CSEA Acts to Halt Price Hike For Meals, Lodging

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. has begun a legal fight seeking to prevent New York State from raising the prices for accommodations and meals to state employees who reside in and purchase meals from facilities provided by the State.

CSEA legal counsel Marjorie Karowe, handling legal proceedings for the affected employees, said the state "is attempting to unilaterally change terms and conditions of employment without negotiating with CSEA.

"We've been in contact with the State Office of Employee Relations to protest the state's plan, and we've requested immediate clarification of this issue," she said.

Mr. Karowe said the proposal by the state would affect many employees in all four State Bargaining Units represented by the CSEA, with the greatest impact being on employees of the Department of Mental Hygiene.

In a separate action affecting the Department of Mental Hygiene personnel, CSEA announced the filing of an improper practice charge concerning a unilateral effort by the state to increase working hours of doctors, dentists and psychologists without negotiating with the CSEA.

CSIA collective bargaining specialist Robert Guild charged the state is trying to increase lodging and food costs by 45 percent, and that the increases would cost employees affected.

(Continued on Page 11)

Donovan Pledges Legal Action To Help Marcy, Utica Patients

ALBANY—The Civil Service Employees Assn. obtained a commitment from State Senator James H. Donovan (R-C, Oneida, Lewis, Herkimer) that he will take action to prevent the release of any patients from Marcy or Utica Psychiatric Centers.

After meeting in Senator Donovan's office last week, CSEA legislative vice-president William McGowan said he received a guarantee that if there is any group movement of patients from either of the two upstate hospitals, Senator Donovan will seek a court injunction to stop that movement.

The State Department of Mental Hygiene recently announced it intends to merge the two hospitals and release their patients to communities near the patients' homes.

Senator Donovan told Mr. McGowan the injunction would be based on recent passed legislation he sponsored assuming that the DMH will not begin any transfers or relocations of state hospitals until the plans for such transfers have been approved by the State Legislature.

The CSEA was also promised that the state's Mental Hygiene Information Service would provide any information that might be considered for transfer out of their hospitals. Mr. McGowan said.

Senator Donovan said he would go with Mr. McGowan to the Utica-Marcy area to discuss the issue with concerned state employees.

Third-Stage Grievance Is Filed Against Mental Hygiene Dep't.

ALBANY—Following a series of meetings described as "fruitful" between the Civil Service Employees Assn.'s Committee for Institution Teachers and representatives of the State Department of Mental Hygiene, the CSEA committee has filed a third-stage contract grievance against the Department claiming violation of a provision of the current CSEA-State agreement.

The union committee, chaired by Martin Langer, of Rockland Psychiatric Center, and William Deck, of Marcy Psychiatric Center, issued a statement regarding the situation which involves the school calendar for state institutional teachers, who are represented by the CSEA. The full text of the statement follows:

"Twice during the month of May, 1976, the Department of Mental Hygiene met with CSEA's committee representing institution teachers through DMH. In the most perfunctory fashion possible, Mr. Michael Weltzroan, Director of Employee Relations Office, requested that CSEA's group meet with both himself and the Director of Educational Services, Mr. Russell Strangus, for the purpose of exposing us to the school calendar for the school year 1976-77. Pursuant to Article 18 of the current PSAC-T Agreement, the Department is required to consult with CSEA for the purpose of determining the school calendar for the succeeding year including its starting and ending dates and its

Decision On Minimum Wage

Wenzl: Fed Court Ruling 'Regrettable'

ALBANY — Theodore C. Wenzl, president of the Civil Service Employees Assn., last week called a U.S. Supreme Court decision declaring coverage of federal minimum wage and overtime provisions "regrettable and regressive."

Dr. Wenzl said, "This unfortunate ruling strips away from about one million public workers in this state alone the guarantee of earning at least a minimum wage as established by the federal government."

"Without protection of minimum wage and work hour provisions, public workers are, in effect, thrown to the mercy of their governmental employers who are now free to establish salary levels below both federal and state minimum standards. It's a case of gross discrimination against public employees."

In its decision, the Supreme Court ruled, 5-4, that application of federal minimum wage and maximum hour provisions to non-federal public employees is unconstitutional.

Most non-federal public workers had previously been covered by the federal standards as a result of 1968 and 1974 decisions overturned by the latest decision.

Dr. Wenzl noted that most state, county and local government employees are specifically exempted from provisions of the New York State labor laws, and therefore are now left without any such protection.

"It seems incredible that the Supreme Court would sanction an employer deciding by himself to pay sub-standard and inadequate wages," Dr. Wenzl said.

"What we now have is the potential of millions of public employees being forced to accept unfair and inadequate wages established at the whim of the employer without regard to what is necessary for the employee to survive economically as reflected in minimum wage regulations applying to the vast majority of the rest of the nation's workers," the CSEA leader declared.

"Negotiated contractual rights are now the only safeguard of the state and municipal employee's economic well-being. This, of course, points up the need of a tough union position and is doubly unfortunate here in New York State, where the Taylor Law places public employee unions at a considerable disadvantage."

"However, in the face of this major erosion of their rights, the employees must stand ready to support their unions more strongly than ever, if they are to be effective."

(Continued on Page 5)
handling grievances was held at the Smithtown Landing Country Club recently by the Civil Service Employees Assn.'s King's Park Psychiatric Center chapter.

The all-day session was part of a series of grievance procedure seminars given by the King's Park chapter. They will be held four times a year as an introductory course to new stewards. Once stewards have mastered the grievance procedure, they will be advanced to Article 33 procedure seminars that will also be given by the chapter.

Gregory Szurnicki, president of the chapter, discussed the role of the fieldman and the grievance procedure from the initial interview through negotiations for a possible resolution. In the afternoon, Mr. Szurnicki lectured on second, and fourth-step grievance procedures.

"You cannot negotiate successfully with management unless you school yourself well in your membership's civil and contractual rights. This is the first step in achieving labor-management equality," Mr. Szurnicki told an audience of 30 stewards, CSEA officials and members of the King's Park executive committee.

Ed Clearay, Region I field supervisor, and Nick Politico and Rudy Zunik, field representatives for the Long Island mental institutions, addressed the audience about the role of the fieldman, structure of the union, and the facilities available to stewards from Region I headquarters in Amityville. Tom White, King's Park second vice-president, also spoke.

The next steward's seminar is planned for July.

Cite Leader Writer

BUFFALO—Lee Coppola, Buffalo-area staff correspondent for the Leader, took top honors for journalistic excellence in awards presented by the Buffalo Newspaper Guild at the organization's recent Page One Ball.

Mr. Coppola, who is also a reporter-rewrite man for the Buffalo Evening News and an instructor in journalism at Buffalo State College, was cited recently on her retirement after 30 years' service to the State of New York. Ms. Moses was feted with a dinner in her honor by the Buffalo Newspaper Guild, Region V (Syracuse).

Nurse, Medical Specialist, Psychiatrist Posts Open

ALBANY—Licensed practical nurses, psychiatric and medical specialists are continuously being recruited by the State Civil Service Department for posts in state agencies. Salaries range from $8,051 to $33,704 a year.

For all posts no written examinations are necessary. Applicants will be rated according to their education, training and experience.

For licensed medical practice, No. 20-106, candidates must have a license to practice as a practical nurse in New York or have a limited permit to practice as a practical nurse or have supplied for a permit. Practical nurses are employed with the Department of Mental Hygiene, Education and Health, as well as the State University.

A state medical license and completion of residency training in psychiatry will qualify candidates for post No. 20-389. Candidates meeting requirements for psychiatrist I who have two years post-graduate experience may apply for psychiatrist II.
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.

JULY
3—Albany Region IV Andy Williams; Show theater party; 10 p.m., Colonic Coliseum, Colonic.
4—New York State Thruway (Western Division) chapter meeting; Fechter’s Forks Hotel, Broadway Street at Union Road, Cheektowaga.
8—Board of Directors, State Executive Committee and Executive Committee meetings; CSEA Headquarters, 33 Elk St., Albany.
9—Testimonial dinner for Ernest K. Wagner; 6 p.m., Italian-American Community Center, Washington Avenue Extension, Albany.
10—Central Region V (Syracuse) state workshop: The Beaches, Rome.
11—Stony Brook SUNY chapter 614 annual picnic; Southampton Park.
13—Mental Hygiene Employees Assn. meeting; Triohan Motor Conn. City.
20—New York City Metro Retiree chapter meeting; 1 p.m., Room 5850, Two World Trade Center, Manhattan.
21—Metropolitan Retirees chapter meeting; 1 p.m., Room 5850, Two Trade Center, Manhattan.
22—Nassau County chapter 830 board of directors meeting; 5:30 p.m., Salonsky Club, Eisenhower Park, East Meadow.

AUGUST
5—New York State Thruway (Western Division) chapter 056 meeting; Fechter’s Forks Hotel, Broadway Street at Union Road, Cheektowaga.
7—Chemung County unit annual outing; 1 p.m., Harris Hill Outhill Center.
11—SUNY at Buffalo chapter 602 picnic; Opperheimer Park.
17—New York City Metropolitan Retirees chapter 919 meeting; 6 p.m., Room 5850, Two World Trade Center, Manhattan.
The Good Old Days? Not Too Great

By ALAN BERNSTEIN
MANHATTAN — It's 1796. New York City had laid off thousands of civil servants. Gone are police officers, fire-fighters, sanitation men, traffic workers, teachers and hospital workers.

It is 1789. New York City could use the thousands of civil servants to be had off almost 200 years later. There are very little municipal services.

New York City, immediately following the Revolution, had limited tax money available to its coffers. For the money, New York City citizens saw little in the way of police protection, street maintenance, water service and medical facilities. The average New Yorker in 1789 had a very limited vision of what civil government ought to and might do for him.

Many, along with city officials, believed in the Jeffersonian theory that society was best served by as little government as possible.

Instead of today's structure of departments, agencies, job titles and civil service rules, whole fields of activities were left entirely to the benevolence or enterprise of individuals and institutions supported by charity. The city fathers, led by Mayor Richard Varick (1789-1801) beginning his first year of office, believed the city should pay as it went: expenditures should be restricted to the approximate revenues that could be gained.

Revenues to the city came from ferry rents, dock rents, water lots, a few houses, a public slaughterhouse and a public powder magazine. The city also saw money enter its hands through market fees, court fines and tavern licenses.

When deficit threatened, officials would hold a sale of city property in the form of building lots. For special expenditures, the city fathers sometimes empowered people to hold public lotteries.

Otherwise, though, the city had no authority, without a special act of the state legislature, to levy real or personal property taxes. Each year the city had to ask the legislature for tax authority. Being a civil servant in those days was not a secure job; you lived from year-to-year.

Just who were those people who worked for New York City and what did they do? Were the services they rendered anywhere near today's municipal services? Police officers were not much in evidence. City residents tended to distrust them and protected themselves as much as possible from them.

There were constables, watchmen, marshall and sheriffs patrolling the streets, but there was no police department as we know today. Individuals hired to keep the streets safe reported to the mayor or his aides.

In emergency, the city might call in the state militia for protection. Day in and day out, however, citizens got spasmodic protection.

Other emergency service—firefighting—was really nonexistent until 1799. Until then, the city had to ask the legislature for fire protection, relying on volunteers, received infrquent cash rewards for bravery and exceptional service.

Because of New York City's modest financial straits, at that time, fires were much more dangerous than today. To prevent fires, each house was situated two to six buckets for the use of the volunteer firefighters. When church bells summoned a fire, each household placed his buckets outside his door to be picked up by the volunteers for carrying water. When the fire was extinguished, the buckets were collected by the city's chief engineer and returned.

It was not an effective system. There were some volunteers who would repair and maintain store, fireplaces and chimneys. Property owners were exempted from constable, the men received no wages but performed an important civic duty, it was felt.

Organized into 17 fire companies and two hook-and-ladder brigades, the men rushed through the streets with fire apparatus pulled by horses. But, the engines, hand-pumped for water, had a capacity of less than 200 gallons.

There was little schooling after the Revolution. If a family wanted to educate their children, they were obliged to seek out a private school, an expensive proposition. The government of Mayor James Duane (1784-1789) spent little money on education. The only free public schooling in New York City went to youthful inmates of the Almshouse, and they received but a very basic education.

In 1789, there was no hospital in the city. The only doctors to be found were general practitioners.

A hospital, proposed during the Revolution, was to be located between Duane and Anthony Streets in Manhattan. It wasn't really used as a medical facility until 1791. It served as a barracks for troops during the Revolution. The Society of the Hospital of the City of New York found itself lacking funds to continue after the war.

The project was again taken up in the 1780's. By 1788, part of the building was being used for a dissecting room by city doctors. However, a "doctor's riot," launched by city artisans who didn't trust medical men, paralyzed the project.

(Continued on Page 6)

"Reading why it was named the best car in the world for under $3,500 got me into the showroom. Finding out the model I wanted cost $300 more than the other make car I was interested in, almost got me out of the showroom. Then I drove it. Now I own it. Fantastic."

Based on June 1975 Road & Track magazine consideration of hundreds of 1975 cars.

People who try it tend to buy it. There have to be some good reasons for that. And there are. For no other car that we know of, at any price, offers the combination of overall economy, acceleration and interior roominess that you'll find in the Volkswagen Rabbit.

Road & Track magazine went as far as to call it the "best car in the world for under $3500."

You can't buy a car for that price and expect to be treated like a king. But more people than you realized are paying $3,499 (4-door model shown with optional power windows and automatic transmission) for what people who try it tend to buy it. There have to be some good reasons for that. And there are.

"The Rabbit. You ought to have it to believe it."

Visit your local authorized Volkswagen dealer and find out why there are over 5 million Volkswagens in the American road today.
Prevent cavities!

It's too bad that science can't invent a magic lollipop which would prevent cavities and tooth decay simply by eating it. It'll never happen.

Dental research has come a long way in the past quarter century, but the same old rules still apply. Good daily dental care, a healthy diet and regular visits to a dentist.

Sure—dental care can be expensive, and too many people want to visit their dentist until they’re having trouble. That’s where we come in. Our dental plans put the emphasis on prevention—not only for children, but for the entire family.

A sound dental plan—at a reasonable price—is a big step toward family health security. If your employee group is even considering a dental plan, talk to the Blues. We just might have the answer for you. After all—we’re the ones who invented pre-paid health insurance.
Ineffective Law

WELL be looking forward with interest to the outcome of renewed contract talks for Massachusetts state employees following a three-day strike there last week.

It is alarming that such drastic action has to be taken by public employees anywhere, but such is the public mood that government administrators are willing to tamper with their most valuable assets—the civil servants.

Taxpayers everywhere are fed up with the spiraling assessments, surcharges, what-have-you with which they are being burdened. Of course, include public employees, too, who as gainfully employed citizens return part of their income to the government.

So, when we talk about the increased cost of government, we are not talking of taxpayers vs. public employees, but the former includes the latter.

All of which leaves us with the question: Who are the governing bodies trying to impress when they attempt to single out civil servants for sacrifice on the altar of fiscal integrity? It seems to be hitting the Northeast particularly hard.

If the law is wrong, it is permissible to violate it. In fact, many public employees some means to achieve fair play in a game where the rules are a sham.

So, when we talk about the increased cost of government, we are not talking of taxpayers vs. public employees, but the former includes the latter.

The situation in Massachusetts is not unique, as New Yorkers well know.

In New York State, it is most evident that the Taylor Law as it now stands is inadequate to deal with the current unrest that has been fomented by the economy turned that seems to be hitting the Northeast particularly hard.

It is no longer adequate to say "It's the law." What breaking the law. The fact is that they know what they are doing is illegal. Americans today have a different philosophy than their predecessors 25 years ago.

Many Americans have grown up with the belief that if the law is wrong, it is permissible to violate it. In fact, they believe it is morally wrong to accept it.

It is no longer adequate to say "It's the law." What must be done now is to amend the Taylor Law to allow public employees some means to achieve fair play in a game where the rules are a sham.

Joke On Public

ONE of the great ironies to us is the much-publicized efforts to preserve the "lulu" system for legislators. We wonder just how much it costs the taxpayers to pursue the fight to preserve lulus through the state court system as currently constituted, as currently constituted, is still an affront to the public trust.

As a glaring example of lulus being used for political rewards, the executive officer of the Albany Knackebrocher News last week pointed out in a by-lined story that in one instance, a certain legislator became aware that he was chairman of a relatively minor committee when he received his lulu allocation. On another hand, it was noted, Assemblyman Andrew Stein, "one of the hardest working chairmen of one of the most important committees," received no political "payoff".

Just as the U.S. Supreme Court struck down the death penalty because it was too discriptive, we believe the lulu system, as currently constituted, is still an affront to the public trust.
Henry Stern, Councillman-at-Large, Manhattan: "The handwriting on the wall has been difficult ones for civil servants, not only in New York City but throughout the country. I think a lot of us should be pleased this year because we have a Democratic mayor, because the city is not in bankruptcy, and because our wages and pensions are secure. And so far, with everyone's cooperation, we seem to be making it. When you consider the national unemployment rate, 5.3%, New York City has been hard hit—I think there's room for some satisfaction among those still working for the city. Things could be worse."

Joanne Argent, former city service employee: "I really don't think civil servants have very much to celebrate this year. It's a very bad time for them. So many have been laid off. Many others don't know whether they're going to have a job next week or not. Many people I've spoken to who are still with the city have told me that in every pay period, they don't know if they're getting a pink slip or what. It's very wrong, especially if you have a family. I sure hope things get better for them than they were this year."

Doug Nucci, legal assistant: "As for city workers, for us. Those who have been laid off have no need to celebrate. Those who have lost their jobs will have some cause for celebration and those who still have their jobs are worried about being laid off."

Frank Ryan, police officer: "I think it's a very sad time for civil servants, especially those who are working through their vacation and have their fellow workers laid off. I wouldn't think this is any time for any kind of celebration for civil servants. I'm encouraged personally about the bicentennial. But as far as being a city worker, I've lost a lot of benefits and I don't think this is a particularly good year for us. Those who have been laid off have no need to celebrate and those who still have their jobs are worried about being laid off."

Doris Nuelle, local volunteer: "As for city workers, I would say they have nothing to celebrate this year. Look how many of them lost their jobs. If things could look better for them by the end of this year, I would say they might have some cause for celebration. But with the turmoil the city is in right now, and with what Mayor Beame has put these people through, they have a right to feel helpless about a former city worker myself. I feel very badly for the people now working for the city. I hope things will clear up much of this by the end of this year, so that the bicentennial of this country may be a hopeful and happy year for them."

Clifford Malmark, police officer: "This certainly is not the best year for civil service employees. They're taking away all our fringe benefits, which, to me, are the most important thing. I've had 20 years on the job and I had hoped to get out. But now since I'm going to, what kind of a job am I going to get? The whole country is down the drain as far as I'm concerned. I'd also like to see everybody pull his own weight. I'm sick of welfare and sick of supporting another family that I don't even know."

John O'Connor, firefighter: "This is our bicentennial year, I feel that we have very little to celebrate. The federal government is going to have to respect the city. And the people themselves. We have very little to celebrate because of the way we're being treated."

"We've got to straighten ourselves out and our children out and the whole political system all the way down the line. It's time for our so-called leaders to stand up and take a position. Let's do it."
Host chapter chairman Richard Greco and Jefferson chapter 823 president Eleanor Percy welcome their two most distinguished guests for the Central Region meeting, which coincided with the 30th anniversary of their chapter. Right is Watertown Mayor Karl R. Burns and, next to him, Civil Service Employees Assn. president Theodore C. Wenzl.

Civil Service Employees Assn. vice-president Richard Cleary, head of Central Region V (Syracuse), was available during the meeting last month to offer advice and help to delegates from throughout the 55-county area.

Region treasurer Helene Callahan, center, of Syracuse chapter 813, takes opportunity to discuss business with Hutchings Psychiatric Center chapter 435 president Audrey Snyder and with Syracuse Developmental Center chapter 424 president Victor Procopio.

SUNY Ag and Tech College at Canton chapter 603 president Mary Lauzon, left, was accompanied at meeting by delegate Merrill White, secretary Dorothy Madison, alternate delegate Manola Sherman and Mary Haught.

CSBA lobbyist James Featherstonhaugh updated delegates on legislative developments at Friday educational seminar. At right is Francis Miller, chairman of the Central Region County Workshop.

Western Region VI supervisor Lee Frank was one of the guest speakers at Saturday evening banquet. Seated is Robert Tomkins, area radio personality who served as master of ceremonies for the event.

CSEA director Flora Jane Beaton (St. Lawrence County) and St. Lawrence chapter 845 president Agnes Earl discuss employee problems with field representative Donald Brown, who is assigned to their chapter.

Black River Valley chapter 815 delegation included, from left, past president Francis Mitchell, past president Jack Walworth, treasurer Sally Helmert, president William Dupes, Stanley Lockwood, second vice-president Robert Rivers, secretary Shirley Ahare and Jack Charlebois.

Among the distinguished guests were these visiting CSEA vice-presidents, James Lennon, left, president of Southern Region III, and Irving Flaumenbaum, president of Long Island Region I.
'FACE UP TO PROBLEMS,' WARNS WENZL

Central Region V Meeting Observes 30th Anniversary of CSEA County Division

(From Leader Correspondent)

ALEXANDRIA BAY — Members of Central Region V (Syracuse), Civil Service Employees Assn., met here last month at Alexandria Bay's Edgewood Resort. From left are Edith Chapman, Mary McCarthy, Hazel Ranger and Thomas Ranger, all of Syracuse Area Retirees chapter 911. Mr. Ranger is a former Central Conference president.

Several retirees who had been prominent in CSEA affairs during their employee days—and who still play a leading role in retiree events—were on hand to provide advice during the Central Region meeting last month at Alexandria Bay's Edgewood Resort. From left are Edith Chapman, Mary McCarthy, Hazel Ranger and Thomas Ranger, all of Syracuse Area Retirees chapter 911. Mr. Ranger is a former Central Conference president.

ALEXANDRIA BAY — Members of Central Region V (Syracuse), Civil Service Employees Assn., met here last month at Alexandria Bay's Edgewood Resort. From left are Edith Chapman, Mary McCarthy, Hazel Ranger and Thomas Ranger, all of Syracuse Area Retirees chapter 911. Mr. Ranger is a former Central Conference president.

The conference was conducted June 4-6 at the Edgewood Resort. It was modeled by the Jefferson County chapter, which is celebrating its 30th anniversary.

Theodore C. Wenzl, the CSEA president, urged members to face up to problems now confronting the union. "Be specifically cited the proposed mergers of the Mental Hygiene Department and adopted resolutions stating the objectives, election and financial policies.

Prindal Miller, of Oswego, who presided at the county workshops, and James Moore, of Utica, who headed up the state workshop, stressed that having separate state and county workshops is not a sign of weakness in the CSEA.

"We must use our funds and voting strength to defeat those working against us and support those working for us," Mr. Moore echoed the call of Joseph Lochner, CSEA's executive director, for a drive to enlist more members.

Mr. Moore also made a plea for all CSEA members to write letters to Gov. Hugh Carey urging the veto of Bills 10173 and 10174, a package containing the State Mental Hygiene Department.

"The department is in complete chaos now, and this package will only make things worse," Mr. Moore said. He added that one bill, which deals with investigations of complaints lodged against state workers, would give an institution's board of visitors the power to investigate and make final decisions. Board posts are often patronage jobs, he noted.

Richard E. Cleary, Region V president, told members at the closing general meeting that "We're in a deficit spending situation now; our strongest push right now should be political action. Governor Carey seems hostile toward public employees. The Legislature seems anti-civil servant, too."

"So much more can be accomplished when members with similar problems in their workshop situations sit down and thrash them out," Mr. Moore noted. "And the state and county people in this region work well together.

Mr. Moore also made a plea for all CSEA members to write letters to Gov. Hugh L. Carey urging the veto of Bills 10173 through 10187, a package concerned with the State Mental Hygiene Department.

"The department is in complete chaos now, and this package will only make things worse," Mr. Moore said. He added that one bill, which deals with investigations of complaints lodged against state workers, would give an institution's board of visitors the power to investigate and make final decisions. Board posts are often patronage jobs, he noted.

Richard E. Cleary, Region V president, told members at the closing general meeting that "Our strongest push right now should be political action. Governor Carey seems hostile toward public employees. The Legislature seems anti-civil servant, too."

"We must use our funds and voting strength to defeat those working against us and support those working for us."

Mr. Cleary echoed the call of Joseph Lochner, CSEA's executive director, for a drive to enlist more members.

"We've got to increase our membership," he said. "There's a wealth of people out there to recruit." Mr. Cleary suggested that members consider a $5 incentive payment for each recruit to the union.

Mr. Lochner told state workshop participants earlier in the day that "We're in a deficit spending situation now; non-members are a big problem."

(Continued on Page 14)
ALBANY—State Comptroller Arthur Levitt has announced the reorganization of his advisory council for the State Employees' and Policemen's and Firemen's Retirement Systems is complete.

For the first time, a representative of the Civil Service Employees Association will sit on the council. The representative is James Currier, an employee of the State Department of Labor and president of the CSEA's Port Schuylerville chapter.

The council makes recommendations to the Comptroller on various retirement matters. It now draws members from public employees, employers, pensioners, municipal organizations, the State Legislature and the private sector. It was first established in 1959. Items on which it will pass include employee representation laws, pension plans.

Mr. Currier was selected by Deputy Comptroller John H. Maas from a list of candidates drawn by CSEA president Theodore C. Wenzl. The CSEA leader related matters.

“We have long felt that since we have long felt that since we have a large stake in the operation of the Retirement System, there should be union representation in any advisory council such as this one.” Dr. Wenzl observed. “This is truer right now than ever before in view of the numerous sources currently seeking to whittle away at the services established basic benefits in our pension plans.”

Besides Mr. Currier, other employee representatives are William Clay of the Office of General Services and a member of the American Federation of State, County and Municipal Employees; William J. Couriles, Division of State Police, and John Prokop, New York State Professional Fire Fighters Association.

The four municipal representatives are William Stanford, executive secretary, Assn. of Towns; Herbert Smith, executive director, Assn. of Counties; Raymond Culhan, executive director, Conference of Mayors; and Donald Brown, executive director, New York State School Boards Association.

The state agency representatives are Victor Bahou, president of the Retired Public Employees Association, and former president of the Albany chapter of the Order of semi-retired teachers.

The state's Retirement Suggestion Board has recommended plans.

For the first time, a representative of the Civil Service Employees Association will sit on the council. The representative is James Currier, an employee of the State Department of Labor and president of the CSEA's Port Schuylerville chapter.

The council makes recommendations to the Comptroller on various retirement matters. It now draws members from public employees, employers, pensioners, municipal organizations, the State Legislature and the private sector. It was first established in 1959. Items on which it will pass include employee representation laws, pension plans.

Mr. Currier was selected by Deputy Comptroller John H. Maas from a list of candidates drawn by CSEA president Theodore C. Wenzl. The CSEA leader related matters.

“We have long felt that since we have a large stake in the operation of the Retirement System, there should be union representation in any advisory council such as this one.” Dr. Wenzl observed. “This is truer right now than ever before in view of the numerous sources currently seeking to whittle away at the benefits established basic benefits in our pension plans.”

Besides Mr. Currier, other employee representatives are William Clay of the Office of General Services and a member of the American Federation of State, County and Municipal Employees; William J. Couriles, Division of State Police, and John Prokop, New York State Professional Fire Fighters Association.

The four municipal representatives are William Stanford, executive secretary, Assn. of Towns; Herbert Smith, executive director, Assn. of Counties; Raymond Culhan, executive director, Conference of Mayors; and Donald Brown, executive director, New York State School Boards Association.

The state agency representatives are Victor Bahou, president of the Retired Public Employees Association, and former president of the Albany chapter of the Order of semi-retired teachers.

The state's Retirement Suggestion Board has recommended plans.
Third In A Series On Robert's Rules

Committing The Question

BY ALAN BERNESTEIN

MANHATTAN — Often a question needs more study than can be given at one assembly session, and so must be postponed indefinitely. This is the spirit of Robert's Rules of Order, this is known as committing or referring the question, so it can be carefully investigated and put into better condition for the assembly.

The motion to commit also has three variations that allow the assembly's full meeting body to consider the main question with greater freedom of debate than is allowed in committee. Members can speak as many times as they please.

The variations are: (1) to go to "a committee of the whole," (2) to go into a "sub-committee of the whole," and (3) to "consider informally.

Informal consideration is the simplest of the three and usually works best in organizations whose meetings are not large.

However, when a motion proposes to assign a task or refer a matter to a committee when no question is pending, such vote is not the motion to commit, but a main motion.

Standard descriptive characteristics of the subsidiary motions to commit:

- Takes precedence over main motions, subsidiary motions to postpone indefinitely and amend, and incidental motions for division of a question and consideration by paragraph. Yields to motions to postpone indefinitely, to limit or extend debate, to lay on table, all privileged motions and all applicable incidental motions.

- Can be applied to main motions, with any amendments that may be pending.

- Out of order when another has the floor.

- Must be seconded.

- Is debatable. Debate can only extend to the desirability of committing the main question. It cannot deal with the merits of the main question.

- Is amendable as follows: In case of a standing committee, as to which committee the question will be referred; in the case of a special committee, as to the committee's composition and manner of selection; in case of any other form of committee, as to which instructions the committee is to follow.

- Requires a majority vote.

- Can be reconsidered if committee has not begun work on question.

In committing or referring a question, the motion must be complete. It should include which method is being used, which committee the question will be sent to, number of committee members, whether the committee's composition is to be a standing or a special one and other necessary details. When a motion simply lacks essential details, the chair should not rule it out of order. Instead, the chair can call for the completion of details or can put the motion to commit a vote at its simple form.

The latter alternative is appropriate if no one is seeking recognition and the chair believes that the motion is not likely to be adopted. In the event that any of the above procedures result in the adoption of an incomplete motion, the details must be completed before any new business is taken up.

Fed Computer Jobs Available

Computer operators and technicians are being recruited by the U.S. Civil Service Commission for federal agency posts in New York City and elsewhere. The office is seeking one or more for GS-5, 6 and 7 posts that have starting salaries ranging from $8,926 to $13,109 a year

No written test is required. Candidates will be rated on training and experience.

For GS-5 positions, applicants must have two years' general experience and one year of specialized work. General experience for both posts means experience operating computer systems, programming devices, peripherals, sorting, tabulating, calculators, card punch and other wired equipment.

For GS-6 specialties for computer operators means experience operating a computer system, programming devices used in support of computer operations. Work in translating scientific computer languages, heading and interpreting program charts, or other work requiring comparable knowledge of scientific computer languages and devices is also acceptable for technician specialized experience.

GS-7 candidates must have two years' general and two years' specialized experience, while GS-5 posts require two years' general and three years' specialized.

Two years of study above high school may be substituted for two years' general experience. Previous study past high school, including 12 semester hours in data processing may be substituted for all GS-5 requirements.

Additional information and applications are available at federal job information centers at 26 Federal Plaza, Manhattan; 271 Chapman Plaza East, Brooklyn; 59 Grand and Commerce, Bronx; or 80-46 161st Street, Jamaica, Queens.

Complete forms should be sent to Syracuse Area Office, U.S. Civil Service Commission, 301 B.F. Holiday West, Syracuse, N. Y. 13202.

BCPC VISITORS

ALBANY—Gov Hugh L. Carey has announced the appointment of four Bronx residents to the Board of Visitors of the Bronx Children's Psychiatric Center. The nominations are subject to Senate confirmation.

Named by the Governor were: Marcel Hill, 58, an assistant teacher at a day care center, for a term ending Dec 31, 1977; Elea Romero, 47, a caseworker and supervisor in child welfare, for a term ending Dec. 31, 1978; James Monardia, 52, director of the Administration and Training Center in the Department of Psychiatry at Lincoln Hospital, for a term ending Dec. 31, 1978, and Malachi C. Coon, a home economics teacher and a volunteer worker at the psychiatric center, for a term ending Dec. 31, 1979.

The nominations are unopposed.
### Municipal Credit Union

The State of New York Banking Department and the Credit Union's independent auditors have increased their independent reports of their separate, most recent examinations of the assets, books and records of Municipal Credit Union and Directors of the Credit Union have reasons to be extremely proud of their findings.

The Municipal Credit Union continues its vigorous growth providing financial and dynamic assistance to those in the economy disrupted by runaway inflation, personal bankruptcies and civil service layoffs, the Credit Union has managed to remain financially healthy.

Several indices of this vital institution's improved status are:

- Providing important services to more than 104,000 New York city civil servants' families which includes loans to approximately 50,000 members each year.

### Real Estate Values

<table>
<thead>
<tr>
<th>Price</th>
<th>Location</th>
<th>Description</th>
</tr>
</thead>
</table>
| $39,990 | FULL PRICE | LIVING IS EASIER

### Municipal Credit Union

- The Municipal Credit Union continues its vigorous growth providing financial and dynamic assistance...
Cleary Urges Political Awareness

(Continued from Page 9) — as happened — 2,000 of them responded to a form letter we sent out from Albany, and paid their dues to join CSEA, just think how many you could get if you contacted them personally.

Mr. Lechner said the CSEA staff has met with the field representatives and appeal literature has been readied for distribution.

"The cost of doing business is higher today; you know this in your own homes. Please get off your duffs, now, and get out and talk to those non-members. We want to get 20,000 by direct appeal. Tell them they are not doing their share. They are benefiting from their negotiations and we need them."

Dale Dusharm, of Oswego, chairman of the Region V. education, is arranging a seminar on political action to be given by professors in the field. Mr. Dusharm said it will be an all-day session tentatively set for Aug. 14 in Syracuse.

Mr. Cleary ended the conference in a call for solidarity.

Guest speakers at the closing dinner were Lee Frank, supervisor of Western Region VI (Buffalo); Joseph J. Dolan Jr., assistant executive director for the CSEA Division, and Irving Faumenbaum, president of Long Island Region I. A. Victor Cosita presented the Francis W. Smith Memorial Scholarship to Thomas Moran of Indian River Central School.

Advising with conference details with Eleanor S. Percy, Jef- fer son County chapter president, and Peter G. Grieco, first vice-president, were Richard Brown, Marsha Cappello, Elaine Duffner, Grace Loudativa, William Murray and Betty Rosencrans. Richard J. Grieco was conference chairman.

CSEA Moves In Act To Halt Price Hikes

(Continued from Page 1) an average $1.5 million a year, $1.5 million more for housing costs and $400,000 more for food.

Mr. Guild, who predicted CSEA success in knocking down the proposed increases, said, "The state has lost a force in knocking down increased costs. Nor is now trying to make money itself offer these same people by increasing food and lodging costs."

"We simply won't stand for that highway robbery approach by the state and intend to fight this unfair situation all the way."

Mr. Guild also noted that the costs had been increased two years ago, and that employees who would be affected by another increase have not been notified of increases since that time.

In the situation involving a work-week increase for doctors, dentists and psychiatrists, the CSEA is contending the Department is not meeting mental health's improved practice when it increased those employees' work week from 35 to 40 hours at Willowbrook Developmental Center in Staten Island with the intention to expand the work week for all employees in those titles elsewhere throughout the state.

Guild at CSEA's headquarters in Albany. The address is: 33 E St., Albany, N.Y. 12207.

To Honor Wagner
At July 9 Dinner

ALBANY — Ernest E. Wagner will be honored at a testimonial dinner July 9 in recognition of his years of service to the Civil Service Employees Assn. Mr. Wagner, who is leaving state service and moving out-of-state, is the statewide pension committee chairman for CSEA and was president from 1959-73.

The CSEA contends the 35-hour work week has been a condition of employment by doctors, dentists and psychiatrists since at least 1949, and, as such, cannot be unilaterally changed by the state.

Mr. Guild has called upon all doctors, dentists and psychiatrists in the department to protest the proposed increases since they have no means to block the increases.

All such information, in any form, may be submitted to Mr. Guild at CSEA's headquarters in Albany. The address is: 33 E St., Albany, N.Y. 12207.

Dutchess Ed Unit Offers Flag Decals

POUGHKEEPSIE — To mark the current American bicentennial year, the Dutchess County Education- al Employees chapter, Civil Service Employees Assn., is distributing free of charge decals of two historic United States flags.

Ticket holders have mailed 350 orders to date.

Some of the committee meetings were held outdoors so delegates could take advantage of the weather while conducting business. Participating in Mental Hygiene committee are from left, CSEA director Raymond Priebach, Mental Hygiene Chapter President Carl J. McCooleco, of Fort Stanwix chapter 412 at Rome Developmental Center; Fred Rutts of St. Lawrence Psychiatric Center chapter 423, and Audrey Snyder, president of Hutchings Psychiatric Center chapter 435.

Separate meeting of local government delegates was major event of Saturday morning. County Workshop is under chairmanship of CSEA director and Oswego chapter President Francis Miller. At right is County Workshop treasurer Martha Cappello, of Jefferson chapter 423, while to left of Mr. Miller is secretary Leona Appel, of Oneonta chapter 434. At far left is Oneida chapter 832's Ralph Young, newly chosen sergeant-at-arms.

Visitors admire the call board on which meeting notices were neatly placed for committee members' convenience. The board was strategically placed at the registration desk. Looking it over are, from left, the CSEA statewide insurance committee chairman James Corbin, treasurer Jack Gallagher and director A. Victor Costa (Labor).

Syracuse Area Retirees Meet

ALBANY — The Syracuse Area Retirees' chapter, Civil Service Employees Assn., will meet Tuesday, July 27, at Riemann's Restaurant, Market Street, Auburn.

According to chapter Secretary Hazel S. Banger, the meeting will begin at 1:30 p.m. Retirees from Onondaga, Oswego and Cayuga Counties are invited.
The city Department of Personnel has extended the parking list until Aug. 15, 1977. Personnel Director Alphonse D’Ambrose.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 65 Thompson St., New York 10012, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Several City agencies do their own recruiting and hiring. They include: Board of Education (Including 65 Court St., Brooklyn 11201, phone: 585-8350; NYC Transit Authority, 22 Journal St., New York 10458, phone: 625-5000. The Board of Higher Education also has a staff to contact the individual schools: non-faculty jobs are filled through the Personnel Department directly.

STATE — Regional offices of the Department of Civil Service are at: Albany, 1224-1226 State Street, (518) 438-3594; Buffalo, 100 Delaware Ave., (716) 845-5781; Rochester, 1200 East Avenue, (716) 332-1536; Utica, 1217 Genesee St., (315) 797-5901; Syracuse, 1235-1241 Church St., (315) 438-3581; New York City, 301 Federal Plaza, (212) 660-4800; Bridgeport, 102 Barnum Avenue, (203) 576-0400; and other offices.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 28 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m. weekdays only. Telephone (212) 356-0421. Federal entrants living outside the United States may file applications by mail.

CIVIL SERVICE LEADER, Friday, July 2, 1976
**RETIREE GRAPEVINE**

By THOMAS GILMARTIN

CSA Retiree Coordinator

As this is being written, the hottest legislative topic in Albany is the pension reform bill.

Legislators and the media are having a field day looking for points where they can strike at what they claim is all the money that will be saved by making retirement self-contributory again and by identifying public employees' pensions with social security.

The new proposal promises to be an important test to our lawmakers and taking full political advantage of it is understandable. It's that kind of game. Of course, all present retirees are unaffected by it.

However, retired public employees seem to be bitter towards legislators who push for "huber" and higher salaries for themselves but remain opposed to granting retirees a modest cost-of-living increase in their pension check. It is not their conscious opposition but rather what we see as their slayed-eyed indifference to the plight of former government workers who find their retirement checks have shrunk to half of their original purchasing power in a few short years.

Getting supplemental cost-of-living increases this year has been a struggle every inch of the way.

As we near the end of the line, where do we stand? A law was passed in this legislative session to raise the amount a retiree can earn as a part-time public employee without affecting his pension check to $2,765, equal to the limit now allowed by social security.

This small "gain" will not benefit many retirees.

Senator John F. Flynn's R-H, Westchester, The Bronx bill S270-C was reported out of committee to the Finance Committee.

This is "our" bill and we are pleased to see that it is still hanging in there. But then, we understand that all cost-of-living bills were recently called in to be reviewed by the Kienzle Committee. It seems likely that a combination, or "omnibus" bill, may be in there. But then, we understand that all cost-of-living bills benefit Bill S8806-A advanced to the Rules Committee marked for approval last Monday. No one knows yet what this might amount to.

We were encouraged and surprised to see that our survivor's benefits bill S8806-B previously referred to the Finance Committee moved "for early action." This is the $2,000 death benefit for those who retired from the state before Oct. 1, 1966. Another "deeper," Bill A418A, providing a cost-of-living increase to widowers and widows of public employees, has gone on the Assembly calendar for a third reading. This is where we stand as this column is written.

Don Bushwell of Blenheim reports we pin a rose on John Riley of Syracuse who moved at a recent Board of Directors meeting that attention be given to mailing membership cards to prospective members.

Your coordinator has recently revised our recruiting brochure, "The Public Employee Retiree & CSEA," and copies will be mailed to all chapters as soon as it comes off the press. This work is in response to many requests for the booklet.

Our retiree division has more than 2,000 dues-paid members living in California and Florida. Both have been requesting that a CSEA retiree chapter be organized. This does not seem practicable not the first time CSEA's president has given his personal support to CSEA's rapidly growing retiree organization, but it was his first personal newsletter.

**CRAG DC HOLDS RECOGNITION DAY**

SONYEA—Thirteen persons were cited for 25 years' service to Craig Developmental Center and David Woolver, R.N., was honored as Craig's Employee of the Year at recent ceremonies marking Employee Recognition Day.

More than 140 employees and guests attended the Recognition Banquet. Mr. Woolver received presentations from the Aamn. for Retarded Children, the Mt. Morris Kiwanis Club, the Craig Developmental Center Nurses Alumni Association, the Craig Child Care Employees Association, chapter, and two clothing stores.

Guest speaker was Livingston County Judge James Robert Houston, Craig Director Nader D. Hunten president.

Twenty-five year honorees were John R. Barnard, Robert L. Buerett, Enter J. Coba, Nelda Ellis, Donald E. Love, Robert J. Morsch, Emanuel L. Passamonte, Donald J. Savino, Joseph R. Savino, John W. Splei, Adeline Yenoyer, Michael Harnaud and Herbert Skagen.

**NAME FOUR JUDGES**

ALBANY—Gov. Hugh L. Carey has announced the appointment of a Supreme Court justice on Long Island, a county court judge for Nassau County, and a county court judge for Suffolk County. The nominations are subject to Senate confirmation.

Nominated were: Eli Wager, of Woodmere, a former assembyman, as a justice of State Supreme Court to succeed the late Joseph Lif of Great Neck; Assemblyman John S. Thorp Jr, of Rockville Center, as a Nassau County Court judge to fill the vacancy caused by the resignation of Raymond E. Wilkes; Leo M. Morsch, of Farmingdale, as a Suffolk County judge to fill the vacancy caused by the resignation of Ernest L. Runaldo and Herbert Skagen.

All of the judges would serve terms ending Dec. 31.

Pass your copy of The Leader to on a non-member.

Craig DC Holds Recognition Day

Who's That? It's Spence!

ALBANY—Civil Service Employees Assn. visitors to a motor inn's gift shop near here will recognize the petite woman behind the counter as Faustine "Spence" La Grange. She is the recently retired supervisor of membership accounts.

Following retirement from the CSSEA after 33 years of service, Ms. LaGrange now starts ownership in the shop with her sister, Evelyn Ross.

Ms. LaGrange now shares ownership of the business with the longest-tenured CSA staff member to retire to date.

When she began her career with the CSA in 1913, the Association's staff consisted of only Ms. LaGrange and Joseph D. Loehner, now CSA's executive director. Headquarters for the Association was under a staircase in the State Capitol building.

"I must admit that at that time, I had no idea CSA would experience the tremendous growth it has since then," Ms. LaGrange recalled.

When I started at CSA, Mr. Loehner and I were handling all the membership for the union. When I retired, CSA consisted of nearly a quarter million state and local government members being serviced by a staff of 205.

"Membership dues were a dollar a year in those days, and, for that sum, state workers received, among other services, a monthly magazine called 'The State Em-

THRUWAY RETIRES — Eight employees of the New York State Thruway Authority were cited upon their retirements by the Syracuse Thruway Division chapter of the Civil Service Employees Assn. The retirees were cited in ceremonies at Cervis's Restaurant, Syracuse. Above, left, is a photo showing CSEA director Jean Gray (Authorities) offering congratulations to Harry Hartler, West Windfield and Robert Maxwell. Standing, from left are: Dick Badger, Gene Verbovsky, Miss Klwanis Club, the Mt. Morris County Judge James Robert Houston, Craig Director Nader D. Hunten president. Twenty-five year honorees were John R. Barnard, Robert L. Buerett, Enter J. Coba, Nelda Ellis, Donald E. Love, Robert J. Morsch, Emanuel L. Passamonte, Donald J. Savino, Joseph R. Savino, John W. Splei, Adeline Yenoyer, Michael Harnaud and Herbert Skagen.

Whether the addition of the county division, I began to realize that CSAE had great potential as a representative of this state's public employees. Now, I feel that there's no end to the potential of CSAE," Ms. LaGrange said.

Since her retirement, the challenge to find unusual antiques, crystal, jewelry and leather goods for her shop has Ms. LaGrange traveling frequently.

She and her husband, Jacob, who has retired from state service after 40 years of service, have just returned from a buying trip to Santa Domingo. The two are planning a similar excursion to Austria this August.

"I have a lot of studying to do before we leave. I do research to learn about products, crafts or antiques particular to an area or country, because I'm always looking for special or unique items for the shop. It's a task, but I love what I'm doing," she said.