CSEA Negotiators Prepare To Meet State

Work Out Demands
For Third Year Of Current Contract

(Special to The Leader)

ALBANY—Full negotiating teams for each of the four state worker bargaining units represented by the Civil Service Employees Assn. have already met among themselves once here at the union’s headquarters and another session is set for Dec. 16 in preparation for coming reopener talks on salaries and other matters affecting the third year of the CSEA-State contracts for 1973-1976.

Actual bargaining sessions won’t begin until shortly after Jan. 1 when the administration of Gov. elect Hugh Carey officially takes over, but a top CSEA source did say that the union has been in touch with the incoming group and is establishning communications for the inception of negotiations and handling related matters during the transition period.

Regarding the internal sessions currently underway, John M. Carey, CSEA assistant executive director, said that the union’s bargaining team members and supporting staff were completing a thorough review of resolutions and other business acted upon by delegates at CSEA’s convention in October to shape the final form of demands to be made on the state. These demands which are ultimately negotiated and agreed upon will effect entirely the state’s fiscal year beginning next April 1st.

Items For Discussion
In addition to salaries, contract items to be negotiated in the reopener include such things as salary increments, health insurance, disciplinary procedure, and the agency shop.

CSEA’s Carey agreed that major issues of considerable interest are focused on the “firing fees” as a substantial raise in pay, and while we’re not yet ready to talk about any specific figures, the situation is such that there must be some movement here.

One of the items in the reopener, the agency shop, is not included in the existing pacts. Should it be be en in this round of talks, it would represent a first for a labor group representing workers employed by New York State. Employees who belong to a union naturally favor the agency shop since it requires that their fellows who do not join have to pay an equivalent “service fee” to the union. Thus, all the workers share equally in paying for the considerable costs involved in union representation.

The CSEA assistant executive director added that in addition to the above, the union has been negotiating during the past year to secure representation rights for 16,000 employees employed by the Board of Regents.

Editorial: A Tale Of Two Counties

PUBLIC employees in Sullivan and Orange Counties both go to the polls this Friday to choose the bargaining agent that will represent them in negotiating their next contract.

To the employees who will be voting, we point out two conditions that should make CSEA’s odd’s-on choice.

In the first place, CSEA is a democratically run organization. The leadership is chosen at regular intervals in free elections. If there are complainers, have they been when the work needed to be done, and why should they suddenly develop an interest in promoting an outside union? (It should be pointed out, however, that there have been advocates of other unions who participated in losing elections, and who then channeled their energies successfully into improving their local CSEA chapters.)

In the second place, if the leadership does not come from within, then it has to be imported as part of a professional staff. The Sullivan County chapter is administered from Fishkill, seat of the CSEA Southern Region, and all have local chapters represented by CSEA. Thus the CSEA staff members are really insiders, as opposed to representatives of the challenging unions who would like to use Sullivan or Orange as their trial heat.

The long-awaited day of decision is finally at hand for employees in both counties. Whatever is decided, we hope that it will be a vote participated in by all employees so that there can be no further doubts and delays in bargaining for new contracts.

SULLIVAN, ORANGE EMPLOYEES GO TO POLLS THIS WEEK

SALARY COMMITTEE

Taconic Workers Win
State Patronage Jobs

Taylor Law Inequities
Major Challenge For Carey Administration

REVISIONS of the Taylor Law, governing the rights of public employees to organize and bargain collectively, have been made as one of the most significant issues that will concern the administration of Governor Hugh L. Carey and the State Legislature.

The Civil Service Employees Assn., for many years now, has complained about inequities in the law and urged changes to

(Continued on Page 3)
Westchester PERB Votes Against Probation-Correction Officer Split

WHITE PLAINS—The Westchester County mini-Public Employment Relations Board found that there is no justification to separate correction officers and probation officers within the county-wide Westchester chapter of the Civil Service Employees Ass'n.

"When a union of common interest exists, fragmentation of an existing unit is not warranted," the report said. "Our findings in this respect indicate that the continued inclusion of correction officers, probation officers, and investigative and enforcement officers in the recognized CSEA unit does not prejudice their right to be effectively represented in meaningful negotiations under the existing structure and does not prejudice their rights to be effectively represented."

Ray Cassidy, president of the Westchester chapter, expressed satisfaction with the report. "I welcome the decision of the Public Employment Relations Board. Unnecessary fragmentation of our units can only lead to a weakening of our bargaining position, and we can continue our battle as a union of effectively representing a united membership," he said.

The Westchester County and the Probation Officers Ass'n. had petitioned the board for decertification of CSEA. The same organization, under the name of the Westchester County Law Enforcement Officers Ass'n., had a similar petition dismissed by the board in May 1974, because "that Petitioner is not an employee organization within the meaning of the Act."

In dismissing the latest petition, following extensive hearings in which testimony was heard this year, the board additionally stated that the petitioner had failed with neither the financial resources nor accounting requirements of the nature applicable to be considered an employee organization.

The board's report was signed by Arthur E. Baylis, chairman, and Charles L. Curran and Robert E. Kean. CSEA was represented by Arthur H. Grae, regional attorney for the union.

Scottlaws Working for U.S. Target of City's Crackdown

MANHATTAN—Approximately 5,000 Federal employees who work in New York City and who have failed to file 1973 New York City Income and Earnings Tax returns will be the target of a new enforcement drive by the city administration, Mayor Abraham D. Beame announced last week.

"Tax scofflaws are as much a part of the New York City family as its tax collectibles," Mr. Beame said. "Let us make their tax scofflawry a part of their personal record as they ring in the exciting new year and make plans for years to come."

The new drive is part of a continuing campaign under the direction of Finance Administrator Lillian L. Vassar, who recently matched the city's records with those of the Internal Revenue Service.

The comparison revealed that in the $200,000-a-year and over category, some 5,900 persons subject to file 1973 City income tax returns do not appear to have filed, and the Mayor estimates that the city should realize $500,000 in taxes and penalties as a result of this effort. The Mayor added that the city's fiscal year is now nearing its third quarter and that the new enforcement campaign has already produced 750,000 in delinquent taxes and penalties.

"I would remind these scofflaws that municipal employees pay their fair share of municipal taxes. Especially in a time of tight city budgets, neither the employee who doesn't pay city income taxes nor the scofflaws who cheat the city are doing their share of the work," he said.

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CIVIL SERVICE LEADER, Thursday, December 3, 1974

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For FREE workshop, call WO-20092 STENO TYPE ACADEMY

NEWS

Fire Dept. Dinner

MANHATTAN—The Fire Department announced last week that the Annual Dinner and Dance of the State, George and Mary Association will be held at the Astorian Hotel, 22-22 Astoria Blvd., in Queens on Jan. 3.

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Free Workshop

ON BUSINESS INFO

MANHATTAN—Business management, record keeping, accounting and financing will be among subjects covered in a free workshop scheduled for Dec. 8. It was announced last week by State Commerce Commissioner Neil L. Moynihan.

The session will begin at 7:30 p.m. at St. Mary's Church, 238 West 99th St., Manhattan.

The business workshop is being sponsored by the New York State Department of Commerce, U.S. Small Business Administration, Manhattan Economic Development Federal Credit Union and the Mid-West Community Corporation.

Insurance Chapter Begins Blood Drive

MANHATTAN—The State Insurance Fund chapter, Civil Service Employees Ass'n, in cooperation with the Greater New York Blood Program, has scheduled a blood-driv drive for Wednesday, Dec. 11, at 199 Church St., New York City.

Vincent Rubano, president of the chapter, urged all members who can do so to participate. Mr. Rubano said that the drive was especially scheduled for this time of the year.

"What better gift can we offer to our fellow man than a gift of blood for those who may need it," he said.
**Boycott, Petitions Seen Cause In Roswell Eating Improvements**

(From Leader Correspondent)

BUFFALO—A wider variety of food at lower prices is currently available at Roswell Park Memorial Institute and the change is seen as the result of an employee boycott of the cafeteria there plus the impact of petitions sponsored by the Civil Service Employees Association.

Changes in menu and prices, happily approved at an institute CSEA chapter meeting, include 33 percent more food in cassette items; a soup and sandwich special; full dinners with beverage for $1.60; periodic luncheon specials; dumb "George Washington Specials" and 10-cent coffee days once a month.

"Any employee food service today is considered a fringe benefit to them, and if the institute desires to employees to eat there and be comfortable, it must be kept up to date with equipment, style of service, theme, atmosphere of seating areas, and positive service control behind the service lines," said Kenneth H. Randall, director of operations for the cafeteria operators, Service Systems Corp.

He suggested Roswell consider adding more seats in the cafeteria, which would be color-coded for visitors and patients; piped-in music; a cafeteria name theme, atmosphere of seating and a glass-beilder.

The changes and suggestions were triggered by a one-day boycott of the cafeteria by CSEA.

(Continued on Page 3)

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**Prepare To Negotiate With State**

(Continued from Page 1)

The team are pleased and they are happy to carry on the negotiations, and they are especially pleased to have the assistance of Manny Vitale, a staff representative of the joint committees.

The team will meet with the Orange County chapter and prepare for a general meeting for the group.

CSEA's Southern Region, said Michael's Inn, Rt. 5, Vernon.

**CSEA calendar**

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

DECEMBER

- Insana Department meeting: 9 a.m., Rumpus Room, Albany, N.Y.
- New York City chapter executive board meeting: 5:15 p.m., 105 New York City, AlJy.
- SUNY at Binghamton chapter holiday dinner: 6 p.m., 940 Restaurant, Binghamton, N.Y.
- New York City chapter executive board meeting: 5:15 p.m., 105 New York City, AlJy.
- SUNY at Albany chapter dinner-dance: 6:30 p.m., SUNY at Albany.
- SUNY at Binghamton chapter Christmas party: 7:30 p.m., 940 Restaurant, Binghamton, N.Y.
- SUNY at Albany chapter dinner-dance: 6:30 p.m., SUNY at Albany.
- Motor Vehicle Bureau chapter Christmas party: 6:30 p.m., 940 Restaurant, Binghamton, N.Y.
- Metropolitan Armory Employees chapter general meeting and Christmas party: 4:30 p.m., 102d Medical Bn, Armory, 56 W. 6th St., New York City.
- Orange County chapter Christmas party: 7:30 p.m., Dibble's Inn, Rt. 5, Vernon.
- Nassau Educational chapter holiday dinner-dance: 8 p.m., Narregeott Inn, Lindenhurst.
- Office of General Services chapter, Albany, executive board meeting.
- State University College Brockport chapter Christmas party: 6 p.m., DeWitt Clinton Inn, Holley.
- New York City Region, executive committee meeting.
- Syracuse area retirees' regular chapter meeting: 2 p.m., Lakeview Lanes, Rt. 3, Hannibal Road, Fulton.
- Capital District Retirees chapter holiday luncheon meeting: 12 p.m., Crystal Ballroom, Hotel DeWitt Clinton, Albany.
- State Insurance chapter: blood donation drive, 199 Church St., New York City.
- Long Island Region 1 holiday party; Holiday Manor, Bethpage.
- Albany chapter D.O.T. Good Will Association Christmas party: 6 p.m., 940 Restaurant, Binghamton, N.Y.
- Fort Stanwix chapter holiday dinner dance: 6:30 p.m., The Beaches, Rome.
- Suffolk County Social Services winter buffet dance: 9 p.m., Veterans of Foreign Wars hall, Lakelet Ave., Sayville.
- ONdard D. Heck Developmental chapter center meeting: 5:30 p.m., library, Bldg. 1.

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**Orange, Sullivan Elections This Week**

(Central BLDF—Thousands of employees of Department of Mental Hygiene institutions on Long Island reacted with anger to a series of charges by a staff social worker that the situation was serious enough to warrant a joint state-federal negotiation on the island.

The charges and suggestions were triggered by a one-day boycott of the cafeteria by CSEA.

(Continued from Page 1)
Open Continuous State Job Calendar

Assistant Actuary $10,714 20-556
Assistant Clinical Physician $27,942 20-413
Assistant (Life) $18,369 20-550
Supervisor (Life) $20,521 20-415
Principal Actuary (Life) $27,094 20-415
Senior Actuary (Casualty) $21,561 20-415
Supervising Actuary (Casualty) $25,516 20-418
Senior Actuary (Life) $14,212 20-418
Assistant Attorney $11,805 20-113
Attorney Trainee $11,164 20-113
Assist. Sanitary Engineer $14,142 20-122
Technocardiograph Technician $7,846 20-308
Factory Inspector $10,118 20-126
Food Service Worker $5,222 20-211
Hearing Examiner $11,337 20-176
Histology Technician $8,051 20-210
Hospital Intern Corrections $10,118 20-215
Assistant Physicist $11,337 20-177
Senior Hydraulic Engineer $17,429 20-175
Dietician $10,714 20-124
Supervising Dietitian $12,780 20-167
Senior Recreation Therapist $12,670 20-553
Radiology Technologist ($7,632.900) 20-334
Vocational Instructor I-V $14,880 20-313/314
Vocational Instructor I-Y $19,546/12,670 20-125/124

Additional information on required qualifying experience and application forms may be obtained by writing to the following offices of the State Department of Civil Service: State Office Building Campus, Albany, New York 12226; or Office Building Center, New York, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

FATHER Joe Bergamini, who is so devoted to the firefighting force of the city of Bronx, N.Y., was stricken down with another heart attack and is desperately ill in an undisclosed hospital.

He was in such a condition when brought into the hospital that Dr. Thomas P. Sherry of Boston writes that in a recent edition of "Sea Classics" magazine, there is a beautiful spread on New York Fireboats. It is published by Challenge Publicity, 720-121 17th St, Brooklyn, N.Y. 21930. Thanks for your letter Doctor Tom.

To Jim Daly of Rowland Home, Chalmette, La., who sent you the recent page from your letter regarding a recent column. I am forwarding another page from the house from which Dan Sullivan revised and a dozen copies of all letters. The management was getting so bad in the Medical Office that when a Doctor in Brooklyn is injured in an auto crash, and he calls the medical officer from Manhattan to come over and treat him, the hospital medicos refuse! That sounds like praying mantises eating their own tails. I am not so late in answering. If you have been reading the column, you are aware of some of the straightest of which I have plenty more!

To Captain Tom Pay of Ladder No. 3 in Brooklyn, Mass. (very close to Boston) thanks you for your nice letter. The gentleman you are looking to contact is in Field Communications Command located in Brooklyn. Transferred there when Station 215 was disbanded. Then he was in an auto crash, and he called me. If you have been reading the column, you are aware of some of the straightest of which I have plenty more!

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WASHINGTON—Standards for grading nearly 525,000 Federal blue-collar workers have been completed, the Civil Service Commission announced last week. These standards, a basic set of 117, contribute to the blue-collar work force announced last week. These apply directly to 90 percent and provide the guidance levels for the remaining 10 percent. The completion of the standards constitutes a major advance toward the establishment of a new equal-pay system.

Some grade level changes will result as the remaining 10 percent of the blue-collar work force will not be changed. For the remaining 10 percent, the number of upgradings and downgradings is expected to be about equal.

"Saved Pay" Employees whose jobs are downgraded as the result of the new standards are applied will receive benefit of "saved pay," provided they are converted within six months from the new standard covering their particular occupation in published. Under the "saved pay" provision, an employee whose job is downgraded by application of a new standard retains his current rate of pay indefinitely, and receives one-half of each future pay increase until the uniformly scheduled rate of pay for his grade catches up with the saved rate.

Good Since 1967 Prior to 1967, all Federal agencies employing blue-collar workers had their own methods of establishing grades and rates of pay. This led to many inequities in grading and pay-setting.

In December 1967, the President approved a plan for a coordinated Federal wage system, and in 1969 a Federal Wage System was established by statute. The new system, which implements certain provisions of the Civil Service Reform Act, has been in operation since January 1, 1969. It is to be computed "by the shortest, reasonable distance along paved roads." The CSEA has informed the union that according to the Department of Audit and Control, the 35-mile radius is to be computed "by the shortest, reasonable distance along paved roads."

Chapter president Harry J. Lynch commented that the decision may have statewide implications since other state workers are also frequently required to travel various distances from their headquarters.

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Merit Or No-Show

For a man who rode into office on a platform that dealt heavily on his vast experience in municipal government and, in particular, on his knowledge of New York City's finances, because of his many many years as city Comptroller, Abraham Beame has reached for the dreariest and most dangerous political breadcrumb—freezes and firings in Civil Service.

We know that in the long run Mayor Beame will learn the lesson acquired so painfully by former Mayor John V. Lindsay—there might be instant satisfaction but as soon as arrests and protection begin to deteriorate, instant popularity is replaced by instant irritation. Civil Service organizational response, naturally, will be "Put the Blame on Beame, Babe," to paraphrase the old song.

What is so disappointing is that the Mayor has failed to come up with any creative plans for reducing city deficits and acquiring new sources of income at the same time. As a starter, Mr. Beame should institute a crash program in cutting no-show jobs, trimming the fat cats off the pay-roll and driving into proposed projects that may be more in the interest of special groups rather than the entire citizenry. Far be it from us to claim any financial or civil service expertise, but it seems incredible that the expert in office—Mr. Beame—has failed to come up with any new ideas in such areas as solidifying city debts, raising new sources of income through tax incentives to new business, etc.

Of course, the worst aspect of the Mayor's recent fiat on Civil Service is that the cuts are to be made across the board. You can't have cuts in public employment, they should be based on a selective basis of careful attention: when dealing with health, welfare, education and public safety. And it's a fact that all levels of government and various branches of the city government work under pressures that are fair game, let him try to run the city without the routine issuances of necessary documentation, departmental reports, surveys, etc.

In the field of civil service organizations during the campaign, Gov.-elect Hugh Carey indicated not only his awareness for better salaries for state-government employees, but also showed that he is wise enough to realize that it is his duty to see that a proper civil servant core stays on hand to maintain and even improve essential state services. Any economy that the state might need can certainly be found in the exempt classifications rather than by tampering with the competitive service roll.

As a footnote, Mr. Beame should remember that when he takes his seat in City Hall, a good deal of the fuel for the trip came from public employees.

Questions and Answers

Q. My husband died in an automobile accident 6 months ago, and my 16-year-old son was severely injured. He is still in the hospital. Since my son had worked for nearly 6 months before his injury, can I get any unemployment compensation or sickness benefits from social security?

A. Your son needs at least 1½ years of work under social security during the last 5 years to get disability payments on his own record. However, he may be able to get benefits on his father's work record. A child can qualify for monthly payments on the work record of a deceased, disabled, or retired parent if the child becomes disabled before age

Amendment to the Taylor Law—The crux of the matter is whether, therefore the sensitive issue of the rights of civil service employees to strike has been met.

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U.S. Jobs For College Grads: Outlook's Brighter But Not Rosy

The job outlook for college graduates seeking entry into the Federal service this year is somewhat more promising than it has been in past years, a U.S. Civil Service Commission spokesman reported at the annual College Placement Council conference that was attended recently by college placement officers and federal personnel managers.

The Federal government, the spokesman said, expects to hire about 23,000 people nationwide in the career-entry occupations—up slightly from the 22,600 hired last year and up substantially from the 18,000 hired during fiscal year 1973. He noted that during peak hiring years, the number of hires in this occupational group ranged between 22,600 and 23,000.

Although the spokesman said that hiring projections were up for the year, he cautioned "to temper this projection with the knowledge that there is still quite a lot of budgetary uncertainty."

Two trends, however, should brighten the graduates' job picture. First, retirements are running double from about a year ago (125,000 this year). Second, expansion is anticipated in the technical, energy and medical area as "good," but notes that for this year, he cautioned "to temper this projection with the knowledge that there is still quite a lot of budgetary uncertainty."

Two trends, however, should brighten the graduates' job picture. First, retirements are running double from about a year ago (125,000 this year). Second, expansion is anticipated in the technical, energy and medical area. These Jobs involve criminal investigation, especially in drug enforcement and immigration.

PACE appointments are also projected in taxation, financial institutional examining and social service occupations. Historians, writers, editors and public information specialists will also be hired, but their numbers will be relatively few.

Because of economy the majority of PACE appointments are being made at GS-5 ($10,520), GS-6 ($12,000), GS-7 ($14,500) levels. The last year's national total of 4,500 projected in taxation, financial institutional examining and social service occupations. Historians, writers, editors and public information specialists will also be hired, but their numbers will be relatively few.

Because of economy the majority of PACE appointments are being made at GS-5 ($10,520), GS-6 ($12,000), GS-7 ($14,500) levels. The last year's national total of 4,500 appointments, approximately 2,700 nationwide, was approximately 2,700 nationwide. About 1,600 hires are already made.

Many occupations in the medical field, such as pharmacists, are considered in the "shortage" category, and good opportunities are available to graduates in these fields. With two U.S. hospitals in Baten Island, many opportunities are available for those seeking a New York location.

The projected hiring figures for accountants is down from last year's national total of 4,500. However, there is still a good number of positions projected for this year, 3,000.

In agricultural and biological science hiring is also off from last year. The scarcity of opportunities is compounded by the shortage of competition in these occupations. For example, the Forest Service hired only 70 for-esters from a list of 3,800 eligible last year.

However, two specialties in the natural sciences are considered in the "shortage" category, soil science and soil conservation. Eligible in these fields stand a very good chance for appointment.

The Federal government also estimates that hiring in Math and the Physical Sciences will be up 8 percent over last year. About 1,600 hires are already made.

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About one-half of all college graduates entering the Federal service come into it via the PACE (Professional and Administrative Career Examination) which offers opportunities in administrative occupations, staff services and program-entry jobs. Nationwide hiring is projected at 13,000 to 14,000 appointments, approximately 2,700 nationwide. About 1,600 hires are already made.

In the New York area, approximately 2,000 PACE appointments are expected, a rise of 20 percent above last year. The Commission rates the opportunity for PACE placement in this area as "good," but notes that the competition for jobs here is keen. The largest number of PACE appointments (GS-5, $10,520) is provided for each of the engineers will be stationed in the Navy across the country.

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The report of the Committee to Restructure CSEA was presented by chairman. Committee members are John Adamski, Howard Copey, Charles Ecker, Ronald Friedman, Salvatore Mottavero, Nicholas Pusateri, Ernest Wagner and Jack Zvinchuck. In the portion of the report that deals with changes in the CSEA Constitution or By-Laws, the proposals are printed as they were approved by the delegates.

NEW ELECTION PROCEDURE

Prepared and presented by the Committee to Restructure CSEA upon direction of the CSEA Statewide Convention at Concord, September 1973, and by the election committee in general session—annual meeting September 1973, Concord Hotel. The Committee to Restructure CSEA upon careful evidence presented and selected, and upon information reviewed concerning the past elections, has hereby recommending the following changes in the conduct of Statewide CSEA elections.

Please note the election procedure as previously recommended under Phase II—III is left unchanged at this time.

BACKGROUND

Without a doubt, in any election winners are happy and losers are sad. Further, losers may be skeptical as to some or many facets of the why's and wherefore's—did the self-confidence that he or she does stand a chance in a fair and anticipated wish and expectation that the 1973 election would break all records. This root did not materialize, as a matter of fact 1973 on a percentage base was one of the worst voting records in CSEA current elections. Some losers may be skeptical as to some or many facets of the why's and wherefore's—did the self-confidence that he or she does stand a chance in a fair and honest election.

Our voting record of past years as to numbers and quality has left much to be desired.

With such dramatic changes which have taken place, due to other restructuring proposals, which your honorable body has ordered implemented, it was the anticipated wish and expectation that the 1973 election would break all records. This was anticipated due to the grassroot vote expected in the Regional elections. This root did not materialize, as a matter of fact 1973 in a percentage base was one of the worse voting records in CSEA current elections. You may ask why?—We really can't say any other than the members of CSEA are becoming more influential in the lives of every public employee—the election of their leaders—that is, its methods, procedures and results must stand out beyond reproach.

Our reputation in this area must be the highest integrity and the best means available as to the conduct of an election and must be initiated and kept abreast with the times. This will instill in each member, in each candidate or future candidate the self-confidence that he or she does stand a chance in a fair and honest election.

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Our reputation in this area must be the highest integrity and the best means available as to the conduct of an election and must be initiated and kept abreast with the times. This will instill in each member, in each candidate or future candidate the self-confidence that he or she does stand a chance in a fair and honest election. The report of the Committee to Restructure CSEA is divided into three parts:

1. Constitutional changes
2. By-Laws changes
3. Policy as to method, procedures and practices

Part I are the proposals which require your immediate action as a first reading to change the constitution. What we present here are the proposals for constitutional changes. The exact wording, Articles, Sections, etc. will be presented to you by the constitution and by-laws committee at this meeting. Both our committees are working in hand to make those changes in time for the 1975 elections. These changes will also be presented to you at the September 1974 annual meeting as a second reading.

Part II are the changes which require the By-Laws to be re-worded to encompass the new proposals. Again, the exact changes, Articles, Words, etc. will be presented during this meeting. These changes do not have to be made for the 1975 elections. The By-Laws committee are working in hand to make those changes in time for the 1975 elections. These changes will also be presented to you at the September 1974 annual meeting as a second reading.

Part III are recommended changes as to guides in the conduct of elections. The procedures and method of procedure you adopt here will be mandatory. Nominating and Board of Canvassers Committees, to the Board of Directors, Staff and the independent election company responsible by the Board.

Between now and December 1974, other procedural changes will be recommended to you for September 1974 action.

PART I CONSTITUTIONAL

Proposal C-1: Nominating committee for CSEA statewide elections shall be formed by the regions' executive board. (The executive regional board means the chapter presidents and/or their proxy or, if a weighted vote system is used, the delegate to the region.)

Proposal C-2: The nominating committee shall consist of 18 members.

Proposal C-3: Each region as a meeting of the regional executive board to be held between Sept. 1 and Nov. 30 of an even-number year, shall put into nomination, in public, any eight members of CSEA who have held membership for two years prior to the meeting. Out of the eight may be any member in good standing, regardless of whether or not he or she has held any office or position in any CSEA entity.

Proposal C-8: The nominating committee shall nominate at least two candidates for each office.

Proposal C-11: If a member in good standing is denied the right to run for a position of which he or she is a candidate, he or she shall appeal the results in accordance with accepted policy and without blemishing the good character of CSEA.

(Continued on Page 9)
Basketball Clinic Hosted By Erie Probation Unit

BUFFALO—Thirty-two youthful probationers attended a recent basketball clinic at Niagara University under the sponsorship of the Erie County probation unit of the Civil Service Employees Assn.

The clinic, directed by Niagara basketball coaches Frank Hayden and Dick Conover, was arranged in cooperation with the Fellowship of Christian Athletes (FCA) and was part of the continuing rehabilitation program run by the CSEA unit. Last summer 20 young probationers attended a camp program at Utica College operated by the FCA and sponsored by the CSEA unit.

James E. Brady, of North Tonawanda, statewide chairman of the CSEA election committee on election and coordinator of the unit's rehabilitation programs, explained that the group sponsors such programs "in the hope that a democratization of the effectiveness of such programs will result in future public funding."

Ray Goodrich, statewide FCA chairman and a former Buffalo State soccer player, praised the CSEA units involved as "true example for troubled youth of the commitments their probation officers have to their work, their clients and their community."

Assisting Mr. Brady in the basketball clinic program were CSEA probation unit members Neil Cummins, Wally Cates, Salvatore LaDieta, John Whitehead and John Von Langen.

Roswell Boycott

(Continued from Page 3) headed at Roswell by chapter president William W. Sobieray.

CSEA noted, he said, after Roswell ignored petitions circulated by CSEA concerning about unfair treatment of the food in the cafeteria. Also as a result of the CSEA complaints, the cafeteria each day reduced rice from two to one to improve customer traffic flow.

Conclusion of Final Report By Restructure CSEA

(Continued from Page 8)

Proposal B-3: The independent election agency shall keep the validating envelope in a safe and secure location for a period of 90 days after the election.

Proposal B-4: The independent election company shall keep all return envelopes and ballots in a safe and secure location for a period of 90 days.

Proposal B-5: Each chapter president, two weeks after the slate of candidates has been announced, shall receive from Headquarters a printout indicating which members of his or her chapter shall receive ballots.

Proposal B-6: After completion of the normal mailing preparation, all same area mail shall be deposited in a post office large enough to accept all the regional distribution—such as Buffalo, Syracuse, Albany, New York City, etc. This is to insure that all members will receive ballots on or about the same time.

Proposals B-7: A replacement ballot is furnished to a member who fills out an affidavit indicating no ballot has been received.

Procedure: 1. Each chapter president shall be furnished with at least 5 percent of the membership "affidavits" blanks at same time of printout.

2. Name is mailed to the chairman of the board of canvassers.

3. The independent election company shall then be authorized to mail out a replacement ballot.

4. The return replacement ballot shall be other than white.

5. Replacement ballot shall be considered received within the prescribed period of time to 6 p.m. on June 26th of an odd-numbered year.

6. All replacement ballot envelopes and ballots shall be kept in a safe and secure location by the independent election agency for a period of 90 days and may be inspected by a candidate or his representative.

7. All replacement ballots received after the prescribed time period shall be kept in its sealed envelope and apart from the accepted ballots for 90 days. If a replacement ballot is postmarked before June 26th, such ballot shall be considered to be received on time.

Proposal B-8: A galley proof of the name of a candidate as it will appear on the ballot shall be sent to the candidate by certified mail. The candidate shall review and sign the approval as to the correct spelling. Such ballot shall be returned within a specified period of time and shall be retained by the company. (Note: The entire ballot shall never be permitted to be released as a galley proof, only the name of the respective candidate.)

Proposal B-9: No ballasts shall be separated from the return envelope of the secret ballot envelope until the official closing time and date has arrived.

Proposal B-10: Add election committee Article V—No. 1.

Proposal B-11: Delete election committee and nominating committee article V section 4.

Proposal B-12: Upon the denial of the nomination by the nominating committee for a respective office such candidate should be notified in writing of the reason for his denial and the right to appeal. Such appeal to be in accordance with C-11.

PART III

Proposal P-1: Schedule:

a) Between September 1 and November 30 even-number years, regions select nominating committee members.

b) December Board meeting nominating committee released to Board of Directors by the secretary as received from the regions.

Proposal P-2: Restructuring committee shall meet with the special election committee or/and the board of canvassers to review and advise them as to the election procedure.

Proposal P-3: The restructuring committee shall inspect the ballots to see the uniformity and conformity with the election procedure as adopted by the delegates.

The Public Relations Department shall make up appropriate bulletin board posters for all chapters giving in detail the election operation.

Proposal P-4: The restructuring committee shall meet with the special election committee or/and the board of canvassers to review and advise them as to the election procedure.

Proposal P-5: The restructuring committee shall inspect the ballots to see the uniformity and conformity with the election procedure as adopted by the delegates.
Change In Administration Affects Patronage Jobs

With the advent of a new state administration, it is always presumed that certain patronage jobs will change hands. While it is expected that Governor-elect Carey will retain certain holdovers who served under his predecessor, Governor Wilson, The Leader prints here the main patronage jobs in state government regardless of whether rumors indicate that any given job will be filled by a new appointment or continue as currently set up.

The positions are listed by agency or department, and include information on salary and number of jobs affected.

Due to the length of the list, one section is printed below, with the remainder to be published in next week's edition of the paper.

Office of Governor
Governor: $85,000
Executive Assistant: $44,310
Special Assistant for Legislation: $42,586
Administrative Assistant: $37,160
Special Assistant on Policy: $47,771
Special Assistant on Labor: $16,776

The Dramatics

December 20 & 21
Chubby Checker • Shirelles • Bo Diddley

Shirelles • Bo Diddley

10 CIVIL SERVICE LEADER, Tuesday, December 3, 1974

Change In Administration Affects Patronage Jobs

Governor: $22,472
First Assistant: $19,264
Deputy Appointments Officer: $18,927
Special Assistant on Labor: $16,984
Special Assistant on Policy: $16,776
Special Assistant to the Comptroller: $16,001
Assistant in Intergovernmental Affairs: $14,607
Special Assistant to Governor: $14,307
Special Assistant to the Governor: $14,307
Assistant to the Governor: $14,607

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Architectural Trainee                                                                    $11,500     4135
Landscape Architectural Trainee                                                         $11,500     4157
Medical Officer                                                                         $22,516     4086
Psychiatrist                                                                            $17,550     4200
Public Health Nurse                                                                     $9,900      4201
School Lunch Manager                                                                    $9,900      4201
Surgeon                                                                                $22,614     4204

Promotional

Electrical Engineer                                                                      $16,400     4685

OPEN COMPETITIVE - Additional information on required qualifying education and experience must be obtained and submitted in writing by the filing date for consideration.

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Civil Service Leader, Teacher, Tuesday, February 27, 1974

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Parks Poet Concludes 25 Years

WEST ISLIP—Gov. Malcolm Wilson and Robert Moses messages of appreciation to Kay Magenheimer upon her Island State Park and Recreation Commission after 25 years in private industry. Ms. Magenheimer started Oct. 1, 1949 with the New York State Department of Transportation and then as the Department of Public Works. She was transferred to Jones Beach on a promotion in 1958 and then in 1966 to the administration headquarters of the Commission in Babylon where she remained until her retirement. She was the first woman in the Commission’s history to advance to head accountant clerk. With Ms. Magenheimer in New York State was also a nominee for the forthcoming “Dictionary of International Biography.” She is also a member of the American Women Poets in Poetry and the forthcoming “Dictionary of International Biography.” She is also a member of the American Women Poets in Poetry and the forthcoming “Dictionary of International Biography.”

HONORED IN ERIE—Four members of the Erie County Civil Service Employees Assn. Correctional Facility units were cited with plaques bearing their service insignt at the unit’s first annual retirement party. Above, from left, are correction officers Barney St. Joesph, 26 years service; Vincent J. McCarthy, 18 years service; Andrew J. Sehka, 23 years service, and nurse John C. Rose, 13 years service. Correction officer Alfred S. Pratt with 21 years service was also cited but was unable to attend the event. About 150 guests were present at the party which was held at the Twin Village Post 463, Veterans of Foreign Wars, in Depew.

40-Year Educator Named New Retiree Coordinator

ALBANY—Thomas A. Gilmarin Jr., a retired educator with 40 years of teaching experience, has been appointed to the newly created staff position of coordinator of retirement recruitment and services for the Civil Service Employees Assn. retiree division.

With Mrs. Eugene J. Crawford, former spiritual director of the Sisters of St. Dominic, Amityville, and now pastor of Holy Redeemer Church, Prospect Park, Ms. Magenheimer was co-founder of the Amityville chapter of the Third Order of St. Dominic, Secular, now known as the Dominican Laity, and for almost a decade was a member of the board of directors of Our Lady of Consolation House for the Aged in Amityville. She also served as a member of the New York State regional committees for the 1969 and 1971 White House Conferences on Aging.

Last Opportunity To Join Old Retirement Program

In what was known as the Omnibus Retirement Bill, passed by the Legislature last year, provision was made for membership in the Retirement System, as it existed before the current pension freeze. (See Leader issues of June 4, July 9, 1973 and July 14, 1973.)

To be eligible for participation in the old retirement plan, the employee must have been employed prior to and including June 30, 1973 by the State of New York or by an employer which participates in the Retirement System.

Mr. Gilmartin, a graduate of the Catholic University of America, holds a master’s degree in education from the State University of New York at Oswego. Prior to his retirement this year, Mr. Gilmartin taught primary and secondary education in both public and private schools. For the last 30 years of his career, he was employed by the Scotia-Glenville Central Schools as a high school teacher in English and Latin.

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WHERE TO APPLY FOR PUBLIC JOBS

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Cort St., Brooklyn, N. Y. 11217; Board of Education, P.O. Box 8006; N.Y.C. Transit Authority, 310 Jay St., Brooklyn, N. Y. 11201; phone: 852-6000.

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

FIRE: Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 155 Greenwich St., New York, N. Y. 10013; phone: 483-4141; State Office Campus, Albany, N. Y. 12226; office 155; 1 W. Ocean Ave., Buffalo, N. Y. 14202. Applicants may obtain announcements either in person or by sending a self-addressed envelope with their request.

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

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1200, Office of Court Administration, 279 Broadway, N. Y., phone 484-4141.

The Intergovernmental Job Information Center is located at 26 Federal Plaza, New York, N. Y. 10007; phone: 484-4141. It contains full-color sections of the Vatican, 32-page full-color Vatican Section and a large type on finest English finish paper. The words of Christ are embossed padded cover and more than 1050 gold-stamped pages. It is an exceptional value, and we are quite proud to make this special offer to our readers. Only the King James Protestant edition contains full-color sections of the Vatican, 32-page full-color Vatican Section and a large type on finest English finish paper. The words of Christ are embossed padded cover and more than 1050 gold-stamped pages. It is an exceptional value, and we are quite proud to make this special offer to our readers. The King James Protestant edition contains a Catholic Encyclopedia and is profusely illustrated with reproductions in full color of world-famous paintings by the old masters of religious art.

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CIVIL SERVICE LEADER, Tuesday, December 3, 1974

CLARKSTOWN Group Gains January 1st Increments

CLARKSTOWN—The 170-member Clarkstown unit of the Civil Service Employees

An item with which the payment of increments on Jan. 1.

The Clarkstown members seemed especially pleased involves the
every year rather than upon the individual worker's employ-

An offer of a raise for those not hired until late in the

The Civil Service Employees Assn. has scheduled a Christmas

Martin Keene, left, president of the Civil Service Employees Assn. Monroe County chapter, welcomes Congressman Frank Horton (R-

Flaumenbaum Heads Publication Group

ALBANY — Irving Flaumen- baum, dean of CSEA vice-presi-
dents, has been named by CSEA president Theodore C. Werni to head a committee to negotiate for the official publication of the Civil Service Employees Assn.

Serving with Mr. Flaumenbaum, who is president of the organization's Long Island Region 1, are the nine statewide CSEA officers.

In addition to Mr. Werni, they are executive vice-president Thomas H. McDonough, secretary Dorothy MacTavish, treasurer Jack Gallagher, and vice-president Solomon Benedit, James Lemmon, Joseph McPhearson, Richard Cisary and William McCowan.

Benefits, Pay Hike Won By Johnstown

JOHNSTOWN — Employees of the City of Johnstown, Fulton County, will receive a 25-cent-an-hour raise in the first year and other benefits as a result of a two-year work agreement negotiated by CSEA chapter 34 coordinator for the city administration.

The pay raise and other benefits were negotiated by CSEA in this newly

Farmingdale SUNY Setting Party Date

FARMINGDALE — The State University at Farmingdale chapter of the Civil Service Employees Assn. has scheduled a Christmas party for Dec. 21, it has been announced by Art Huggins, unit president, and drifts.

The party will be held in The Andrette restaurant, Patchogue, at 8 p.m. Tickets are $7 for members and $10 for non-members.

Syracuse Area Chapter Schedules Fulton Meeting

FULTON — The regular meet-

Lakeview Lanes, Fulton.

Marty Zarembo, an employee in the County Department of Social Services, performs another act of good will by reaching into the basket
to draw names of winners of door prizes.

TIME OUT IN MONROE

Committee members for the dinner-dance take time out from hustle and bustle that kept them busy attending to details throughout the evening. Exhibiting smiles that indicate that all went well, seated from left to right, are Dolores Pescalo and Ange Monteleone. Monroe chapter has a membership of approximately 3,049 public employees.

United Calls Impasse

POUGHKEEPSIE—The Poughkeepsie unit of the Civil Service Employees Assn. announced an impasse in negotiations with the city.

Roger F. Kaine, collective negotiating specialist for CSEA, declared the impasse after he said the city "made no effort at all to reach an agreement on the contract." The unit represents about 200 municipal workers, including all except police and firefighters.

The notice of impasse was filed with the Public Employee Relations Board in Albany. Mr. Kaine said the union is waiting for PERB to name a mediator for the impasse, adding that he expects to hear from the board this week. Mr. Kaine also said he is considering filing an improper practices charge against the city for allegedly failing to negotiate in good faith.

Contract negotiations ground to a halt this week, and the PERB has been asked to name a mediator. Mr. Kaine indicated that the major difficulty in the talks concern various benefit negotiations began in September.

Martin Keene, left, president of the Civil Service Employees Assn. Monroe County chapter, welcomes Congressman Frank Horton (R-34th CD) and Ange Monteleone, member of the chapter board of directors, to Monroe annual dinner-dance at Long's Party House, Rochester. Monroe County chapter is eighth largest in entire CSEA statewide structure, and the largest in the union's Western Region 6.

(Leader photo by Jim Laskey)

Williamsville 2-Year Pact Includes Raises Benefits

WILLIAMSVILLE—A 2-year contract providing raises of up to 25 cents per hour retroactive to July 1, plus increments and other benefits for Williamsville School District employees represented by the Civil Service Employees Assn., was ratified by the union's members, according to CSEA Williamsville School Unit president James P. Burgum.

Under terms of the pact, 13-month employees of the district, principally maintenance workers, will receive 25 cents additional per hour each year plus increments based on length of service until they reach the top of their salary grade and additional longevity rates of $100 to $200 per year after 12 to 25 years of service in the district.

Part-time employees, mostly cafeteria workers, will receive 10 cents additional per hour plus increments and longevity pay as well as paid holidays as follows: Thanksgiving and Christmas the first year, plus New Year's Day, Veterans' Day and Columbus Day in the second year.

Full-time employees covered by the contract will receive an additional half-day holiday on Christmas Eve during the first year, increasing to a full day the second year, during which the Monday after Easter will also be paid a holiday.

All employees in the bargaining unit will benefit from a shared cost-of-living provision added to the Blue Shield-Blue Cross health plan, and a shift leave policy permitting the accumulation of up to 160 days of unused days in the current contract.

Negotiations, which took place over a period of nine months, were conducted by personnel director William Ferrara and the assistant superintendent for business operations Joseph Day for the Williamsville School District while CSEA field representative James Stewart was chief negotiator for the union with the following negotiating team members: unit vice-president Robert Allen and members Paul Giarai, Loretta Wyke, Mary Sabich, Louise Leuen, Vincent Steir, John Chernomy and Donald Baumgartn.