

Merit System CSEA Victory After 3 Years

ALBANY—An attempt by a state agency to circumvent the use of an examination list to fill a civil service position has been overturned as the result of actions taken by the Civil Service Employees Assn.

According to Stephen J. Wiley, member of the CSEA's legal counsel, Roemer and Featherstonhaugh, the State Public Service Commission appointed an unqualified individual to fill a senior engineering geologist job title on a provisional basis in 1974.

A civil service examination was given for the senior engineering geologist title and an eligible list was established as a result. The person who had been placed with that title in the PSC took the test, finishing ninth out of 15 passing the exam and was therefore "not reachable" on the list.

According to Mr. Wiley, the PSC requested that the title for that position be changed to senior engineering geologist (Public Service). This request was denied by the Division of Classification and Compensation of the Civil Service Department and
(Continued on Page 3)

State Shifts On Some Issues, Firm On Most After Hearings



'SNO FOOLING IN THE LAND OF OOZE

Some people were forced to walk to work this month during the snow crisis that hit many of the state's northwestern communities, including Buffalo and Watertown. This fellow, however, is already at work in the Katonah maintenance yard of the State Department of Transportation. Here he slogs through the ooze caused by 30 years' accumulation of salt stored for use on icy highways. The Leader investigates the deplorable work conditions at the DOT's Katonah and Annsville yards, both in Westchester County: see page 8.

Fact-Finders Set March 1 To Give Recommendations

ALBANY—The State of New York shifted its previous position on a number of contract articles during two days of fact-finding hearings last week. The State dropped its demands for most of the major reductions in attendance and leave provisions it had been seeking since negotiations began.

Donald H. Wollett, director of the State's Office of Employee Relations, said the State's new position is to leave the current attendance and leave provisions in the contract unchanged, with the notable exception that the State still seeks to change the Workmen's Compensation leave provisions to require that the first 28 days of leave be charged to accruals for job-related injuries. Under the State's proposal, the employee on compensation leave would not be allowed to accumulate nor earn sick leave, vacation or personal leave.

The State withdrew its previous demands that personal leave be reduced from five to three days annually; that the first day of absence due to illness be charged to accruals other than sick leave, and that vacation credit accumulation payable in cash when the employee is separated from state service be reduced from 30 days to 10 days.

A union spokesman said, "We're pleased the State dropped those ridiculous demands, of course, but you have to keep in mind that even in changing its position, the State is offering nothing here except to give back what the employees already have, and by sticking to its demand
(Continued on Page 16)

Employees Are Charged For Blizzard

(Special to The Leader)

ALBANY—The State Civil Service Commission has issued a memorandum concerning state employees who were absent from work due to "extraordinary weather conditions in designated disaster areas."

In essence, the directive from Civil Service Commission president Victor S. Bahou says those employees must charge their absences to annual leave, personal leave or other appropriate credits, and that those who do not have enough such accruals will be advanced up to 10 days of credits which must later be repaid by the employee.

The text of his memorandum follows: "Because of the extraordinary weather conditions prevailing in the Western part of New York State since January 28, 1977, Governor Carey has authorized appointing authorities to advance leave credits to state employees who have exhausted their annual leave, personal leave or other appropriate credits and who are absent because of those extraordinary weather conditions. Employees who do not have sufficient, appropriate leave-credits against which to charge absences on or after January 28, 1977, and who would otherwise be removed from the payroll, may be allowed to charge their absences against

leave-credits advanced for that purpose. All such credits so advanced must be repaid from subsequently earned vacation, personal leave or other appropriate leave-credits.

Credits may be advanced, up to a maximum of 10 days, to employees working in the counties of Erie, Niagara, Cattaraugus, Chautauqua, Jefferson, Lewis, Genesee, Orleans, and Wyoming."

Decision Precipitates Storm Over Snow Days

BUFFALO—Robert L. Lattimer, Region VI president of the Civil Service Employees Assn., attacked as "archaic" the approach Civil Service Commission president Victor S. Bahou took in denying a "waiver of attendance rules" for state employees absent for work November 30 and December 2, 1976, because of snow storms in Western New York.

"On the one hand, Governor Carey declares a state of emergency, closes schools, calls on President Carter to designate the storm a major natural disaster, but on the other hand he ignores the dedicated public employees, many of whom labored long and uninterrupted hours throughout the ordeal," Mr. Lattimer said. "That's callous and cavalier, to say the least."

Mr. Lattimer requested the waiver of attendance rules in a meeting with Mr. Bahou on Dec. 3, 1976, when he and CSEA chief counsel James Roemer pointed out that state employees had given up three days of accrued
(Continued on Page 16)

Bay Shore Flareup Damped

BAY SHORE, L.I. — State Division of Employment workers from the temporary Bay Shore office are now back on the job at the State Office Building in Hauppauge.

Many of them had come perilously close to becoming ex-employees themselves in a battle of brinkmanship.

An open channel of communications with top departmental

officials is being credited with the easing of tensions after a protest against unhealthy and unsafe work conditions had, in a rapid sequence of events, resulted in the dismissal of 23 employees from their jobs.

Fortunately, Louis Valentino, State Department of Labor commissioner for labor affairs, was in New York City on the crucial day. (Later in the week he re-

ceived an award from the Brotherhood Committee.)

Mr. Valentino was contacted by William DeMartino, president of the Metropolitan Division of Employment Local 350 of the Civil Service Employees Assn., cutting through the tangle of events and resolving the situation.

"We have been working for
(Continued on Page 3)



After Ten Years, Taylor Law Still Obviously Unfair

THIS YEAR marks the tenth anniversary of the Taylor Act, the law that governs collective bargaining rela-
(Continued on Page 6)

Levitt Pledges Legislation To Equalize Tier 3 Pension

NORTH AMITYVILLE—The office of State Comptroller Arthur Levitt has pledged to offer legislation to eliminate a provision of the Tier 3 pension plan that denies to individuals the right to name their choice for beneficiaries.

The pledge came in response to demands made by Irving Flaumenbaum, president of Long Island Region I of the Civil Service Employees Assn. and the Nassau chapter.

Both the Region and chapter had protested that the pension plan for new employees inequitably denied the right to name beneficiaries, and restricted beneficiaries to "immediate family."

Mr. Flaumenbaum said the provision unfairly discriminated against single individuals.

Mr. Levitt's plan to seek corrective legislation was contained in a response signed by Deputy Comptroller John S. Mauhs: "We intend to sponsor legislation during the 1977 session to give Tier 3 members the same flexibility that is available to Tier 1 and Tier 2 members with respect to the designation of beneficiaries to receive the ordinary death benefits."

ing the 1977 session to give Tier 3 members the same flexibility that is available to Tier 1 and Tier 2 members with respect to the designation of beneficiaries to receive the ordinary death benefits."



ARTHUR LEVITT
... Pledges Support

Feb. 28 Filing

ALBANY — The State Civil Service Department has announced filing until Feb. 28 for chief of the bureau of occupational education program services, G-30.

An oral test will be held during March or April. Contact the Department for further information.

CSEA Files 2 Grievances For Institution Teachers

ALLBANY—The Civil Service Employees Assn. has filed two class-action grievances on behalf of all teachers in state institutions, objecting to changes the state has made in the teachers' workday, workweek and workyear.

Martin Langer, president of the Rockland Psychiatric Center chapter of the CSEA, has filed the grievances on behalf of himself and all the other institution teachers throughout the state.

One of the grievances was the result of the state's refusal to give the institution teachers a day off with pay in lieu of Feb. 12, Lincoln's Birthday, which fell on a Saturday this year. All other state workers were allowed such a day off.

"The rules and regulations for the teachers state that we are entitled to all holidays that fall within our work year," Mr. Langer said. "There is no justification for our not receiving a day off in lieu of Feb. 12, which all other state employees receive."

workday/workweek problem on another front. Representatives of the CSEA will meet with representatives of DMH Commissioner Dr. Lawrence Kolb on Feb. 22 at 2 p.m. at DMH offices at 44 Holland Ave., Albany, to discuss the matter.

"We intend to take issue with the Department regarding these changes, not just on behalf of the teachers, but also for all other members of the state's Professional, Scientific and Technical Bargaining Units," said CSEA collective bargaining specialist Robert Guld.

Mr. Guld agreed with Mr. Langer that the DMH is trying in many ways to rearrange and lengthen the time worked by institution teachers. He pointed out that since June 1976, the Department has abolished its former prohibition against weekend work by the teachers.

"We want the Department to know that we are objecting strenuously to this whole procedure of changing the school calendar," he said. "The workday, workweek and workyear of the employees can legally be changed only through negotiations with the union."

"This was simply a unilateral change in the terms of our employment, which is not allowed by law."

The second grievance filed by Mr. Langer concerned a memorandum issued by Deputy Commissioner Robert A. McKinley of the Department of Mental Hygiene, which expanded the working hours of the teachers as of Jan. 1. The memo affected teachers in the different institutions in various ways, but Mr. Langer used the Willowbrook Developmental Center as an example.

"Teachers there had always worked from 8 a.m. to 3:30 p.m. every day," Mr. Langer said. "They are now working from 8 a.m. to 5 p.m."

Mr. Langer said that under the "benefits guaranteed" clause in agreements affecting the teachers, the Department has no right to make such unilateral changes in the working hours of the employees.

The CSEA is also attacking the

State Promo Filing Opens For 15 Titles

ALBANY—The State Civil Service Department has opened 15 promotional titles for filing until March 7. Written tests will be given April 16.

Senior identification clerk, G-9; identification clerk I, G-14, and identification specialist II, G-18, are open with Criminal Justice Services in the Executive Department. Housing management representative is open in Housing and Community Renewal, also in the Executive Department.

Senior accountant, G-18; associate accountant, G-23, and principal accountant, G-27, are open with the Public Service Department.

Associate special tax auditor, G-23, is open with Tax and Finance. The Transportation Administration has assistant superintendent of thruway equipment maintenance (\$20,752) and bridge maintenance supervisor II (\$13,556).

Bridge repair supervisor II, G-16, is open with the Department of Transportation. Associate biostatistician, G-23, and associate statistician at the same level are open with IDP.

Also open is career opportunities field representative at G-19. For further information contact agency personnel offices.

Region IV Nominations Must Be In Mail Feb. 28

ALBANY—Jon Schermerhorn, of the Department of Agriculture and Markets, has been named chairman of the Capital Region IV nominating committee.

Pat Miller, of the Office of Drug Abuse Services, was named vice-chairman, and Anne S. Kearney, of the State Liquor Authority, was named secretary.

Nominating petitions, which will be sent to all Civil Service Employee Assn. chapter pres-

idents in Region IV, should be returned to the Capital Region IV nominating committee, P.O. Box 156, Latham, N.Y., 12110, postmarked no later than Feb. 28.



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List Established

ALBANY—A psychology assistant 2 eligible list, resulting from open competitive exam 24-414, was established Jan. 27 by the State Civil Service Department. The list contains 321 names.

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CSEA Statewide Election Forms Due Back Feb. 20

ALBANY—All eligible persons interested in becoming a candidate for the upcoming Civil Service Employees Assn. statewide and departmental representative elections must return their nominating forms by Feb. 20, according to Daniel F. Donohue of Patchogue, L.I., chairman of the CSEA 1977 statewide nominating committee.

Nominating forms may be obtained from all CSEA chapter presidents, and must be returned by Feb. 20 to Daniel F. Donohue, CSEA Statewide Nominating Committee, Civil Service Employees Assn., 33 Elk St., Albany, N.Y. 12207.

Rensselaer County Workers Vote: No Increase, No Work

RENSSELAER—Rensselaer County employees, represented by the Civil Service Employees Assn., have voted to strike if a settlement can not be reached with the county management and legislature.

The strike vote, with only four dissenting votes out of about 150 cast, came after the county rejected the settlement recommended by a state appointed fact-finder.

Fact-finder Kenneth DeKay found that "... The salaries

paid by the county are, in general, below those paid by the City of Troy, as well as those paid by some of the towns and some of the School districts."

The CSEA county unit members voted by a margin of 30 to 1 to accept the fact-finder's recommendations that county employees receive a \$400 across-the-board raise plus increments; a salary schedule in 1978 with all necessary adjustments, plus increments; a better health-care coverage in 1978, and a low-cost educational program at Hudson Valley Community College.

Sue Ernst, CSEA Rensselaer County unit president, said, "Last time the members trusted the Taylor Law and the Legislature to treat them fairly, they learned that the Taylor Law only gives management the right to take and the employees the right to give up hard earned benefits. This time, the union members have indicated that they will

consider a strike if management once again degrades their employment situation."

According to Harmon Swits, CSEA collective bargaining specialist, "the CSEA can prove a conspiracy by various county officials to unilaterally freeze employee salaries. The CSEA can prove that the county presentation in fact-finding was full of errors, totalling more than what the county had said the fact-finder's settlement would cost. And finally, the CSEA can prove that the county disregarded a gentleman's agreement about release of the fact-finding report to try and break the spirit of the CSEA-represented membership. Who would blame the county employees for standing up for their rights?"

County Executive William J. Murphy proposed and the county legislature approved a 1977 budget that made no provisions for paying increases to county workers.

Bay Shore Flareup Damped

(Continued from Page 1)

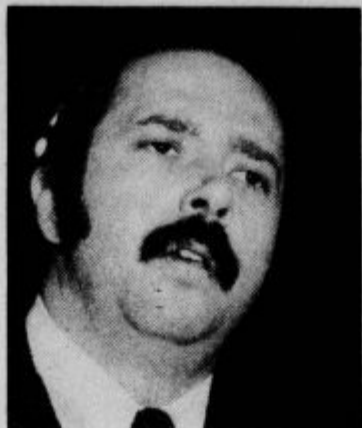
years," Mr. DeMartino said, "to improve communication with the departmental administration so that local problems do not turn into major confrontations. The effort certainly paid off here."

As a result, the 23 employees, who had been terminated on Monday last week at Bay Shore, were reinstated and told to report for work at Hauppauge on Tuesday.

Mr. DeMartino also credited the efforts of CSEA vice-presidents Solomon Bendet and Irving Flaumenbaum in helping to resolve the trouble. The situation had involved CSEA officers and staff members from both Long Island Region I, headed by Mr. Flaumenbaum, and Metropolitan New York City Region II, headed by Mr. Bendet, since the Bay Shore DofE unit is located geographically within Region I, but is a unit of Region II's Metro DofE local.

The trouble began Friday, Feb. 4, when employees protested the work conditions, and Mr. Flaumenbaum, along with Region II supervisor Edwin Cleary, met with department officials to demand that the state "provide a clean and healthy work place that meets with the requirement of law."

The building at 19 East Main St. here was without heat, and had been cited by the Town of Islip for violations. It was without a certificate of occupancy as an office; there were no toilet facilities for the public and in-



WILLIAM DeMARTINO
... willing to communicate

adequate ones for the staff.

The Feb. 4 meeting with Jan Gorsky, representative of the Industrial Commissioner, produced promises from the state that a security guard would be posted at the office to keep occupancy to 160 claimants at a time, and that written assurances would be forthcoming from fire and health authorities that the building was safe.

Mr. DeMartino also noted that, during this time, the Local's fifth vice-president, Martin Sherman, had spent three days at the location in an effort to work things out, and that Betty Matthews was assigned special union duties to act as a liaison person.

However, on Monday, Feb. 7, the state failed to fulfill its promises. The employees were instructed by Mr. Flaumenbaum to go to lunch, but to report back to East Main St., the adminis-

trative headquarters, and to work there.

In the meantime, Mr. DeMartino and Mr. Bendet had been making efforts to contact top departmental officials, including William O'Toole, executive deputy industrial commissioner. It appeared that they had achieved an agreement for the employees to be transferred to suitable quarters until a new office could be found. Employees were told by acting superintendent Frank Zegers that they would be moved to Hauppauge on Wednesday, Feb. 9.

Mr. Zegers, however, acting on what were reported to be orders from region superintendent Leo Burnstein, in New York City, began to call employees into his office one by one, and demand that they return to work in the old office until the move could be made.

Acting on the advice of CSEA Region I fieldmen Pat Morano and Jose Sanchez, employees told management that they were willing to work in offices that conform to the requirement of the law. During the interrogations, they continued to process paper work in a lunch room. Thereupon, Mr. Zegers told the employees they were fired.

As the action became publicized, departmental authorities began to hedge. Newspapers picked up the story, and Islip Town Supervisor Peter Cohalan defended the employees in a telegram to Governor Carey. At this point, Mr. DeMartino met with Mr. Valentino.

By Tuesday, Feb. 8, the reinstated employees had been transferred to the State Office Building in Hauppauge.

Nevertheless, as an added precaution, CSEA Region II fieldman Edward Scherker served notice on Mr. Zegers that a Show Cause order had been obtained from State Supreme Court to reinstate the fired employees.

"Although we have seen the state's promises reported in the press, we have not been officially notified," said Mr. Cleary, the CSEA regional supervisor, explaining the reason for the Show Cause order.

The state has also been reported as stating that employees will receive official reprimands, and will be fined two days' pay under the provision of the Taylor Law.

"If they have the nerve to try that at this point in the game, we'll take them to court confident that we will win," said Mr. Flaumenbaum.

Employees were also assured by Mr. DeMartino that "if there are penalties, we will give them full backing."

No decision has been made on when or where new arrangements will be made to service the Bay Shore area.

Fiscal Affairs

By JACK GALLAGHER

Treasurer, Civil Service Employees Assn.

In response to many questions I receive during the course of a year, I would like to cite a few sections from the model chapter constitution. These sections should govern how financial matters are managed by the elected officials of the chapter. Any member with information concerning the operation of a chapter that is not within the format prescribed below is urged to contact me.

ARTICLE VII COMMITTEES

Section 3. The president shall appoint such other committees as may be authorized by the Chapter Executive Committee or at a regular or special meeting of the chapter. All bills for disbursements,

unless budgeted pursuant to Article VI, Section 7, shall be approved by the Chapter Executive Committee before presentation to the Treasurer for payment. The Treasurer shall pay all bills so authorized and approved.

Section 4. There shall be an auditing committee consisting of not less than three members, none of whom may be officers of the chapter, who shall have the responsibility of auditing the books of the chapter and reporting its findings in writing on form prescribed by headquarters to the chapter president and Executive Committee and to the State Association headquarters in Albany by September 1, for the preceding fiscal year.

CSEA calendar

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

FEBRUARY

- 23—Nassau County Retirees meeting: American Savings Bank, 1960 Hempstead Turnpike, East Meadow, L.I.
- 24—Long Island Region I executive council meeting: 7:30 p.m., Region office, 740 Broadway, Amityville, L.I.
- 24—Southern Region III Treasurers' Seminar: 7:30 p.m., Holiday Inn, Newburgh.
- 24—New York City chapter 010 executive council meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
- 25-26—Central Region V meeting: Syracuse Hotel, Syracuse.

MARCH

- 1—Labor/Management Committee of the New York State Department of Labor meeting: 10 a.m., Building 12, State Campus, Albany.
- 5—Nassau Educational chapter dinner-dance: 8 p.m. to 1:30 a.m., Carl Hoppls Valley Stream Inn, Valley Stream.
- 7—Capital Region IV meeting: 5:30 p.m., Thruway Hyatt House, Washington Ave., Albany.
- 9—Capital District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 10—Westchester local 860 mini-convention: continental breakfast and sign in, 8 a.m.-9 a.m., Rye Country Club, 330 Boston Post Road, Rye.

Three-Year Victory On Merit

(Continued from Page 1)

CSEA's counsel immediately asked to terminate the provisional employee and use the established list to fill the title.

The Commission agreed, but shortly filed for another change in title, this time to associate generating facilities analyst (geologist). This request was also denied, but the PSC appealed to the Civil Service Commission where the denial was reversed.

Because of this creation of a new title, a new examination had to be administered, and therefore the incumbent provisional employee was allowed to remain in the title in the interim.

The CSEA started an "Article 78 proceeding" to request review of the Civil Service Commission's ruling, and on the day before the Article 78 was returnable, Jan. 27, 1977, according to Mr. Wiley, "the Civil Service Commission reversed itself and determined that the senior engineering geologist title was the correct one."

Therefore, after nearly three years of actions and counteractions, during which the "provisional" was allowed to stay in the title, it has been determined that if the PSC wishes to fill the title in question, it is required to do so by using the names on the established examination eligible list.

Correction

In the Feb. 4, 1977, edition of The Leader, reference was made in the "Retiree Grapevine" column, page 14, as to cost-of-living raises for retirees. The statement was that State Senator Richard E. Schermerhorn (Rep., 40th S.D.), chairman of the Senate Civil Service and Pension Committee, rejected a proposal by the Department of Audit and Control that would have increased the cost-of-living allowance for retirees. This statement was untrue.

Local 447 Selects Nominating Group

BROOKLYN — Brooklyn Developmental Center Local 447 has selected Kirk Scott as chairman of its nominating committee. Other nominating committee members include Carlos Rivera,

vice-chairman; Kay Gaffney, secretary; Bernadette Spragen, and Yvon Destine.

The committee will screen all candidates for the Local executive committee. Two candidates for each office will be selected. Incumbents have the automatic prerogative of running for reelection.



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What's Your Opinion

By PAMELA CRAIG

QUESTION

Considering the inflation since your last pay increase, what are you doing to make ends meet on the same salary?

THE PLACE

New York Psychiatric Institute, Manhattan

OPINIONS

Ronald Corsetti, senior stationary engineer: "To make ends meet and try to remain at the same level simply means that you must cut down on a few things. You become aware of your purchases. You find yourself fixing instead of buying a replacement. We don't go to Broadway plays as often. We try to buy food when it is on sale, when we can. The rent goes up 7½ percent a year. There is nothing one can do about that. I walk to work instead of taking the train. I live nearby, the walk is good for me and I save on transportation costs. I don't have any children to worry about putting through college, although I feel sorry for those who are having a hard time doing it."



Maxine Prince, therapy assistant: "Today, even the necessities of life are hard to provide for. I'm the mother of a ten-year-old daughter and there are just the two of us. We eat lots of hamburger helpers, chicken, or anything on sale. I'm putting my daughter through parochial school, so I pay tuition every month. I started college majoring in community mental health. Luckily I pay only partial tuition. I think there will be positions in the community mental health program within the next five to ten years. I want to be prepared for those jobs. It's the most constructive way I know to beat the salary freeze."



Georgia Johnson, secretary: "I use the system of robbing Peter to pay Paul. I make the landlord wait for his, while I follow the sales for food. I collect food coupons in the newspapers. I don't go to the doctor as often. I use remedies from the drug store and then I depend on God. Since prescriptions and medical bills must be paid for in cash, before partial reimbursement, you end up borrowing. I doubt if anybody here doesn't use the credit union. As far as vacations, I'm lucky. My relatives own a summer house. They don't mind if I visit every once in a while."



Dr. Donald Dillon, research psychologist: "There is only one thing you can do to make ends meet on the same salary, when you haven't had a raise in three years. You tighten the belt. So far, I haven't drastically changed our basic forms of entertainment or relaxation. I just find it is a matter of purchasing less, much less than before. There are things we should buy, like a new washing machine. We simply delay making purchases. We have five children, and your savings for college goes down in times like these. We have started stressing scholarships."



Terry Reilly, clerk: "I remember the days when I once bought fancy foods. Gone are those days. Essentially we have changed our eating habits. We changed from butter to margarine, fine meats to chicken. Chopped meat and desserts are the less expensive products. I've quit buying fish. It's too expensive. You buy less, making do with what you have already. Our entertainment is the television set. We watch it every night. My transportation costs are always rising. I take a bus and a subway which cost me \$1.80 a day. I'd try a car pool, but I don't have a car."



Felix Rodriguez, EKG supervisor: "I have been cutting in half most of my activities. I must think twice before I buy clothing. I have even changed my eating habits. I buy food when it is on sale and I eat at cheaper restaurants. I'm really contemplating getting a part-time job to make up for the rise in the cost of living. I bought my home on Long Island before I started to work here. I plan to sell my home and move to Yonkers. It will save me gasoline as well as wear and tear on my car."



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Westchester Helps Buffalo With Cash

WHITE PLAINS—County Executive Alfred DelBello advised Mayor Stan Mikowski of Buffalo by telephone that Westchester was relinquishing half its emergency grant of \$103,000 from the U.S. Labor Department to employ those laid off as a result of weather conditions, to the City of Buffalo which has been hard hit by heavy snowstorms.

Mr. DelBello stated, "Our preliminary investigations have shown that weather related layoffs in Westchester are not as bad as in other areas. Because of Buffalo's dire need, we are turning back \$51,500 of the Westchester funding to the Department of Labor with the request that they be used for Buffalo's weather-related unemployed."

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What To Know When Retirement Looms

This is the first of a two-part series on the New York State Retirement System's pension plans. Leader features editor Jane Bernstein is attempting to make the whole confusing picture of planning one's retirement just a bit clearer.

By JANE B. BERNSTEIN

WHEN the word "pension" is mentioned, what comes to most minds is a form of monetary compensation upon retirement, after a certain number of years of work.

What many fail to think about are the different options one may choose when contemplating retirement, and the various pieces of legislation that have been sponsored which affect the New York State Retirement System.

But these realities hit home as a state worker approaches his or her mid-fifties, when leaving the job becomes feasible.

The pension is paid on a monthly basis for the life of the retiree, unless he or she opts otherwise. If an individual has contributed to the pension system, this money plus interest goes into a reserve fund. The annuity and the pension make up the total retirement.

In what manner this payment is made each month is determined by the individual, depending on what option he or she wishes to elect in the system.

The Zero Option is usually chosen by one who is single or has no relatives, or relatives who are financially able to care for themselves. The monthly retirement allowance is the maximum, and is paid for the life of the retiree. When the individual dies, the payments cease, even if he or she has been collecting for only one year or less.

It is when a person elects one of the other options that the monthly payments begin to decrease. These options are much like life insurance policies, to be paid to a named beneficiary upon the death of the retiree.

Things that are taken into consideration when an individual chooses an option are health (of both the employee and the spouse if there is one), other sources of income at the present and in the future, and what needs exist. Once an option is chosen, it may not be changed, so prospective retirees are cautioned to act wisely.

Option 1 is for only those people who joined the state system before July 1, 1973. (The differences between those who came into the system at other times will be explained later.) The option guarantees that the beneficiary will receive the balance of the retiree's valued monetary allowance upon the death of the retiree, if that equivalent has not yet been paid. This payment is made

month for life. If the beneficiary dies before the retiree, the payments stop when the retiree dies. Only one beneficiary may be named, and it may not be an individual's estate. The monthly retirement allowance is greatly reduced under this option.

Option 3 is much like Option 2, but instead of an equal retirement allowance,

ance might be smaller than if he chose another option. According to statistics reflected in actuarial tables, women outlive men, and so would collect for a longer period of time.

The Five-Year-Certain option is open to members who came into the system after July 1, 1973. Under this plan, if an individual dies less

stituted for the five-year period. The system will also provide these two options for members who came in before July 1, 1973, if so requested.

There is one other option for members who made contributions into their own pension funds when the system was contributory. This is the one-half option, and provides that the unused part of their contributions be paid to the beneficiary or the estate upon the retiree's death. If all of that money has been used, no payment will be forthcoming.

If this all sounds a bit confusing, it's because it is. How does one determine which option to take? Where can one go to get help in making that decision? The New York State Retirement System, in addition to helping create the confusion, also supplies retirement counselors to aid in straightening it out. The staffers make monthly visits to these areas: Binghamton, Buffalo, Canton, Carle Place, Goshen, Hauppauge, Horseheads, Little Valley, Lockport, Mayville, New City, Plattsburgh, Riverhead, Rochester, Syracuse, Utica, White Plains and New York City. Call the nearest office of the Retirement System for the visiting schedules.

To make things a bit more difficult, not only are there two types of retirees—those who came in prior to July 1, 1973, and those who came after, but there is now a third group creating a three-tiered pension system.

Different restrictions have been placed on this group, including one that has many a state worker up in arms. It's a clause in the legislation that eliminates an individual's right to name his or her own beneficiary. Upon the death of an individual under this plan, the balance of the retirement allowance would be paid to the next of kin—either a husband, wife or child. The problems that may arise are obvious. One state official hinted that this is an attempt at legislating morality on the part of Albany lawmakers. At present, Civil Service Employees Assn. members are canvassing their state representatives to make the necessary changes in this plan. The state official said the legislation is in the process of being cleaned up now.

How the three tiers differ, how benefits are calculated and what they are, will be examined in the second article of this two-part series.

NEW YORK STATE
EMPLOYEES' RETIREMENT SYSTEM
ALBANY, NEW YORK 12244

ARTICLE 14 MEMBER REGISTRATION

Instructions for Completing this Form:
Items 1 through 18 must be completed by the applicant with help, if needed, from the employer.
PLEASE PRINT PLAINLY OR TYPE. DO NOT WRITE IN SHADED AREA.
EMPLOYER: The IMPORTANT INFORMATION BOX must be completed by you before sending this form to the Retirement System.

IMPORTANT INFORMATION Has this person been registered to membership by means of the telephone registration system? Yes <input type="checkbox"/> No <input type="checkbox"/> If yes, write the registration number given in the space indicated by the arrow.		Member Number _____
Location Code _____		Posting Period _____
Registration Number _____		Control Initial _____
RECEIPT STAMP _____		
1-45 EMPLOYEE'S NAME Last, First, Middle Initial _____		
2 EMPLOYEE'S ADDRESS Street _____ City _____ State _____ Zip Code _____		
3-34 DATE OF BIRTH Month _____ Day _____ Year _____	4 SEX Male <input type="checkbox"/> Female <input type="checkbox"/>	5-54 SOCIAL SECURITY NUMBER _____
6 EMPLOYER: Indicate if State, or name of Municipality (County, City, Town, Village, or District) by which employed, and Department, Division or Institution. _____		
7 EMPLOYER ADDRESS Street _____ City _____ Zip Code _____		8 YOUR PAYROLL TITLE _____
9 BASIS OF COMPENSATION AND RATE <input type="checkbox"/> ANNUAL \$ _____ <input type="checkbox"/> HOURLY \$ _____ <input type="checkbox"/> UNITS OF WORK PERFORMED \$ _____ (Example: \$50 per meeting or \$10 per examination, etc.)		10 ANNUAL MAINTENANCE ALLOWANCE (If Any) _____
11 FREQUENCY OF PAYMENT ANNUALLY <input type="checkbox"/> SEMI-ANNUALLY <input type="checkbox"/> QUARTERLY <input type="checkbox"/> MONTHLY <input type="checkbox"/> SEMI-MONTHLY <input type="checkbox"/> BI-WEEKLY <input type="checkbox"/> WEEKLY <input type="checkbox"/> OTHER <input type="checkbox"/> IF OTHER specify _____		
12 ENTER THE DATE OR DATES RELATING TO YOUR PRESENT POSITION Date of Temporary Appointment: Month _____ Day _____ Year _____ Date of Probationary Appointment: Month _____ Day _____ Year _____ Date of Permanent or Probationary Appointment: Month _____ Day _____ Year _____ Indicate First Date of Full Time Employment (If Any): Month _____ Day _____ Year _____		
13 Have you ever been a member of the New York State Employees' Retirement System? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, under what name? _____ What REGISTRATION NUMBER (If Known)? _____		
14 Are you currently a member of any other public retirement system? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, what is the name of the system? _____ What REGISTRATION NUMBER (If Known)? _____		
15 Are you receiving or are you about to begin receiving a RETIREMENT BENEFIT from any retirement system on the basis of EMPLOYMENT with New York State or any local government in the State? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, what is the name of the system? _____ What REGISTRATION NUMBER or RETIREMENT NUMBER (If Known)? _____		

to the beneficiary in one lump sum. If the retiree, however, lives on for many years, he or she will receive the value of the allowance, plus more, for life.

Option 2, or the joint allowance option, provides for a payment method that guarantees a retiree a monthly allowance for life, and upon his or her death, the beneficiary also receives the same allowance each

the beneficiary receives only half the amount the retiree did each month. This plan would provide for a larger monthly payment than Option 2 for the lifetime of the retiree.

Since these two options guarantee payments for two lifetimes, the pension would be calculated on the basis of the sex and age of both retiree and beneficiary. If a man names his wife as beneficiary, the retirement allow-

than five years after retiring, his or her pension is paid to the designated beneficiary for the duration of the five-year period. If the retiree lives past that amount of time, the benefits continue for his or her life, but cannot be transferred to the beneficiary upon the person's death.

The Ten-Year-Certain option is much the same, but the ten-year period is sub-

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FRIDAY, FEBRUARY 18, 1977

Cooperative Effort In Bay Shore

"I TOLD the employees that if we stick together we could win this thing, and we did." That's the way Civil Service Employees Assn. vice-president Irving Flaumenbaum characterized the end of a hectic week at the Bay Shore temporary office of the Division of Employment.

Briefly told, the week began with a protest against work conditions in a substandard building, and ended with the reinstatement of 23 employees who came perilously close to becoming departmental clients rather than workers.

It's not the continuing labor struggle, though, that we are commenting on here, but rather the degree of cooperation and coordination between officers and staffs of two separate union regions.

Bay Shore itself is geographically located within CSEA Long Island Region I, headed by Mr. Flaumenbaum. The employees, however, are members of Metropolitan Division of Employment Local 350, which is part of the union's Metropolitan New York City Region II, headed by Solomon Bendet. The local president, William DeMartino is, in addition, a Region II vice-president.

These three leaders, plus various other regional staff workers and local officers, combined for a one-two punch, as some of them worked directly with the affected employees and others handled top-level negotiations.

What is particularly noteworthy, also, is that although the situation was quickly reaching a point of no return, the participants—union members as well as departmental administrators—had the good sense to call a halt to the brinkmanship for the good of everyone concerned. (M.O.B.)

Snow Jobs

A COMPELLING letter written by a wife extolling the courage of her husband, a worker for the Department of Transportation, and asking for some consideration to help "make ends meet," is, unfortunately, typical of letters received by The Leader these days.

Employees of the Department of Transportation are not the only state employees being severely underpaid. With half the state buried under many feet of snow, however, it seems a good time to focus on the people paid to do the shovelling, bulldozing, salting, sanding and rescuing.

No special praise is due them for performing their jobs. When making \$8,600 per year, praise is not quite as crucial as a substantial raise. Assigning the workers to centers such as Katonah and Annsville, where atrocious conditions exist, adds piles of salt to the wound.

Clearly, Department of Transportation workers, and other state employees are in need of a raise. The state's attempt to balance the budget is regarded respectfully by state employees who, as is often forgotten, are state taxpayers.

Hopefully, all the talk of fiscal integrity is not just a snow job. (K.A.S.)

Questions & Answers

Q. I received a card in the mail asking for information on whether I plan to continue in school. Why is this needed?

A. Students 18 and over receiving monthly social security

payments are sent attendance report cards 3 months before the end of the school year. The information will be used to determine if your payments will continue.

Don't Repeat This!

(Continued from Page 1)

tions between the state and its local governments and their civil service employees.

Its ancient predecessor, the Condon-Wadlin Law, was nothing but a design to destroy all efforts of public employees to organize and bargain collectively. It was a totally punitive statute, whose penalties were so severe that the legislature was obliged to pass any number of supplemental statutes exempting from the punitive provisions of the Condon-Wadlin law thousands of public employees who hit the streets, despite the harsh penalties that could be invoked.

Still An Imbalance

At the time of its enactment, the Taylor Act was universally hailed as a progressive and urgently needed law. It modified in many respects the harsh prohibitory provisions of Condon-Wadlin, and affirmatively recognized the rights of civil service employees to organize and bargain collectively... a right that for decades had been accorded to employees in the private sector by both the National and State Labor Relations Act.

Despite its obvious improvement over what had been, the Taylor Law nonetheless falls far short of what is needed. After ten years of experience under the Act, it is clear that the Act has promoted an imbalance at the bargaining table as between the public employer and the public employee, in favor of the former. While the law requires the public employer to bargain, there is nothing in the Act that requires the employer to bargain in good faith.

The Public Employment Relations Board, created under the Act, has taken not a single step to invoke any penalties against a public agency that fails to bargain in good faith. On the other hand, PERB does not hesitate to assess penalties against the civil service employees and the organizations that represent them.

Under those circumstances, it is not surprising that the Taylor Act has failed in its primary objective... the prevention of public employee strikes. During this ten-year period there have been over 200 strikes, many of them precipitated by arrogant public officials who adamantly refuse to bargain in good faith. This bad faith approach to the bargaining table has in fact been the principal precipitating cause of strikes.

Efforts To Amend

For several years now, the Civil Service Employees Assn. has played a leading role in efforts to amend the Taylor Act, to bring it in line with more realistic and modern approaches to collective bargaining in the public sector.

Among amendments proposed by the CSEA are proposals that would eliminate the prohibition against strikes by public employees, as well as eliminate penalties assessed against employees and their organizations who engage in strike activities.

Some years ago, the notion of permitting public employees to strike may have been a startling one. That, however, is no longer the case. A number of states have already adopted such legislation, including large, industrial Pennsylvania. What is noteworthy

(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.

Missed Meeting Ruled Misconduct

A typist employed by the Kingston city schools was terminated. She sought a review of that determination in the Albany County Supreme Court. The case was then transferred to the Appellate Division, Third Department, pursuant to Article 78, CPLR.

The petitioner was first employed by the school district in January, 1971, as a typist in the central office. At her own request, the petitioner was later transferred to the dean of girls office in November, 1972. She continued to work there as a typist until the present controversy arose.

It came to the attention of the Principal of the district that confidential information contained in files kept in the dean of girls office had been leaked to outsiders. The Principal called the petitioner to discuss the matter with the Principal. A proposal was made to the petitioner that she be transferred to another job in the district at the same level so she would not have access to student files.

A MEETING WAS called for May 2, 1975, at 10:30 a.m. during regular working hours, and the petitioner was notified the previous day to attend that meeting at the office of the superintendent of schools. The petitioner conferred with counsel and then telephoned the superintendent to advise him she would not attend the May 2 meeting for two reasons. First, she had not received written notice of the meeting, and second, that she was not given the right to be represented by counsel at that meeting.

The petitioner did not attend the meeting on May 2, and she was thereafter charged with misconduct for her refusal to attend that meeting. She was suspended without pay for 30 days. A hearing was held on June 4; and on June 30, the Board of Education of the district found the petitioner guilty of insubordination and dismissed her from the district's employ.

THE PETITIONER argued that she could not be legally dismissed for failure to attend an illegal meeting. The record indicates, however, that the meeting the petitioner was asked to attend was not a hearing upon stated charges as provided for in Section 75 of the Civil Service Law. Prior to the May 2 meeting, no formal charges had been served, made or even contemplated. The purpose of the meeting was to stabilize the petitioner's status without requiring her to transfer to another position in the district where she did not have access to confidential student records.

The court held that the failure and refusal of the petitioner to attend the meeting in the superintendent's office as requested was willful, intentional, deliberate, and was insubordination amounting to misconduct. This determination was supported by substantial evidence on the record. Her reliance upon counsel's advice, mistaken though it was, did not excuse petitioner's intentional disobedience.

The court concluded, however, that the penalty of dismissal, under the circumstances, amounted to an abuse of discretion. The penalty was modified to a suspension without pay for a period of six months, commencing June 30, 1975,

(Continued on Page 7)

RETIREMENT NEWS & FACTS

By A. L. PETERS

Propose Equal Survivor Benefits

A quirk in the Civil Service Retirement Law provides that surviving spouses who remarried before July 18, 1966, do not continue to receive their annuities, while those who remarry after that date do. Survivors who remarry after that date and before age 60, and whose marriages are subsequently dissolved can select to take survival annuities they formerly received. However, survivors who remarried before July 18, 1966, lost their annuities or annuity options and never benefited from legislative changes made in 1966 and 1969.

A bill introduced by Rep. Wil-

liam Lehman (Dem., Florida) and Rep. Paul Simon (Dem., Illinois) would make the law apply equally to all surviving spouses.

Pension funds are taking quite a licking under new investments as interest rates go down. A few years ago, Treasury Bills were over 9 percent, and some A-rated corporate bonds yielded 10 percent. Interest rates have gone down substantially since then to 5-6 percent areas, although long-term bonds are holding up in price.

SAVE A WATT

LETTERS TO THE EDITOR

Fairness

Editor: The Leader:

Over the years, we have applauded your newspaper's positions on Civil Service. Recently, we were pleased with your "Merit vs. Spoils" editorial in the Jan. 28, 1977, issue of "The Civil Service Leader," as well as your statement therein; "There are weaknesses in the Civil Service System, to be sure, but these weaknesses are in the abuse of the Merit System, not in the adherence to it. It must be realized that the Merit System as well as unions, came into being because of abuses by politicians/management."

Therefore, we were surprised and shocked at the anti-Merit System slant of Bernadette Amato's inaccurate reporting in the "School Bias Case" article of Feb. 4, 1977.

First of all, anyone reading her report would come out with a decided false impression that Dr.

Gifford's committee reviewing HEW biased charges received only "suggestions" opposing rank order competitive examinations and the Board of Examiners.

Our organization sent Dr. Gifford a telegram saying in essence that we supported a revitalized Board of Examiners and that we favor a "strong Civil

Service System." Our expressed position is the exact opposite of the article's listed "suggestion." We know that without a fair and objective system for selecting teachers, no one will ever be appointed again without ethnic, religious or racial consideration.

Michael Leinwand, President
Jewish Teachers Assn.

Civil Service Law & You

(Continued from Page 6)

not including the original 30-day suspension. In the Matter of Victoria Ector v. Louis A. Salzman, 388 N.Y.S. 2d 363, App. Div. 3rd Dept.

PLAINTIFF OBTAINED a cashier's check from his bank in the amount of \$17,000 in order to complete a \$22,000 business deal toward which he had already paid \$5,000. The funds were to be deposited to the account of the corporation in which plaintiff had just purchased an interest. When plaintiff learned that the \$17,000 had been deposited to another person's personal account, he ordered his bank to stop payment on the \$17,000 cashier's check, which the bank refused to do. The plaintiff sued his "partner" and obtained a judgment for the full amount. He then sued his bank for the \$17,000. The court, in a lengthy opinion, discussed the conflicting case and statute law and came to the conclusion that in spite of the sanctity accorded to a cashier's check, a balancing of interests in this case dictated that the bank should have stopped payment on the check where the plaintiff alleged fraud. (Case now on appeal) *Dziurak v. Chase Manhattan Bank, N.A.*, 388 N.Y.S. 2d 496, Supreme Court, Kings County.



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Don't Repeat This!

(Continued from Page 6)

about those states that permit public employees to strike is that there have been comparatively fewer strikes in those states than in those that prohibit them.

The reason for that is obvious. Where the public employer is conscious of the freedom of the employees to strike, he engages in good-faith bargaining. This experience also demonstrates the simple fact that civil service employees and their organizational representatives are not strike-happy. On the contrary, they are deeply conscious of the needs for efficiency in government operations and restraint on public expenditures. After all, the civil service employee is also a taxpayer, and is no more anxious than anyone else to pay higher taxes.

Continuation Of Benefits

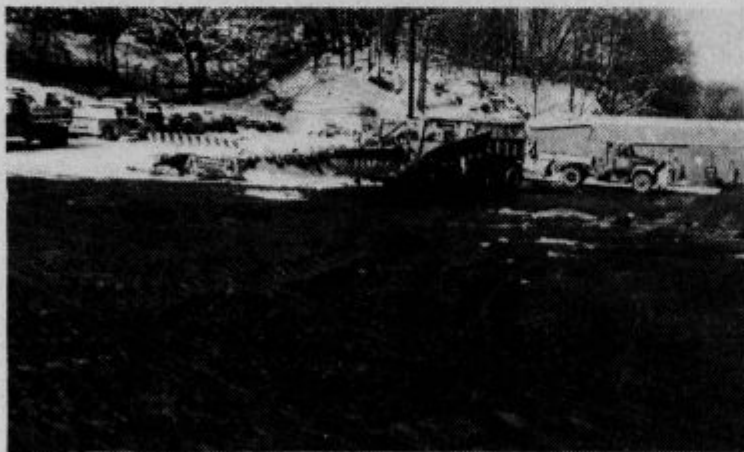
Another significant element in the CSEA legislative program is an amendment to the Taylor Law which would prevent the employer from depriving employees of rights gained in contracts, during the period of negotiation that continued in process after the expiration of the contract period. Obviously, such action on the part of the public employer is clearly provocative and can precipitate a strike and lowering of public employees' morale.

After ten years of experience with the Taylor Act, its shortcomings are well-documented. It is high time that the Legislature responded to the need for a change.

Transportation Workers In Katonah and Annsville Work Against Odds To Perform Jobs That Are **DIRTY and DANGEROUS**



"Here's a rat" that lived in the Katonah DOT yard's main building, CSEA field rep Flip Amodeo, right, tells Southern Region president James Lennon. Rats were commonplace in the dilapidated old building when the two men visited the installation last fall, although they found during their January inspection that some improvement has been made to eliminate the rodents.



A "sea of mud" is one way to describe the Katonah DOT yard even in the coldest weather. Note that the surrounding hills are snow-covered while the yard is churned mud. The salt piles, partially visible at right, keep the grounds in a constant state of ooze. (Leader photos by Ted Kaplan)

By HERBERT F. GELLER

The village of Katonah is one of the prettiest and most prosperous areas in northern Westchester County. Route 117, which begins in Katonah, is bordered by fine old homes, several churches and an art gallery as it goes through the village.

Near the northern end of Katonah, not far from where Route 117 joins Route 35, is a place that is far different than anything else in this affluent suburban area.

This is the Department of Transportation's maintenance yard where state highway trucks are parked. These trucks are used to service 600 miles of highway from the North Castle Town line to Putnam County and from Connecticut to the Hudson River. About 150,000 people live within these boundaries.

There are 38 men who work at this facility, plus another 26 at a similar yard on Route 9 in Annsville on the Hudson. Together they take care of all of the state highways in the region. Their duties include snow and ice removal, salting and sanding, highway maintenance and repair work, cutting and removing dead trees and removing obstruction from state roads. The two yards are part of DOT's Region 8.

On a warm summer day the people of northern Westchester might not know or care much about these yards or the men who drive the state highway trucks. However, on the record cold January day when this Leader correspondent accompanied CSEA Southern Region III president James J. Lennon and field representative Phillip "Flip" Amodeo on a visit to the Katonah and the Annsville yards, it would be safe to say that the entire area could not function without these facilities and the men who run them.

The facilities at the two DOT yards and the conditions the men work under are atrocious. The only issue between Katonah and Annsville is which facility is worse; and men who have worked at both yards say, "It's a tossup."

The Katonah yard, despite the 15 degree cold, was a sea of mud when we visited it. The mud is caused by the stockpiles of salt, which melt the snow at even the lowest temperatures. Stacked in piles at this installation for more than 30 years, the salt has dissolved with the rains and worked its way into the ground water system and conceivably into the nearby New York City-owned Muscoot Reservoir.

"You have both an ecological problem here as well as a case of poor working conditions," Southern Region president Lennon explained as we entered the Katonah yard. "This salt is probably getting into the New York City drinking water affecting pregnant women, and people with heart conditions who live on salt-free diets. Everytime they take a glass of water there is a chance that without their knowledge they are getting unusual amounts of salt," he said.

The problem of bad working conditions is as evident as huge salt piles. The Katonah installation has several large wooden shacks, which are the indoor working quarters of the men who

staff the yard. Included are the installation's lunch room and locker room, tool storage bins, a toilet and a desk area for foremen and supervisors. The area is very poorly heated—because of a defective blower system and inadequate insulation.

"It feels warm when you go inside during these bitter cold January days, but if you sit here for any length of time your feet start to freeze," a yard employee said.

Field representative Amodeo pointed out that rats were a major problem in the building last fall when he and Mr. Lennon visited. Since then some successful efforts have been made to get the rats out of the building, but they are still found in the yard.

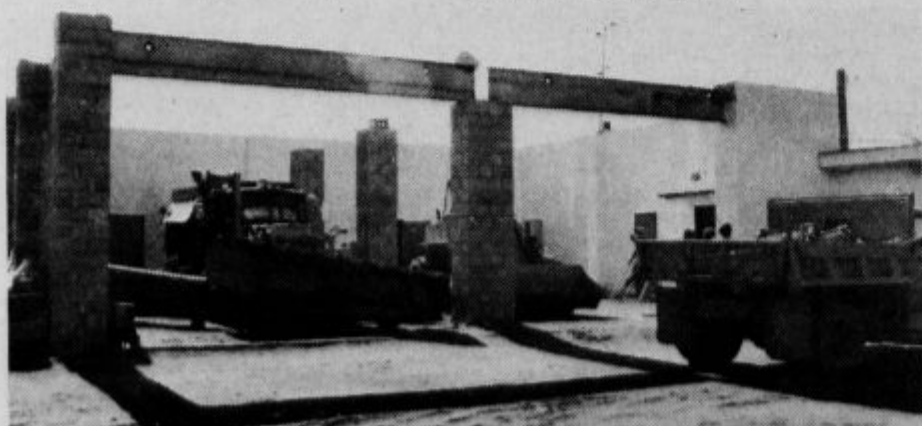
The only toilet at the Katonah yards is located in a poorly heated room. There is no hot water for washing, although the men work with oil, grease and chemicals.

Lockers at the Katonah yards are old and dilapidated. They were discarded from other state institutions and brought here, because no one else wanted them, Mr. Amodeo said.

"We are treated like second-class citizens. Even the people in jail have it better than we do," one of the Katonah employees said.

(Continued on Page 9)

This employee at Katonah DOT yard is ankle-deep in mud caused by open piles of salt stored in the yard for more than 30 years.



Unsuccessful effort to build modern facility at Annsville was launched by employees at the DOT installation. The men tried to build a maintenance garage with their own labor, but got no further than these four walls due to unstable nature of land on which installation is located.

A Wife's Worry

Editor, The Leader:

I am sitting here during the worst winter storm of 1977, wondering if my husband, who works for the New York Highway Dept., is still alive. While everybody is safe, waiting out the storm at home, my husband is out at work in this terrible weather. Everybody depends on him and on the other highway workers, who risk their lives in cleaning up the roads making them usable.

What really bothers me, I think, is the criticism—we and other highway-worker families must take—of people who say the men don't do anything. I

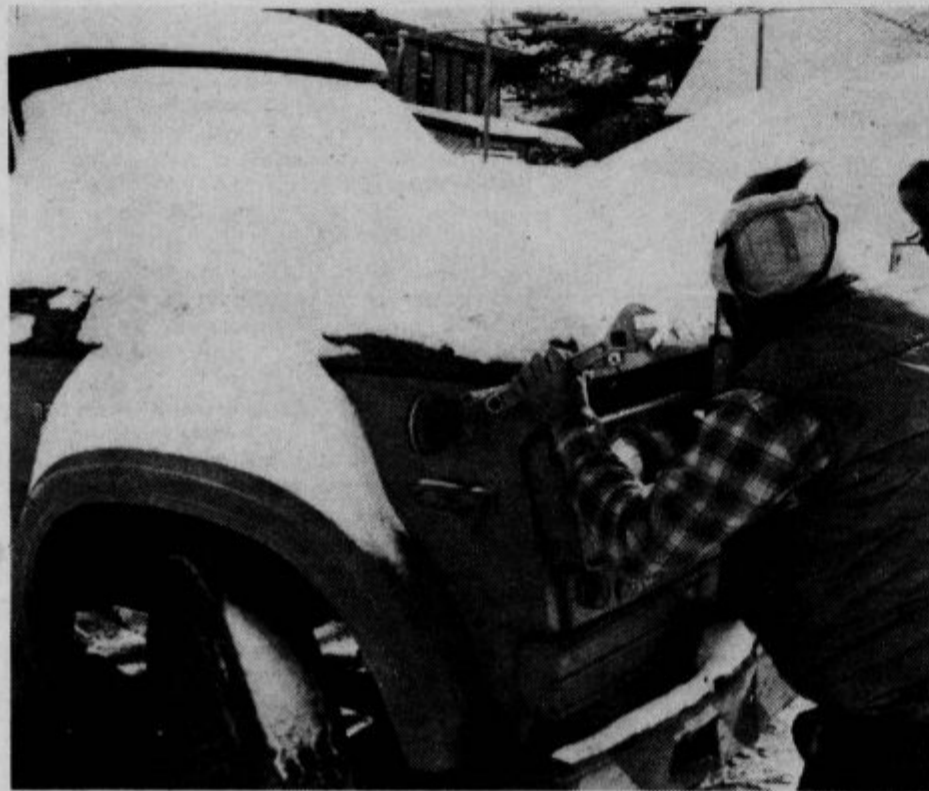
have seen my husband come home and hardly make it to the door because of exhaustion from the day's work. All that for a big \$8,600 a year. It is just not fair! He has worked for the department for over six years but we can hardly make ends meet. It just doesn't seem fair!

Please give the highway workers some kind of consideration. It is not an easy job. It is probably one of the most difficult jobs, and the least paid. I cannot understand why Theodore Wenzl and Governor Carey don't get their heads together, check into the New York State Department

of Transportation wages and come up with something better than \$8,600 a year for someone who has been on the job for more than six years. They must be crazy to imagine that a \$350 raise a year is really going to help out. Maybe some families making \$16 thousand or \$20 thousand a year can manage with a \$350 yearly raise, but we aren't that lucky. We haven't gotten a raise in three years.

Please help us! Take into extra consideration these really important men. We all need them.

Donna C. Ebersole
Akron



Mechanic at the Katonah DOT yard works outdoors to service snow-covered truck. There is only one small building in the Katonah yard in use for maintenance and repairs. Much of the work has to be done outdoors even in zero weather.



Primitive conditions at Katonah and Annsville Department of Transportation maintenance yards appalled CSEA officials Flip Amodeo, left, and James Lennon, who heads union's South Region III, where the yards are located. Mr. Lennon urges legislators, public officials and general public to visit the two yards "in order to see New York government at its worst."

the men must collect water in a rainbarrel in order to wash up

needed. If you get killed on the job, all your wife has is a \$20,000 insurance policy."

A third employee pointed out that morale was very low in Annsville. "I have been here for many years and the situation hasn't got better. It's got worse," he said.

"If this place was a private company, they would close it down," another man said.

Mr. Amodeo told the men that the CSEA understands their problem and will do whatever it can to help solve their problems. He advised the employees to call the Southern Regional Office in Fishkill for help on benefits and any other questions.

Mr. Amodeo, who served with the armed forces in Vietnam, said he saw jungle outposts in that country that were better than the Katonah and Annsville installations. He also contrasted the DOT's ultramodern facilities at Poukheepsie to the "primitive conditions" at Katonah and Annsville.

There has been some talk during the past three years of relocating the Katonah yard, but these efforts have proceeded at a snail's pace and Mr. Amodeo doesn't think anything will happen for many years.

Mr. Amodeo said he has seen violation after violation at both of the yards and is disgusted with the insensitivity of the officials who allow this situation to continue.

Southern Region president Lennon backs the field representative's viewpoint on the two yards. He pledged that the CSEA "will do everything possible to correct this horrible situation" and he urged Katonah and Annsville area legislators, other public officials and the general public to visit the two yards "in order to see New York government at its worst."

Transportation Workers

(Continued from Page 8)

The many state highway trucks have to be maintained, serviced and repaired. In most cases this work must be done outside. There is a small building for maintenance and repairs, but only the smaller trucks can fit into the maintenance building. Larger vehicles, particularly those equipped with snow plows, must be worked on at an open, outdoor grease pit.

"Working outdoors on a truck is all right on a warm summer, spring or fall day, but in a cold winter like this it can be pure torture. Your hands can freeze or you can catch pneumonia," Mr. Amodeo said.

"Highway work is a dangerous and tough job, and many men are killed or injured doing this type of work. It's bad enough to have to risk your life and work so hard, but at the very least these men deserve a warm place to rest while having their lunch, and some hot water to wash up with," Mr. Lennon said.

The yard at Annsville in many cases was worse than the yard in Katonah. The Annsville installation is located off Route 9 near the banks of the Hudson River. It has a concrete building for the employees, but no indoor maintenance areas. The men tried to put up a maintenance building themselves, but had to

abandon the effort when large cracks appeared in the concrete walls, probably the result of a subsurface weakened by years of melting and draining salt piles. The salt is eventually washed into the Hudson River, presumably with a harmful ecological effect.

Mr. Amodeo calls Annsville "the rainbarrel installation." He said he made up this name, because it has no running water of any kind, and the men must collect water in a rainbarrel in order to wash up.

There are no indoor toilet facilities either, just a single outdoor "Portosan" toilet. "The yard at Katonah is a luxury facility compared to Annsville," one employee said.

All maintenance and repair work has to be done on the outside despite the freezing weather. Trucks in need of large repairs can be taken to repair areas, but because the men need the

vehicles for the tough job of snow removal, they try their best to make any needed repairs on their own.

The men at Annsville had more to complain about than their bad working conditions. One DOT employee said he only took home \$107 a week after nearly two years of service. Another man said his take-home pay is \$137 after four years of service, and another man receives \$127. The highest paid in the group is a man with 28 years' service; he makes \$10,500 per year.

Maybe we could put up with the bad conditions here if we got paid well, but the pay is not enough for anyone to live on when prices are so high," an Annsville employee said.

Another man pointed out that the men are often called out at night to plow highways. "There are no special jobs here. You work as a mechanic, a laborer or a driver, wherever you are

"if this place was a private company, they'd close it down"

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**Region II Calls
March 1 Deadline
For Nominations**

MANHATTAN—The nominating committee of Metropolitan New York City Region II of the Civil Service Employees Assn. held its first meeting on Feb. 7, at the Miller Restaurant in New York City. Ann Wadas of the Basic Research chapter, was elected chairman of the committee.

Other officers elected were: co-chairman, Irene Hillis, Willowbrook chapter, and secretary, Joe D'Amore, South Beach chapter.

Any member interested in running for one of the six Region II offices: regional president, first, second, third vice-president, secretary or treasurer, can pick up an application form from any chapter president.

In order to be considered, nomination forms must be received by the committee by March 1.

Civil Service Meets

ALBANY—The New York State Civil Service Commission is scheduled to meet at 9 a.m. Feb. 23 and 24 in the commission conference room, second floor, State Department of Civil Service, Building 1, State Office Campus, Albany.

LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. To Attorney General of the State of New York; Dr. Gilbert E. Weinstein; Long Island Jewish-Hillside Medical Center; And to the distributees of Edith McMillan, also known as Edith McMillian, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees or otherwise in the estate of Edith McMillan, also known as Edith McMillian, deceased, who at the time of her death was a resident of 1363 First Avenue, New York, N.Y. Send GREETING:

Upon the petition of the Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y.,

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 1st day of April, 1977, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. Dated, Attested and Sealed,

February 2nd, 1977.
(L.S.) Hon. Samuel A. Spiegel,
Surrogate, New York County
David L. Sheehan, Jr.
Chief Clerk.

LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. To Attorney General of the State of New York;

And to the distributees of Nikolai Metaska, also known as Nikolai D. Metaska and Nikolas Metakaa, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees or otherwise in the estate of Nikolai Metaska, also known as Nikolai D. Metaska and Nikolas Metka, deceased, who at the time of his death was a resident of 349 East 9th Street, New York, N.Y. Send GREETING:

Upon the petition of the Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y.,

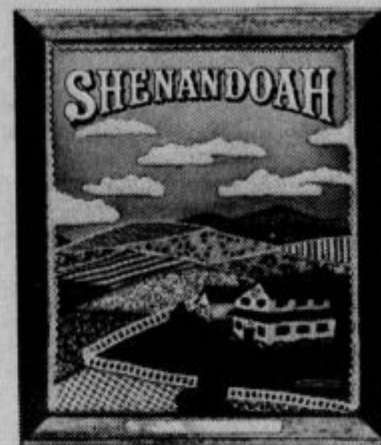
You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 25th day of March, 1977, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. Dated, Attested and Sealed, January 25th, 1977 (L.S.).

Hon. Millard L. Midonick, Surrogate,
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Jr., Chief Clerk.

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You've heard those messages on TV from prestigious Associations, telling you the impressive evidence that smoking can cause cancer, heart disease, emphysema. And you say "I know I should stop — and I will — soon!" But you don't! (Now with Deter to help you can win your battle!)

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IF YOU SINCERELY WANT TO STOP SMOKING IN 10 DAYS — HERE'S YOUR CHANCE

Deter is a unique formula blended into a minty-tasting liquid. All you do is tap a few drops on the back of your tongue. Now you're "protected" against your habit for about 2 hours. As long as you refrain from smoking, Deter does absolutely nothing but refresh your mouth and breath! You can do anything you want, enjoy anything you eat or drink, drive a car, run a machine, make love, pilot a plane—because Deter is not a stimulant or depressant or nicotine substitute or medicine. But the instant your willpower fails you and you light up, Deter goes to work. We promise you unconditionally that your first puff will taste so terrible—so downright awful—that you won't want a second puff!

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Deter is such an effective deterrent to smoking because it reacts with the tars in cigarette smoke to make them taste terrible . . . instead of having to use your willpower to stop smoking—you'll find you don't have enough willpower to keep smoking. Psychologists call this effect a "powerful sensory signal"—an important aid to helping you break a habit that you've probably spent years acquiring. It changes the "turn-on" smoking may give you into a "turn-off" that's hard for your body to ignore.

Will Deter work for you

Not unless you sincerely want it to—because in a few hours the effect will disappear, and if you don't renew it by shaking a few more drops on your tongue, you'll be right back to square one again. But isn't it easier to use your willpower 5 or 6 times a day to take Deter than to fight 20 or 40 or 60 times a day

against lighting up? And the best part is that in only 24 hours without a cigarette you've already started to lessen your physical need for nicotine—in only 7 days your psychological dependency on smoking has been interrupted—and in 3 days more you may discover your new habit of not smoking is now strong enough to "go it alone"!

You risk nothing — try Deter at our risk

Experience has shown that Deter works for the overwhelming majority of people who really want to stop smoking—and we're so sure it will work for you that we'll hold your check uncashed for 30 days and return it to you if it doesn't! (We wouldn't make an offer like that in an expensive advertisement unless we knew in advance that you'll be delighted!)

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CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE



EXTENDED TO APRIL 1, 1977

Never in the history of our union has it been so vital to stick together — grow together and share the load to keep us strong. In these tough times, the greater the percentage of membership of any county unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow worker.

ONE (Member) WILL GET YOU FIVE (\$5)

For each new member you sign up between now and April 1, 1977, CSEA will award you \$5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof.

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

Ready to go? See your Chapter or Unit president for special sign-up cards which have a place to re-

cord all the necessary information. Send your cards in as soon as you sign up a new member — and we'll credit your account with \$5.00 for each member signed up.

We'll keep your account up to date and will return to you, in writing, a receipt for each new member you've signed up. In approximately 8-12 weeks you will receive your cash payoff.

New members must work in a unit of government represented by CSEA. So we urge you CSEA members — go to it — start signing up non-members for cash in your pocket and security in your future.

NON-MEMBERS SHOULD HELP SHARE THE LOAD

If you're a non-member, we ask you to think of this: sharing the load in these tough times is important. Legally, we represent you — at the bargaining table — and even in processing grievances. And we need your support — morally and financially — to fight the battles ahead. Our dues are most reasonable for the services provided...services which benefit you in many ways.

So help us share the load by signing up with us.

CSEA — the most powerful force in New York State working for public employees.

Rehab Close-Downs Prompt Grievance

ALBANY—The Civil Service Employees Assn. has filed a grievance objecting to the manner in which the alcoholism rehabilitation units at five state psychiatric centers are being closed down by the Department of Mental Hygiene.

The CSEA executive vice-president William McGowan, who is also chairman of the union's Mental Hygiene Chapter Presidents Council, filed the grievance on behalf of the 190 employees who will be affected.

"According to the agreement negotiated between the State and the CSEA last year, the State must give six months' notice and guarantee six months' employment to the employees who will be laid-off by the closing of the alcoholism units," Mr. McGowan said. "This procedure has not been followed."

The State plans to close the units by March 31, 1977. Attorney Pauline Rogers, of the CSEA law firm of Roemer and Featherstonhaugh, said that because of the urgency of the matter, the grievance will come to arbitration well before then.

The five units affected are at Bronx, Creedmoor, Pilgrim, Kingsboro and Rockland Psychiatric Centers.

The union is also bringing the matter to the attention of the statewide continuity-of-employment committee. The committee is responsible for trying to find jobs within the state service for employees laid-off by such shut-downs of facilities as the Department of Mental Hygiene has planned for its alcoholism units.

"This will be a good test for the committee, to see if it is worth its salt," Mr. McGowan said.

Jewish Employees To Meet Feb. 23

MANHATTAN—The Jewish State Employees Assn. will meet Feb. 23 at 5:30 p.m. in room 5890 of the World Trade Center.

The main business of the meeting is scheduled to be a discussion of nominations for officers for the coming year.

New York State boasts the largest titanium mine in the U.S. near Tahawus in the Adirondack Mountains.

Testing Ends March 31 For 8 Suffolk Titles

EAST NORTHPORT—The Suffolk County Civil Service Department will cease continuous recruitment testing for eight titles March 31.

Candidates must call for an appointment before March 18.

The titles are clerk typist, stenographer, motor vehicle licensing examiner I, stenographer (Spanish speaking), dog warden, engineering aide, account clerk and key punch operator.

For information call the East Northport Testing and Informa-

"Buy Back" Bill Meeting Feb. 17

MANHATTAN—The Veterans Pension Committee will hold a meeting on Thursday, Feb. 17, at 6 p.m. at New York City Health Department auditorium, 125 Worth St., Manhattan.

The purpose of the meeting is to discuss impending "buy-back" legislation in the New York State Legislature. Honorably discharged state civil service employees will be affected by this legislation and are invited to attend.

Jan. Job Listing Gets Responses

The NYC Department of Personnel closed filing Jan. 28 for five promotional exams and one open competitive test.

The Board of Higher Education needs custodial foremen and 189 people filed for promotional Exam 6525 scheduled for March 19.

Exam 6527 (Transit Authority foreman—electrical power) attracted 150 people.

Open competitive Exam 6025 attracted 41 prospective marine officers and 41 people filed for Exam 4698 (Fire Department wiper) both scheduled for March 23.

Applications were filed for Transit Authority senior buyer and Health and Hospitals Corporation supervising therapist.

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.-3p.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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FOR INFORMATION regarding advertisement, please write or call:
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ALBANY 9, N.Y. Phone IV 2-5474

State Eligible Lists

EXAM 35-895
SR RESOURCES & REIMBURS AGENT
Test Held Feb. 28, 1976
List Est. Jan. 25, 1977

- 1 Hale Donald M Schenectady96.2
- 2 Curry Maryjo A Buffalo95.5
- 3 Gross Ira M Jackson Hts94.5
- 4 Killilea John A Middletown93.9
- 5 Linn Margaret Richford92.4
- 6 Braun Donna L Hamburg91.6
- 7 Mitchell Jack B Syracuse90.1
- 8 Reit Shimon Brooklyn89.7
- 9 Zadorecki Denis Hicksville87.3
- 10 Riccobono Mary Ogdensburg87.3
- 11 Madans Carol F New City86.8
- 12 Cassier Albert Rome86.8
- 13 Farmer M B Rowayton86.4
- 14 Koch Maureen C Riverdale85.5
- 15 Sledjeski M J Ft Jffsa83.5
- 16 Goldstein M M Copiague83.2
- 17 Schnellman R F Walworth82.5
- 18 Cieslar Joyce B Depew81.4
- 19 Zajac Richard H N Syracuse81.3
- 20 Fullshire Alan Ridge80.3
- 21 Martin John W Tully80.0
- 22 Israel Peter R Whitestone79.8
- 23 Dodo Philip R Dix Hills79.8
- 24 Anderson Kevin Hyde Park78.9
- 25 Frank Douglas A Suffern78.3
- 26 Doering Glenn A Commack77.9
- 27 Darrow Kim L Jamaica77.7
- 28 Opyoke Peggy M Norfolk77.6
- 29 Vincent William Middletown77.3
- 30 Desso Karen A Rochester75.9
- 31 Berg Rita S Freeport75.3
- 32 Gotthaler J H New Palz75.2
- 33 Lindeanmayer S E Rensselaer Fls74.6
- 34 Cherniske J S Red Hook74.4

EXAM 35-970
ASSOC AIR POLL CONTROL ENGR
Test Held Oct. 16, 1976
List Est. Jan. 26, 1977

- 1 Fancy Clair H Liverpool94.4
- 2 Majewski Robert Ballston Lk90.3
- 3 Warland R K Castleton88.0
- 4 Beecher John L Springvil87.2

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- 5 Higgins John T Watervliet87.1
- 6 Klauss Albert K Westwood86.8
- 7 Cooley Frank W Delmar85.3
- 8 Kormanik M Brooklyn84.4
- 9 Buckman Frank D Fultonville84.0
- 10 Parekh Kishore Latham83.9
- 11 Chahal Hardial Clifton Park83.4
- 12 Aggarwal Viney Latham81.8
- 13 McDermott R F Voorheesvil81.0
- 14 Eberle William Nassau80.8
- 15 Marriott Thomas Rush80.2
- 16 Surpriiski D E Castleton79.6
- 17 O'Toole David R Schenectady78.8
- 18 Delaware W M Loudonville78.3
- 19 Moran James S Delmar78.3
- 20 Sternbach Henry Schenectady78.0
- 21 Shen Thomas T Delmar77.8
- 22 Kenna John P Dexter77.7
- 23 McGarry James L Buffalo76.9
- 24 Boyce Norman F Liverpool75.5
- 25 Shattuck Frank Eden74.4
- 26 Tirums Maris Albany74.4
- 27 Smith Willard J Latham73.2
- 28 MacPherson C L Albany72.8
- 29 Dunham Stuart B Schenectady72.9
- 30 Isabelle Neil A Hurley72.4
- 31 O'Brien Joseph J E Northport71.8
- 32 Fossa Arthur J Caledonia71.4

EXAM 39-157
SUPERVISING UNEMPLOYMENT
INSURANCE HEALTH
REPRESENTATIVE
List Est. Feb. 1, 1977

- 1 Green Myron Pompton Plains NJ 103.7
- 2 Delehaney David A Tonawanda103.4
- 3 Jennings Arthur T Hollis91.8
- 4 Shear Sol Brooklyn89.5
- 5 Imhoff John L Katonah81.1
- 6 Lorenzo Michael F Brooklyn74.0

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Weight Watchers Building, 46 Colvin Ave., Albany, N.Y., Fridays, starting 4:30 and ending 6:15 p.m.

For further information about these or other Weight Watchers classes, please call 489-8323.

tion Center, 295 Larkfield Road, East Northport. Phone: (516) 216-2634.

Open Continuous State Job Calendar

Assistant Clinical Physician	\$25,161	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,974	20-414
Clinical Physician II	\$31,055	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Nursing Services Consultant	\$16,538	20-112
Industrial Foreman	\$10,714	20-558
Institution Pharmacist	\$12,670	20-129
Legal Careers	\$11,164	20-113
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic)		Various
(Except for Albany area)	\$ 7,616	
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Mental Hygiene Therapy Aide Trainee	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Mechanic		
(Statewide except Albany)	\$ 9,546	varies
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
Nutrition Services Consultant	\$31,404	20-139
Occupational Therapist	\$11,337	20-176
Principal Actuary (Casualty)	\$22,694	20-417
Principal Actuary (Life)	\$22,694	20-521
Physical Therapist	\$11,337	20-177
Psychiatrist I	\$27,942	20-390
Psychiatrist II	\$33,704	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Actuary (Life)	\$14,142	20-519
Senior Medical Records Librarian	\$11,337	20-348
Senior Occupational Therapist	\$12,670	20-137
Senior Physical Therapist	\$12,760	20-138
Stationary Engineer	\$ 9,546	20-100
Senior Sanitary Engineer	\$17,429	20-123
Asst. Sanitary Engineer	\$14,142	20-122
Stenographer-Typist	\$ varies	varies
Varitype Operator	\$ 5,811	20-307
Institution Pharmacist	\$12,670	20-129
Specialists in Education	(\$16,358-\$22,694)	20-312
Senior Stationary Engineer	\$10,714	20-101
Assistant Stationary Engineer	\$ 7,616	20-303

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226. New York 14202.

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo.



Fact-finder John Sands, right, professor of law at Albany Law School, listens to arguments being presented by James Roemer, left, counsel for the Civil Service Employees Assn., and Jack Carey, the union's assistant executive director-State Division. Mr. Sands and the other fact-finders, chairman Theodore W. Kheel and Robert Babin, professor of law at Syracuse University College of Law, heard presentations by both CSEA and state representatives last week as they prepare their recommendations on contract reopener for state employees.

State Firm After Hearing

(Continued from Page 1)

on workman's compensation leave, the State is still trying to diminish benefits."

Chief spokesman for the CSEA during the hearings was James W. Roemer Jr. of Roemer and Featherstonhaugh, the CSEA's legal counsel, while Mr. Wollett presented management's positions on the questions of salaries and selected contract articles subject to the reopened negotiations. The dispute centers on wage increases and contract changes to be effective April 1, 1977, the start of the final year of the present contracts.

The CSEA, through written briefs and oral presentations, presented data and information in support of the union's demands for salary increases of 12 percent with a minimum of \$1,200 for employees in the Administrative Services Unit, and the Professional, Scientific and Technical Services Unit of state employees represented by the CSEA.

Mr. Roemer told the panel that state workers have not had a salary increase for the past two years "and it is time for the State to recognize that an increase for state workers is justified and should be a priority."

Mr. Wollett, however, gave every indication that the State will stand firm on its last offer and would give little, if any, consideration to any recommendation exceeding that which the panel might make. "I cannot conceive of such circumstances where we would alter our view," Mr. Wollett said, and added that the panel would have to come up with "the most convincing document in the history of man" to get the State to reconsider its position. "It's possible, but it will take that kind of convincing for the State to accept a more costly settlement," he said.

The State has offered a \$350 wage hike effective April 1, 1977, and a 5 percent increase on Jan. 1, 1978, which the CSEA says actually equates to a 4.75 percent increase in its entirety for the coming fiscal year.

CSEA president Theodore C. Wenzl criticized the state representatives for "refusing to be realistic throughout negotiations relative to the salary issue, and for adopting a cavalier attitude towards the fact-finding process by strongly indicating it would reject any recommendation from the panel that exceeds the State's final position."

Under the state's Taylor Law, if either side rejects a fact-

finding recommendation the dispute moves on to the legislative hearing process, whereby the employer or his representatives can mandate a final settlement. "That's a one-sided situation favoring management, and it's in that area that, perhaps, we disagree most strongly with the Taylor Law," Mr. Wenzl noted. "The State is making no bones about wanting to get to that step, but for now all we can do is wait and hope for a favorable recommendation from the fact-finders to support our general position in these negotiations."

The three-member fact-finding panel that heard testimony

in the contract dispute between the Civil Service Employees Assn. and the State of New York, affecting 145,000 state employees in four major bargaining units, is expected to issue a recommendation by March 1.

The panel, headed by noted labor mediator Theodore W. Kheel, of New York City, conducted hearings to supplement extensive written legal briefs presented earlier by both the CSEA and the State. Other members of the fact-finding panel were John Sands, professor of law at Albany Law School, and Robert Babin, professor of law at Syracuse University.

Storm Over Charged Snow Days

(Continued from Page 1)

leave because of an ice storm which struck Western New York last March and that the storms of November and December called for special consideration for the affected employees. Mr. Bahou agreed to consider the request and subsequently issued his denial.

The latest storm which struck Buffalo Friday, Jan. 28, with the

combined fury of tons of snow, 45 to 70 mph winds and below zero temperatures resulted in wind-chill factors as low as 50 degrees below zero and continued unabated thru Saturday, Sunday, and Monday and with paralysis of the area thru Tuesday and Wednesday, a respite Thursday but reimposition of a driving ban Friday, Feb. 4, effectively putting the employees out of work again.

Action Under Way On Court Switch

By JANE B. BERNSTEIN

ALBANY — An action to prevent the Office of Court Administration from transferring local court employees to the state health program on April 1 has finally gotten under way.

Civil Service Employees Assn. attorney Steven Wiley has sent a notice of summons and complaints to OCA officials on behalf of workers in Nassau, Suffolk, Westchester and Schenectady Counties, and expects to receive an answer from officials by the end of February.

The legislation mandating the transfer of all local court employees to the state payroll as of April 1 also states that these groups will continue to observe previous contracts until new ones may be negotiated.

Nassau County is still functioning under its contract, which expired Dec. 31, 1976. Suffolk has a new four-year contract, which is now up for approval by OCA. Westchester's contract does not expire until the end of this year. Schenectady is working under an expired contract. All of these agreements provide for county non-contributory health plans, which workers do not wish to give up as long as their contracts remain in effect.

The state's health system calls for a contribution toward health insurance for full family coverage. The payments amount to \$4.48 per paycheck.

CSEA attorney James Feather-

stonhaugh, who is also working on the case, said he expects to make a motion for a summary judgment in March, and hopes for an early decision on the matter sometime in April.

Plan Rally To Support Bldg. Construction At St. Lawrence PC

OGDENSBURG—A rally initiated by St. Lawrence Psychiatric Center's Civil Service Employees Assn. chapter 423 has gained the support of other community organizations here.

Originally called by the chapter's president, George McCarthy, the rally is being organized to show support for the construction of a new building for the Mental Hygiene Institution.

Scheduled for Saturday, Feb. 19, at 1:30 p.m., the rally will be held at Ogdensburg Free Academy.

Jean Gray 'Better'

ALBANY—"I'm better already," says Civil Service Employees Assn. director Jean Gray (Authorities) "and will be my own self again momentarily."

Ms. Gray, who also serves as first vice-president of the union's Capital Region IV, has been on the sidelines recently as a result of two operations. In addition, her father has been seriously ill.

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

33 Elm Street, Box 123, Capital Station, Albany, New York 12242 (518) 434-0171



TO: CSEA MEMBERS WHO HAVE CSEA GROUP LIFE INSURANCE

On January 1, 1977, CSEA will mail to you a notice of change in the CSEA Group Life Insurance Plan. The change will provide for women members of CSEA the same amount of insurance as issued to men members (in the same salary brackets) effective May 1, 1977. In the mailing, a form will be provided which the member can return if he or she wishes a lower amount of insurance, as explained in the material to be mailed, which lower amounts of insurance will be identified as "Option B". The form which the member must sign and mail back to CSEA must reach CSEA by March 1, 1977, to be effective.

Watch for this special mailing and if you want "Option B" coverage, as explained in the mailing, make certain that your card is signed and mailed promptly to CSEA so it reaches CSEA by March 1, 1977.

The increases in amounts of insurance to be issued under the change at this time will not require evidence of insurability or any medical examinations. However, if you select "Option B" this year, evidence of insurability will be required if you wish to change to "Option A" in the future.

The important thing is to look for the mailing -- read the contents carefully, and act promptly. If you want "Option B" coverage as explained in the material, you MUST sign and return the card provided by March 1, 1977.

JAMES CORBIN
Chairman, CSEA Insurance Committee