DELEGATES VOTE NEUTRALITY ON WILSON-CAREY GOV RACE

Candidates’ Views
On Civil Service
Found Similar

By MARVIN BAXLEY
KIAMESHA LAKE — With partisans of Governor Wilson and Congressman Carey both claiming that they could have won the endorsement if a vote had been taken, delegates to the Civil Service Employees Assn. convention last week followed the advice of their political action committee and decided to remain neutral in the upcoming gubernatorial election.

(Continued on Page 14)

INSIDE THE LEADER
Text of Carey, Wilson Speeches — See Page 2
Info In Rockland — See Page 11
Latest State Eligible Lists — See Pages 11, 12

IN NEXT WEEK’S ISSUE
Political Action Recommendations
On Legislative Candidates
Additional Convention Coverage, Photos
I have been in this government for almost 35 years and therefore no one recognizes more than I the contributions over the years of CSEA to good government and especially to good employee relations. It has been my pleasure to participate in numerous major actions for the state workers and especially the state employees placed in the positions of very many I would say that one example was the settlement of the AC bargain 1959 and hours situation in 1959.

"Just let me say I am delighted to have the opportunity to serve in government. I really am. When I got that report from the talk from the Governor Rockefeller and found we had a large and immediate problem in state government, and there seemed to be some sort of invisible line at a level, and the relative number of women above that line not working. It was just a situation in which we use a colloquial expression, and so I directed all state agencies and departments to appoint a specific person charged with the responsibility in each department and agency of trying to bring about promotional opportunities for women into policy making positions and to recruit women at these levels.

Man's World

"It had become apparent that when a woman applied for credit or even if she was applying for a license she had to jump through the burning agencies of the state she had to have a financial statement of her marital male relative. She had to have in effect the consent of her husband or a nearest relative in order to get the credit, and that's disgraceful. We corrected it and now under the bill, which I recommended and signed into law, women have equal access to credit. It has been too long delayed, and in case of any women here who didn't know it just want to let you know you can get a set of credit without consulting that person.

Another example of how we can do things working together was the work which was done by another small group, of which I was a member, which developed a financial program. It's hard for any of us now to realize that there was not very much paid in the public sector. It was just incred-

"And... until I changed it back when I was in the Assembly you cannot measure the unemployment benefits without you. You could work for XYZ Manufacturing Company for 20 years and then if you changed your job and went to the ABC Manufacturing Company and then you lost your job you couldn't get any unemployment compensation. It was a disgrace. We finally resolved the problem. You carry your credit. That was unfair in the private sector. It is unfair by the state agencies so we worked together and got it.

"If I may have time permitted I could name many others, such as the increased salaries over the years of CSEA to good government and the pay, non-con-

Problem in 1965

"Some of you may remember the problems in 1965 when the revenues of the state and the burden of taxes made it difficult to provide much needed spending capacity for public employees and increased PPPF and I want to give credit. The innovative, imaginative concept of what some of our workers came right out of your salary negotiating committee and our committees. And we have improved health insurance coverage and numerous employee benefits. "Now, ladies and gentlemen, under the Taylor Law, with formal negotiations, we have entered into a new era of employee-employee relation. Your new re-

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STATEWIDE PROBATION COMMITTEE — Members of the CSEA statewide probation committee met to compile their reports to delegates prior to CSEA convention. One of the most active of the statewide committees during the past year, the probation committee blasted Walter Dunbar, State Director of Probation, in its report, charging him with doing less than satisfactory job in solving inequities and inefficiencies in the operation of the State Department of Probation. Members of the committee are, from the left: Eulis Cathey Sr., Joseph Gilligan, Harold Fanning, John Whalen, James Mattel, Peter Grice, Neh Carlson, CSEA staff coordinator, James Frisina, Alan Greenfield and committee chairman James Brady.

Monroe 5 Wins Promotion Fight (From Leader Correspondent)

ROCHESTER—Employees of the Monroe County Sheriff's Department, defended by the Civil Service Employees Assn., will receive their promotions.

Monroe County Sheriff William M. Lombard was ordered by state Supreme Court to restore the promotions of the five employees he denied a few days after he took office last Jan. 1.

The men had been given the promotions by former Sheriff Albert W. Skinner three days before his term expired Dec. 31. Justice John J. Conway ordered Attorney William Sessions to notify and Department lieut. Deputy Albert Delillo, George W. Bease Jr., Richard C. Shout and David Reddelinger to serve process.

Justice Conway termed the demotions to Sheriff Lombard disciplinary action prohibited by the state civil service law. He said Mr. Lombard 40 days to appeal the decision before giving the five new promotions.

Martin Koenig, president of the CSEA's Monroe chapter, said soon that promotions would be given, although the CSEA does not advocate reinstatement in the promotion of personnel, "these men nevertheless are members of the CSEA and we are representing them in the grievance procedure."

He said Bernard Winterman, county labor relations manager, agreed with the CSEA that the Sheriff's Department employees should be restored to their former positions.

"The CSEA wants the sheriff to abide by the county's decision, or have the county enforce the decision, made by one of his own employees, Mr. Winterman," Mr. Koenig said then.

Because of Sheriff Lombard's refusal to implement the county decision, the CSEA filed petitions for hearings in state Supreme Court under Article 78 of the State Civil Service Law.

The petitions requested that Mr. Winterman, County Manager Louis Morin, Sheriff Lombard and Martin Koenig, president of the CSEA, appear in court to answer the grievances.

Jefferson Unit Due 10% Hike Effective Jan. 1 (From Leader Correspondent) During the past, the probation committee, Civil Service Employees Assn., has negotiated a 10 percent raise for workers with an annual wage of $10,000, for example.

But if the cost of living jumps 10 percent, for instance, in 1975, under the present contract, the 1976 pay raise also would jump 10 percent in addition to the other increases.

He said the combined increases in raises and fringe benefits for 1975 equal pance 26 percent. If the cost of living climbs 10 percent or more next year, the combined increase in pay and benefits for 1976 would equal 18 percent.

Benefits include a "major increase" in Blue Cross-Blue Shield coverage, plus a new contract, giving workers "the best benefits the Rochester health insurance plan offers."

Pensions are paid fully by the employer.

Under terms of the contract's second year, employees with 26 years of service or more will be able to retire at half pay when they reach 55.

The contract also includes a "fair dismissal" clause. It stipulates that after one year of service, no employee can be dismissed without a hearing. The final step in the procedure will be a fair hearing.

Mr. Pomodoro and his negotiating team, Ralph Stramengo, regional CSEA field representative and chief negotiator; the Monroe County chapter, and Robert Dottoro, unit negotiator, have had time and again for three months with town officials. The town employees paid $400 a year in dues.

Watertown Town Seeks Personnel Dept. Setup (From Leader Correspondent)

WATERTOWN—The city of the Civil Service Employees Assn. of Watertown chapter, has met twice with the Watertown City Council with a proposal calling for a changeover from the municipal civil service department headed by a personnel officer to the personnel department and the general public to encourage better understanding of significant civil service and personnel procedures; secure effective cooperation of all management personnel toward constantly improving employee relations and personnel procedures and practices; provide a proper and objective system of management and techniques of good management; and increase productivity through the development of work force and a coordinated staffing pattern.

The letter said the CSEA unit feels that a personnel officer would be a great asset to the City of Watertown in these areas: assist department heads in handling of grievances and complaints about the contract; interpret the meaning of employer-employee contract; set up safety-preventtion programs; work in areas of recruitment, selection and appointment; administer employment development and training programs; encourage policies, programs, practices that will assure a current and future supply of qualified individuals for certification for employment; Provide useful basic information and service to employees, employee representative operating departments and the general public to encourage better understanding of significant civil service and personnel procedures; secure effective cooperation of all management personnel toward constantly improving employee relations and personnel procedures and practices; provide a proper and objective system of management and techniques of good management; and increase productivity through the development of work force and a coordinated staffing pattern.

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This Week's Key Answers

EXAM 4594

PROMOTION TO TOWERMAN

Test Held September 28, 1974

Of the 1,469 candidates called to this exam, 857 appeared. Can-

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EXAM 4591

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Test Held September 28, 1974

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BOARD OF EXAMINERS EXAM

School Secretary — Bilingual

Test Held June 18, 1974

Of the 39 candidates called to this exam, 21 appeared. Can-

ters who wish to file protests against these proposed key an-

ners have until the 29th day of October, 1974 to submit their

protests, in writing, together with the evidence upon which each

protests are based.


Now you don't have to give up luxury during inflation.

TERRIFIC END-OF-YEAR SAVINGS NOW ON VW'S LUXURY 412s.

The 412 comes with electronic fuel injection, metallic paint, a timed preheater, 4-wheel independent suspension, steel belted radials, and a fully automatic transmission.* All at no extra cost. And on top of this, if you come in now we'll work out a special deal on our remaining '74s.

PARTICIPATING DEALERS ONLY.

Visit your local authorized Volkswagen dealer and find out why there are over 4 million Volkswagens on the American road today.
CAREY

(Continued from Page 1)

...It makes no sense.

Instead of a corporate treasurer.

...lieve that a right written into the law should have been kept and it will be kept.

...what has happened in the last year and a half. A study group has been extended but there seems to be no understanding that the way to increase productivity is to reward that productivity. People are working hard and are doing it at a high level.

...is the proper way to increase productivity, and I don't think it will be lost. The reason it's good to come home and tell your family that...
CSEA Neutrality

Both gubernatorial candidates can claim that they came out of the Civil Service Employees Assn. convention fast week as winners.

On the one hand, the Democratic challenger, Congressman Hugh Carey, generated sufficient enthusiasm as a new contender in state politics to warrant serious consideration by the delegates. Yet, Gov. Malcolm Wilson, running for the state’s top job for the first time in his own right, showed a residual strength gained from his 36 years of prior state service.

Thus, the Carey forces could take credit that their efforts at endorsement had resulted for the first time in prolonged debate about the advantages of breaking the long-standing CSEA tradition of non-alignment.

Wilson partisans, however, can take pride that despite some minor defections currently going on between the Administration and the 230,000-member Employees Association, a basic truth still exists that the disputes will be cleared up before the election.

By no means should the neutrality stance of the union be interpreted in terms of one candidate or the other. Although the vote was nearly three to one for neutrality, it was obvious that many supporters of both candidates voted for neutrality.

CSEA is increasingly taking a more militant stand on many issues affecting public employees. This was evidenced by the fact that both candidates took positions that showed a willingness to pursue agency shop, right to strike and career ladder agreements.

This position was also evidenced from the mere fact that the question of endorsement was seriously considered. Perhaps at a future time, now that the ice has been broken, action will result.

As a democratic organization, CSEA will follow its tradition of encouraging each member to vote for his or her own convictions in the upcoming elections. Many of the issues are still developing, and all voters would be well advised to pay both candidates the same compliment that CSEA has made.

That compliment is to give each candidate the courtesy of a fair hearing right up to the election.

CSEA’s political action committee spent countless hours in reaching its recommendations of neutrality. It will take the voter but a moment to cast his or her vote. The result will be an administration that all citizens of the state will live with for the next four years.

Don’t Repeat These

(Continued from Page 1) It was so difficult an assignment that he was yet undenominated Democrat; whether the next Assembly Republican would recognize him, Jr., or Stanley Steinitz.

The fact is that the civil service employees’ decision, as has been stated in the past, is a matter of great importance to the voters. Under the leadership of the Civil Service Employees Association, a determined effort will be made next year to clear up any problems that may develop.

The CSEA delegation last week cleared up before the election. It will take the voter but a moment to cast his or her vote. The result will be an administration that all citizens of the state will live with for several weeks before I get it. Why?

Why?

Q. I’m debating whether to retire next year when I’m 65. If I retire early, I understand I’ll get smaller payments. How can I find out how much I’ll get whenever I retire?

A. You should call, write, or visit any social security office. They can give you a number of social security, and it would appear to be more than several weeks before I get it. Why?

A. All implications for social security numbers are now being held against social security central files in Baltimore, Maryland, to make sure a second number is not issued to the same person.

Questions and Answers

Q. I’m 16 and as far as I know have never had a social security number. When I applied for one the other day, it was told I will be several weeks before I get it. Why?

A. All implications for social security numbers are now being held against social security central files in Baltimore, Maryland, to make sure a second number is not issued to the same person.

Retirement System Balms

The Appellate Division, Fourth Department, recently dealt with the question of whether or not the Supreme Court had jurisdiction to determine an issue of liability for breach of contract between the New York State Teachers’ Retirement System and the estate of a deceased teacher who was a member of the Retirement System.

Mr. Gabai is a member of the firm of White, Wash and Gabai. P.C. and counsel for the National Bar Association Legal Aid Committee.

The court in Special Term granted a motion for summary judgment to the plaintiff, executrix of the will and testament of the deceased member, on her cause of action to recover interest on the benefit which was due to the estate by reason of the testamentor’s death. Special Term Court of Claims Retirement System’s cross-motion for summary judgment to dismiss the complaint.

The deceased member died Dec. 25, 1970. The defendant Retirement System took the position that the designation of beneficiaries by the deceased was defective and ambiguous, and it refused to pay the money from the Retirement System without a court order, although it admitted owing almost $57,000. In January 1972, the Erie County Surrogate directed defendant to pay the plaintiffs $23,000 to be distributed to the executrix. In March 1972, defendant paid the amount of principal but refused to pay the interest, and the plaintiff thereupon moved for summary judgment at the interest at the rate of 7 1/2 percent from the date of death to the date of payment, amounting in all to over $5,000.

The defendant claims that this is actually an action against the State of New York over which the Court of Claims has exclusive jurisdiction. The Appellate Division agreed and dismissed the action for lack of jurisdiction in the Supreme Court. In the court’s view, the New York State Teachers’ Retirement System is a governmental agency clothed with the authority of the State and, therefore, the jurisdictional issue is determined in favor of the defendant.

Although there are differences between the New York State Teachers’ Retirement System and the Teachers’ Retirement System, the court felt that the similarities are sufficient so that the action was required to be brought in the Court of Claims. Retirement System’s cross-motion for summary judgment to dismiss the complaint.

This was done without authorization from the Town Board. When the Supervisor advised the Town Board that he intended to recognize the union, the Town Board instructed him that under no circumstances would the union be recognized.

The union then, at a public meeting of the Town Board, requested recognition. However, no vote was taken. The union was instructed to wait until the following year to negotiate, as it was too late in the current year. No contract has ever been executed between the two parties.

The court pointed out that an employee organization may achieve representation status either by recognition or by certification. PERB issued its decision based on a finding that recognition resulted from the acquiescence of the Town Board in the action of the Supervisor in recognizing the union.

The court held that the record of the PERB proceeding did not contain substantial evidence to sustain PERB’s determination that the Town of Clay had recognized the union. The Supervisor, under the law, did not have express power to recognize the union. Moreover, he had no authority to bind the Town by acts which were in excess of his statutory powers.

The court, however, sustained the findings of PERB as to unilateral recognition that had taken place. It remanded the matter to PERB for further proceedings to determine an appropriate order against the Town on that charge. Town of Clay v. Heysh, 375 NYS 2d 191.
City Employees Awarded For Winning Suggestions

The Employees' Suggestion Program, which is administered by the Chief Personnel Officer, and encourages city workers to submit suggestions to improve efficiency and productivity, last week awarded 30 city employees cash awards totaling $850. In addition, five Certificates of Merit were granted to 23 city employees.

The award winners include 25 employees totaling $25 or more or were: Patrolman Robert McDonald of the 7th Precinct who received $50 for his suggestion to start a voluntarily Bicycle Registration Program, which is administered by the Police Department; and a suggestion from an employee who won $50 for his idea to prevent freeze-ups on outside accessories at Fifth Avenue Bridge; Minnie Brachman of the Transportation Department, who won $25 for her idea to use a rubber stamp to remind vendors who purchase goods for their stores to put their name on invoices; Detective Gregory P. Calafato of the Police Department, who won $25 for his idea to install plastic locks on courtrooms; and civil engineering draftsman Martin Seigel of the Transit Authority, who won $50 for his suggestion to build construction fences to be equipped with fire extinguishers.

The winners in Queens are: foreman Eugene A. Krume of the Transportation Administration Dept. of Highways, who won $100 for his installation of an automatic calendar clock-thermostat at the Harlem River bridge shop; Vincent C. Rehno of the Transit Authority, who won $50 for his relocation and modification of existing sensor relays on model 5309A and 5306A buses; Vincent Reaulli of the Transportation Administration Dept. of Highways, who won $50 for his suggestion to install a buzzer warning alarm system when trucks are backing up, and assistant chief Charles L. West, who won $50 for the suggestion to use print registry control sheets for the Transit Authority, instead of an outside contractor.

And the other winner on Long Island is deputy chief Edward D. Keesey of the Pipe Department, who won $25 for his modification of ladder apparatus for operation of the fire hose stairs module.

SAVE MONEY, ENERGY SAVE THE NATION

Open Competitive State Job Calendar

Applications Accepted Until October 21
Written Exam November 23

Associate Chemist (Air Pollution) $17,429 23-651
Medical Facilities Auditor, Associate $17,429 24-117
Medical Facilities Auditor, Principal $21,545 24-118
Senior Stenographer $8,051 20-999

Applications Accepted Until November 4
Public Administration Internships $11,164 27-460

Applications Accepted Until November 11
Oral Exam in December
Asst Mgr. for Teacher's Retirement $17,429 27-462
Associate Adirondack Park Specialist $17,429 27-429
Associate in Higher Education Opportunity $12,048 27-459
Entertainment Therapy Nurse, Superv. $14,142 27-461

Applications Accepted Until November 11
Written Exams December 14

Associate Airport Dev. Specialist (no exam) $21,545 27-454
Light Bldg. Tender $6,811 24-123
Computer Server Foreman $6,071 24-124
Canal Structure Operator $7,016 24-125
Office Machine Operator (Various Specialties) $5,871 24-127
Senior Associate Airport Specialist (no exam) $17,429 27-455
Senior Civil Engineer $17,429 24-128
Senior Environmental Analyst $14,142 24-129
Underwriter $10,714 24-130

Operators of Office Machines Needed by State

The position of Office Machine Supervisor, or one of the various state agencies and departments throughout the state, operates the following machines: addressograph, inserting, photostat, microfilm, blueprinting, and photography. This worker will also clean machines and make minor repairs.

A written test is required to check the current knowledge, skills and abilities in such areas as mechanical reasoning, spatial relationships, following directions and arithmetic, to be held on Dec. 14.

The Dept. of Civil Service will give first consideration to successful candidates who are residents of the county in which the appointment is being made, except for those vacancies in the Department of Education.

The deadline for receipt of applications is Nov. 11.

For more details, request announcement number 24-436 from the State Dept. of Civil Service (see page 15 of The Leader).

More state job opportunities can be found on the State Open Competitive Job Calendar.

Nuclear Analyst List

ALBANY—A principal nuclear power analyst eligible list, resulting from open competitive exam 24-149, one announced Oct. 1 by the State Department of Civil Service. The list contains 6 names.

APPLICATION PERIOD

May 1 - May 5, 1974

APPLICATIONS ACCEPTED BY POSTAL SERVICE

ATTENTION N.Y.C. HEALTH PLAN MEMBERS

Transfer into HIP NOW

SEPT. 23 TO OCT. 18, 1974

EFFECTIVE DATE OF CHANGE-JANUARY, 1975

SEE YOUR PAYROLL OR PERSONNEL OFFICER

Health Insurance Plan of Greater New York

Live Depend On It
DONATE BLOOD
Call UN 1-7200

NATIONAL ARTS & ANTIQUES FESTIVAL
October 21-October 27
IN REGIMENT ARMY
PARK AVENUE AT 6TH STREET
DAILY 1-7 p.m.

WHAT IF YOU GIVE WHAT YOU THOUGHT YOU WOULD
EXPEND TODAY BUT WOULD BE MORE TOMORROW?

Open 10:30-6  Sat. 1-6
closed fridays

The New York Antiques Shops Under One Roof
Open 10:30-6  Sat. 1-6
closed fridays

INTRESTING OPPORTUNITIES

CMG HEALTH

Call 911 for help

CATASTROPHIC BILLS

- Are you covered for rare, complex, costly surgery and medical care? The HIP Special Services Fund pays for the full cost of such care, surgery, heart surgery, and other extraordinary procedures.

EMERGENCY CARE

- Can you reach a doctor day or night? HIP has 24-hour emergency care. One phone call links you to HIP's Emergency Service

Transfer into HIP NOW

SEPT. 23 TO OCT. 18, 1974

EFFECTIVE DATE OF CHANGE-JANUARY, 1975

SEE YOUR PAYROLL OR PERSONNEL OFFICER

Health Insurance Plan of Greater New York

625 Madison Avenue, New York, New York 10022
212 - 754-1144

CIVIL SERVICE LEADER, Tuesday, October 15, 1974
The 1972-1973 CSEA fiscal year, which ended September 30, 1973, was filled with challenges, crises and clear wins. For New York State's largest public employee union.

First, though it affected only the Albany area primarily, one of the most dramatic episodes occurred when CSEA stopped the State administration cold in its tracks to impose a $6.80 monthly parking fee for State workers using lots that were formerly free. The Public Employment Relations Board followed a National Labor Relations Board decision that parking was a negotiable item and that no changes can be made without prior negotiations with the employee representatives.

When the State forced the issue to a cut-back in needed membership services, the PERB decision called for suspension of the strike" of Easter 1972. The PERB was once again put into use. As usual, the loss of income that could have forced some members "forgot" to pay. but the majority bridged the gap, and CSEA did not rest on its laurels but took its further enhanced clout straight to the bargaining table to work out new contracts for all its State employee members.

But the road to a good contract was not smooth. First, PERB hit CSEA's dues deduction privilege for the "illegal strike" of Easter 1972. The PERB decision called for suspension of the checkpoint privilege in accordance with Taylor Law penalties against employee organizations that violate the law's no-strike clause. CSEA lost dues deduction for ten months in the Institutional and three months in each of the other three State units it represents.

CSEA moved quickly to prevent any loss of income that could have forced a cut-back in needed membership services. The old system of direct payment was changed again put into use. As usual, some members "forgot" to pay, but the majority bridged the gap, and CSEA is presently reminding the few "forgetful" people that their dues are overdue.

The State's Permanent Commission on Public Employee Pensions and Retirement Systems issued its re:
President's Report
It is inevitable that politics, political action and related matters by among the primary areas of concern of delegates to this annual meeting, since it so closely precedes the November general elections. Political affairs will not, however, occupy a disproportionate share of attention — there are many ongoing important matters within CSEA which will demand careful consideration, direction and action at this time as well.

CSEA, by virtue of its size and penetration into all levels of government through New York State, certainly a very significant factor with regard to political activities. We must keep in mind that any action taken in the area of politics at this convention will have lasting effect. Whatever decisions are made here are vital to our membership. We are entrusted with the responsibility of deciding the course of action which is most beneficial to that membership. Above all, we should keep in mind that those decisions are made here are vital to our membership. We are entrusted with the responsibility of deciding the course of action which is most beneficial to that membership.

The Association reports on and maintains the fund accounting method for nonprofit organizations for the group life plan and the group health plan. The policy of the Association is to keep the fund accounting method for nonprofit organizations intact and to continue to support the fund accounting method for nonprofit organizations.

Secretary's Report
Although it has not been past practice for the CSEA Secretary to submit a formal report to the delegates, at the time of the last annual meeting several delegates asked me to do so, stating that they would like to know exactly what role the statewide secretary has as an officer in the overall functioning of the Association.

Therefore, for this reason, I shall try to relate my duties and activities as briefly as possible.

First of all, I would like to point out that the office of secretary of the Association is unique in that it has a working arrangement that is different from that of any other officers.

There is the duty of recording the proceedings of all meetings, including those of the officers, the Board of Directors, State Executive Committee, delegates and chapter presidents, and furnishing Headquarters with a rapid and accurate transcript of the proceedings of each of these meetings. These minutes are then duplicated and distributed to staff and sent to members of the Board of Directors.

Treasurer's Report
(Continued from Page 8)
Field staff organizers served in many local government work areas during the course of the year, enrolling new members and installing CSEA as the exclusive bargaining agent. To the end of the one-year period, more than 16,000 new members signed up in the county division of CSEA. The Supervisors were changing during this period as restructuring moved closer to actuality.

As the fiscal year ended, it was clear that the present system of doing public employee relations that began with the Taylor Law was still very much with us. CSEA had taken a share of knocks over the twelve months' period, but, as usual, it had won more than its share of the rounds.

It was equally clear to the various government jurisdictions and to rival unions that CSEA was alive and well, and if there were any question on that score, they certainly weren't showing.

Like any growing union, CSEA has its share of its members, and the staff at its disposal. Among its own members. So far for us, the overall effect of this new normal practice has been beneficial. We think our basic common sense and respect for the organization will allow us to continue in this climate of democratic cooperation within, while displaying a united, forward thrust to the outside world.

Financial Statement Notes
Note 1—Accounting Policies
Accounting policies conform to the fund accounting method for nonprofit organizations in accordance with generally accepted accounting principles. The Association reports on and maintains its records on the accrual basis of accounting, and reports its financial position as of the end of the year and records for the general fund and the insurance fund.

The Association maintains individual records in accordance with the separate laws and regulations for the group life plan and supplementary life plan.

(Continued on Page 14)
State Promotional Job Calendar

Applications Accepted To October 15
Written Exam November 2-3

Interdepartmental Promotion Exams

Senior Stenographer
35-600
Senior Stenographer (Law)
35-604
Supv. Toll Collector
35-622
Tel Service Supervisor
35-633

Correctional Services

Senior Commissary Clerk
35-693

Chief Medical Examiner
35-694

Health

Associate Medical Facilities Auditor
35-601
Principal Medical Facilities Auditor
35-602
Senior Medical Facilities Auditor
35-600
Senior Sanitary Chemist
35-605

Labor

Senior Chemist (Industrial Hygiene)
35-611

Applications Accepted To November 4
Written Exam December 14

Interdepartmental

Senior Civil Engineer
35-616
Administrative Aide
35-617
Agriculture & Markets

Supv. Dairy Products Inspector
35-624
Senior Dairy Products Inspector
35-625
Supv. Farm Products Inspector
35-626
Senior Farm Products Inspector
35-627
Supv. Food Products Inspector
35-628
Senior Food Products Inspector
35-629
Senior Horticultural Inspector
35-630
Chief Horticultural Inspector
35-631
Supervising Meat Inspector
35-632
Senior Meat Inspector
35-633
Associate Marketing Rep.
35-634
Senior Marketing Representative
35-652
Chief Marketing Representative
35-653

(Offer exam held in Dec. 1974)

Principal Retirement Benefit Examiner
35-641
Associate Retirement Benefit Examiner
35-642
Senior Retirement Benefit Examiner
35-643
Retirement Benefit Examiner
35-644

Correctional Services

Correction Captain
35-635

Dept. Of Transportation

Canal General Foreman
35-647

Environmental Services

Senior Environmental Analyst
35-655

Principal Civil Engineer
35-656
Senior Fish & Wildlife Technician
35-658
Assistant Director, Div. of Pure Water
35-663

(Offer exam held in Dec. 1974)

Executive

Supervising Natural Disaster Civil Defense Representative
35-656

(Offer exam held in Nov. 1974)

Health (Except of Hospitals)

Senior Radiological Chemist
35-663

(While in Service)

Associate Underwriter
35-636
Senior Underwriter
35-637
Underwriter
35-638
Principal Underwriter
35-645

(Offer exam held in Nov. 1974)

Teachers Retirement

Sr. Retirement Benefits Examiner
35-646
Retirement Benefits Examiner
35-647

Continuous Recruitment

Senior Hydraulic Engineer
35-202
Assistant Hydraulic Engineer
35-203

Additional Information: See attached office for required qualifications and exam subject can be obtained by requesting a job announcement from the state Dept. of Civil Service or your state agency personnel office. Regional offices of the Dept. of Civil Services are located at the World Trade Center, Tower 2, 55th Floor, Manhattan 10048; 488-0248; State Office Campus, Albany, N.Y. 12226; and Suite 1430, 1 W. Genesse St., Buffalo 14202.

Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope, with their request. Be sure to specify the exam title and number.
effectiveness unless the citizen re- 

presents himself in person. And an 

average citizen has his and her 

contact with government, 

disempowered. The senior women and 

men of the civil service, you and 

those whom you represent. The 

stakeholders in the government 

is enhanced or diminished in 

accordance with the manner in 

which you represent yourself. 

We are here, therefore, to re- 

present to you, as chairman of the 

government, relate to the individual 

citizen. Therefore, I want to 

listen. And I want to know your 

representative for the diligence, the 
efficiency and the courtesy with 

which you handle their problems. 

You are making a major con- 

tribution to government and re- 

spersion, a mandate of immense 

contribution. Your Governor, and your friend, wants 

us to do our best for all those whom you represent." 

NMU Actions 

Guarantee Offers On Smithtown 

SMITHTOWN—Employees in two “hold-out” pockets represented by the National 

Maritime Union, in Suffolk County have offered to help the 

Civil Service Employees Assn. 

launch a takeover bid in Smithtown. 

Civil service workers in the 

Port Jefferson Village and 

Paquachuck Village blue-collar 

units, represented by NMU, 

have contacted CSEA with com- 

plaints about the representation 

of lengthy hearings before Pub- 

lic Employment Relations Board. 

The event forms a cornerstone on the NMU’s bid for a 

representation election. 

In all my years in labor, I've 

never heard anything like it," 

described CSEA regional field 

director William Boneville. 

In addition, employees in the 

Paquachuck Village blue-collar 

units have reported that they have been 

working for a year without a 

contract. Employees are represented by the sallaried union. 

As a result of the NMU’s 

negotiations for Smithtown employees have been halted. The 

town decided to hold NMU demands for a contract. The 

contract negotiations are pending the conclusion 

protests to the town from the 

Paquachuck Village. CSEA officials were considering filing an unfair labor 

practice charge in order to 

get negotiations started. 

The CSEA will also be repre- 

sented by the CSEA officers and staff. 

Several members of the CSEA 

Board of Directors will be at the meeting. 

The event forms a cornerstone on the NMU’s bid for a 

representation election. 

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The event forms a cornerstone on the NMU’s bid for a 

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Board of Directors will be at the meeting. 

The event forms a cornerstone on the NMU’s bid for a 

representation election.
Ford Authorizes 5.5% Pay Hike; Stresses Concern For Taxpayers

President Ford finally authorized his budget agency to recommend a 5.52% raise for federal employees on Oct. 1. The pay hike which was temporarily set at 5% two weeks ago will bring federal salaries closer to their private sector counterparts. By law the salaries of federal employees must be kept comparable to those in the private sector.

The President also received two other recommendations. A 5.2% increase was recommended by a non-government committee of experts in policy under the Ford's pay policy. The employee union also submitted their recommendation calling for a 6.4% pay hike.

In a statement released on his authorization of the 5.52 percent increase, the President explained his decision for the lower recommendation. The President said that while "federal employees, like all other citizens, are suffering financially from the current high level of inflation," his sympathy for them had to be "balanced by concern for the taxpayers who pay the bills."

A number of civil servants and military personnel were angered by this statement. The White House did say once recovered, that the President had considered the rate of 6.5% per cent a conservative increase.

Cost of Living Increase

Federal retirees — and those who leave the government by Dec. 31 — are due another one of living rates of at least 5.3 per cent. If living costs, as they have been, continue at the up, the boost could climb to as high as 6 or even 7 percent. The raises are effective Jan. 1 and payable in Feb.

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STUDY NOW
For The Exam For
ADMINISTRATIVE ASSISTANT
Scheduled for Dec. 14
Get This Up-to-Date Book Which Includes Material on: General Driving Knowledge; V. & T. laws; Arithmetic; Safety; Classroom & Office Practices; Reading Comprehension; Plannin.
It's Neutrality

(Continued from Page 1)

The Democratic challenge, discussing the Agency Shop, rejected the idea of a "free ride" for non-members. He cited, as example, the State of Michigan, where fees from non-members are used for scholarship funds.

Governor Wilson, on the same topic, pointed out that organizations in the public sector are being called upon increasingly to provide services for non-bargaining employees. "It isn't safe to be easy to work out a plan that will be equitable," he said. He noted, however, that he had asked CSEA to submit a program that "we can agree on, and I will work for it in the '75 legislative session."

The Governor running for the state's top office for the first time as the Republican nominee, also spoke on the strike issue. He called work stoppages in government as an injustice to the public who pays for its services.

He did explain, however, that he felt there were inequities in the balance between employer and employees in negotiations. He noted that he had instructed Melvin Olszewski, director of the Office of Employee Relations, to work with you and others in working out a system that on whatever can take action on in the 1976 legislative session."

Congressman Carey expressed the view that strikes be recognized in all but the most vital services such as fire and police protection. He expressed the view that public employees are entitled to the same rights as employees in the private sector.

Fiscal note on the issue of endorsement was 1,359 for neutrality, 884 for endorsement of one or the other of the candidates, and 82 abstentions.

CSEA's Albany Taxation and Finance chapter descended on Krause's Halfmoon Beach at Crescent early last month for an annual clam steam and steak roast. In this photo, Walker Miller, holding the microphone at center, gets people lined up for a balloon toss.

Financial Notes

(Continued from Page 5)

Financial Notes

CSEA's calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

OCTOBER

16—Oswald Hack Developmental Center chapter meeting.
16—Capital District Retired Teachers meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
16—Buffalo chapter dinner meeting: 6 p.m., Punto Cuban Company, 1 M & 1 Place, Buffalo.
16—Board of Directors special meeting: 10 a.m., CSEA Headquarters, 33 Elk St., Albany.
17—Southern Region 3 executive board meeting: 8 a.m., Holiday Inn, Newburgh.
17—SUNY at Albany chapter meeting: 5:30 p.m., Silo Restaurant, Western Ave., Albany.
18—Finance Region 5 meeting: Ramada Inn, Ithaca.
18—19—Western Region 6 meeting: Trenholm East Inn, Exit 44, Thruway, Canandaigua.
19—Nassau Educational chapter board of directors meeting: noon, Bounty Inn, Rockaway and Peninsula Bvds., Hewlett.
19— Nassau chapter annual dinner-dance: Melville Club, Lido Beach.
21—West Seneca Developmental Center chapter meeting: 8 p.m., VFV Post Hall, 299 Leydecker Rd., West Seneca.
22—Tax and Finance chapter "Meet the Candidates Night": 4:30 p.m. at Bldg. 3, Carell Campus, Albany.
22—Long Island Armory Employees chapter meeting: noon, Huntington Armory.
23—Rochester Area Retired Teachers meeting: 1:30 p.m., Marine Midland Bank Building, auditorium, Chee
24—25—SUNY at Buffalo chapter 10th anniversary dinner: 6:30 p.m., Sheraton East, Cheektowaga.
25—Department of Transportation Region 10 chapter dinner-dance: 8 p.m., Holiday Manor, 345 Hicksville Rd., Bethpage.
25—Black River chapter Halloween party: 9 a.m.—1 a.m., Brownsville Parish Center.

Chapter secretary Santa Ostrin and president Jack Daley look pleased as they survey the turnout of 700 members and guests.

Chapter president Jack Daley awards the door prize of a portable TV set to Wanda Tester, of the Corporation Tax Bureau.

Financial Notes

Note 2—Group Life Insurance
Reimbursement of Expenses

Cost studies for the five years ending September 30, 1978 for determining the costs of handling the group life insurance program have not been completed or approved. The effect of these studies generally is to increase General Fund Income and Balance of Fund for general operations and working capital, and to decrease Insurance Fund Income and Balance of Insurance Fund by a similar amount.

Note 3—Executive Headquarters and Mortgage Debt

The executive headquarters property at 30 Elk St., Albany, New York is pledged as security for a twenty-year, 6 1/2% mortgage with National Savings Bank, Albany, New York. The mortgage agreement requires annual payments of $42,800 for interest and principal. The unfunded past service cost liability was increased at Dec. 15, 1980, to $32,514. The liability is being amortized over a twenty-seven year period from Dec. 15, 1980, and requires an annual payment of $20,402.

An understandably popular game was passing a football between the knees.
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OSEA State Executive Committee chairman Victor Pesci, standing left, looks to audience for questions on remarks made by statewide vice-president Solomon Bender, at microphone. Seated are statewide secretary Dorothy MacTavish and State Executive Committee vice-chairman Jack Dougherty, Jr.

Many intense meetings were held at convention by delegates from Mental Hygiene on the food services career ladder. Shown here at meeting of MH representatives and chapter presidents are, from left, Anna Bessette, Richard Snyder; Jimmy Magee; William Merck, MH committee chairman; Robert Gold, collective bargaining specialist; James Moore, and Greg Sourceki, MH committee vice-chairman.

CONVENTION ACTION

Nassau chapter was one of many that caucused before casting votes on whether to endorse one of the gubernatorial candidates. Here delegates gather around chapter's first vice-president Ralph Natale, holding papers.

In foreground, Clinton County chapter delegation listens to discussion, while behind them, Metropolitan Division of Employment officers confer. Seated, from left, are Jeanne Rosso, Saranac unit president; Fran Bessette, Clinton chapter president; Phyllis Dusel, chapter treasurer, and Sue Heath, chapter secretary. Standing, from left, are William DeMartino, DOF chapter president; Thomas Pirmian, chapter vice-president, and John C. Rice, CSEA associate counsel.

Sullivan County chapter officials bring CSEA staff members up to date on developments on the anticipated challenge election in their county. From left are Southern Region 3 supervisor Thomas Lupusello, Sullivan Social Services unit president Nelson Durand, Sullivan chapter president Earl Rivina and field representative Lee Frank.

Officers of Suffolk County chapter, leaders of third largest chapter in CSEA organization, attend County Division meeting. From left are secretary Pat Cruz, fifth vice-president Ed Valder, third vice-president Frank Parker, treasurer Dorothy Geota, second vice-president Frank Giordano, president James Corbin and first vice-president William Arthur.

Saturday evening session of County chapter delegates included discussion of "State Workers' Rights and Workmen's Compensation" led by George Burch, standing right, director of field offices, NYB Workmen's Compensation Board. Others, from left, are County Executive Committee vice-chairman Howard Cropsey; CSEA vice-president Irving Flamenco, County chairman Salvatore Mangavaro, and Social Security branch manager Thomas Morris.

Delegates were required to present identification at door in order to gain entrance to business sessions. Here assistant sergeants-at-arms Tony Vericella, at doorway, and Ernestine Lafayette check badges as delegates file in to hear speeches by the two principal candidates for Governor.