The CSEA presentation is made by unit president Barbara Pickell. Prior to the meeting, Mr. Pickell and most other members of the unit negotiating team were served with show cause orders, which prevent them from participating in strike preparations.

On Jan. 19, the unit voted its negotiators the authority to "do whatever it deems necessary up to and including a job action." The four main issues separating the unit and the county are:

- Money—the union wants a pay raise of 6 percent with a $600 minimum, which the county has rejected.
- Hours—the County wants to keep its offices open from 8 a.m. until 4 p.m., an hour earlier and later than the current schedule. The change could result in an arbitrary rescheduling of work hours, and the union opposes this.
- Disciplinary Procedure—The County wants to eliminate binding arbitration; the union wants to keep it.
- Grievances—Modifications in procedures, which the County is demanding, are rejected by the union.

CSEA collective bargaining specialist Roger Kane said that the county is demanding a "fire and rehire" clause, which the union is opposed to. The county is also seeking to impose a three-day cooling-off period before any strike action.

The CSEA has begun a campaign of public events and rallies to pressure the county into making concessions. The union has also filed a series of grievance cases with the Public Employment Relations Board, which has ordered the county to open negotiations on the outstanding issues.

The CSEA's legislative program for 1978 includes legislation to protect public employees from unfair labor practices and to ensure that they receive fair and just compensation for their work.
Three hopefuls seeking legislative office to fill vacant seats via a special election Feb. 14 received a kind of Valentine from the Civil Service Employees Association last week in the form of endorsements of their candidacies. The stamp of approval means money and manpower for the lucky trio.

Two of the endorsements are for Assembly seats and went to Thomas Calns (D-Albany County) and George C. Elferink (D-Monroe County). Also approved was Raymond Gallagher (D-Buffalo), who is seeking the seat of former State Senator James Griffin, who was elected Mayor of Buffalo.

The press was barred from a recent session between the New York State Public Employee Conference, composed of 14 different unions, and Governor Carey and a media news conference that followed gave no indication of the substance of their talks.

Informal sources tell us, however, that Mr. Carey took a very positive attitude toward the coalition's approach on changes in the Taylor Law covering such areas as strike penalties and arbitration.

The Governor is reported to have said, off the record, that the package was "a fair proposal and an excellent starting point for negotiating a package with the Legislature."

With all the talk about the Taylor Law reform, there is another topic about to surface that is causing a great deal more concern, and that is forthcoming action on so-called civil service reforms.

All public employee unions in the State are convinced that the end goal is the creation of more patronage under noble sounding language that will, in effect, do little to correct conditions in terms of protecting the Merit System.

Nothing concrete has emerged on the issue from either the Governor's office or the leadership of the Legislature, and the very vagueness of current proposals bothers public employee unions very much. Expect this to be one of the harder battles this year.

MINOLEA.—Irvig Flaumenbaum is suspected of Gov. Hugh L. Carey's pledge to spend up to $31.4 million for mental patient aftercare. He wants more details.

Mr. Flaumenbaum, president of the Civil Service Employees Association's Long Island Region I, has long been a critic of the state's alleged unregulated dumping of former mental patients on local communities. Other CSEA leaders also slammed the state on the issue.

Mr. Flaumenbaum notes, however, that the Governor may be representing thinking about the controversy.

"We are glad to see that Governor Carey finally came around to the CSEA's way of thinking," Mr. Flaumenbaum commented, "but we are wary of vague promises and want to see how the state follows through on this commitment.

The Carey plan calls for hiring supervised community residents for released patients, but details have yet to be worked out.

"We want state employees to staff any community facilities," Carey Press Secretary John Dwight said. "They are the most familiar with the special problems of those who were ill and should be retained by the state to assure that these facilities will be safe and adequate."

Solomon Bendet, CSEA Metropolitan Region II president, agrees that more data on the Governor's plan must be forthcoming.

Mr. Bendet's criticism of the alleged patient dumping "Dumpling former mental patients onto the streets of New York City would be a catastrophe," said Mr. Bendet. "I am definitely against it. The state administration is building up to another scandal like the nursing home scandal."

A letter from another CSEA official, is also suspicious of the Governor's latest gesture. "The CSEA should be careful," said Mr. Lennon, the union's Southern Region III president. "It must monitor how the money is spent."

(Continued on Page 4)

HQY Wire Report From The Capitol

By PAUL KYER

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BOOKS NOT RETURNABLE AFTER 10 DAYS

' D umping Dispute Heats Up Despite New Carey Pledge

By HAROUCY TYNER

MANHATTAN—A sign on the door of the health station at the World Trade Center Building a few days ago said: "Closed Temporarily, Emergency Services Only!"

Inside, routine is quickened as the hours go by. Nurses race from patient to patient. They say they hope—only hope—they don't rush off to the next patient until someone tells them to.

The sign goes up almost every day these days, because members of the four-woman staff there know they can't hope for the return of ill and injured who trek to their 55th floor station each day.

A budget crisis, they say, has reduced their ability to serve the 16,000 people who work at World Trade Centers 1 and 2 and thousands of others who pass through the skyscraper structure.

They are also afraid that in one terrible day someone will die.

(Continued on Page 15)

CSEA: No Pension $ For NYC

ALBANY—The Board of Directors of the Civil Service Employees Association is opposed to using pension funds in 1975 won a suit to prevent the forced use of public employee pension funds to help bail out New York City, represents the Metropolitan Region 21 of the union.

"Our record on this issue is consistent," said CSEA president William McGowan. "Hundreds of thousands of public workers depend upon the prudent investment of their pension funds to guarantee the money will be there when they retire. New York City remains, in our opinion, a risky investment and we adamantly oppose what amounts to investing the future retirement security of hundreds of thousands of people on such high risk schemes."

Both Mr. McGowan and Solomon Bendet, president of CSEA's Metropolitan Region 11, representing more than 30,000 state employees who reside and work in and near New York City, praised State Comptroller Louis Lefvit for what they termed, "Mr. Lefvit's courageous resistance in the face of inscrutable political pressure to involve the pension funds in a New York City bail-out scheme."

Comptroller Lefvit reportedly has been under increasing pressure, especially from New York City Mayor Edward Koch, and other Democrats to release funds from the public employee pension funds as part of financing arrangements to obtain long-term loans for New York City. Mr. Lefvit is sole trustee of the State Employees Retirement System, and has publicly stated in recent days that he is opposed to using the pension funds as part of a financing plan to assist New York City.

In 1975 CSEA brought a court suit to prevent the State Legislature from mandating the use of public employee pension funds to purchase Municipal Assistance Corporation bonds, charging such legislation was unconstitutional in that it violated the State Constitution clause against impairment of public employee pensions. The union action was upheld by the State Court of Appeals.

CIVIL SERVICE LEADER, January 27, 1978

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OWN A GAS WELL

Notice of discipline

John M. Carey, administrative director of the Civil Service Employees Association, has advised all presidents of the CSEA's New York Division that they will continue to be notified when one of their members is served with a notice of discipline. A recent memorandum inadvertently stated that discipline would be discontinued.

The union leader continued, "There is very serious doubt about PERB meeting the requirements that PERB signatures representing a minimum of 20 percent of the bargaining unit, which the law required before an election will be ordered. No one is allowed to examine those records. PERB does not have the manpower or the system to determine voluntarily that those signatures submitted are in fact valid, or even if they purport to be only from PERB people."

Mr. McGowan further stated that the PERB people want to know, if the challenging union met the election requirements before we're forced to endure a costly election.

In essence, the CSEA has asked the court to order a validation of the signatures by the PERB before an election is actually held, and has also asked the court to determine that it is unconstitutional to prevent a union from using the PERB to hold an election. It believes it is unwar­­ranted without proof that such signatures were valid.

AN OPEN LETTER TO PST MEMBERS

"Dear PS& T Employee:

Although there are many questions still unanswered as to the legality, it appears that you will be subjected to the third union representation challenge in two years. As always, you will be literally swamped with literature from all sides. Much of it will avoid the real issues, and some if it will actually insult your intelligence.

"I urge you to use good judgment. Decide what is fact and what is fiction; what is really important to you in a union and what is not. Don't be misled by claims and promises that have no basis in fact, for the law allows a wide latitude in what a challenging union can claim, and most challenging unions push the law to the limit, and often beyond.

"CSEA will use considerable restraint in this campaign, relying on our proven record and our known capabilities. Unfortunately, we will not, and much of the materials you have already received from them are perfect examples of pushing the limit of the law. CSEA will talk facts in this campaign, and one fact you can rely upon is that only CSEA has the experience, the expertise, the staff and the capabilities to serve you best. We're the professional labor union for professionalism in New York State. Consider that when sorting through literature from both sides.

"Fraternally yours,
Bill McGowan
President, CSEA"
Say Downstate Unsafe; Nurses Vow To Resign

MANHATTAN — Nurses at Downstate Medical Center, Brooklyn say they will resign in mass Jan. 30 unless hazardous conditions there are corrected.

Sol Benet, president of the Civil Service Employees Association's Metropolitan Region II, is trying to provide the needed help. But Mr. Benet confesed, he has achieved little success.

Mr. Benet has complained by letter to Victor Bahou, chairman of the state Civil Service Commission, about the cutbacks. Mr. Bahou replied there was no money to restart the center. Mr. Benet reported that the State Legislature appropriated money to hire nurses. He says these funds should be put to use. He also demanded that Mr. Bahou meet with him to discuss the matter. No meeting had been arranged at prentice.

Mr. Horan said the agency's Albany center lost two nurses and the Harlem State Office Building nursing center had to be closed. Health Centers in Buffalo, Watertown, Utica, Syracuse, Binghamton and Hauppage, L.I., were unaffected. The World Trade Center station treated 1,400 patients from Dec. 18 to Jan. 15. Forty-one of these cases were emergencies.

"And it gets worse each month," said one nurse.

Veneranda Ebarle, one of the nurses at the World Trade Center nursing station, makes a few notes before going on to the next patient.

CSEA WINS IN Peekskill

In Peekskill—Peekskill schools' custodial and maintenance employees voted to stay with their present union, the Civil Service Employees Association. The 39 workers rejected by a six-to-one margin a challenge by the New York State United Teachers.

Ron Monaco, CSEA field representative, said the challenge was rejected because "the employees, led by unit president Joe Urbanowicz, have a strong sense of pride in what they do. They also have good service by field representative Don Patrick. With this win and with the contract negotiated, the clerical employees of the district, who went with NYSUT, are now seeking to come back to CSEA, and we intend to challenge NYSUT in the clerical unit as soon as the legal challenge period begins."

That will be in November of 1978. Mr. Mazola said.

CSEA has been the incumbent union for the workers for eight years.

It is CSEA's second victory over NYSUT in two weeks. Earlier, the Amsterdam School District custodial and maintenance employees voted three-to-one to stay with CSEA.

SHORT TAKES

CETA REVIEW BOARD FORMED

Gov. Hugh L. Carey has signed legislation creating a CETA allocation review board to reevaluate allocation of jobs funded by the CETA sponsors. The legislation is in line with the Governor's pledge to coordinate jobs and job training activities. The board will recommend to sponsors more effective ways to allocate public service jobs. Board members include State Industrial Commissioner Phillip Ross and the social services and commerce commissioners.

HE LOSES BID FOR OLD JOB

A former Buffalo youth director, ousted by the city's new administration, lost a court bid to get his job back. State Supreme Court Judge John J. Callahan refused to order Joseph P. Gallagher restored to his former $21,100-a-year post. Judge Callahan said Mr. Gallagher's appointment was for an indefinite term, making him subject to removal at the pleasure of the administration. He and many other officials were ousted when the new Griffin Administration took over City Hall Jan. 1.

CALIFORNIA UNION TRYING TO REORGANIZE

The California Service Employees Association has established a committee to study ways to improve the organization. The committee has asked all the union's members to suggest ways to restructure the association. Jim Coan, the union's former director of operations, is the committee chairman. It has already held one meeting and others are scheduled. The committee's main task is to find the best way to divide the union into category divisions.

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ADL Assails U.S. Job Quota Plan

The Anti-Defamation League (ADL) of B'nai B'rith has called for the "immediate withdrawal" of a newly adopted U.S. Civil Service employment plan because, says ADL, it authorizes race and sex discrimination against white males and "paves the way for the destruction of the Civil Service Merit System."

"That it does so under the guise of advancing equal employment opportunity is particularly abhorrent," said Burton M. Joseph, ADL's national chairman. Mr. Joseph said the new plan substitutes race and sex quotas for which Civil Service competitive testing historically protected individual rights regardless of race, religion, sex or ethnic origin.

The new procedure, entitled "Plan for Special Emphasis Employment Programs," or the "Sugarman Plan" after the chairman of the Civil Service Commission, Mr. Robert Sugarman who designed it, was adopted by the Civil Service Commission Dec. 20. It is scheduled to go into effect in June. It sets aside sizable blocks of federal jobs to be filled exclusively by "minorities" and women based solely on race and sex, said ADL.

In a letter to Commissioner Chairman Alan K. Campbell (dated January 12), Arnold Porser, ADL's general counsel, called the plan "an ill-conceived test case designed by both presidential executive and congressional mandates (50 U.S.C. 5206-16 (e)), the Civil Service Commission's proper role is to "assure non-discrimination in employment as required by the Constitution and the statutes."

Under Executive Orders (Nos. 11498, 11590), the commission is required to "ensure that personnel operations in government departments and agencies carry out the objective of equal employment opportunity for all persons."

The Sugarman Plan "undermines the Commission's proper role and is the antithesis of the very concept of equal opportunity."

Result Of Vote From Yonkers
Due This Week

By RON KARTEN
WHITE PLAINS — A representation challenge to the Civil Service Employees Association by the Service Employees International Union in Yonkers will be decided this week.

In Yonkers, the 50,000 strong service union is challenging the CSEA for representation of 943 non-instructional staff members, of which 300 are employed under the Comprehensive Employment and Training Act (CETA) and some 700 are members of the CIBRA. Ballots were sent out on Jan. 13 for this election. A CSEA spokesman said that discontent in the ranks was the result of the Yonkers Control Board's consistent refusal to pay increments secured in the contract with the city. He said the CSEA had been winning court battles for more than two years and yet the increments continue to be withheld as the City appeals again and again. Ballots for this challenge are due back on Feb. 3.

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HERE'S HOW YOU DO IT . . .

Irving FlammengRAIN, CSEA Region 1 president, right, speaks at swearing-in ceremonies for officers of Suffolk Education Local 878 at the Middle Island school. From left are Marge Marsh, corresponding secretary; John Drenckhahn, sergeant-at-arms; Frances Bates, treasurer; Millie Vanasse, recording secretary; Nick Arella, fifth vice-president; Thomas Corridan, second vice-president; Michael Curtis, first vice-president; Robert Canion, executive vice-president, and Walter Weeks, president.

CIVIL SERVICE LEADER, Friday, February 3, 1978
Not To Blame

ONE of the first edicts issued by New York City Mayor Edward I. Koch was that city employees who failed to appear at their work stations during the snow storm of two weeks ago would feel it in their pocketbooks around paydays or vacation time.

Governor Carey has a similar message for state workers who didn't make it to work during the 1977 Buffalo snow storm, the New York City blackout on July 13 and 14, and during the recent snow storm.

Mr. Carey even says workers who didn't do work but were sent home early by superiors will be docked for part of the day.

The Governor even went so far as to veto a bill that the State Legislature passed authorizing special payments to the beleaguered Buffalo state workers.

We can find nothing more similar to a "Catch 22" situation than the Governor's stand. State workers are not to blame because snow clogged the highways, stopped the trains and even halted some subways. Government workers cannot be faulted for staying home when many public officials were begging them not to leave their homes during the storms and the blackout. One should not blame a worker for declining to push his way past an armed guard who has orders not to let anyone into the building.

Governor Carey insists the contract with the CSEA gives him the right to act this way, a point CSEA leaders grieved. The Governor does not give public employees the right to strike by authorizing injunctions only when a strike would endanger public health. A number of states, including Hawaii and Pennsylvania, have adopted statutes from those states indicate a limited right to strike did not trump the public interest. This also shows public employees are not strike-happy. On the contrary, it suggests that the law of strike and picket line workers during many years of legislative activity to secure the same rights for public employees void of a legal basis.

When Time Is Not Barred

Petitioner is a permanent employee in the civil service state (practitioner grade) with the Department of Labor, Division of Manpower Services.

She was notified by a letter dated Dec. 11, 1974, that she was being terminated under Section 5-6 of the classified service rules of the Department of Labor. The CSEA provides that an employee who is absent without leave and without an explanation for 10 days shall be deemed to have automatically resigned.

Petitioner requested the respondent to consider her claim that she had recently undergone an operation from which she was still recovering and that her supervisor harassed her upon her return to work. The respondent, however, informed the petitioner by letter, dated Jan. 10, 1976, that the original determination would be adhered to and that petitioner would not be reinstated. She commenced an Article 78 proceeding challenging the determination, and the Supreme Court, New York County, dismissed the petition on the ground that the proceeding was time-barred. The court noted that the petitioner did not commence to file suit within the limited period prescribed by the four-month statute of limitations in Article 78 proceedings.

The Supreme Court, Appellate Division, First Department, however, held that the proceeding was in the nature of a mandamus or prohibition, which exceeds the four-month statute of limitations in Article 78 proceedings. The court reasoned that there is a distinction for purposes of the statute of limitations between relief sought in the nature of citeriori and that sought in the nature of mandamus. That is, if a proceed in the nature of citeriori, the aggravation arises from a final determination. But, in the case of a proceeding in the nature of mandamus, the aggravation does not arise from the final determination but from the refusal of the body or officer to act or to perform a duty enjoined by law. Accordingly, while it is necessary to make a demand and await a refusal before bringing a procedure in the nature of citeriori to warrant, it is necessary to make a demand and await a refusal before bringing a proceeding in the nature of mandamus. Subsequently, in a mandamus proceeding the statute of limitations does not run out until four months after the refusal. The court concluded by stating that "the proceeding herein for reinstatement after discharge is in the nature of mandamus and was timely commenced."

THE COURT also addressed the petitioner's contention that her termination without a hearing violates due process of law. The Court noted that the Appellate Division, Second Department in Jehovah's Witness, 39 California Medical Center (45 N.Y.S.2d 383; 242 N.Y.S.2d 172), declared Section 5-3 (d) of the rules and regulations of the Department of Civil Service invalid as being in conflict with the mandate of Section 75 of the Civil Service Law which requires a hearing in a case of misconduct or incompetence. Therefore, in accordance with the State's policy of reinstating those employees terminated pursuant to Section 5-3 (d), the petitioner is referred back to the Board v. Industrial Commissioner, 396 N.Y.S.2d 437.
LETTERS TO THE EDITOR

Unfair
Editor, The Leader:
I read in the Poughkeepsie Journal that "examinations for persons seeking state jobs will soon be held for persons looking for jobs well above the entrance level." I write to you because I believe that this would be unfair since many people are waiting on preferred lists. Many of these are minority people. Also, provisions are holding positions for long periods of time, some employees are not working for the state because they are getting federal pay, state benefits, educational coverage and others.

I believe that the AgencyShop Bill is in effect, so is someone else doing the same paperwork. Since the Agency Shop Bill is in effect, it seems to be a very good program for people to be in. But in the long run it seems to be inequitable and it is affecting the programs.

I think employees don't get as much compensation for the job as they should and they are just being used to replace civil service employees. They think that they are being used through legislative action, whether or not it is initiated by the CSA.

MARGERY M. KIRKLAND
Poughkeepsie, N.Y.

LETTERS POLICY

Letters to the Editor should be less than 200 words.

The Leader reserves the right to edit or condense pertinent sections of letters that exceed the maximum length.

Letters not signed are from unknown sources, and bear the writer's address and telephone number. Names will be withheld upon request.

RETIREFN NEWS & FACTS

by A. L. PETERS

$400 Billion

Myron Kameld and Philip Greer, authors of financial column in the New York Post, have come up with some fantastic figures about private pension plan assets.

They try to figure that their overall assets at the end of 1976 were larger than that of the entire U.S. Treasury. Private Pension Plan assets of all but eight countries of the world. U.S. bonds' pension plan alone amounts to more than the gross national product of most United Nations countries.

Overall assets of 400,000 such plans amount to $400 billion, they say.

Most pension contracts require retirement at age 65.

But a federal appeals court has ruled that work training, where there is no clear relationship between age and to do the job, cannot be forced to retire at a specified age.

The case involved Julia Casul, a biology teacher at Pecos Township West High School. The American Civil Liberties Union is attacking mandatory retirement age of 65 on behalf of Ms. Casul. The ACLU made this a class action, affecting all public employees.

The court pointed out that knowledge and skills that come with age often would increase, rather than decrease a teacher's value.

Note: This commentary is based on the American Civil Liberties Union's analysis of OEC (in the May 1974 issue of the New York Post, have come up with some fantastic figures about private pension plan assets.

The Leader and the New York State Employees' Retirement System benefit from the average annual salary during three consecutive, highest paid years and the number of months in federal service, including unused sick leave. Annual adjustments are made for cost of living.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of the New York State Employees' Retirement System and the State Police Retirement System. The Leader or the New York State Employees' Retirement System may be contacted for information as to how to obtain the funds.

Full Employment

Editor, The Leader:
Can't understand how Commerce Commissioner John Drayson can be so general in saying that the Carey Administration has "red tape" the state school-based on upon without showing that it rationally furthers some identifiable and artistic state purpose. One of the three judges in the panel decided that this was an established criterion for retirement.

All federal government retirement and pension plans are to be hijacked by injury and disability claims. The U.S. Postal Service is one example: It paid out $236 million last year and expects the figure to double in 1978.

New York City agencies are no exception to this.

New federal retirees are getting more than old retirees under the three previous plans. The Accounting Office report noted that GAO is asking for a change in the past, Congress was not to force retiree adjustments to include only the cost-of-living increases that occur after retirement. Under the present law, new federal retirees receive annual increases based on the consumer price index. Changes that occur while they are still employed.

The retirement benefit for a federal employee was increased based on the employee's average annual salary during three consecutive, highest paid years and the number of months in federal service, including unused sick leave. Annual adjustments are made for cost of living.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of the New York State Employees' Retirement System and the State Police Retirement System. The Leader or the New York State Employees' Retirement System may be contacted for information as to how to obtain the funds.

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Letters not signed are from unknown sources, and bear the writer's address and telephone number. Names will be withheld upon request.
The civil service system could be an effective instrument of the goals of the civil service. To the credit of the Department of Civil Service, the uniform grading system is now being given greater emphasis in the training of new employees. The system is designed to provide a clear and objective basis for employment decisions, and to ensure that employees are selected on the basis of their qualifications and abilities.

Understaffing is a problem in various agencies throughout the state, particularly in the New York City Police Department. When we hear of an understaffing situation, we must be aware of the potential for violence. The police must be prepared to respond quickly and effectively to any situation that may become dangerous.

Some solutions to under staffing include:
- Providing adequate staffing levels to ensure that officers are not overworked.
- Increasing pay and benefits to attract more officers.
- Improving recruitment and retention efforts.
- Implementing more effective training programs.

In conclusion, the civil service system can be an effective tool for addressing under staffing and ensuring the safety and well-being of employees. However, it requires a commitment to continuous improvement and a willingness to address challenges as they arise. Through collaboration and innovation, we can work towards a safer and more effective civil service system for all New Yorkers.
STATE PROMOTIONAL
Job Calendar

FILING ENDS FEB. 6
Head Data Entry Machine Operator ............................................... $11,337
Principal Data Entry Machine Operator .......................................  $9,029
Senior Data Entry Machine Operator ........................................... $7,204

FILING ENDS FEB. 21
Principal Accountant ........................................................................ $21,545

FILING ENDS FEB. 27
Asst. Dir. Enviro. Conservation, Law Enf orc. ................................. $21,545
Dir. Land Resrcs. & Forest Mgm .................................................. $33,701

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.
ALBANY — Nineteen new promotional opportunities for state employees became available this week.

The jobs range in salary from about $4,623 to $36,353 a year. Job openings exist in numerous agencies and offices across the state.

State Civil Service Department officials also announced that the filing deadline for principal accountant had been extended to Feb. 21.

Filing ends Feb. 6 for a series of dental openings. There is a March 18 written qualifying exam for these jobs.

The deadline for head data entry machine operator, principal data entry machine operator and senior data entry machine operator also ends Feb. 6. These jobs were announced several weeks ago but state officials have revised some aspects of the jobs.

Principal architect applicants must file by Feb. 10 to be eligible for an oral qualifying exam later in the month. The exact exam date has not yet been announced.

Filing ends Feb. 14 for five jobs, chief environmental analyst, principal environmental analyst, associate environmental analyst, senior environmental analyst and environmental analyst.

(Continued on Page 13)

Widen Right To Negotiate On Discipline

(Continued from Page 9)

"In the past, the Civil Service Law has provided that only the state itself could have a disciplinary procedure other than Section 78," said CSISA's director of legislation and political action, Bernard J. Ryan. "However, we have been trying very hard to have employees of counties and municipalities also have their procedures, negotiated by the workers themselves through their own CSISA bargaining teams."

He agreed with bill sponsors that it represents "the quickest and most reasonable way of resolving the legal status of disciplinary procedures already agreed to by local governments."

Several local governments already have their own disciplinary procedures, but these currently have no legal status, he explained. A court ruling last year reaffirmed a state law barring such local procedures, so union hopes rest with the current bill.

The Senate sponsor is Thomas Bartosiewicz (D-Brooklyn). A Senate vote has not yet been taken on the measure.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 40 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours for Thursdays are 9 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 BRT (Brooklyn Bridge) and information on titles, call 584-1130.

Several City agencies do their own recruiting and hire employees. These include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 594-8060.

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

— Regional offices of the Board of Human Services are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone 438-1248; 10 a.m.-4 p.m.). State Building Campus Albany 12239; State 500, 1 W. Genesee St., Syracuse 13208; 480, 1 W. Genesee St., Rochester 14606.

— The Office of Employment Services in Rochester, 65 N. Main St., Rochester 14607, 480-1130; in Buffalo, 115 University Ave., Buffalo 14202.

— The state Personnel Department hires workers for public health facilities, including the Health and Education Department, 80 State St., Albany 12207, 584-1130; the Department of Health and Social Welfare, 320 South Pearl St., Albany 12207, 518-0999; and the Department of Social Services, 120 W. Genesee St., Syracuse 13208, 584-1130.

— The state Office of Employment Services also hires workers for public health facilities, including the Department of Health, 120 W. Genesee St., Syracuse 13208, 584-1130; and the Department of Social Services, 120 W. Genesee St., Syracuse 13208, 584-1130.

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The Federal Employee

(Continued from Page 11)

vision in the bill was approved by Congress requiring a government worker to "expose corruption wherever discovered."

Another provision prohibits federal employees from disclosing information in government files, however. The "Catch 22" situation allows superiors to ignore complaints even from investigations be made, which leads to disclosures by the press.

The Leahy report goes on to warn government workers who attempt to correct a problem does so "at the risk of career, financial security and reputation." The record shows that employees who exposed abuses were dismissed, transferred, denied promotion and harassed not only a reprisal but also as a warning to other potential informants. It points out there is a genuine reluctance on the part of the Justice Department to work where high officials are involved.


State Open Competitive Job Calendar

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

FILING ENDS FEB. 6

Title Salary Exam No.
NYC Beginning Office Worker $6,071 27-926, 7, 8, 9, 10

FILING ENDS FEB. 14

Public Health District (Research) II $27,942 27-695
Tax Compliance Agent (Reg. & Sp. Sling) $9,746 20-931

FILING ENDS FEB. 14

Environmental Analyst $10,714 24-626
Env. Analyst, A B. $9,262 24-625
Senior Env. Analyst $13,404 24-627
Assoc. Env. Analyst $17,429 24-628
Principal Env. Analyst $21,845 24-629

FILING ENDS FEB. 27

Clark's Positions Outside NYC

Account, Audit, Statistics Clerk $6,450 24-607
Assoc. & Princ. Budget Examiners $21,545 & $20,516 27-701, 27-704
(Account) $13,420 27-705
(Management) $17,600 27-706
(Public Finance) $21,820 27-707
(Employee Relations) $25,000 27-708

Hearing Examiner $11,557 27-692

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BOOKS NOT RETURNABLE AFTER 10 DAYS
While the snow storm of Jan. 20 meant a vacation day for many county workers around the state, for others mostly hapless state-employed workers—the snow cost a possible five day.

Irvine Plauenbaum, president of the Civil Service Employees Association's Long Island Region, called on the Governor to declare Jan. 20 a snow emergency day and grant time-and-a-half pay for those employees who did get to work, while not penalizing the others.

Mr. Plauenbaum pointed out that Nassau County employees were not penalized for missing work during the storm and that time-and-a-half pay was granted for those who worked. Suffolk County closed its offices outright, and did not penalize its workers.

Dutchess County in the CSEA's Southern Region III closed its offices at 11:30 a.m. on Jan. 20. Workers who showed up and then were sent home received a full day's wages and those who did not show at all were only charged for the three and a half hours they missed. There was some variation at the county level, as to whether or not this three and a half hours could be made up.

State workers in the same area didn't fare so well as their fellows in many local government jurisdictions.

In some instances, state office buildings were closed by order of the Governor, yet all workers were required to take personal leave for the day.

In New York City, for example, the State Insurance Fund workers who came to work were told to go home by 11:30 a.m. Only afterwards did they learn that they would have to charge the lost time in their personal leave days.

State workers in Albany were also dismissed early that day, and they too had to charge the extra hours to personal leave time.

The Governor's office defended this action stating, "personal leave time days were designated for this purpose."

For the most part, however, the New York region was part of the state kept the snow under control. "I don't think we had the problems other places had," Robert Lattimer, president of the CSEA's Western Region VI, said. More city employees had to come to work.

On Jan. 26, Mayor Leo Alexander of Syracuse received warning from the National Weather Service for non-working city workers two attempts by the Clifton Park administration to break the union's contract. The employees were allowed a chance to express their vote in the coming election.

Cees Davis, CSEA organizer, who assisted the 21 workers in their effort, commented on the results of the election, "finally, the employees have spoken and the management must listen. This win proves CSEA's ability to overcome all the roadblocks which management can develop to stop their employees from selecting a bargaining agent. And the employees confidence in CSEA will certainly have a positive effect on management at the bargaining table."

The CSEA Clifton Park unit now becomes the first public employee union to represent Town workers, the 21 workers in their effort, commented on the results of the election, "finally, the employees have spoken and the management must listen. This win proves CSEA's ability to overcome all the roadblocks which management can develop to stop their employees from selecting a bargaining agent. And the employees confidence in CSEA will certainly have a positive effect on management at the bargaining table."

The CSEA Clifton Park unit now becomes the newest member of the CSEA, which serves 36,000 public employees on all levels of government.

Improper practice charges which had been filed against the town, after allegedly attempting to dissuade its workers from joining the CSEA, are currently being held in abeyance. "If the situation at the bargaining table is amicable, the situation could be resolved at that time," a union spokesman said.
Job hopefuls who file applications by Feb. 6 may qualify for administrative assistant. 1 posts with several school districts and the Board of Cooperative Educational Services, assistant office service supervisor jobs with the county and several towns, a new job for an officer service supervisor with several towns. There is a Feb. 25 exam date for these jobs. There is a March 15 test date for these jobs.

LEGAL NOTICE

LIMITED PARTNERSHIP

139 WEST 17TH ST. CO., 115 East 9th St. N.Y.C. Limited PartnershipFiled in New York County Clerk's Office December 19, 1975. The business is the sale of real property. General Partners: Lawrence S. Epstein, 67 W 72 St. N.Y.C. Limited Partner: Ingemar Bergstrom, 130 Union Ave., Mineola, N.Y. N.Y.C. Limited Partner: Irving Bergman, 1501 Franklin Ave., Mineola, N.Y. N.Y.C. Terms: April 15, 1975 to April 15, 1977 unless premises are sold or otherwise disposed of in accordance with the agreement. No additional contributions or loans shall be made by any of the general partners and no withdrawal in death or incapacity of any general partner, the exercise of the power of attorney, or in the event of a court order to the continuous existence of the limited partners shall not assign their interest without the consent of the other limited partners.

LEGAL NOTICE

CARLYLE BUSINESS ARCHIVES, 75-41 West 30th St., 6th Floor, New York, N.Y. Certificate of Limited Partnership filed in New York County Clerk's Office Dec. 28, 1977. Business: Own and operate rental office space. General Partners: David S. Rocheelle, 97 Bayberry Lane, New Rochelle, N.Y. Albert E. Snider, 66 N. Bay Street, New Rochelle, N.Y. Florine Snider, 78 W 57 St., New York, N.Y. Other partners: Keith K. Mann, 97 Bayberry Lane, New Rochelle, N.Y. Lloyd J. Coles, 66 N Bay Street, New Rochelle, N.Y. Roy L. Snider, 4 N. Bay Street, New Rochelle, N.Y. Partners shall not be liable for the debts or liabilities of the limited partnership. The general partners shall have a guaranteed interest of $10,000; Florine Snider $5,000. Partners shall have the right to withdraw or sell their interest in the limited partnership. No priority among limited partners as against general partners or upon termination. Limited partners may be admitted.

LEGAL NOTICE

CIVIL SERVICE, EDUCATION, FEDERAL, February 3, 1978

N.Y. State Ordinance & Accident Disability Claims, other significant court decisions. The guide can be purchased by sending $4.95 per copy (check or money order) to the NCCI, 419 Park Ave. Bk., New York, N.Y. 10016.

Remember, second hand smoke (the smoke from others' cigarettes) is also harmful to your health.

The Non-Smoker's Guide

Hats off to Donna Shimp, who recently established the right of an employee to work in a smoke-free environment.

A New Jersey Superior Court issued a permanent injunction against her employer, requiring the employer to provide an atmosphere for her free of harmful pollutants and occupational hazards, including tobacco smoke.

The judge declared that the right to a smoke-free work environment is a fundamental right to a healthy, dignified life, not only for nontobacco users but also for the nontobacco workers.

The judge also ruled that the right to a smoke-free workplace is a fundamental right to a healthy, dignified life, not only for nontobacco users but also for the nontobacco workers.

The judge further ruled that the right to a smoke-free workplace is a fundamental right to a healthy, dignified life, not only for nontobacco users but also for the nontobacco workers.

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The judge also ruled that the right to a smoke-free workplace is a fundamental right to a healthy, dignified life, not only for nontobacco users but also for the non
CSEA president William L. McGowan, left, a former president of the Western Region and of West Seneca Developmental Center Local 437, pauses to discuss local problems with some of the Region’s current leaders. Left from Mr. McGowan are Ginger Monosaki, third vice-president of SUNY at Buffalo Local 602; Western Region first vice-president Genevieve Clark, of Roswell Park Memorial Institute Local 163, and Mick Stanton, president of Buffalo Psychiatric Center Local 603.

Emphasize Rank-And-File Input At Western Meeting

Endorse Raymond Gallagher For State Senator

BUFFALO—Not enough leaders pay attention to the rank-and-file members of the Civil Service Employees Association, the statewide union’s president intoned at a recent meeting of the CSEA’s Western Region VI.

“Our membership is turned off,” said the bluntness, but I won’t accept 100 percent. “Start cleaning up at the local level,” he urged the delegates, all leaders in their chapters. “Then and then alone are we going to be a good union.”

Mr. McGowan, once the president of the Western Region, proudly announced that membership in the CSEA now totals 313,000, an all-time high. “Now, if we can get that number to the point where problems would be a hell of a lot easier,” he said.

“Let’s start thinking about the rank and file. If the stuff doesn’t get out in the membership it means absolutely nothing.”

Mr. McGowan took the opportunity to explain to the delegates why he had disbanded the union’s toll-free, Albany-based telephone information service.

The service, he said, cost $3,869 a month. “It got to the point where it was always busy and you couldn’t use it,” he noted.

He said he planned to reinstate the service and provide the number only to the heads of CSEA chapters. “Let’s use it for what it was meant for,” he said. “Let’s not give it to every member because then they circumvent you and you don’t know what’s going on.”

Turning to the upcoming CSEA convention April 3 and 4 in Albany, Mr. McGowan said he expected to ride herd on time-consuming and useless debate.

“We’re going to try to run this thing orderly,” he said. “We’re going to stop filibustering and, God, I hope we can get rid of some of the people who jump up and talk 28 times on the same subject.”

“It’s obvious to me,” he added, “that a lot of people come to the convention and don’t give a damn about what they’re talking about.”

“We’re holding this convention to better service our members,” he explained.

Mr. McGowan was the principal speaker at the afternoon business session of the regional meeting, conducted in the Sheraton East Hotel in suburban Cheektowaga.

CSEA executive vice-president Thomas McDonough and CSEA secretary Irene Carr also attended. “CSEA is going up and I’m really excited and proud to be an officer during this reorganization,” Ms. Carr said, referring to the current reshuffling ordered by Mr. McGowan.

Stephen Wisky, of the CSEA legal staff, told the delegates the two principal issues during the last session of the State Legislature were civil service reform and the state’s attempts to deinstitutionalize the Department of Mental Hygiene.

“The quarrel has already been thrown by the Governor on that issue,” Mr. Wisky said of the deinstitutionalization. He urged members to be on the alert for “the kind of human suffering that this program is bound to cause.”

“Let the CSEA know about it,” he suggested. “This deinstitutionalization threatens everybody because it’s a form of subcontracting.”

Ramona L. Gallagher, the region’s third vice-president and co-chair of the political action committee, urged members to let their feelings be known to the committee regarding candidates for state offices.

“I don’t want anyone to say ‘I didn’t get the opportunity to make inputs into the committee,’” she said, adding: “This is going to be such a crucial year. It’s going to be scary.”

Peter Blaubauer, president of the Buffalo Local 603, took advantage of her comments to suggest the Region endorse Raymond C. Gallagher, a Democrat, for state senator. Mr. Gallagher, a former Erie County legislator, is running in a special election in February to fill the state senate seat vacated when State Senator James O. Griffin was elected Mayor of Buffalo. Mr. Gallagher received endorsement by the Region’s delegates.

Mr. Blaubauer also asked the political action committee to consider donating $500 to Mr. Gallagher’s campaign.

In his report to the meeting, Robert LeLaudmeer, region president, announced he had formed a committee to review the desires of the membership regarding a union newspaper.

Western Region second vice-president Robert Smith explained some of the problems between members and CSEA director June Boyle (Universities) listens. Both are members of SUNY at Buffalo Local 602, with Mr. Smith as local president.

(Leader photos by Hugo Ojiger)