Lockport Hospital Group Repudiates AFSCME; Seek An Affiliation With CSEA

LOCKPORT—Expressing frustration with “a total lack of service and driving a hard bargain,” 106 workers, led by top officers of Local 2721 American Federation of State, County and Municipal Employees, AFL-CIO, have signed a letter to the chairman of the Civil Service Employees Assn.'s statewide political action committee, reminding members that July 10 is the delegate-mla-ndated deadline for submitting suggestions for New York State legislation affecting public employees.

Although it is one of the three Fair Practice Act bargaining units in New York State, the Bridge Authority reneging on its agreement by both negotiating teams on May 24 after weeks of bargaining. Later, Mr. Burns attempted to meet a significant change that would have prevented him from representing the affected employees. By virtue of Mr. Burns’ unilateral attempt to alter the agreement, the Bridge Authority re-...
Suffolk CSEA Observes Bicentennial

CSEA Long Island Region I second vice-president Nicholas Abbatiello and his wife Pat, left, and first vice-president Ralph Natale and his wife Millie Steinberg, Elaine Adier and Claire Saver.

Three Fact-Finders Fail To Agree In Nassau Cnty. Contract Stalemate

MINOLEA—The Nassau County chapter, Civil Service Employees Assn. has received three separate fact-finder's reports on the county's contract impasse. One recommends a 6.5 percent general salary increase plus benefits. A second, a 6.6 percent salary increase effective July 1 plus some benefits.

On the issue of money, however, Mr. Marx offered a compromise between the 6.6 percent figure found to compensate for the previous year's increase in the cost of living and the county's demand for immediate curtailment of rising expenses and taxes. He recommended a wage freeze for the first three months of the current year to give the county a breather, but a 6.6 percent general increase effective July 1 "to provide equitable treatment for the employees and in response to their legitimate needs."

The County Executive has 10 days to either reach a settlement with CSEA or submit the matter to the Board of Supervisors. Last year, Mr. Marx rejected a fact-finder's report and refused to raise an offer of 4 percent. The Board of Supervisors imposed a settlement providing 6 to 6.5 percent increases.

Mr. Peak, called for the 6.6 percent cost of living adjustment for the full year, noting that county expenditures for salaries were running below the amount allowed in the budget.

"Benefits for employees are not in a runaway condition with unanticipated expenditures further increasing the deficit," he observed.

Mr. Peak also called for a 50-cents-per-hour night differential; 100-day accumulation of sick and vacation time with 100 percent credit on separation; job security for labor and non-competitive titles; promotion by seniority, pro-rata benefits for part-time employees; a ban on contracting out the work of volunteer firemen.

Mr. Peak went to some lengths to in response to their legitimate needs.

The reports revealed that negotiators had already agreed on two benefits: increasing automoble mileage reimbursement from 15 to 18 cents per mile and defining eligibility for bereavement days.

The Marx and Peak reports agreed on several major issues including retention of the graded salary plan; payment of increments; binding arbitration on grievances; a 60-day limit on institution of disciplinary actions, and provisions for time off for volunteer firemen.

Mr. Caso says, "I do care about the employees."
CSEA Calendar

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

Attn.: CSEA Calendar.

JUNE
12—SUNY at Albany chapter 691 steak roast; noon-9 p.m., Tirtino's Grove, Waterford–Mechanicville Road.
13—Buffalo chapter 607 bowling and evening and upper party: Suburban Lanes, Niagara Falls Blvd., Buffalo.
15—Division 18, Civil Service Employees Assn., sunrise breakfast at 7 a.m., 1400 Delaware Ave., Buffalo.
15—Ontario chapter 217 meeting: 7 p.m., Public Library auditorium.
15—Buffalo chapter 618 meeting: 5 p.m., conference room at the hotel.
15—Buffalo chapter 607 bowling and evening and upper party: Suburban Lanes, Niagara Falls Blvd., Buffalo.
15—Buffalo Niagara Frontier Retirees chapter meeting: Buffalo Public Library auditorium.
16—Schenectady chapter Hudson River cruise.
16—Orlando D. Heck Development Center chapter 445 executive council meeting: 5:30 p.m., Building 1 Library, Ballston at Congress Road, Schenectady.
16—Buffalo chapter 618 meeting: Buffalo Public Library auditorium.
16—Buffalo chapter 607 bowling and evening and upper party: Suburban Lanes, Niagara Falls Blvd., Buffalo.
16—Hudson River Psychiatric Center chapter meeting: Buffalo Public Library auditorium.
16—Buffalo chapter Hudson River–Erie Canal cruise.
23—Buffalo chapter dinner-dance: 7 p.m., Statler-Hilton Hotel, Buffalo.

WATKINS GLEN—Infuriated that their local school board ignored a petition signed by 1,243 concerned voters, Schuyler County Civil Service Employees Assn. leaders appear ready to seek a court order and the taking of the layoff or school bus drivers.

A survey taken and presented to the board last month showed 93 percent opposition to the proposed budget cuts.

When this failed to move the board, a petition was circulated to separate the transportation item from the rest of the budget at the June 8 balloting.

The 537 signators were more than half of the approximate 1,000 voters who voted on the last budget.

"Only one of us has a mandate from the people right now: the kids who walk the buses," said Mr. Lammi.

"Considering the survey and the petition," the continued, "we believe we're the ones who should be heard. Somebody's got to help the communities. The bus drivers are. We're just one vote, or two, or three. It's up to no, one has been listening. Parents want kids out of the mud, or more, leaving in the dark, getting home by dark in winter. And they deserve the right to say so at the polls, without it being sandwiched into the rest of the budget."
Corbin To Suffolk Legislators: Repudiate Pact ‘Illegal Tactics’

HAUPPAUGE—James Corbin, president of the Suffolk County chapter, Civil Service Employees Assn., has called on the 18 members of the county legislature to repudiate what he termed “the illegal tactics” of the County Executive in unilaterally withholding increments and some longevity payments as negotiations for a new contract continue.

The appeal was contained in a letter to the legislator and delivered in face-to-face meetings with each member of the county legislature, the first sustained nationwide campaign of the CSEA negotiating team.

The county appears to be stalling in an attempt to gain time as the Appellate Division of Supreme Court seeking payment of the increments and longevitys.

The letters were accompanied by copies of a CSEA legal brief filed with the Appellate Division and other data interpreting the controlling laws.

“The bill that, as a fair-minded public official, you will be able to judge for yourself that . . . the county has violated the law and that you should speak out in opposition.” Mr. Corbin wrote.

Court Uphets A Federal Ban On Aliens, Jobs

WASHINGTON, D.C.—The U.S. Supreme Court, in a 5-4 decision, has upheld a 1954 anti-foreigner law that prohibits the hiring of aliens from federal civil service jobs.

The decision said the Commission’s regulation banning many non-citizens from competitive federal civil service posts violated the Fifth Amendment right of aliens to due process of law in the manner in which it was “applied in liberty” with no rational basis.

The case stemmed from a suit brought by five Chinese residents of New York who had been denied federal jobs because they were resident aliens. However, the court did not base its decision on future job limitations for aliens as it opens a possibility that the President or Congress could establish a valid limitation existing the national interest would be affected.

The decision also left the door open for the Commission to attempt to overturn the lower court’s decision in favor of aliens from federal civil service jobs.

The term “alien” was defined by the Supreme Court in a 1954 decision as a person who is not a citizen of the United States. The decision said that the term “alien” included persons who are not citizens of the United States but who are not citizens of any other country. Therefore, the decision said that the term “alien” included persons who are not citizens of the United States and who are not citizens of any other country.

Kingsboro Administration Assailed By CSEA Official In Nurse Termination Case

BROOKLYN—A nurse at Kingsboro Psychiatric Center has been cleared of charges of sexually abusing a patient and George Bispham, supervisor of New York City Region II, Civil Service Employees Assn., accused the Center’s administration of unjustifiable harassment of the employee.

The nurse, Mrs. Sam, had had three actions brought against him by the State Department of Mental Hygiene. On June 9, 1973, the Department served Mrs. Sam with a notice of discipline charging misconduct. The State Department, representing Mrs. Sam, thereupon filed a timely grievance which was processed through to arbitration.

However, while the arbitration hearing was still pending, the Department, on Aug. 21, served Mrs. Sam with additional specifications which Mr. Sam and his supervisor interpreted to be not new, but additional charges, to the original specifications of unsatisfactory performance.

On Aug. 28, the Department served a second notice on Mrs. Sam, incorporating the new specifications. A new grievance was filed by the union and on Sept. 23, the union amended the Aug. 28 notice merely amended the notice of discipline.

Mr. Bispham accused the administration of pursuing a course which would preclude Mrs. Sam from having his day in court and insisted that the arbitration hearing on the charges, and on Dec. 1 the union served the Department with a notice of appeal.

 Fired. But Employed

The hearing was held before arbitrator John E. Sands who agreed with the union and Mr. Sam. Mr. Sands asked that the Department apparently manumitted the charges, and on Dec. 1 the union served the Department with a notice of appeal.

Mr. Bispham accused the administration of pursuing a course which would preclude Mrs. Sam from having his day in court and insisted that the arbitration hearing on the charges, which he had filed on Aug. 21, would not be held until after the hearing. The hearing was held before arbitrator John E. Sands who agreed with the union and Mr. Sam. Mr. Sands asked that the Department apparently manumitted the charges, and on Dec. 1 the union served the Department with a notice of appeal.

Mr. Bispham accused the administration of pursuing a course which would preclude Mrs. Sam from having his day in court and insisted that the arbitration hearing on the charges, which he had filed on Aug. 21, would not be held until after the hearing. The hearing was held before arbitrator John E. Sands who agreed with the union and Mr. Sam. Mr. Sands asked that the Department apparently manumitted the charges, and on Dec. 1 the union served the Department with a notice of appeal.

Mr. Bispham accused the administration of pursuing a course which would preclude Mrs. Sam from having his day in court and insisted that the arbitration hearing on the charges, which he had filed on Aug. 21, would not be held until after the hearing. The hearing was held before arbitrator John E. Sands who agreed with the union and Mr. Sam. Mr. Sands asked that the Department apparently manumitted the charges, and on Dec. 1 the union served the Department with a notice of appeal.

Mr. Bispham accused the administration of pursuing a course which would preclude Mrs. Sam from having his day in court and insisted that the arbitration hearing on the charges, which he had filed on Aug. 21, would not be held until after the hearing. The hearing was held before arbitrator John E. Sands who agreed with the union and Mr. Sam. Mr. Sands asked that the Department apparently manumitted the charges, and on Dec. 1 the union served the Department with a notice of appeal.

Mr. Bispham accused the administration of pursuing a course which would preclude Mrs. Sam from having his day in court and insisted that the arbitration hearing on the charges, which he had filed on Aug. 21, would not be held until after the hearing. The hearing was held before arbitrator John E. Sands who agreed with the union and Mr. Sam. Mr. Sands asked that the Department apparently manumitted the charges, and on Dec. 1 the union served the Department with a notice of appeal.

Mr. Bispham accused the administration of pursuing a course which would preclude Mrs. Sam from having his day in court and insisted that the arbitration hearing on the charges, which he had filed on Aug. 21, would not be held until after the hearing. The hearing was held before arbitrator John E. Sands who agreed with the union and Mr. Sam. Mr. Sands asked that the Department apparently manumitted the charges, and on Dec. 1 the union served the Department with a notice of appeal.
Special Notice

FOR CSEA MEMBERS ONLY

CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39 1/2 and apply for this insurance within 120 days from your employment date, you are guaranteed $150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

<table>
<thead>
<tr>
<th>Annual Salary Range</th>
<th>Disability Income Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>$4,000 or less</td>
<td>$150 per month</td>
</tr>
<tr>
<td>$5,000 to $6,500</td>
<td>$200 per month</td>
</tr>
<tr>
<td>$6,500 to $8,000</td>
<td>$250 per month</td>
</tr>
<tr>
<td>$8,000 to $10,000</td>
<td>$300 per month</td>
</tr>
<tr>
<td>Over $10,000</td>
<td>$400 per month</td>
</tr>
</tbody>
</table>

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

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

TER BUSH & POWELL, INC.

SCHENECTADY NEW YORK SYRACUSE

Complete And Mail Today

TER BUSH & POWELL, INC.

Civil Service Department

Box 956

Schenectady, N.Y. 12301

I am interested in further details. Please check for the proper application form.

I wish to increase my monthly indemnity □  I wish to apply for benefits □

Name

Home Address

Where Employed

Employee Item No.

---

CIVIL SERVICE LEADER, Friday, June 11, 1976

RETRAITEMT AND PENSION SEMINARS

We are pleased to announce that one of the city's foremost pension and retirement analysts, David Mass will conduct seminars on Retirement Problems at 60 East 33rd Street, New York City, Suite 601 at 5:30 P.M. on the following Wednesdays, June 9, June 16 and June 23, 1976.

Absolutely no charge or obligation, however participation is limited, so please call Mrs. Carole Rubenstein at (212) 489-4616 for confirmation.

A service of the Council of Jewish Organizations in Civil Service and Ramblewood East Information Center.
ARGUMENTS from New York City Mayor Abraham Beame's office and from the State Civil Service Department against extending the lives of civil service job candidate eligible lists do not strike us as particularly good ones.

A bill has been drafted by Assembly Member Stanley Steingut's office which would extend the lists beyond their normal four-year life span. The measure was drafted because, due to the New York City-State money muddle, few if any lists have been extended for hiring.

Mayor Beame's objection is that the Steingut measure would give civil service commissions discretion to extend all lists; he seems to feel that the lists should be extended on an individual basis. The Civil Service Department complains that the proposed bill would cause administrative problems in determining which persons are still available for hiring.

But the Steingut proposal seems a fair one to us. People did take the trouble to take the tests, did pass, and were given positions on the lists. And there they stay. It is certainly not their fault that the city and state have money problems. It is not excessive to say that in many instances, due to the hiring freeze, the lives of the eligible candidates have been sorely disrupted; it is difficult to make career decisions while suspended in limbo. And, of course, the testing program did cost money to administer, money that will be lost if the lists of the unemployed are not extended.

So far as the Civil Service Department's argument goes, we would—perhaps—accept it if this was the age of Bob Gratwick, when 100 percent on high schools making entries with quill pens, and not the age of the computer. But even Scooge—and the Department appears to have adopted some of that character's less lovable characteristics—would admit that that age has been long gone.

“Agency Shop” Bill

If simple fairness prevails, passage by the State Legislature of the public sector's "Agency Shop" bill, now on the Assembly calendar and in a Senate committee, is assured.

Briefly, the measure would provide a mechanism in which public sector employees who do not belong to a union would have an amount of money removed from their paychecks equivalent to the amount removed for dues paid from the paychecks of union members. This money would then go to the labor organization representing the sector in which the non-union employees work.

Sponsors of the measure are Senator John E. Flynn (R-C, Bronx, Westchester) and Assembyman Stephen R. Greco (D-C, Erie).

It must be stressed that the measure will not force union members to have their dues withheld. It is the employees who do not wish to be union members; employees can join or refuse to join a union as they see fit.

However, the measure will eliminate a long-standing abuse of non-union employees. Of course, it is the fault of the past union members carried all the burden in the fight for improved working conditions and pay. Non-union members, although they shared in the bounty, contributed nothing to the fight. "Protesting" is a harsh term but nothing else seems to come to mind.

Civil Service Employees Assn. officials have urged members to write or call their senator and assemblyman urging passage of the bill. We endorse this call.

(Continued from Page 1)

Questions & Answers

Q. I'm a member of the Reserve Officers' Training Corps (ROTC). Do I get social security credit for weekend drills and summer camp?

A. Yes. You are eligible to receive social security credit for weekend drills and summer camp. However, you must have completed a minimum of 25 percent of the required training in order to receive credit. You will receive social security credit for weekend drills and summer camp as long as you satisfy the minimum attendance requirements.

Q. I'm a member of the Reserve Officers' Training Corps (ROTC). Do I get social security credit for weekend drills and summer camp?

A. Yes. You are eligible to receive social security credit for weekend drills and summer camp. However, you must have completed a minimum of 25 percent of the required training in order to receive credit. You will receive social security credit for weekend drills and summer camp as long as you satisfy the minimum attendance requirements.

Q. I'm a member of the Reserve Officers' Training Corps (ROTC). Do I get social security credit for weekend drills and summer camp?

A. Yes. You are eligible to receive social security credit for weekend drills and summer camp. However, you must have completed a minimum of 25 percent of the required training in order to receive credit. You will receive social security credit for weekend drills and summer camp as long as you satisfy the minimum attendance requirements.

Q. I'm a member of the Reserve Officers' Training Corps (ROTC). Do I get social security credit for weekend drills and summer camp?

A. Yes. You are eligible to receive social security credit for weekend drills and summer camp. However, you must have completed a minimum of 25 percent of the required training in order to receive credit. You will receive social security credit for weekend drills and summer camp as long as you satisfy the minimum attendance requirements.

Q. I'm a member of the Reserve Officers' Training Corps (ROTC). Do I get social security credit for weekend drills and summer camp?

A. Yes. You are eligible to receive social security credit for weekend drills and summer camp. However, you must have completed a minimum of 25 percent of the required training in order to receive credit. You will receive social security credit for weekend drills and summer camp as long as you satisfy the minimum attendance requirements.
Janet Mansfield, anyway. I also always look through the peephole I keep the door double locked with the chain on to be the best you can get, but when I'm inside I'm just extra cautious these days. When I go into my building I look to make sure that no one is following me.

We also have a lock on the door which is supposed to be the best you can get, but when I'm inside I keep the door double locked with the chain on anyway. I also always look through the peephole to make sure I know who it is before letting any one in.

Barbara McFadden, office cleaner: "I'm a senior citizen first of all. I wouldn't even go out alone, when I'm home alone after work. We go in groups and always try to follow near each other's heels. I'm always very frightened. Not too long ago a young man started to follow us, we walked into the first public place, which happened to be a bar, and didn't leave the bartender escorted us home. That's how we got away. I think that they think we're able as many policemen as possible both for the streets and the subway. I'm very careful about where I go and what I do."
Morning educational session on health maintenance services featured talks by Blue Cross' Dina De-Angeli, at microphone, and Community Health Plan's Beverly Pailey. Seated from left are CSEA counsel Richard Bernstein, Albany Region IV president Joseph McDermeot, secretary Julia Brade, second vice-president John Valleri and treasurer Mary Jarocki.

CSEA director Bernard Dwyer, representative of the Public Service Department, has reputation for reminding fellow delegates of unfinished business from prior meetings. Here he is shown as he carefully makes notes of proceedings for future reference.

Albany County chapter 801 president and state-wide County Executive Committee vice-chairman Howard Cropsey makes forceful statement on political action, which he heads for Albany Region IV.

Julius Stein, left, checks over some notes with Jack Doucherty. Both are CSEA directors. Mr. Stein representing the Law Department and Mr. Doucherty the Department of Taxation and Finance.

Members of delegation from Department of Labor chapter 688 were among chapter leaders who crowded Herbert's Restaurant in Albany last month. From left are shop stewards Deran Akullian and Ernestine Lafayette and chapter president Mary Yuschak.

Smiling delegation from Saratoga Educational Employees chapter 864 includes, from left, Saratoga Springs School System unit president Helen Tragni. Robert O'Brien, chapter second vice-president Les Cole and president Charlie Luch.

Capital District Armory Employees chapter 239 president James Stevens, left, joins Transportation Main Office chapter 687 president Joan Tobin, secretary Gerry Sutherland and building representative Joyce Cole and DOT Region 1 chapter 676 treasurer William Lucas.

Environmental Conservation chapter 655 social chairman Carole Trifiletti, left, and chapter board member Sylvia Henry discuss issues with Nicholas Fucarelli. Education chapter 657 president and departmental representative to statewide Board of Directors.

Delegations from Taxation and Finance chapter 690 share table with those from Agriculture and Markets chapter 650. From left are Tax delegates Lee Johnson, Carmen Bargoni, Molly Koncsewski, third vice-president Mary Jaro, first vice-president Roger Hoyt and president Ronald Townsend, with Az and Markets' vice-president Sandra Bobkowski and corresponding secretary Veronica Thibodeau.
Albany Region IV Acts To Protect Pay Increments

By MARVIN BAXLEY

ALBANY — Amid rumors that longevity increments might be eliminated by the Legislature, Civil Service Employees Asn. delegates at an Albany Region IV meeting last month voted to initiate a contract grievance.

Regional president Joseph McDermott said that he had been assured by CSEA's research experts that no one would lose their salary cut, even if such a law were to be passed.

Nevertheless, acting on a motion by John Fitzgerald, president of Insurance chapter 666, the delegates voted to bring "a contractual or a non-contractual grievance in relation to elimination of the extended maximum increments, if necessary."

Laboratories and Research chapter 685's Doris Rabkinowitz followed up the motion with a recommendation that the Region bring the matter to the attention of the negotiating teams so that wording could be included in future contracts to protect the longevity increments.

Political action was another subject of extended debate.

It was pointed out by Bernard Dwyer, of Public Service chapter 676 and the departmental representative to the statewide Board of Directors, that political action can sometimes be more effective in primaries than in the general elections.

He noted that some legislators run in districts that are overwhelmingly Democratic or Republican. In those instances, he said, more impact could be felt in the primaries. He suggested that the political action committee give thought to the idea of supporting primary challengers when they run against incumbent presidents with notorious anti-civil service records.

The question of regional autonomy in political action was also discussed. It was pointed out that the regional political action committee sends its recommendations to the statewide committee for approval.

"This does not mean that the regional political action committee is limited to reporting up to the statewide political action," the regional president explained.

Mr. McDermott then went on to say that regional members can supply aid through volunteer work, individual contributions and local endorsements. He cited the recent case of a school district election, where the local CSEA unit worked successfully for the election of a specific school board member.

Discussion was also held on what seems to be a violation of contract by some departments in unduly restricting travel funds for various functions, including professional meetings attended by certain employees for the betterment of their jobs.

Education chapter 657 president Nicholas Pisacarelli explained that he had been informed that if a person attends a meeting as the official representative of a department, then there would be approval of the travel funds. Approval would not be granted if the trip was unofficial or by personal initiative.

The matter remains to be clarified at the individual department level.

Three of the county chapters were represented by, from left, Edward Wilcox, president of Saratoga chapter 646, Grace Vallee, delegate for Rensselaer chapter 655, and Eugene Nicodema, CSEA director representing Schenectady chapter 667.

The question of regional autonomy in political action was also discussed. It was pointed out that the regional political action committee sends its recommendations to the statewide committee for approval.

"This does not mean that the regional political action committee is limited to reporting up to the statewide political action," the regional president explained.

Mr. McDermott then went on to say that regional members can supply aid through volunteer work, individual contributions and local endorsements. He cited the recent case of a school district election, where the local CSEA unit worked successfully for the election of a specific school board member.

Discussion was also held on what seems to be a violation of contract by some departments in unduly restricting travel funds for various functions, including professional meetings attended by certain employees for the betterment of their jobs.

Education chapter 657 president Nicholas Pisacarelli explained that he had been informed that if a person attends a meeting as the official representative of a department, then there would be approval of the travel funds. Approval would not be granted if the trip was unofficial or by personal initiative.

The matter remains to be clarified at the individual department level.

Three of the county chapters were represented by, from left, Edward Wilcox, president of Saratoga chapter 646, Grace Vallee, delegate for Rensselaer chapter 655, and Eugene Nicodema, CSEA director representing Schenectady chapter 667.

The question of regional autonomy in political action was also discussed. It was pointed out that the regional political action committee sends its recommendations to the statewide committee for approval.

"This does not mean that the regional political action committee is limited to reporting up to the statewide political action," the regional president explained.

Mr. McDermott then went on to say that regional members can supply aid through volunteer work, individual contributions and local endorsements. He cited the recent case of a school district election, where the local CSEA unit worked successfully for the election of a specific school board member.

Discussion was also held on what seems to be a violation of contract by some departments in unduly restricting travel funds for various functions, including professional meetings attended by certain employees for the betterment of their jobs.

Education chapter 657 president Nicholas Pisacarelli explained that he had been informed that if a person attends a meeting as the official representative of a department, then there would be approval of the travel funds. Approval would not be granted if the trip was unofficial or by personal initiative.

The matter remains to be clarified at the individual department level.

Three of the county chapters were represented by, from left, Edward Wilcox, president of Saratoga chapter 646, Grace Vallee, delegate for Rensselaer chapter 655, and Eugene Nicodema, CSEA director representing Schenectady chapter 667.

The question of regional autonomy in political action was also discussed. It was pointed out that the regional political action committee sends its recommendations to the statewide committee for approval.

"This does not mean that the regional political action committee is limited to reporting up to the statewide political action," the regional president explained.

Mr. McDermott then went on to say that regional members can supply aid through volunteer work, individual contributions and local endorsements. He cited the recent case of a school district election, where the local CSEA unit worked successfully for the election of a specific school board member.

Discussion was also held on what seems to be a violation of contract by some departments in unduly restricting travel funds for various functions, including professional meetings attended by certain employees for the betterment of their jobs.

Education chapter 657 president Nicholas Pisacarelli explained that he had been informed that if a person attends a meeting as the official representative of a department, then there would be approval of the travel funds. Approval would not be granted if the trip was unofficial or by personal initiative.

The matter remains to be clarified at the individual department level.

Three of the county chapters were represented by, from left, Edward Wilcox, president of Saratoga chapter 646, Grace Vallee, delegate for Rensselaer chapter 655, and Eugene Nicodema, CSEA director representing Schenectady chapter 667.

The question of regional autonomy in political action was also discussed. It was pointed out that the regional political action committee sends its recommendations to the statewide committee for approval.

"This does not mean that the regional political action committee is limited to reporting up to the statewide political action," the regional president explained.

Mr. McDermott then went on to say that regional members can supply aid through volunteer work, individual contributions and local endorsements. He cited the recent case of a school district election, where the local CSEA unit worked successfully for the election of a specific school board member.

Discussion was also held on what seems to be a violation of contract by some departments in unduly restricting travel funds for various functions, including professional meetings attended by certain employees for the betterment of their jobs.

Education chapter 657 president Nicholas Pisacarelli explained that he had been informed that if a person attends a meeting as the official representative of a department, then there would be approval of the travel funds. Approval would not be granted if the trip was unofficial or by personal initiative.

The matter remains to be clarified at the individual department level.

Three of the county chapters were represented by, from left, Edward Wilcox, president of Saratoga chapter 646, Grace Vallee, delegate for Rensselaer chapter 655, and Eugene Nicodema, CSEA director representing Schenectady chapter 667.

The question of regional autonomy in political action was also discussed. It was pointed out that the regional political action committee sends its recommendations to the statewide committee for approval.

"This does not mean that the regional political action committee is limited to reporting up to the statewide political action," the regional president explained.

Mr. McDermott then went on to say that regional members can supply aid through volunteer work, individual contributions and local endorsements. He cited the recent case of a school district election, where the local CSEA unit worked successfully for the election of a specific school board member.

Discussion was also held on what seems to be a violation of contract by some departments in unduly restricting travel funds for various functions, including professional meetings attended by certain employees for the betterment of their jobs.

Education chapter 657 president Nicholas Pisacarelli explained that he had been informed that if a person attends a meeting as the official representative of a department, then there would be approval of the travel funds. Approval would not be granted if the trip was unofficial or by personal initiative.

The matter remains to be clarified at the individual department level.
Norman Says It's an Ideal Gift for A Happy Wedding Day

30% OFF SALE

OPEN STOCK - Choose any Place Setting or Serving Piece

WALLACE STERLING

WHAT YOU CAN SAVE ON A SINGLE TEASPOON

<table>
<thead>
<tr>
<th>Pattern</th>
<th>Reg.</th>
<th>30% Off</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grand Colonial</td>
<td>$24.00</td>
<td>$16.80</td>
</tr>
<tr>
<td>Shenandoah</td>
<td>26.75</td>
<td>18.73</td>
</tr>
<tr>
<td>Old Atlanta</td>
<td>26.75</td>
<td>20.13</td>
</tr>
<tr>
<td>Grande Baroque</td>
<td>35.50</td>
<td>24.85</td>
</tr>
<tr>
<td>Grand Victorian</td>
<td>35.50</td>
<td>24.85</td>
</tr>
<tr>
<td>Golden Aegean</td>
<td>35.50</td>
<td>24.85</td>
</tr>
<tr>
<td>Weave</td>
<td>35.50</td>
<td>24.85</td>
</tr>
</tbody>
</table>

WHAT YOU CAN SAVE ON A 16-PC. SERVICE FOR 4

<table>
<thead>
<tr>
<th>Pattern</th>
<th>Reg.</th>
<th>30% Off</th>
<th>Save</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grand Colonial</td>
<td>$483.00</td>
<td>$338.12</td>
<td>$144.88</td>
</tr>
<tr>
<td>Shenandoah</td>
<td>512.00</td>
<td>358.44</td>
<td>153.56</td>
</tr>
<tr>
<td>Old Atlanta</td>
<td>608.00</td>
<td>425.64</td>
<td>182.36</td>
</tr>
<tr>
<td>Grande Baroque</td>
<td>672.00</td>
<td>470.40</td>
<td>201.60</td>
</tr>
<tr>
<td>Grand Victorian</td>
<td>672.00</td>
<td>470.40</td>
<td>201.60</td>
</tr>
<tr>
<td>Golden Aegean</td>
<td>672.00</td>
<td>470.40</td>
<td>201.60</td>
</tr>
<tr>
<td>Weave</td>
<td>672.00</td>
<td>470.40</td>
<td>201.60</td>
</tr>
</tbody>
</table>

Any Tableware, 4 Place Knives & Forks, 4 Salad Forks

Offer Effective May 16-June 25, 1976

In addition to patterns shown applies only to Romance of the Sea, Stradivari, Rose Point, Sir Christopher, Aegean Weave, Spanish Lace.

We Carry A Complete Line Of Wallace Products

Come Up To Suite 617 And SAVE! SAVE!

N. DONCHIN & CO., INC

366 FIFTH AVENUE, NEW YORK CITY
(Between 34th & 35th Streets)

OX 5-4377-8 SUITE 617
South Beach CSEA Head Urges A 'No' Vote On MH Amendments

STATEDLAND — Tom Bucaro, president of the South Beach Psychiatric Center chapter of the Service Employees Assn., has sent a telegram to a number of legislators urging the defeat of proposed amendments to the state Mental Hygiene Law.

Mr. Bucaro’s message said, in part: "We appreciate the supposed intent of the bills to improve quality of care, but we feel these measures are an attempt to compromise the first part of the state to its obligations to its seriously impaired population by substituting piecemeal legislation which wastes public funds and discourages other measures to improve quality of care."

The message was sent to the six state senators and 12 assemblymen who represent the area from which South Beach draws its patient population.

One of the proposed measures has drawn a good deal of fire from CSEA Mental Hygiene facility stafters around the state. This proposal would permit the state to repeat an experiment undertaken in California in 1968-70, in which state facilities were closed in favor of a dispersed, county-maintained mental hospital program.

William McGowan, CSEA executive vice-president, last week characterized the California experience this way: "That experiment ended with a tremendous increase in violent crime, community fear and resettlement, and untreated, homeless mental patients living in back alleys."

Mr. Bucaro, whose chapter numbers about 990 employees at South Beach, also noted the proposed state plan has "grossly underestimated" the costs involved.

"We call for a more detailed plan which realistically indicates cost and clearly details provision for movement of workers and clients, who are your constituency, during this proposed period of transition," he concluded.

LAWLIS TO HRPC
ALBANY — Gov. Hugh L. Carey has announced the appointment of Josephine Lawlis, of Kingston, to the board of visitors of the Hudson River Psychiatric Center.
CSEA Research Job Open

ALBANY — The Civil Service Employees Association is seeking a research assistant staff position for the union's General Education Department.

Requirements for the $2,500 post include a bachelor's degree and some specialization in mathematics, statistics, economics or labor relations. Interested applicants should contact Thomas A. Whitney, Civil Service Employees Assoc., 33 Elk St., Albany, N.Y. 12210, prior to June 15. CSEA is an equal opportunity employer.

PRESS SECRETARY

ALBANY — James S. Viato, a public relations specialist who has worked for a number of state and local entities, has been named to replace Robert W. Laird as press secretary to Gov. Hugh L. Carey.

Mr. Viato, 41, will have an annual salary of $14,800.

Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan, 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or Warehouse Examiner GS-5, 7 CH-0-02

Engineering and Scientific

Computer Technician GS-5 to 7 NS-4-15

Medical

Autopsy Assistant GS-5 to 7 NY-0-22

Veterinarian Trainee GS-5 to 7 NY-0-17

Military

Air Services Technician (Administrative) GS-5 to 15 AT-0-59

Army Reserve Technician GS-4 to 9 NY-0-25

Social and Education

Professional Careers for Librarians GS-5 to 12 422

Psychologist GS-11, 12 WA-9-1-3

Recreational Therapist GS-5 to 7 NY-0-09

Stenography and Typing

Keypunch Operator GS-2, 3 NY-3-01

Typist GS-5 to 4 WA-4-01

CSEA Holding Accountant, Auditor, Administrator Tests

HAUPPAUGE — The Suffolk County Civil Service Department has announced open-competitive and promotional examinations for several levels of accountant, auditor and administrator.

Applications are due by June 30 and written tests will be given in July.

Requirements for the $12,258 accountant's position (open-competitive exam no. 16-238) and auditor (no. 16-240) positions pay county bi-weekly salaries of $377 (salaries are bi-weekly and vary by jurisdiction for all positions).

The salary is $426 for the middle levels of accountant (open-competitive exam no. 16-239) and auditor (exam no. 16-240). Both promotional and open-competitive exams will be given for senior-level positions, which pay $569. The senior accountant-open-competitive exam number is 16-240 and promotion exam no. 16-246.

A salary of $404 is paid principal auditors (open-competitive exam no. 16-242) and principal accountants (open-competitive exam no. 16-243) who will not have open-competitive exams.

Open-competitive exams will be given for community services administrator (salary $388, exam no. 16-240) and for assistant administrator for programs (exam no. 16-245) and for management services (exam no. 16-251). The assistant administrator pays $732.

Applications and further information can be obtained by writing or sending a legal size stamped, self-addressed envelope to: East Northport Testing and Information Center, 365 Longfellow Rd., East Northport, N.Y. 11731, phone (516) 261-2654, or Riverhead Information Center, Riverhead, N.Y. 11751, phone (516) 979-2506.

Expressions Thanks

MENDEL — Irving Plaumenbaum, president of Long Island Region 1, Civil Service Employees Assoc., has expressed his appreciation for hundreds of cards and condolences received from CSEA friends on the recent death of his sister, Kitty Levine.

"I want to thank each and every one for their kindness, because of this time it will be impossible personally to respond to all," Mr. Plaumenbaum said.
Our check out and try to make sure that all the private programs we fund and license are suitable facilities and will provide adequate services. (Emil Drysdale, CIVIL SERVICE LEADER, Friday, June 11, 1976)

WHERE DO THEY GO NOW?

This is the sixth article in a Leader series on drug addiction problems that must be faced in the light of threatened cutbacks in aid. In this issue and the preceding one, Leading News, the paper's member, has been interviewing addicts, administrators and union leaders, joining them at protest rallies and touring various facilities. Photography, original artwork and story are by Ms. Donner. The problem is everyone's.)

Former Convent Now Serves To Help Addicts Find Paths To Useful Lives

(Continued from Page 1)

lives, set counseling and attends classes in both vocational and academic subjects. Masten Park also has a detoxification unit and a halfway house, a "transition" facility in which the client can live while he works or attends school and socializes in the community.

Masten Park offers one of the five methadone treatment programs available in the area, combining methadone maintenance with psychological and vocational counseling. Masten Park also has an after-casework program which services several hundred "graduates" from the intramural program as well as volunteers who are on parole or probation. The program offers support and guidance which, very often makes the difference whether the client can make a successful productive step for himself when back in the community.

Masten Park's halfway house is being shut down. Its methadone maintenance program is being phased out. The main intramural facility can no longer accept any volunteer patients. The after-care program, its lead expensive, and probably most important program, is being cut by two-thirds. The program will be cut from 580 to 300 clients.

"The kids are being put back on the street," said after-care counselor Anthony Marino, a narcotics parole officer. "The worst part is that they're just not ready," continued Mr. Marino, who is also the Civil Service Employees Assn. grievance officer for the union's Masten Park chapter. "It's all been happening so fast that the clients haven't been given time to digest what's going on. Two months from now I don't even want to pick up a newspaper, because there'll be so many familiar names in it."

There appears to be much fear and confusion among both the clients and staff at Masten Park these days. Although ODAS Commissioner Daniel Klepak spoke reassuringly in a recent interview (Civil Service Leader, June 11), many still don't know what's going on. "I can't say that I'm going to get out and be totally rehabilitated, but I will be able to get back on the street and see if I can really handle it. If I can't and Masten Park's methadone program is not available, where do I go?"

One specific incident that took place last week at Masten Park illustrates the kind of chaos caused by the dismantling of the program.

When word to phase out the methadone program at Masten Park arrived, the clients were given the choice of continuing methadone treatment or one of two private clinics. One, Bellevue Hospital, was turned into financial problems at that time. It gave its 150 methadone patients two days notice that they would no longer be able to continue their methadone supply. "Can you imagine telling a patient that?" asked Mr. Marino. "Their lives are in balance!"

The Masten Park clients also claimed that many DART clients were on dope because the methadone dosages were excessively dilute and they were allowed to miss their dosage for two days or more without penalty. In both cases the effects of heroin would no longer be blocked because enough methadone had not been taken and a client could get "high" on illegal narcotics.

"The DART setup is designed for drug addicts," said ODAS Deputy Commissioner Jesse Arnett, left, with Commissioner Emil Drysdale.

"The DART setup is designed for drug addicts," said ODAS Deputy Commissioner Jesse Arnett, left, with Commissioner Emil Drysdale.

The Masten Park clients also claimed that many DART clients were on dope because the methadone dosages were excessively dilute and they were allowed to miss their dosage for two days or more without penalty.

"In both cases the effects of heroin would no longer be blocked because enough methadone had not been taken and a client could get "high" on illegal narcotics.

"The DART setup is designed for drug addicts," said ODAS Deputy Commissioner Jesse Arnett, left, with Commissioner Emil Drysdale.

"The DART setup is designed for drug addicts," said ODAS Deputy Commissioner Jesse Arnett, left, with Commissioner Emil Drysdale.

Mr. Brecher quotes Gerald E. Davidson of Harlem Medical School and director of the Consumers' Union's Chestnut Hill Clinic, which has a large methadone maintenance program. "Addicts, like other patients, frequently know what is good for them. They frequent hospitals and seek advice and otherwise helpful, well-intentioned people."

Brecher notes many methadone patients "are very fearful of being caught up in the drug scene again or of being involved with certain clinic members after having spent years trying to get away from such an environment."

"That" is of our clients have been on drugs, said Mr. Marino. "You don't cure them in six months."

Mr. Marino. "Is this what one gets for six, eight, and 10 years of state service? It's just ironic," said Mr. Marino. "Many people have given up higher-paying jobs in the past for the security of state employment. It's just incredible this could be happening."

"It's hurting everywhere," said one 18-year-old resident, Bill D. "We're very close to the staff. We can talk to them. They're our friends and they understand us. Now they're taking them away. They're also bringing in new people from New York City whose attitude toward us may be completely different. It's making us all very nervous."

"I was transferred to Masten Park when they closed Intraods Parking (another ODAS facility) in March because of budget cuts," said Fredriele S., a resident from Rochester. "I'm very upset about the cutbacks. I want to be in after-care when I leave here. It's important to have someone to talk to who understands. We all feel if the program closes there'll be no one to turn to. What if I need help again? Where would I go, and what about the next guy? It could be my brother."

Mike G., 19 years old, from a back on the street with a drug has a gigantic drug problem in his school, said, "I've benefited from the DART program and I'm definitely not going to get out and be totally rehabilitated. But I can't say that I'm going to get out and be totally rehabilitated."

"Some of our clients have been on drugs, said Mr. Marino. "You don't cure them in six months."

"One specific incident that took place last week at Masten Park illustrates the kind of chaos caused by the dismantling of the program."

"The DART setup is designed for drug addicts," said ODAS Deputy Commissioner Jesse Arnett, left, with Commissioner Emil Drysdale.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 69 Thomas St. New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:15 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period. By subway, applicants can reach the Fillmore Third Ave. (IND Chambers St.), EMT City Hall; Lexington IND (Brooklyn Bridge). For information on call 966-7070.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 45 Court St., Brooklyn 11201, phone: 623-9000.

The Board of Higher Education advises teaching staff applicants to contact the individual school's non-faculty staff to be filled through the Personnel Department directly.

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tavern 2, 15th Floor, New York 10048 (phone: 485-4348: 10 a.m.-4 p.m.) State Office Campus, Albany, 12226; Suite 700, 1 W Genesee St., Buffalo 14202 (9 a.m.-4 p.m.). Applicants may obtain announcements by writing to the Department of Civil Service offices can provide applicants to contact the individual school's non-faculty staff to be filled through the Personnel Department directly.

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tavern 2, 15th Floor, New York 10048 (phone: 485-4348: 10 a.m.-4 p.m.) State Office Campus, Albany, 12226; Suite 700, 1 W Genesee St., Buffalo 14202 (9 a.m.-4 p.m.). Applicants may obtain announcements by writing to the Department of Civil Service offices can provide applicants to contact the individual school's non-faculty staff to be filled through the Personnel Department directly.

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room C1200, Office of Court Admin., 270 Broadway, New York, phone 488-1141.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 29 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only.

Telephone 789-4451.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 501 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to 1-800-512-7467.

Federal titles have no deadline unless otherwise indicated.

(Continued from Page 12)

WHERE TO APPLY FOR PUBLIC JOBS

Young resident, above, at Masten Park Rehabilitation Center, one of three remaining ODAS facilities, helps with chores. Below another resident practices ironing in basic home economics class at the all-male facility. Obviously, in bottom photo, it’s real work.

There has been no substantial movement concerning the supplemental budget. A bill to restore 86.7 million in funds to the private programs has been proposed by Senator John Marchi (R-L, Staten Island) Chairman of the Senate Finance Committee, Senator Warren Anderson (R-Binghamton), Senate majority leader, and Assemblyman Burton Hecht (D-L, Bronx) Chairman of the Assembly Ways and Means Committee. It was later blocked, but is now being negotiated. The "City of the Forgotten" has been coping out on an Albany riverbank since May 2. There is no word yet on how much longer they will be "the forgotten."

For Some, It Was Too Much

Bill Stewart (all names are fictitious; the incidents described, however, have happened) was a resident at Ridgehill, an ODAS facility that was shut down last fall.

Bill returned home to live with his family in an upstate suburb and continued treatment in a local ODAS after-care program. He saw a counselor once a week, and managed to build a sound relationship with her. He needed to make progress toward predicative goals. Last week, Bill's counselor informed him that, due to budgetary cuts, she had lost her job and would be laid off within two weeks. On the following day Bill took his life by leaping from a bridge.

Bill Stewart was 24 years old.

Reynolds Majors was a narcotics charge correction officer at Ridgehill. When the ODAS facility was closed because of cutbacks, Mr. Majors was transferred to Brooklyn Central Rehabilitation facility. The staff morale at Brooklyn Central has been extremely low for the last couple of months because of ODAS job layoffs.

On May 12, Mr. Majors received a notice that his job would be terminated June 6. On May 15, Mr. Majors put a gun to his head and killed himself. He leaves a wife and three children.

Charlie Tamner had been a voluntary patient at Masten Park Rehabilitation Center, Buffalo, for two years.

"We raised him here," said a staff member. "His mother didn’t want him and he seemed to be 'working things out.'" Last week, Charlie was told that due to budget cuts, Masten Park would no longer be able to care for any patients.

Several days later, Charlie wandered in to Brooklyn Central Rehabilitation Center "very strung out on something," according to a staff member. "Where do I go now?"

Latest State And County Eligible Lists

<table>
<thead>
<tr>
<th>State</th>
<th>County</th>
<th>Eligible List</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>Albany</td>
<td>Latest State And County Eligible Lists</td>
<td>May 3, 1976</td>
</tr>
</tbody>
</table>

(To Be Continued)
Columbia Legislature’s Tricky Footwork Irks CSEAers, Media

HUDSON—The Columbia County Legislature, sources said here, appeared to irritate both public employees and the local news media by its actions when issuing a contract to be imposed on all Columbia County Civil Service Employee Assn. members.

First, after CSEA members packed the large public hearing room of the Columbia County Courthouse, those good elected officials informed these county residents that they were meeting in the much smaller Board of Supervisors chamber.

Nearly 160 CSEA members, county taxpayers, then squeezed into this room and, most likely, broke the fire department’s rules for maximum permissible occupancy of that area. That’s what the Legislature seemed to want. Participants were importtant to come to their county residents who happen to be county employees. They proceeded to pass a very detailed piece of legislative work that included two paragraphs of detailed changes.

After that, Mr. Campbell said, “They addressed the issue that had brought concerned county residents, a contract they described as ‘fantastic’ because the contract had proceeded to pass a very detailed piece of legislative work that included two paragraphs of detailed changes.”

The Board of Supervisors who have approved non-unionized personnel raises ranging from 7 percent to 14 percent had imposed a wage freeze on county police officers in 1976. They had curtailed summer hours by not extending work hours but by introducing staggered shifts and, in one area of the imposed document, have included a clause that, if allowed, would limit CSEA ability to service its Columbia County membership by requiring the union to get department head approval before CSEA could meet with members who might be filing a grievances against that very department head.

Following the direction of a previously held membership meeting, which authorized the negotiating committee to take whatever action necessary, including a strike, to gain a fair and equitable settlement, CSEA informed the press and the county that it will strike Columbia unless an acceptable negotiated agreement is presented for ratification as of before that date.

We will meet and either ratify or agree to some type of a contract. We are meetings to discuss the new proposal. We have a major concern about the new proposal. We have a major concern about the new proposal. We have a major concern about the new proposal. We have a major concern about the new proposal.

CSEA has requested that the Legislature convene in Albany last month to discuss problems encountered by probation officers and pending legislation that would affect these employees. The group met with Theodore C. Wenzel, president of CSEA, and two high-ranking state probation officials, then toured the state probation offices located here in the Empire State Plaza.

Probation Committee Meets With Albany Bigs

ALBANY — The Civil Service Employees Assn.’s statewide probation committee convened in Albany last month to discuss problems encountered by probation officers and pending legislation that would affect these employees. The group met with Theodore C. Wenzel, president of CSEA, and two high-ranking state probation officials, then toured the state probation offices located here in the Empire State Plaza.

RIGHT: The CSEA statewide probation committee met with Theodore C. Wenzel, president of CSEA, to discuss its activities. From left are Joseph Gilligan, probation officer; Peter Greleco, probation officer; Jefferson County; Dr. Wenzel, and Robert Langer, probation officer, Nassau County.

LEFT: Robert Sullivan, acting director of the State Probation Department, met with members of the CSEA statewide probation committee. From left are James Brady, chairman of the CSEA committee; Mr. Sullivan; John Whalen, probation officer, Westchester County; and Harold Fanning, probation officer, Monroe County.

Set Deadline For Pact Proposals

ALBANY—Dorothy Rabin, chairman of the Civil Service Employees Assn.’s platform committee, has requested all State Division chapter presidents to submit suggestions for accelerating current negotiations of the 1973-1976 State collective bargaining agreements to her committee by July 20.

In a letter mailed recently to state division chapter presidents, Mr. Rabin wrote, “Each of our negotiating teams will have the right to reopen negotiations in order to amend the continuing provisions of the 1973-1976 collective agreements. Each Unit team—Administrative Services, Professional, Scientific and Technical Services, Institutional Services, and Operations and Operational Services—will be limited to present, for the reopening negotiations,

two articles in the 1973-1976 collective agreements.”

The July 20 deadline has been set in observance of CSEA’s contract with the state.

Mr. Rabin suggested that demands on reopened negotiations for the final year of the current two-year agreement be submitted as early as June 16, the proposed date of the next meeting of the platform committee.

State Division chapter presidents should forward these demands to PO Box 7030, Capital Annex Station, Albany, N. Y. 12220.

CSEA’s platform committee has responsibility of reviewing, editing, and consolidating proposed amendments to current contract provisions. These demands may originate from any chapter member or officer in the State Division.

CSEA State Division members have already ratified a memorandum of understanding providing for a salary increase in the fiscal April 1, 1977-March 31, 1978.

The exact amount of the increase sought will be determined by CSEA negotiating teams this fall.

Agency Shop

(Continued from Page 1)

whether or not they pay dues to the union.

"Some of these free-loaders say they don’t pay dues because they can do without the union," Mr. Langer said. "But we’ll see them do without the vacations, sick days, personal days, holidays, raises, legal assistance and all the other benefits the union wins for them.

"It’s not fair for some of us to be paying dues to support all these services, while others just enjoy all the benefits without supporting the union that wins those benefits for them."

Mr. Langer stressed that the bill would not force employees to join a union; it would simply require them to pay an amount equal to the dues collected by the union that bargains for them.

"We’re here to help the people in the union," Mr. Langer said. "We feel that if the law does not force someone to join a union, it should provide them the right to pay an amount equal to the dues collected by the union that bargains for them."

Mr. Langer stressed that this bill would provide a unique way for a mass show of support for the union that wins the contract for a new agreement.

"If there has ever been a need for a mass show of support for a piece of legislation, it is now," he said. "If passed, this bill will directly result in increased strength for public employees—both state and local—at the bargaining table."