Employees Assn. learned a long time ago that the makeup of the State Legislature has a direct effect upon the union's membership. And so, as it has done many times in the past, the big public employee labor union has endorsed candidates for the Senate and Assembly seats in the upcoming November 7 general election.

Candidates were endorsed on the basis of personal interviews by the regional Political Action Committees of CSEA. In a few districts, no endorsements were granted, and in a few others endorsements are still pending.

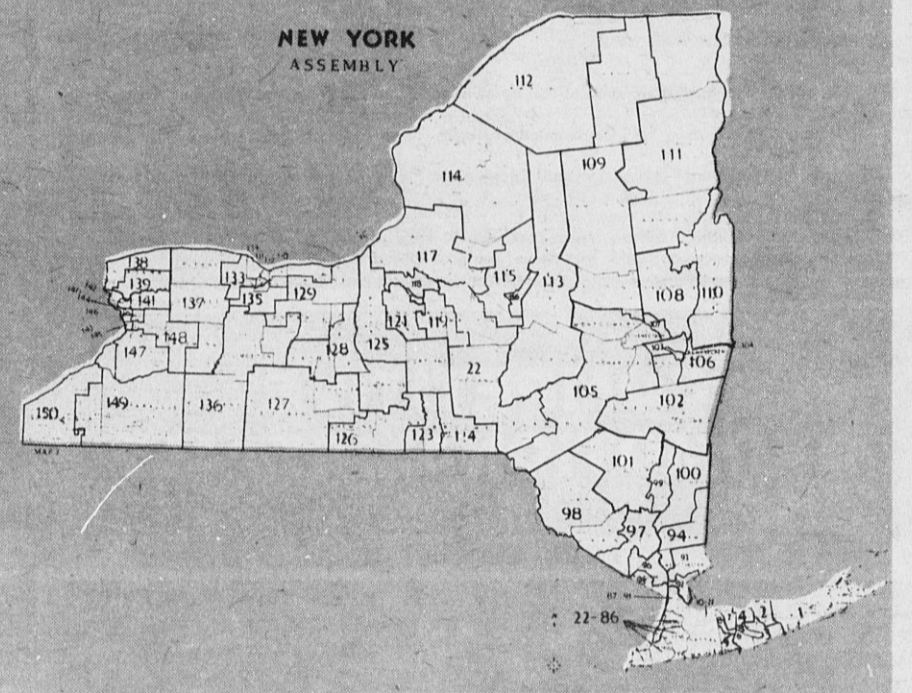
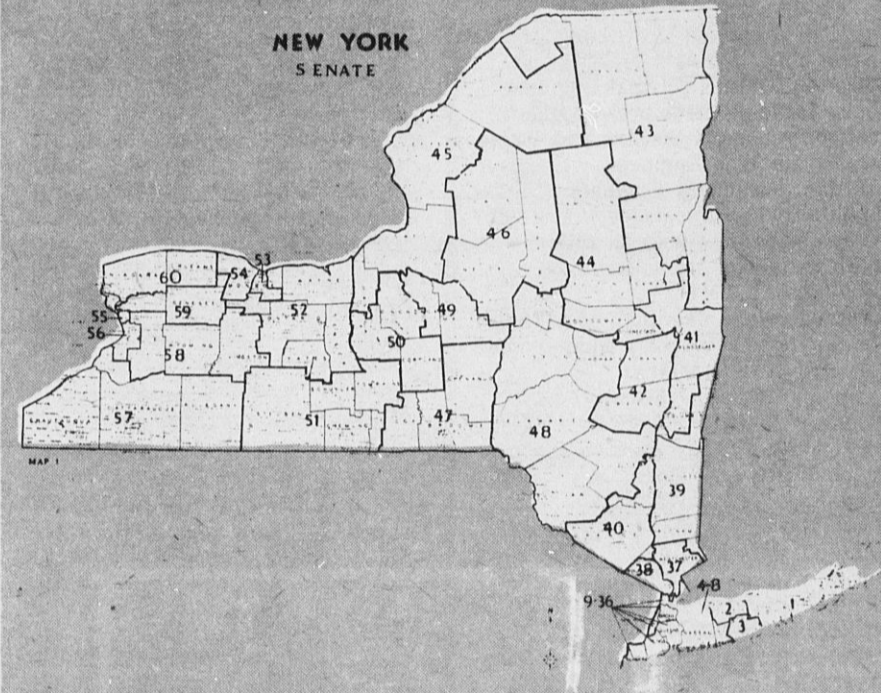
The candidates endorsed by CSEA were selected in the main on the basis

that they identified with, or more closely identified with, the position of the union on a number of crucial questions asked of all candidates. Endorsed candidates in most cases qualify for political donations, and in all cases for volunteer support services, from CSEA.

To be most effective, the union's political action program depends upon the unified support of the candidates selected for backing. As a registered voter, you, the individual member, can help determine the makeup of the State Legislature by casting your vote for the union-endorsed candidate election day. The following candidates, by district, are endorsed by your union.



CSEA's POLITICAL ACTION PROGRAM is broadbased, with many Locals having political action committees. Each CSEA region also has a regional committee, and a statewide political action committee has statewide responsibilities. Martin Langer, at right, is chairman of the union's statewide committee. Bernard Ryan, at left, CSEA's Director of Legislative and Political Action, has the primary union staff responsibilities.



## ASSEMBLY DISTRICT

1. J. L. Behan (R)
2. G. J. Hochbrueckner (D)
3. I. W. Bianchi (D)
4. R. C. Wertz (R-C)
5. P. E. Harenberg (D)
6. J. C. Cochrane (R-C)
7. J. J. Flanagan (R-C)
8. M. R. McGee (D)
9. P. G. Halpin (D)
10. L. Yevoli (D)
11. P. Healey (R-C)
12. F. Parola Jr. (R-C)
13. T. Gulotta (R-C)
14. J. Reilly (R-C)
15. A. Orazio (D-L)
16. H. Blankman (R-C)
17. K. Hannon (R-C)
18. A. P. D'Amato (R-C)
19. R. J. McGrath (R-C)
20. A. J. Kremer (D-L)
21. G. Madison (R)
22. G. E. Lipschutz (D)
23. J. A. Esposito (R-C)
24. S. Weprin (D-L)
25. V. Nicolosi (D-C)
26. L. P. Stavisky (D-L)
27. A. J. Cooperman (D-L)
28. A. G. Hevesi (D-L)
29. A. Jenkins (D)
30. R. Goldstein (D-L)
31. A. Seminerio (D)
32. E. Abramson (D)
33. J. T. Flack (R-C)
34. I. C. Lafayette (D)
35. J. Lopresto (R-C)
36. D. J. Butler (D)

37. C. A. Wilson (D-L)
38. F. D. Schmidt (D-R-C)
39. S. Fink (D)
40. E. Griffith (D-L)
41. S. Steingut (L)
42. H. Smoler (D)
43. Rhoda Jacobs (D-L)
44. M. Miller (D)
45. C. E. Schumer (D-L)
46. H. Lasher (D-L)
47. F. J. Barbaro (D-L)
48. S. Hirsch (D)
49. D. DiCarlo (R-C)
50. S. F. Albanese (D)
51. J. Ferris (D-L)
52. M. Pesce (D-L)
53. W. Lewis (D-L)
54. T. Boyland (D-L)
55. T. Fortune (D-R-L)
56. A. Vann (D-L)
57. H. Strelzin (D)
58. J. R. Lentol (D-L)
59. P. Mirto (L)
60. (Pending)
61. (Pending)
62. L. F. DeSalvio (D)
63. S. Silver (D-L)
64. Wm. Passannante (D-L)
65. S. Sanders (D-L)
66. M. A. Siegel (D-L)
67. R. N. Gottfried (D-L)
68. A. B. P. Grannis (D-L)
69. J. Nadler (D-L)
70. E. C. Sullivan (D-L)
71. G. W. Miller (D)
72. A. Deltoro (D-R)

73. E. Lehner (D-L)
74. H. D. Farrell Jr. (D-L)
75. J. Serrano (D-L)
76. C. R. Johnson (D-L)
77. A. Montano (D)
78. E. B. Diggs (D)
79. L. Nine (D)
80. G. J. Velella (R-C)
81. E. L. Engel (D-L)
82. S. Walsh (D-C)
83. G. Friedman (D-L)
84. G. O. Koppell (D-L)
85. John Dearie (D)
86. V. Marchiselli (D-L)
87. T. J. McInerney (D)
88. R. Ross (R-C)
89. W. Finneran (D-L)
90. G. Burrows (R-C)
91. J. M. Perone (R-C)
92. P. M. Sullivan (R-C)
93. J. S. Fossil (R)
94. W. Stephens (R-C)
95. E. Levy (R-C)
96. R. Connor (D-L)
97. M. Sanders (D)
98. D. Greenwald (D)
99. (Pending)
100. (Pending)
101. M. Hinchey (D-L)
102. C. Lane (R-C)
103. M. Hoblock (R)
104. Richard Connors (D)
105. (No Endorsement)
106. N. Kelleher (R-C)
107. C. Wemple (R-C)
108. (No Endorsement)

109. G. Harris (R-C)
110. R. Cronin (D-L)
111. A. Ryan (R-C)
112. D. O'B Martin (R-C)
113. A. Casale (R-C)
114. H. R. Nortz (R-C)
115. W. R. Sears (R-C)
116. N. Calogero (R)
117. J. W. McCarthy (D-L)
118. K. Putzer (D-L)
119. J. Buzzard (D)
120. M. N. Zimmer (D)
121. W. Bush (R-C)
122. C. Rappleyea (R-C)
123. J. W. McCabe Sr. (D)
124. J. Tallon Jr. (D)
125. Lloyd Riford (R-C)
126. (No Endorsement)
127. C. Henderson (R-C)
128. J. Dennis (D)
129. L. P. Kehoe (R-C)
130. S. Colombo (D)
131. G. Proud (D-L)
132. A. T. Cooke (R)
133. A. Virgilio (D)
134. R. Robach (D-C)
135. J. F. Nagle (R-C)
136. J. Emery (R)
137. (Pending)
138. (Pending)
139. M. Murphy (D-C)
140. R. L. Schimming (D)
141. G. J. Fremming (D-C)
142. S. R. Greco (D)
143. A. O. Eve (D-L)
144. W. B. Hoyt (D-L)

145. R. J. Keane (D)
146. D. T. Gorski (D-C)
147. (Pending)

## SENATE DISTRICT

1. K. P. LaValle (R-C)
2. J. J. Lack (R-C)
3. C. Trunzo (R-C)
4. O. H. Johnson (R-C)
5. R. J. Marino (R-C)
6. (No Endorsement)
7. J. D. Caemmerer (R-C)
8. N. J. Levy (R-C)
9. C. Berman (D)
10. J. S. Weinstein (D-R-L)
11. F. Padavan (R-C)
12. G. Lackerman (D)
13. E. Gold (D-L)
14. A. Gazzara (D-R-C)
15. M. J. Knorr (R-C)
16. H. Babbush (D)
17. M. Owens (D-L)
18. T. Bartosiewicz (D)
19. M. Markowitz (D)
20. D. Halperin (D)
21. C. Mega (R-C)
22. M. Solomon (D)
23. V. Beatty (D-L)
24. J. Marchi (R-C)
25. M. Connor (D-L)
26. R. Goodman (R)
27. M. Ohrenstein (D-L)
28. C. McCall (D-L)
29. F. Leichter (D-L)
30. O. Mendez (D)

148. (Pending)
149. D. Walsh (D)
150. R. Kidder (D)
31. I. Ruiz (D)
32. J. Galiber (D-L)
33. A. Bernstein (D-R-L)
34. J. D. Calandra (R-C)
35. J. Flynn (R-C)
36. J. Pisani (R-C)
37. M. Goodhue (R-C)
38. L. Winikow (D-L)
39. J. P. Rolison Jr. (R-C)
40. R. Schermerhorn (R-C)
41. J. L. Bruno (R-C)
42. H. Nolan (D)
43. R. Stafford (R-C-L)
44. H. T. Farley (R-C)
45. H. D. Barclay (R-C)
46. J. H. Donovan (R-C)
47. W. M. Anderson (R-C)
48. (No Endorsement)
49. (No Endorsement)
50. J. R. Lockett (D)
51. (No Endorsement)
52. F. L. Warder (R-C)
53. J. Perry (D)
54. E. Wurz (D)
55. (No Endorsement)
56. R. Gallagher (D-C)
57. J. J. Present (R)
58. D. M. Volker (R-C)
59. E. O'Grady (D)
60. J. B. Daly (R)