

# Civil Service LEADER

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## Retiree News

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# Details Snag Tentative Contract



KENNETH CADIEUX



WILLIAM MCGOWAN



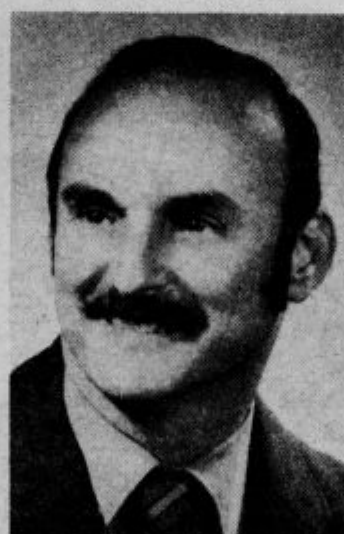
THEODORE C. WENZL



A. VICTOR COSTA



THOMAS McDONOUGH



JOSEPH LAZARONY

## CSEA Delays Ratification To Iron Out Final Language

ALBANY—The top statewide elected officers of the Civil Service Employees Assn. decided unanimously last week to withhold the mailing of contract ratification ballots on a tentative agreement reached April 17 between CSEA and the State of New York.

The union officers said mailing of ratification ballots to members "will be delayed for a week to ten days to allow a reasonable length of time to iron out a disagreement between CSEA and the state over final contract language," and said that if no agreement is reached by that time, "we'll review the options open to us and decide what action we must take."

The officers said, "We fully intend to stand by our interpretation of what the negotiating teams agreed to at the table and over the next week to ten days we will continue to attempt to get the state to agree with our position." A major disagreement between the CSEA and the state developed shortly after the announcement on April 17 that a tentative agreement between the sides had been reached, averting a statewide strike by state employees scheduled for 6 a.m. on April 18.

The CSEA said both sides had agreed to the establishment of salary schedules that would not diminish in any way annual increments or promotional increases for the 140,000 affected state workers while providing 14 percent or \$1,400 salary increases over the life of the two-year pact, but the State claims it will adhere to a 1974 state salary schedule that, while providing the 14 percent increases, would also adversely affect increments and promotional increases in many cases.

"We know what our negotiating teams agreed to, and we intend to stand behind our agreement," the officers said in a statement April 25. "We do not know why the State changed positions after announcing the tentative agreement, but we have decided to allow this reasonable length of time to try to change their minds before deciding what our next action should be. In the meantime, ratification ballots will be held up."

The union had originally intended to send out ratification ballots last week for counting in two weeks.

The statewide CSEA officers include the statewide president, executive vice-president, secretary, treasurer and six regional presidents who also serve as statewide vice-presidents.



## Sutton Candidacy Challenges NYC's Racial Liberalism

As candidates line up for the Democratic primary for Mayor of New York City, at—  
(Continued on Page 6)

## Candidates Draw For Order On Ballot

By MARVIN BAXLEY

ALBANY—Elections for Civil Service Employees Assn. offices at the statewide level and in the union's six regions continue to move nearer this month.

During the latter part of April, nominating-committee choices for office were joined by candidates who circulated petitions to have their names placed on the ballots. Some previously nominated candidates have since declined.

The candidates have now been certified and all the nominees have drawn for the rank order in which their names will appear on the official ballots due to be mailed to CSEA members May 19.

Election campaigning is somewhat restrained at this time, since the union's current clash with the state over interpretation of the tentative agreement for state workers is a matter of

primary concern to many of the leading contenders.

Understandably, they do not want to engage in out-and-out politicking for fear it will weaken the union's position in dealing with the state. Even bitter rivals within the union hierarchy have kept their silence in the face of some vicious jabbing by members of the press over the contract controversy.

A number of candidates—even those not directly involved in the

state situation—have expressed to The Leader their hesitancy about distributing campaign literature, because it would seem as though they were insensitive to the need for unity at this time.

Nevertheless, the election remains less than two weeks away, so here is the rundown on the candidates, listed in the order they will appear on the ballots.

All CSEA members may vote for the four statewide officers: president, executive vice-president, secretary and treasurer.

Statewide Executive Committee representatives are elected only by those members who work in the same department. Most of these are elected at-large on a statewide departmental basis;  
(Continued on Page 3)

### INSIDE THE LEADER

The Tentative Agreement—Word For Word See Page 5  
Western Region VI Meeting ..... See Pages 8 & 9  
Legislative Update On Bills ..... See Page 11



**NASSAU SANITARY DISTRICT CONTRACT**

New contract is signed for the CSEA employees of Sanitary District No. 1 in Nassau County by Commission Chairman Nicholas J. Calabria, seated in center, as district and CSEA officials watch. Seated, from left, are Commissioners C. F. Cafasso, J. J. Tenenbaum, Mr. Calabria, B. Hoffman and J. F. Mastantuono. Standing, from left, are: district superintendent J. B. Capobianco, CSEA unit president J. Milazzo, CSEA field representative Rigo Predonzan, Nassau CSEA chapter president Irving Flaumenbaum and district's labor counsel D. Minerva.

**CSEA Led, But Vote Close In Rockland: May Runoff Planned**

NEW CITY—A run-off election has been slated for May, during which some 1,800 employees of Rockland County will decide whether the incumbent Civil Service Employees Assn. or an outside union will be their representative at the bargaining table.

Ballots for union representation election were counted April 27 and the CSEA came out a winner by four votes out of 1,053 cast—not enough of a victory to avoid the run-off.

"If . . . out of 1,839 employees, just 30 more had voted for the CSEA, we wouldn't have to go through all this all over again," said CSEA Rockland County Local president John Mauro. "It's a real crime that the Rockland County employees will have to wait still longer for the raises and benefits of their new contract. But that's why, this time around, we must stress that it's

of crucial importance for every single person to vote."

The new contest will be conducted like the first one—by mail.

Ballots will be mailed out by the Public Employment Relations Board in Albany on May 10 and will be counted by the PERB on May 25. The eligibility list will be the same one used in the first election. Those eligible voters who have not received a ballot by May 16 may request a replacement ballot by calling the PERB collect on May 16, 17 or 18.

"We were very disappointed at the small number of people who voted," said CSEA Rockland County unit president Patsy Spicci. "Because of the widespread apathy, the county workers must now have their negotiations delayed even longer."

When the challenging organization presented its designation cards earlier this year, the county immediately called off negotiations with the CSEA for the 1977 contract for the employees.

The CSEA has filed an improper practice charge against the county for failure to bargain. The charge is expected to be resolved shortly.

In the election just completed, the CSEA received 497 votes and the Service Employees International Union, 493. There were 34 votes for no union. Another 29 were challenged by the SEIU as being cast by persons allegedly ineligible to vote, and these ballots were not opened. In addition, 25 ballots were voided because of being mismarked.

The SEIU had repeatedly tried during the election process to disenfranchise dozens of employees, a spokesman said, presumably because they felt they were sure to vote for the CSEA. For example, the SEIU tried to have all court employees declared ineligible to vote. The CSEA went to bat for such employees and won for all of them the right to vote.

In the upcoming election, Mr. Spicci and Mr. Mauro noted, there will be no provision for voting for "no union"; the union that gets the most votes will get the victory, no matter how slim the margin.

**Bendet Says Vote No If Language Not Clarified**

MANHATTAN—At a packed raucous meeting of the New York City Local of the Civil Service Employees Assn., held last week at the World Trade Center, the membership vented its frustration with the confusion and ambiguity resulting from the memorandum of agreement signed by the State and the CSEA on April 19, and the subsequent newspaper accounts of that pact.

The consensus of the group was in support of the Local 010 executive committee's decision several days earlier to vote No on ratification. A Local-sponsored ad ran in some New York City papers last week urging that the membership vote No and elaborating six reasons in support of that position. The main points of that ad were: the existing salary schedule remains unchanged, creating 140,000 individual pay schedules; salary increments remain unchanged; longevity increments will be eliminated; hiring grades remain the same, making recruitment of new employees practically impossible, thereby increasing the work load of present employees; the agreement is binding on the CSEA only.

Solomon Bendet, Local president and head of the Metropolitan Region of the CSEA, said, "Unless the controversial language is clarified and an acceptable contract arrived at I would vote No and urge the members to do so."

Other speakers at the World Trade center meeting included Canute Bernard and Jack Weisz, members of the Professional-Scientific-Technical negotiating team who voted No when the tentative agreement was first presented.

"The only reason there was no strike is that the rug was pulled out by upstate people," Dr. Bernard said.

Metropolitan Region II vice-president William DeMartino said, "Much of this region is opposed to this contract—no question about that; what we need now is unity."

A resolution was passed unan-



imously demanding that when ratification ballots are mailed, they be accompanied by copies of the entire agreement, not merely

a synopsis.

"This would eliminate the present controversy," Mr. Bendet said.

**Victory For CSEA In Potsdam Vote**

POTSDAM—The non-instructional employees of the Potsdam Central School District have voted to continue being represented by the Civil Service Employees Assn.

The challenge by New York State United Teachers was defeated by majority vote (CSEA, 34; NYSUT, 31; no representation, 2) in an election conduct-

ed last month at the school. The announcement of the CSEA victory was made by a representative from the PERB.

In commenting on the election result, Ercole Ventura, CSEA organizer, said: "Naturally, we are pleased with the outcome! It indicates to me and to the other CSEA staff members who took part during this challenge

that the Potsdam School employees decided the CSEA has more to offer in future bargaining power. We are also confident this CSEA win will lead to stronger unity within the

**Library Clerk**

ALBANY—A law library clerk (8th Judicial District) eligible list, resulting from open competitive exam 45-487, was established April 21 by the State Civil Service Department. The list contains 48 names.

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# Candidates Draw For Order On Ballot



IRENE CARR



JUDY BURGESS



JACK GALLAGHER



JOHN HAYDEN

(Continued from Page 1)  
in Mental Hygiene, however, the representatives are elected on a regional basis. Roughly speaking, there are twice the number of candidates for each position, up to a maximum of four (for Universities and Metropolitan Region II Mental Hygiene).

Regional officers, including the six statewide vice-presidents who serve as regional presidents, are elected only by members within those regions.

The candidates are:  
**President:** Kenneth Cadieux, William L. McGowan, Theodore C. Wenzl.

**Executive Vice-President:** A. Victor Costa, Thomas McDonough, Joseph Lazarony.

**Secretary:** Irene Carr, Judith Burgess.

**Treasurer:** Jack Gallagher, John Hayden.

### STATE EXECUTIVE COMMITTEE

**Agriculture & Markets:** Abraham I. Libow, John Weidman.

**Audit & Control:** Daniel Vesneske, Beatrice McCoy.

**Authorities:** Jean C. Gray, Albert F. Sibillo, Charles S. Zoffer.

**Banking:** Victor V. Pesci.

**Civil Service:** Dolores B. Farrell, Connie Buckley.

**Commerce:** Paul G. Kamrass, Emil J. Splak.

**Conservation:** Jimmy Gamble, Edward E. Gardephe.

**Correctional Services:** Ronnie Marx, Peter K. Blauboer.

**Education:** Harry Tanser, G. Geraldine Dickson.

**Executive:** Peter J. Higginson, Cindy Egan, Mary Converse, James Welch, Gerald Purcell, Francisco DeLemo, Mary Moore.

**Health:** Pasqual Martenis, Robert Stelley, Ernst Stroebel.

**Insurance:** John Driscoll.

**Judicial:** Ethel Ross, Julia Drew.

**Labor:** William DeMartino, A. Victor Costa, Gennaro Fischetti, Jean Treacy, Kathleen Yuschak, Robert Lattimer.

**Law:** Nonie K. Johnson.

**Motor Vehicle:** Thomas Mc-

Donough, Tanya Harter, Jean Myers.

**Mental Hygiene—Region I:** Joseph LaValle, Lynn Judge, Allan Genovese, Ben Kosiorowski, Julia Duffy, Sylvia Weinstock, Gregory Saurnicki.

**Mental Hygiene—Region II:** Dorothy King, Ronnie Smith, Barry Markman, George Boncoraglio, Jimmy Gripper, Patrick Fraser, Felton King, Jo Ann Polistena Morello.

**Mental Hygiene—Region III:** Clayton Witham, John Clark, Robert Thompson, Richard Snyder, Nicholas Puziferri.

**Mental Hygiene—Region IV:** Patricia Miller.

**Mental Hygiene—Region V:** Leon Wilmot, Vito Rizzo, James Moore, Audrey Snyder, Raymond Pritchard, William Deck.

**Mental Hygiene—Region VI:** James Bourkney, Patrick Timmerl, Charles Peritore, William McGowan.

**Public Service:** Bernard Dwyer.  
**Social Services:** Albert Meyer, Ed Sherry, Karen White.

**Department of State:** June M. Scott, Margaret Lanier.

**Tax & Finance:** Curt Grass, E. Jack Dougherty, Jr.

**Transportation:** Edward Malone, John O'Hare, Jr., Paul St. John, Timothy McInerney, William Lawrence, John Riley, Nicholas Cimino.

**Universities:** Sara Sievert, Walter Robards, Jr., Daniel Grygas, Patricia Crandall, Arthur Hennessy, Mary Lauzon, June Boyle, Robert Keeler, Mary Jarocki, Edward Dudek, Albert Varacchi.

**Public Corporations:** Richard Helmes, Joann Lowe.

(Due to space limitations, names of candidates for regional offices will be carried in next week's issue of The Leader.)

## Local Offices

Civil Service Employees Assn. members who desire to run for a CSEA Local or Unit elected office via petitions are reminded that petition forms are available through their regional CSEA headquarters. Interested members should contact the regional office as soon as possible. The local and unit elections will be conducted between May 15 and the end of June.

## Sponsor Agency Shop

(Continued from Page 1)

president in the state, and to the political action chairmen of all locals and units, asking them to write to their senators regarding this bill.

"All senators should be urged to vote for the agency shop bill in conference, in committee and on the floor," Mr. Langer said. "This is one bill that should have wide bipartisan support, because it is simply an extension of the concept of fair play to the area of public employment."

The bill differs from a version offered by Gov. Hugh Carey some time ago in that the Governor's bill would have provided that only a certain percentage of the regular union dues, rather than the equivalent of full dues, be paid by non-members, and that agency shop be negotiable, rather than automatic, as provided for in the bill currently being considered.

The Assembly sponsor of the

CSEA-backed bill was Stephen R. Greco (D-Buffalo), chairman of the Governmental Employees Committee.

The bill is currently being considered by the Senate Civil Service Committee, chaired by Richard E. Schermerhorn (R-Newburgh).

The 14 senators who have sponsored the bill are: John E. Flynn (R-Bronx-Westchester); Howard E. Babbush (D-Brooklyn); Vander L. Beatty (D-Brooklyn); Abraham Bernstein (D-L-Bronx); Joseph L. Bruno (R-Rensselaer-Cohoes-parts of Columbia and Saratoga); Robert Garcia (D-New York-Bronx); Anthony V. Gazzara (D-Queens); John J. Marchi (R-Richmond-New York); Edwyn E. Mason (R-Delaware - Otsego - Schoharie - Sullivan - Herkimer - Ulster); Howard C. Nolan, Jr. (D-Greene-Albany); Manfred Ohrenstein (D-L-New York); Israel Ruiz, Jr. (D-Bronx), and Caesar Trunzo (R-Suffolk).

## 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.

### MAY

- 6—Capital Region IV Mix and Mingle: 5 p.m., Polish Community Center, Washington Ave. Extension, Albany.
- 11—Orange, Ulster, and Sullivan Counties retirees meeting: 2 p.m., Middleton Psychiatric Center, Kiner Building, Middletown.
- 12-14—Conference of Army Employees annual meeting: Ramada Inn, 1055 Union Ave., Newburgh.
- 13—Adirondack Committee, Capital Region IV, Meet the Candidates Night, Plattsburgh.
- 14—Western Region VI interim meeting: 9:30 a.m., Treadway Inn, Batavia.
- 16—Capital Region IV meeting and Meet the Candidates night: 5:30 p.m., Campus Cafeteria, State Campus, Albany.

## For Group Term Life Insurance

# Now Is The Time To Change From Option A to B Coverage

ALBANY—Notice of opportunity to change from Option A to Option B of Group Term Life Insurance has been given in a notice by Civil Service Employees Assn. insurance committee chairman James Corbin. His statement follows:

"Commencing May 1, 1977, the amount of your Group Term Life Insurance is that described as Option A on the Jan. 1, 1977 notice of change in insurance sent you by CSEA—that is, unless you had elected Option B by March 1, 1977.

"Option A is the amount previously available only to men. Women members who had not elected Option B by March 1, 1977, will commence to be insured for the higher amount for which higher payroll deductions will be made.

"This notice is to advise all insured members that, during the period May 1, 1977, through June 30, 1977, the member will have a final opportunity to make an early change from Option A to Option B if the member decides that he or she does not wish to be insured under Option A. The member should be aware that a future change back to Option A from Option B will require evidence of the employee's health satisfactory to the insurance company.

"If request for Option B is not filed by June 30, 1977, future requests for Option B can only be made on an annual basis in 1978 and subsequent years by filing request by Aug. 1 with the change taking effect on the following Nov. 1.

"The member may obtain a 'Change in Option' form from his or her regional CSEA office

or CSEA Headquarters, complete and execute it and have the signature witnessed. Send the card to Group Term Life Insurance, CSEA Headquarters, 33 Elk St., Albany, N.Y. 12224. Your deduction will be changed on the last day of pay period in which the necessary change in payroll deduction can be made."

Addresses of CSEA Regional Offices:

I. Long Island Regional Office, 740 Broadway, N. Amityville, N.Y. 11701.

II. New York City Regional Office, 11 Park Place, New York, N.Y. 10007.

III. Southern Regional Office, Old Albany Post Road, North, R.D. 1, Fishkill, N.Y. 12524.

IV. Capital District Regional Office, 10 Colvin Avenue, Albany, N.Y. 12206.

V. Central Regional Office, Room 118, Midtown Plaza, 700

East Water Street, Syracuse, N.Y. VI. Western Regional Office,

Cambridge Square, 4245 Union Road, Cheektowaga, N.Y. 14225.

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III.	2,100 but less than 3,500	4,000	
IV.	3,500 but less than 4,500	5,500	
V.	4,500 but less than 5,500	6,500	} 5,500
VI.	5,500 but less than 6,500	8,000	
VII.	6,500 but less than 7,500	10,000	
VIII.	7,500 but less than 8,500	11,500	} 5,500
IX.	8,500 and over	12,500	

In the event of death by accidental means, the amounts provided under Option "A" or "B" above are doubled.

# CSEA Reacts To Contract Dispute

By KENNETH SCHEPT

ALBANY—Members of the four statewide negotiating teams of the Civil Service Employees Assn. are expected to meet here on Wednesday this week. The State Executive Committee and State Division local presidents are planning separate meetings on Thursday in an effort to break through the controversy that has surrounded the memorandum of understanding between the State and the CSEA signed April 19.

A spokesman for the CSEA stated last week that there were substantive differences between the union's interpretation of the agreement and the State's. During negotiations, according to

the spokesman, the question of salary schedule was raised by the State only as it affected new employees. The state position seemed to be that because of budget limitations, new employees entering state service after March 31, 1977, would not have their salary schedules adjusted by the 14 percent increase.

However, according to the

union spokesman, at no time during negotiations was it suggested that the incumbent employee would not have his personal salary schedule adjusted to reflect the 14 percent salary increase. Bracketed in the memorandum of understanding (printed in full on page 5) is a statement "no change in the salary schedule." This refers to section 130 of Civil Service Law, and it means that the 14 percent increase is incorporated into each individual's personal salary schedule, but not into the state schedules, the union spokesman explained.

Local presidents and other union officials received a memo explaining the agreement and attempting to clarify points of dispute. That memo read in part:

"The basic annual salary rates of all full-time employees on the payroll March 31, 1977, who remain in State service beyond April 1, 1978, will be increased by 14 percent, or \$1,400, whichever is greater, plus increments (for those eligible). Such increases are permanent and will remain as part of the employee's basic annual salary as long as he or she remains in State service."

Negotiations have not gone on between the CSEA and the state in the last week, although regular communication has taken place between union leaders and the Office of Employee Relations in an attempt to resolve the matter.

The reaction of the membership to the agreement varied from those ready to ratify the contract as-is, to others demanding that the union mount another strike effort and threaten to shut down the state. Campaigning for the statewide elections this month has begun, and political charges further cloud the issue.

Theodore C. Wenzl, president of the CSEA, in an effort to reach a satisfactory resolution, has issued few public statements while the matter is being worked on. Gov. Hugh Carey also seems to have limited his public discussion of the situation, saying only that the agreement was reached "in good faith and after intensive negotiations, I look for the regular order to proceed."

The spokesman for the CSEA expressed the belief that the negotiations had been in good faith and that the misunderstanding

over interpretation was genuine, not a calculated move on the state's part.

One of the dissenters who expressed disapproval of the agreement is Solomon Bendet, president of the New York City Local and of Metropolitan Region II. He demanded that a single salary schedule be incorporated into the agreement; 140,000 personal salary schedules, the effect of this agreement, he said, would be chaotic.

"The state wants to limit the increase to current employees. So then why not a two-tier salary schedule? There's a three-tier pension system," Mr. Bendet said.

He compared the state workers to the Jews leaving bondage in Egypt:

"When the going got rough many were willing to go back into slavery. We can not go backwards. As a matter of principle we must demand that the salary schedule be incorporated."

Irving Flaumenbaum, president of the Nassau Local and Long Island Region I, also felt that it did not seem possible to arrive at a fair contract without changing the basic salary schedule.

A different opinion was taken by Timothy McInerney, vice-chairman of the PS&T Bargaining Unit from DOT District I.

"The salary schedule is not sacred," he said. "Even now few people are actually on the schedule. The point is that if a person were promoted, he would still be entitled to an increment although, with the 14 percent, it would increase his salary above the top grade for the new position."

(Continued on Page 11)

## Special Notice

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Lab Oil Company, c/o Bruce S. Bandes, 277 Park Avenue, New York, N.Y. Substance of Certificate of Limited Partnership filed in the New York County Clerk's Office on April 14, 1977. Business: Own and operate oil and gas properties. General Partners: Bruce S. Bandes, 114 Michael Road, Oakdale, N.Y.; Joseph Allegro, 6 Hallacher Drive, East Northport, N.Y.; Harry Lyme, 810 N.E. 124th St., Miami, Fla. Limited Partners, name address and cash contribution: Walter A. Sheldon, 137 Greenway Road, Lido Beach, N.Y.; Marilyn & Jeffrey Sheldon, jointly, 99-25 60th Ave., Queens, N.Y.; Jack & Harriet Izower, jointly, 146 Jefferson Ave, Island Park, N.Y.; Seymour Bandes, 54 Cornwell Lane, Sands Point, N.Y.; James R. Zuckerman, 67 Beverly Road, Great Neck, N.Y.; Joseph Bandes, 440 E. 62nd St., N.Y. N.Y.; Penelope Andrews Sprague, c/o Martin Andrews, 1026 Hudson St., Hoboken, N.J.; Daniel Bandes, 1010 Woodside Dr., Clearwater, Fla., \$6,500 each; Murray N. Meadow, 9 W 16th St., N.Y. N.Y.; Melvin Dinkowitz, 159-55 78th St., Howard Beach, N.Y.; Jerome M. Slavin, 24 Old Field Lane, Lake Success, N.Y.; Max Steinhardt, 2980 Valentine Ave., Bronx, N.Y., \$3,250 each. Term: April 12th, 1977 to February 1, 2012. Limited partners have not agreed to make additional contributions. Contribution of limited partner returned on dissolution. Limited partners shall receive that proportion of at least 50% of net income as his contribution bears to \$65,000. Limited partner has no right to substitute an assignee. No right to admit additional limited partners. No priority among limited partners. Upon death, retirement or insanity of all general partners, 67% in interest of limited partners have the right continue business. Limited partners have no right to demand or receive property other than cash in for his contribution.

#### LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. To Attorney General of the State of New York; Park East Hospital; And to the distributees of William Bentley, also known as William R. Bentley, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees or otherwise in the estate of William Bentley, also known as William R. Bentley, deceased, who at the time of his death was a resident of 577 Second Avenue, New York, N.Y.

#### SEND GREETING:

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 10th day of June, 1977, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. Dated, Attested and Sealed (L.S.), April 18, 1977. HON. SAMUEL A. SPIEGEL, Surrogate, New York County. David L. Sheehan Jr., Chief Clerk.

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# Here's Disputed State Agreement

CIVIL SERVICE LEADER, Friday, May 6, 1977

(EDITOR'S NOTE: The tentative agreement for state employees is reprinted below exactly as typed in the original version. According to Civil Service Employees Assn. authorities, it will not be sent for members' ratification until certain disputed details have been properly clarified, so members will know precisely what is it they will be accepting or rejecting.)

This particular version is for the Professional-Scientific-Technical Bargaining Unit. Nearly identical agreements were drawn up for the other three CSEA Bargaining Units: Administrative, Institutional and Operational. Note that No. 9 of the agreement may differ with the other three units, since each negotiating team worked out separate additions to the agreement other than for salary benefits.)

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE STATE OF NEW YORK  
AND THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.  
FOR THE  
PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES UNIT  
April, 1977 - March 31, 1979

The following Memorandum of Understanding is entered into between the Executive Branch of the State of New York ("State") and the Civil Service Employees Association, Inc. ("CSEA") which represents employees in the Professional, Scientific and Technical Services Unit.

The State and CSEA agree that they shall enter into a collective agreement for the period April 1, 1977 to March 31, 1979.

Those provisions contained in the collective agreement between the State and CSEA which were in effect on March 31, 1977 shall be incorporated in this agreement except as provided below.

1. The State and CSEA shall prepare, secure introduction and recommend passage by the Legislature of appropriate and necessary legislation in order to provide the benefits described below:

a. Effective April 1, 1977 the basic annual salary of employees in full-time employment status as of March 31, 1977 will be increased by 5 percent of the employees' basic annual salary in effect on April 1, 1977 (including the 1977 increment) or \$500, whichever is greater [no change to salary schedule].

b. Effective October 1, 1977 the basic annual salary of employees in full-time employment status as of March 31, 1977 will be increased by 4 percent of the employees' basic annual salary in effect on April 1, 1977 (including the 1977 increment but not including the 5 percent pay increase) or \$400, whichever is greater [no change to salary schedule].

c. Effective April 1, 1978 the basic annual salary of employees in full-time employment status as of March 31, 1978 will be increased by 5 percent of the employees' basic annual salary in effect on April 1, 1978 (including the 1978 increment) or \$500, whichever is greater [no change to salary schedule].

d. The above provisions shall apply on a prorata basis to employees paid on a hourly or per diem basis or on any basis other than at an annual rate or to an employee paid on a part-time basis. The above provisions shall not apply to employees paid on a fee schedule.

e. Employees on the payroll April 1, 1978 and otherwise eligible

pursuant to Civil Service Law, would receive increments in the manner prescribed in such law and in the amount shown on the salary in effect March 31, 1978.

2. Effective April 1, 1977 employees eligible to earn overtime shall no longer be eligible to earn or receive overtime meal allowances.

3. Prior to July 1, for each year of this agreement, employees who have previously earned and accrued annual leave credits may elect to receive cash payment based upon the salary in effect July 1 in lieu of the use of up to 5 days of such annual leave credits. Cash payment for such annual leave credits will be made in the payroll period nearest December 1, each year respectively.

4. The reimbursement rates for meals and lodging will be increased to the extent of approximately \$8, which will reflect an increased annual cost of approximately \$2 million. Specific rates will be developed with the assistance of the Department of Audit and Control with the objective of primarily increasing the breakfast and dinner meal rates and secondarily increasing lodging rates. The Rules and Regulations of the Comptroller will be amended to reflect such changes.

5. Five million dollars will be designated for use over the term of the agreement to fund reallocation and reclassifications. An executive level labor-management committee will be formed to meet and confer on various issues on job and wage evaluation. It is recognized by both parties that such matters to be considered by the committee are non-negotiable but that does not foreclose the parties from meeting and conferring with regard to such subjects or CSEA executive staff personnel from providing information for use by the Classification and Compensation staff of the Department of Civil Service in execution of their responsibilities.

6. The provisions of the current collective agreement will be modified to eliminate employee organization leave for one convention and to reduce the amount of employee organization leave authorized to be used for attendance at standing, ad hoc and special committees from 5 to 3 days for each year of the agreement.

7. During the first year of the

agreement an executive level labor-management committee will be formed to study the medical and dental program in effect for State employees. The State and CSEA shall prepare, secure introduction and recommend passage by the Legislature of appropriate legislation in order to obtain an appropriation of 5 million dollars for the second year of the agreement to be used for either improvements in the medical or dental benefit structure, or to defray anticipated higher costs based upon the fiscal 1977 experience rating.

8. The workmen's compensation provisions of the agreement shall be modified to reflect the following. Article 21.8 of the Attendance Rules for State employees and the provisions of the collective 1973-76 agreement relating to workmen's compensation leave shall be consolidated into a single contract item to clarify the intent and meaning of both and to facilitate employee and management understanding and implementation. The first ten workdays of absence due to alleged occupational injury shall be charged to the employees' accrued leave credits and not subject to restoration. The appointing authority will advance up to ten days sick leave to those employees whose accrual balance is insufficient to cover such period and such advanced leave credits shall be repaid from subsequent accumulations.

9. Article 21, Seniority, shall be deleted, and the following provisions shall be inserted:

§21.1 Definition

Seniority shall be defined as the length of an employee's continuous State service on a part-time or full-time basis from the date of original permanent appointment in the classified service on a permanent basis. An employee who has resigned and

who has been reinstated or reappointed in the service within one year thereafter shall be deemed to have continuous service for purposes of seniority. A period of employment on a temporary or provisional basis or in the unclassified service, immediately preceded and followed by permanent service in the classified service shall not constitute an interruption of continuous service for determining seniority nor shall a period of authorized leave without pay or any period during which an employee is suspended from his position to Section 80 or Section 80-a of the NYS Civil Service Law.

§21.2 Application

a. Seniority will be the determining factor in scheduling vacation time, provided, however, (and as is now provided in Article 10.4a ["Vacation Scheduling"]), in the event more employees who, by reason of seniority, would be eligible for the same vacation time off than can be reasonably spared for operating reasons, the State will be permitted to allow only such employees, in order of seniority, as can be reasonably spared to take such vacation time off.

b. There will also be language on the application of seniority to the assignment of shift, pass days, overtime and voluntary transfers which will provide that seniority will be a factor when other factors such as qualifications and/or training or any other factors which best serve the interests of the service to be rendered are considered equal. There will also be language stating that shift and pass days will not be assigned for imposing discipline.

The agreements set forth in this Memorandum of Understanding shall be subject to ratification by the membership of the Civil Service Employees Association, Inc.

Dated: April 19, 1977

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

THE STATE OF NEW YORK

*William T. ...*  
*James B. ...*  
*...*

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FRIDAY, MAY 6, 1977

## Level Heads Needed

PERHAPS the greatest difficulty Civil Service Employees Assn. leaders, as well as rank-and-file state-employee members, will have in the next few days is in keeping a level head.

All around them, certain newspapers are jesting and jousting about the just-concluded negotiations for a \$225,000,000 salary package for the state's 145,000 employees.

It is not that the papers are wrong in making an issue of the CSEA-State tentative agreement. After all, the employees deserve to know the facts before they vote on ratification.

The irony of the situation is that it is quite probable that the details would have been amicably worked out with the state, and that the tentative agreement would have been ratified.

But, with the jibbing by certain newspapers—including, in particular, one tasteless bit of satire in the Times Union of Albany, members do not know who to believe.

The conflicting reports CSEA members are receiving from other newspapers throughout the state only worsen the doubt. And, while it is good in a democracy to encourage differing opinions to reach a solid conclusion, it is devastating for local newspapers to treat the tentative CSEA-State agreement as public property before the union itself has had reasonable time to analyze the state-prepared document and to advise its membership of its recommendation.

It should be remembered that the union negotiators sat through a 15-hour session opposing a very skilled state negotiating team that through the months had successively offered less and less.

Still the CSEA negotiators did not flinch and back down, even as the strike deadline approached . . . and the state recognized this determination to fight to the limit.

The CSEA's determination resulted in a tentative agreement that guarantees \$1,400 of salary increases within the next 11 months to employees currently making less than \$10,000 annually, and even more, based on 14 percent in three stages, to those making more than \$10,000.

Increments, and a special vacation buy-back bonus (worth an additional 2 percent) can only add to the benefits.

This is not to say that the union refused to give up anything in return to the Governor's Administration. But what was given up, generally, affects only some of the people: Workmen's Compensation benefits are delayed so injured employees must charge the first 10 days to their own time (although they can borrow from future leave time); Some workers will lose overtime meal allowances; Some union delegates will get leave time for only one state-wide convention instead of two, and others will be restricted to three days, instead of five, to serve on union committees.

And, of course, there is the increment debate (for next year, since this year's increments have already been given). In addition, people in line for promotions feel that they will not receive as great a salary increase as they might have.

The clearest argument for cool heads, it seems to us, is that other unions throughout the state are clamoring for as good a contract as the CSEA got. This includes the union representing the Security Unit, where ratification of a 10 percent wage increase was not finalized when they realized CSEA did better.

We can only add: Trust your leaders, since they are from your own ranks, and vote your conscience on the contract, since you will have to live with it. (M.O.B.)

## Don't Repeat This!

(Continued from Page 1)  
tention is beginning to focus more sharply on the candidacy of Borough President Percy Sutton. The Borough President is black, of course, and his candidacy is a challenge to the city's long proclaimed liberalism in racial matters.

Black mayors of large cities is no longer a novelty. The Mayors of Los Angeles, Atlanta, Newark, and other cities are black, and they seemed to have no difficulty in rounding up substantial support in the white communities.

Public opinion polls taken by respected and experienced polling agencies in behalf of political candidates during the past several months are uniform in showing that Borough President Sutton rates high among the votes, from all walks of life, for his abilities and for his performance in public office.

### Running Strong in Polls

These polls show Sutton running a close second behind former Rep. Bella Abzug in straw votes taken by these polling agencies. These polls further indicate the fact that just a tiny proportion of the voters regard the racial or ethnic background of a candidate as a significant qualification for the office of Mayor of the City.

In many respects, the life and career of Percy Sutton symbolizes the upward mobility possible within American society. His father was born a slave but was the principal of a school at the time of his death. The Borough President had to work to pay his way through college. And he was a subway motorman while a student at law school.

His employment with the subway system seemed in no way to interfere with his scholarship and performance at law school, and he had no difficulty in passing the bar examination. After his admission to the bar, he represented many of his former co-workers on the subway system in various disciplinary hearings.

Sutton's first public office was election to the State Assembly from a Harlem district. Perhaps his notable achievement in Albany was his successful sponsorship of the legislation which modernized the state's divorce law.

While Sutton is far from a single-issue candidate, he has made crime in the streets and more effective policing of the city's streets one of his principal campaign issues. Not too long ago, he shocked the Mayor and police officials by demonstrating the extent to which hard drugs are sold openly on the streets in some areas in Harlem.

### Breaks Political Tradition

Sutton is not running for Mayor as a black candidate. Symbolically, he has broken political tradition by centering his campaign headquarters in Queens instead of Manhattan. During his years of public service, he has established excellent relationships with all ethnic groups in the City, and feels confident as a candidate based on his qualities of leadership and performance both as a resident and practicing lawyer and as a public official.

Four years ago, Representative Herman Badillo, a member of the City's Hispanic minority, ran for Mayor and came in second in the Democratic primary, but

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## Civil Service Law & You

By RICHARD GABA

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

### Taylor Law Strikes Again

As a result of a strike in New York City hospitals in August 1976, the New York City Health and Hospitals Corp. deducted one day's pay from the wages of each participating employee in addition to the deduction of one day's pay for the actual days not worked on account of the strike. The issue raised was whether the deduction should be based on gross pay or net pay. The union argued that the penalty should be computed as the net amount of pay, because otherwise the result would be unfair and inequitable. The reason for this argument is because the IRS does not allow a deduction from income for the penalty day and it must be included in the employee's gross income. The employee must include the penalty day in his gross income and pay tax on that money even though he never received it . . . and he may not deduct it so as to reduce his income accordingly. The proceeding brought in New York County Supreme Court was dismissed. The court pointed out that under the statutory language, this was the only logical construction, and although there was a harshness to the employee, the argument was really with IRS, which did not allow the employee to deduct the penalty from his gross income. The court followed an earlier decision from Kings County. *Phillips v. New York City Health & Hospitals Corp.*, Sup.Ct., New York County 12/28/76.

THE COUNTY OF NASSAU and Nassau Local of the Civil Service Employees Assn. entered into a collective bargaining agreement covering the period, Jan. 1, 1973, to Dec. 31, 1974. The agreement covered terms and conditions of employment of workers in the negotiating unit, including auto mechanics employed by the Nassau County Police Department.

Prior to November 1972, it had been the practice of the Police Department to provide, free of charge, hand tools to all such auto mechanics. The parties had never negotiated regarding that subject matter and there was no clause in the agreement covering it. An improper practice was charged by the CSEA against the County when it was learned that the County Police Department had unilaterally discontinued supplying hand tools to auto mechanics and compelled new mechanics to sign a waiver agreeing to provide their own tools as a condition of their being hired. There was testimony at the PERB hearing to the effect that the cost of a set of hand tools was between \$900 and \$1,500, and that annual replacement cost was between \$150 to \$200.

The PERB hearing officer found there was merit to the charge, stating that the furnishing of hand tools was clearly a term and condition of employment. However, he recom-

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# What's Your Opinion

By PAMELA CRAIG

## QUESTION

*How do you convince a skeptical public that public employees are entitled to a salary increase?*

## THE PLACE

Public Service Commission, Manhattan

## OPINIONS

**Thomas Shuler**, electrical inspector: "I suggest that the need for a rate increase for public employees should be publicized through the press and the media. This would convince everybody. I remember when the policemen, firemen and the sanitationmen used the press to their advantage. I feel it is high time for the state to blitz the public with a media campaign. I feel it is the responsibility of the union to plan and finance this public education. The union needs to be more visible as a power. It needs to establish a good reputation."



**John Bongino**, gas inspector: "In order to convince a skeptical public, I feel that we must first convince our Legislature. With their support, we can begin to inform the public of the public employee's base salary. The general misconception is that the salaries are much higher than they are. I would also inform the public of when we received the last wage increase and relate that to inflation. The function of the Taylor Law should also be explained to the public in such a way as to relate it to the constraints it makes on the state employee."



**Jacqui Goodwin**, clerk "We are the public also. We pay taxes and support this state like other citizens. I feel that the public is not aware of the problems we are having as state employees. They only hear about the corruption within the government. I feel that the union should try to educate the public through better press and media coverage. One good television documentary into what the public really thinks and feels about the civil servant versus what the civil servant has today would do more good than 100 rallies."



**Priscilla Bullock**, gas and meter tester: "The only way I know how to convince a skeptical public that public employees are entitled to a pay increase is through the media. We need to start making close contacts with the news reporters and with the media generally. Mass rallies are important, but they need to be followed up with personal-interest stories about the plight the state worker is in today. The union should make the public know how much the average worker earns in wages, and then the public would think twice."



**David Badillo**, gas inspector: "The money we are making here, compared to what we would make in private industry, is about half the amount of what we would make there. I really feel that the public thinks that the average civil servant is overpaid. I feel that the press is not sympathetic to the civil servant because of past corruption within the higher ranks. We need to clean up the reputation that was unjustly bestowed upon the majority of low-paid workers. As usual, the guy on the bottom pays for the corruption of others."



**Bob McBrien**, chief telephone technician: "If the fact that 70 percent of the state workers receive an annual salary of under \$10,000, without a raise for three years and with no adjustments for the spiraling cost of living does not convince a skeptical public, then I'm afraid nothing will. Maybe there could be some kind of media event to educate the people of New York as to the actual facts faced by state employees, as well as the restrictions imposed by the Taylor Law."



## LETTERS TO THE EDITOR

### Base Pay

Editor, The Leader:

I have recently read a newspaper article entitled "Contract Surprises Many CSEA Workers," and it seems that Governor Carey has given state employees the shaft again.

In private industry, when employees get a raise, base pay goes up; and when they negotiate again, they work from that level. The state worker, however, seems to stay on the same level, forever. Like a perpetual treadmill, never getting ahead. Comparing our pay with that of private industry, we are far behind.

Why doesn't the CSEA flood the newspapers with the state

pay-grade schedule and the statistics on the people at these grades? The taxpayers should be made aware of our problems.

Anyone who accepts a contract that gives with one hand, but takes with the other should

have his head examined.

No raise in base-pay—No work! It's time we fought for our rights to get ahead on the treadmill, instead of falling behind.

Name Withheld  
South Glens Falls

### LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Extensive letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

York voter is not unduly swayed by racial or ethnic backgrounds of candidates.

At the present time the Sutton candidacy is a confirmation of the voters' liberalism four years ago. This by no means assures a victory for Sutton. There are too many issues and too many candidates for anyone to

hazard a realistic guess about the probable results of the Democratic primary.

However, what is manifest at this early stage in the campaign is that Sutton stands more than a fighting chance for victory, and certainly his candidacy will have a major influence on the final results.

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Age Discrimination Cases Pending

Age discrimination is a major factor in the high courts. Two interesting cases bear watching. In United Airlines vs. McMann the question is raised: May an employer compel an employee to retire before the age of 65 under a retirement plan that existed before the 1967 Act was passed? The second case, Shell Oil vs. Dartt, raises the question whether a complainant must adhere strictly to the time allowance of 180 days to file notice of his intent to sue as an unlawful practice under the Non-discrimination Act.

A survey by Pension World analyzing the investments of city retirement funds reveals that three New York City retirement systems have a total investment of \$8,495,900,000 (at cost). Of this, approximately \$1 billion is in common stocks, \$406 million in United States government securities, \$3.7 billion in bonds, \$280 million in mortgages, \$389 million in cash and short-term investments, \$2,631,000,000 in New York City securities. The survey was taken on Nov. 30 and the funds, since then, invested some additional sums with the city.

The survey lists as investment advisors the Alliance Capital Management, Bank of New York, Chemical Bank, City Bank, MacKay Shields, Newberger & Berman, Scudder, Stevens & Clark, and United States Trust Company.

Military pension funds now have an actuarial liability of \$153 billion, according to Senator Thomas Eagleton (D., Mo.). They have doubled every four years since 1964 with an annual payout of \$1 billion out of the \$50 billion fund. The current budget item to take care of further needs is now \$9.1 billion.

Today, two-thirds of all state and local government employees have social security coverage. More than half are covered both by social security and by an employer retirement system. Unlike most of the 95 million working Americans who have compulsory social security coverage, state and local employees are covered through voluntary state agreements with the federal government. This means the state has the unique option of asking for cancellation of coverage for a group wishing to do so which has been under the program at least 5 years. Less than one percent of all state and local employees have had their coverage cancelled, however, and the overall number of public employees under social security has steadily increased. Although Mayor Beame has suggested that New York withdraw from Social Security, no step has been taken in this direction.

When comparing social security with other plans, some people consider only retirement benefits. But to make a realistic comparison, you must take into account that social security is more than a retirement system. Your contributions also provide protection for you and your dependents if you should become

disabled for a year or more or if you should die.

In comparing, remember that if a man has always earned the maximum amount that counts for social security, the monthly retirement benefit for him and his wife (both 65) would amount to 47 to 67 percent of his final gross monthly wages. The replacement rate is even higher for workers with average or below average earnings.

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)

Cunningham Phyllis I	Buffalo
Daly Helen M	Buffalo
Davis Marion O	Owego
Della Vecchia Irene	Jamaica
Denis Richard	Brentwood
DeRidder Richard M	Hempstead
Dolan Eloise C	Deer Park
Donato Bernice	Highland Falls
Duke Daniel G	Rochester
DuMond Janice F	Albany
Edwards John J	N Tarrytown
Elliott Francis E	Syracuse
Elwood Clifford T Jr	Buffalo
Fishman Joseph	New Hyde Park
Floria Kathleen	Yonkers
Flynn Lorraine	Stony Point
Frazier Cheryl D	Hempstead
Gage Albert J	Dolgeville
Gaglioti Michael J	Albany
Gingold Richard S	Syracuse
Glass Henrietta	New York
Gonzalez Rogelio	Bronx
Gregory Lawrence	Binghamton
Hamilton Mary E	Syracuse
Heery Philip J	Woodmere
Herbold William H III	Duaneburg
Hewitt Audrey J	Olean
Hooks Jafus L Sr	Rochester
Huntington James C	Mechanicville

(To Be Continued)

## Civil Service Law & You

(Continued from Page 6)

mended dismissal of the case based upon what he found to be an untimely filing. The Board rejected the hearing officer's recommendations, stating that the charge was timely but the supplying of hand tools was a qualification for employment—not a term or condition of employment.

On appeal to the Appellate Division to review the PERB decision, the court held that the filing was timely and that the County had unilaterally made a change in a term or condition of employment without negotiating it with the CSEA. The court stated that the dismissal of the charge by PERB was arbitrary, capricious and unreasonable as a matter of law. *Nassau Chapter, Civil Service Employees Association v. Helsby*, 54 A.D. 2d 1925 (Appellate Division, 2d Dept. 1976).

## Don't Repeat This!

(Continued from Page 6) lost to Mayor Abraham Beame in the run-off. The Badillo candidacy demonstrated what the polls confirm this year: that the New



"We thank you all from the bottom of our hearts for all you have done for us," said Alfred College Local 600 president Annette Harding, left, as she presented plaques to regional field staff during Western Region VI dinner Saturday evening. Left from Ms. Harding are Western Region supervisor Lee Frank and field representatives Ray DuSharm, Sam Carmen, Robert Young and Charlie Bird.



CSEA County Division chairman Salvatore Mogavero, president of Erie Educational chapter 868, reviews notes with Elizabeth Hildebrant, left, delegate from Wyoming County Local 861, Community Hospital, and Ruth Robinson, president of Yates County Local 862.

# Western Region Delegates Meet In Hornell



CSEA State Division chairman Thomas McDonough, center, keeps abreast of Western Region events as he goes over some papers with SUC at Geneseo Local 608 president Walter Robards, left, and Hornell Local 007 president Phil Logan.



CSEA president Theodore C. Wenzl, left center, looks over some reports with Rochester Local 012 president Samuel Grossfield. In foreground of photo are, from left, Rochester delegate Helen Singleton and Southwestern (Allegheny State Park Red House) Local 107 president Mary Converse. At right is Rochester delegate Larry Cohn.



Erie County Local 815 leaders are rapt in study as they ponder their vote on issue. George Clark, left, is county representative to CSEA Board of Directors and Victor Marr is local president and Western Counties Workshop chairman.



Among representatives of Niagara Frontier locals at meeting were, from left, Fred Caso, vice-president of Niagara Frontier State Park Local 104; Dominic Spacone, Jr., president of Niagara Educational Local, and Mark Kramarz, delegate from Local 104. (Leader photos by Charles Hughes)

Stephen Wiley was introduced at meeting as liaison attorney for Western Region VI from the union's counsel firm, Roemer and Featherstonhaugh, in Albany.



Quartet at this table is composed of CSEA vice-president Richard Cleary, of Central Region V; CSEA secretary Irene Carr, CSEA director June Boyle (Universities), of SUNY at Buffalo Local 602, and CSEA counsel James Roemer.





CSEA director James Bourkney (Region VI Mental Hygiene) stops by table to check on area problems with Gowanda Psychiatric Center Local 408 president Maye Bull and fellow Region VI MH director Charles Ferritore, of Craig Developmental Center Local 405.



Western Region VI secretary Judy Burgess, at microphone, calls roll as delegates defeat motion to restrict retirees from holding statewide office. Region president Robert Lattimer is standing and other officers, seated from left, are first vice-president Genevieve Clark, second vice-president Robert Smith, treasurer Barbara Fauser and third vice-president Ramona Gallagher.



As SUNY at Buffalo Local 602's Jerry Frieday, left, bends over her notebook, other delegates at table listen to speaker. From left are SUC at Fredonia Local 607's first vice-president James Tofil, recording secretary Barbara Saletta, first vice-president Mary Ann Bentham and president Sara Sievert. From right are CSEA field representative Sam Carmen and Buffalo Local 003 delegate Leo Kliszak and his wife, Claire.

Western Region VI held this meeting in March, just prior to the statewide Delegates Convention at the Concord Hotel that month. Despite our intention to give equal coverage to each of the union's six regions, Western was the last of the regions to hold its pre-convention meeting, and consequently, has been squeezed out by the press of vital statewide news until this issue of The Leader. The meeting, presided over by regional president Robert Lattimer, was concerned with issues that have since been decided at the Convention. We run these photos, therefore, to show that the Western Region delegates have been as hard at work as those of the other regions. Our apologies for the delay.



CSEA executive vice-president William McGowan returns to speak to delegates from Western Region, which he headed before his election to CSEA's second-highest office.



Eileen Cole, of Craig Developmental Center Local 405, seeks help from nearby chapters in helping set up a Hospital Health Insurance Fund for members' benefit.



Buffalo Local 003 president Peter Blaauboer was articulate spokesman during debate on retirees serving in statewide offices.



Roswell Park Memorial Institute Local 303 president Robert Stelley discusses mutual labor-related problems with SUC at Buffalo Local 640 president Barbara Chapman and Buffalo District Labor Local 352 third vice-president Elaine Todd.



Alfred State University Faculty Student Assn. Local 620 leaders who participated in the regional meeting were local treasurer Irene Hann, left, and president Betty Allen. Seated behind them is part of delegation from West Seneca Developmental Center Local 427, led by James Bourkney, far right.



State University Ag and Tech College at Alfred Local 600 served as host for the weekend regional delegates meeting at Candlelight Motel in Hornell. Members who worked for success of meeting were, seated from left, local president Annette Harding, corresponding secretary Joyce Weimer, secretary Jean Bally and executive board member Julia Coats. Standing are executive board members Beverly Gilbert and Verda Davis and local member Allice Koehler.



# CSEA Reaction To Dispute Over Contract

(Continued from Page 4)  
James Moore, leader of the Institutional Bargaining Unit from Utica PC, said that during the hours of negotiating it was never "a question in my mind that the increase did not change the salary schedule. There was discussion about new employees, that the schedule would not change for them."

No clear picture emerged last week of what the rank and file of the CSEA thought, in general, of the agreement. All that could be said was that there were extreme points of view for and against ratification and in the middle, perhaps the majority of the membership was confused and busy in the attempt to understand exactly how the agreement would affect them. Other issues, for example the change in meal allowances, also generated concern of people affected, but the main focus was on the question of the salary schedule and its effect on increments. The question of the meal allowances

was raised at a meeting of the state local leaders from the Syracuse area held at the Midtown Plaza, Syracuse.

The Leader was unable to contact Western Region president Robert Lattimer, who served as chairman of the Professional-Scientific-Technical Bargaining Unit. The region's first vice-president, Genevieve Clark, a

member of the Institutional team, said "The hangup is with the increments. If the 14 percent brings your salary too high, you might lose an increment next April."

Western Region public relations associate Al Mrozek noted that ratification had been voted at some local membership meetings, but that the mood may

have changed since the controversy has become a matter of public debate within various newspapers throughout the state.

In New York City the Local executive committee voted to recommend against ratification. One state worker from the Metropolitan Region said, "it seems like the state is saying either you take it now or you get nothing."

A spokesman for the Central Region said, "It's really too early to tell whether the members will ratify the agreement or not. There was so much anxiety and frenzy generated by the strike effort; it's like a coach conditioning the team for a big win and then the game being canceled. There is a tremendous sense of frustration."

## Pending CSEA Legislation Outline

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

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

BILL AND SPONSOR	SUMMARY OF PROVISIONS	STATUS	CSEA POSITION
A.802, Greco* S. Flynn, multi-sponsored	This is the Agency Shop bill; it would require all non-members represented by a union to contribute an amount equivalent to the dues to the recognized certified labor organization.	Passed Assembly, sent to S. Civ. Service Com.	FAVOR
A.2212, Greco*	This bill would provide for final offer evaluation as a means of resolving disputes in negotiations	A. Gov. Employees Com.	FAVOR
S.11, Anderson, multi-sponsored A.3322, Calogero, multi-sponsored	This bill would allow PERB to enforce the terms of a negotiated agreement.	A. Gov. Employees Com. S. 3rd Rdg.	FAVOR
S.910, Flynn A.1336, Greco*	This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to more retirees.	A. Gov. Employees Com. S. Civil Service Com., 2-7-77 reported to Senate Finance Committee.	FAVOR
S.1275, Knorr, multi-sponsored A.1584, De Salvo, multi-sponsored	This would entitle Veterans of WW II and Korea Conflict to obtain retirement credit if they were honorably discharged veterans and residents of N.Y. State at time of entry into service.	S. Codes Committee A. Gov. Operations Com.	FAVOR
S.2434, Schermerhorn A.2928, DeToro*	This would allow local governments to negotiate disciplinary procedures with an employee organization.	S. Civil Service Com. A. 3rd Rdg.	FAVOR
A.781A, Landes*	This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.	A. 2/14 passed. S. 2/15 Civ. Service Com.	FAVOR
S.787, Rolison A.1058, Betros	Increase to \$4,800 the maximum amount a retiree may earn in job services during the year without a loss of retirement benefits.	S. Civil Service Com. A. Gov. Employees Com.	FAVOR
S.813, B. Smith A.1088, Flanagan*	If the voters of a school district neglect or refuse to approve expenses for school cafeteria programs or services, the Board of Education may levy a tax to provide for same.	A. Education Com. S. Education Com.	FAVOR
S.2985, Garcia A.4042, Cochran	The Bill would extend representation rights to employees of the Div. of Military & Naval Affairs.	S. Civ. Service Com. A. Gov. Employees Com.	FAVOR
S.2901, Flynn	This would extend the current \$2,000 survivors' benefit for employees who retired prior to 1966.	S. Civ. Service Com.	FAVOR
A.1412, Field S.1131, Nolan	If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PERB as well as a fine not to exceed \$1,000 per occurrence which shall be paid to the employee organization.	A. Gov. Employees Com. Sen. Civ. Serv. Com.	FAVOR
A.2929, DeToro	8 percent interest be paid by public employer as part of arbitration award in regard to a retroactive salary or wage benefit.	W. & M. Comm.	FAVOR
S.2459, Eckert A.3196, Hanna, multi, Nagle	This bill excludes from Taylor Law coverage, employees designated as supervisory; defines supervisor down to the level of a person having the responsibility to direct employees or effectively recommend the adjustment of grievances.	S. 3/30 Amend. and recom. to Comm. S.2459-A. A. 3/30 Same as above. A3196-A.	OPPOSE
A.81, Greco, multi. S.19, Schermerhorn, multi.	This increases to \$3,000 the maximum amount a retired person may earn in a public service position without loss of retired allowance.	Signed into law.	FAVOR
S.2567, Schermerhorn	Eligibility for preferred list reinstatement shall be for a maximum period of 5 years from the date of separation or demotion.	S. Civ. Serv. Comm.	FAVOR
S.2574, Schermerhorn A.3645, Marchiselli	This bill provides a retired person may earn in public service an amount equal to the amount stipulated by the Social Security Act that can be earned with loss of benefit.	S. Civ. Serv. Comm. A. 3/31 Rept. and ref. to W&M Comm.	FAVOR
S.2580, Schermerhorn A.3527, McInerney	This bill allows employees who were on the payroll on or before June 30, '76 and who for reasons not ascribable to their own negligence, did not become a member of the Retirement System before July 1, '76 to file written request with Comptroller before December 31, '77 for membership in the Tier II System.	S. Civ. Serv. Comm. A. 3/13 Rept. Ref. to W&M Comm.	FAVOR
S.2840, Flynn, multi. A.3899, Nicholsi, multi.	This bill would amend Section 243 of the Military Law regarding crediting of military service for the purpose of retirement and for additional credit in competitive examinations, to include in the definition of Veteran a member of the Armed Forces who served on active duty for at least 181 consecutive days.	S. 3/28 amend & recom., 2840-A. A. 3/28 amend & recom., 3899-A.	FAVOR
A.2308, Nine multi sponsors S.3082, Flynn	When person with lower rating on eligible list has been appointed to a position, the employee who was passed over may request and receive from the Appointing Officer, the appropriate reasons.	3/9 passed — A S. Civil Serv. Com.	FAVOR
S.126, B. Smith	Authorizes probation officer who has reason to believe a warrant exists for probationer, to take him into custody.	2/7 Passed. Referred to Ass'y Codes Committee.	FAVOR
A.140, Posner S.1980 Tauriello	Declares it a public policy of the State to prohibit the use of professional strike breakers.	1/17 Passed — A 1/18 Labor Com. — S	
S.1337, Budget Bill A.1637, Budget Bill	Consolidates PERB & SLRB* Changes designation to State Employment relations board.* Administration of labor practices in both private & public sectors.	S. Fin. Comm. A. W & M Comm.	OPPOSE
S.1612, Padavan, multi. A.2017, Esposito, multi.	Any honorably discharged veteran shall be eligible for pension credit for time spent in service.	S. Civ. Service Com. A. Gov. Emp. Com.	FAVOR
S.2069, Marchi	If PERB or a Court finds that acts of extreme provocation were committed by an employer, employees determined to have been on strike shall have status restored and probation terminated with any payroll deduction to be restored.	S. Civ. Service Com.	FAVOR
S.3409, Schermerhorn	In the event of an impasse, contract provisions shall continue.	S. Rept. out Civ. Service Com.	FAVOR
S3610, Schermerhorn	Amends 61-A of the Retirement and Social Security Law to allow payment of interest on death benefits.	S. Finance Com.	FAVOR
S.26363-A Rules Comm. A.3737 Mc Inerney.	This bill allows for the negotiability of retirement benefits for local governments through June 30, 1978.	Signed into Law.	FAVOR

## Need Clinton Tax Director

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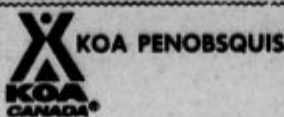
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# CSEA CONVENTION REPORTS, PHOTOS

CIVIL SERVICE LEADER, Friday, May 6, 1977



Michael Morella, president Westchester Local 860's county unit, seems to be receiving a few expert pointers from CSEA vice-president James Lennon, who heads the union's Southern Region where Westchester is located.



CSEA vice-president Irving Flaumenbaum takes microphone at County Division meeting. Behind him is County Executive Committee chairman Salvatore Mogavero, and, at left, statewide political action chairman Martin Langer.



Metropolitan Region II first vice-president Vincent Rubano confers here with fellow delegate from State Insurance Fund chapter 351, which Mr. Rubano heads. Sorry to say, the lady is not identified.

(Leader photos by Ted Kaplan)

## Membership Committee Report

The report of the special membership committee was presented by co-chairman Samuel Emmett, of New York City Local 610, retired, and Howard Cropsey, of Albany County Local 801, at the CSEA spring convention at the Concord Hotel in March. Other committee members are Terry Dawson, Eva Katz, William Kempsey, Theodora Kowalczyk, James Mangano, Karen Messier, Jon Schermerhorn and Esther Throne.

In spite of our Committee's concerted efforts to expand the membership of CSEA, we are saddened to report a decrease of 5,899 members as of Oct. 1, 1976, in comparison to the June 1, 1976, count. During this period of time, most locals in both State and County Divisions suffered losses in the number of dues-paying members. The State Division decreased 3,033 members and the County side slipped by 2,866.

It seems as though the same reasons exist now as in October of last year as to why our membership is decreasing in number. Severe state and local government budgetary problems are causing a reduction in the number of new employees from which to recruit. The public employee sector is still burdened with vacancy control, layoffs, departmental consolidations and a general 'get tough' attitude toward the employees we repre-

sent. Even though the efforts exerted by this Committee are gratifying, the Association is having a difficult time in just keeping even with the attrition rate.

During the past nine months, CSEA has initiated its "Sign-Up '76" Membership Drive. "Sign-Up '76" offers a cash incentive to members in good standing who recruit new members. For each new member signed up, CSEA will award \$5. Slightly over 8,100 new members have been recruited since the beginning of the Drive on June 1, 1976, through February 1977. "Sign-Up '76" has been extended to April, 1977, by order of the Board Directors.

Further efforts to recruit non-members have been made by management staff. Mr. Joseph D. Lochner, Executive Director of CSEA, has made several mailings to non-members in the State Division. In addition, CSEA has requested and received additional non-member information in the County Division, which afforded staff the ability to make non-member recruitment mailings.

This Committee will continue to search for ways to increase the number of CSEA members. We acknowledge the CSEA staff at Headquarters and in the Regional Offices for their cooperation and responsiveness in the Association's continual drive to expand membership.



Clair McGrath, left, of Syracuse Local 013, and James Currier, president of Fort Schuyler Local 014 at Utica, listen to views of Central Region V corresponding secretary Helen Hanlon, also of the Syracuse Local.



Francis DeLemo, member of the statewide Operational Unit negotiating team from Fort Schuyler Local 014 at Utica, explains his position on contract.



Capital Region IV president Joseph McDermott and first vice-president Jean C. Gray were both active participants in heated delegate debates.



Taking advantage of opportunity to exchange opinions with delegates from various parts of the state, are from left, Evelyn Glenn, New York City Local 010; Lloyd Tipton, president of SUC at Brockport Local 601; Edwin Fitts, New York City Local 010; Bea Kee, Helen Hayes Hospital Local 302, and Willie Raye, New York City Local 010.

## Memorial Plaque Report

The report of the special memorial plaque committee was submitted at the CSEA spring convention at the Concord Hotel in March. Committee members are chairman Raymond Castle, retired, and union vice-presidents William McGowan, Richard Cleary, Joseph McDermott, James Lennon, Solomon Bendet and Irving Flaumenbaum.

Since our last report to the Delegates in October 1976, no nominations have been received by the Committee for the Memorial Plaque.

However, since last year, we have lost one of the truly great CSEA members. She is Mildred O. Meskil, who served on our Board of Directors for over 40 years. First she represented the Department of

Agriculture and Markets, and later the State Department of Commerce. She had served numerous terms as Chairman or member of practically every CSEA Committee. She was chairman of the Committee which selected our very first full-time employee, Joseph D. Lochner, in 1931.

The John M. Harris Memorial Plaque is to commemorate the names of those who have rendered outstanding service to the Association. Mildred O. Meskil qualified by any test.

We recommend that the rules of the Plaque Committee be suspended and that the name of Mildred O. Meskil be placed on the John M. Harris Memorial Plaque at 33 Elk Street Headquarters, Albany, New York.

# Charges Against Rockland County To Be Heard May 12

NEW CITY—May 12 has been set as the date for the formal hearing on the charge by the Rockland County unit of the Civil Service Employees Assn. that the County held an illegal hearing last October, at which county legislators imposed the terms and conditions of employment for some 1,800 county workers.

The hearing will be at 10 a.m. in the New York City offices of the State Public Employment Re-

lations Board. PERB hearing officer Cole Pilcher will preside.

The charge stems from a county legislative hearing Oct. 12, 1976, during which the county legislators unilaterally rejected CSEA demands for an equitable

raise and instead imposed a one-year "settlement" that included a one-shot "bonus" for the workers. The union has maintained that, under the state's Taylor Law, the hearing should never have been held, since a legislative hearing is allowed only in cases where both the union and the county have rejected the fact-finder's report in the salary dispute. The CSEA and the County both accepted the report in the late summer of 1976.

Attending the formal hearing for the union will be county CSEA unit president Patsy Spicci, CSEA regional attorney J. Martin Cornell, CSEA field representative Larry Scanlon and CSEA Southern Region supervisor Thomas J. Luposello.

# Taylor Penalty Lifted 2 Years After Strike For Spencerport Union

ALBANY—The New York State Public Employment Relations Board has ordered the restoration of the dues deduction privileges of the Spencerport Teachers Assn., it was announced recently.

The issue came to PERB on the application of the Spencerport Teachers Assn. for restoration of its dues deduction privileges, which had been suspended indefinitely on Dec. 19, 1975. At that time, PERB had found the Association violated the "no strike" provision of the Taylor Law. PERB found the Association violated the law when it engaged in a 14-day strike

against the Spencerport Central School District. The State Board ordered the loss of dues check-off, but provided that the Association could apply for full restoration at any time after March 31, 1977.

The Association submitted an affirmation that it did not assert the right to strike against any government, and PERB ascertained that it had not engaged in, caused, instigated, encouraged, condoned or threatened a strike against the Spencerport Central School District since the date of the violation.

## WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

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# Retiree Grapevine

By THOMAS GILMARTIN  
CSEA Retiree Coordinator

The question I am asked most often at this time is: Now that the State has offered 140,000 Civil Service Employees Assn. state employees a 14 percent increase, what will be done for the 100,000 retired public employees?

A second question ties in with the first. Most of us have been denied a cost-of-living adjustment in our pensions because, we have been told repeatedly, "There is no money for it." If this is true, how did Governor Carey come up at the eleventh hour with those extra millions to dissuade the CSEA from striking?

In pulling those extra millions out of the hat, the Governor referred to the state's unexpected good fortune derived from certain favorable interest computations. However, the credibility gap has widened now and it becomes harder for retirees to accept as true the answer they have been given for so long: "There's no money."

A few days ago I mentioned this thought to a prominent Republican State Senator, asking him how retirees could now accept the lack of money excuse for going so long without getting a cost-of-living increase. Although he was glad for the sake of state employees that they had a chance to receive a much-needed raise, he was bitterly critical of the Governor's maneuver, attributing a political motive to the magic show. He added that actually the state's fiscal situation remains very tight, the Governor's "out of the hat" ploy was a one-time trick, and that there is not any new money in sight to fund all the pension supplementation drastically needed. In other words, the prospect of getting a cost-of-living increase for all retired public employees has not been affected one way or another by recent contract negotiations between the State and the CSEA.

So, where do we stand as we enter the legislatively crucial month of May? It seems almost certain that the pre-1969 retirees will have their supplementation renewed for another year, at the very least if nothing else succeeds. I should mention that Senator Schermerhorn has introduced bill S2383, which would provide the above plus adding the year 1969 for 4 percent. I personally feel this bill has a chance and would be one step further in the right direction of adding another retirement year each year. The Senator, Chairman of the Civil Service and Pension Committee, has also introduced bill S4941, which would add 4 percent to the supplementation presently received by pre-1969 retirees. This implements the view that limited available money should be put where it is most needed, namely, on the pensions of retirees who retired in the sixties, fifties, and earlier, on pitifully small pensions.

I also talked this week with Senator John Flynn whose bill S910, providing a cost-of-living increase for all who retired through June 1976, we enthusiastically support. He told me that the bill is still very much alive in the Senate Finance Committee and that he has been pleased with the CSEA's strong support. But, at this stage, it will take many letters written by the retirees to their own legislators, most especially if they are on that committee. He said that letters from "back home" really are significant and are often a determining factor in the fate of a bill.

The CSEA has retiree members in all 60 senatorial districts of the state. If a retiree is unsure of the name of his senator, he can easily learn it. Is he or she among the following members of the Senate Finance Committee? If so, let your senator know that you, his or her constituent, want bill S910 reported out of that committee.

The Senate Finance Committee members are: John Marchi (chairman), William Conklin, William T. Smith, Douglas Barclay, Bernard Gordon, James Donovan, Bernard C. Smith, Tarky Lombardi, John Dunne, John Caemmerer, John Calandra, Roy Goodman, Ronald Stafford, Jay Rollison, Jeremiah Bloom, James Griffin, Donald Halperin, Emanuel Gold, Robert Garcia, Howard Nolan, Israel Ruiz, Linda Winkow, Carl McCall and Major Owens. Mail to The Honorable (legislator's name), The State Senate, State Capitol, Albany, N.Y. 12224.

The fate of our Senate bill S910 is in the hands of the above 24 senators. Does one of them represent you? Please write today. Remember that, unlike our working CSEA brothers and sisters, we cannot be negotiated for because of the Taylor Law. It is unrealistic to expect that working members would threaten to strike to pressure the Legislature to pass legislation to assure retirees an automatic cost-of-living clause essentially needed.

Finally, there are approximately 80,000 retired public employees out there who have not joined the CSEA retiree division. For only \$4.80 a year, they could lend their financial help and organized support to us who must carry the fight to get cost-of-living increases for them as well as for ourselves. Are these uncooperative retirees aware that with some sort of austere energy program sure to come, retired people have ahead of them much more hardship than they have ever known before? We ALL need this legislation.



## DOROTHY RABIN RETIRES

A retirement dinner in honor of Dorothy Rabin, president of the SUNY at Old Westbury Local of the Civil Service Employees Assn., was planned for May 6, 8 p.m., at the Golden Meadowbrook, Jericho Turnpike, Jericho. Ms. Rabin, a state employee for about 15 years, has also served as secretary, first vice-president and alternate delegate of the Farmingdale Local.

# 5.9 Percent Social Security Increase

WASHINGTON, D.C.—Secretary of Health, Education, and Welfare Joseph A. Califano, Jr., announced recently that social security and Supplemental Security Income payments will increase automatically by 5.9 percent beginning with the checks beneficiaries will receive July 1.

Under the law, social security and SSI checks increase automatically each year if the Consumer Price Index rises by 3 percent or more over specified measuring periods. Through this mechanism, the purchasing power of social security and SSI recipients is maintained despite inflation.

"I am delighted to be able to announce this benefit increase to a sizeable and deserving group of our citizens," Secretary Califano said. "I am also glad that we have a law on the books that recognizes the need to maintain the purchasing power of our elderly and disabled citizens by assuring these regular cost-of-living increases."

The average monthly Consumer Price Index rose by 5.9 per-

cent from the first quarter of 1976 through the first quarter of 1977, which is the measuring period for the 1977 benefit increase. The increase requires an automatic 5.9 percent increase in social security and SSI payments.

Previous cost-of-living increases were 8 percent in 1975 and 6.4 percent in 1976.

The increase in social security benefits will take effect for the month of June and will be reflected in the checks the 33.4 million beneficiaries will receive July 1. The SSI increase takes effect in July and is payable to the 4.3 million recipients beginning with the July 1 SSI check.

The fiscal year 1978 cost to the trust funds of the social security benefit increase will be \$5.3 billion. The SSI increase will cost \$265 million and will be paid from general funds of the Treasury.

### EXAMPLES OF MONTHLY PAYMENTS

Benefit Category	Current Payment	5.9 Percent Increase
<b>I. Maximum and minimum social security benefits</b>		
Maximum benefit, female worker retiring in 1977 at age 65*	\$422.40	\$447.40
Maximum benefit, male worker retiring in 1977 at age 65	412.70	437.10
Minimum benefit, worker retiring in 1977 at age 65	107.90	114.30
<b>II. Average social security benefits</b>		
Retired worker alone	\$221.00	\$234.00
Aged couple, both receiving benefits	377.00	400.00
Mother and two children	517.00	547.00
Aged widow	210.00	223.00
Disabled worker, wife, and children	488.00	517.00
All disabled workers	248.00	262.00
<b>III. Maximum Federal SSI payments**</b>		
Individual	\$167.80	\$177.80
Couple	251.80	266.70

\* Difference in maximum benefit amount payable to men and women will end with workers who reach age 65 in 1978 or later.

\*\* New York provides payments supplementing the Federal SSI payment levels for some or all categories of recipients. Under a recent amendment to the law, New York must continue to pay generally the same supplements on top of the increased Federal SSI payment levels.

## Levitt Urges Supplements To Survivors

The following remarks were delivered by State Comptroller Arthur Levitt at the annual meeting of the New York City Civil Service Retired Employees.

In the past few years there has been growing criticism of public pension plans. Wide publicity has been given to a handful of abuses. Concern has also been voiced over the large cost of future benefits. But the critics have not been content with fashioning remedies for the abuses or in rationalizing the level of benefits for new employees. They have also sought to block improvements, no matter how meritorious, if they would increase costs. Apparently, there is a badly mistaken impression in some quarters that retirement leaves the average public employee on "easy street."

There has been one particularly unfortunate consequence of this recent public hostility. The Legislature has ignored the cruel effect of inflation on workers who have already retired with fixed pensions—fixed pensions, incidentally, which are much lower than some people would have you believe. Ordinary fairness calls for supplementation—that is, increases in—their fixed allowances.

Now for a related matter. The State Constitution has been interpreted to prohibit payment of any supplemental retirement allowance to the surviving spouse of a deceased pensioner. Thus any supplemental retirement allowance must be discontinued upon death of a pensioner. The surviving spouse may receive only the basic, original and, in many cases, totally inadequate retirement allowance. In 1976 I sponsored a measure to remove this restriction by amending the Constitution. This amendment was approved by the 1976 Legislature, but must be passed again during the current session before being placed on the ballot. . . .



## CAPITAL REGION RETIREMENT

Joseph McDermott, left, Capital Region president of the Civil Service Employees Assn., congratulates Eugene Nicoletta, right, upon his retirement from the Schenectady County Social Services Department. Mr. Nicoletta has been active in the CSEA since 1958 and represents Schenectady County employees on the CSEA Board of Directors.