Four important committees of the Civil Service Employees Assn.'s 117-member Board of Directors are served for the first time at the monthly Board meeting at CSEA Headquarters last week. Heading the committees are Audit and Control representative Harold Ryan, personnel committee; Insurance representative E. Jack Dougherty, personnel committee; Tax and Finance representative E. Jack Dougherty, personnel committee; Insurance representative John Driscoll, group life insurance committee, and Oswego County representative Francis Miller, charter committee.

CSEA Repeats Its Opposition to MAC Pension Investment

ALBANY — The Civil Service Employees Assn., which represents some 300,000 public employees in New York State, has issued a strong reiteration of its opposition to the investment of public employees’ retirement system funds in Municipal Assistance Corporation (MAC) securities.

In a double blast at what the big labor union called the “unwise investment in unsecured securities,” CSEA’s Board of Directors initiated the sending of a letter and a telegram to Controller Levitt stating “as forcibly as possible the untenable opposition of the Civil Service Employees Assn. to your investment of our members’ pension funds in any unsecured securities, and in particular, those of the Municipal Assistance Corporation, whose amount is unsecured.

The letter concluded, “The retirement security of 300,000 public employees in New York State represented by CSEA is dependent upon the wise and prudent investment of their pension funds by those entrusted with this responsibility. On behalf of those employees, I adamantly object to the investment of their pension funds in Municipal Assistance Corporation bonds. I urge you to reject any future consideration of such unsecured and uninsured investments.”

Meanwhile, Mr. McDermott, president of the Albany Region covering some 50,000 public employees, released part of a memorandum written by a high official in the Executive Department to Controller Levitt in the Retirement Fund office.

The memorandum is extremely critical of such funds, stating: “It is a misdirected effort to quote extensively from the copy obtained by the union.

The critical memo reads in part, “This public corporation was formed by the Legislature to forestall what appeared to be impending bankruptcy for New York City. Its continued viability would require that New York City be able to meet certain enormous obligations coming due.

Inside The Leader

Delegates Meet Plans — See Page 8
CSEA Calendar — See Page 8
Bonus Profile — See Page 10

Taxes Take First Bite From State Workers’ Bonus

ALBANY — Aug. 19 was “payday” for all state workers eligible for the so-called $250 “bonus” mandated by the State Legislature under provisions of the Taylor Law as the final settlement in recent contract reopen negotiations between the Civil Service Employees Assn. and the State.

The bonus, as most state workers have now realized, amounts to $250. And, as most state workers have now realized, that means $250 “bonus,” a one-time additional compensation arrangement which does not adjust the basic salary structure, doesn’t amount to $250 in their pockets. After automatic deductions from the basic $250 figure applicable to everyone, the actual “take home” total ranges between a little under $100 up to a high of about $187.

The “bonus” paycheck, dated Aug. 19, is being distributed via the payroll distribution systems and a spokesman for the Department of Audit and Accounts said everyone should have their check by Aug. 19, with many receiving them on Aug. 18.

The reason for virtually everyone receiving the name amount, regardless of salary or deductions claimed, is that basic salary withholding for bonuses is set up on a bi-weekly structure and the one-time “bonus” payment is not applicable to any bi-weekly pay period but rather is applied as a year-long payment.

Therefore, standard deductions will be applied to every individual, 20 percent for Federal tax; 6 percent for New York State tax; 1.8 percent for New York City resident tax, where applicable. (Continued on Page 9)

CSEA Headquarters needs a complete listing of all chapter or unit officers and delegates resulting from recent local elections. Send all names, work and home addresses, and work and home telephone numbers to the attention of the Executive Director, CSEA, 33 E. Street, Albany, New York 12207. This same information should be furnished to your regional president.

Ask Names

Issue Dutchess Strike-Related Loans

POUGHKEEPSIE — Nearly $1,000 in emergency loans was given out at the Poughkeepsie Holiday Inn in one four-hour period recently. The interest-free loans went to Civil Service Employees Assn. Dutchess County unit members who conducted a successful five-day strike in July.

CSEA’s assistant supervisor of general accounts, Joseph Salvino, came from Albany to help disburse the funds. Mr. Salvino said the money had been transferred from CSEA’s general account to a special account called the “Dutchess Emergency Loan Fund.”

Fifteen members applied for and received the loan. Dutchess County CSEA chapter president Ellis Adams said the amount each member received was confidential, but each loan was for a different amount because they were limited to the difference between the member’s usual paycheck and the paycheck of Aug. 8.

The Aug. 8 paycheck reflected a docking of the workers’ salaries because of the strike.

The loans must be repaid to the Dutchess chapter by Sept. 8. They can be repaid in person at CSEA’s Regional III headquarters at Old Albany Post, Rte. North, Fishkill, or sent in the prepaid envelope supplied with the loans. Mr. Adams said.

Also assisting in the loan program were Dutchess chapter treasurer Barbara Noon and Dutchess chapter secretary Helen Mcdilliam.
NEW CITY — Positions as typists, stenographers, and transcribers are currently open in various civil divisions in Rockland County and the Rockland County Civil Service Department is seeking applicants for the post of public health nursing director (exam 15-239).

A master’s degree in nursing, related fields which includes courses in nursing administration and nine years of practical experience, rather than a written or oral examination, which "is more competitive in the strict sense."

In the Poston letter, CSEA said, "We must protect this examination from violation. We must prevent the dilution of opportunities for any employee, but the dilution of the standard of the examination and the standards of the programs in the Department of Drug Abuse Rehabilitation Counselors.

Suffolk Nursing Director's Exam

HAUPPAUGE — The Suffolk County Civil Service Department is seeking applicants for the post of public health nursing director (exam 15-239).

A master’s degree in nursing or related fields which includes courses in nursing administration and nine years of practical experience will qualify candidates. All applicants must be registered professional nurses.

A Sept. 30 examination will test knowledge of administration, program planning, organization and administration of training programs, and social factors related to patient care. Applications should be postmarked not later than Aug. 1. They may be submitted to the Personnel Office, East Maitland High School, Hauppauge, N. Y. 11787.
SURPRISE PARTY — Nicholas Piscicelli, center, cuts a cake as a special party tendered him in Albany following his election as president of the Education chapter, Civil Service Employees Assn. Surprise party guests, from left, are Berlene Waldman, Jan Roberts, Laura Silverman, Helen McFerrin, Debra Duff and Bob Ackerman.

SURPRISE PARTY — The Education chapter of the Civil Service Employees Assn. is set here for Sunday through Friday, Sept. 23-29 at the Niagara Falls Convention Center.

The headquarters hotel is the Niagara Hilton which is immediately adjacent to the Convention Center.

**Taxes Take First Bite**

(Continued from Page 1)

The one-time $850 payment applied in the third year of the present 3-year contract covering state workers in four bargaining units represented by CSEA.

Legislators who wound up the supplemental budget, including the $850 payment, have encountered considerable "heat" from state employees for their school in forcing the small one-time payment down state workers' throats. CSEA, in turn, has also threatened the institution of a massive political action fund to use to back state lawmakers who will be in the Senate next year.

And, with the payment of the bonus this week, CSEA now turns its attention to upcoming negotiations starting late this fall with the State on the issue of a completely new contract for state workers replacing the existing contract which expires on March 14, 1976.

**Charge Levine**

(Continued from Page 1)

While Mr. Levine, Dr. Wool said, "I am sure that you agree that this is an intolerable situation and that you will correct it immediately."

The CSEA leader also said that if any former Department of Labor employees encountered such a denial of unemployment insurance, they should contact their local CSEA representative.

**CSEA Draws Up Plans For Its 65th Annual Delegates' Meet**

NIAGARA FALLS — The 65th Annual Delegates' Meeting of the Civil Service Employees Assn. is set here for Sunday through Friday, Sept. 23-29 at the Niagara Falls Convention Center.

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Open Continuous State Job Calendar

Assistant Actuary $10,714 20-556
Assistant Clinical Physician $27,942 20-413
Associate Actuary (Life) $18,369 20-412
Supervising Actuary (Casualty) $26,516 20-416
Principal Actuary (Life) $27,649 20-420
Associate Actuary (Casualty) $18,369 20-412
Supervising Actuary (Casualty) $26,516 20-416
Senior Actuary (Life) $14,142 20-419
Clinical Physician I $27,942 20-414
Clinical Physician II $31,056 20-416
Compensation Examining Physician I $27,942 20-420
Dental Hygienist $8,523 20-107
Dietitian $10,155 20-102
Supervising Dietitian $12,760 20-167
Electrophysiological and Electroencephalographic Technician $7,616 20-308
Food Service Worker $5,827 20-352
Hearing Reporter $11,337 20-211
Histology Technician $8,051 20-170
Hospital Administration Intern $10,118 20-555
Assistant Hydraulic Engineer $14,142 20-135
Senior Hydraulic Engineer $17,429 20-136
Industrial Foreman $10,714 20-558
Laboratory Technician $8,051 20-121
Public Librarians $10,155 & Up 20-339
Licensed Practical Nurse $8,051 20-106
Maintenance Man
   (Mechanic-Statewide except Albany) $7,616 varies
Medical Specialist $27,942 20-407
Medical Specialist II (Bd. Eligible) $33,704 20-408
Medical Specialist II (Bd. Certified) $33,704 20-408
Mental Hygiene Aide-Therapy Aide $14,142 20-135
Mental Health Therapy Aide (TBS) $7,616 20-394
Motor Equipment Repairman $9,564 varies
   (Statewide except Albany)
Nurse I $10,118 20-584
Nurse II $11,337 20-585
Nurse II (Psychiatric) $11,337 20-586
Nurse II (Rehabilitation) $11,337 20-587
Offset Printing Machine Operator $6,450 20-402
Pharmacist $13,670 20-194
Senior Pharmacist $14,880 20-194
Principal Actuary (Casualty) $22,694 20-417
Psychiatrist I $27,942 20-416
Psychiatrist II (Board Eligible) $35,373 20-391
Psychiatrist II (Board Certified) $35,373 20-391
Radiology Technician G-2 $8,051 20-331
Radiology Technologist (T.B. Service) $8,079-8,797 20-334
Senior Medical Records Librarian $11,337 20-346
Aid. Sanitarium Engineer $14,142 20-122
Sanitarian Engineer $17,429 20-123
Specialists in Education $16,358-22,694 20-312
Stationary Engineer $8,546 20-314
Senior Stationary Engineer $10,714 20-101
Steam Framer $7,616 20-393
Superintendent-Typist $9,564 varies
Typist Operator $6,811 20-307

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service, State Office Building Campus, Albany, New York 12226. Applications can be filed in person only at the State Department of Civil Service, State Office Building Campus, Albany, New York 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

State Promotional Job Calendar

Applications Accepted To August 25
Exams in October

Title Salary Grade Exam No.

Association Compensation Claims Examiner G-21 35-827
Senior Compensation Claims Examiner G-21 35-828
Compensation Claims Auditor G-10 35-826
Senior Compensation Claims Auditor G-10 35-826
Senior Workmen’s Compensation Examiner G-18 35-834
Associate Workmen’s Compensation Examiner G-15 35-836
Principal Workmen’s Compensation Examiner G-24 35-837
Associate Workmen’s Compensation Examiner G-21 35-835
Principal Compensation Claims Examiner G-24 35-832
Senior Civil Engineer (Structural) G-23 35-795
Assistant Civil Engineer (Structural) G-19 35-794
Senior Research Analyst G-21 35-818
Research Analyst (Municipal) G-21 35-817
Senior Hospital Administration Consultant G-28 39-107
Principal Heating and Ventilation Engineer G-21 39-106

Applications Accepted To August 25
Exams in October

Associate Compensation Claims Auditor G-21 35-829
Senior Compensation Claims Auditor G-10 35-826
Compensation Claims Auditor G-10 35-827
Senior Compensation Claims Auditor G-18 35-828
Senior Workmen’s Compensation Examiner G-18 35-834
Associate Workmen’s Compensation Examiner G-21 35-836
Principal Workmen’s Compensation Examiner G-24 35-837
Associate Workmen’s Compensation Examiner G-21 35-835
Principal Compensation Claims Examiner G-24 35-832
Senior Civil Engineer (Structural) G-23 35-795
Assistant Civil Engineer (Structural) G-19 35-794
Senior Research Analyst G-21 35-818
Research Analyst (Municipal) G-21 35-817
Senior Hospital Administration Consultant G-28 39-107
Principal Heating and Ventilation Engineer G-21 39-106

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Specifying the examination by its number and title, Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

NIMITZ NAMED

Matthew Nimitz, a New York City lawyer, and former White House assistant, has been appointed to the Port Authority of New York and New Jersey.

MANGES TO ONONDAGA

Roger J. Manges, dean of the Fort Wayne campus of Purdue University, has been named president of Onondaga Community College, effective Sept. 1.

Municipal Credit Union reports financial condition excellent.

The Municipal Credit Union’s Board of Directors, at the June 30, 1975 Quarterly Dividend Meeting, announced the paying of a 6 1/2% per annum Dividend, compounded quarterly, for the quarter ending June 30, 1975, and anticipated paying the same Dividend, based on continued favorable earnings, at the end of the third quarter of 1975.

The Municipal Credit Union’s corporate assets have increased approximately 200% since the end of 1971. The membership of the Credit Union now exceeds 100,000 shareholders, comprised of City employees, State employees, members of the various Authorities, and members of shareholders’ immediate families.

Despite the economic downturn, the Credit Union still shows a healthy growth and still plans to have its data processing system operational by the Spring of 1976.
New Corrections Head Named
ALBANY—A bill has been signed by Gov. Hugh L. Carey restructuring the State Commission of Correction and the Rensselaer P.H. Nurse
The Rensselaer County Civil Service Commission is accepting applications for public health nurse, a $9,131 to $9,380-a-year position. There are no residency requirements, but Rensselaer County residence will be given preference.

To be eligible candidates must possess a New York State registered nurse permit or license. Applicants must also have a bachelor’s or master’s degree in nursing. No written or oral test will be held. Candidates will be rated on training and experience.

Applications will be taken until all positions are filled. There is no closing date.

To apply candidates should send an application and college transcript to the Rensselaer County Health Department. Applicants must also apply at the county Civil Service Commission, Court House, Troy.

Governor nominated Herman Schwartz, 43, a professor of law at the State University at Buffalo, as the commission’s first full-time chairman.

The present commission, which would be altered by the bill, consists of seven part-time members. The new commission, which will go into operation in a month, will have three full-time members and will have increased powers to set and enforce standards in state jails and prisons.

Mr. Schwartz is a former U.S. Senate counsel and Buffalo assistant district attorney. The post will pay $39,656 annually.

SELECT WATSON
State University Board of Trustees has approved the selection of Jack C. Watson, presently executive vice-president of Lincoln Open University in Springfield, Ill., as president of Niagara County Community College at an annual salary of $31,590. He will succeed Ernest Notar, who is retiring.

Someone Needs YOU! Join the mainstream of good guys who donate blood
The Most Precious Gift
Save A Child—Donate Blood Make a miracle.

Communtiy Worker Clerk, Other Suffolk Exams Set
HAUPPAUGE—Medical records clerks, community service workers, water district supervisors, public health engineers, and chief management analysts are currently being sought by the Suffolk County Civil Service Department. Applications for all positions must be received by Aug. 27, with examinations being held Sept. 27.

The County Health Services Department has an opening for a medical records clerk (exam 15-241), $12,500 position. Applicants must be high school graduates and have two years’ experience in medical clerical work. A combination of education and experience and the ability to accept will also be accepted. The written exam will test knowledge of record keeping, arithmetic reasoning, medical terminology, the use of number-letter codes and interpreting written material.

One year of experience in a position involving public contact or the successful completion of 30 credits at a college or university will qualify applicants for community service worker exam (15-243), and community service worker (Spanish-speaking). Both jobs pay $6,824 a year to start. A written exam will test abilities in such areas as techniques of interviewing, record keeping and the ability to understand and work with people in a variety of human service situations.

In addition, the 30 candidates receiving the highest scores in the Spanish-speaking worker test will be invited to a qualifying oral exam.

For water district supervisor (exam 15-243), $12,000 position, applicants must be high school graduates and have two years’ experience in water distribution work, one of which should be in a supervisory capacity.

The Sept. 27 test will include questions on mathematics, materials, and equipment used in construction of water distribution systems; interpretation of plans and specifications, administration, and supervision.

A bachelor’s degree in engineering and one year of experience as a public health engineer is required for the successful completion of water district supervisor (exam 15-245). A master’s degree may be substituted for the above experience.

Also, graduation from college with a baccalaureate degree in sanitary engineering and eight years of experience will qualify applicants for the $17,446 position of associate public health engineer (exam 15-246). Both written exams will be open to individuals with a master’s degree in business health including communicable diseases, microbiology; water supply, sewage and air pollution, and solid waste disposal.

Chief management analyst is open to individuals with a master’s degree in business administration and six years of responsible experience in operating budgetary review and preparation, management systems analysis or a related field. A bachelor’s degree and eight years of experience may be substituted for the above experience.

There will be no written or oral test. Candidates meeting the minimum requirements will be rated on the basis of their education and experience.

Applications and detailed information for all positions may be obtained from the Suffolk County Civil Service Department, H. Lee Dennison Executive Office, 100 County Highway, Hauppauge, N. Y.

NEW YORK STATE NO. 1 "GET-WELL" CARD
THE PHANTOM PRODUCTION COMPANY, 221 East 56th Street, New York, N. Y. Subscribers of C一件事ent of Limited Partnership find in New York County Clerk’s Office on July 8, 1975. Business: Motion Picture Production and Distribution, General Partner: Caribbean Productions, Ltd., 221 East 56th Street, New York, New York; Niagra County Community College at an annual salary of $31,590. He will succeed Ernest Notar, who is retiring.

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LEGAL NOTICE
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CIVIL SERVICE LEADER, Thursday, August 18, 1978

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Faustice, Associate Publisher
Morris Bolster, Editor
Hearcourt Tylin, City Editor
Charles A. O'Neill, Associate Editor
N. H. Moger, Business Manager
Advertising Representative

UPTOWN, N.Y.—(By Walter A. Gaba) In the city of New York,
the Subway-Surface Supervisors Association (SSSA), was
organized to represent the employees of the New York City
Subway and Surface lines. The SSSA is a labor organization
which represents the workers employed by the New York City
Transit Authority (NYCTA). The organization was formed
in January 1969 by a group of employees who were
unhappy with the conditions of employment at the NYCTA.

The SSSA is a union that represents approximately 15,000
employees of the NYCTA. The union is affiliated with
the Service Employees International Union (SEIU), which
is a nationwide labor organization representing over
200,000 members.

The SSSA was formed to negotiate better working conditions
and improved wages for its members. The union has fought
for better pay, safer working conditions, and improved
benefits for its members. The organization has also
fought for the recognition of its members as employees
covered by the National Labor Relations Act (NLRA).

The SSSA has achieved several notable victories over
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A PINTO DOESN'T HAVE THE GUTS TO BE A RABBIT.

The Rabbit has front-wheel drive. Like an Eldorado and a Toronado.

Features that are standard on a Rabbit and not on a Pinto:
- 2-door Pinto has a 3-door hatchback (Rabbit Much How much of a hatchback Pinto?) $215 extra.

The hatchback on a Rabbit is standard. On a Pinto, it's extra.

The Rabbit gets 38 mpg on the highway and 24 mpg in the city. So driving an average of 12,000 miles a year, you'd spend about $10 extra for gas every month with the Pinto.

Negative steering radius. This helps stop a Rabbit in a straight line, Not available on the Pinto.

Protection: The Rabbit is built so well it's covered by the Volkswagen Owner's Warranty Plan, the most advanced car coverage plan in the world.

The Rabbit has 4-wheel independent suspension. Unlike a Pinto.

INTERIOR ROOM: Rabbit is much roomier than a Pinto. In fact, it has enough leg and head room for some medium-size cars.

Security Blanket, the most advanced car it's covered by the Volkswagen Owner's Warranty Plan.

A Comfort, the most advanced car owner's manual. It's covered by the Volkswagen Owner's Warranty Plan, the most advanced car coverage plan in the world.

Don't Repeat This!
(Continued from Page 9)

Don't Repeat this!

CIVIL SERVICE LEADER, Thursday, August 19, 1976

Not Defeated

Editor, The Leader:

As a citizen who gave you my card! Now I think.

It is not CHSEA that is to blame but we the people, or rather, you the people, who did not vote, who did not mail in your ballots, or voted "No". We now take the $256 bonus and increment. In the eyes of some we lost a battle, true, but not the war. We will not give up; we are still 148,000 strong.

George H. Serrano
Treasurer, Chapter 610
New Paltz
**Update Albany, NYC Chapter Leaders On Immediate Plans For Union Action**

By MARVIN BAXLEY

Once again the myth of the “Summer doldrums” has been exploded as Civil Service Employees Assn. staff members and chapter leaders canceled vacations in order to alert the CSEA membership of plans to turn back challenges by outside unions must come second. If we can serve our members’ needs, no challenge would prevail against us.”

JOSEPH McDERMOTT  
CSEA Vice-President, Region V

“We must go ahead with our members to achieve their desires for improved benefits under a new contract. We must show we are interested in that primarily, and challenges by outside unions must come second. If we can serve our members’ needs, no challenge would prevail against us.”

By JOSEPH McDERMOTT  
CSEA Vice-President, Region V

A bargaining agent were outlined by the union's director of research WILLIAM BLOM.

He pointed out that since April 1977, state employees have received upward to 115 percent increases, depending on their grades, and not including two bonuses. As examples he gave various grade levels and the percentsages of the increases in the past eight years: Grade 3—nearly 115 percent; Grade 5—104.5 percent; Grade 9—104.5 percent; Grade 14—93 percent; Grade 18—87.8 percent; Grade 23—84.7 percent, and Grade 27—82.9 percent.

“This compares better than any other union,” Mr. Blom said.

He also pointed out that CSEA’s record in seeing the jobs of state employees has been excellent, especially when compared to some of the organizations that seek to entice workers’ loyalties in other directions.

As of July 21, Mr. Blom noted, 1,755 state employees are still laid off, with 1,171 of those in the competitive class: 892 non-competitive, 72 exempt, 168 labor, 32 unclassified and 5 miscellaneous.

Mr. Blom also pointed out that many local government entities have relatively low wages, as compared to the state. Consequently, when compared in percentages, it may seem that they are getting far better contracts than those gotten by state workers or even some other local government jurisdictions.

There are three reasons for this seeming discrepancy, he explained:

First, each county is a partisan entity unto itself. Consequently, they are not all in the same fiscal situation.

Second, there is a tremendous lag in some political subdivisions as far as salaries are concerned. Therefore, they may not be starting from the same base.

Third, the counties are dealing (Continued on Page 14)

ABOVE: Chapter leaders gather in Albany to decide policy during this current crucial period for the union. From left are Saratoga Educational chapter's Les Cele and Joyce O'Neil, Transportation Main Office's Shirley Humphrey, Gerry Sanderland and their chapter president, Joan Tobin.

RIGHT: With team leader Jack Carey, CSEA assistant executive director—state, in background, other participants in State Campus meeting observe proceedings, seated from left are counsel Richard Bernstein and assistant director of research Thomas M. Caryle.

BELOW: Delegates from many chapters attended Aug. 9 meeting in Albany.

CSEA vice-president Joseph McDermott, head of Albany Region IV, emphasized need for the union to show by its actions that CSEA is best qualified to represent public employees in New York. In foreground is the Region's third vice-president, JohnVALID.
CSEA is the third-largest independent union in America—right behind the Teamsters and the United Auto Workers. On the other hand, PEF has no structure; it exists on paper only. We are confronting a phantom.

PAUL BURCH
CSEA Collective Bargaining Specialist

There is a struggle for power within the AFL-CIO between Albert Shanker (UFT) and Jerry Wurf (AFSCME), and CSEA is the prize that each of them is seeking to further his own ambitions.

SOLOMON BENDET
CSEA Vice-President—NYC Region II

CSEA has a record of integrity, whereas SEIU in particular has a bad record in submitting signature cards. They dropped out of the Thracay challenge because they didn’t want to be exposed publicly for it.

JOSEPH ROULIER
CSEA Director of Communications

The AFSCME offer to affiliate with CSEA says the combined union would be the largest in the state. Of course, that is so—but mostly with CSEA members.

JOSEPH LOCHNER
CSEA Executive Director

CSEA executive director Joseph Lochner tells delegates: "You have to plan ahead." Behind him, union vice-president Solomon Bendet, head of NYC Region II, considers what he will say to delegates.

NYC Region II third vice-president William Cunningham is joined here by a fellow delegate from Brooklyn Psychiatric Center chapter, Sharon Katz.

Metropolitan Division of Employment chapter president William DeMonti, right, listens to field representative William Wagner, formerly a chapter member.

NYC chapter delegates discuss their reactions to information given at meeting. From left are John Madlon, Tony Vericelli and Robert Diaz.

CSEA staff members confering prior to meeting are, from left, director of research William Blom, executive director Joseph Lochner and collective bargaining specialist John McGraw.

Staff members were available during meeting to provide assistance for chapter leaders in solving local problems. From left are NYC Region II supervisor George Bispham; collective bargaining specialist John McGraw; field representative Sol Gordon, a former chapter president at Brooklyn Psychiatric Center, and field representative Bart Beier.

NYC chapter delegate Willie Raye, center, gets advice from Leader editor Marvin Baxley and CSEA field representative Anne Chandler, a former chapter president at Brooklyn Psychiatric Center.

Collective bargaining specialist Paul Burch, left, and director of communications Joseph Roulier were among staff members who updated delegates on statewide plans to turn back outside challenges.

CSEA counsel Marjorie Karowe, left, and NYC delegate Helen Kennedy engage in intense discussion. In background, another NYC delegate, Irving Goldburg, is talking with CSEA director of research William Blom (partially visible).
ALBANY—Gov. Hugh L. Carey last week ordered 13 state agencies to slice their budgets by $4.5 million in the coming fiscal year and served notice to all other departments that such expense reductions will not be allowed to increase in 1976-77 as they have in the past.

In making the belt-tightening announcement, the Governor appeared to be firing the state's first shots in the coming contract talks campaign with the Civil Service Employees Assn. and other public sector unions. The talks will begin later this year; CSEA's contract will expire in April 1978.

The 13 agencies were directed to cut the $4.5 million by not filling or by abolishing about 360 jobs, eliminating programs and, in the case of the Division for Youth, hardest-hit among the 13, to close down the Hudson School for Girls by September. Employers there will be terminated; the facility has an authorized employee strength of 148 but Hudson's current staff numbers 125. CSEA representatives are appealing the notices to the arbitrators at the announced firings. Hudson provides general education for approximately 100 girls, mostly runaways. A portion of the funds will be spread to other Hudson programs, the Governor said. Hudson was cut $655,000.

The Governor also ordered a $36.2 million reduction in the executive budget, a move recommended to fire 33 provisional and temporary workers and increased productivity efforts. The Department of Labor was directed to fire 500 employees and approved a plan to defer or reduce the pay of 1,170 workers in all state facilities. The Governor also directed the Department of Taxation and Finance to eliminate the Division of Human Rights, $121,000; the Division of Employment and Training, $131,000; the Division of Taxation and Finance, $500,000.

In the series of state fiscal cuts announced in this latest announcement is the elimination of Division of Youth's college scholarship program, termination of 28 of the agency's personnel at facilities other than Hudson and 7 rentals on the end of the Division of workers who will defunct state service at the end of the fiscal year. The Governor noted that his own executive budget will be reduced since a number of vacant staff assistant pools will not be filled. The Adirondack Park Agency budget was reduced $81,000 while the Department of the Budget's allowance was cut $327,000, chiefly by delays in filling or keeping vacant a number of jobs.

Other agencies and the amounts out of their budgets are: Civil Service, $126,700; Board of Education and Assessment, $84,000; Division of Human Rights, $121,000; Department of Taxation and Finance, $500,000.

The Governor has predicted that state spending in the 1976-77 fiscal year will exceed revenues by more than $500 million. The announcement of the latest in the series of state fiscal cutbacks accompanied an addition to all agencies on how budget requests should be prepared for fiscal year 1976-77. The year will begin April 1, 1978.

In his message to the agencies, Governor Carey declared that no office's budget can exceed current appropriations, including salaries, unless certain conditions are met. The order, he said, was to place on a yearly basis salaries of jobs filled during the current year; costs of expanded operations arising from the completion of facilities now under construction, and due to inflation in non-personal service areas.

State agencies were also told to omit non-recurring items, such as the one-shot $250,000 payment made this year to state workers for loss accrual increase, and the cost of terminated programs and those programs which have been turned over to the federal government. The only construction projects that could be planned were those approved by the General Services Department. The Governor also said certain existing state fees will be increased.

88 Library Posts Retained In Cuts

QUEENS—Despite budget cuts of $1.13 million, the Queens Borough Public Library has saved 88 full-time workers from layoffs. The library was able to close its 23 branches by eliminating 12 staff members and 176 part-time employees from its 55 branches. Although the new branches will be opening, including the Lefferts Library Center in Richmond Hill, 1,000 additional personnel will not be hired.

“We still hope to give adequate service,” said Andrea Minneci, public information assistant. “We don't believe the cutbacks will have a negative effect on the library's ability to serve the public.”

Ms. Minneci said the remaining staff will be stretched. She said workers have not objected yet to the possibility of extra work loads or transfers.

“In general everyone is pleased that we've been able to remain on the staff,” she said.

Civil Service Law & You

(Continued from Page 1)

WHILE SUBORDINATE EMPLOYEES brought complaints, there was no power to resolve these complaints, the court said. The record held that the complaint contained substantial evidence to support PERB's finding that the subject employees did not warrant a designation as "managerial" because of their role as supervisors in regard to the administration of collective agreements covering subordinate employees. The record established that the subject employees may terminate the employment of subordinates for misconduct. However, the record also established that termination of employment would be subject to further proceedings and could be reviewed by higher authority within the MSBA. The court said in closing, "it appears that the definition of managerial employees was only intended to apply to high-level employees having substantial discretionary responsibility as to the operation of the department for the public benefit and, accordingly, to personnel administration some power to set standards." The court upheld PERB's determination and dismissed the petition.

There's a reason for that!
Postal Employees Voting This Week; Strike Threatened

The New York Metropolitan Postal Workers and the New York Letter Carriers will complete voting this week on a tentative postal agreement that would settle the long-term dispute between the unions and the postal service, or force a nationwide postal strike.

Metro president Morris Biller and Carriers president Vincent R. Bombacho urge members not to ratify the contract. They said provisions are unacceptable.

The agreement does not provide for an area wage differential. The New York unions say the cost of living is higher in this area than in other parts of the country, therefore the increases should be higher here. They also say the wage package is measurer and the salaries are below those in private industry.

The contract provides for a $1.50 increase over three years.

A postal management spokesman in Washington believes the contract is fair, however, and will wait to see how the unions vote nationwide.

Mr. Biller says if a majority of postal workers around the country do not ratify the contract, and management refuses to return to the bargaining table, there could be a strike. Either national or local union leaders could call it, he says.

The postal service also has no problem in resuming bargaining or going to arbitration, or fact-finding, he said, a spokesman for management last week.

Mr. Biller says he will only accept a return to the table. He says he won't support arbitration.

"I see going to arbitration as a break-down in the collective bargaining process," he said. "And if that happens, I would not hesitate to call a strike."

Mr. Biller says he cannot speculate about how the unions across the nation would vote. "Attitudes tend to be different on the other side of the Hudson," he said. "I can only advise my people that this is a bad contract and hope they will vote." National Letter Carriers president, James Rademacher, said it is the best possible package that could have been negotiated under the circumstances.

Lou Yockel, vice-president of the local labor carrier unit, says Mr. Rademacher is really saying it's not too good. "If it doesn't serve anyone else can believe it," he said.

Yockel said he added many members may vote to ratify the agreement, fearing a strike. He said contracts in the United States have never been settled without at least a minimum wage. He said if a member feels the contract is bad, he should vote against it.

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Needs Tech Ass'ts.

The U.S. Civil Service Commission has announced that newly created paralegal specialist posts will be filled as a result of the upcoming Professional and Administrative Career Examination.

The positions involve exercising judgment in legal affairs.

The jobs are designed to meet the needs of agency management for employees with specialized paralegal skills and knowledge, to free attorneys for greater concentration on their work.

The new employment opportunities will be filled through the test.

The 4½-hour PACE exam will be held November 4 and 5 levels. Applicants will compose test and must be received by September 4th.

Applications for the September test must be received by August 29.

Registration forms and detailed information may be obtained from any New York City federal employment office. For GS-1 thru 4 levels, the fee is $4.50, and $5.50 for GS-5 thru 7.

The applications are open to individuals who have completed college with courses included in the GS-4 category. The full-time test is expected to be held in December.

Cadets will be designated and selected for the postgraduate degree curriculum requirements and a combination of experience and education will also be considered.

The GS-5 posts are open to individuals who have completed college with courses included in the GS-4 category. The GS-1 thru 4 levels are expected to be held in December.

Applications for the September test must be received by August 29.

Registration forms and detailed information may be obtained from any New York City federal employment office. For GS-1 thru 4 levels, the fee is $4.50, and $5.50 for GS-5 thru 7.

The application form is open to individuals who have completed college with courses included in the GS-4 category. The full-time test is expected to be held in December.

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Clerks, Stenos, Custodians, Others Sought In Nassau

MINOLEA—Nine varied jobs with agencies in Nassau County are now open for filling. Salaries range $4,500 to $22,779 a year.

To qualify for account clerk, applicants must be a high school graduate and have one year of administrative experience involving financial accounts and records. Applications must be received by Aug. 22, with an examination scheduled for Oct. 4.

The following positions are open until Aug. 27 and testing will be held in the future:

One year of experience in building cleaning and maintenance or as an overall experience as an apprentice plumber, electrician, painter, mechanic or other related maintenance work will qualify applicants for custodians. The position has a starting salary of $8,107.

Nursing Instructor I is open to individuals with a bachelor's degree in nursing or a combination of education and experience as a nurse, registered nurse, or graduate nurse. A registered nurse license is required. Positions pay $8,107.

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HEIMANN TO BANKS

John O. Helmer, senior vice-president and director of R.M. Warburg, Phelps and Co., Inc., and a Manhattan investment firm, has been appointed State Superintendent of Banks by Governor Carey. The post pays $47,600 a year.

EAMES TO THRUWAY

Charles W. Banes, of Goldsboro, N.C., who served from 1971 to 1973 as deputy commissioner of the N.Y. Office for Local Government, has been appointed assistant secretary of the State Thruway Authority at an annual salary of $22,800.

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$11,337 24-313

Principal Clerk Surrogate

$9,299 24-319

Senior Clerk

$8,242 24-311

Compensation Claims Auditor

$10,714 24-325

Sr. Compensation Claims Examiner (Upstate)

$13,404 24-329

HOSPITAL ADMINISTRATION - BUCKINGHAM LTD.

Minister Abraham D. Beame has directed all agency heads to submit, to City Hall detailed plans for increasing productivity and efficiency by Sept. 2.

The agency has moved on many fronts and is continuing its search for new approaches to the water crisis,” says Mr. Carrell.

For applications and detailed information applicants should contact the Nassau County Civil Service Commission, 1st County Office, Mineola, Minolea.

SUGGESTIONS NEEDED

Municipal Services Administrator John F. Carroll is asking New York City employees to “get involved with the city’s fiscal problems by submitting constructive suggestions” to his office.

Mr. Carroll said employees should make constructive suggestions and criticisms of their specific areas to help productivity and morale. The memo added related field and eight years of progressive nursing experience in a home health agency. This position has a starting salary of $22,779. The same qualifications will qualify candidates for director of home care nursing services.

To be eligible for senior stenographer, applicants must be a high school graduate with two years’ clerical work involving the taking and transcribing of dictation.

High school graduates with a year of clerical work may apply for junior stenographer. The positions are in Port Washington and Farmingdale.

For applications and detailed information, applicants should contact the Nassau County Civil Service Commission, 1st County Office, Mineola.

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The mobile van of the Civil Service Employees Assn. was a focal point for the hundreds of persons who attended the recent Fishkill Fair. CSEA distributed free, among other items, fans with the legend: "I'm A Fan Of CSEA" to passersby at the van which helped temper temperatures at the fair site.

A Van, Fans And Bumper Stickers
Enliven CSEA’s Fishkill Fair Exhibit

FISHKILL—Hundreds of Dutchess County residents viewed a Civil Service Employees Assn. exhibit at the Fishkill Fair here recently. The appearance of the CSEA mobile unit and the distribution of thousands of free promotional items made the union's exhibit one of the more popular.

CSEA had completed a successful strike of Dutchess County employees—the first strike ever by county employees in New York State history—only a few days earlier. This seemed to generate additional interest in the CSEA exhibit. The white CSEA mobile unit had become a familiar sight in local newspapers during the strike as it carried staff and supplies to the various picket lines. Many visitors to the Fishkill Fair took the opportunity to visit the white van which had served the more than 1,000 visitors.

Outside the mobile unit was a table containing a wide variety of promotional items. While many of the other exhibitors were selling their wares, CSEA gave away pens, coloring books, key chains, fly swatters, nail files, smile buttons, pencils and other items.

As the temperature climbed to 100 degrees at the treeless fairgrounds area, the most popular item was the stuff fans with the legend, "I'm A Fan of CSEA". Among the informational services provided by CSEA was a list of the county legislators and how they voted on the union contract. Many Dutchess County legislators are up for re-election this year.

As the day draw to a close, "Remember in November" bumper stickers were second in popularity only to the fans. Staffers promised the fair-goers that a new shipment of the bumper stickers would be arriving soon.

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As "extremely revealing and enlightening," Mr. McDermott said, "The Comptroller, in making a decision to invest $25 million after being wired and dined by Mr. Carey's (Gov. Hugh L. Carey) henchmen rather than investing the $160 million the party demanded from the Employees Pension Fund, obviously recognized his unawareness of Big MAC being a safe depository for our hard-earned money." He added, "Putting the Big MAC with hundreds of millions of dollars of New York City employee pension funds as agreed to by their high AFL-CIO union officials is one thing, but CSERA will never agree that it is right or proper to risk our members pension money on political schemes."

Mr. McDermott concluded, "We all expect this money to earn a safe and fruitful return for use in our retirement years. I wonder whether the Democratic Comptroller would likewise have capitalized to a Republican Governor when he has all the authority in the world to say no."

MAC Investment

(Continued from Page 1)

Immediate Plans For Union Action

(Continued from Page 3)

Region V Meet

(Continued from Page 3)

COURT OF CLAIMS — New officers were installed recently for the Court of Claims chapter of the Civil Service Employees Assn., Albany Region IV first vice-president Jean C. Gray, right, administered the oath to, from left, delegate Carol Tolles, president; Louis Schipul, vice-president; Martha Ross and president; Julie Drew. Chapter treasurer Patrick Kane did not attend the installation ceremonies at Turtle Bay. In the photo at right, Mr. Drew, center, receives congratulations from for you as chapter president, Mary D. Lynch, left, and from Ms. Gray.
A Situation: Horatio Could Become Napoleon

John T. O'Hagan, then Chief of
National Park, has always been known as "O'Hagan's Innovations." There are two categories: Planned and implemented. With the ones which are only "planned" you have plenty of trouble. When you get bit with one which has

Suffolk Holding Lifeguard Exam

HAUPPAUGE — The next Suffolk County pool and still water lifeguard exam will be held Wednesday, Aug. 27 at Hauppauge High School. The test will begin at 7 p.m.

Poughkeepsie

POUGHKEEPSIE

Genesee St., Buffalo 14202; 9 am.-4 p.m. Applicants must be residents of New York State.

The agency, previously known as the Drug Abuse Control Commission, is now the New York Black and white Addiction Control Commission. The agency is responsible for developing and implementing programs to combat drug abuse. The agency's mission is to reduce the demand for illegal drugs and to increase the supply of legal drugs. The agency has a wide range of responsibilities, including identifying the needs of the community, developing and implementing programs to address those needs, and evaluating the effectiveness of those programs.
CSEA Profiles The $250 One-Time Bonus

ALBANY—The Civil Service Employees Assn. has issued a fact sheet on the $250 one-time bonus which will be paid this week to state employees. The bonus or, rather, the size of it and the fact that the state did not give its workers a percentage wage increase, has been condemned by CSEA on several recent occasions.

The bonus was obtained under provisions of a third-year reopen provision in the current three-year state-CSEA contract. CSEA initially had pegged its desired percentage boost at around 15 percent. After an impasse was declared, a state-appointed fact-finding team recommended a 6 percent increase. Although CSEA members voted to accept the compromise, Gov. Hugh Carey refused. Under provisions of the Taylor Law, the matter was placed in the hands of a bipartisan legislative committee. The committee endorsed the $250 bonus, and it was approved by the Legislature as part of its supplemental budget in action taken on the last day of its session.

The CSEA fact sheet tells who is eligible for the bonus or portion thereof and increments. These include:

1. Full-time annual employees who were in continuous state service on April 1, 1970, who retired April 1 are eligible.

2. Part-time annual employees, incumbents as of April 1, will receive a portion of the $250 based on their part-time percentage as of April 1.

3. Bi-weekly employees, incumbents as of April 1, will receive $250.

4. Hourly or per diem employees, incumbents as of April 1, will receive a pro rata share of the bonus.

5. Employees on paid or half-paid leaves of absence as of April 1, will receive $250.

6. Employees on leaves of absence without pay will be eligible only upon reinstatement.

Those eligible for increments, the CSEA fact sheet notes, will have them paid retroactively to July 1. Employees terminated prior to July 1 are not entitled to the increment adjustment and employees who receive the adjustment must have qualified for it as of April 1.

State Workers' Health Insurance Is Expanded

ALBANY—Health coverage and insurance for state workers has been increased in several areas including added coverage in the major medical area to $18,000 annually. The previous limits was $10,000 in cases where medical expenses were incurred and not covered through Blue Cross Blue Shield.

A new benefit added to the Blue Cross portion of all options is hemodialysis treatment. It provides for payment of costs carried on an outpatient basis.

The surgical consultation program within New York City was extended. At the present time, such consultation program exists in the Albany area and may be used by all employees enrolled in the State Insurance Plan.

The expanded medical coverage now provides that employees may change their enrollment options once annually during an open transfer period which will be set by the state. These transfers will be permitted without regard to the participant's age or the number of times he or she has previously changed options.

The benefit, CSEA notes, liberalizes option change requirements. Prior to this benefit, participants could change their options only twice during their lifetimes. A one-year participation in an option was required before the transfer became effective and applications for transfer could not be accepted within two years of an employee's first eligibility for retirement.

The new coverage allows eligible employees to participate in federally qualified health maintenance organizations when available in the employee's area of residence. Where more than one such organization serves the area, the state reserves the right to contract with only one such group.

A new item in health coverage provides that the unmarried spouse of a covered employee, with at least 10 years service with the state, can retain coverage on the same basis as it had been enjoyed while the employee was working.

Presently, the law provides that the unmarried spouse of a deceased worker can continue in the health insurance plan by paying its full cost. The new provision allows its continuance through the payment of only that cost which was borne by the enrollee at the time of death.

Another new item permits enroll in the state-wide plan's Blue Shield program of 56 years of age or more a yearly routine physical exam. However, this provision does not cover present or prospective retirees.

Another statewide Blue Shield program extension now allows removal of such items as sutures, casts and others. These removals are covered when they result from outpatient care.

Revisit Wage History

ALBANY—A history of wage and fringe benefit increases from April 1, 1968, to the present which were won by state workers has been compiled by the Civil Service Employees Assn.

1968

On that April day seven years ago, state employees received a salary increase of 10 percent with a minimum increase of $600.

1969

On the same date a year later, there was a salary increase of 5 percent, also with a minimum of $600. A $4,900 minimum wage was set for upstate workers and a $5,500 minimum wage was guaranteed for workers in the New York Metropolitan area. These included employees in the five boroughs of New York City and Nassau, Suffolk, Westchester and Rockland Counties.

The agreement on April 1, 1968, also extended the $600 minimum salary increase of the previous year to all employees hired on or before April 1, 1968, and prior to April 1, 1969. It provided $200 location pay to full-time employees in the New York Metropolitan area and an annual $300 "inconvenience pay" to full-time staffers working more than four hours between the hours of 6 p.m. and 6 a.m.

1970

On April 1, 1970, a salary increase of 7.5 percent, with a minimum of $750, was obtained. Payment of $525 of the minimum, however, was deferred until Oct. 1, 1970. That year also saw the extension of $600 minimum salary increases to employees hired April 1, 1969, or later, to be in effect in state employ as of March 31, 1970.

The April 1970 agreement also provided a minimum wage floor of $5,400 to upstate workers and a $5,700 minimum annual salary in the New York Metropolitan area. In October 1970, these figures were revised upward to $5,650 upstate and $5,950 in the Metropolitan area.

1971

A salary increase of 6 percent, with a minimum of $535, was achieved on April 1, 1971. The minimum salary was moved to $6,000 and the first step of the salary schedule was dropped. There was an extension of the $600 minimum salary increases of 1968 and 1969 to employees hired on or after April 1, 1970, who were in full employment status as of March 31, 1971.

1972

On April 1, 1972, a salary hike of 4 percent was ratified and provision was made for the payment of 1.5 percent, net added to base salary, as a productivity bonus.

1973

One year later, on April 1, 1973, there was a salary increase of 6 percent. That year also saw the increase of $4,000 minimum salary, to $5,400, and a $5,700 minimum annual salary in the New York Metropolitan area.

1974

A salary jump of 5.5 percent was recorded April 1, 1974. A minimum salary of $6,500 for each employee on full-time status as of March 31, 1973, was also achieved.

1975

This year saw the payment — this week — of the $250 bonus, plus increments.