

Civil Service LEADER

America's Largest Newspaper for Public Employees

Convention Coverage

See Pages 8 & 9

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ALBANY DOT PROTEST — Civil Service Employees Assn. Albany Region IV president Joseph McDermott, an employee of the State Department of Transportation, talks to Arvis Chalmers, capitol reporter for the Albany Knickerbocker News and WRGB-TV, Schenectady, during a protest demonstration staged by CSEA members who work for DOT in the Albany area. At right, rear, CSEA DOT headquarters chapter president Joan Tobin is interviewed by Tom Carnell, reporter for WAST, Channel 13, Albany. CSEA members set up an informational picket line in the park between the State Capitol and the Alfred E. Smith Office Building. They also visited nearby legislative offices to bring the message to the public and to the state's lawmakers that proposed layoffs resulting from DOT budget cuts will not only result in waste, because of possible loss of Federal reimbursement due to delayed projects, but could also result in loss of lives in highway accidents caused by delays in the installation of signs, guard rails and pavement markings.

Cite Outside Contractor In Syracuse

Transportation Dep't Facing Breach Of Contract Charge

SYRACUSE—The Civil Service Employees Assn. charged the Department of Transportation has violated CSEA-State contracts by hiring outside consultants to perform work that could have been done in-house by laid off DOT workers.

Although the union claims the violations are statewide in nature, it singled out work
(Continued on Page 14)

THE PUBLIC EMPLOYEE

By DR. THEODORE WENZL
President,
Civil Service Employees Association



Prophets Of Doom

Prophets of doom, usually well-meaning but inexperienced news reporters, have been predicting the demise of the giant Civil Service Employees Association for decades. Instead, today CSEA stands as the largest labor union in New York State and the largest independent public employee union in the United States. And it continues to grow steadily in both size and strength.

(Continued on Page 3)

Montgomery Strike Looms

FONDA—At Leader presstime, the Montgomery county unit, Civil Service Employees Assn., was poised on the brink of a strike against the county as last-minute efforts by a "super conciliator" from the State Public Employment Relations Board apparently are proving fruitless.

CSEA members in the 400-employee Montgomery County unit recently voted to strike at 7 a.m. Monday, April 19, if there was no settlement in the contract dispute by that time.

CSEA collective bargaining specialist Nels Carlson, chief union negotiator, reported that

PERB conciliator Theodore Gerber met with both sides last week but that Montgomery County officials refused to budge from their position that they will not make any salary increase offer for the new contract.

"If the county doesn't come up with something, then it looks like we've got ourselves a strike on Monday morning," Mr. Carlson said.

The situation reached its present stage after the county turned down a PERB fact-finder's recommendation for a 7 percent salary hike with a \$500 minimum for the CSEA-represented Montgomery County employees. The

County has offered only increments.

"We feel we had the increments coming anyway, so in effect, the county wants the workers to get absolutely nothing. No way they could accept that," Mr. Carlson said.

Mr. Carlson expressed little optimism that eleventh-hour ef
(Continued on Page 14)



Malpractice Legislation

Dunne, Silverman To Play Key Roles

WHEN the Legislature returns to Albany after the Easter recess, its members will no doubt have re
(Continued on Page 6)

CSEA/Stein Probe In NYC Region II

Uncover \$2 Million In 'Lulus' For CUNY Bigs

By ALAN BERNSTEIN
MANHATTAN—Assemblyman Andrew Stein (D-L, Manhattan) has called for a complete investigation into

\$2 million in special payments to managerial personnel at City University, following hearings here last week of the Civil Service Employees Assn./Stein Joint

Committee to Investigate Waste and Inefficiency in Government.

The hearing also considered \$3 million being used in a program of computer-assisted instruction

in one New York City school district, while another, cheaper program was available.

Conducting the hearings with
(Continued on Page 3)

Ford Vetoes Hatch Act Repeal

WASHINGTON, D. C.—President Gerald Ford last week vetoed a bill that would have ended restraints on federal civil servants from engaging in partisan political activity. The veto affects approximately 3 million workers throughout the United States.

The measure, passed late last month by the Senate and House of Representatives, would have amended the 1939 Hatch Act and permitted federal workers to seek elective office or support candidates.

Passed 54-36 in the Senate and 241-161 in the House, the balloting fell far short of the two-

thirds majority needed for an override. Congressional spokesmen said last week that the bill is now probably dead.

However, the House is expected to take up an override vote around April 29.

In his veto measure, President Ford said government employees are already permitted to vote, attend political rallies and contribute funds to political parties. He contended the concerns that prompted the Hatch Act 37 years ago are still valid today.

"The public business of our government must be conducted without the taint of partisan politics," he said.

Mr. Ford also noted that the Supreme Court in 1973 upheld political limitations for federal civil servants. It said the Hatch Act had succeeded in striking "a delicate balance between fair and effective government and the First Amendment rights of employees."

The legislation had been strongly supported by federal employee unions and many congressmen who contended that the act denied civil servants rights that other citizens enjoyed.

Suffolk Court Promotions Set

HAUPPAUGE — The Suffolk County District Court is offering some of its employees a chance for promotions to account clerk or senior account clerk.

Applications should be in by May 10. Written tests will be June 12.

Account clerk (Exam 55-491) is open to court office assistants, key punch operators and stenographers. Candidates need one year's experience in these areas.

The senior account clerk test is open to account clerks, legal stenographers and court assistants with a year's experience.

Applications can be obtained in the District Court, Hauppauge.

B'klyn Federal Retirees Meet

BROOKLYN — Brooklyn Chapter 500, National Assn. of Retired Federal Employees, will meet Saturday, April 24, at the Kings County War Memorial Building, Fulton and Orange Streets on Cadman Plaza, in the Borough Hall section of Brooklyn.

Discussions will be held on two pending bills, one by Senator James Buckley (C-N.Y.) to reduce the existing cost-of-living pension law by 1 percent, and the second by Senator Joseph Montoya (D-N.M.) to improve tax breaks for retirees.

NARFE secretary Samuel Komanisky said the meeting will come to order at 1 p.m.

Disabled Veterans Driver Training Is Now Available

WASHINGTON, D.C.—Driver training for severely disabled veterans and military personnel will be offered by the Veterans Administration at 40 VA hospitals.

Eligible for this special training are veterans and military personnel with service-connected disabilities who receive VA grants for purchase of an automobile or van. The training is authorized by Public Law 93-538 when medically feasible.

Special authorizations may be extended to other personnel eligible for VA medical care if it is determined to be medically justified by VA standards.

Veterans can apply for the training at any VA regional office or VA hospital. A member of the armed forces must be referred to VA by an authorized official of his or her branch of service.

Forty VA hospitals recently were designated driver training centers. Some of these already have and the others will be receiving automobiles with special adaptive equipment for use in this program. Driver training simulators are being evaluated at a few of the centers for possible use at all 40.

The group of hospitals includes 18 presently giving driver training primarily to paraplegic and quadriplegic veterans.

Area centers are expanding their programs to include other disabled at the hospitals in the Bronx and Castle Point and East Orange, N. J.

VA driving instructors are training at the Institute of Rehabilitation Medicine at New York University Medical Center, Manhattan, California State University, Long Beach, and Southern Illinois University at Carbondale.

LOTTERY CHIEF

ALBANY—John D. Quinn, a deputy commissioner of the Michigan state lottery since 1972, has been named by Gov. Hugh L. Carey to direct the revamped New York State lottery which is expected to resume operations this summer.

The former lottery, suspended by the Governor last October because of charges of mismanagement, was discovered to hold hundreds of duplicate tickets drawn for a special pick. The Governor, in previous statements, has said the lottery should be able to generate \$60 million or more annually. New legislation on the lottery requires that major prizes be awarded each week.

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Friday Departures Weekly (Via Air France) Beginning April 30 at the 4-Star Deluxe CARIBE COPATEL HOTEL\$349
Plus 15% Taxes & Services
Price Includes: American breakfast and gourmet dinner daily; Welcome cocktail, complimentary tennis, sailboats and paddleboats.
Air Transportation Based on ITX Fare.

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Friday Departures Weekly (Via BWIA) Beginning April 30 at the First Class VIGIE BEACH HOTEL\$289
Plus 15% Taxes & Services
Price Includes: American breakfast daily and 5 complete dinners; cocktail party.
Air Transportation Based on ITX Fare.

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14 NIGHTS
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*6208A July 2-July 17
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*6208A (15 Nights)\$609

14 NIGHTS
6210A Aug. 18-Sept. 1
San Francisco; California Parlor Car Tour to Lake Tahoe, Yosemite National Park, Hearst Castle, Danish Village of Solvang, Monterey, Carmel; Los Angeles\$649

14 NIGHTS
6203A July 21-Aug. 4
San Francisco; California Parlor Car Tour to Yosemite National Park, Hearst Castle, Danish Village of Solvang, Monterey, Carmel; Los Angeles; Las Vegas—13 Meals\$639
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6203	14	July 21-Aug. 4	To San Francisco/From Los Angeles or Las Vegas	199
6205	14	July 28-Aug. 11	To/From Los Angeles	199
6206	14	Aug. 4-Aug. 18	To San Francisco/From Los Angeles	199
6207	21	Aug. 11-Sept. 1	To/From Los Angeles	199
6210	14	Aug. 18-Sept. 1	To San Francisco/From Los Angeles	199

PRICES FOR ABOVE TOURS INCLUDE: Roundtrip air transportation; twin-bedded rooms with private bath; transfers and baggage handling; NOT INCLUDED: Taxes and gratuities.
FOR ALL TOURS: Mr. Sam Emmott, 1060 E. 28th St., Brooklyn, N.Y. 11210 — Tel: (212) 253-4488 (after 5 p.m.)
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Dear Lucy,
Surprise! We've moved to Beverly Hills, Florida! Frank and I finally found a way to beat those awful taxes and high oil prices. It's really true . . . you can live cheaper and better in sunny Florida. Our new house cost only \$16,990. We got all the facts about Beverly Hills by visiting their model house at 106 Old Country Road corner Jerusalem Avenue, Hicksville. Why don't you and George see those nice people at the model or call them at 212-523-6160 or 516-938-4488 and join us in the good life at Beverly Hills, Florida.

Love, Ann



Imperial Executive Model illus

Assail Prophets Of Doom

(Continued from Page 1)

It is the unique extent to which the democratic process prevails within the operations of CSEA that confuses the inexperienced reporter and the casual labor observer, leading them to faulty conclusions about the giant labor union's ability to function and survive. Accustomed to the strong-arm tactics of the traditional trade unions, which ram through self-serving actions dictated by labor bosses without concern for the grassroot members, observers mistakenly view heated discussions and arguments by CSEA members on virtually every item of business as dissension. They fail to recognize democracy in action simply because it is lacking in most other labor unions and is therefore unexpected by the novice viewer.

Most outsiders fail to recognize that public employees are unique among the working class of this country, holding special jobs with special problems that have little relationship to private sector jobs. Public workers want and need peer-type representation from a labor union that understands and appreciates those special situations and can effectively improve and protect their interests.

Trade-type unions have no expertise in public employment and this fact is recognized by public employees. Time and time again public workers in New York State have rejected efforts by traditional labor unions to wrestle representation rights away from CSEA. Most recently, CSEA's delegates, the union's highest policy-making body, overwhelmingly rejected a merger proposal from a major AFL-CIO affiliated union, the American Federation of State, County and Municipal Employees (AFSCME). Although AFSCME professes to be a public employee union, CSEA delegates recognized in it the same relationship of autocratic leadership-versus-subservient rank and file that characterize regular AFL-CIO trade unions.

CSEA's constitution purposely excludes the possibility of a "strong" labor boss or power bloc at the top. Instead, the real power and control of the big union lies at the grassroots membership level. The membership-elected president and statewide officers are responsible to the 120-member board of directors, who in turn are responsible to the individual members. Thus, what outsiders view as a "leaderless" group without direction is, in actuality, a highly effective labor union with leaders operating within practical constitutional limits carrying out the mandates of the dues-paying membership.

Because of its great size, complexity and uniqueness among labor unions, CSEA cannot possibly be analyzed with a cursory inspection. Such attempts have always led unwary prophets to faulty conclusions. Growing pains should not be mistaken for death throes. For although now 66 years old and representing over 300,000 public employees in New York State, CSEA is still growing and experiencing some of the pains that accompany sustained growth in any entity.

Where CSEA goes and how it gets there in the future will be determined by the membership, as has been the case since 1910. The members' right to determine their own destiny, to protect their own self-interests, is the real strength of CSEA. And that, more than anything else, is what separates CSEA from most other labor unions.

Strike Situation Present For Columbia's Employees

(Special to The Leader)

HUDSON—A strike by Columbia County employees loomed last week after the chairman of the county's Board of Supervisors rejected a state fact-finder's report recommending a 7 percent raise for workers there.

Four hundred members of the Columbia chapter, Civil Service Employees Assn., picketed the board's last meeting, chanting, "We Don't Want To. But We Will."

The chairman, Samuel Simmons, called for a salary freeze for the employees. The county's contract offer would mean a reduction of benefits already held by the employees, according to Nels Carlson, CSEA collective bargaining specialist.

The CSEA contract with the county expired last December, and the employees have been working without "a contract since then. May 4 has been set for a legislative hearing on the dispute.

"The board is being unfair in that they gave raises to certain non-union employees, such as department heads, and yet re-

jected to give any to the average employee," Mr. Carlson said. Many of the picketers at the board meeting carried signs dictating their agreement with Mr. Carlson.

"Political Appointees Get 74 Per Cent—Workers Get Nothing," one of the signs proclaimed.

Aside from salary, major issues in the dispute concern the county's plan to discontinue shorter working days in July and August and its refusal to allow increased accumulation of vacation time and quarterly notification of accumulated leave.

The neutral fact-finder, appointed by the Public Employment Relations Board, rejected several of the county's proposals



As stenotypist records proceedings, panel members listen to testimony before CSEA/Stein Joint Committee to Investigate Waste and Inefficiency in Government. From left are New York City Region II supervisor George Bispham, Region II first vice-president and State Insurance Fund chapter president Vincent Rubano; CSEA vice-president and Region II president Solomon Bendet, Assemblyman Andrew Stein, Terry Moan and Edith Cresmer, both of Mr. Stein's staff.

Stein Probe, Meeting In NYC, Investigates Waste At CUNY

(Continued from Page 1)

Mr. Stein were New York City Region II president Solomon Bendet, regional first vice-president Vincent Rubano and supervisor George Bispham.

"I think it is important during this time of layoffs, that the people know there is still waste and inefficiency happening," said Mr. Stein. He said the committee's findings during all hearings will be sent to the Governor and the State Legislature.

Claude Campbell, assistant professor of English at Staten Island Community College and secretary of the Professional Staff Congress of City University, criticized the special payments, or "rems," to deans, school presidents, the chancellor and their deputies at the management levels. The "rems," or remunerations range from \$4,500 to \$22,000, with an average of \$6,390, according to the PSC official.

Professor Campbell testified that the payments were above the regular base salary of this group. Salaries, he said, are comparable to professors' salaries. University staff performs such work as research, study and planning for summer classes.

According to the most recent data from City University, \$2,-



CLAUDE CAMPBELL ... tells of CUNY "rems"

153,604 in "rems" were paid to 337 individuals in 1973. Their salaries are thought to average \$31,760 before the extra payments.

"We question such expenditures at a time when fiscal cuts have severely reduced faculty and backup personnel and the instructional program," Professor Campbell said.

Assemblyman Stein compared the "rems" to "lulus," payments given to state legislators in lieu of expenses.

"I find the 'rems' hard to justify in this time of fiscal crisis," he said.

Professor Campbell said the issue of "rems" was brought up because his union was concerned that the university system is not holding down expenses at its central office during New York City's cutbacks. The university had made about \$142 million in economies since July 1975 and has recently called for the merger of the two colleges and the

cutting down of programs at two others.

Another area covered in the hearing was the alleged waste of money in establishing and running a computer-assisted educational program in New York City School District 18 in Brooklyn's East Flatbush and Canarsie sections.

According to testimony of school board member Sylvia Frank and District 18 president Octavia Sierra, the State Education Department and the District have spent more than \$3 million for development and implementation of the Instructional Support System (ISS) program in the last three years. This was undertaken even though the State Department knew of another system that costs only \$300,000 to implement and is used by 150 school districts throughout the state.

The program in English and math courses are broken up into study modules and a computer test is used to measure students' weekly progress. Tests are fed into the computer and a corrected readout is returned to the school, helping teachers move ahead or take longer on portions of study.

Both Ms. Frank and Ms. Sierra questioned the Education Department's use of the ISS system developed by the Riverside Research Institute.

"Why didn't the department put forth the facts that another system was doing the same thing much cheaper?" asked Frank.

"The money should not have even been given out until a study had been done," commented Ms. Sierra.

The women also said the project had been confusing to teachers and parents and that irregularities existed, such as the lack of a properly supervised standard as required by law.

Ms. Frank said many teachers and parents have complained to her that the computer readouts were unintelligible and classroom progress has been hindered because printouts arrive late many times.

"I really don't honestly know if the project is succeeding," she said.

Following the hearings, Mr. Stein said he would ask for an audit of Riverside Research Institute and the State Education Department by the Comptroller's office, to determine why only the ISS system was considered. He also called for ending of "rems" from any future CUNY budget.



SYLVIA FRANK ... cites school waste



IT'S OFFICIAL — Oyster Bay Town Supervisor John W. Burke, seated left, goes over the town's reorganized sanitation work schedule prior to his official signing of the documents. It was witnessed by, from left, Pat D'Alessio, Civil Service Employees Assn. sanitation unit president, field representative Daniel Donovan, deputy town supervisor Owen B. Walsh, and Nassau County CSEA president Irving Flaumenbaum.

RESEARCHERS

ALBANY — A research assistant correctional services eligible list, resulting from open-competitive exam 24-302, was established April 7 by the State Civil Service Department. The list contains eight names.

ANALYST LIST

ALBANY—A research analyst correctional services eligible list, resulting from open-competitive exam 24-303, was established April 7 by the State Department of Civil Service. The list contains five names.

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
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (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
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Principal Actuary (Casualty)	\$22,694	20-417
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 6,811	20-307

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, New York 14202.

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.

VA Education Benefits Outlined

WASHINGTON, D.C.—Education benefits are available to many dependents of veterans whose death or total and permanent disability was the result of their service, the Veterans Administration reports.

Dependents of service personnel missing in action, captured, interned or forcibly detained in line of duty by a foreign power for more than 90 days may also qualify for the VA education benefits.

In general, those eligible are children between 18 and 26 years of age and the spouses of veterans whose death or total and permanent total disability resulted from military service after the beginning of the Spanish-American War on April 28, 1898.

Unless extended under certain conditions, a child's VA educational eligibility ends on his 26th birthday, plus any time period after his 18th birthday required to process the application.

The eligibility of a spouse ends on Nov. 30, 1978, or 10 years from the date the veteran was found to have a total and permanent service-connected disability, or 10 years from the date of his death, whichever is later.

Spouses of service personnel declared missing in action, captured or detained in line of duty, are eligible for education benefits until Dec. 24, 1980, or for 10 years from the date the listing was made, whichever is later, VA said.

For a spouse intending to take apprenticeship, on-the-job or correspondence training, eligibility is based on the 10-year period or Oct. 24, 1982, whichever is later.

A child's marriage is not a barrier to the education benefits, VA said, but the remarriage of a spouse ends his or her eligibility unless that marriage is terminated by death or divorce.

The VA benefits provide up to 36 months of schooling, or the equivalent of 36 months if the student is enrolled on a part-time basis.

Unless the child of a veteran has been accepted by an approved institution for courses leading to a standard college degree, he or she will automatically receive VA counseling to assist in the selection of an educational goal and the development of a program to achieve it.

An education plan must be submitted by or for the eligible child showing the goal, program to be followed, the school or schools selected and a program cost estimate, VA added.

Training may be taken at any approved college, vocational, business or professional school, or at any approved institution providing apprenticeship or other on-the-job training.

In addition to the types of

training listed above, spouses may enroll in secondary and correspondence schools or in schools offering farm cooperative programs.

Any program of education outside the United States may be pursued only at an approved institution of higher learning.

Monthly allowances rates paid under this program are \$270 for full time students, \$203 for three-quarter time students, and \$135 for half-time students.

Tuition costs only, limited to \$270, will be paid to less than

half-time students.

Enrollees in full time cooperative courses which alternate classroom study with on-the-job experience, will receive \$217 a month.

Eligible students may borrow up to \$600 per academic year to pursue a college degree course or one leading to a professional or vocational objective which requires at least six months' complete.

Loans are available only to students unable to obtain student loans of the amount required under provisions of the Higher Education Act of 1965.

SAVE A WATT

Federal Job Calendar

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

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

Agriculture

Title	Salary Grade	Exam No.
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02

Business

Computer Operator and Computer Technician	GS-5 to 7	NS-4-15
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Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6 to 9	NY-8-43
Technical Aide	GS-2, 3	NY-0-22
Technical Assistant	GS-5 to 15	421

General

Freight Rate Specialists	GS-7, 9	WA-6-13
Junior Federal Assistant	GS-4	411
Mid-Level Positions	GS-9 to 12	413
Sales Store Checker	GS-3	NY-3-07
Senior Level Positions	GS-13-15	4
Technical Assistant	GS-4, 5	NY-5-07
Telephone Operator	GS-3, 4	NY-5-01
Teletypist	GS-3 to 5	NY-4-02

Medical

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

Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
Army Reserve Technician	GS-4 to 9	NY-9-26

Social And Education

Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09

Stenography And Typing

Keypunch Operator	GS-2, 3	NY-3-01
Reporting Stenographer and Shorthand Reporter	GS-5 to 9	NY-9-17
Stenographer	GS-2 to 5	WA-9-01
Secretaries, Options I, II, III	GS-5, 6	NY-5-01
Typist	GS-2 to 4	WA-9-01

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RETIREMENT NEWS & FACTS

By A. L. PETERS

Pressure's Mounting

Pressure to remove Social Security from the retirement benefits of public employees is mounting around the country. Within the last year not less than half a dozen major studies of government pension plans have been made by such organizations as Twentieth Century Fund and special commissions set up by state and local governments. Already pending before the Social Security Administration are "notices of intent" to withdraw from 270 or more local government units employing 58,187 workers, not including the 300,000 employees of New York City. Last week the Mayor's Management Advisory Board, following the line set out by the New York State Permanent Commission on Public Employee Pensions and Retirement Systems recently, urged, as one of five elements, the elimination of the Social Security benefit for public employees. The Mayor has already given the two-year notice required to accomplish this.

The effect, of course, would be a saving for the city of 5.85 percent this year on the first \$14,800 paid in salaries for each employee. The amount is estimated at about \$200 million.

The MMAB report was prepared under the direction of Richard Shinn, head of Metropolitan Life Insurance Co. It is, of course, part of the whole austerity drive which has focussed largely on pensions.

There was a time when pensions were the chief inducement to join civil service; private industry pensions were small and far between. As the pension system expanded and unions obtained for the private sector much of the same security that civil servants had enjoyed, the attraction to public service has been whittled away. Almost all of the studies ignore the traditional advantage that was offered to induce talent to join a system which desperately required some of the nation's best talent. It would leave government employees without the benefits of Medicare, survivor benefits and a host of protections available to other citizens.

The Shinn report goes on to ask for the elimination of "increased take-home pay plan" which has already been cut out by the Legislature, elimination of the special treatment for heart attacks suffered by policemen on the presumption that they are job-linked, and the practice of including overtime pay in calculating pension benefits.

With the elimination of pay raises, the ineluctable force of inflation, the freezing and cut-back of the staff of employees in the face of a growing demand for services, civil servants are being asked to take on substantially more work for substantially less benefits.

At the same time, the private sector is asking and receiving wage increases that run 6 to 10 percent more each year, with increasing pension protection.

ERISA (the Employees Retirement Income Security Act) brought the private sector of employees a great many protections which will insure better vesting and more certain payments, as well as a whole code of fairness in funding and administration. Governments have done so much manipulating of actuarial charts and funding that retirees often live in the fear that their pensions will suddenly be cut off by bankruptcy, just as did many private sector employees until ERISA. Now, plans are being made for PERISA, for public employees.

If you are retiring and selling a home that has a GI mortgage, make sure that you apply to a VA office for a release of liability. You'll save time if you apply at the office where you got the loan guaranteed in the first place.

Equal pensions for women is going to be one of the big pension problems of tomorrow. Five federal agencies plan to ask President Ford for such legislation providing equal retirement benefits after Jan. 1, 1980. Because women tend to live longer than men, the whole matter of funding will become unequal, with payments for women substantially higher.

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

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

(Continued from last week)

Minucci, Jesse	Brooklyn
Mion, James John	Albany
Mitten, Eleanor M	Syracuse
Maher, Eugene J	Rochester
Mosso, Kenneth	Highland
Morgan, Katherine I	Syracuse
Mueller, Harold A	Newark, NJ
Murphy, Dawn M	Schenectady
Narayanamurti J	New Providence, NJ
Neel, Florence	New York
Nielson, Sylvia G	Farmingville
Nowicki, Phyllis A	Cheektowaga
Nutting, Lewis	Moravia
O'Brien, Joseph I	Troy
O'Connell, Ruth M	Albany
O'Dell, Edith M	Wassaic
O'Donnell, Bernard A	Syracuse
Ostrander, Elton	Clay
Pancost, R D	Mt Ranier, Md.
Paul, Nicholas V	Niagara Falls
Pearce, David R	Albany
Pearsall, Ols	Willard
Penfield, Carole L	Poughkeepsie
Perkins, John T	Warwick
Perrone, Eileen	West Islip
Pfarrmann, Ronald H	Buffalo
Pitt, Theodore	White Plains
Pohner, Lambert A	New York
Potter, Jean	Oneonta
Powers, Richard T	Lowville
Pyke, Sheldon	Syracuse
Quinn, Edward A	White Plains
Quinones, Rudolph V	N Bayshore
Ramos, Michael M	West Islip
Rath, Joseph P	Buffalo
Raymer, Nancy M	Warsaw
Redmond, Ann M	Brooklyn
Richardson, Mitchell	Binghamton
Richer, Ethel M	Haverstraw
Rifenbery, Charles J	Binghamton
Riley, Robert C	Lakewood
Robertson, Lawrence	White Plains
Roy, William F	New York
Russell, William	Spring Valley
Scanlon, Helen M	New Rochelle
Scapelhorn, John	Yonkers

(To Be Continued)

What's Your Opinion

By SUSAN DONNER

QUESTION

Some labor leaders and NYC officials say other municipal unions will seek cost of living wage increases now that the transit workers have agreed to such a settlement. How do you think it will affect labor relations during the next few months?

THE PLACE

Midtown and lower Manhattan

OPINIONS

Andrew James Jenkins, deputy commissioner, Dept. of Buildings: "Well I think you have an unfortunate situation where the city is unable to pay labor the increases that it wants to offset cost of living increases. The labor unions will have to seek cost of living wage increases. There's no other way to offset the spiraling cost of living in New York City. I don't think the transit contract will affect things that much. It's



an impossible situation to ask labor to pay for higher taxes, higher costs for food, education, for clothes, etc., and say 'hey you're not going to get anything.' I think it's the best city in the world and I'd hate to see people leaving because they can make more money elsewhere and have to do it to survive."

Anita Kramer, government research analyst: "I believe that granting the transit workers a cost of living wage increase was a great mistake and that it will only serve to cause great chaos in the labor negotiations for the other municipal unions. In the last 10 years the cost of living in New York City has gone up by 80 percent. The transit workers income has gone up by 160 percent. I think they've certainly



done very well by themselves. I think now the other unions will want cost of living riders in their contracts, too, and the city just cannot afford it. I think there might be strikes all over the place and I'm ready for it.

Vinnie Letarte, Doorman: "I think it's perfectly fine that the transit authority received a cost of living increase and if the other unions demand it I think they should also receive it as long as that's all they ask for. Personally, I think everyone is entitled to an increase but they shouldn't bleed the city, because we're in pretty bad financial straits right now. When my contract comes up I'll ask for a cost of living increase, too, but I can't expect too much at a time like this. I think the transit contract was very fair for both sides."



Political Action Drive For L.I. Region Begins

AMITYVILLE — A campaign to arm the Civil Service Employees Assn. political action committee with funds has been launched throughout Long Island Region I.

Literature has been distributed to chapter leaders detailing a program of awards for those who contribute \$1 to the drive. Awards totaling \$1,000 have been posted. The Region political action committee is headed by Ralph Natale.

BUY U.S. BONDS!

Edward Francis, postman: "I feel if the transit workers are entitled to a cost of living increase, the rest of us are entitled to it as well. If one union can get something, why can't the rest of them get it? Why should any one of them be special? I can't believe there's absolutely no money in the city to negotiate with. Politicians say a lot of things and you really can't tell whether they're telling you the truth



or not. Who really knows? Let the people see the books and where the money is really going. Let them prove it to us that they're really going bankrupt. What everyone is really afraid of is layoffs. It's pretty hard living with the fear that you might not have a job the next day, especially if you have a family. Personally, I would take a few dollars less if I could be guaranteed that my job was secure."

Jeffrey Sullivan, senior investment analyst: "There's a lot of me-tooism involved here. What the transit workers got the other municipal unions will want. If the other unions should get more, the transit workers will probably reopen negotiations on their contract. You have here a vicious circle which I certainly think will make labor negotiations in the coming months extremely difficult.



Where does this circle all end? What you have here is the firing of the inflationary spiral once again. Certainly the wages of these workers should increase as time goes on because of inflation, but I feel it should be done in as friendly and responsible an atmosphere as possible."

Pat Murphy, police officer, midtown north: "I feel the settlement that the transit workers got will of course affect negotiations with all city unions. I feel the city won't bargain in good faith with us. They have dealt very harshly with us as police officers. They unilaterally took away 6 percent on our original cost of living increase and now that it's coming up again it's guaranteed they'll fight us again on it. I can understand the problem that they don't have any money, but if they don't have it then they shouldn't give anybody a raise. There's no reason to make fish out of one and fowl out of another."



Questions & Answers

My husband will be working in Mexico for a year, and we plan to have my aunt come visit us for a month or so. I understand that this may affect her supplemental security income payments. Is this true?

A. Supplemental security income payments cannot be made to people for any full month in which they are outside the United States. Your aunt's payments could resume after she had been back in the United States for 30 consecutive days.

Q. My sister doesn't think she'd be eligible for supplemental security income payments because she's not totally blind. But

she has extremely limited vision. Would she be considered blind under the law?

A. She does not have to be totally blind to qualify for supplemental security income payments. Under the law, a person whose vision is no better than 20/200 with glasses or who has a limited visual field of 20 degrees or less is considered "blind." If your sister's visual impairment is not severe enough to meet this definition of blindness, she may qualify as a disabled person. And if she has limited income and resources, she may be eligible for payments. She can apply at any social security office.

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FRIDAY, APRIL 23, 1976

County Frustration

THE trail of labor disputes has now been blazed into some of the more quiescent areas of the state—where for years "No News" has been "Good News."

During the last couple of weeks, contract problems in Chautauqua County, at the Pennsylvania border; Columbia County, at the Massachusetts border, and Montgomery County, in the Mohawk Valley area of New York, have come to the foreground.

In general these follow the same pattern as the Dutchess County conflict last summer, where it took a strike to resolve the issue. The near-strike in Putnam last fall and the Orange strike this spring are other, more recent examples of the same. (The Putnam dispute still rages, moreover, and is currently in court-imposed arbitration after the county again tried to renege on its agreement.)

The factor that seems to be the most frustrating cause for driving the employees to the point of job action is the lack of credibility by the county negotiators.

After reaching agreement by the negotiators, whether they be representatives of the Administration or of the County Legislature involved, the Legislature has failed to approve or to implement the agreement.

This has left the employees, in all the above-cited examples represented by the Civil Service Employees Assn., in the awkward position of having to negotiate where there is no one of sufficient authority to represent the respective counties.

In the circumstances, it will take a great deal of restraint to resist using the employees' ultimate weapon—a strike with all its ramifications.

Filling A Need

PUBLIC officials, political candidates, union representatives and thousands of retired public employees are expected to be on hand at Manhattan Center April 28 for the eighth annual meeting of the New York City Civil Service Retired Employees Assn.

The public attention and overflow crowd expected, we feel, is a tribute to the group's leadership, which has made it one of the fastest growing movements in the New York area.

Shaping such a widely diverse group of people into one smoothly run unit was most likely no small task. Many hours of hard work must have gone into its formation and continued operation. Its leaders are to be congratulated for their success.

Retirees Association leaders, it must also be noted, appear to be the kind who can quickly see a need—no matter how obscure it may be—and are equally quick to fill it. People were retiring from public employment every year. There were thousands of retirees in the area. Yet they had no voice and no effective way of reaching those who could affect their lives.

Only the association founders acted for them. The major unions didn't. The municipality didn't. Help came only from that small band of early pioneers.

Politicians be wary. The group is now one to be reckoned with. They have ideas, feelings, interests—and they vote. That is something that should always be remembered.

Don't Repeat This!

(Continued from Page 1)

covered from the trauma of the first override of a Governor's veto in more than a century on the Goodman-Stavisky Bill.

However, the road ahead remains rocky and treacherous. Just before the recess, the Governor announced his plans for coping with the problems of medical malpractice and skyrocketing premium costs for medical malpractice insurance. The debate over this issue will pit the lawyers against the doctors, two honorable professions whose services are vital to a civilized society.

In the Center

The two legislators who will be in the center of this controversy are Republican Senator John R. Dunne, of Garden City, Nassau County, and Democrat Assemblyman Leonard Silverman, of the Boro Park section of Brooklyn. Dunne is chairman of the Senate Committee on Insurance and Silverman is chairman of the Assembly Committee on Insurance.

While the Governor's recommendations attempt to steer a mid-course between the demands of the doctors and the demands of the lawyers, representatives of both professions are necessarily unhappy with those recommendations. This puts Senator Dunne and Assemblyman Silverman in the center of the looming controversy, since they will play key roles in determining the character of the bills reported out by their committees.

Senator Dunne is a veteran in this kind of legislative controversy. He was chairman of the Senate Insurance Committee during the protracted and bitter legislative struggle over no-fault automobile insurance. He is also chairman of the Joint Legislative Committee on Insurance and served as a member of the special panel appointed by Governor Carey last year to study medical malpractice insurance.

The Governor appointed that committee last year at a time when the private insurance companies refused to write any further medical malpractice insurance, and many doctors were engaged in a strike and refused to provide medical services because of the unavailability of such insurance.

For Assemblyman Silverman this will be his first time around in a leadership position. He was a member of the Legislature when the automobile no-fault insurance controversy raged and is, therefore, obviously prepared for the overpowering efforts that will be put forth by the Trial Lawyers Association to impose limitations on recoveries for medical malpractice and on lawyers' contingent fees in such cases.

To Set Limitations

One of the issues will revolve about a recommendation of the Governor to limit recovery of a patient for pain and suffering to \$100,000, a recommendation made by the Governor's panel, with Senator Dunne dissenting. The other deals with limitations to be imposed on contingent fees for lawyers.

The Trial Lawyers Association has already made public its opposition to the Governor's proposal. Assemblyman Silverman predicted that the reactions of both the lawyers and the doc-

(Continued on Page 10)

'BALANCE THE BUDGET' GAME '76-'77



Civil Service Law & You

By RICHARD GABA

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

Taxpayer Challenges

Last year the New York State Court of Appeals decided that a taxpayer has standing to challenge enactments of the State Legislature as contrary to the mandates of our New York State Constitution. The Court of Appeals has devoted much time and attention to deciding which litigants, if any, have legal capacity in the courts to test a state law which authorizes expenditure of state funds.

AT ONE TIME the court held that the only person who could sue was one who was personally aggrieved, and even then the court would reach the issue of constitutionality only if it was necessary to determine the grievance. In the decision here under discussion, however, the court departed from its holding in the earlier cases and has expanded upon earlier cases which severely restricted the right of taxpayers to attack as unconstitutional, actions of the State Legislature.

THE COURT SAID that when we are encouraging the individual citizen-taxpayer to take an active, aggressive interest in his state as well as in his national and his local government, it is not proper to exclude those people from access to the courts. The court then went on to point out that the action would not fail merely because it may have been commenced as an Article 78 proceeding. It would be treated instead as an action for a declaratory judgment. Two legislative enactments were under attack. Firstly, the state's legislative and executive retirement plan; and secondly, certain budget statutes providing lump sum "lulus" in lieu of expenses for members of the Legislature.

THE COURT HELD that the retirement plan for executive and legislative members does not constitute future payment for past services. In the court's view . . . "retirement benefits constitute as real and substantial a form of compensation as does a pay check. The only significant difference lies in the time of payment. We find nothing in the constitutional provisions on which petitioners rely which forbids deferred payment of compensation currently earned." With regard to the portion of the suit dealing with "lulus," the court pointed out that the court papers were so inartistically drawn so as not to state an identifiable cause of action. Accordingly, the court dismissed that cause of action. *Boryszewski v. Brydges*, 37 N.Y. 2d 361.

KATZ APPOINTED

ALBANY—Glory W. Katz, of Yonkers, has been appointed by Gov. Hugh L. Carey to the Board of Visitors of Rockland Psychiatric Center. The nomination is subject to Senate confirmation. She was named for a term ending December 31, 1978.

KLAUS NAMED

ALBANY—Gov. Hugh L. Carey has appointed Ida Klaus, executive director of the Office of Labor Relations and Collective Bargaining of the New York City Board of Education, as a member of the Public Employment Relations Board.

LETTERS TO THE EDITOR

Numbers Game

Editor, The Leader:

There is a contingent that is curious as to how you justify the fact that, using your own figures as published in The Leader on April 9, 1976: Out of a reputed membership of 147,000, only 42,358 people actually voted on the proposed new contract agreement (29 percent) and only 19 percent of the total membership approved this agreement.

Out of a reputed 40,000 members of the PS&T unit, only 13,122 members (33 percent) voted and only 19 percent approved the new contract.

Answers suggested were: a) The contract was too ludicrous to bother with; b) No one really cares; c) The CSEA really has

nowhere near the membership they claim; d) None of the above; e) All of the above, including d).

John J. LiMarzi
Mahopac

APPOINT O'CONNOR

MINEOLA—Francis E. O'Connor, energy administrator for Nassau County, has been named chairman of the committee on energy resources for the New York State Assn. of Counties.

Mr. O'Connor, who also serves as the county's general services commissioner, is a member of the energy and environment steering committee of the National Assn. of Counties.

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WISG Info

Editor, The Leader:

Your column "Short Takes" in the March 30 issue covered an important event, the formation of an organization named Women In State Government (WISG).

I found the article interesting except for one point. There was no information given concerning how to contact this organization for membership inquiries. Please print the address in a future edition. Thank you.

Leslie M. Ford
Albany

(Editor's Note: Information on contacts and meeting times and places, according to WISG officials, should be found on employee bulletin boards).

Don't Repeat This!

(Continued from Page 6)

tors were just a preview of the buffeting to which individual members of the Legislature would be subjected, once the proposals begin moving through the legislative process.

The Governor also proposed that juries be required to itemize damage awards, that lawyers be prohibited from specifying the amount of awards demanded in their complaints, and that a second opinion of a physician and surgeon be obtained in cases of elective surgery.

The public, of course, has a significant stake in the outcome of the controversy. Obviously when surgeons are saddled with premium costs of almost \$50,000

a year for malpractice insurance, this cost is necessarily passed on to the patient. On the other hand, the patient also has a stake in liability for malpractice by doctors as a means of insuring due care by physicians and surgeons.

The controversy will no doubt be settled, and the settlement will depend in large measure on the statesmanship and leadership of Senator Dunne and Assemblyman Silverman.

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Motions Approved By Delegates

The minutes of Civil Service Employees Assn. secretary Dorothy MacTavish list numerous motions passed last month at the Special Delegates meeting at the Concord Hotel.

These minutes are considered unofficial until they have been approved at the next Delegates meeting in the fall.

They are printed below, with the name of the persons who originated each motion. Many other issues have already been reported on fully in preceding issues of The Leader in its coverage of the convention.

Also included (indented below the motions) is the action taken so far toward implementing these motions. The status report was prepared by CSEA executive director Joseph Lochner.

THE MOTIONS

- That the Delegates mandate the Board of Directors to implement the five recommendations contained on page 4 of the Treasurer's Report dealing with efficiencies and cost reductions; and that, further, whatever the Board does in the six-month interim until the next convention, their actions be reported out to the delegate body. (Victor Pesci, of New York City)

Memorandum sent to CSEA president and treasurer reminding them of the five recommendations contained on page 4 of the Treasurer's Report (listed below) which refer to control of expenditures so that the Board is advised of the Delegate mandate to implement these recommendations and to report on such implementation at the next Delegates Meeting in October 1976:

- Hold the line on staff salaries and benefits.
- Improve control over administrative travel.
- Institute vacancy control procedures in Headquarters.
- Improve Headquarters efficiency in membership service areas.
- Scrutinize and review more carefully applications for Legal Assistance, particularly in areas other than those involving disciplinary proceedings.

- That the officers and delegates of this convention acknowledge the absence of Mrs. Pauline Wenzl, and that a message be sent to her stating her presence is greatly missed. Also, we send our best wishes for a speedy recovery which will allow her to be with us soon again. (Grace Vallee, of Rensselaer County)

Appropriate message has been sent to Mrs. Wenzl conveying the feelings of the officers and the delegates of the convention.

- Referring to item V-11 of the Restructuring Report, Article 4, section 6-2 of the Constitution should be amended to change the term of office for officers elected in 1977 to 27 months. (Bernard Schmall, of Taxation and Finance)

- That the Education Committee become a Standing Committee. This would change Article No. V, section 1, of the By-Laws to read: "The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, Retirees Committee, Convention Committee, Political and Legislative Action Committee, Grievance Committee, Pension Committee, Salary Committee, Restructuring Committee and Education Committee." Thus, this committee would be deleted from "Special Committees and Ad Hoc" and place under "Standing Committees." (Celeste Rosenkrantz, of Buffalo)

- That the Constitution and By-Laws Committee report out in proper language a change in the constitution to allow the State Division delegates to set policy for the State Division on their own, and the same for County Division delegates, and

report back to the Delegates at the next Delegates Meeting. (Gerald Purcell, of Office of General Service)

Memorandum sent to Kenneth Cadioux, chairman of CSEA constitution and by-laws committee, and to CSEA counsel James Roemer, with copy of the Delegates Meeting summary containing summary of action taken by the delegates on the report of the constitution and by-laws committee for the purpose of follow-up action to amend the printed constitution and by-laws of CSEA so that revised copy of same can be printed and distributed to the Board of Directors and chapter presidents for future reference.

- That the legislative and political action committee adopt and submit a bill to the Legislature supporting enforcement of the state safety bill. (Salvatore Mogavero, of Erie Educational Employees, in his capacity as chairman of the County Executive Committee)

- That the legislative and political action committee immediately submit a bill to the Legislature for passage of the agency shop bill. (Salvatore Mogavero, of Erie Educational Employees, in his capacity as chairman of the County Executive Committee)

Memorandum sent to Martin Langer, chairman of CSEA legislative and political action committee, and to CSEA counsel James Roemer, calling their attention to these motions for their follow-up action.

- That the statewide CSEA, Inc., go on record and publicize in the newspapers that CSEA opposes the Kinzel Co-ordinated Escalator Plan of 1976, and further authorize the chairman of the County Division to send wires to the state legislators advising them of our position, and also request the chairman of the State Executive Committee be granted the same authority. (Salvatore Mogavero, of Erie Educational Employees, in his capacity as chairman of the County Executive Committee)

Memos sent to Thomas McDonough, chairman of CSEA State Executive Committee; Salvatore Mogavero, chairman of CSEA County Executive Committee, and to CSEA director of public relations Joseph Roulier to carry out this action mandated by the Delegates.

- That the statewide CETA committee immediately assume the responsibility of disseminating pertinent information pertaining to CETA, and requesting the legislative and political action committee to help seek enforcement of the CETA program as it was originally. (Salvatore Mogavero, of Erie Educational Employees, in his capacity as chairman of County Executive Committee)

Letter sent to Robert Lattimer, CSEA Region VI president and chairman of the CETA committee, for his follow-up action to carry out intent of motion adopted, as directed by the Delegates.

- That along with our contractual relationship with the Leader, we expand our public relations into the public media, i.e., television, newspapers, etc. to bring about a change in the image of CSEA and the state workers and enhance our position as far as bargaining power with the state. (Thomas McDonough, of Motor Vehicles, in his capacity as chairman of the State Executive Committee)

Referred by memo to CSEA director of public relations Joseph Roulier, requesting him to take appropriate action to carry out intent of motion.

- That counsel be ordered to start the lawsuit to save the pension funds of the New York State Employees Retirement System. (Thomas McDonough, of Motor Vehicles, in his capacity as chairman of State Executive Committee)

Memorandum to CSEA counsel James



Sharing a light-hearted moment at a bit of humor on convention floor are, from left CSEA treasurer Jack Gallagher, of Syracuse Division chapter 055; counsel James Roemer, and executive vice-president William McGowan, of West Seneca Developmental Center chapter 427.

Roemer calling his attention to motion for follow-up purposes.

- That each chapter be informed as to the salaries, expenses and honorariums of CSEA officers and everyone who works for CSEA, including field representatives, and that this report be sent to chapter presidents as soon as possible. (Thomas McDonough, of Motor Vehicles, in his



C. Allen Mead, president of James E. Christian Memorial Health Department chapter 664, presents report of CSEA restructuring committee, which he chairs.



Former Western Conference president Celeste Rosenkrantz retains an active role in CSEA as chairman of education committee, which sponsors various informational programs.

capacity as chairman of State Executive Committee)

Memorandum sent to treasurer Jack Gallagher and Comptroller Tom Collins for their follow-up action to carry out intent of motion.

- That the Committee for disposition of convention resolutions and motions be required to meet no more than 60 days after the close of the convention. (Thomas McDonough, of Motor Vehicles, in his capacity as chairman of State Executive Committee)

Letter sent to Edward Dudek, chairman of committee to report on disposition of convention motions, for his follow-up action.

- That the name of Abraham Kranker be placed on the Memorial Plaque. (Victor Costa, of Workmen's Compensation Board)

Letter sent to Raymond G. Castle, chairman of CSEA special Memorial Plaque committee, so that the name of Abraham Kranker is placed on the Memorial Plaque, as well as the names of the three other deceased members of CSEA as approved at a prior Delegates Meeting.

- That the remainder of the Restructuring committee's report be referred back to committee to come out in proper form at the next Delegates Meeting. It was also recommended that the report be provided to delegates at least 30 days before the next meeting, and that it be taken up as the first item of business when the delegates convene next October.

Referred to Allen Mead, chairman of the committee to restructure CSEA, calling his attention to all action taken on his committee report by delegates.

- That the legislative program of CSEA be presented at the fall meeting, voted upon, and become the CSEA legislative program for the forthcoming session of the Legislature; and that all legislative proposals be submitted to the statewide political action committee no later than 60 days prior to the fall convention. (James Lennon, of East Hudson Parkway Authority) in his capacity as Southern Region III president)

Referred by memorandum to Martin Langer, chairman of the legislative and political action committee, and to counsel James Roemer for their follow-up.

- That all elected state chapter officers be recognized as members of chapter grievance committees automatically, and only appointed members be forwarded to administration. (James Lennon, of East Hudson Parkway Authority, in his capacity as Southern Region III president)

- To refer the preceding motion to the

(Continued on Page 9)

Constitution And By-Laws Committee Report

By-Laws

ARTICLE I, OFFICERS

Section 1: PRESIDENT. The President shall preside at all Board of Directors and Delegate meetings of the Association. The President shall serve on a full-time basis. If the President is employed and is unable to obtain a paid leave of absence from his employer, the Association shall, pursuant to law, obtain a paid leave of absence for the President and the Association shall reimburse the employer for the cost of such leave. His signature shall be required on all contracts and on all orders drawn upon the Treasurer that have been approved by the Association or the Board of Directors. He shall be a member ex-officio of all committees and shall initiate and effectuate plans which, in his judgment, are in the best interest of the Association. He shall be responsible for the organization and direction of the staff of the Association, and shall direct and supervise the collection of dues. He shall direct and supervise the issuance of all publications of the Association. He shall appoint all committees of the Association unless the method of selection is otherwise directed or provided. He shall give a surety bond, at the expense of the Association, in an amount fixed by the Board of Directors. He shall by September first of each year furnish to each member of the Board of Directors a proposed budget consisting of an itemized statement of estimated revenues and anticipated and proposed expenditures for the then current fiscal year.

Section 2: EXECUTIVE VICE PRESIDENT. There shall be an Executive Vice President who shall assume the duties of the President if the President is unable for any cause to act or if the office becomes vacant. The Executive Vice President shall serve on a full-time basis. If the Executive Vice President is employed and is unable to obtain a paid leave of absence from his employer, the Association shall, pursuant to law, obtain a paid leave of absence for the Executive Vice President and the Association shall reimburse the employer for the cost of such leave. The Executive Vice President shall perform those other duties assigned to him by the President or the Board of Directors of the Association."

Section 3: VICE PRESIDENTS. There shall be six (6) vice presidents who shall be the regional presidents elected by the six (6) regions. The Vice Presidents shall serve on a full-time basis. If the Vice President is employed and is unable to obtain a paid leave of absence from his employer, the Association shall, pursuant to law, obtain a paid leave of absence for the Vice President and the Association shall reimburse the employer for the cost of such leave. Each Region shall be under the direction of the Regional President who shall perform such other duties as assigned by the President of the Association or the Board of Directors of the Association.

Section 6: HONORARIUMS. The Board of Directors may establish honorariums for each officer of the Association in an amount to be determined by the Board of Directors.

ARTICLE IV, DUES

Section 2. COMPUTATION. (c) LAID OFF EMPLOYEES. A member in good standing who is laid off from public employment and placed on a preferred list will be granted a gratuitous membership for a period of one year.

ARTICLE VI, COMMITTEES

Section 2 [(a)] to be renumbered to Section 2 (e).

of the Association and one representative from each County Division Chapter, and one County Educational Chapter Representative from each CSEA Region elected by the County Educational Chapter members within each region. In addition to the foregoing, each County Division Chapter with more than 10,000 members as of January 1 in an odd-numbered year shall, for the term of office beginning the following July, be entitled to one additional representative. The County Executive Committee may create one or more subcommittees to perform such duties as the County Executive Committee shall delegate. The representative of a County Chapter shall be elected by such chapter for a two-year term of office to be coincidental with the term of office for members of the State Executive Committee. The County Executive Committee shall elect from its membership one member to be known as the Chairman of the County Executive Committee.

The revision of constitution and by-laws committee report was submitted by chairman Kenneth Cadieux, of Nassau County, with committee members William Roberts, Nicholas Cimino, Joseph Kenney, Eugene Nicoletta, Audrey Snyder, Genevieve Luce, Karen White, Earl Mayfield, Sr. and Jay Berman.

THE FOLLOWING ITEMS WERE PASSED BY THE DELEGATES AND ARE NOW EFFECTIVE. NEW MATERIAL IS IN BOLDFACE TYPE.

Constitution

ARTICLE VII—COUNTY DIVISION

Section 1. COUNTY EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a County Executive Committee which shall consist of the officers



Presiding over convention during action on constitution and by-laws committee report is chairman Kenneth Cadieux, of Nassau chapter 830.



Mary Converse, president of Southwestern (Allegany) chapter 107, seems surrounded here by leaders of other Parks and Recreation chapters. From left are Walter Boehme, Long Island Inter-County State Park chapter 102 treasurer; James Guines, Palisades Interstate Park Commission chapter 105; William Blauvelt, Palisades chapter president; Paul O'Connell,

Finger Lakes State Park Commission chapter 112; William Lodini, Palisades; Eleanor Blair, Genesee State Park Commission chapter 110; Art Griffith, Taconic State Park Commission chapter 108; William Pitsing, Taconic, and Gerald Bromley, Southwestern chapter vice-president.

(Leader photos by Ted Kaplan)

Motions Approved By Delegates

(Continued from Page 8)

grievance and charter committees, with a recommendation to the Board of Directors to have this included in the constitutions of the various chapters. (Joseph McDermott, of Transportation Main Office, in his capacity as Albany Region IV president)

Memorandum to Albert J. Varacchi, chairman of CSEA standing grievance committee, and to Francis Miller, chairman of CSEA Directors charter committee, calling their attention to this motion for appropriate notice to all chapters and for recommendation by the charter committee to the Board of Directors regarding amendments to chapter constitutions. This matter has also been referred to Jack Carey, State Division assistant executive director of CSEA, for his follow-up purposes.

• To have mandated departmental meetings on the first evening of all delegate or special meetings. (James Lennon, of East Hudson Parkway Authority, in his capacity as Southern Region III president)

Memorandum sent for follow-up purposes to president Wenzl, and to CSEA staff members Edward C. Diamond, John Naughton and Kay Zgonbick.

• That the By-Laws be amended to change the region rebates from 10 cents to 20 cents per member. (James Lennon, of East Hudson Parkway Authority, in his capacity as Southern Region III president)

• That the preceding motion be referred to the constitution and By-Laws committee, to be reported out at the next convention.

Motion referred by memo to Kenneth Cadieux, chairman of legislative and political action committee, for any necessary follow-up action.

• Whereas, the cities and State of New York have cut health, education, police, fire, sanitation, and all essential services in order to pay past debts; and

Whereas, austerity plans such as Big Mac have failed to restore solvency and in fact have increased the deficit of New York City; and

Whereas, Congressman Badillo (Dem., N.Y.) and other legislators have called for an immediate moratorium on all city, county and state debt payments to banks in order to re-establish the priorities of social services; and

Whereas, it is essential to expand industry in order to productively employ the millions now unemployed or needlessly on welfare;

Therefore, Be it resolved that the CSEA supports:

(1) a moratorium on all outstanding debt payments by city, county and state governments;

(2) the enactment by Congress of an Emergency Employment Act which extends federal credits to increase industrial and agricultural production, and maintains and expands social services. (Michael Tobin, NYS Psychiatric Institute)

• That the preceding motion be referred to the political action committee with the request that no action be taken until reported out.

Motion referred to Martin Langer, chairman of legislative and political action committee for any necessary follow-up action.



Social Services chapter 688's Dolores Henderson receives some information on insurance from Ronald Lacey, of Ter Bush and Powell.



Special auditing committee report is presented by Louie Sunderhaft, of Oneida chapter 833 and executive vice-president of Central Region V.

Suffolk's Retirees To Hold A Meeting

HAUPPAUGE — The Suffolk Area Retirees chapter, Civil Service Employees Assn., will hold a general meeting Wednesday, May 12, at the CSEA satellite office, 350 Motor Parkway, Hauppauge. The meeting is set to begin at 1 p.m.

You may not be dying to give blood, but some day you may be dying to get it.

Nassau Politicians, Urged By Flaumenbaum, Meeting To Settle Budget Dilemma

MINEOLA—Breaking a standoff between Republicans and Democrats that had threatened to trigger the layoff of up to 2,000 Nassau County employees, Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn., last week arranged an unprecedented bipar-

tisan meeting on ways to solve the county's budget crisis.

The meeting produced the appointment of a bi-partisan committee of Democratic state legislators and members of the county Board of Supervisors to study the crisis—a response similar to Mr. Flaumenbaum's earlier call for creation of a blue-ribbon panel of citizens.

In addition, County Executive Ralph G. Caso, a Republican, agreed to withhold issue of any notices of dismissal.

The partisans, according to press reports, indicated that they were softening their previously hostile stands.

Mr. Caso has asked the State Legislature to authorize an additional 1 percent sales tax for the county in order to plug a budget gap he estimated at \$22 million. The Democratic state legislators from the county, however, bottled the measure up in committee in the Assembly and demanded that Mr. Caso reduce non-essential spending instead.

As the Caso and Democratic positions hardened and all negotiations between them broke off, Mr. Flaumenbaum, who is also president of CSEA Long Island Region I, acted behind the scenes to arrange the unprecedented meeting.

Mr. Caso and the six members of the Board of Supervisors met with the five Democratic Assemblymen from Nassau here last Wednesday. While no settlement was reached, they agreed to form a committee consisting of Assemblyman Arthur J. Kremer, of Long Beach, and Lewis J. Yevoli, of Bethpage, Hempstead Supervisor Al D'Amato and Supervisors Vincent Suozzi, of Glen Cove, and Hannah Komanoff, of Long Beach. Mr. D'Amato is the only Republican in the group.

The committee began its study April 19 and will issue a report before the legislature reconvenes April 26.

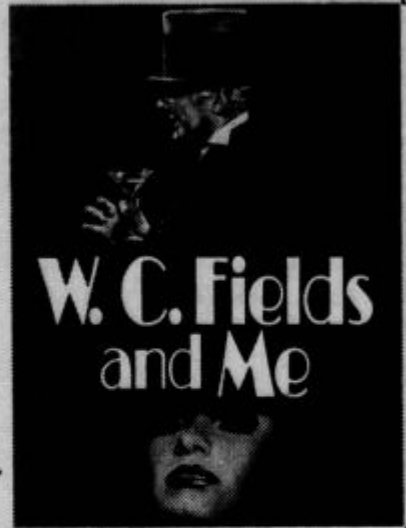
Mr. Flaumenbaum had stated that political posturing on both sides had replaced an effort to determine just what the Nassau budget gap is and what taxes are required. The bi-partisan meeting followed a call on the legislators in Albany by Mr. Flaumenbaum; Nicholas Abbatiello, second vice-president of the chapter, and Carl Pugliese, president of the Health Department unit.

"It is a time for statesmanship in order to avert ill-considered layoffs that would create chaotic conditions," Mr. Flaumenbaum asserted.

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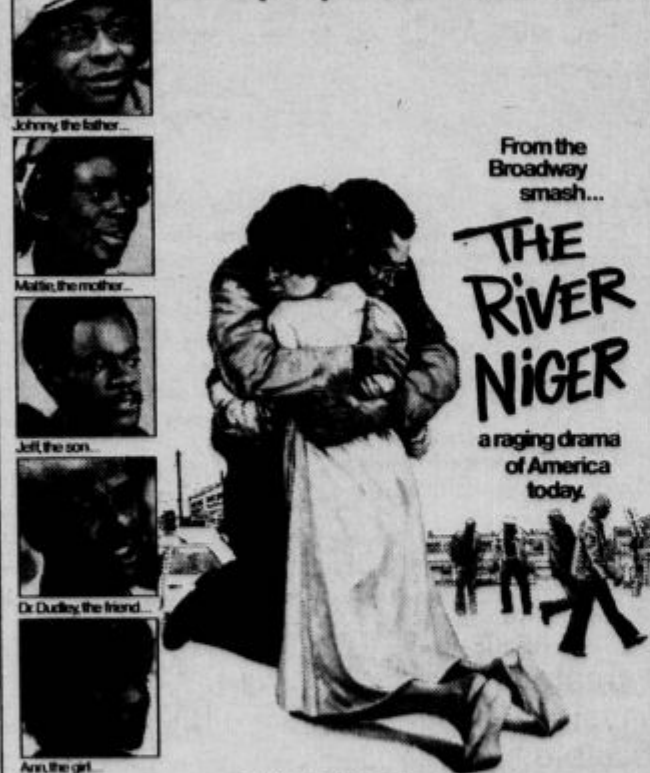
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NA MANDARIN	NA MANDARIN	NA MANDARIN	NA BAYSIDE	NA EASTHAMPTON	NA MANDARIN	NA BAYSIDE	NA EASTHAMPTON	NA MANDARIN
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NA CANNON #1	CATE'S	CATE'S	NA CANNON #1	NA CANNON #1	NA CANNON #1	NA CANNON #1	NA CANNON #1	NA CANNON #1
CANNON	HICKSON PLAZA	HICKSON PLAZA	CANNON	CANNON	CANNON	CANNON	CANNON	CANNON
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NEW JERSEY			NEW JERSEY			NEW JERSEY		
MUSIC MARKET	NA CINEMA #1	MUSIC MARKET	MUSIC MARKET	MUSIC MARKET	MUSIC MARKET	MUSIC MARKET	MUSIC MARKET	MUSIC MARKET
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A L.I. Region Meet

AMITYVILLE — Long Island Region I, Civil Service Employees Assn., will hold a leadership meeting at Region headquarters in Amityville on Thursday, April 29. Region president Irving Flaumenbaum said the meeting will be called to order at 7:30 p.m.

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Longevity Payments Will Go To Suffolk Employees

HAUPPAUGE—A plan by Suffolk County to withhold longevity pay has been turned back by James Corbin, president of the Suffolk chapter of the Civil Service Employees Assn.

As a result, longevity pay as negotiated in the last CSEA contract will be paid April 29. A delay from the due date of April 15 was caused by the county's initial decision not to prepare the payments.

Mr. Corbin secured cancellation of the plan to withhold the money from County Executive John V. N. Klein. Mr. Corbin advised the County Executive that all contractual provisions, except annual increments, would

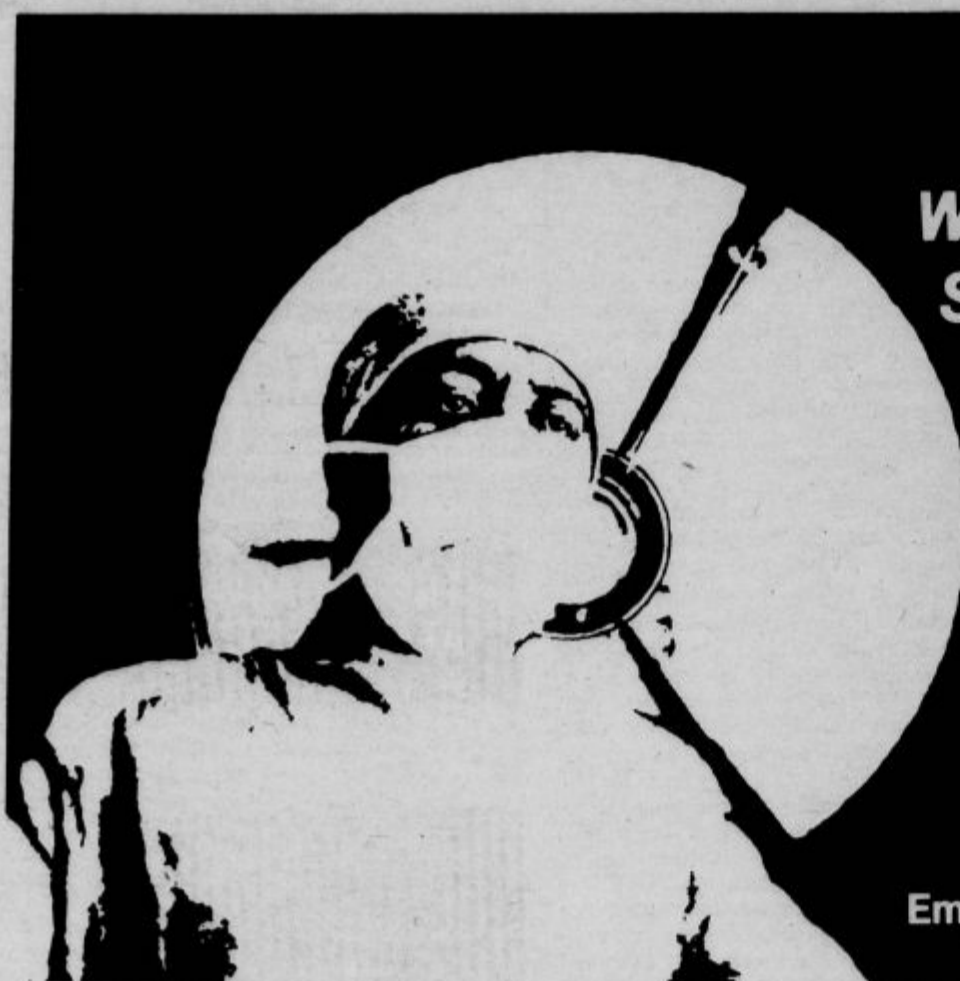
be observed after the contract expired Jan. 1 as negotiations continued.

The Suffolk chapter already had twin legal actions going in Supreme Court and before the Public Employment Relations Board challenging the withholding of annual increments.

Longevity payments of \$300 after 10 years true longevity and \$600 after 15 years had been negotiated in the last CSEA contract.



HUNTINGTON INSTALLATION — Officers of the 100 percent membership Huntington Town unit, Suffolk chapter, Civil Service Employees Assn., pose after recent installation. From left are president Dorothy Goetz, first vice-president Jack Bradicich, second vice-president Ray Gargan, recording secretary Shirley Claasen, treasurer Teresa Moore, corresponding secretary Rita Dougherty and Suffolk chapter president James Corbin. Sergeant-at-arms Roy Crane is not in picture.



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CSEA Victory Is Seen In Suffolk's Decision About Crossing Guards

HAUPPAUGE—The Suffolk County legislature last week rejected a proposal to replace the county's 433 school crossing guards with guards provided by a private service.

The vote to defeat the proposal came after Civil Service Employees Assn. leaders addressed a meeting of the county legislature in Hauppauge. The meeting was attended by many of the crossing guards, who shuttled back and forth from their posts on off hours to listen to the debate and man a picket line outside the legislative auditorium.

The issue has been widely discussed in the press and in the halls and backrooms of the legislature since the proposal was introduced by County Executive John V. N. Klein. He alleged it would be cheaper to contract a private guard service, citing a report developed by Suffolk Police Commissioner Eugene Kelley. The report claimed that it

cost the county \$12 an hour for the guards in benefits and wages and that an outside company had bid the job at \$4.25 an hour.

Suffolk chapter president James Corbin and Lillian Tully, president of the crossing guard unit, challenged the report saying that it was "biased and self-serving."

Of the 433 guards—not 429 the report claims—155 do not receive health insurance coverage and 51 of those get no fringe benefits at all. Moreover, the report includes an invalid double payment for dental insurance, they claimed, thus arriving at the inflated \$12 an hour figure.

Mr. Corbin reminded legislators of the guard's safety record which, he pointed out, "You could not expect from employees of a private firm working for minimum wages."

"Their record is unblemished; it's one of the finest in the state. Not a single fatality on a corner watched by a crossing guard," he said.

Ms. Tully added, "We have collected and submitted 28,000 parents' signatures on petitions to this legislature. People are not willing to risk the lives of their children for a few pennies."

After one of the longest sessions in recent memory, the legislature voted down the resolution 13 to 5. The five negative votes were cast by Joyce Burland (D-Bridgehampton), Mildred Steinberg (D-Port Jefferson), Elaine Adler (D-Huntington), Claire Sauer (D-Huntington) and William Carney (R-C-Smithtown).

SHORT TAKES

LAYOFFS TO STALL RETURNS

It is expected to take the state an extra week to process many income tax returns because of the personnel cutbacks ordered by Gov. Hugh L. Carey. The estimate came from Abraham Cutler, Income Tax Bureau director. The austerity measures imposed by the Governor have prevented the Department of Taxation and Finance to hire temporary clerks who usually fill in at the department at income tax deadline time.

SCHWARTZ REBUFFED

The State Senate has rejected Gov. Hugh L. Carey's appointment of Herman Schwartz as chairman of the state's Correction Commission. The vote, 35-22, represented the first rejection of a gubernatorial appointee in many years. Mr. Schwartz, a Buffalo law professor and a long-time advocate of the rights of the imprisoned, received criticism for his alleged lack of administrative ability and his appointment, while interim chairman, of several former inmates to Commission staff posts. The vote closely followed party lines in the Senate, with Republican legislators largely opposing the appointment of the 44-year-old Mr. Schwartz and Democrats favoring it. While GOP legislators denied that partisan politics entered into the issue, some Democrats said privately that Republican leaders seem to fear that their legislative track record of recent months appears too cooperative with the Governor and the rejection of Mr. Schwartz was seen as a highly visible means of breaking the pattern.

URGE LEGISLATIVE PAYHIKE

Assemblyman Leonard Silverman (D-Brooklyn), chairman of the Assembly Insurance Committee, has proposed a plan under which there would be a year-round Legislature, four-year terms for members, the abolition of payments to many legislators of funds in lieu of expenses or "lulus" and a \$21,100 pay increase for a number of legislators to \$44,600. Under his plan, the two top Assembly members, the speaker and the president pro tem, would receive salaries of \$65,000 a year, up from \$23,500, plus a \$21,000 "lulu."

ARMING RANGERS

New York's 100 forest rangers are being issued sidearms. "These weapons (.357 magnums) are being issued not only to protect the rangers but to protect the public in places like campsites where there have been crowds of rowdy people," explained Robert McManus, a spokesman for the Department of Environmental Conservation. The chief responsibilities of the rangers are firefighting and campsite operation. They do not have the peace officer status of the state's 240 conservation officers.

STATE PAPER DOWNGRADED

Moody's Investors Service has downgraded its appraisal of the state's bonds from A-1 to A and state tax and revenue anticipation notes from MIG1 to MIG2. A MIS spokesman said the downgrading was taken in view of the state's narrowly balanced budget, an extensive agency commitment and the "temporary nature" of some of the solutions that have been taken to solve the state's fiscal problems.

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228 Clarke Ardelia Laurelton	70.6
229 Daly Patricia A Selden	70.6
230 Wenzler Carolyn N Babylon	70.6
231 Frasco Janis C Haverstraw	70.5
232 Wolf Natalie Monsey	70.5
233 Karant Barbara Coram	70.4
234 Bowen Adele J Greenlawn	70.3
235 Drayton Judy Y Brooklyn	70.3
236 Wallagh Judith NYC	70.3
237 Kronowitz S Brooklyn	70.3
238 Tierney Emily F Ronkonkoma	70.2
239 Brandimarie L Seaford	70.2
240 Drayton Isabel NYC	70.2
241 Troutman Julie NYC	70.2
242 Seldner Marion Brooklyn	70.2
243 Dixon Debra A Brooklyn	70.2
330 Sherman Gail C Schenectady	85.5
331 Pinkerton J O Ogdensburg	85.5
332 Clark Janice H Silver Creek	85.5
333 Klob Jonathan S Nassau	85.5
334 Ball Janet K Pine City	85.5
335 Hamill Edward J Strykersvil	85.5
336 Parkis David W Schenectady	85.5
337 Ryan Mary J Franklin Sq	85.5
338 Belsky Gladys Flushing	85.5
339 Havis Mark S Schenectady	85.5
340 Vassallo P N Syracuse	85.4
341 Netzer James H Albany	85.4
342 Romano Suzanne Watervliet	85.4
343 Baine Ramona L Mechanicvil	85.4
344 Hayner Elaine D Troy	85.4
345 Schillinger P A Watervliet	85.4
346 Bowers Cheryl A Trumansburg	85.4
347 Parsons Carole Clay	85.4
348 Smith Ruth A Ballston Spa	85.4
349 Ackerman Robert Rensselaer	85.4
350 Gulliver Ruth A Oakdale	85.4
351 Prosser Darlene Roghster	85.4
352 Farr Julie A Syracuse	85.4
353 Erle Suzanne J Endwell	85.4
354 Klueger Leon Brooklyn	85.4
355 Guyton Kathrene Albany	85.4
356 Coulson Jean R Old Chatham	85.3
357 Collins Robert Rensselaer	85.3
358 Cronin Kathy F Johnson City	85.3
359 Morrissey Anne Cohoes	85.3
360 Scott Charles Albany	85.3
361 Levy Rochelle L NYC	85.3
362 Berger Steven R Brooklyn	85.3
363 Miller Ethel B Wappingr Fls	85.2
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(Continued on Page 15)

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Heavy Stress On Political Action Seen In Syracuse Region V Owego Meeting

SYRACUSE—The spring workshop and conference of Syracuse Region V, Civil Service Employees Assn., will give particular attention to problems of political action, according to president Richard Cleary.

The session, which the Region will co-sponsor with the Binghamton Psychiatric Center chapter, will be held Friday and Saturday, April 23-24, at the Owego Treadway Inn.

Mr. Cleary expressed thanks to CSEAers who have sent cash to support the political action fund, but stressed that continued support is necessary if the Region is to exercise appropriate leverage in the coming November elections. The Region has about 35,000 members. Mr. Cleary pointed out, and suggested that if each contributed \$1 to the fund, the Region would have a respectable war chest to fund its legislative aims and to support approved candidates.

Mr. Cleary said that William Frame, a Region research analyst, has been working on a project to break down all postal zip codes in the area to match each Assembly and Senate district. With this breakdown, he noted, the Region will be able to mail its candidate recommendations directly to members.

CSEA treasurer Jack Gallagher will be on hand during the conference to assist chapter treasurers with the preparation of reports and forms for CSEA Headquarters and the state and federal governments.

Friday evening's session will consider the union's legal assistance program and will be chaired by Joseph Conway, chairman of the statewide legal committee. Executive director

Joseph Lochner will also be on hand.

Region committee meetings and a treasurer's seminar will be held at 9 a.m. Saturday. A state workshop is set for 10:30 a.m. and a county workshop and luncheon will be held from 11 a.m. to 1 p.m. A general meeting will come to order at 1:30 p.m. and a dinner-dance will be held that evening.

Montgomery

(Continued from Page 1) forts over the weekend would prove helpful.

"It's all up to the Montgomery County supervisors at this point. We're ready to talk straight through the weekend in an effort to settle this thing, but the supervisors don't seem too interested in trying."

File A DOT Breach Of Contract Charge

(Continued from Page 1) to be performed on the I-481 Syracuse-Janesville interchange. In this project, CSEA alleges, the Massachusetts firm of Edwards & Keley has been retained by the state.

A grievance has been filed with the Public Employment Relations Board in this issue by CSEA. William Frame, CSEA Syracuse Region V research assistant, said the state is in violation of Article 36.1 of the con-

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DEAR ASSEMBLYMAN _____:

NOTICE: As of November 2, 1976, your services on behalf of the citizens of our community will no longer be required.

REASON: Failure to protect the interests of those New York State citizens to whom you are publicly accountable, or to exercise responsibility, restraint or fairness in dealing with the severest budget crisis of the post-WWII era;

Failure to protect, preserve and defend areas of critical public needs from massive layoffs and terminations.

SIGNED: _____

LOOPHOLE: Your appointment will be continued only under the following conditions: Mount a vigorous campaign to fight disproportionate or mis-directed cutbacks. Focus retrenched spending on these targets: bureaucratic fat, patronage jobs, government waste, etc. Initiate and support legislation to eliminate lulus. Set citizens' priorities above those of banks, corporations, and big business.

TURNABOUT — Here's a reproduction of the brainchild of Eleanor Korchak, president of the Binghamton City chapter, Civil Service Employees Assn. The originals are printed on—what else?—pink paper. Ms. Korchak, who is also chairman of the CSEA Syracuse Region V political action committee, suggests that these pink slips be sent to state legislators who vote against the interests of the people of the state and public sector employees.

tract with the Professional, Scientific and Technical Bargaining Unit. The article reads: "There shall be no loss of present jobs by permanent employees as a result of the state's exercise of its

Move To Help Woodfielders

(Continued from Page 1) authorities in an effort to save the jobs of 26 employees at Woodfield Cottage, a children's detention center at the county's Grassland's facility here.

The county said it intends to close Woodfield as part of an effort to trim about \$2 million from its budget this year. It houses children sent there by the Westchester Family Court.

Mr. Morella said there is no firm date set for the closing of the children's facility.

right to contract out for goods and services."

Mr. Frame noted that DOT employees have been especially hard hit by layoffs resulting from Gov. Hugh L. Carey's aus-

"The union is working on the problem and we ask that the people involved have faith and trust," Mr. Morella said. "Right now I'm waiting to receive some documentation from the county on bumping rights and endeavoring to see where the people can be fitted in elsewhere."

One of the difficulties faced by union authorities, he said, is that many of the Woodfield employees hold highly specialized job titles; finding comparable jobs elsewhere is a problem.

Former Lottery Employees

(Continued from Page 1) which would return competitive class employees to competitive status. In the same respect, non-competitive class employees would remain non-competitive," Mr. Ryan explained.

"We are also attempting to amend the law to provide for the

reinstatement of all former lottery employees, regardless of their present employment in other state agencies," Mr. Ryan added.

No action can be expected on these amendments until after the legislators return from their Easter recess.

terity measures. He noted that more than 250 CSEA employees have been laid off from the main DOT Albany office and that there are about 1,200 vacant DOT employee slots statewide.

In addition to these cuts, Mr. Frame said, about \$3 million is planned to be cut from the DOT main office budget. The office controls about \$1 billion in planned, supervised and designed programs and that for most of them, the federal government would pick up 90 percent of the cost. Some projects are 100 percent reimbursable, he said.

Chautauqua

(Continued from Page 1) Chautauqua County Legislature's failure to approve a contract with the chapter. A proposed pact had earlier been approved by the County Executive. The situation approximately parallels that which occurred in Dutchess County several months ago. In that county, CSEA members took to the picket lines in a week-long strike, the first such labor action in the state's history.

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

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.

APRIL

- 23—Onondaga County chapter dinner and installation of officers: Liverpool Golf and Country Club, Tulip Street, Liverpool.
- 23-24—Syracuse Region V spring conference: Treadway Motor Inn, Owego.
- 24—Albany Region IV Boston bus excursion.
- 26—Rockland Psychiatric Center chapter retiree dinner-dance: Colonial Manor, Old Tappan, N. J.
- 26—Auburn Correctional Facility chapter spring dinner: Polish Falcons Club, Pulaski Street, Auburn.
- 28—Nassau Retirees chapter meeting: 1 p.m., American Savings Bank meeting room, East Meadow.
- 29—Long Island Region I leadership meeting: 7:30 p.m., CSEA headquarters building, Amityville.
- 29—Westchester County chapter executive committee meeting: 196 Maple Ave., White Plains.

MAY

- 2—Motor Vehicle chapter 674 30th Anniversary Party: 5 p.m., Michael's Restaurant, Latham.
- 3—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.
- 7-9—Mental Hygiene Department workshop: Friar Tuck Inn, Catskill.
- 11—Nassau County Crossing Guards unit meeting: 8 p.m., Police Headquarters, Mineola.
- 12—Suffolk Area Retirees chapter meeting: 1 p.m., CSEA satellite office, 350 Motor Pkwy., Hauppauge.
- 13-14—Capital District Armory Employees chapter meeting: Veterans of Foreign Wars Home, Cortland.
- 14—Suffolk chapter bicentennial party: Colonie Hill, Hauppauge.
- 14—Albany Region IV "Mix and Mingle" party: 5:30 p.m., Michael's Banquet House, Route 9, Latham.
- 22—Broome County unit shop stewards' training day.



CRAIG SOCIAL — Members of Civil Service Employees Assn. chapter 405 at Craig Developmental Center in Sonyea, got together recently for their annual ball. Among the guests at the function were, facing camera from left, CSEA director Charles Peritore (Mental Hygiene, Region VI), Paul Merkling, of Ter Bush and Powell insurance agency, and CSEA vice-president Robert Lattimer, head of Western Region VI.

Need Clerk, Dental Hygienist, Tester, Others

MANHATTAN — The following is a simulated radio broadcast by the New York State Department of Labor's Manpower Services Division. The jobs noted, however, are real ones.

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 488-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone di-

rectories. Look under New York State Department of Labor—Job Bank.

If you find that today's openings aren't suitable for you, keep in mind that there are many other kinds of work available at our New York State Employment Service Offices. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listing.

SPEAKER 1. A Brooklyn firm making cranes wants a **TURRET LATHE SET-UP OPERATOR**. Applicant must have at least five years' experience. The job pays \$5.25-6 an hour.

2. Also in Brooklyn, a **BILL-**

ING CLERK is being sought today. Must be good typist, able to do own extensions. Will also answer phones. Two to five years' experience is required and the pay is \$125-150 a week, depending on that experience.

3. Here's a part-time opportunity for a **DENTAL HYGIENIST** with a dentist in Manhattan. Applicant must have New York State license and at least three years of experience. Will work 19 hours a week, from 9 a.m.-6 p.m. on Mondays and 9 a.m.-2 p.m. on Fridays and Saturdays. Will earn \$7 an hour.

4. Out in Queens, an employer is looking for a **SYSTEMS TESTER** familiar with lab procedures. Will test audio and consumer products and appliances under supervision. Applicant must be a high school grad and have some electronic background. The pay is \$4.92 an hour.

5. A zipper manufacturing firm reports a vacancy for a **MAINTENANCE MECHANIC SUPERVISOR**. Must have at least two years' experience repairing, adjusting and maintaining zipper assembly machines. Employer will furnish tools. Choice of day or evening shift. It's a union job. The firm is in Manhattan and the employer will pay \$5.22 an hour.

6. A labor union in Manhattan is calling for a **STENOGRAPHER**. Applicant must be able to type well. Employer will accept someone who is experienced on

dictaphone. Salary: \$175 a week.

7. Out on Long Island, there's an opening for an **AUTO MECHANIC** who has at least two years in the trade and has worked on foreign cars. Will do transmissions, mostly automatic. Tune-ups; brakes. Do all around repairs. Must have own tools. The job pays \$215 a week.

8. A **LEGAL SECRETARY** is also on the demand list on Long Island. Must have litigation and related legal background. Be able to take steno. Salary \$150 a week, but could go higher depending on experience.

9. Back in the City, an **ELEVATOR REPAIRER** with five years' experience is wanted at a Manhattan hospital. Will work on large and small elevators, and someone with Otis experience is preferred. The job pays \$248 a week to start, goes to \$254 after 60 days.

10. Also in Manhattan, an employer is recruiting for a **SALES ASSOCIATE** to sell a special

automated typewriter. Applicant must have at least a year of experience in office machines. It's a New York City territory and a car is not necessary. Salary \$800 a month.

11. A Brooklyn bindery has a job waiting for a **GOLD LEAF STAMPER**. Must be able to set up and operate Kensol gold stamping machine. Employer will pay \$160 a week, may go higher depending on experience.

12. Wanted: a licensed **PHYSICAL THERAPIST** for a Manhattan health center. One to two years of experience is required for this position paying \$295 a week. Employment will begin in May or June.

ANNOUNCER: The phone number again for New York City jobs is (212) 488-7330. For the jobs we've noted outside the City, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

Report Details Health Center Labor Relations

WASHINGTON, D.C. — A 110-page volume, "Labor Relations In Hospitals and Health Care Facilities," is now available from BNA Books, the publishing arm of the Bureau of National Affairs, Inc., 1231 25th St. N.W., Washington, D. C. 20037.

The publication, priced at \$10, records the proceedings of the June 10-11, 1975, conference of the American Arbitration Assn. and the Federal Mediation and Conciliation Service at the University of Maryland.

Background briefing papers include an outline of the history of labor relations at hospitals and health care facilities prior to the extension of coverage of the National Labor Relations Act to cover non-profit hospitals; a review of major case holdings under the NLRA prior to the amendments; an examination of the history of the amendments, and an explanation of their affects on then-existing labor law and the operations of the NLRB. The publication profiles the impact of the amendments on organized labor and provides hints on collective bargaining methods in the health care field by spokesmen for the arbitration profession, management and unions. Impasse resolution under the amendments is examined and traditional approaches—mediation, arbitration and fact-finding—are described.

State Seeks Consultants In Nutrition

ALBANY—Applications are accepted continuously for nutrition services consultants in the New York State Department of Health.

In order to qualify for the \$13,404 positions, applicants must have a bachelor's degree in foods and nutrition; have completed a dietetic internship or its equivalent; and have four years experience as a dietician in a health facility, two years of which was within the last 10 years. A master's degree in nutrition may be substituted for one year of experience. Appointees in the New York City area and in Monroe County receive an additional \$200 annual salary differential.

Application forms can be obtained from State Office Building Campus, Albany; Suite 750, 1 W. Genesee St., Buffalo; 55th Floor, 2 World Trade Center, Manhattan; or at local offices of the NYS Employment Service. Completed forms should be sent to State Department of Civil Service, The State Office Building Campus, Albany.

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State Promotional Job Calendar

Filing Closes May 3

Title	Salary Grade	Exam No.
Associate Computer Programmer	G-23	35-951
Associate Computer Programmer (Scientific)	G-23	35-952
Associate Computer Systems Analyst	G-23	35-953
Senior Computer Programmer	G-18	35-949
Senior Computer Programmer (Scientific)	G-18	35-950
Principal Medical Care Administrator	G-29	39-134
Supervising Nurse Anesthetist	G-21	39-137
Director, Bureau of Law and State Records	G-24	35-948

Additional information and application may be obtained from department personnel and business offices or from the State Department of Civil Service: State Office Building Campus, Albany 12226; Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo 14202.

EXTEND YOUR LIFE 24 YEARS

One of the world's most highly respected scientists says it is now possible to add up to 24 years to your life. Biochemist Linus Pauling, the only man in history to have won the Nobel Prize *twice*, reveals how in an exclusive interview in **Moneysworth**, America's largest newspaper on health and wealth.

Dr. Pauling believes it is now possible to extend your life through massive intake of certain vitamins. In **Moneysworth**, he tells precisely which ones and in what amounts.

In **Moneysworth**, Dr. Pauling also reveals:

- What his own personal daily vitamin regimen consists of. (It includes some vitamins you probably never heard of.)
- Why some medical men scoff at his vitamin discoveries, despite the fact that they are supported by unimpeachable scientific evidence.
- How man came to develop his grievous, chronic, inbuilt vitamin deficiency in the first place.
- What other steps Dr. Pauling and his wife—both in their 70's—take to remain hale and spry. (She, too, is a nutritionist.)
- Why Ponce de Leon and his men thought they had discovered The Fountain of Youth when they landed in Florida. (It was because of Vitamin C in the fruit, says a Pauling colleague, not something in the water.)
- Why sugar is pernicious to health.
- How vitamin requirements can differ enormously from individual to individual.
- Why the American Medical Association and Food and Drug Administration remain Dr. Pauling's longtime foes.
- Why it is *especially* important for smokers to take certain vitamins.
- What other steps you can take, apart from vitamin therapy, to ensure long and vigorous life.

Dr. Pauling first established himself as a medical prophet with publication of his book "Vitamin C and the Common Cold" in 1970. In **Moneysworth**, he breaks new ground, going much further than he ever had before concerning the healthful properties of vitamins. He says *there's no reason why, with proper vitamin intake, the average American cannot live to the age of 90.*

Copies of the historic report containing Dr. Pauling's views are not being offered for sale; *they're being given away—ABSOLUTELY FREE*—to all new subscribers to **Moneysworth**.

How much does a subscription cost? Incredibly, *ONLY \$2.99!!*

In case you're unfamiliar with **Moneysworth**, let us explain that it is America's most widely read periodical dealing with health and wealth. Each issue is devoured by *over five million* enthusiastic readers.

Here are the kinds of tonic, enriching articles **Moneysworth** prints:

- Depression-Proof Jobs
- Yogurt: Health Food for Your Heart
- Japan: Cup of Tea for the Thrifty
- Coming: Paid Sick-Leave for Pregnancy
- Bittersweet News about Saccharin
- Living Afloat Without Getting Soaked
- Picking the Right Pimple Aid
- Canoeing Vacations: Strokes of Genius
- Couples Who Divorce to Reduce Taxes
- Investment Cash Goes Far Abroad
- Canada: Where College Costs Half
- Coffee: New Grounds for Concern
- Contact Lenses that Cure Vision
- Earn 12-1/2% on Your Savings
- Air Travel at 50% Off
- States with Best Unemployment Benefits
- Today's Soldiers Command High Pay
- Cars that Are Stingiest with Gas
- Checking Accounts that Pay Interest
- How to Buy Prescriptions at Cut-Rate
- The "Yurt": Incredible \$350 House
- Scholar Dollars for the Middle Class
- The A.A.A. Is a Bad Trip
- Trimming the Cost of a Haircut
- Fake Meat Can Be a Real Value
- Face-Peeling Is a Rip-Off
- How Doctors Diet
- Is Cancer Contagious? New Findings
- Are Hay Fever Shots Pointless?
- Sailboats that Are Winners
- Heart Does Change Positions on Sex
- Where Retirement Benefits Go Farthest
- Getting 7 Bestsellers for the Price of 1
- Beware the Better Business Bureau
- Alfalfa, Superfood for Humans

These thrilling articles, like the brilliant Dr. Linus Pauling report, add *enormously* to the well-being of **Moneysworth** readers. Thus, each day we're inundated with glowing testimonials like the following:

- "Your advice on Social Security resulted in a \$3,135 lump-sum cash payment to my wife, and \$171 monthly pension. The best investment I ever made was a subscription to **Moneysworth**."—*Dr. Herman W. Hortop; La Grange, Ill.*
- "Your recommendation that readers reduce orthodontic bills by having the work done at a university dental school saved me \$1,350 on my daughter's teeth."—*Bob G. Walters; Oxon Hills, Md.*
- "Your tip on flying to Europe via Afghanistan saved me \$450. You've made me a subscriber for life."—*Charles Fager, M.D.; Harrisburg, Pa.*
- "We salute **Moneysworth** for its excellent report on our free sex-counseling-by-telephone service. As a result of it, we've received calls from all 50 of the United States—including Hawaii and Alaska—and even a few from Europe and Africa."—*Community Sex Information*

Foundation; Boston; (617) 232-2335.

- "Your write-up on income averaging for tax purposes saved us \$1,100 this year. We didn't realize retirees could do this. Thank you, thank you, thank you!"—*Mr. & Mrs. J.W. Long; Morro Bay, Calif.*
- "You're not going to believe this, but I have parlayed \$146 into \$90,000 thanks to your informative article on breaking into real estate. How can I ever express my gratitude sufficiently?"—*Horace T. Pinrose; Montgomery, Iowa.*
- "Your article on the 15% interest paid by Mexican banks has made it possible for me to retire in style. How can I ever thank you enough?"—*Eric T. Svenson; Fallbrook, Calif.*
- "Your news reports on investments have brought me, in a matter of months, \$12,996 in profit, tripling my money. Let me assure you that I shall be a **Moneysworth** subscriber for life."—*Lawrence C. Gray; Ypsilanti, Mich.*
- "As a result of your article on non-profit, low-cost memorial associations, we have been receiving 400 inquiries *per day*. You'll get an inkling of the immense amounts of money your subscribers have saved when you realize that *each* of our members saves over \$1,000 on a funeral. Congratulations on a job well done."—*Richard James Stevens, President, Continental Association of Funeral and Memorial Associations; Chicago.*
- "Thank you for putting me onto the '62+ Club' of the Community State Bank of Albany, New York, which offers free checking accounts, free statements, free check imprinting, free leatherette check folders, and free postage-paid bank-by-mail envelopes to all retirees."—*Mrs. Jim Smith; Kansas City.*
- "Your tip about deducting the cost of transportation between my two teaching jobs saved me in taxes at least the cost of a ten-year subscription. Not only that, but your publication is lively, off-beat, a delight to read."—*Prof. R. Garner; State University College; Brockport, N.Y.*
- "Your article on TV game shows gave me the confidence to try out for 'The \$10,000 Pyramid.' I won \$850!"—*Ted*

Zammit; Franklin Square, N.Y.

- "Your article 'Inaccurate Billing by the Phone Company' led me to discover four years of overcharges. I got a \$1,593 refund."—*A. DiRienzo; Bristol, Pa.*
- "**Moneysworth's** product ratings sure stretch the dollar. I bought the Canonet 35MM rangefinder camera which you recommended, and saved 30%."—*Robert Goodrich; Tucson, Ariz.*
- "Your article 'How to Fight a Traffic Ticket' saved me a \$200 lawyer's fee and a ticket. I did exactly as you suggested—taking pictures of the scene and double-checking the statute book—and came out the winner in court."—*W. Wendel; Hicksville, N.Y.*
- "Your article 'How to Avoid Paying an Exorbitant Doctor Bill' saved me \$65. As a token of gratitude, I enclose payment for extension of my subscription."—*Carl Wagner; Yorktown Heights, N.Y.*
- "You certainly tell it like it is. Your article 'The Ugly Truth about Beauty Aids' is candid, commendable—and I'm a dermatologist."—*Harry Scott, M.D.; Raleigh, N.C.*

•"Your article on 'coupon refunding' got my husband and me hooked on the hobby. It saves us enough each year to pay for our vacation."—*Grace Ellen Feingold; Brooklyn, N.Y.*

•"Your suggestion that readers buy \$200-deductible car insurance instead of the usual \$50-deductible saved me *hundreds* of dollars."—*Gary W. Owens; Sunland, Calif.*

•"You sure did us a good turn recommending Mayflower for our move from California to Minnesota. Would you believe the bill was a hundred bucks *under* the estimate?"—*Donald V. Tenney; Owatonna, Minn.*

•"Your article on how to save \$100 on a color TV worked. **Moneysworth** sure knows how to hold onto the green."—*Phillip Allen, Director of Student Union; Henderson State College; Arkadelphia, Ark.*

•"Thanks to your article 'How to Buy a New Car for \$125 Over Dealer's Cost,' I just bought a Chevy at a saving that I conservatively estimate at \$350."—*Rudy Grange; Anita, Iowa.*

•"Your report that dentures cost only \$40 at the Sexton-Shealy Dental Clinic of Florence, South Carolina, saved me, literally, *hundreds* of dollars. They fitted me up in 24 hours and I was able to complete the entire procedure during a vacation to Florida. I have never before written a testimonial to a magazine."—*Mrs. H. Petruccio; Frackville, Pa.*

•"**Moneysworth** is aptly named. To paraphrase Churchill, never have so many paid so little for so much."—*David Alpern; Pittsburgh, Pa.*

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