HONOR McCONVELL — An estimated 350 persons turned out at a retirement dinner for William McConvell last month in Albany. Friends, including rank-and-file members as well as top leadership of Civil Service Employees Assn., honored McConvell, center, who retired after many years of service as chief office machine operator in the Albany office of the Tax and Finance Department. Shown from left are John Handorf, treasurer, Paul McConvell and John J. Garry, the Department's administrative director; Mr. McConvell; Thomas McDonough, CSEA State Executive Committee chairman, and Ronald Townsend, CSEA Tax and Finance chapter president. Also among the evening's guests was CSEA president Theodore C. Wenzl.

Two Green Haven Foremen Restored; CSEA Battling In Behalf Of Seven More

STORMVILLE—Two of nine industrial foremen scheduled to be laid off at Green Haven Correctional Facility will retain their jobs as a result of a meeting between the State Corrections Department and the Civil Service Employees Assn., but CSEA vows it will not stop fighting until the other seven have also been guaranteed job security.

Jack Wenzl, Correctional Services departmental representative to CSEA's Board of Directors, said the proposed layoffs came as a result of a shift of emphasis within the Corrections Department.

Last year, the department began emphasizing job training in "relevant" skills for prison inmates, and de-emphasizing the old "production" type jobs such as the manufacture of license plates and brooms. One result of this change was the "phasing out" of Green Haven's industrial shops and their replacement by blueprint-making, auto-body repair, optical and furniture shop programs.

(Continued on Page 3)

Syracuse Convention Coverage

— See Pages 8, 9 & 14

NYC Fiscal Tidal Wave Now Rippling Across The State

THERE'S no crisis in New York City that doesn't pervade the operations of all levels of State government, not only here but elsewhere in the country. One result is that tax-exempt municipal bonds have become the fashion. Inflationary trends which were not authorized by the New York State Constitution are now rippling across the state.

ALBANY—Events have begun which will lead to the start of contract negotiations between the Civil Service Employees Assn. and the State, which many observers are forecasting as the toughest yet.

Billions of dollars are involved, and the fiscal crisis in New York City, which is believed to pervade the operations of all levels of State government, has become the fashion.

(Continued on Page 8)

Toughest Ever' Negotiations Loom

ALBANY—Events have begun which will lead to the start of contract negotiations between the Civil Service Employees Assn. and the State, which many observers are forecasting as the toughest yet.

CSEA delegates attending the 88th annual meeting recently in Niagara Falls unanimously passed a resolutions timetable that, perhaps more than anything else, clearly established the hard line the union is expected to take at the bargaining table.

Delegates, directed CSEA to present demands to the state by the end of this month, and to call for an impasse in negotiations if necessary, not later than Dec. 20. In an unprecedented action, the delegates set an irrevocable "no contract, no work" date of April 1, 1976, the first day following the expiration of the present three-year contract between CSEA and the state.

Wheels were set in motion for preparing CSEA demands during the last day of the meeting, when representatives from each of the four statewide bargaining units met to discuss unit demands.

(Continued on Page 3)

Equal Pay For Women

WATERLOO—The Seneca County chapter, Civil Service Employees Assn., reported that a grievance filed against the Sheriff's Department was recently resolved in favor of the Sheriff's Department unit.

Toni Smith, originally employed as a Grade 1 Clerk by the department, filed a grievance requesting equal pay for equal work after being given additional duties as a dispatcher.

Following a meeting with J. Paul Wetsel, director of personnel for Seneca County; Sheriff Matthew McKeon; CSEA unit president Julia Cruthis, John Blumberg, CSEA field representative, and Mrs. Smith, it was decided that she would be promoted to dispatcher and given the same pay as the male dispatcher who enjoys parity with the women.

The promotion represents a substantial increase in pay for thegeb,
C.S.E. & R.A.

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5 Nights Guadalajara, 1 Night Puerto Vallarta
LAS VEGAS — 3 Nights
4 Days at the HILTON INTERNATIONAL
WALT DISNEY WORLD — OLANDO — 3 Nights
6 Days Disney World, 1 Night BBQ
EXOTIC ST. MAARTEN — 7 Nights
5 Nights St. Maarten, 2 Nights San Juan
CU.0.9.08... — 7 Nights
5 Nights, 2 Nights San Juan, 1 Night BBQ
CO.0.11.08... — 3 Nights
4 Days at the MARRIOTT AUTOTEL MAP
MIAMI — 4 Nights
5 Nights Miami, 1 Night BBQ
WALT DISNEY WORLD/ORLANDO — 4 Nights
3 Days at Disney World, 1 Night BBQ
ROME & FLORENCE — 8 Nights
3 Days at the 1ST CLASS HOTEL PARK $299
5 Nights Florence, 1 Night BBQ
CO.0.11.08... — 3 Nights
3 Days at the 1ST CLASS HOTEL PARK $299
5 Nights Florence, 1 Night BBQ
ROMA — 8 Nights
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ST. MAARTEN — 9 Nights
10 Days at the MARRIOTT AUTOTEL MAP $299
ST. MAARTEN — 9 Nights
10 Days at the MARRIOTT AUTOTEL MAP $299
MIAMI — 9 Nights
10 Days at the MARRIOTT AUTOTEL MAP $299
ST. MAARTEN — 9 Nights
10 Days at the MARRIOTT AUTOTEL MAP $299
REGION III MEETING PROFILED

FISHKILL — James J. Lennon, president of Southern Region III, Civil Service Employees Asso., has announced the schedule of the Region's membership meeting set for Thursday evening, Oct. 16, at the Newburgh Holiday Inn.

SAVE A WATT

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_operation_ 8:30 A.M. to 5:30 P.M.
Tomecheo, chairman of CSEA's East Hudson Parkway chapter, picnic. The event was held late last month in Milwood. Mr. Lennon, a former president of the chapter, now heads CSEA's Southern Region III, which includes Parkway employees.

Two Green Haven Foremen Win Back Jobs

(Continued from Page 1) The employees have been given three choices: to accept a Grade 7 job at Green Haven; to take a Grade 7 job at Green Haven for two weeks of sick leave; or to accept a Grade 7 job at Green Haven for two weeks of sick leave, and then take a Grade 14 job at Green Haven. The employees were given two "choices" by the department, and the department gave them a chance to make their own decisions.

CSEA officials met last week with Corrections Department officials at the prison, and got two of the foremen's new jobs in the vocational-rehabilitation shops. The men are James Goodbred, who will work in the auto-repair shop, and Logan Davis, who will work in the furniture shop.

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address to: Civil Service Leader, 11 Warren St., New York, N.Y. 10007.

CSEA Calendar

OCTOBER

14- New York City Region II 20th anniversary meeting: 1 p.m., Room 2800, World Trade Center, Manhattan.
15 - Buffalo chapter dinner meeting; 6 p.m., Statler Hotel, Buffalo.
16 - Southern Region III meeting; Holiday Inn, Newburgh.
17 - Mental Hygiene Employees Assn. meeting; Ramada Inn, Western New York.
18 - Syracuse Region V clambake; 1-6 p.m., Regan's Silver Lake, Oswego.
20 - Albany Division Thursday chapter meeting: 1 ‘Night at the Races’; 6:30 p.m., Saratoga Raceway.
21 - Hudson Valley Psychiatric Center chapter meeting: 7:30 p.m., Cheney Conference Room, RCP, Poughkeepsie.
24 - Education Department chapter Octoberfest; 7 p.m., Knights of St. John Hall, Washington Avenue Extension, Albany.
25 - SUNY at Albany chapter meeting; 5:30 p.m., Polish Community Center, Washington Avenue Extension, Albany.
26 - Monroe Psychiatric Center chapter general meeting; 7 p.m., Club Monarch, Restaurant, Yorkville.
27 - Western Region VI satellite office dedication; 7:00 p.m., Peace House, Western Region VI satellite office.
29 - Benghington chapter general membership meeting; 7 p.m., Elks Club, Washington Avenue Extension.

NOVEMBER

1 - Western Region VI chapter officers' training session; Treadway Inn, Bataavia (tentative).
8 - Suffolk County Educational chapter meeting; Island Spa Inn, Middle Island.
14-15 - Albany Region IV workshop; Queensbury Hotel, Glen Falls.
16-18 - Long Island Region I workshop; Gurney's Inn, Montauk.

Sohl Leading Fulton Chapter

JOHNSTOWN-Walter Sohl and James Greenman were elected president and first vice-president, respectively, of the Fulton County chapter, Civil Service Employees Assn.

Other officers, all of whom will serve two years, are: Alana Leach, second vice-president; Jack Deiner, third vice-president; Ralph Prusak, secretary, and Grace Bevington, treasurer.

Sausage Season - East Hudson Parkway Authority director Ray Hadziavides, left, and Civil Service Employees Assn. vice-president James Lennon are served taste treats by Milce Blasie and Ed Tomichno, chairman of CSEA's East Hudson Parkway chapter picnic. The event was held last month in Milwood. Mr. Lennon, a former president of the chapter, now heads CSEA's Southern Region III, which includes Parkway employees.

CSEA field representative Bob Voelker says there was a big break for the employees to go from the minimum of 159 to the maximum of 250 days of allowable accumulated sick leave all at once. This jump was one of the biggest wins and the major parts of the contract.

The workers will be covered by the improved N.Y.S. Retirement Plan 75-g. They had been under Plan 10-e.

Under the terms of the new contract, the prison will provide Blue Cross major medical coverage with maximum benefits of $125 a month for each employee. Major medical coverage was not provided previously to Hamburg employees.

Hamburg CSEA unit president Allen Dils pointed out, "It is unusual to have only 65 deductible with a maximum medical plan. Most units around here have plans calling for $100 deductible. It's one of the reasons this is the best contract I've seen in this area.

The nomination schedule was also revised. Employees will now receive two weeks' paid vacation after one year of service, three weeks' paid vacation and four weeks' after 10 years. The employee's birthday will be added to the other holidays in the contract.

The final major improvement in the contract was the inclusion of binding arbitration in the grievance procedure. The arbitration panel heard the case and made its decision within 30 days after the conclusion of testimony and arguments.

Both Mr. Dils and Mr. Young praised the efforts of the Village of Hamburg CSEA unit's bargaining team which included John Gray, Robert Stadelman, Floyd Pett, Leo Zeitz and Ed Litz. Mr. Dils also participated.

The contract is retroactive to June 1, and extends through Nov. 30, 1976.

Ask Report

(Continued from Page 1) The calendar includes examples for subsequent action by CSEA.

Miller said CSEA has information concerning such irregularities as individuals being denied copies of CSEA bargaining plans for the exam, eligible individuals not being notified of the examination, and eligibles being allowed to take the examination, and qualified individuals not allowed to take the examination.

Both Mr. Dils and Mr. Young personally encountered difficulties concerning the administration of the contract, and were able to identify him at CSEA Headquarters, 33 Elk Street, Albany, as quickly as

Albany SUNY Meet

ALBANY-A business meeting of the State College of New York Albany chapter, Civil Service Employees Assn., will be held Tuesday, Oct. 24, at 7:30 p.m. in the Polish Community Center, Washington Avenue Extension, Albany.
**Half-Nassau Negotiations**

**Flaumenbaum Serdes County Exec For 'Most Cynical Abuse Of Employees'**

MINEOLA—The Nassau chapter of the Civil Service Employees Assn. last week called for a halt to negotiations with County Executive Ralph G. Caso for a new contract. Mr. Flaumenbaum, president of the chapter, revealed that the Caso administration had offered “absolutely nothing” and refused to budge.

“This is the most cynical abuse of employees using the carte blanche power of the Taylor Law ever seen in this county,” Mr. Flaumenbaum asserted. “It ranks with, and possibly exceeds, Governor Carey’s arrogant refusal to deal with state employees earlier this year.”

Mr. Flaumenbaum and the chapter would prefer to skip the Taylor Law provisions and fast-track and call a halt to efforts to negotiate with County Executive Ralph G. Caso for a new contract.

Chapter would prefer to skip the negotiations. Governor Carey’s arrogant refusal to honestly negotiate with the CSEA had offered “absolutely nothing” and refused to budge.

Mr. Flaumenbaum called for quick action on the arbitration and fact-finding stages required by the Taylor Law so that the benefit the employees have given us in the past.”

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CSEA Levittown School Board Clash Over Fringe Benefits

LEVITTOWN—More than 180 Civil Service Employees were picketing outside the Levittown School District last week to protest the board’s decision not to grant fringe benefits.

After parading in front of the Nassau Junior High School, the workers then confronted the Board and demanded that they improve the working conditions for the non-instructional employees.

The arbitrator concluded that the county violated Article IV, Sections 1 and 3 of the collective bargaining agreement on the issue of non-instructional employees.

There have been only two bad actor proposals and fringe benefits since discussions began in July. Among the demands that the Board negotiating team is making on Levittown non-instructional employees are eliminations of a seven-day cycle; elimination of summer hours for clerical staff; termination of disability; a certain amount of status for custodians to hourly employees without benefit, and reduction in sick time, holidays and vacations.

While Mr. Champney read his report, CSEA leaders distributed copies of the negotiating proposals to non-instructional employees.

“Could we tell by the intensity with which they read the demands on benefits they are aware of their own negotiators’ actions,” said Phil Alfani, CSEA field representative.

Herman Gew, Levittown School Board president, had no immediate comment on Mr. Champney’s report.

“Since our confrontation, we know that the Board has been in contact with the CSEA and the arbitrator,” Mr. Champney warned. “We are not seeking a long-term contract, we are ready and willing to bargain in good faith, but we will not put up with demands by non-certified school who do not have the same intentions. If we do not hear from our negotiating team, we will take further steps,” Mr. Champney warned.

Among the demands of the 150 non-instructional employees, the board has refused to consider the union’s proposal for a certain amount of status for custodians to hourly employees without benefit, and reduction in sick time, holidays and vacations.

Mr. Champney concluded that the arbitrator did not find any merit in the Board’s refusal to consider the non-instructional employees’ proposals. The arbitrator concluded that the County must offer the non-instructional employees a seven-day cycle; elimination of summer hours for clerical staff; termination of disability; and a certain amount of status for custodians to hourly employees without benefit.

**Overtime Back Pay, Retroactive To 1974, Is Won At Grasslands**

GRASSLANDS—Approximately 90 blue-collar workers have won overtime pay retroactive to January 1974 as a result of an arbitration victory by the Civil Service Employees Assn.

The arbitrator concluded that the County violated Article IV, Sections 1 and 3 of the collective bargaining agreement on the issue of non-instructional employees. The arbitrator concluded that the County must offer the non-instructional employees a seven-day cycle; elimination of summer hours for clerical staff; termination of disability; and a certain amount of status for custodians to hourly employees without benefit.

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**Region II Adds Research Ass’t**

MANHATTAN — The Civil Service Employees Assn. has appointed research assistant in New York City Region.

Joseph Caizano will have offices at Region II headquarters, 11 Park Place, and will have immediate access to computer information center in Manhattan, Brooklyn, Bronx or Queens.

**Cooperman Named**

Arthur Cooperman of Queens Village is the new chairman of the Workmen’s Compensation Board. Mr. Cooperman was appointed last week by Gov. Hugh L. Carey.

Mr. Cooperman’s term expires December 31, 1975. His name will be submitted to the State Senate for confirmation when the Legislature convenes in January.

The 63-year-old trial and labor lawyer has been a member of the State bar since 1946. He has a B.A. from St. John’s University and a law degree from St. John’s Law School. He is a member of the Brooklyn and Queens Bar Association and the New York Trial Lawyers Association.

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Don't Repeat This!

(Continued from Page 1)

Music, for example, was
able to get any bidders on a
proposed bond flotation, but
finally managed to sell them
as an interest rate above 10 percent.

Many school boards through-
out the state have run into para-

A CONTRACT DISPUTE between County of Nassau
and the Nassau County Police Benevolent Association pro-
cceeded to binding arbitration pursuant to Section 206 of
the Taylor Law. A tripartite panel was convened and came
down with its decision. The county commenced a proceeding

(Continued on Page 7)


cz

Civil Service Law & You

by Richard Gaba

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

School, Police Decisions

In a decision from the New York State Supreme Court, Appellate
Division, Second Department, the Farmingdale Classroom Teach-
ers Assn. appealed an order of the Nassau County Supreme Court.
The local court had refused to grant defendant's motion to dismiss a
complaint for failure to state a cause of action. In that case, the defendant
union had, through its attorney, issued subpoenas requiring 87
school officials who allegedly engaged in a strike to appear at
the same time before the New York Public Employment Rela-
tions Board. It did this despite a request from the Board of
Education that the subpoenas be made returnable on a
staggered basis so as to not unduly disrupt the orderly oper-

If, however, there has been a political turnover in
the state, the courts may have to reconsider their
positions on the law. This is particularly true if
the new court is more sympathetic to the
plaintiff's argument.

THE FACTS INDICATED that the teachers involved
were ready, willing and able to attend the hearing and that
it was not actually necessary to subpoena them to come
at the same time. The result was that plaintiff's teaching
staff was seriously crippled in number, at a considerable
cost to the plaintiff it was required to hire numerous
subpoenas. The Appellate Division noted that this was a
not-to-subtle form of coercion and that the defendants
were willing to prevent the use of the law's deterrent.
Accordingly, the majority of the Court held that there was
a legal requirement for abuse of process and upheld the
Nassau County Supreme Court in that regard. The title of
the case is Board of Education, Farmingdale Union Free School
District v. Farmingdale Classroom Teachers Association,
Inc., Local 1889 and the citation to the case is Appellate
Division, Second Department, November 18, 1974.

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Pete Yolin, Associate Publisher
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Horace Tyson, City Editor
Charles A. O'Neil, Associate Publisher

TUESDAY, OCTOBER 14, 1975

Federal Responsibility

PRESIDENT FORD’S so-called “sympathy for the people
of New York City” is revealed as mere crocodile tears
when he cites the City’s fiscal mismanagement over many
years as a reason for refusing to consider federal aid to the
KINGSTON, N.Y. — Charles Andrews — 239 Wall St., (914) FE 8-8350
UPTOWN NYC—Jacli Winter, 220 E. 57 St., Suite 17G. (212) 421-7127

people. As a result of the issuance of the sub-
poenas requiring teachers to appear at the same
time, the school district was required to hire 177
substitutes at considerable cost.

THE FACTS INDICATED that the teachers involved
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(Continued on Page 7)
NYC’s Municipal Worker Wages, S Boosts, Decline

Straight-time wage and salary increases for New York City municipal workers between 1973 and April 1974 were below those registered a year earlier, according to the findings from a U.S. Labor Department study.

The report, “Wages and Benefits of New York City Government Workers”—says pay increases were offset by higher prices.

Straight-time pay gains for municipal uniformed service employees—police, firefighters and sanitation workers—averaged 6.2 percent over the year ending April 1974, compared with 9.5 percent a year earlier. Average earnings for police, firefighters and sanitation workers in April 1974 reached $5,269 for police officers; $4,241 for firefighters; and $4,117 for sanitation workers.

Government Workers”—says pay increases were offset by higher prices.

There is rank Injustice in all of this.

Don’t Repeat This!

(Continued from Page 4)

letters to the editor

Wrong ‘Squeaker’
Editor, The Leader:

Your Leader article of Tuesday, Sept. 30, 1975, by Alan Bernstein, concerning the Albany Region meeting, is in error on one important issue.

The comment attributed to me about the alleged etalakage in the PS&T State Bargaining Unit indicated that I had been successful in breaking the ps&T. This is not true. The case is Case V.

Coffey, Nassau County Supreme Court, Special Term, Part I, September 17, 1975.

Civil Service Law & You

(Continued from Page 6)

the panel to develop a record and issue its arbitration decision. There is no evidence in the record or in the findings from which it can be determined whether or not the panel will accept the evidence presented by the parties. If it does not, then there would be an error in applying the rules of evidence. A judgment must be vacated if there is no evidence to support it.

This would seem to indicate that the question of whether or not there was an error should be answered in the affirmative, that an order for the hearing officer to consider the issue and the evidence presented by the parties is required.

Coffey, Nassau County Supreme Court, Special Term, Part I, September 17, 1975.

D.O.P. Layoffs

Editor, The Leader:

I am a former employee of the State University of New York at Ogdensburg. I believe that CSEA has been extremely unfair to the employees of the State University of New York at Ogdensburg. I worked there from 1964 to 1972. My position was that of professor of English.

X.

May is Appointed To Elections Board

ALBANY — The former mayor of Rochester, Stephen May, has been appointed a member of the State Board of Elections. Mr. May was the unsuccessful Republican candi-

May has been a member of the Board of Elections for five years. He is currently serving as chairman of the Board.

The position pays an annual salary of $1,000. Mr. May will serve out the uncompleted term of Arthur Schwart, who died in April.

The term ends Nov. 30, 1977.

Taylors Law: CSEA better show the man in Albany that we are the people; that he was put into office by the people; that he can be taken out of office by the people.

David T. Morley

Ogdensburg
Probation Committee Report

The probation committee of the Civil Service Employees Association is chaired by James Brady, of Erie County, with committee members Alan Greenfield, Sullivan; Peter Griggs, Jefferson; Joseph Gilligan, Suffolk; James Mattel, Nassau; Harold Fanning, Monroe; Eulis Cathery, Sr., Erie; John Whalen, Westchester; Bernard Marquess, Genesee, and Nels Carlson, staff coordinator.

The Statewide Committee on Probation was officially appointed on January 1975. A first organizational meeting was held on March 2 and 3 in Albany where a tentative agenda was set up for the year 1975.

A schedule of three separate hearings was established. The first meeting was held on April 7th and 8th in Utica, and the probation officers in the surrounding counties were invited to attend. From this meeting, the committee established again that the case loads were excessive in most of these areas and also the testing procedure in regards to probation were not clear.

On May 5th and 6th, the committee held a hearing in Rockland County where several serious situations were brought to the committee's attention. The following complaints were expressed by the Rockland County Probation Department:

- It was brought to the attention of the committee that there were insufficient amounts of supervision for probation officers as required under 355.8 and also the County has not established the position of Senior Probation Officer.

The committee immediately brought these facts to the attention of the Division of Probation in Albany, New York. The Division of Probation assigned Probation Program Consultant Mr. Charles Gee to conduct an investigation in regards to the complaints brought by this committee. The State Department took immediate action on all these complaints and stated in a letter to this committee that they had instructed Mr. Gee to intensify his work with the Rockland County Probation Department and other officials of Rockland County to correct any deficiencies in the probation services as rapidly as possible.

On June 1st and 2nd, the committee met at the Statewide County Delegates Meeting and conducted a hearing. At this hearing, it was established that the committee would proceed with legal action against the State Department of Probation for their failure to enforce regulations that were currently in effect and mandated for local probation departments. It was apparent to the committee that many of these regulations were just being overlooked by local county probation directors.

The committee feels strongly that the past five years that they have made major strides in correcting the problems in probation departments throughout the State. The committee feels that they have established an organization that is in close contact with the probation officers throughout the State.

The committee takes great pride in the fact that many desirable conditions and low salary schedules have been upgraded and changed due to the aggressiveness of this committee. For the year 1975, the committee will establish additional hearings in those problem areas throughout the State that the probation officers feel additional attention should be given.

We appreciate the cooperation of the probation officers throughout the State who have given input to this committee. We would urge all probation officers throughout the State of New York to participate actively with this committee and with their local CSEA chapter as an attempt to improve conditions of employment, not only for probation officers, but for all public employees in the State of New York.

Special Auditing Committee Report

The special auditing committee of the Civil Service Employees Association is chaired by Louis Sunderhauf, of Onondaga County, with committee members Milliann DeRosa, Harold Goldberg, George Harrington, Arthur Johnson, Richard Marley and Gerald Toomey.

Our Committee met frequently during the year and our primary concern was the proper authorization and documentation of expenses incurred in the name of the Association. To accomplish this task we reviewed the advance fund procedures and were instrumental in implementing new controls to safeguard this fund from abuses.

We interviewed representatives from the fund staff to determine that proper controls are being maintained over staff expenses.

Negotiating team vouchers were reviewed for compliance with the Board of Directors mandates. A joint session was held with the Budget Committee to review the aspects of all committee reimbursement schedules and the total costs to the Association of the Committee program. Proposals were drafted for new guidelines in the reimbursement of members serving on the committees. All committee members now receive the same amount as board members while conference committee meetings.

Meetings were also held with the independent public accountants to review the financial statements of the Association for the fiscal year ended September 30, 1974. Their management letter was also reviewed by F. John Galagher, Statewide Treasurer, and his staff to verify that suggestions or criticisms were either implemented or corrected.

We feel that an organization of our size and complexity must constantly be reviewed to assure the membership that their dues are being used to the maximum for an expanding and viable union. Our committee will continue to meet regularly to audit procedures and internal controls.

### GENERAL FUNDS

**Statement of ASSETS, LIABILITIES and FUND BALANCES as of September 30, 1974 and 1973.**

**ASSETS:**
- Cash, including interest-bearing accounts and certificates: $1,590,795
- Marketable securities: $2,714,176
- Due to Chapters: $1,209,398
- Due collected in advance: $16,297
- Mortgage payable: $185,721
- Total Liabilities: $5,623,428
- Fund for general operations and working capital: $2,265,613
- Total Liabilities and Fund Balances: $9,589,041

**LIABILITIES:**
- Accounts payable: $327,718
- Other receivables, deposits and prepayments: $172,608
- Fund for capital improvements—Note 3: $30,486
- Depreciation on equipment: $11,129
- Total Liabilities: $4,756,865

**TOTAL FUNDS BALANCES:**
- Total Assets: $5,832,177
- Total Liabilities and Fund Balances: $9,589,041

**Statement of INCOME, EXPENSE AND CHANGE IN FUND BALANCE for the years ended September 30, 1974 and 1973.**

**INCOME:**
- Cash, including savings accounts and certificates: $1,590,795
- Due to Chapters: $1,209,398
- Total Income: $3,800,193

**EXPENSES:**
- Salaries, payroll taxes and other personnel services: $2,241,111
- Depreciation on equipment: $84,073
- General expenses: $87,308
- Total Expenses: $2,208,501

**Statements of INCOME, EXPENSE, and FUND BALANCE for the years ended September 30, 1974 and 1973.**

**Balance Sheet:**
- Total Assets: $5,832,177
- Total Liabilities and Fund Balances: $9,589,041

**Notes:**
- Notes 4 and 5
- Notes 6

### THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

**State Statement of ASSETS, LIABILITIES and FUND BALANCES as of September 30, 1974.**

**ASSETS:**
- Cash, including savings accounts and certificates: $1,590,795
- Due to insurance companies: $95,900
- Total Assets: $5,623,428

**LIABILITIES:**
- Fund for general operations and working capital: $2,265,613
- Notes and mortgage debt: $5,623,428
- Total Liabilities: $5,623,428

**Statement of INCOME, EXPENSE, and FUND BALANCE for the years ended September 30, 1974.**

**INCOME:**
- Receipts from insurance companies: $306,474
- Notes and mortgage debt: $306,474
- Total Income: $306,474

**EXPENSES:**
- Premiums received from members in advance: $30,486
- Due to General Fund: $30,486
- Total Expenses: $30,486

**Statement of INCOME, EXPENSE and CHANGE IN FUND BALANCE for the years ended September 30, 1974.**

**Balance Sheet:**
- Total Assets: $5,623,428
- Total Liabilities and Fund Balances: $5,623,428

**Notes:**
- Notes 4 and 5
- Notes 6
- Notes 7

**CSEA comptroller Thomas Collins, left, and the union's statewide treasurer Jack Gallagher confer before presentation of the Association's financial statements.**

**CSEA comptroller Thomas Collins, left, and the union's statewide treasurer Jack Gallagher confer before presentation of the Association's financial statements.**

**Statement of CHANGES IN FUND BALANCE for the years ended September 30, 1973 and 1974.**

**BALANCE, October 1, 1972:**
- $399,674

**Adjustments:**
- Note 5: $379,006

**1973 CHANGES:**
- Income from operations: $739,390
- Appropriations between funds: $557,000
- Depreciation on equipment: $94,454
- Total Expenses: $1,362,189

**BALANCE, September 30, 1973:**
- $576,591

**1974 CHANGES:**
- Appropriations between funds: $382,411
- Depreciation on equipment: $5,040
- Total Expenses: $96,076,376

**BALANCE, September 30, 1974:**
- $3,800,193

**NOTES TO FINANCIAL STATEMENTS**

**NOTE 1—Accounting Policies**

- The Association maintains individual records with respect to persons who participate in the Group Life Plan and Supplementary Life Plan.

**NOTE 2—Executive Headquarters and Mortgage Debt**

- The executive headquarters property at 33 Elia Street, Albany, New York is pledged as security for a twenty-year, 6% mortgage with National Savings Bank, Albany, New York. The mortgage agreement requires annual payments of $42,240 for interest and principal.

**NOTE 3—Employees Retirement Plan**

- The unfunded past-service cost liability was increased at December 15, 1969 to $685,116. The liability is being amortized over a twenty-seven year period from December 16, 1969, and requires an annual payment of $36,662.

**NOTE 4—Adjustment of Balance of Fund**

- The balance of fund for General Operations and Working Capital has been retroactively adjusted as of October 1, 1973 principally to conform the retirement costs chargeable to operations with the retirement contract year. The restatement has no material effect on net income reported for the current or prior year.
W’Chester Suit Seeks To Stop Note Purchase; Remove Levitt

WHITE PLAINS—The Westchester County chapter, Civil Service Employees Assn., last week brought suit in State Supreme Court, Albany, to stop Comptroller Arthur Levitt from investing $250 million in state employee pension funds in New York State short-term notes.

Judge Cobb reserved decision on the lawsuit this week. Westchester chapter president Ray Cassidy authorized CSEA regional attorney Arthur Gries to bring the suit, which asks the court to order Levitt to move Comptroller Levitt from his post as trustee of the pension funds because of alleged violations of employee rights. The suit also seeks the appointment of a receiver.

Mr. Gries said that as Comptroller, Levitt is the chief fiscal officer of the state and that as trustee of the pension funds, is charged with obtaining the maximum financial return from prudently investing the funds.

“Comptroller is therefore, in a conflict of interest and has committed possible malfeasance in office,” Mr. Gries charged. “He is in actual violation of his duty to give undivided loyalty to the (pension) trust and should be removed.”

Mr. Cassidy said that he initiated the suit because of “the concern expressed by his chapter members in the short-term note investment which many, he said, consider risk. He added that he feels the investment in the notes is “somewhere related to an indirect manner to benefit New York City with respect to the investment of about $135 million in pension funds in bonds of the Municipal Assistance Corp.”

The State Court of Appeals, in a recent 6-1 decision, ruled that the Legislature, in enacting the Comptroller to buy MAC bonds, acted unconstitutionally. The ruling was derived from actions brought by CSEA and the Police Conference of New York.

HIGHER EDUCATION

MANHATTAN—Armand D’Angelo has been appointed by Gov. Hugh L. Carey to the New York City Board of Higher Education. He will serve a five-year term in the unexpired post.
CANDIDATES FOR PUBLIC OFFICE IN THE VARIOUS TOWNS OF NASSAU COUNTY MAKE THEIR APPEAL FOR SUPPORT AT MASS MEETING SPONSORED LAST WEEK BY CIVIL SERVICE EMPLOYEES ASSN. NASSAU COUNTY DIVISION POLITICAL ACTION COMMITTEE. ALPHONSE D'AMATO, REPUBLICAN INCUMBENT AS TOWN OF HEMPSTEAD SUPERVISOR, IS AT MICROPHONE. SEATED AT TABLE, FROM LEFT, ARE JOEL JOSEPH, DEMOCRATIC CANDIDATE FOR TOWN OF NORTH HEMPSTEAD SUPERVISOR; VINCENT SUSZI, DEMOCRATIC INCUMBENT MAYOR FOR CITY OF GLEN COVE; EDWIN CLEARY, CSEA LONG ISLAND REGION I SUPERVISOR; MATTHEW BONORA, DEMOCRATIC CANDIDATE FOR TOWN OF HEMPSTEAD PREZIDENT SUPERVISOR; (MR. D'AMATO), AND DONALD DEEGAN, DEMOCRATIC CANDIDATE FOR TOWN OF HEMPSTEAD SUPERVISOR. IDENTIFIABLE IN BACKGROUND ARE HUGH D'HAIRE, CSEA REGION I PUBLIC RELATIONS OFFICER; RALPH NATALE, CSEA REGION II FIRST VICE-PRESIDENT; DORIS KASINA, CSEA NASSAU COUNTY DIVISION POLITICAL ACTION CHAIRMAN; HYDE SMITH, CSEA NASSAU COUNTY UNIT PRESIDENT, AND ARLENE SPERLING, COURT REPORTER.

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CSEA POLITICAL ACTION GROUP ASSAILS CASO

MINEOLA—Heavy fire fell on Nassau County Executive Ralph C. Caso at a candidates’ forum held last week by the county political action committee of the Nassau County chapter, Civil Service Employees Assn., despite the fact that Mr. Caso is not up for election this year.

Most of the candidates, and a cheering crowd of about 300 Nassau employers, denounced the incumbent Republican county executive. CSEA members appeared to fear he had thwarted the collapse of negotiations with the union on behalf of 16,000 county employees two days earlier.

The forum is a new technique in political action for the CSEA.

The committee invited all incumbent members of the county board of supervisors and their election opponents. They were permitted to make short statements and then were peppered with questions submitted from the floor.

The political action committee, composed of county unit presidents, was to meet this week to consider whether to recommend any endorsements to the county board of directors.

W’CHESTER CENTER COMMUNICATION SERVICE

VALHALLA—The St. John and St. Camillus Guild of the Westchester County Medical Center will hold its 18th Annual Communion Mass and Breakfast Sunday, Oct. 26.

The Mass will be at 9 a.m. in the interfaith chapel, Macy Pavilion. A continental breakfast will follow in the private dining room on the east corridor of the chapel. Guest speaker will be the Very Rev. Paul St. John, O.P.M. Cap., vicar provincial of the Capuchin Province of St. Mary.

The New York chapter of The Arthritis Foundation reports that one in four families has someone with arthritis.

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Democrats Offer Voices On November Amendments

ALBANY — Democratic Party representatives will be available for speaking engagements on proposed amendments to the state constitution, according to Assembly Speaker Stanley Steingut.

"New York State residents will be asked to vote on seven separate amendments in November," Mr. Steingut said. "They deserve the opportunity to hear from both sides why they support these amendments and explain the ramifications of each." The speakers will be Democratic members of the State Assembly and Senate and representatives from other interested organizations on request.

"Our speakers will address civic organizations, public service agencies and other interested organizations on request."

The speakers will be Democratic members of the State Assembly and Senate and representatives from other interested organizations on request.

Nietopski Of Williamsville Offers Best Suggestion

ALBANY—Twenty-four State employees won a total of $1,520 in cash awards in September for money-saving ideas submitted to the New York State Department of Civil Service, according to first-year Savings Program suggestions totaling $5,930. Purses, winners and their residences are:

$150—James A. Nietopski, Williamsville, State Department of Labor, Lockport.
$100—Liandretta J. DeFeo, Centraal, Division of State Police, Albany, N.Y. 12207.
$100—Eddie V. Keeler, Brooklyn, Department of Motor Vehicles; Gloria J. Foy, Albany, N.Y. 12207.
$100—William A. Pape, William Town, Compensation Board, and William J. Hafan, Albany, and Alan Bursworth, Schenectady, both of the Division of Criminal Justice Service.
$100—Thomas M. Mannix, Rhiinebeck, Department of Transportation.
$75—Carol L. Soltic, Schenectady, Department of Agriculture and Markets, and the late Sidney K. Blank, Weller, State University Library.
$50—Paul Wulfert, Environ. Agriculture and Markets; Irene D. Fox, Albany, Department of Civil Service; James N. Howa, Scotia, Workmen's Compensation Board; Donna McKeown, New York City, State Insurance Fund, and Roger James W. Dulude, Port Clinton, State Police, Plattsburgh.
$40—Linda Nolden, Norwalk, Department of Social Services, New York City, and Mike Palma, Albany, Criminal Justice Service.
$35—Alice L. Ringnalda, Albany, Workmen's Compensation Board; Eileen B. Leonard, Brooklyn, Labor; William T. Waterhouse, New York City, State Department of Agriculture, and Antoine E. Matte, Central Bridge Transit, and William J. DeSanto, Albany, Department of State; Blanche L. Drummond, New York City, Department of Health; Thomas A. Luce, Whirlpool, State Police, and David J. Rey, Schenectady, State Police. Chase account winners receive a Certificate of Merit. Mr. Nietopski also received a Certificate of Merit in addition to his $10 award. Certificate of Merit were awarded to Wm. C. Hennessy, assistant commissioner for the Transportation Operation since 1973, and we'd welcome the opportunity to explain our position," Mr. Steingut said.

"Organizations interested in giving speeches should contact Margaret Thompson, Speaker's Office, State Capitol Building, Albany, N.Y. or c/o Lillian Miller, Speaker's Office, State Capitol Building, Albany, N.Y. 12207."

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Nassau Job Openings Include Real Estate, Pool Op, Nutritionist

MINEOLA—Real estate inspector trainees, accountants, swimming pool operators, draftsmen, nutritionists and auditors are currently being sought by town and county agencies in Nassau County. Salaries range from $8,500 to $13,500 a year.

Applications for all positions must be received by Oct. 23. Examinations will be held on Nov. 23.

For real estate inspector trainees, candidates must have a bachelor's degree in accounting and three years' experience in real estate or similar work.

For swimming pool operators, candidates must have a high school education and one year's experience in operating swimming pools.

For draftsmen, candidates must have a high school education and one year's experience in drafting.

For accountants, candidates must have a bachelor's degree in accounting and one year's experience in accounting.

For nutritionists, candidates must have a bachelor's degree in nutrition and one year's experience in nutrition.

For auditors, candidates must have a bachelor's degree in accounting and one year's experience in auditing.

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Unemployment Body Gets New Chairman

ALBANY—Gregory Pope, 48, of Lockport, has been named chairman of the New York State Unemployment Insurance Appeals Board, a post paying $29,500.

Mr. Pope succeeds Harry Zankel as chairman who will remain on the appeals board.

Mr. Pope is a former state assemblyman and president of Local 506, United Auto Workers.

BOARD OF APPEALS

ALBANY—Benjamin Greenfield, of Putnam Valley, has been appointed by Gov. Hugh L. Carey as chairman of the newly created Industrial Board of Appeals and designated by him to serve in the new position.

Mr. Greenfield, a lawyer in Yorktown Heights and president of Local 900, has been appointed by Gov. Hugh L. Carey as a member of the newly created Industrial Board of Appeals and designated by him to serve in the new position.

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**Legal Committee Report**

The legal committee of the Civil Service Employees Assn. chaired by Joseph Conway, of Workmen’s Compensation, Albany, with committee members Judy Burgess, James Corbin, Dale Dusharm, Frances Gibbons, Fred Gluckowski, Gerald Hart, Michael Morella, Ethel Ross, and Edward Wilcox.

This report of the Legal Committee covers cases for the period from July 1, 1974 to the present. In addition, expenses for this period are for the 1974-75 fiscal year.

During the period mentioned above, the State Division requested legal assistance in 49 instances. The Legal Committee recommended to the Board of Directors that legal assistance be denied in seven cases and one case be tabled. The remaining approved cases resulted in legal assistance being provided for 51 separate actions.

These involved 23 actions in Supreme Court, 32 appeals to higher courts, and six other types of cases which included arbitrations, representation before the Human Rights Commission, etc.

Expenditures for the current fiscal year for special legal services will be approximately $870,000. This includes matters other than the retainer for our general counsel and regional attorneys.

The fee for the same service in fiscal 1974 was $229,600. The Legal Committee is presently undertaking an extensive study of the entire legal program and will be prepared to report its findings to the Board of Directors in the near future.

**Education Committee Report**

The education committee of the Civil Service Employees Assn. is chaired by Celeste Rosenkranz, of Buffalo, with committee members Pat Timmerl, Irene Amaral, Stephen Zared, Stanley Briggs, Mary Luizen, Richard Fila, Marie Romaneli, David Wall, Virginia Colgan and Roger Frieday.

Significant efforts were made this year to extend opportunities for education and training to staff and members in various aspects of CSEA activities. The Education Committee, working in cooperation with Regional Presidents, has been advised of training needs in each area, and programs were scheduled to meet these needs.

A new program, offered in conjunction with Cornell School of Industrial and Labor Relations and specially geared to CSEA membership training proved to be successful in its initial year. Members in Western, Long Island, and New York Regions took advantage of this opportunity to become better acquainted with the labor movement with special attention to those working in the public sector.

The program will be expanded into other regions with special funding through regional support.

During the past year, the Chapter Officers’ Manual was updated, and sent to the regional offices for distribution to the officers. Each chapter has been allotted four manuals. The Field Representative’s Manual has also been revised, providing a valuable resource for each field man. Also revised and published in a new format is the Delegates Handbook. This is designed to help the CSEA delegate participate more effectively in this convention business sessions.

The Committee met in June to finalize the program to be offered at the Annual Convention scheduled for Niagara Falls, September 28-October 3, 1975. The Education program explained the various insurance programs available to CSEA members, and was held Monday evening, September 29.

Significant efforts will be made throughout the year to provide workshops, seminars, and conferences for chapters and regions, so that our members will obtain the kind of educational services which they not only need but deserve.
ROCHESTER—The State Office of Vocational Rehabilitation is hiring counselors from the open market after the State Employment Service reassigned many of its counselors to perform duties other than counseling. (preferential list). Rules and regulations of the school district are not making any law or regulation which the state or city government has power to make, and the county sheriff was passed by Mr. Harkness for re-election as county sheriff.

Harkness for re-election as county sheriff.

ALBANY—Joseph McDermott, president of the Employees Assn., announced that a contract dispute with the State Employment Service counselors has already been filed. Jack Rogers, CSEA collective bargaining specialist, said the CSEA collective bargaining agreement includes the state endorsement of confidential personal medical information against its employees, and this must stop.

JOINT CONGRATULATIONS—Charles Noll, left, and William Deck congratulate each other on being named to their new positions with the Marcy Psychiatric Unit at the State Employment Service counselors.

McDermott says State Pries into Confidential Medical Data

ALBANY—Joseph McDermott, president of the Employees Assn., announced that a contract dispute with the State Employment Service counselors has already been filed. Jack Rogers, CSEA collective bargaining specialist, said the CSEA collective bargaining agreement includes the state endorsement of confidential personal medical information against its employees, and this must stop.

McDermott demanded that this issue be added to the list of items set for discussion when the CSEA-State contract negotiations begin late this year.

Mr. McDermott noted, "There is an experimental alcoholism pilot program in the Department of Transportation conducted by the Health Services Division of the state. This program is not yet known, but Mental Hygiene officials want to have the program expanded to all agencies before the results of this pilot program are available."

"Now it has come to my attention that state employees are talking about the use of confidential personal medical information. Since the record is in the employee health service fund and not the state-controlled employee personal file, the state cannot touch it."

Mr. McDermott recommended the state endorse the Employees Assn. resolution and expand of the alcoholism program until pilot results are available. They have taken this position based on the past record of achievements of the incumbents. During all this years in office, Mr. Harkness has been instrumental in improving the quality of the working conditions of the employees and the protection of the county residents."

"Also, CSEA should demand that the state endorse, as applicable to their employees, the Patients' Bill of Rights enacted by last year's legislature to protect the medical rights of state citizens."

"Rule 8 of this Bill of Rights prohibits the reading and using of medical information against patients. The section reads: 'Privacy and confidentiality of all records pertaining to the patient's medical treatment, except as otherwise provided by law or third party contract.'"

Spiking Lulus (Continued from Page 1)

Article III, Section 6 of the state constitution reads: 'Any duly elected officer of the state who shall be convicted of any other sentence other than direct conviction of any other sentence other than the conviction of the state.'

"The 

"The CSEA is trying to stop Commissioner Arthur Levitt from paying the state employees' assn.

Albany—The Education Department, chapter, Civil Service Employees Assn., has issued the following statement on the contract dispute with the CSEA:

"The Ogdenburg School District will not be able to accept the responsibilities of negotiations or any other extraneous compensation. The Ogdenburg School District has already reported, tried to force a Health Services employee into revealing confidential medical information. Since the record is in the employee health service fund and not the state-controlled employee personal file, the state cannot touch it."

Mr. McDermott recommended the state endorse, as applicable to their employees, the Patients' Bill of Rights enacted by last year's legislature to protect the medical rights of state citizens."

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"Rule 8 of this Bill of Rights prohibits the reading and using of medical information against patients. The section reads: 'Privacy and confidentiality of all records pertaining to the patient's medical treatment, except as otherwise provided by law or third party contract.'"

Ed Dept's. Fete

ALBANY—The Education Department, chapter, Civil Service Employees Assn., will hold an Octoberfest party Friday, Oct. 24. The event will begin at 7 p.m. at the Knights of St. John Hall, Washington Avenue Extension, Albany.