CSEA KO'S PEF IN ROUND TWO

Legislature's Anti-Wage Freeze Stance, Victory In PS&T Stiring Hope

After successfully rebuffing the attempts of a hastily formed, catch-all union to grab off representation rights of some 40,000 State employees in the Professional, Scientific and Technical Bargaining Unit from the Civil Service Employees Association, CSEA officials expressed cautious optimism that some more headway has been made in fighting for all state employees this year.

Encouragement came earlier when two prominent Republican and Democrats in the Legislature rejected Governor Carey's call for a state wide freeze. The objectors were Senate Majority Leader Warren Anderson of Binghamton who said that a wage freeze would be a denial of employees' bargaining rights.

Another important vote strongly opposed to any such action is that of Sen. Richard E. Scheerhorm (R-Orange, Rockland and Ulster Counties), who heads the Senate's Civil Service Committee.

Democratic Senator Linda Whaley of Rockland County said she would continue to oppose any wage freezes because it "denies one group of employees (the public sector) from working towards the same legitimate aspirations as other employee groups."

Sen. James H. Donovan (R-Lewis, Herkimer and Oneida Counties), called the freeze a "denial of employees' bargaining rights."

VICTORY — CSEA president Theodore C. Wenzl flashed the victory sign immediately after the PS&T representation challenge vote was tallied in Albany last week.

Employees Assn. Gearing Up For PS&T Negotiations; Institutions At Impasse

ALBANY—Officials of the Civil Service Employees Assn., winner in the recent election for the right to represent the state's Professional, Scientific and Technical Unit employees, expect to begin negotiations on a new work contract for the 40,000-member bargaining group late this week.

Bernard Ryan, CSEA staff coordinator for state negotiations, said the Leader at presstime that bargaining would get underway as soon as possible after the routine five-day period following the Feb. 4 runoff election during which the losing union was defeated.

(Continued on Page 10)

Flaumenbaum Shoots Down Caso Scheme For A Rifle Range

MINOLOA—Charging Nassau County Executive Ralph G. Caso with a "let-them-eat-cakes" attitude, Civil Service Employees Assn. Nassau chapter president Irving Flaumenbaum last week denounced Mr. Caso's proposal to build a $2.1 million underground rifle range to make way for an interior road to serve traffic and from the parking lot of the Nassau County Coliseum.

(Continued on Page 16)
Nassau Cnty. Fact-Finder Is Appointed

MINOLEA—Herbert L. Marx Jr., has been named fact-finder for the 1976 contract negotiations between Nassau County and the 12,500 county workers members of the Civil Service Employees Assn. (CSEA) and the state.

Mr. Marx was chosen from a list of seven nominees supplied by the state Public Employment Relations Board. He is a New York City arbitrator, fact-finder and mediator registered with PERB in New York and New Jersey.

Mr. Marx is a member of the American Association of Arbitrators and the New York State Mediation Board.

Irving Flaumenbaum, president of the Long Island region of CSEA said, "We are pleased with the selection of Mr. Marx. Now we can get on with the process of obtaining a just and equitable compensation for our labor."
Proposed Prison Rule Changes
Draw Criticism From CSEA Group

ALBANY—Members of the Civil Service Employees Assn.'s Law Enforcement Committee have objected to three proposals made by Herman Schwartz, acting chairman of the State Commission of Correction, to liberalize and expand prisoner's rights in the areas of correspondence, visitation, and religion.

The group represents jailers who are represented by CSEA in local sheriff's departments. The committee cited a substantial decrease in security and control of the prisoners within in institutions resulting in an increase in danger to jail personnel, other prisoners and possibly visitors, as the reason for their objections to Mr. Schwartz's proposal regarding visitation. His proposed policy, according to the committee, called for no limit on who may visit a prisoner, a guarantee of visits within 24 hours of commitment, limited visiting of visitors and normal supervision during visitation, among other suggestions.

In the area of religion, the committee opposed Mr. Schwartz's proposals for allowing prisoners the right to select their diet by observing dietary laws, filing the inconvenience to jail personnel of cooking different meal and or holding meat from an outside source. The committee also objected to allowing unmarried prisoners housed in disciplinary segregation religious rites which result in decreased security. The wearing of religious metals or symbols, the committee reported, should also not be allowed because of the possibility of the jewelry being made into weapons.

Mr. Schwartz's proposal regarding correspondence "so greatly limits the jail prisoner's right of control that a search warrant is needed to even open a letter," according to the committee. It also objected to allowing various foods, drinks, published materials, including pornographic material, which was also objected to by the committee.

The committee's findings have been sent to local CSEA representatives involved in law enforcement for their comments.

Office Workers

SOUTH VALLEY— Typed by newly assigned typists and transcribers/typing special-ists are continuously being recruited by the Rockland County Personnel Office for posts in county offices.

Applicants should contact the New York State Employment Service Office, 115 Commerce St., Spring Valley, N.Y.
Special Notice

FOR CSEA MEMBERS ONLY

CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39% and apply for this insurance within 120 days from your employment date, you are guaranteed $150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

If your annual salary is

You can now apply for
disability income benefits

up to

$4,000 but less than $5,000 $150 a month
$5,000 but less than $6,500 $200 a month
$6,500 but less than $8,000 $250 a month
$8,000 but less than $10,000 $300 a month
$10,000 and over $400 a month

When your annual salary is increased to a new wage bracket, you should apply for additional disability income. YOUR INCREASE IN DISABILITY INCOME IS NOT AUTOMATIC.

For complete information, costs, complete and mail the coupon below or call your nearest Ter Bush & Powell representative for details.

TER BUSH & POWELL, INC.
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Complete And Mail Today

TER BUSH & POWELL, INC.
Civil Service Department
Box 956
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I am interested in further details. Please check for the proper application form

[ ] I wish to increase my monthly indemnity
[ ] I wish to apply for benefits

Name

Home Address

Where Employed

Employee Item No.

Federal Job Calendar

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

Agriculture

Computer Operator and
Computer Technician
GS-5 to 7
NY-5-05

General

Freight Rate Specialists
GS-7 - 9
WA-4-11

Medical

Autopsy Assistant
GS-4, 5
NY-5-05

Military

Air Reserve Technician (Administrative/Clerical/Technical)
GS-5 to 15
AT-0-59

Social And Education

Professional Careers for Librarians
GS-7 to 15
WA-10-13

Stenography And Typing

Data Transcriber
GS-2
NY-4-05

Onondaga Seeks Investigators

SYRACUSE — There are now job opportunities for investigators with the Onondaga County Family Court.

The administrative board of the Judicial Conference has announced that filling will be open until Mar. 8 for Investigator, exam 45-478. The job requires a high school diploma plus two years of experience as an investigator or social worker; or an associate degree and one year of experience; or a bachelor's degree from an accredited college.

COUNSELOR LIST

ALBANY—An education counselor eligible list, resulting from a competitive exam held on May 7, 1976, was established June 28 by the State Department of Civil Service. The list contains 152 names.
NYC Retirements

A total of 527 New York City retirees were approved last week by the Retirement Board. Of these, 114 retired without option; 144 under Option 2; 82 under Option 2; 79 under Option 4; 11 under Option 4; 21 under Option 4-3; 2 under Option 4-4. Payment of ordinary death benefits was paid to 35, and approved for disability was approved for 80 and denied for 6. There were 260 new retirement applications filed.

Loans amounting to $64,925 were approved for 4,570 members. An additional 413 members withdrew excess contributions amounting to $1,620,920.

If you have been disabled before the age of 65, you need not take medical examinations to receive pensions. But if you retire at 60, you must be in substantially the same health when you retire as you were when you entered the city service. If you are 60 or over, and you do not have the means of support, the city will probably not be able to give you a pension unless you have a substantial income from some other source.

Sen. Robert F. Kennedy, who is responsible for a bill to amend the Social Security Act, said recently that Social Security benefits are not adequate to maintain the standard of living enjoyed by most people prior to retirement.

The D.C. city government has been gradually chipping away at the old civil service system, which guarantees lifetime employment for all employees. City officials have stated that they cannot afford to do it. They say that the city has a large amount of money in its treasury, but that it is earmarked for other purposes.


case 2


case 2

many minor city officials pro

many minor city officials pro

many minor city officials pro

two or three months' work. They are usually lawyers with lucrative private practices on the side.

Any further extension of union contracts will certainly mean higher taxes for city residents. It is estimated that the city will save $225,000 a year in salaries and $750,000 a year in social services, etc. In 1974, the city paid $1.2 million to equalize the salaries of unclaimed checks from the city and to the people by all means.

The Leader or the New York State bulk mailing on the judicial process still faces the problem of not being able to give additional aid—they are in a financial bind too, so I don't really know where they got the sources from.

Michael Spence, Mail order clerk: "Yes I do support the bill, because I think the bill is very valuable. If the older generation shows younger generations different types of education, it is beneficial. They shouldn't cut back on areas like math and science, because if a child isn't introduced to it, he isn't aware of it. I don't know what agencies Mayor Beame could come from to restore the money, but I'm sure there are agencies that could suffer the cuts better than education."
The CSEA Win

WE WOULD like to tender our sincere congratulations to the Civil Service Employees Asm. in its resounding victory over the Public Employees Federation in the runoff election last week for representation rights in the state's Port and Technical Sargent Unit.

The margin of victory was a comfortable one—14,321 votes for CSEA, 10,184 votes for PEF. It clearly shows that PS&T members around the state prefer to be represented by a union that takes higher crime, less service and a lot more crooks.

Down around New York City, Mayor Abe Beame joined five other mayors from various areas to plead with the State to match the city's budgeting in terms of reducing State workers "in order to keep up with municipalities' attempts to lower their budgets." What, when, where and how were not suggested. Nor, in a rare show of native cunning, did any of the mayors give an up-to-date on efficiency and waste-saving in their own ballwails. The theory is that if there are more State workers fired there will be more funds freed for solving local problems.

Meanwhile, back in Utica . . .

Mayoralty Manicness

LAST week was the week for showing us all that several mayors throughout the State are suffering a severe case of disingust-itis when it comes to civil service employees. Up in Utica, Mayor Edward A. Hanna continued his fascinating practicing of city government by announcing the firing of everybody in Utica's public works department. His Honor promises more of the same in other departments in order to help free cash from the unions...because they are ruining the lives of our taxpayers.

Most of the town's needs can be handled by private contracts, he claims. In the meantime, Utica residents can look forward to lower taxes, higher crime, less service and a lot more crooks.

The CSEA Win

THE CSEA Win

LEN

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

Negotiation Subjects

The issue of mandatory and non-mandatory, or permissive, subjects for collective negotiations continues to be a difficult one to deal with. A recent decision by the New York State Public Employment Relations Board dealt with several negotiating demands by the Scarsdale Police Benevolent Assn., Inc. The case came before PERB on a charge of unfair pracctices filed by the Village of Scarsdale against the SPBA because the police group had continued to insist upon several negotiating demands to the point of impasse and right into the fact-finding procedure. The matter was heard by PERB pursuant to Sec. 294 of the Rules of Procedure, which provides for an expedited hearing procedure on the rules of "scope of negotiation."

Some of the demands made by SPBA and PERB's decision, each follow:

DEMAND NO. 2. "All promotions are to be filled within 30 days after vacancy."

PERB held that this was a question involving the safety of the remaining subordinate employees. The Village argued that such a demand would preclude the employer from effecting reductions in personnel. PERB agreed with the Village and held that such a demand which would restrict reductions in staff size is a permissive and not a mandatory subject of negotiations.

DEMAND NO. 4. "If any mechanical or safety defect in a patrol vehicle has been properly reported and not corrected within 24 hours of such a report, the police department will remove it from service until the mechanical or safety defect has been corrected."

SPBA argued that this demand involved safety. The Village took the position that there might be very well a mechanical defect in a vehicle which does not involve safety. PERB held that the unit employees could not be required to ride in unsafe vehicles and that this would be a mandatory subject of negotiations. However, the Village is correct insofar as the demand may go beyond that. The Village could very well assign such a vehicle to a non-unit employee.

Civicservice LEADER

LEADERSHIP

RICHARD GABA

CIVIL SERVICE LEADER, Tuesday, February 10, 1976

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(Continued on Page 7)

Don't Repeat This!

(Continued from Page 1)

spoken on that subject.

According to Assemblyman Oliver C. Green, Bronx Democrat and Chairman of the Assembly Committee on Environment and Conservation, the Legislature is likely to set this week on a bill which would establish noise standards for planes using Kennedy Airport at double levels below those which can be achieved by the Concorde. Equality expedient action is expected in the Senate, where Senator John D. Cermak, Nassau Rockefeller, and Chairman of Senate Committee on Transportation, is assigning a sponsor of the bill in the Assembly are Assemblyman Alexander Graummen of Manhattan and Assemblyman Edward Abowd of Queens. The Assembly bill has 86 co-sponsors or four more than the requisite 82 to pass a bill in that body.

Favorable action on the legislation was foreclosed by a refusal of the Port Authority of New York and New Jersey which operates and maintains Kennedy Airport. Assemblyman Koppell has long been fighting the Concorde and is a sponsor of a number of bills to make that hi-state service more responsive to public scrutiny and accountability.

Assemblyman Koppell has also been working with New Jersey Assemblyman Philip Van Wagenen, Chairman of that body's Committee on the Environment, to get a state law similar legislation to foreclose use of New York Airport by the Concorde. If New Jersey acts accordingly, it would mean that the Concorde could be barred from flying over this region. Assemblyman Koppell expressed confidence that New Jersey would not favorably on this legislative program.

The idea for banning Kennedy Airport from supersonic aircraft through control of noise levels, Assemblyman Koppell said, originated with Assemblyman Andrew Stein, who made a thorough study of the Concorde that was begun 12 years ago. In the course of that study, Mr. Stein travelled to France and a first hand view of the problems from the engineers who were involved in desisting the aircraft.

The Port Authority has not cooperated. The Civil Service Leader, made public its views on Secretary Coleman's position. Gov. Hugh Carey has made it clear that that agency takes steps to assure that the Concorde will not use Kennedy Airport, he would veto such action. The veto of the Governor is automatic and forthcoming. PERB would be required to override a decision of the Port Authority. By the same token. Gov. Beauden Byrne of New Jersey has also announced that he would veto any action that the Port Authority may take in the future to permit Concorde landings at Newark Airport.

The Port Authority's decision aroused widespread public concern and fear over the environmental impact of Concorde flights. In view of the prospective action by the State Legislature, it seems hardly likely that the Concorde will be landing here in the very near future.

(Continued on Page 7)
Demurrer would not so narrow the nature of the work of policemen. PERB held that "Job shall be notified at the completion of the investigation as to the results thereof." PERB held that since the comfort of the employees is involved, it is a term and condition of employment. PERB agreed with SPBA on this demand and held that the Village's objections are more properly directed to the merits of the demand than to its negotiability. Scarsdale PBA and Village of Scarsdale, Case No. U-1898 & PERB 5151.

Veterans Administration Information Service
Call (202) 389-2741
Washington, D. C. 20420

Don't Repeat This!

Questions & Answers

Q. My grandfather thinks he may be able to qualify for supplemental security income payments. But he wonders whether the $14 or $20 or so he gets now and then from me and my sister will be considered as part of his regular income, Will it?
A. Not necessarily. Irregular or infrequent unearned income, if it totals no more than $60 a quarter, may be discounted in response to the urgent needs to protect us from the potential hazards of the Concorde on our health and well-being.

Road & Track magazine considered hundreds of 1975 cars:

The best car in the world for under $3500.

The Volkswagen Rabbit was picked to be the best car in the world for under $3500 for the right reasons.

Handling, acceleration, ride, comfort, space, luggage capacity, brakes, durability, reliability—all these entered into the selection.

We at Volkswagen are proud to take our place next to Mercedes-Benz and the other fine cars chosen 'The Best.'

39 mpg on the highway.
25 in the city, is another reason the Rabbit was picked. The Rabbit, with stick shift, got that mileage in 1976 EPA tests. (The mileage you get can vary, depending on how and where you drive, optional equipment, and the condition of your car.)

13 Principal Openings Set

The New York City Board of Education has announced 13 elementary and junior high school principal openings in the Bronx, Queens, Brooklyn and Richmond.

They are:
- Bronx, school dist. 7, P-39; dist. 9, P-39.
- Brooklyn, school dist. 17, J-41; dist. 23, P-28; dist. 24, P-195; dist. 25, P-145; dist. 23, P-174.
- Queens, school dist. 25, P-22; dist. 27, P-108; dist. 27, J-27; dist. 28, P-131; dist. 29, P-138.
- Richmond, school dist. 31, P-69.

The filing deadline is Feb. 16. Interested persons must contact the local districts.

Veterans Administration Information Service
Call (202) 389-2741

Don't Repeat This!

Questions & Answers

Q. My cousin has an 8-year-old child by a previous marriage. Two months ago she remarried, and only a couple of weeks later her second husband was killed in an automobile accident. She and her daughter get any kind of monthly social security payments?
A. Your cousin and her daughter may be eligible for survivors' payments if your second husband worked long enough under social security. She can get information by calling, writing, or visiting any social security office.

Q. I'm going to operate a private camp next summer, and I'll soon be interviewing young people for counselor jobs. The counselors I hire will get free room and board and a small salary. Will I have to pay social security contributions on the value of those room and board?
A. Yes, the fair value of their room and board plus their cash salaries are their total earnings for social security purposes and must be reported when you send in the social security contributions for them.

Q. When my property was assessed a few months ago, the market value of my home was listed at $25,000. Will this count against me when I apply for supplemental security income payments?
A. Probably not. A home of moderate value doesn't count as a resource under the supplemental security income program. Generally, a home with a market value of $25,000 or less based on the latest real estate tax statement is considered a home of reasonable value. In Alaska and Hawaii, the amount is $35,000 or less.

*Based on 1974 retail price $3.49 East Coast P.O. delivery, local taxes, and dealer delivery charges additional. Volkswagen of America.

Visit your local authorized Volkswagen dealer and find out why there are over 4½ million Volkswagens on the American road today.
NEWBURGH—Southern Region III of the Civil Service Employees Assn. "is going all out to develop political muscle for public employees," regional president James J. Lennon pledged at a meeting of the region's political action committee chairmen at the Holiday Inn here.

As a first step, Southern Region will launch a voter registration drive to insure the maximum amount of public employees votes are cast in next November's election, president Lennon said.

The Southern Region political action chairmen also voted to back a proposal that state employees' salary increases be negotiated through "Last Offer Binding Arbitration." A better deal could be obtained for state employees by going through impartial arbitrators, than through the State Legislature, it is believed.

Methods of gaining advantage for public employees through political action were explained to the PA chairman by Martin Langer, chairman of the CSEA statewide political action committee.

One of these methods, he said, is to build a solid block of pro-CSEA legislators through selective backing of pivotal members of both the Assembly and the State Senate.

"This means not endorsing someone for every seat in the Legislature, but only backing those running for key positions and who we are sure will go down the line in support of CSEA," Mr. Langer said.

This selective approach can be used to lobby for bills affecting public employees.

"You don't introduce a flood of bills and then try to get support for them from members of the Legislature," Mr. Langer said.

"Instead, you bring up one important piece of legislation and mobilize support for that. When that bill gets passed you work on the next most important bill."

Mr. Langer pointed out that the efforts of the joint committee on waste and inefficiency in government headed by Assemblyman Andrew Stein (D-L, Manhattan) are also going to help to protect public employees' jobs and salaries.

The joint committee formed by Mr. Stein and CSEA is trying to identify places where the millions of dollars are lost each year in state and municipal government through administrative inefficiency and political patronage.

President Lennon, who headed Southern Region III's political action committee four years ago when CSEA first began the

(Continued on Page 9)
Launch Registration Campaign

(Continued from Page 6) political action effort, said that one of the most effective things public employees and their families can do is to contribute some of their time and energy to pro-CSEA candidates.

"Give the candidate one day or one evening a week or even a month, answering telephones or working in their headquarters. If you give them three hours a month, it is a lot more than they often get from their other political supporters. The important thing is that the candidates get to know that the extra boost they need to make the difference between victory and defeat will come from CSEA backing," Mr. Lennon said.

To make sure efforts are concentrated in behalf of candidates, Southern Region III will have a political action fund, the region president said. Priorities can be set up for spending the money collected, he added.

In response to a request from John M. VanDuzer, president of the Orange, Ulster and Sullivan Counties Retirees chapter, president Lennon also promoted the regional office to put a retired representative on the regional political action committee.

"Retirees can provide a lot of the manpower needed to make the political action effort a success," Mr. VanDuzer said.

John Clark, of Letchworth Village chapter 412, and the former chairman of the state political action committee, said a message has to be brought to the people of the state that public employees are just like anyone else.

"We are the same as the guy who works for Con Edison or for the Adirondacks. We pay the same taxes and are suffering from inflation and now even from unemployment just like anyone else," he noted.

Laid-Off Employees May Continue CSEA Insurance

ALBANY—State employees who have been laid off due to the state's economy measures may continue their Civil Service Employees Assn. insurance by observing the following procedures, a union spokesman said.

He outlined the following procedures:

CSEA Group Life Insurance
1. Members who are laid off, whose CSEA Group Life Insurance was in effect on the date of layoff, can continue such insurance for one year from date of layoff.
2. Premium payment. Premium payment must be made direct to CSEA Headquarters, 33 Elks St., Albany, N. Y. on a quarterly, semiannual, or annual basis during the one-year period. Deduction from salary for insurance on a bi-weekly pay period pays the insurance during the following pay period and thereafter there is a grace period of thirty days to make the direct payment to Headquarters. An approximate quarterly payment is six times the amount deducted on a bi-weekly basis. Upon receipt of the initial direct payment, CSEA will establish direct pay accounts and bill the member for future premiums as they become due during the one-year period.
3. End of one-year period. At the end of the one-year period if the member has not been reinstated to state employment, he has the right to convert his Group Life Insurance without a medical examination, and at the attained age to any form of insurance underwritten by the Travelers Insurance Company except term insurance. Application for such conversion must be made to the Travelers Insurance Co., 80 Wolf Road, P. O. Box 189, Albany, N. Y. 12201, or Walter M. Novak Jr., Travelers Insurance Company, New York, N. Y.
4. Right of reinstated member. If a laid-off member is reinstated and he has continued the Group Life Insurance during the layoff period, he can merely request CSEA Headquarters to convert his direct payment to payroll deduction and have subsequent premium payments taken from his salary. If reinstated member did not continue the Group Life Insurance during the layoff period, he will be treated as a new member and an application is made with a guarantee issue of a $10,000 policy, and those in ages 50-59 will be issued a $5,000 policy regardless of medical history.

CSEA Supplemental Life Insurance

1. Laid-off member can continue his Supplemental Life Insurance after layoff.
2. Premium payments after layoff must be made direct to Ter Bush & Powell Inc., P. O. Box 956, Schenectady, N. Y. 12301, on a quarterly basis. The same grace period applies as explained in "CSEA Group Life Insurance.
3. If member is reinstated to state service, he can make arrangements through Ter Bush & Powell for return to payroll deduction method of premium payment. If this insurance is not continued during the layoff period by payment of premiums, the member, upon reinstatement, can make application for insurance and will be treated as a new member in that if under age 50, and an application is made within the first 120 days of reinstatement, the member will be eligible for a guaranteed issue of a $15,000 policy, and those in ages 50-59 will be issued a $5,000 policy regardless of medical history.
ALBANY—The State Department of Civil Service is continually accepting applications for occupational therapists and physical therapists for posts in the Department of Mental Hygiene, Health Department and The State University of New York. Starting salary is $11,337 a year.

To qualify for occupational therapist, exam 36-175, applicants must have a bachelor’s degree and registration as an occupational therapist with the American Occupational Therapy Association. A bachelor’s degree in occupational therapy and a state occupational therapy license will also be accepted. Candidates with a degree in physical therapy and a license issued by the State Department of Education may apply for a physical therapist, exam 30-171. Candidates who have a temporary license to practice in New York State may be appointed, but must obtain their license within one year.

Candidates for both positions will be rated on the basis of their training and experience. There will be no written test. Applications may be obtained from the State Civil Service Department, Two World Trade Center, New York, N.Y.; Suite 750, 1 West Cerroce St., Buffalo, N.Y. or the State Office Building Campus, Albany, N.Y.

HUMAN RIGHTS DIVISION RESTORES FORMER JOB TO INJURED WOMAN

ALBANY—A 47-year-old employee of a hospital and health care union has been upheld by the New York State Division of Human Rights in her complaint that she was unjustly dismissed from her position because she was “not physically capable of resuming her duties” following an injury resulting from an automobile accident.

Shirley Evans, of New York City, a $224 per week union field organizer from January 1972 until May 1975, alleged in her complaint that the union discriminated against her employment because of her disability.

She stated the period beginning March 6, 1974, when she suffered a spinal injury which hospitalized her for two weeks. Four months after, she suffered a recurrence of the injury, and it was not until May 20, 1975 that she was “ready, willing and able to go to work.”

Reporting to the union office, she was allegedly told by the executive vice-president that, in his opinion, she was not physically capable of resuming her duties as an organizer because she was using a cane.

The union official backed up his opinion not to rehire her “without consulting a physician,” according to Ms. Evans. She then filed a complaint against the union and the executive vice-president, charging them with violating the New York State Human Rights Law.

After investigation, the Division of Human Rights determined that it had jurisdiction in the complaint and that probable cause existed to believe that the respondents had engaged in an unlawful discriminatory practice. The matter was referred to a Public Hearing.

During the course of the hearing, it was ruled that there was insufficient evidence to establish that the union officer had discriminated against the complainant. Since there was no evidence to establish that the union has a policy of non-discrimination because of disability in the treatment of employees, as well as in employment and work assignments, the complaint was dismissed.

However, based on the evidence, the union was found to have discriminated against Ms. Evans because of her disability. On Jan. 30, the union was ordered by Werner H. Kramarsky, State Commissioner of Human Rights, to take the following affirmative steps:

- Offer reinstatement to Ms. Evans in the position she last held.
- Pay to her as compensation damages the money she would have earned had she been employed from May 20, 1975 until the day she accepts or rejects the offer of reinstatement, (with interest at 6 percent per year).
- Grant to Ms. Evans “all the rights, benefits, privileges and seniority to which she would have been entitled” had she been employed continuously from May 20, 1975.

The union was further ordered by the division to “send a memorandum to all its supervisory employees, agents and officers, and to all recognized unions of other organizations representing its employees, instructing them that the union has a policy of non-discrimination because of disability in the treatment of employees, as well as in employment and work assignments.”

Laid-Off Horses Are Sold

MANHATTAN—Remember the seven police horses being “laid-off” because they didn’t take to working in New York traffic?

Well, they found good homes, and helped the city at the same time.

Last week, six lucky New York State residents, three from New York City, became the proud owners of ex-Police Department horses. A total of 59 competition-bred for them.

The top bidder, Peter Askin of Manhattan, came away with two horses. Mr. Askin, who bid $500 for nine-year-old Breen and $660 for nine-year-old Breen, said he will keep the horses on his 80-acre farm in Salam, N.Y.

Human Rights Division Restores Former Job to Injured Woman

Former Job To Injured Woman

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Levit Reports Social Services $ Distribution

ALBANY—State Comptroller Arthur Levitt announced the distribution of $93,775.576 10 for February to 51 Social Service Districts in the State.

These monies represent approximately 87.5 percent of the Federal and State share of the anticipated welfare expenditures for February by the localities as well as a settlement of claims for the month of November 1975. The Federal share amounts to $63,882,961.61.

In addition, the Comptroller announced the distribution of $55,841,697.11 to the City of New York for anticipated welfare expenditures for the period Feb. 1-Feb. 15, as well as a settlement of claims for the month in New York City. The City of New York was previously advanced about $67 million in Federal monies to the State for the month of February. A payment of only Federal monies will be made to New York City on Feb. 16 for anticipated expenditures for the last half of February. Federal regulations require semi-monthly payments to New York City.

COUNSELOR LIST

ALBANY—An education counselor (Spanish-speaking) eligible list, resulting from open-competitive exam 27-547, was established Jan. 26 by the State Civil Service Department. The list contains 50 names.

BUY & BONDS!

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Low-Price Insurance Available During Feb.

ALBANY—Enrollment in a special, low-cost group life insurance plan, which does not, in most cases, require a medical examination, is available during the month of February for members and employees of local governments, where the plan is already in force, who are members of the work of a group plan, or who apply for membership when they apply for insurance.

Applications, with signed authorizations to abide by the plan, and a check or money order, should be sent to the Insurance Department, CSEA, P.O. Box 209, Albany, N.Y. 12207, prior to Feb. 28, 1976.

Applications and literature explaining the group life insurance plan may be obtained from local CSEA chapter representatives or from the union headquarters at 33 East St.

CSEA members under 50 years of age, who have not been previously rejected for this insurance or who have been rejected for insurance and are eligible for the plan without a medical examination, are eligible for the plan without a medical examination.

Members over 50 may take a medical examination at the expense of the applicant and employer.

The cost of the insurance is 10 cents bi-weekly per $1,000 worth of coverage for members 29 years of age or younger. Older members may obtain this insurance on a prepayment basis.

Members pay their insurance premiums through the automatic payroll deduction plan.

Final Fringe

Once upon a time there was a professor who never joined his union. All his life he took the benefits won for him by the union, but refused to join.

Then, on his death bed he told his wife: "Please do something for me. I want no member to be my pallbearers."

"But you never belonged to the union," said his wife. "You don't even have a union card. Why do you want union members to be your pallbearers?"

"Dear," he replied, "they've carried me fifty miles as well as carry me the rest of the way."

Thanks to:
Ron Smith, Field Representative, CSEA, Syracuse Region V

BONDS! BORROW U.S.

SUNY Classified Workers Told 10 Appointments Illegal

ALBANY—The Civil Service Employees Assn. assured all members of the classified service of the State University of New York that there is no legal 10-month appointment for classified employees.

CSEA collective bargaining specialist Paul Burch announced that "There has never been, there is not now, and there will never be any legal 10-month appointments for classified employees, and anyone who has these appointments, whether part-time employees or the Central Administration, has been in clear violation of all four CSEA contracts with the state."

The union plans to file a $100,000 action for a $100,000 in all cases of the state university system, charging the administration with violating its contracts.

In addition, CSEA legal staff is investigating the possibility of filing an unfair labor practice charge against the state for unilaterally changing terms and conditions of employment. In violation of Sec. 209-a (1)(d) of the Civil Service Law.

Benefits that could be eliminated or substantially reduced by the institution of the 10-month appointments: seniority for examiners; health and dental insurance; survivors death benefit; the survivors death benefit; health and dental insurance; and retirement.

The attempt to institute the 10-month appointments is really an insidious plot to undermine the classified service in the State University System, he said. "It would allow SUNY to predetermine which 10 percent of the work force they choose to do away with for any given calendar year. And this type of arrangement, once established, would quickly spread to other state agencies and departments."

He added that CSEA is urging its SUNY chapter members and at other classified employees not to file any alternative calendar year with campus officials.

"We wish to inform all such employees that SUNY officials have no authority to make 10-month appointments of full-time classified workers, nor do they have any authority to even discuss such appointments with workers we represent," he said.

"CSEA has a statewide SUNY committee which is prepared to discuss any grievances when SUNY approaches us in the proper labor-management context as detailed in our contracts. But the SUNY administration has no right to unilaterally make 10-month appointments, as it has been trying to do."

Mr. Burch said that CSEA was taking action to itself to inform the employees of these facts because the SUNY administration attempted to act, with the approval of the union.

Classified employees include those in the competitive, non-competitive, labor and exempt categories. They are found in all four SUNY CSEA statewide bargaining units.

Syracuse DC Cites Employees for 10-Month Eligibility

SYRACUSE—Retirees, 25-year workers, and the employees of CSEA members honored at a ceremony held recently at the Syracuse Developmental Services Center, have been eligible for the insurance.

The retirees include Minnie Anthony, Edwin Purcell, Anthony Purcell, Catherine Johns, Mary LaGriff, and Gerald LaGriff.

Also, Joseph Oster, Mabel Milton, Betty Thaler, Arthur Sheley, Dorothy Emerson, Hazel Dunn, Michael Klaudt, Kathryn Cashman, Russell Fowler, Alfred Hrabo, James McKeehan, William Kane, and Louise Gibbs.

Not Receiving The Leader?

(Editors note: Each member of the Civil Service Employees Assn. and CSEA retirees paying full dues, receives—subject to vagaries of the postal system—The Civil Service Leader weekly as a membership right. If you receive the Leader and do not receive The Leader, give the person the form at left. The completed form should be clipped, pasted to a postcard or put into an envelope, and mailed to: CSEA Headquarters, P.O. Drawer 152, Capital Station, Albany, N.Y. 12224. Allow up to six weeks for processing. This form is not to be used for change of address.)

Notice: CSEA Wins Suffolk Case

The sheriff has appealed the decision. The union is awaiting word on the date for the hearing on the appeal.

Maine To Lead FieldDPW Unit

ILSON—Mike Maine was named president in absentia by the Village of Ilen Department of Public Works unit, Civil Service Employees Assn.

Daniel Laymon Jr. will serve the unit as vice-president and the secretary will be Ron Allen.

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(To be continued)
CSEA Will Talks With

(Continued from Page 1)

the Public Employee Federation, has the right to appeal the de-

cision.

"Since there are no grounds for an appeal, there should be

no further delay. We'll have our

members vote on the final settle-

able just as soon as we can get

through the state's red tape, per-

haps in this weekend," Mr. Ryan

said.

He noted also that although

the PEF was unable to begin

negotiations until the question of who had bargaining

rights and the actual certifica-

tion was entered into the record

by the State Public Employment

Relations Board, CSEA had es-


tablished its negotiating team

(for the unit, it had met numer-

ously and traded up a final

program of demands to present to

the state.

"It has been much concerned

by CSEA officials and members

over the long delay in the start of

negotiating talks about whether

either union won a clear majority in the original

election. CSEA admits that, as a result, time is now

short and emphasizes that ne-

gotiations cannot started, "will have to move ahead intently,

in a no-nonsense manner."

--John O'Neill

The union's present three-year

PST contract expires March

31, so it goes for the other

three state workers groups it

represents — the Administrative,

Operational and Institutional

Services Units. Negotiations for

these three groups began failing

on schedule last November, con-

tinuing intermittently through

December and January. Among

them, adopted by delegates at CSEA's stan-

twist in the battle of the

PST & representation challenge as Richard Chemey, president of Syracuse Region, looks on happily.

PEF Poops Out In Round Two

(Continued from Page 1)

heavily and tellingly — at the dan-

ger of PEF's addressing voting for

a proposed union—PEF—that had no known officers or head-

quarters, no staff, and no pro-

gram. CSEA's long and success-

ful track record in all areas of

representing public employees was

illustated heavily through the

news media, mass meetings and

individual contact.

"Shock Troops Score"

"In addition," said Dr. Wenzl,

"our local chapter officers and

members proved to the best

shock troops in the business. They

carried the battle in the

grass roots, got out the larger

vote, and did it redeemly. It was

typical of CSEA's ability to

produce great team effort."

The CSEA leader expressed his

hope that the continuing success

of the organization in beating

back consistent attempts by out-

side groups of organized labor to

end the independent status of the employee Association would not be lost on Governer Carey, the Legislature and the public in general.

"Once again, State workers have

sown a heavy burden con-

cerned that they want the kind

of unionism created by CSEA. I

would hope that the general pub-

lic would take careful note that

this was not only a union repre-

sentation fight but also a bat-

tle to get from government the

voter demands — efficiency, serv-

ice and the rooting out of waste

in government." Dr. Wenzl de-

clared.

Any hopes held by the State

Administration still faces the

same strong union — the Civil

Service Employees Assn. — and

CSEA officials feel that the feet-

dragging might stop now.

CSEA Strikes An Attempt To Bypass Civil Service Law By Onondaga County

SYRACUSE—The Onondaga County Employees unit of the Civil Service Employees Assn. won a precedent-setting decision which holds that an employer cannot bypass State Civil Service Law by local work rule to impose a fine.

The Onondaga County Metro-

politan Water Board had with-

held the payment of a fine to

CSEA member Sette is a water plant operator at a hearing pursuant to Section 24-323, was established by the Civil Service Law by using a local work rule to impose a fine. The Civil Service Employees Assn. won a precedent-setting decision and, late last month, Justice Stewart F. Hancock Jr., of the Supreme Court, called the state's position "ridiculous.

This is a 'disciplinary penalty' requir-

ing the City with an ethics com-

mittee and a hearing officer, and a discussion on retirement, with Ernest Warner set to talk on the topic.

From noon to 1 p.m. a buffet

will be available at $5.75 per

person. Following the breakfast,

a workshop on officer training will take place with Edward C. Dia-

mond, a CSEA member in the CSEA headquarters staff. The final session of the day will be a discussion of the Taylor Law with Richard Barstic, CSEA counsel.

Further information on the workshop, CSEA members can contact. Charles Lucas, R.B. 1.

26, Schenectady, N.Y. 12301.

PERB Appoints 5 Fact-Finders

ALBANY—The Public Em-

ployment Relations Board ap-

pointed five fact-finders to probe
disputes around the state involving Civil Service Employees Assn. groups.

The five are: Mark Beneker, of PERB's Buffalo office, to the Madison County; Joseph Schenkel, of PERB's Albany office, to the Madison County; Thomas Jopson, of PERB's Albany office, to the Madison County; Beth Sauerlander; Eric Lawson, of PERB's Buffalo office, to the Madison County and Nicholas County; Frank Mc-

fashion, of PERB's New York City office, to the Madison County and Nicholas County. The date to set between

CSEA and the Town of Islip.

MED AUDITOR

ALBANY—An associated medi-

cal facilities auditor eligible list,

resulting from open-competitive exam 24-323, was established Jan. 19 by the State Civil Service Department. The list has 26 names.