

38-Vote Margin In McGowan Win



THEODORE C. WENZL
... disputes vote tally

Wenzl Will Seek Court Order For New Election

By MARVIN BAXLEY

ALBANY—William McGowan still clings to a slender 38-vote lead after an unofficial recount of ballots for the Civil Service Employees Assn. presidency.

Formal protest has been filed by five-term incumbent president Theodore C. Wenzl, who has also stated that he will hire personal counsel in order to seek a court order for a new election.

Official results, announced June 28, gave Mr. McGowan a 78-vote edge out of 46,453 tabulated. At that time the tally was said to be 17,283 for Mr. McGowan, 17,205 for Dr. Wenzl and 11,965 for Kenneth Cadieux.

On June 30, however, a recount added another 125 votes, including one batch that had been rejected by the computer on the first count. The majority of these were for Dr. Wenzl.

This unofficial tally, said to be acknowledged by both the major candidates, raises the total to 17,318 for Mr. McGowan, 17,280 for Dr. Wenzl and 11,981 for Mr. Cadieux.

Dr. Wenzl said, though, that there are seven or eight legal points that he will raise in his effort to gain a new election. These include instances of ballots discarded because they were improperly opened and defaced, in addition to 1,456 ballots that were set aside because they were returned in the wrong envelope (those that had been supplied to state employees in the contract ratification vote that was almost simultaneous with the union's officer elections).

The problem remains that as of July 1 the new officers are supposed to take office. Dr. Wenzl has said that he intends to continue to report to work. There is precedent for this within the union for incumbents to continue their duties until election disputes have been settled.

Other statewide offices were settled without doubt.

In the race for executive vice-president, Thomas McDonough was re-elected to the position he had vacated two years ago to seek the presidency. Although victory narrowly eluded him then in a three-way contest, Mr. McDonough picked up 50.2 percent this time against A. Victor Costa and Joseph Lazarony. Mr. McDonough replaces Mr. McGowan

(Continued on Page 3)



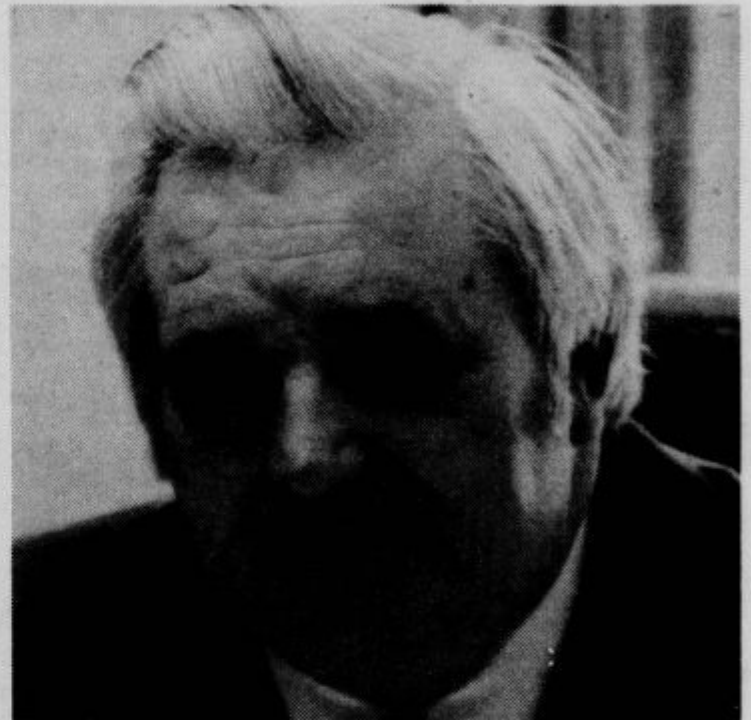
THOMAS McDONOUGH
Executive Vice-President



IRENE CARR
Secretary



JACK GALLAGHER
Treasurer



William McGowan may be the new president of the Civil Service Employees Assn. After three terms as a union vice-president, he won the top post by 78 votes in the official tally, and by 38 votes in the unofficial recount. Although court action may possibly force a new presidential election, Mr. McGowan, in the meantime, would still retain his seat on the Board of Directors, since he was again elected Western Region VI Mental Hygiene representative in a separate vote.

Legislature Talks CSEA's Language In Contract Bill

By KENNETH SCHEPT

ALBANY—The Civil Service Employees Assn. achieved an important victory last week when both houses of the New York State Legislature incorporated the union's language into a bill approving the recently ratified contract.

"It means that all increments will be paid," said James Featherstonhaugh, attorney for the CSEA.

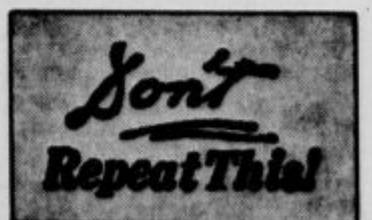
Confusion regarding how increments would be provided in the contract developed shortly after the memorandum of agreement was signed, averting a statewide strike set for April 18. The two-year pact, which grants a 14 percent salary increase with a \$1,400 minimum within the next nine months, was subsequently ratified by an overwhelming margin, after union leadership assured the rank and file that the misunderstanding over language would be resolved by grievance, if necessary.

"There may or may not be grievances," Mr. Featherstonhaugh said. "But the important thing is that the language approved by the Legislature supports our view of this contract."

Another legislative victory which could have significant ef-

fects for the union was the passage, by both houses, of a bill empowering the Public Employ-

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Roy Goodman No Pushover In Race For NYC's Mayor

Senator Roy Goodman, who has been designated by the Republican County leaders in New York as their candidate for mayor, has so far

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Precedent

Precedent exists for a new election within the Civil Service Employees Assn.

Two years ago, Capital Region IV first vice-president Jean C. Gray, protested discrepancies after her apparent defeat. In the new election, she won.

Although the specifics are different in the two situations, the rerun in the Capital Region was held since the number of disputed ballots was greater than the difference between the candidates' individual totals.

Roulier

ALBANY—Joseph B. Roulier, director of public relations for the Civil Service Employees Assn. for the past 10 years, died on June 25 at the Veterans Administration Hospital, Albany, following a lengthy illness. He had been seriously ill for the past six months.

Mr. Roulier guided the public relations and communication functions of the big public employee union since the formative days of the state's Taylor Law. The programs and projects he developed and designed are credited with being largely responsible for the CSEA becoming recognized and respected as an influential labor union by the general public.

Mr. Roulier joined the CSEA on May 20, 1963, as a field representative, a position he held for a number of years before joining the public relations department.

INSIDE THE LEADER

No Contracting Out in North Colonie See Page 3
Region V Meeting, with Photos See Pages 8 & 9
Legislative Victories in Color See Page 16

SHORT TAKES

SUMMER YOUTH JOBS UNFILLED

Because a high number of applicants failed to meet minimum requirements, 2,000 summer youth jobs remain unfilled, according to State Industrial Commissioner Philip Ross. Listed with Mr. Ross' office are positions for general camp counselors and camp counselors with special skills, open to 18-year-olds with at least one year of college and prior experience in private or organizational camps.

NEW COURT DIRECTORS

The Office of Court Administration announced the appointment of two key aids to Administrative Judge Richard J. Bartlett. Michael F. McEnaney was named director of the management and planning office. Donald Fleming was appointed director of court information service.

WOMEN, MINORITIES PAID LESS

A state Civil Service Department report released in June showed minorities and women continue to hold lower paying jobs in the state work force. The report says they are also excluded from certain types of work altogether. For instance, in a state prison, where most of the prisoners are black, none of the 65 prison employees are black. State Human Rights Commissioner Werner Kramarsky said private industry has been more active in recruiting minorities and women.

LEGISLATURE MAY VOTE PAY RAISE

Senate Majority Leader Warren Anderson, (R-Binghamton) said recently that state lawmakers may vote themselves a raise of more than \$3,000 before adjourning this month. Likely to be passed, the raise will match that given state civil service employees in April, said Senator Anderson. The lawmakers' raise will not go into effect, however, until a newly elected legislature takes office on Jan. 1, 1979.

CHIEF FOOD ADMINISTRATOR

Gerald H. Weyrauch has been named chief administrator of the Board of Education's Office of School Food services. Mr. Weyrauch comes to the school system with 25 years of experience in the United States Navy and in commercial food service operations.

AWAITING WORD

Two of President Carter's nominees to the U.S. Civil Service Commission—Ersa Poston, a New York State Civil Service Commission member and Jules M. Sugarman, former Atlanta, Ga., chief administrative officer and former New York City Human Resources Administration head—are awaiting U.S. Senate confirmation. Alan K. Campbell, the president's third selection, has already been confirmed.

A BETTER DEAL

People 65 and older with Medicare benefits who live in the 17 southern counties of New York State are eligible for additional health care coverage next month. Blue Cross and Blue Shield of Greater New York designated June as Open Enrollment Month for them, during which they can add supplemental coverage without a health statement or medical examination, regardless of age or physical condition.

COURT DIRECTOR

William J. Gallagher has been appointed director of administration for the New York City courts, effective July 11. Mr. Gallagher is presently deputy attorney-in-chief for the city's Legal Aid Society. Mr. Gallagher will assist City Administrative Judge David Ross and supervise and coordinate budget, personnel and management.



HEALTH VAN TRAVELS NORTH TO YONKERS

The CSEA Health Mobile van stopped over in Yonkers recently to provide medical checkups for city and state employees there. Doctors and dentists checked for abnormal blood pressure and oral cancer. Scene was the street in front of Lincoln High School where dozens of public workers lined up for the free examinations. Van was sent to the Westchester County community from New York City. In photo at right, Dr. Donald Cohen checks blood pressure of Helen Dul, a matron at the high school. Most people who took advantage of CSEA services were Lincoln School employees. Van makes periodic trips around state, giving free medical tests. photo by Pamela Craig



Elect Schwally

Maryann Schwally of the State Insurance Fund's Flow Control Department and a CSEA member, has been elected president of the Ladies Auxiliary of Ridgewood Post 123, Veterans of Foreign Wars.

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Narrow Win For McGowan; Wenzl Protests

(Continued from Page 1)
in the union's second-ranking position.

For secretary, voters overwhelmingly returned Irene Carr to the position to which she had been appointed last year upon the death of Dorothy MacTavish. Her opponent in the statewide race, Judith Burgess, was re-elected, though, to her position as secretary of Western Region VI.

As anticipated, treasurer Jack Gallagher was returned for a fifth term as he handily turned back the challenge of John Hayden, who made only one major appearance during the campaign.

In campaigns for the regional presidencies, James Moore scored the only upset as he defeated two-term incumbent Richard Cleary for president of Central Region V.

Incumbents were re-elected in the other five regions. They are Irving Flaumenbaum, third term in Long Island Region I; Solomon Bendet, third term in Metropolitan Region II; James Lennon, third term in Southern Region III, Joseph McDermott, third term in Capital Region IV, and Robert Lattimer, second term in Western Region VI.

The regional presidents also serve concurrently as statewide vice-presidents.

The complete list of winners for the CSEA Board of Directors' State Executive Committee and for regional offices is printed below. Asterisks denote the incumbents.

STATE EXECUTIVE COMMITTEE

Agriculture and Markets: **John Weidman***.
Audit and Control: **Beatrice McCoy***.
Authorities: **Jean C Gray***.
Banking: **Victor V. Pesel***.
Civil Service: **Delores B. Farrell**.
Commerce: **Emil J. Spiak***.
Conservation: **Jimmy Gamble***.
Correctional Services: **Ronnie Marx**.
Education: **G. Geraldine Dickson**.
Executive: **Cindy Egan, Mary Moore*** and **James Welch***.
Health: **Robert Stelley**.
Insurance: **John Driscoll***.

Judicial: **Ethel Ross***.
Labor: **A Victor Costa*** and **William DeMartino***.
Law: **Nonie K. Johnson**.
Mental Hygiene, Long Island Region I: **Julia Duffy***, **Gregory Szurnicki** and **Joseph LaValle***.
Mental Hygiene, Metropolitan Region II: **Dorothy King***, **Ronnie Smith***, **Jimmy Gripper** and **Patrick Fraser***.
Mental Hygiene, Southern Region III: **John Clark***, **Nicholas Puzifferri*** and **Richard Snyder***.
Mental Hygiene, Capital Region IV: **Patricia Miller**.
Mental Hygiene, Central Region V: **James Moore***, **William Deck*** and **Raymond Pritchard***.
Mental Hygiene, Western Region VI: **William McGowan*** and **James Bourkney***.
Motor Vehicle: **Thomas McDonough***.
Public Corporations: **Richard Holmes***.
Public Service: **Bernard Dwyer***.
Social Services: **Ed Sherry**.
State: **June M. Scott**.
Taxation and Finance: **E. Jack Dougherty, Jr.***.
Transportation: **Timothy McInerney***, **Nicholas Cimino*** and **John Riley***.
Universities: **Patricia Crandall***, **June Boyle***, **Edward Dudek*** and **Albert Varacchi**.

LONG ISLAND REGION I
President: **Irving Flaumenbaum***.
First Vice-President: **James Corbin**.
Second Vice-President: **Nick Abatiello***.
Third Vice-President: **Ruth Braverman**.
Fourth Vice-President: **Peter Higgerson**.
Secretary: **Dorothy Goetz***.
Treasurer: **Sam Piscitelli***.

METROPOLITAN REGION II
President: **Sol Bendet***.
First Vice-President: **William DeMartino**.
Second Vice-President: **Dorothy King**.
Third Vice-President: **William Cunningham***.
Secretary: **Peggy Clark**.
Treasurer: **John Eversley***.

SOUTHERN REGION III
President: **James J. Lennon***.

First Vice-President: **John Clark**.
Second Vice-President: **Marie Romanelli**.
Third Vice-President: **Rose Marcinkowski***.
Secretary: **Trisha Graff**.
Treasurer: **Rose Mary K. Smith**.

CAPITAL REGION IV
President: **Joe McDermott***.
First Vice-President: **E. Jack Dougherty**.
Second Vice-President: **Timothy McInerney**.
Third Vice-President: **Eileen Salisbury***.
Secretary: **Carole Trifiletti**.
Treasurer: **Mary Jarocki***.

CENTRAL REGION V
President: **James J. Moore**.
Executive Vice-President: **Patricia G. Crandall**.
First Vice-President: **Dorothy Moses***.
Second Vice-President: **Beverly M. McDonald**.
Third Vice-President: **Ralph Young**.
Secretary: **Helen T. Hanlon**.
Treasurer: **Anna M. Darby**.

WESTERN REGION VI
President: **Robert L. Lattimer***.
First Vice-President: **Genevieve Clark***.
Second Vice-President: **Robert C. Smith***.
Third Vice-President: **Ramona L. Gallagher***.
Secretary: **Judith H. Burgess***.
Treasurer: **Barbara M. Fauser***.



IRVING FLAUMENBAUM
Long Island President



SOLOMON BENDET
Metropolitan President



JAMES J. LENNON
Southern President



JOSEPH McDERMOTT
Capital President

North Colonie Schools Won't Contract Out

NEWTONVILLE — An impasse in negotiations between the Civil Service Employees Assn. and the North Colonie Central School District was resolved late last week following the Board of Education's decision to retain its transportation program instead of contracting out.

After several meetings which included Jim Cooney, CSEA field representative, Howard Cropsey, Albany County CSEA Local president, a committee of North Colonie School District bus drivers, and the North Colonie Board of Education, agreement was reached to maintain the school bus drivers and provide an 8 percent across-the-board increase plus increments to all members of the bargaining unit over the next two years.

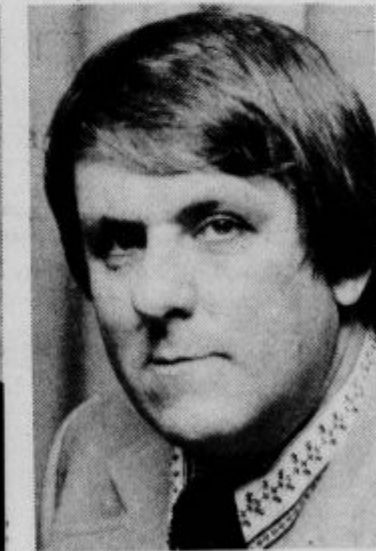
The union had maintained that the savings which might have resulted from private firms providing the daily transportation would be minimal when considering the safety of the district's school children. CSEA officials pointed to complaints made by other school districts which contract out transportation. Problems include constant lateness of buses and reports of unsafe driving.

Although the unit consists of clerical staff, kitchen workers, maintenance personnel and custodians, the bus drivers were the only group threatened with the abolition of their jobs by the district's proposal to use private firms for transportation.

The bus drivers ratified the contract proposal, effective July 1, 1977 through June 30, 1979, and the remaining employees of the group are expected to ratify the agreement soon.



JAMES J. MOORE
Central President



ROBERT L. LATTIMER
Western President

14% RAISE SETTLED FOR JUDICIARY WORKERS

ALBANY—An agreement was reached last week between the unified court system of New York State and the Civil Service Employees Assn. The agreement contains a 14 percent increase broken down into three installments as in the formula provided in the recent contract settlement between the state and the CSEA covering executive branch employees.

The contract applies to employees of the Court of Appeals; the Appellate Division of the Supreme Court; the Office of Court Administration; the Court of Claims; the Mental Health Information Service, and others who were judiciary employees prior to April 1.

Legislative Wins

(Continued from Page 1)
ment Relations Board, for the first time, to impose penalties against management as well as labor.

Until now the PERB could levy fines and other penalties against a union and its members for violations of the Taylor Law; management was not subject to any sanctions. With the new legislation either side could be penalized for not bargaining in good faith during negotiations.

Several other CSEA-supported

bills seemed headed for passage, although debate on them had not concluded when the Legislature recessed for the July 4 weekend. Action was expected this week on a bill granting a 14 percent cost-of-living pension increase to state workers who retired before April 1, 1969. The measure will affect about 50,000 former state workers.

This could also be the week that the Agency Shop Bill will be acted on. The bill, advantageous to the CSEA, because it re-

(Continued on Page 16)

CSEA calendar

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

JULY

- 10-15—Seminar of leaders of Mental Hygiene Locals: New York School of Industrial and Labor Relations, Cornell University.
- 13—Ithaca Area Retirees meeting: 12 p.m., Stewart Park, Ithaca.
- 14—Statewide Board of Directors, State Executive Committee and County Executive Committee meetings: Thruway Hyatt House, 1375 Washington Ave., Albany.
- 14—Joseph D. Lochner retirement party: 6:30 p.m., Thruway Hyatt House, 1375 Washington Ave., Albany.
- 20—Nassau Local 830 board of directors meeting: 5:30 p.m., Salisbury Club, Eisenhower Park, East Meadow, L.I.
- 23—Oneida County Local 833 Vernon Downs Night: 6:30 p.m.
- 28—Long Island Region I executive council meeting: 7:30 p.m., Region office, 740 Broadway, Amityville, L.I.

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Today's Women Facing The Jobs Challenge

Say Finding Decent Work Is Their Toughest Problem

By JANE BERNSTEIN

Many women agree that one of the most challenging problems facing them today is finding decent jobs. There are also problems attaining, maintaining and growing in a job—not just any job—but one where the concept of equal work for equal pay is practiced.

In public jobs there are officials and employment specialists charged with hiring under the Comprehensive Employment and Training Act (CETA). These jobs are geared to help the hard-core unemployed, many of whom are women.

In an effort to better understand responsibilities they carry toward alleviating female employment problems, more than 200 CETA counselors, plus federal, state and city labor department representatives, participated in a June 14 conference at the New School for Social Research. The conference was sponsored by the New York City Commission on the Status of Women, New York City Manpower Planning Council, New York City Department of Employment and the U.S. Department of Labor Women's Bureau.

Participants debated the best ways to insure that more good CETA jobs go to women.

In her address to participants, conference host Ruth Cowan, the city women's commission head, said, "The separation of jobs by sex is reflected in CETA programs. We've begun to deal with this separation by examining stereotypes concerning what is proper women's work and men's work, and by developing some recommendations for eliminating these obstructions to full employment opportunities for both sexes."

One recommendation made to avert stereotyping women into traditional female jobs was to make sure that CETA training

programs prepare women for other jobs. It was also recommended that women be told the types of careers available to them.

"My father always told me that no child ever becomes anything he never heard of," said Alexis Herman, national director of the Women's Bureau. "Women, and also men, must be oriented early so they know about the many kinds of options."

Women make up 46 percent of the nation's unemployed and 40 percent of the hard-core unemployed—those who have been out of work for more than 15 weeks.

Ms. Herman said use of federal money in urban centers must be flexible, because this is where unemployment is highest.

Clara Luna, deputy commissioner for youth employment, agreed, and said more funds

must be made available for training programs and jobs for youth, including young women.

Ms. Luna, speaking at a youth employment workshop, said the city should receive \$50.6 million Oct. 1 from the federal government for jobs and training programs for city youth. Of that \$20 million will go toward the 1978 summer youth employment program.

Youth employment workshop participants said the key to success in getting CETA jobs for women and others is to place them in positions with opportunities for advancement. They added the jobs must pay at least \$3 to \$5 an hour. Elga Kaufman of the Council of Jewish Manpower Associations said there must be a link between training programs and the schools in cities where CETA money is distributed.



Member of Community Film Workshop, left, interviews Alexis Herman, Women's Bureau chief.

GO TO HEALTH

By WILLIAM R. WILLIFORD

Mr. Williford is a health and alcohol consultant with the State Division of Alcoholism and directs the State Employee Health Maintenance Program.

Are you starting to get convinced that no matter how much you smoke you are just never going to be as rugged nor as sexy as those fellows and gals that adorn the billboard and magazine ads?

Anyway, there appears to be little correlation between smoking cigarettes and ever becoming a man's man or a woman's woman.

One thing for sure is that smoking tends to get rather expensive. In 1975 it was estimated that the cost of smoking one pack of cigarettes a day for 40 years at 8½ percent interest compounded monthly is \$63,710. With the cost of cigarettes increasing along with most everything else since 1975, the present cost of a one pack a day habit is considerably higher.

If economics is your bag, there are, of course, other cost factors to consider when discussing your smoking habit. There are the clothes, chairs, sofas, tables and all the other items that have been ruined or devalued because of a misplaced cigarette.

Unfortunately, for the unaware consumer, the cost of breaking the smoking habit can also be rather expensive. Especially if one believes that an expensive gadget will perform miracles. The over-the-counter anti-smoking drugs and filters are costly and generally ineffective. There is no easy way to stop. The final outcome will depend on your determination to stop and not on the purchase of an expensive gadget or plan.

People should also be aware of smoking withdrawal plans with expensive fees. It is my feeling that anyone willing to dish out \$150 to stop is definitely determined and should they fail, they deserve to feel like a fool. If money is your sole motivating factor, that \$150 spent today to stop will not be that meaningful six months from now when you are tempted to have just one cigarette to see how it tastes.

Chances are there are some excellent smoking withdrawal programs in your community. Their total cost will vary from \$5 to \$10. If you are thinking of giving your lungs and body a break, you can contact a number of resources in your community for information about an inexpensive smoking withdrawal program. Your county Cancer Society, Heart Association, American Lung Association and the Seventh-Day-Adventist Church are all willing to direct you to a program in your area.

A few points to remember if you or a friend decide to quit:

- A two-pack-a-day habit can reduce your life expectancy by as much as 12 years.
- There is no safe filter.
- The cold-turkey method to become an ex-smoker appears to be much more effective than the tapering off method.
- Remember, it is you and your determination and commitment to stop that is important.
- There are no miracle filters, suckers or gadgets that really can guarantee success.



Housing Aide-Musicians, Taylor Combo Charm Alice Tully Hall Crowd

By BERNADETTE AMATO

The New York City Housing Authority Symphony Orchestra and guest jazz pianist Billy Taylor brought an audience to its feet at a recent performance at Lincoln Center's Alice Tully Hall.

The musicians presented an evening of music that delighted classical music and jazz fans alike. They began the evening with Beethoven's Coriolanus Overture, conducted by Darrold Hunt continued with Dvorak's Seventh Symphony, Revue-tas' Sensemaya and Taylor's own Suite for Jazz Piano and Orchestra, conducted by Howard

Roberts.

The orchestra is made up of city housing employees and tenants, amateurs and professionals.

The Police Department was represented by Officer Robert Brooks, who sang the national anthem at the opening of the performance. Housing Authority Chairman Joseph Christian, chairman of the orchestra's board of directors, was also on hand.

Board president Manya Starr said it was the first time an audience had come to hear the orchestra, not the other way around. It is usually heard in public parks and Housing Authority functions in city projects.



NYC Deputy Mayor for Employment Lucille Rose exchanges opinions with Ruth Cowan, head of NYC Commission on Status of Women, left, and Lois Blume, director of Program Development for New School's Center for New York City Affairs.

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FRIDAY, JULY 8, 1977

Political Action

HOW does one judge the strength of a union? By the size of its membership rolls? That has to be part of it. How about the size of its bank accounts? Certainly there would be no arguments about the importance of this item. There is, however, at least one further test of the power of a union; and about this subject there have been arguments in the past.

Political Action: pursuing one's interests through persuasion in the Legislature in an effort to build a structure of law sympathetic to one's growth and general health.

To go by what has been accomplished in this legislative session by the Civil Service Employees Assn., the prognosis for the union's growth and health is excellent.

Perhaps the most important bill passed this session was one approving the CSEA contract recently ratified overwhelmingly by the membership. The bill's language significantly reflected the interpretation of the contract espoused by the CSEA, rather than the view supported by the state. As a result the payment of certain increments which were in question should now be no problem.

Another bill that should have far-reaching beneficial effects gives the Public Employment Relations Board the right to penalize management as well as labor for not bargaining in good faith. CSEA members who recently felt the threat of the Taylor Law during preparations for the averted strike should feel relieved that the state can no longer come to the bargaining table offering less and less, unless it also wants to risk penalties.

About 50,000 former state workers will be affected by a bill which grants a 14 percent pension cost-of-living increase to employees who retired before April 1, 1969. Bills have also been passed, or are close to being passed, which would, in one case, provide reimbursement to those workers who missed five days of work last winter because of the blizzard; and, in another case, allow certain workers to apply for tier 2 of the pension system where contributions are not deducted from employee's pay.

And this week one of the most critical bills of the session will be decided: The Agency Shop. It requires that all workers protected by the union and benefitting from its contract settlements, contribute toward the organization's expense. If it is passed, and union officials are "cautiously optimistic," two of the measurements of a union's strength, its membership rolls and its bank accounts, would document unequivocally that the CSEA was the unassailable giant public employee union. The bill will have been achieved through the third test of strength: political action.

Win or lose, the political team of the CSEA, Bernard Ryan, James Featherstonhaugh, Martin Langer, and others deserve congratulations as this legislative session ends. The effectiveness of political action is proven; there should be no further arguments. (K.A.S.)

Don't Repeat This!

(Continued from Page 1)

been lost in the tumult and the shouting that have greeted the mayoral declarations of the seven Democrats who are contesting for the Democratic party nomination. In addition, his candidacy also suffers at the moment from the fact that he has been tied up in Albany by the prolonged legislative session, in which Goodman plays a significant leadership role.

Under the circumstances, it will be Goodman's first task to arouse the public to awareness of his candidacy, at a time when the media is most likely to concentrate coverage on the activities of the seven Democratic aspirants. Consequently, his task will be a formidable one, but Goodman is an accomplished and knowledgeable campaigner, who will, no doubt, get his fair share of media coverage.

Primary Opposition

Goodman also has a primary opponent in the person of Barry Farber, a radio personality. In addition, Farber will be a candidate for mayor on the ticket of the Conservative party.

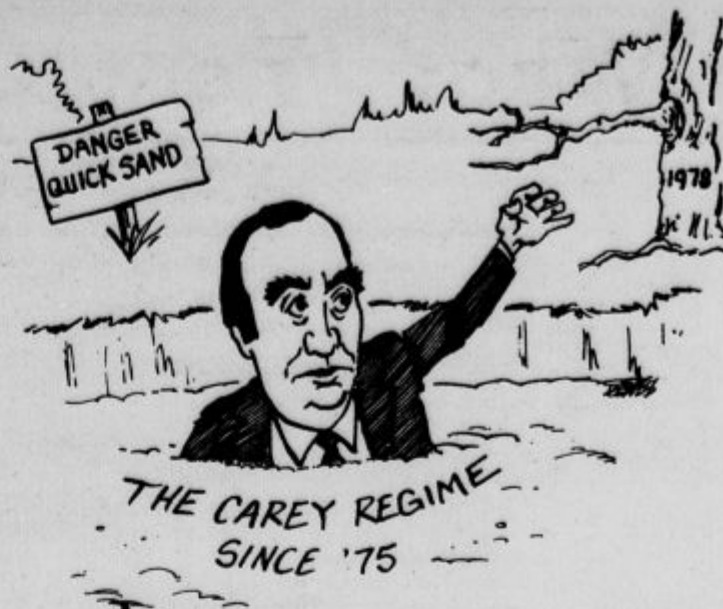
With the city overwhelmingly Democratic in political orientation, Goodman's prospects for election rest more on hopes than on strategy. First, Goodman must look forward to a victory in the Democratic primary by anyone other than Secretary of State Mario Cuomo. Since Cuomo has been designated by the Liberal party, his victory in the Democratic primary would confront Goodman with the impossible job of defeating an opponent with a dual nomination.

On the other hand, a victory by any other Democrat would make for a four-way mayoral race: a Democrat whose identity remains unknown, Cuomo on the Liberal line, Goodman the Republican, and Farber the Conservative. In that kind of race anything can happen as Mayor John V. Lindsay demonstrated eight years ago, when he was elected to his second term running on the Liberal party line alone. As it shapes up, Goodman has as much at stake in the outcome of the Democratic primary as the Democratic candidates. And shrewd Manhattan GOP leader Vincent Albano is entertaining ideas of playing with Democrats—who lose in their own primary for lesser positions than the mayoralty—to join his Republican line—which can help Goodman.

Goodman will have a great deal going for him as a candidate for mayor. During the early years of the Lindsay administration, he was the city's finance administrator and is thoroughly familiar with the financial problems that afflict the city. As a member of the State Senate, he also was chairman of the Senate Committee on the Affairs of New York City, in which capacity he handled all legislation affecting the city. He also played a leading role in the Senate in sponsoring rent control legislation to protect residential tenants here.

A Political Base

Most recently, Goodman was the chairman of the Temporary State Commission which rewrote the City Charter. Despite the opposition of the new charter by the Beame Administration and the regular Democratic organization, the charter was nonetheless (Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the New York Bar and Chairman of the Nassau County Bar Association Labor Law Committee.

Anti-Union Measures

In a recent decision, the Appellate Division, Third Department, reviewed an Article 78 proceeding brought by the City of Albany to review a determination of State's Public Employment Relations Board (PERB).

On Nov. 14, 1974, the Albany Police Officers Union filed an improper practice against the City of Albany, alleging that the city police department's institution of a new tardiness rule violated each paragraph of Section 209-A of the Civil Service Law on improper employer practices.

The Appellate Division held that the record disclosed no particular reason for the city's institution, in September and November 1974, of new rules on tardiness of its police officers other than as an anti-union measure. The court found substantial evidence to support a hearing officer's finding, confirmed by PERB, that changes in policy regarding lateness for work very shortly after the union election, with the union president being formally charged with "neglect of duty" after reporting late for work, were motivated to some extent by an anti-union bias. Thus, the finding of interference with the right to unionize was sustained.

On Oct. 19, 1974, the union submitted contract proposals to the city which included provisions concerning "discipline and discharge" as well as department rules and regulations. On Nov. 6, 1974, the department issued the so-called "November rule" which provided, among other things, that the first occurrence of tardiness would result in a fine of at least three hours' pay, and on Nov. 13, 1974, the city responded to the union's contract that "discipline" and "work rules" were non-negotiable.

In view of this action, the court also found the city guilty of an improper employer practice in deliberately refusing to negotiate in good faith with the duly recognized representatives of its public employees on the issue of punishment for lateness, since discipline under Section 204(2) of the Civil Service Law on recognition of employee organizations is a mandatory subject of negotiations under PERB. The court found that PERB's order directing the city to cease and desist from unilaterally changing work rules or violating new work rules was a reasonable exercise of its remedial powers. *City of Albany v. Helsby*, 393 N.Y.S. 2d 195 (A.D. 3d 1977).

COURT EMPLOYEES in New York City brought an Article 78 proceeding to protest actions taken by administrators of courts within New York City in order to reduce the cost of court services for the City. Special Term dismissed the proceeding. The Appellate Division, First Department, transferred the appeal to the Third Department, which held that action by court administrators in dismissing certain provisional court reporters and reassigning permanent court reporters was not arbitrary or capricious.

This action was taken in the wake of New York's "fiscal crisis." Payroll savings to the city were realized by transferring three of the permanent employees from city-funded

(Continued on Page 7)

What's Your Opinion

By PAMELA CRAIG
OPINIONS

The CSEA is resuming its membership drive. Do you have any recommendations for attracting new people to the union?

THE PLACE

Housing and Community Renewal, Manhattan

QUESTION

Frederick Maltz, housing management representative: "I feel that the union should retain the most competent, experienced organizers. These are the people who come into contact with the prospective members. It is terribly important for white-collar organizers to speak to the white-collar workers and that the blue-collar organizers speak to the blue-collar workers in their language. These are the storefronts for the union and they make lasting impressions. I remember when a blue-collar organizer addressed a group of white-collar workers and his very manner and style did not win any votes because he was unable to break through the barrier. Had he been a person those white-collar employees might have identified with, then our membership may have increased."



Bob Wall, insurance advisor: "I feel that for the CSEA to attract new members it will have to exert stronger leadership, political clout and a more open communication with its membership. I really feel that the membership must be inspired in order to unify them. That means that the union must be more aggressive and win more battles. They should also negotiate pension reform which is based on the cost of living."



The union should also inform the field representatives in a swifter way. They do not disseminate information to the rank and file fast enough, either."

Noel Harris, housing development representative: "I feel that the image of the union must be changed dramatically from one of little political clout to one of strong political action. Today, there are less people being hired for civil service. This very fact should make the union more important to its members. The union must personify protection. It must never show signs of weakness when dealing with negotiations. By remaining tough and a fighter, the union will gain the respect of its members which, in turn, is the best method of promotion of the union."



Sara Wolfson, accountant: "I feel that in order to attract new members, the CSEA should offer something for the \$60-\$70 annual membership dues. These things can be tangible or intangible. The union must offer a sense of security. A person must feel that the union will be a protection from foreign elements. I feel the union must change its present image. It must become more aggressive and take the hardest line in order to erase its old reputation. The changes cannot be cosmetic because the members will be the first to know it. A union must be respected by its constituents."



Eldridge James, senior accountant: "To attract new members, the union must be willing to fight for incentives that, in turn, would attract new members. One form might be in the area of employee benefits. The insurance, for example, could cost the employee less. They might offer car or house insurance at lower than commercial rates. There could be a preventive dental plan or a drug plan whereby all prescription drugs are paid for in full. There should be a better way of channeling union information to the members, before the fact rather than after the fact."



Bob Benson, housing management representative: "I think that CSEA must change its image in the eyes of the civil servant, the general public and Albany. It could serve as the official watchdog of Albany politics and enlighten the public regarding Albany affairs. Before Carey took office, there were 10 to 20 legislative aides on the payroll. Now there are over 200 legislative aides on the payroll. The union should be a force for the good of all. Let us be the ones to shed light on the mechanisms of Albany."



LETTERS TO THE EDITOR

A Deception

Editor, The Leader:

On Dec. 6, 1975 I took the General Entrance Stores Series Exam No. 5046. On Sept. 29, 1976 the city's personnel department established a 789-name open competitive list. Appointments for assistant stockman start at \$8,250 and appointments for housing supplyman start at \$8,100. I received a mark of 90 and was placed no. 100 on a list of 789 names. On May 23, I received a notice to appear for an interview at the personnel department at 65 Court St., Brooklyn. Two salaries were printed: on the notice, \$8,250 continuous service, \$7,425 new employee. At the interview, I learned that all city employees hired after Oct. 1976 were hired with a 10 percent cut. The \$8,250 salary was cut \$825 to \$7,425.

The job I had paid \$155 a week plus a Christmas bonus. Eight thousand two hundred fifty dollars a year comes out to \$158.65 a week, but \$7,425 a year come out to only \$142.79 a week. I declined the appointment because of the lower salary and because the only openings were in the borough of Queens. Had I been offered the higher salary I might have taken the appointment. After 1½ years of waiting I was very disappointed. Present salaries for upcoming tests, as stated in The Civil Service Leader, list only the higher salary, not the real salary, for new employees. An \$8,000 job starts at \$7,200. A \$10,000 job starts at \$9,000. Please inform your readers of this deception before they go to take a city exam.

CHRISTIAN HINKLE
Bronx

Lights 'n Sirens

Editor, The Leader:

I am writing this letter to bring attention to the amount of good input I have been receiving as the PBA Delegate of the 46 Precinct in regards to The Leader's new column "Lights 'N Sirens" by Ken Fisher. It is not often that the men of my command and others in the Police Department get the chance to read articles of interest, but in regards to this one I can tell you in truth that I have been mandated by the majority of men and women in my command to subscribe to your publication and post pertinent information (especially this column) on our PBA Bulletin Board.

Ed Grauer Jr.
46 PBA Delegate
Bronx

RETIREMENT NEWS & FACTS

By A. L. PETERS

FBI Investigates

Medical stress-related disabilities are becoming prominent in pension controversies. Recently, federal controllers at the Atlanta Air Traffic Control Center began to retire in substantial numbers after five years, asking 75 percent of their salaries (\$25,000 a year tax free) because the tension in their work caused them to be ill. The FBI is now checking for fraud in 109 retirement cases.

One out of every seven people who live in New York receives Social Security benefits. There are 1,181,768 beneficiaries in the city, about 15.8 percent of the 7½ million New Yorkers. The figure continues to grow. In 1970 there were 1,096,746 on Social Security, about 7.9 percent of the total.

The one million plus figure is made up of 689,453 ordinarily retired, 87,590 disabled, 49,570 dependents of disabled, 103,495 dependents of ordinary retirees and 7,931 special cases of men and women over 72. Disabled persons and their dependents are increasing most rapidly in the group. They were 8.2 percent of the total in 1970 and 11.6 percent of the total in 1975. The national picture is very similar — up from 10.2 percent to 13.6 percent.

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

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

- (Continued from Last Week)
- Hoppe, Paul JHigh Falls
 - Hubbard, Margaret MRochester
 - Hunter, Charles EBuffalo
 - Ivory, Elizabeth AKatonah
 - Jakubczak, Frank JBuffalo
 - Jaskot, LauraineRowland, Pa
 - Jones, RandolphNew Rochelle
 - Kane, Leon MClyde
 - Kauffman, Beverly NTuxedo

- Kennedy, Arlie CHinsdale
- Kanney, Corinne LFreeville
- Kiessling, Marsha WBayside
- Koch, SheilaNew York
- Kremblas, Frank CBuffalo
- LeBron, MaydeneBrentwood
- Lindquist, Harley DBelle Harbor
- Malzberg, Barry NBrooklyn
- Marcus, Bernie THicksville
- Marriott, Geraldine CRochester
- McGinn, JamesWingdale
- Miller, Richard EGaitersburg
- Millman, NealW Babylon
- Molony, KathleenW Islip
- Morales, RobertIslip Terr
- Nelson, BonitaSandusky
- Novenche, Myron DN Syracuse
- Obeirne, Robert EVictor
- Parinello, ThomasRochester
- Phillips, Thomas D SrAmsterdam
- Pittman, Theodore NAstoria
- Playford, James CKingston
- Porter, ErmaBuffalo
- Price, Dorothy MBuffalo
- Rainey, MelvinBuffalo
- Reck, MargaretNew Paltz

(To Be Continued)

Civil Service Law & You

(Continued from Page 6)

positions in Queens County to state-funded positions in Kings County. Savings were further realized by terminating four provisional employees and rehiring them on a per diem basis. As per diems, they did not receive fringe benefits. One of the petitioners, a permanent employee, was reassigned from Civil Term to Criminal Term.

The reassignment of permanent employees to Kings County could neither be considered arbitrary nor capricious. The city has the power to reassign employees in the court system where there is a sound basis for the change in assignment. This basis was due in part to budgetary considerations as well as meeting the continuing requirements of the Unified Court System for court reporters.

The transfer of one of the petitioners from Civil to Criminal Term was necessary due to the termination of three provisional Criminal Term reporters. The power of the city to terminate provisional employees at any time is well established.

The troublesome question in the case was the rehiring of these provisional employees as per diems which was said to pose a threat to the integrity of the civil service system. Section 160 of the Judiciary Law contemplates that for budgetary or other reasons, an official stenographer might not actually be in attendance at Trial Term of the Supreme Court. For this reason, the statute gives the court the independent power to appoint a reporter on a per diem basis and charge the cost against the county, and Section 160 permits a justice in charge of the Supreme Court Term to appoint a stenographer where necessary. New York City's budget problems required the use of per diem appointees in the Supreme Court because the city could not provide official stenographers. These per diem appointments are seen as daily contracts for an indefinite period necessary for the functioning of the courts. *Matter of Association of Surrogates and Supreme Court Reporters v. City of New York*, 393 N.Y.S. 2d 209 (A.D. 3d 1977).

Don't Repeat This!

(Continued from Page 6)

approved by an overwhelming majority of the city's voters. His campaign in behalf of charter reform exposed Goodman to voters in all of the boroughs, a circumstance that provides him with a political base of some value outside of his own Senate constituency and outside the mainstream of Republican voters.

In addition, Goodman has some support among Liberal party voters and appeared for a short while as that party's most likely nominee, until Governor Carey intervened in behalf of Cuomo.

While not much so far has been heard about the candidacy of Goodman, he is clearly a person to be watched once the campaign gets under way.



Helene Callahan has corsage pinned on her in recognition of her 10 years of service as Region V treasurer. She received many other gifts, including a plaque. She did not run for re-election. Doing the honors is the Region's newly elected executive vice-president, Patricia Crandall.



Officers of the Central Counties Workshop are sworn in by CSEA treasurer Jack Gallagher, of Transportation District 2 Local 505. Taking oath are, left from Mr. Gallagher, president Francis Miller, of Oswego Local 838; Thomas Elhage, standing in for executive vice-president Peter Grieco, of Jefferson Local 823, secretary Bonnie Barber, of Tompkins Local 855; sergeant-at-arms Ralph Young, of Oneida Local 833, treasurer Marsha Copolla, of Jefferson Local 823, and vice-president Angelo Valolne, of Broome Local 804.



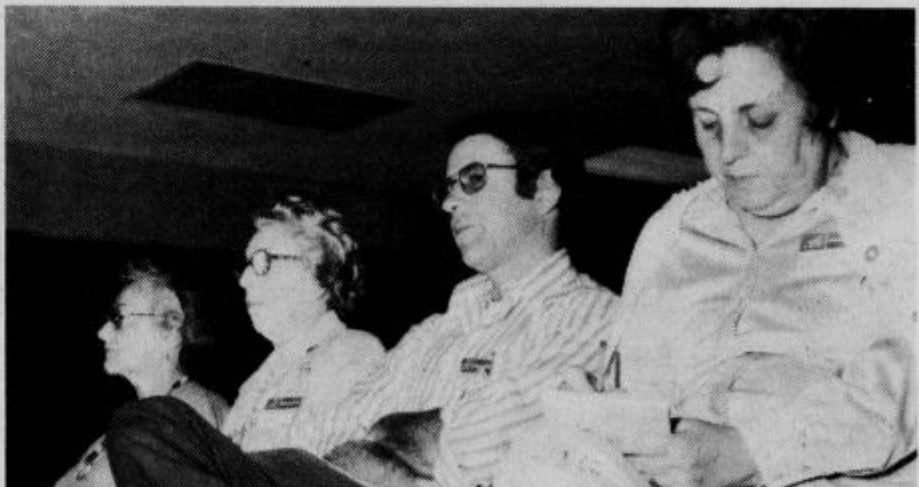
Looking attentive are, from left, Broome County Local 804 president and CSEA director Mary Battista; CSEA director Maureen Malone, of Madison County Local 827; Broome County unit treasurer Kathy Baran, and Broome Local treasurer Jennie Possemato.



Judging from facial expression, opinions were mixed at this point in meeting. From left are Oneida Education Local 869 president Benjamin Richmond, Sharon Richmond and Herkimer County Local 822 vice-president Pat Jodway.



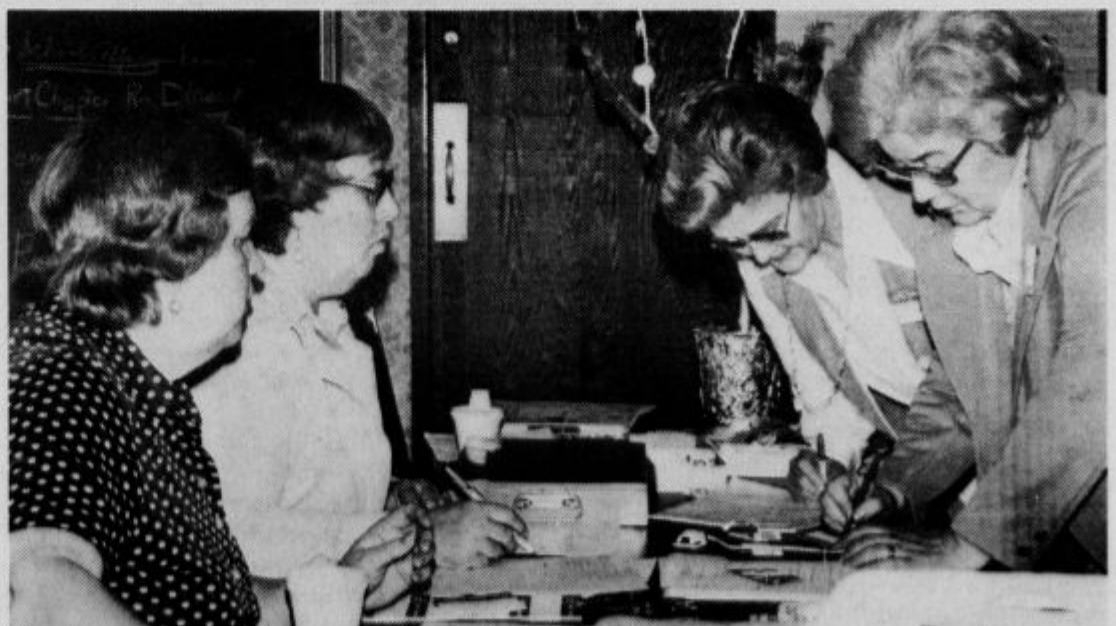
Watertown unit secretary Eleanor Howland, left, and unit treasurer Angie Duskas react to speaker's comment, while Elmira Local 005 president Joseph Brown seems to be less enthused.



Listening and taking notes are, from left, Tompkins County Local 855 secretary Bonnie Barber, Ithaca Area Retirees Local 905 president Helen Musto, Tompkins-Cortland Community College unit president Thomas Keane and Otsego County Local 839 president Mabel Wannamaker.



Emma McKenzie, president of Syracuse Neighborhood Health Center Local 317, was recognized on event of her retirement from state service. Here she receives congratulations from outgoing Central Region V president Richard Cleary.



Sisters Helen and Barbara Clark tend registration desk as Jean Barlo, right, of Onondaga Family Court, and Isabel Coon, of Cortland Supreme Court, sign in. Helen Clark is SUC at Cortland Local 605 operational representative, and Barbara is college unit treasurer.

(Leader photos by Thomas Hashem)

Legislative Action Highlights Central Region V Meeting

CORTLAND—Central Region CSEA delegates were brought up to date on the status of important bills before the state Legislature and were given a detailed presentation on CETA at their June 10-11 meeting here.

Bernard Ryan, CSEA's director of legislation and political action, thanked the members for exerting the pressure on their legislators that has helped in the battle to see agency shop approved. "But don't let up the pressure," he warned, because "the opposition is mounting."

James Currier, regional political action chairman, informed the members that the CSEA had the leadership role in the agency shop issue and he predicted passage of the bill.

At a meeting of his committee during the weekend, Mr. Currier told members, "we're still scrounging for money." Payroll deduction to fund political action is still a goal of the statewide political action committee, he said.

Mr. Currier said he has proposed to the statewide committee that it be required that the political action committee be a standing committee of all CSEA chapters.

"We can't be hit or miss," he said. "If we change the constitution so that this machinery is

set up, we won't have to go scrambling for volunteers to get the job done," he continued.

Other members of his committee at this meeting mentioned problems last year with endorsements not matching members' wishes. They felt these problems could have been avoided had the lines of communication between elected representatives and the membership been more open.

Mr. Currier said that political action won't work "if our members are provincial." They must realize, he said, that a city unit or a county chapter of the CSEA does not help to get a mayor elected or defeated. Rather, CSEA does. Mr. Currier also stressed that members must carefully pick and choose who they will try to help or hurt because the funds will run out fast if an individual chapter tries to do too much too fast.

"Knocking off one or two people can change the whole make-up of some legislative bodies," he observed.

(Continued on Page 14)



Presidents of three host locals check over agenda for weekend meeting at Cortland Holiday Inn. From left are SUC at Cortland Local 605's Patricia Crandall, recently elected Region V executive vice-president; Cortland County Local 812's Robert Gailor and Cortland Transportation Local 522's William Reynolds.



Saturday morning tradition in Region V is presidents meeting, said to be most productive event of the weekend. From right are Oswego County Local 838's Richard Rice; Jefferson County Local 823's Richard Grieco, and Utica Psychiatric Center Local 425's James Moore, the newly elected Region V president. At far left, from rear, is Region V Courts Local vice-president Roy Hall.



Among other local leaders at presidents breakfast are, from left, Syracuse Local 013 delegate Edwin Rufery, SUC at Oneonta Local 635 president Nellie M. Handy, Otsego DOT Local 517 president Robert Spoor, Syracuse Neighborhood Health Center Local 317 secretary Clarissa Isaac and Local 317 president Emma McKenzie.



Roger Solimando, Oneida County Local 833's representative to CSEA Board of Directors, is spirited participant in County Workshop, headed by Oswego County Local 838 president and CSEA director Francis Miller, far right. Between them is the Oswego Local's vice-president, Thomas Elhage.



State Workshop president Dale Dusharm, of SUC at Oswego Local 611, presides at morning meeting of delegates, as temporary secretary Doris Pratz, of Willard Psychiatric Center Local 428, records minutes.

Latest State And County Eligible Lists

EXAM 36-182
ASST RET BEN EXMR
Test Held Feb. 26, 1977
List Est. April 14, 1977
(Continued from Last Week)

56	Murphy C S Albany	86.4
57	Girard Joseph A Brooklyn	86.4
58	Willis Earl F Troy	86.4
59	Kagan Matilda E Albany	86.2
60	Mason Patricia Amsterdam	86.1
61	Beaver Barbara Clifton Pk	86.0
62	Martin K A Kirkville	85.7
63	McGarvey Helen Malone	85.6
64	Lungreen R G Schenectady	85.4
65	Bowden Steven E Albany	85.4
66	Roberts Marcia Averill Pk	85.2

67	Salsburg Linda Albany	85.2
68	Winnie Nancy L Albany	85.2
69	Abbott Alecia M E Greenbush	85.2
70	Ryan Diane M Troy	85.1
71	Keil Richard A Schenectady	85.1
72	Cullen Gregory Albany	85.0
73	Ricupero Frank Albany	85.0
74	Yezzi Joseph P Binghamton	85.0
75	Straight Viki L Rensselaer	84.9
76	Niles Howard P Averill Pk	84.9
77	Kimball Mary C Troy	84.9
78	Jacobucci A F Albany	84.9
79	Fabozzi Patrice Amsterdam	84.8
80	Rinaldi Andrew Loudonville	84.7
81	Simpkins M S Pattersonville	84.7
82	Tedeschi Linda Albany	84.6

83	Hahn Kathleen G Albany	84.3
84	Vantine Kenneth Troy	84.3
85	Krager Michele A Watervliet	83.8
86	Scheyer Karen A Troy	83.7
87	Butler G J Rensselaer	83.6
88	Sapone Donald L Troy	83.6
89	Gronau John A Watervliet	83.5
90	Clark Donald G Rensselaer	83.5
91	Fitzgerald O J Schenectady	83.5
92	Ludwin Stephen Gloversville	83.5
93	Saadia Diane M Buffalo	83.3
94	Schutt Donald R Albany	83.2
95	Vanburen J M Schenectady	83.1
96	Trela Paul A Watervliet	83.0
97	Gritman Gail S Binghamton	84.8
98	Howarth Nancy Averill Pk	82.5
99	Shinkle Mary E Albany	82.2
100	Wilder Mark A Albany	82.2
101	Mangum Gerald R Plattsburgh	82.0
102	Mabeus C L Albany	81.9
103	Keefe Marie V Rensselaer	81.8
104	Shickle Lillian Albany	81.8
105	Lockwood D L Cohoes	81.8
106	Coler Regina M Selkirk	81.8
107	Conover Shelley Schenectady	81.9
108	Lenegar M E Albany	81.7
109	Oberting Marie Albany	81.6
110	Hoyt Nancy H Voorheesville	81.6
111	Hammond L A Auburn	81.6
112	Lindsay Dorothy Amsterdam	81.5
113	Chesley Dennis Albany	81.4
114	Lamanna Rose C Schenectady	81.4
115	Trickey Stephen Troy	81.4
116	Beauchemin J E Dannemora	81.4
117	Capritta Donna Schenectady	81.3
118	Barrett Rosanne Albany	81.3
119	Smith Richard M Stillwater	81.0
120	Albertson C H Valatie	80.9
121	O'Keefe M M Watervliet	80.5
122	Carroll Barbara Staten Is	80.4
123	Perry Pamela J Albany	80.4
124	Messina Janet S Delmar	80.3
125	Hayostek Gary S North Troy	80.3
126	Tanner Pamela M Stillwater	80.2
127	Harris Mary H Albany	80.2
128	Layton Sandra A Troy	80.1
129	Morris Agnes L Albany	80.1
130	Callea Cheryl A Auburn	80.0
131	Maloney Beverly Troy	80.0
132	Smith Joan M Troy	80.0
133	McCormick E A Rensselaer	79.8
134	Buckley Paul M Albany	79.8
135	Tripp Mary L Frankfort	79.7
136	Caccia Gary M Elmira	79.7
137	Broshek Jean F Schenectady	79.7
138	Vuyick Joanne H Scotia	79.6
139	Dochalovich M A Binghamton	79.6
140	Halpin Michael Troy	79.6
141	Lippitt J A Albany	80.1
142	Muraski John C Guelderland	79.3
143	McKenna Mary E Schenectady	78.9
144	Tuchovsky J M Schenectady	78.7
145	Jones Rollin E Selkirk	78.6
146	Valente Donna M Albany	78.5
147	Engel A Albany	78.5
148	Kopach Rosalyn Troy	78.4
149	Finnen William Troy	78.4
150	Drumm Helen L Latham	78.4
151	McLoughlin E F Delanson	78.3
152	Lancaster G E Schenectady	78.2
153	Vallee Judith A Troy	78.2
154	Dinicola Edward Schenectady	78.2
155	Pinn Elizabeth Albany	78.1
156	Houck Darleen S Clarksville	78.1
157	Ornoski Carol A Albany	78.1
158	Martone Michele N Troy	78.1
159	Ragone Darlene Albany	78.1

160	Murdock Estella Albany	78.1
161	Tibbits James Albany	78.1
162	Cummings Edward Rensselaer	78.1
163	Parker Janice E Mechanicville	78.1
164	Kolchenski C Albany	78.0
165	Chiera John J Troy	78.0
166	Lumm Carol A Albany	77.7
167	Mirabella J I Rochester	77.7
168	Jacobson Ann B Menands	77.6
169	Hutchinson J L E Setauket	77.6
170	Clairmont Sue A Cohoes	77.3
171	Cygan Kathleen West Seneca	77.2
172	Bradshaw Karen Troy	77.2
173	Lodewick Warren Castleton Hud	77.1
174	Sherwood D L Albany	77.1
175	Brown Ruth F Albany	77.0
176	Rendano Thomas Albany	77.0
177	Hughes Jayne K Albany	76.9
178	Schaefer Irene Buffalo	76.9
179	Vergoni Gina L Cohoes	76.9
180	Garceau Cecilia Watervliet	76.9
181	Coffey Patricia Rensselaer	76.8
182	Chartier James Troy	76.6
183	Desroches Paul Cohoes	76.6
184	Audino Lisa M Albany	76.6
185	Gabriele Jeanne Setauket	76.6

186	Spaziani Robert Elmira	76.5
187	Dippo Ronald J Troy	76.5
188	Sexton Audrey M Tonawanda	76.3
189	Conniff E F W Babylon	76.1
190	Stanford John J Albany	76.0
191	Banahan James J Selkirk	75.9
192	Callahan Keith Schenectady	75.7
193	Leviné Roslyn H Val Stream	75.6
194	Scheely Maureen Athens	75.6
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(To Be Continued)

Employee Fired Unjustly? He Gets CSEA Assistance

FISHKILL—The Civil Service Employees Assn. is going to arbitration in the case of a cleaner at the State University College at Purchase who was dismissed on what the union feels was insufficient evidence.

Guiseppe Papalia, who had worked at the college as a cleaner for three years, was charged in May with "rifling through" the wallet of a student there. Mr. Papalia testified at his hearing that he had picked the wallet off the floor to place it on a nearby couch, so that he could clean the area.

"Management has clearly failed to prove Mr. Papalia guilty," Mr. Mazzola said, "and yet they decided they have the right to unilaterally fire him, regardless of their lack of evidence at this hearing."

There is one more unusual aspect to the case. Management's summary of the hearing, including the above quotes, was written by a person other than the one who held the hearing.

What makes this case so important, and so incredible, is that they have not proven Mr. Papalia guilty of anything—even by their own admission—and yet they went ahead and fired him anyway," said CSEA field representative Ron Mazzola.

Purchase's employee relations associate Russell Gugino heard the testimony at the May 19 hearing. The letter of summary was signed by Janice L. Decker, director of employee relations for the school, below the name of vice-chancellor Jerome B. Komisar.

Under the heading "discussion and findings" in management's written summary of Mr. Papalia's hearing is the statement, "There is corroboration for neither management's nor the grievant's testimony." In addition, there is a mention of the grievant's involvement in a disciplinary action several years ago, which had no relevance to the present case, the writer then calls the student's charges "believable" and concludes, "I find the charges are provable and that the penalty of dismissal is appropriate."

"This whole case is very strange and disturbing," Mr. Mazzola said. "We intend to get Mr. Papalia reinstated with full back pay at his arbitration."

The union has submitted papers on the matter to Robert Mead, regional director of the American Arbitration Assn. It expects an arbitrator to be appointed shortly.

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First Therapy Aides Graduated

STATEN ISLAND—South Beach Psychiatric Center has held commencement exercises for the first graduates of its Mental Hygiene Therapy Aide Traineeship Program. The program, put into effect

last year by the State Department of Mental Hygiene to help therapy aides provide safe care for patients, was coordinated by Fran Arje, assistant director of education and training at the center.

With assistance from the MHTA Traineeship Council, Dr. Arje designed a 200-hour training curriculum to meet specific mental health service goals of South Beach.

The faculty included representatives from major mental health centers and agencies.

The students spent part of their time at their clinical units and the remainder of the time in class.

Graduates are: Daniel J. Bonomo, South Richmond III Service; A. Jerome Burrus, South Richmond I Service; Peter Casey, Pt. Hamilton Service; Miguel Campodonico, Adolescent Service; Brad Cohen, South Richmond II Service; Bruce Cornish, South Richmond I Service; Anthony Demma, Mapleton Service; Angel Figueroa, Adolescent Service; Arbradella Grant, South Richmond II Service; Carolyn A. Grant, Coney Island—Sheepshead Bay Service; Sue-San D. Guilpre, Heights Hill Service; Karen D. Gullo, Adolescent Service; Betty J. June, Heights Hill Service; Raul B. Madrideo, Park Slope Service; Heather McCracken, Adolescent Service; Donna M. McKinney, South Richmond I Service; Jan Mento, Adolescent Service; Maurice Poisson, Adolescent Service; Ronald Skeele, Coney Island—Sheepshead Bay Service; William E. Tyre, Heights Hill Service and Hal M. Zapken, Coney Island—Sheepshead Bay Service.

Lorch New Division Head

W. Barry Lorch of Clifton Park, has been appointed director of the classification and compensation division of the State

Department of Civil Service.

Mr. Lorch, with the department since 1960, served most recently as chief of the special studies section of the classification and compensation division. He succeeds Bertrand J. Galvin, who retired after 30 years with the department.

Mr. Lorch started his state career as a personnel technician in the municipal service division. In 1970, he was selected to serve one year as special assistant to the Civil Service Commission. He joined the Classification and Compensation Division in 1971 as a principal classification and pay analyst.

The Cornwall native was graduated from Wesleyan University in 1960. He majored in economics. He is a member of the Board of Directors of the Albany District Chapter of the International Personnel Management Association. He is married and has four children.



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MANHATTAN—New York City Department of Employment officials are confident Congress will sign legislation within the next few weeks to provide \$1.5 billion for a city-sponsored year-long program under Title VII of youth employment Comprehensive Employment Training Act (CETA).

Employment Commissioner Donald Hamer said the Carter Administration is concerned about legislation for young people. Mr. Hamer said if the bill is passed, the city could get from 7 to 8 percent of the \$1.5 billion to hire youths 14 to 23.

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As we said. Wrong! If every employee of every work location in the County Division belonged to CSEA, your wallop at the bargaining table would be that much stronger. Sure, now you get what your negotiators win. But it could be more.

If every eligible person working for New York State belonged to CSEA, who knows where the State units could go. But as long as a certain percentage of employees do not belong, management (the State of New York) will try to pit non-members against members.

CSEA is only as strong as it is united. Make no mistake about it . . . in most areas of both local and state government CSEA is strong. But anything less than 100% membership participation still leaves something to be desired.

In all our 67 plus years of battling for public employees, we've yet to see a non-member turn down a newly-won benefit or raise. The dues are only \$58.50 a year. \$1.13 a week. And God knows where public employees within New York State would be today if it weren't for CSEA. Government is not known for its philanthropic attitude toward its employees.

Over the years CSEA has won protection for its members so that even a change of political administrations cannot touch them. CSEA has won raise after raise, benefit after benefit. Yet, there are some

people who still don't join. Certainly, \$1.13 dues a week isn't the answer. The price of job security has got to be worth more than that.

There are thousands of dedicated public employees who give freely of their own time and effort to keep CSEA strong—to ward off bureaucratic employee controls from every level of government. When CSEA members get together they discuss this situation in hard-nosed terms. They don't call a non-member a non-member. They call him a FREE-LOADER. If you're a non-member, think of this: Your tax dollars are supporting those officials who would work *against your new benefits*. Why not give a little support for those who are *working for you*? CSEA.

Look up your CSEA representative this week and ask him for a sign-up card. Sure, we're on a membership drive. But not for any other reason than to build a better future for all of us. Remember — every penny of CSEA's dues goes toward representing you. We're not supporting some high monkey-monks in Washington, or bailing somebody out of jail. We're working to maintain our position of being *The Most Powerful Force in New York State working for Public Employees*. We need your moral and financial support.

We also have great voluntary group insurance programs available that'll save you many times your dues on your home, auto, life and disability insurance. That's worth the price of admission alone.



STRENGTH IN UNITY

Retiree Grapevine

By THOMAS GILMARTIN
CSEA Retiree Coordinator

In a previous column I referred to a question being frequently asked at that time: Now that the Civil Service Employees Assn. successfully concluded a 14 percent pay increase for state workers, what will the union do for its retiree members? Recent developments have provided the answer: thousands of our retiree members may soon be receiving an increase of 14 percent in their July pension check, the largest increase ever.

Of course, everybody will be claiming credit for this very substantial supplementation for retirees, but I can tell you that this increase would not have been agreed to by the joint legislative leadership if the CSEA had not been so strongly behind it.

Who will get it? As reported in this column weeks ago in which the words of chairman Richard Schermerhorn of the Senate civil service and pensions committee were quoted, those retirees who most need it will be the recipients, specifically those who retired before April 1, 1969 and who were age 62 by June 1, 1972.

Unfortunately, the latter exclusion will continue to be a bitter pill for a number of our older retirees to swallow. I refer to the requirement that to be eligible for a supplemental increase, a retiree must have been born before June 1, 1910. It is my understanding that this restriction was written into the state's constitution and only an amendment can change it. Because of that law, some retirees have been excluded from a cost-of-living adjustment in their retirement allowances. I for one find this deprivation very unfair to those who retired before April 1, 1969 but were not 62 by June 1, 1972.

Although everyone is pleased that more than 46,000 of our "older" retirees will get this urgently needed 14 percent, people who retired since April 1, 1969 will understandably be disappointed and indignant. They still have not received an additional cent to offset the enormous rise in the cost-of-living during the past eight years.

Why do they continue to be denied a cost-of-living increase? All of the legislators we have been in touch with are solidly convinced that as of April 1, 1969, public employees retired at much higher pensions, and these lawmakers are adamant in their refusal to consider supporting a supplement for retirees of the seventies.

The CSEA has tried very hard to overcome this reluctance but would not permit itself to be forced into the untenable position of demanding all or nothing. It would have assuredly come out as nothing.

Retirees should know that CSEA's lobbyist-attorney Jim Featherstonhaugh and director of legislation Bernard Ryan worked very hard and effectively trying to make a 14 percent increase a reality for the retirees. There were many others who worked assiduously also, such as Martin Langer and his legislative and political action committee.

Our own hardworking retiree legislative chairman Betty Steenburgh and her committee members were unflagging in their efforts. Betty has expressed her gratitude to all concerned, including the thousands of CSEA retiree members whose tons of letters to their legislators really paid off. I join her in suggesting that when, as anticipated, the bill passes, letters of appreciation be written to the legislators who have made this substantial and unprecedented cost-of-living increase possible.

Although at Leader presstime the bill was still on the calendar of both houses, its passage seemed imminent.



LAST MENTAL HYGIENE STATIONARY ENGINEER

Peter Garamone, pictured with his wife Ethel, was honored recently at a retirement dinner held at the Nick Ben's Interlaken Inn, Lakeville, Connecticut. Mr. Garamone, who retired after about 36 years of state service, is the last chief stationary engineer in the Department of Mental Hygiene. This position will not be filled again. Mr. Garamone last worked at Harlem Valley Psychiatric Center.



HONOR OSWEGO SHERIFF'S RETIREES

More than 180 persons attended a recent dinner at Sackett's Restaurant, Brewerton, to honor six retired members of the Oswego County Sheriff's Department. From left are Jack Miller, Civil Service Employees Assn. field representative; Lt. Joseph Milano; Sgt. Rex McNitt; Margaret Wagoner, assistant matron; Rosalie Baehr, institutional cook; Les Sweeting, chief jailer; Charles Kennedy, treatment officer, and Oswego County Sheriff Ray T. Chesbro, who presented certificates of merit and plaques to the retirees with a personal comment on their outstanding service.

Suggest Immediate Benefit Payment After Retirement

ALBANY—The Civil Service Employees Assn.'s standing pension committee has made a number of key suggestions involving public employee pensions to the executive director of State Employees Retirement System.

Dorothy Goetz, chairman of the CSEA standing committee, has written to retirement



system executive director Kenneth Altman offering the suggestions the committee developed at one of its periodic meetings last week in Albany.

One of the CSEA's committee's suggestions, all of which were strongly urged for consideration, is that the Employees Retirement System adopt a procedure similar to the Teachers Retirement System whereby a retiree receives an estimated benefit check at the beginning of the first month following retirement and continues to receive an estimated benefit payment until the exact pension benefit is determined. Ms. Goetz noted that her union committee constantly hears from recent retirees complaining that in many instances it takes three or four months before the retiree receives the first payment, causing a financial problem for the retiree.

Noting the committee's responsibility to keep members aware of the overall retirement system and the necessity for careful individual retirement planning, she recommended that the system mail annually to each member age 62 or older an estimate of their current retirement benefit based on appropriate options. The CSEA committee suggests that the information include how to initiate the retirement application and other documents and data that will be needed.

Additionally, the CSEA standing pension committee has urged Comptroller Arthur Levitt to prepare additional informational articles in The Leader similar to a recent, well-received article by the Comptroller. The CSEA committee suggested future articles dealing with "The Importance of Keeping Beneficiary Information Current"; "How and When to Request Retirement Estimates"; "The Ability and Technique Relating to Transfers Between the Various Retirement Systems," and "How to Claim Credit for Service Prior to Membership in the Employees Retirement System," among other topics.

Central Region V

(Continued from Page 9)

At the state workshop, president Dale Dusharm of Oswego asked for a volunteer to replace Jackie Burgess, who will soon be moving out of state, as corresponding secretary. Doris Pratz, of the Willard Psychiatric Center Local, will fill the job until elections for new officers.

Mary Lauzon of Potsdam will serve as workshop vice-president until elections this fall.

At a joint meeting of the state and county workshop, Bill Frame, regional research analyst for the CSEA, gave a detailed presentation on the many troubles statewide because of CETA employees.

The big problem, according to Mr. Frame, is that no one in government wants to take responsibility for running this very complex and ever-growing monster. And, Mr. Frame said, "until we can get these people to be accountable, permanent employees (CSEA members) will see their rights eroded to nothing."

Many members mentioned instances where CETA people are filling posts which formerly were

promotional opportunities for CSEA members.

"The state is getting a freebie and loves it," Mr. Frame said. And he exhorted the members to be sure and file grievances where applicable. "Our major problem is that we've been forced to be the police in this system."

Irene Carr, corresponding secretary of the region for eight years, told the group that she will not be seeking re-election and that "there's not another group in the world quite like you," and thanked them.

Outgoing Region V president Richard Cleary thanked the members for their "attention and attendance" at meetings during his tenure as president.

The next meeting of the Region, will be Sept. 30-Oct. 1 at the Syracuse Marriott Inn.

Toll Collectors

ALBANY—The State Civil Service Department established an open competitive toll collector eligible list, May 18, the result of an Oct. 16, 1976, exam. The list contains 4,779 names.

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

Ex-Letchworth Aide Finally Tastes Victory

THIELLS—The Civil Service Employee Assn. has won a five-year legal battle on behalf of a union member

fired despite being found innocent of disciplinary charges. The unanimous award of the Appellate Division provided the man with a record \$36,000 in

back pay. Carlisle Simpson of Spring Valley, a Grade 4 ward aide at Letchworth Village Developmental Center for five years, was accused of having sexual relations with a center resident. Letchworth director Oleh Wolansky immediately suspended him without pay until a hearing a month later. The hearing officer, selected by Dr. Wolansky, found Mr. Simpson innocent and recommended reinstatement with back pay.

However, Dr. Wolansky rejected the hearing officer's findings, found Mr. Simpson guilty and fired him.

The then-CSEA regional attorney, William P. Volin of the firm of Mailman and Volin in New York City, filed suit on Mr. Simpson's behalf in Rockland County Supreme Court.

"We pursued this matter because we believed Mr. Simpson was innocent, and that by disregarding the hearing officer's finding, Dr. Wolansky denied Mr. Simpson his right to a fair hearing and a determination based upon that hearing," Mr. Volin said.

Almost a year went by before the case was heard. Rockland County Judge Morton B. Silberman ruled in favor of the Letchworth director.

"Unfortunately, the judge decided the issue rather than transferring the case to the Appellate Division, as required by law," Mr. Volin said.

CSEA appealed to the Appellate Division of State Supreme Court which reversed the lower court decision.

"A determination in an administrative proceeding must be based solely upon the record composed of the hearing evidence,"

the appeals court said. "Anything short of this deprives the person of a fair hearing, one that is meaningful and not simply a sham to support the administrator's own predetermination."

The court, however, did not reinstate Mr. Simpson. Instead, it remanded the entire matter back to Dr. Wolansky "for a new determination based solely upon matters in the record."

Dr. Wolansky upheld his earlier decision.

Mr. Simpson's attorneys went back to Rockland Supreme Court, which transferred the matter to the Appellate Division.

"The issue was a vital one to CSEA," Mr. Volin said. "It was a question of whether a director had a right to totally disregard the finding of the only person who had an opportunity to make a valid decision concerning the employee's guilt. The director had neither heard nor seen any of the witnesses, and there was evidence other than the resident's story—discounted by the hearing officer—to support the charge. The significance of the case is that it shows that the CSEA was right in appealing the matter through all the necessary stages, regardless of the time and effort involved."

The Appellate Division found no evidence supporting the director's decision. The justices ordered Mr. Simpson reinstated with full back pay—\$36,000.

State Attorney General Louis Lefkowitz appealed that decision to the Court of Appeals. However, Mr. Simpson chose to retire, and the appeal was withdrawn.

John Clark, former CSEA Letchworth Village local president, praised the union's attorneys.

"Mailman and Volin never gave up," he said. "Bill Volin worked for five years on this case because he believed justice had not been served. Thanks to the dedication and perseverance of the regional attorneys, all CSEA members have a little more job security today."

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

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Open Continuous State Job Calendar

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Actuary (Life), Principal	\$22,694	20-521
Actuary (Life), Senior	\$14,142	20-519
Actuary (Casualty), Supervising	\$26,516	20-418
Actuary (Life), Supervising	\$26,516	20-522
Assistant Workmen's Compensation Examiner	—	20-108
Dental Hygienist	\$ 8,523	20-107
Dietetic Trainee	\$10,118	20-116
Dietitian	\$10,714	20-124
Dietitian, Supervising	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Engineer, Assistant Sanitary	\$14,142	20-122
Engineer, Junior	\$11,337-\$12,275	20-109
Engineer, Senior Sanitary	\$17,429	20-123
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Legal Careers	\$11,164-\$14,142	20-113
Librarian, Public	\$10,155	and up
Medical Record Administrator	\$11,337	20-348
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aid Trainee (Reg & Spanish Speaking)	\$ 7,204	20-394
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Nurse, Health Services	\$10,714-\$11,489	20-333
Nurse, Licensed Practical	\$ 8,051	20-106
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapy Assistant I & II (Reg & Spanish Speaking)	\$ 9,029	20-174
Pharmacist, Institution	\$12,670	20-129
Physical Therapist	—	20-177
Physical Therapist, Senior	\$12,760	20-138
Physical Therapy Assistant I & II (Spanish Speaking)	\$ 9,029	20-175
Physician, Assistant Clinical	\$25,161	20-413
Physician I, Clinical	\$27,974	20-414
Physician II, Clinical	\$31,055	20-415
Physician I, Compensation Examining	\$27,942	20-420
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiologic Technologist, Radiologic Technologist (Therapy)	\$7,632-\$ 9,004	20-334
Stationary Engineer	\$ 9,546	20-100
Stationary Engineer, Assistant	\$14,142	20-303
Stationary Engineer, Senior	\$10,714	20-101
Varitype Operator	\$ 6,811	20-307
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140

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

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

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

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

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



RALLY FOR JOBS AND CARE AT PILGRIM

Workers from Pilgrim Psychiatric Center are holding a rally July 8 between 11 a.m. and 1 p.m., in front of the State Office Building, Hauppauge, to protest cuts in staffing. The rally is timed to coincide with a meeting of county officials who will be discussing the level of care survey, a report on which the staff reductions are to be based. Workers fear that the cuts, which are to result from attrition, will result in short staffing on the wards and consequent problems in patient care and accreditation. This photograph is of a rally held several weeks ago.



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Pending Civil Service Legislation

This weekly Legislative update is provided by Civil Service Employees Assn.'s office of legislation and political action.

A—Assembly; S—Senate; *—bills initiated by the CSEA.

BILL AND SPONSOR	SUMMARY OF PROVISIONS	STATUS	CSEA POSITION
A.802, Greco* S.5370, Flynn, multi-sponsored	This is the Agency Shop bill; it would require all non-members represented by a union to contribute an amount equivalent to the dues to the recognized certified labor organization.	A. Passed S. Civ. Service Comm.	FAVOR
A.2212, Greco*	This bill would provide for final offer evaluation as a means of resolving disputes in negotiations	A. Gov. Employees Com.	FAVOR
S.11, Anderson, multi-sponsored A.3322, Calogero, multi-sponsored	This bill would allow PERB to enforce the terms of a negotiated agreement.	A. Gov. Employees Com. S. 3rd Rdg.	FAVOR
S.2434, Schermerhorn A.2928, DeToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	A. Passed 6-6. S. Subcommittee 3rd Reading.	FAVOR
A.781A, Landes*	This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.	A. 2/14 passed. S. 2/15 Civ. Service Comm.	FAVOR
S.813, B. Smith A.1088, Flanagan*	If the voters of a school district neglect or refuse to approve expenses for school cafeteria programs or services, the Board of Education may levy a tax to provide for same.	A. Education Comm. S. Education Comm.	FAVOR
S.2985, Garcia A.4042, Cochrane	The Bill would extend representation rights to employees of the Div. of Military & Naval Affairs.	S. Civ. Service Comm. A. Gov. Employees Comm.	FAVOR
A.1412, Field S.1131, Nolan	If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PERB as well as a fine not to exceed \$1,000 per occurrence which shall be paid to the employee organization.	A. Gov. Employees Comm. Sen. Civ. Serv. Comm.	FAVOR
A.2929, DeToro	8 percent interest be paid by public employer as part of arbitration award in regard to a retroactive salary or wage benefit.	W. & M. Comm.	FAVOR
S.2459, Eckert A.3196, Hanna, multi, Nagle	This bill excludes from Taylor Law coverage, employees designated as supervisory; defines supervisor down to the level of a person having the responsibility to direct employees or effectively recommend the adjustment of grievances.	S. 3/30 Amend. and recom. to Comm. S.2459-A. A. 3/30 Same as above. A3196-A.	OPPOSE
S.2567, Schermerhorn	Eligibility for preferred list reinstatement shall be for a maximum period of 5 years from the date of separation or demotion.	S. Civ. Serv. Comm.	FAVOR
S.2574, Schermerhorn A.3645, Marchiselli	This bill provides a retired person may earn in public service an amount equal to the amount stipulated by the Social Security Act that can be earned with loss of benefit.	May 2 Passed, sent to Gov., May 13 signed into Law, Chapter 137.	FAVOR
S.2580, Schermerhorn A.3527, McInerney	This bill allows employees who were on the payroll on or before June 30, '76 and who for reasons not ascribable to their own negligence, did not become a member of the Retirement System before July 1, '76 to file written request with Comptroller before December 31, '77 for membership in the Tier II System.	S. Civ. Serv. Comm. A. 3/13 Rept. Ref. to W&M Comm.	FAVOR
S.2840, Flynn, multi. A.3899, Nicholsi, multi.	This bill would amend Section 243 of the Military Law regarding crediting of military service for the purpose of retirement and for additional credit in competitive examinations, to include in the definition of Veteran a member of the Armed Forces who served on active duty for at least 181 consecutive days.	S. 3/28 amend & recom., 2840-A. A. 3/28 amend & recom., 3899-A.	FAVOR
A.2308, Nine multi sponsors S.3082, Flynn	When person with lower rating on eligible list has been appointed to a position, the employee who was passed over may request and receive from the Appointing Officer, the appropriate reasons.	A. Passed March 9 S. Rules Committee	FAVOR
S.126, B. Smith A.140, Posner S.1980 Tauriello	Authorizes probation officer who has reason to believe a warrant exists for probationer, to take him into custody. Declares it a public policy of the State to prohibit the use of professional strike breakers.	2/7 Passed. 1/17 Passed — A 1/18 Labor Com. — S	FAVOR
S.1337, Budget Bill A.1637, Budget Bill	Consolidates PERB & SLRB* Changes designation to State Employment relations board.* Administration of labor practices in both private & public sectors.	S. Fin. Comm. A. W & M Comm.	OPPOSE
S.1612, Padavan, multi. A.2017, Esposito, multi.	Any honorably discharged veteran shall be eligible for pension credit for time spent in service.	S. Civ. Service Comm. A. Gov. Emp. Com.	FAVOR
S.2069, Marchi	If PERB or a Court finds that acts of extreme provocation were committed by an employer, employees determined to have been on strike shall have status restored and probation terminated with any payroll deduction to be restored.	S. Civ. Service Com.	FAVOR
S.3409, Schermerhorn	In the event of an impasse, contract provisions shall continue.	S. Rept. out Civ. Service Comm.	FAVOR
S3610, Schermerhorn	Amends 61-A of the Retirement and Social Security Law to allow payment of interest on death benefits.	S. Finance Com.	FAVOR
S.6564, Volker, multi. A. 8114, Greco, Fremming, multi.	Prohibits State employees from being charged with absence or requiring the use of leave credits due to extreme weather conditions in the nine counties declared a disaster area between January 29 and February 5, 1977.	A. Ways & Means Com. S. Rules Committee	FAVOR
S.6475, Eckert S.6476, Eckert	Continues until June 30, 1980, COESC. Retirement Plan.	S. Civil Serv. Com.	FAVOR
A.8756, Rules Committee S.6454, Rules Committee	This extends all temporary retirement benefits and supplementation programs until July 1, '78 and requires a comprehensive and constructive survey of public retirement systems in order to clarify the inconsistencies of the coordinated escalator retirement plan.	A. Passed, June 9 S. Passed, June 13 Signed into law June 28	FAVOR
S.3566, Schermerhorn A.6025, Marchiselli	Allows members of the Division of State Police to buy back military service credit. This includes Commissioned Officers Unit represented by CSEA.	S. Passed, June 14 A. Referred to Ways & Means Comm.	FAVOR
A.4829, Greco	Eliminates that part of Section 210 of the Taylor Law regarding persons being on one year's probation who were deemed to be on strike.	Reported out of A. Gov. Emp. Com. on June 14. Reported to Rules Com. on June 14	FAVOR
A.4830, Greco	Eliminates the two for one penalty for people found to be on strike.	Reported out of A. Gov. Emp. Com. Reported to Ways & Means Com. June	FAVOR
S.1148, Stafford A.1435, Solomon	Creates a Statewide promotion unit for Correctional Services Dept. and mandates residency requirement.	S. Passed, June 8 A. Gov. Emp. Com.	FAVOR
S.2587, Schermerhorn A.3643, Hinchey	Clarifies the various retirement options.	June 7 signed into Law, Chapter 223.	FAVOR
S.6376, Anderson A.8040, Greco	This extends power of PERB to include issuing a decision and ordering an offending party to cease and desist from any improper practice, and to take necessary action to effectuate the policies of the Taylor Law.	S. Passed, June 8 A. Passed June 28	FAVOR
A.3849, Amatucci S.2586, Schermerhorn	Extends benefits payable only to wives and widows under a retirement plan to husbands and widowers.	A. Passed, June 8 S. Civ. Ser. Com.	FAVOR
A.3542, DeSalvio S.2587, Schermerhorn	Provides a lump sum retirement payment if monthly retirement allowance is less than \$25 per month.	Signed into Law June 1, Chapter 196.	FAVOR

Many CSEA Legislative Victories

(Continued from Page 3)

quires all state workers to contribute their share toward union expenses, is opposed by a well-organized, nationally financed lobby. Currently the CSEA may collect dues only from its members, although all state workers are entitled to its protection and the salary increases won through its negotiations.

"We continue to be cautiously optimistic about this bill," Mr. Featherstonhaugh said.

The legislation mandating the reorganization of the state's Mental Hygiene program, a concept strongly supported by Gov. Hugh Carey and opposed by the CSEA, is still under discussion in both houses. According to Mr. Featherstonhaugh, the union is optimistic that the final bill will be acceptable.

A vote is also expected this week on legislation that would prohibit local governments from withdrawing from the social security system. Its passage would guarantee pensions and medicare for public workers.

In a matter which directly affected about 340 employees of the Town of Hempstead, the CSEA was successful in its effort to have the Legislature pass a "grandfather" bill which provides permanent job status to the town's current workers, although they were hired without taking exams, as the town only recently adopted a testing system.

Next week the Legislature will also consider an omnibus bill to increase unemployment insurance and workmen's compensation rates. Included in the bill is a stipulation which would allow non-teaching school district employees to collect unemployment if re-employment after holiday periods and summer vacation is not specifically guaranteed by their contracts. According to Bernard Ryan, director of legislation and political action for the union, chances of passing the bill are excellent.

Another bill affecting the union which has a good chance of passing, according to Mr. Ryan, would reimburse workers for the five days last winter's blizzard prevented them from getting to work in the nine counties declared disaster areas.

Included in the bill approving the CSEA contract, is a clause permitting union members to apply for entrance into the retirement system under tier two, which requires no worker contributions. Employees who have entered the system since July 1, 1976, have had to contribute a portion of their gross salary. This bill will generally affect those workers who applied for entrance to the retirement system prior to July 1, 1976, but were not accepted until after that date because of paper-work problems.

The Assembly also passed, and the Senate is expected to add its approval this week to a resolution saluting Joseph Lochner, who retired July 1, after serving the CSEA for 46 years, the last 15 as the union's executive director. The measure is sponsored by Albany area Assemblymen Richard J. Conners and Neil W. Keleher, and by Senators Howard Nolan and Joseph L. Bruno, also from districts near the Capital.