COUNTY WORKSHOP — Erie Educational chapter 868 president Salvatore Magavero, right, chairman of Civil Service Employees Assn.'s County Division, assists Seneca County chapter 859 president Frank McDonald at County Workshop last month at Grandis Hotel in Catskill. (Additional story and photos on pages 3, 8, 9 and 14.)

ALBANY — Mail ballots went out this week to some 2,200 toll collectors, maintenance and clerical personnel of the New York State Thruway Authority for voting in a union representation election involving the present union, the Civil Service Employees Assn., and a challenging group, Local 698, AFL-CIO.

Ballots must be returned by 9 a.m. July 21, on which date the present union, the Civil Service Employees Assn., announced last month that an independent arbitrator in the salary dispute between the CSEA Madison County White-Collar unit and Madison County has decided in favor of the employees.

Roger F. Kane, CSEA collective bargaining specialist representing county employees, said "Arbitrator (Rodney E.) Dennis' binding decision that Madison County pay salary increments retroactive to Jan. 1 could have a statewide effect on employee bargaining."

"We feel it was a fair and just decision handed down by the independent arbitrator. Naturally, the employees affected by this decision, the men and women who have continued to work without a contract since Dec. 31, 1975, are pleased with the decision."

The use of an independent arbitrator was agreed to by both sides when the County refused to arbitrate and after this group would contribute toward the cost of their retirement as of July 1 and after.

More than 500 of the chapter's 800 members turned out to approve the County offer of an 8 percent pay hike and a $150 one-time bonus.

The pension reform sought by the Legislature is reflected in the reduced benefits provided in the third tier of the new arrangement, which will apply to state and local government workers who come into the retirement system as of July 1.
Currier Finds Opposition To Retirement Reform Bill

UTICA—James Currier, newly named employee sector representative to the State Civil Service Employees Assn. and Firemen’s Retirement System advisory council, attended his first meeting of the group and described it as a working luncheon at which details of the proposed pension reform bill were discussed.

Mr. Currier, president of the Fort Schuyler chapter, Civil Service Employees Assn., said there appeared to be uniform opposition among the members of the council to the bill in its present form.

The council, which draws members from municipalities, state officeholders, pensioners, the legislature and the private sector, advises the State Comptroller on matters affecting employee pensions. It was recently reorganized by Comptroller Arthur Levitt and for the first time now includes members from private employee organizations. Mr. Currier is the CSEA representative.

Mr. Currier said that the union advisors to the council pointed out that the pension reform bill is actually regressive. In that it advocates the return to an employee contributory plan. The general trend in the private sector is toward non-contributory plans.

The advisors also maintained that the changes indicated by the proposed bill could cause a problem in the future recruitment of employees into public service. The council, as one feature of the proposal, which advocates a permanent supplementary allowing the pension plans to keep up with the rising cost of living, Mr. Currier said.

The meeting was conducted by Comptroller Levitt. Council meetings are scheduled on a quarterly basis.

State Has Computer Jobs

ALBANY—Job seekers should carefully analyze computer systems analyst positions announced by the State Civil Service Department.

Positions exist throughout the state on the senior level, paying $13,404, and on the associate level, $10,929, for temporary vacancies in the Albany Department of Social Services.

Qualifying experience consists of a combination of education and experience. Experience may include training or work as a computer systems analyst, including such areas as computer system design, specifications and program testing.

For the senior level (no. 24-428) applicants need one year's experience if they have a computer science master's degree, or two years' experience with a computer science bachelor's degree, or three years experience with a bachelor's degree in any major or an associate degree in any major, or four years' experience with no degree. For the associate level (no. 24-426) two extra years' experience is required under each option.

Further information can be obtained from the State Civil Service office at 79-25 Tangerine Office Building, Capital Office Building Campus, Albany, 12239; or Two World Trade Center, 18555; or One First Union Center, 760, 1 West Genesee St., Buffalo, 14202; or from a local state employment office.

Sykes Recuperating

ALBANY—Joseph Sykes, veteran field representative and organizer for the Civil Service Employees Assn. is recuperating at home, 1750, 2nd Ave, Apt. 4D, Albany 12203.

Currier has been advised to take the next few weeks off, due to his recent illness, to regain his strength.

Dave Moss will fill his shoes.

Retirement and Pension Seminars

We are pleased to announce that one of the city's foremost pension and retirement analysts, David Moss will conduct Seminars on Retirement Problems at 45 East 33rd Street, New York City, this coming week. Mr. Moss will be in favor of the following seminars:

• On Friday, June 7th, Mr. Moss will conduct a seminar on the importance of planning for retirement.
• On Saturday, June 8th, Mr. Moss will present a seminar on the different types of retirement plans available.
• On Sunday, June 9th, Mr. Moss will discuss the impact of inflation on retirement savings.

For more information, please contact the organizer, Dave Moss, at 212-589-2016.

A service of the Council of Jewish Organizations in Civil Service and Ramblewood East Information Center.

 Oscars employees nationwide, recently ruled unanimously that a National Guardman's rights were not violated when he was refused re-employment and subsequently fired from his job as a Guard technician.

The decision came in a case involving Billy Den Dunlap, a former member of the Tennessee Air National Guard. Mr. Dunlap claimed he was unconstitutionally refused an opportunity to re-enlist so that he could be separated from the TANG as a technician. The law requires that technician members of the guard be given the opportunity to re-enlist. By first denying him an opportunity to re-enlist, Mr. Dunlap said, TANG officials acted

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Court Move Affects Armory Workers

WASHINGTON, D.C.—The U.S. Supreme Court, in a decision that affects state armories, denied James Maitel's appeal in a case involving the State Civil Service Commission.

Maitel, a member of the Navy Reserve, had been denied re-employment after being discharged from the Navy.

The decision, announced by Justice Harry A. Blackmun, states that the State Civil Service Commission has the authority to decide whether a person is eligible for re-employment.

Maitel had appealed to the Supreme Court, arguing that his discharge was unconstitutional.

The Court ruled that Maitel's discharge was not an act of an employer, but rather a decision made by the Navy.

It's a simple as that.

Rensselaer Holding CS Rules Hearing

TROY—The Rensselaer County Civil Service Commission held a public hearing July 8 to discuss proposed amendments of the county's civil service rules.

It was held at 7 p.m. in the second-floor chambers in the courthouse.

Recently elected Manorhaven Mayor James Mattei receives congratulations from Long Island Region I of the Civil Service Employees Assn. and the County Civil Service Commission.

JARVIS Seeks A Psychologist

WAMPUMVILLE—The Madison County Civil Service Commission has announced filling for the position of supervisor of a supervising psychologist, which pays $12,350-

There is presently one opening. Applications are due by Aug. 18.

For further information, contact the commission at the County Office Building, Wampumville, N.Y. The telephone number is (315) 386-2341.

CIVIL SERVICE LEADER, Friday, July 9, 1976

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For more information, please contact the organizer, Dave Moss, at 212-589-2016.

A service of the Council of Jewish Organizations in Civil Service and Ramblewood East Information Center.
Ask Full-Scale Political Action To Change Makeup Of Orange Legislature

GOSHEN — Andy Hall, vice-president of the Orange County chapter, Civil Service Employees Assn., announced he is asking every CSEA unit in the chapter and every State Division of the CSEA chapter in Orange County to appoint political action chairmen, as a first step in an all-out political action campaign this summer.

Mr. Hall said the political action chairmen would assist in conducting interviews, making up and sending out flyers.

Fort Schuyler Sets Grievance Session July 10

ROME—Officers, delegates and members of the Fort Schuyler chapter, Civil Service Employees Assn., will attend a training session and workshop on grievance handling July 10.

The workshop is sponsored by CSEA Central Region V (Syracuse) headquarters.

The three-hour session will begin at 9 a.m. at the Moose Hall, J. 25 N. Fulton St., Ithaca.

The afternoon session, Mr. Hall said, will deal with content grievances and will begin at 1:30 p.m.

Mr. Currier said that many officers and delegates across the State have heard more about the program, which specifies that no employee is restricted from regular employment for extensive periods of time.

At a third stage hearing at one of the State University level in Albany, the ruling was issued last week upholding the employee's suit to the higher grade.

The ruling directed that the employee receive back pay and promotions to the higher grade.

The employee's attorney, Mr. Hall, said he hoped the ruling would serve to protect employees and discourage the state and other employers from seeking to abolish jobs.

CSEA field representative Nicholas Poliakoff credited a thorough preparation by the case by Mr. Varracchi and Al Castadî, chapter first vice-president and grievance chairman.

Stony Brook Grievance

(Continued from Page 1)

At a hearing before the State University Board of Trustees, the employee was granted tenure.

At the AFT meeting, Mr. Hall, who is a city councilman, asked that the employee be paid at the higher grade level.

The CSEA immediately brought a grievance action, contending that the employee was entitled to his pay grade, regardless of what lesser duties he might be assigned.

At the conclusion of the hearing, the employee was granted tenure.

The employee's attorney, Mr. Hall, said he hoped the ruling would serve to protect employees and discourage the state and other employers from seeking to abolish jobs.

CSEA field representative Nicholas Poliakoff credited a thorough preparation by the case by Mr. Varracchi and Al Castadî, chapter first vice-president and grievance chairman.

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.

CSEA calendar

July

9—Testimonial dinner for Emily K. Wagner, 6 p.m., Italian-American Community Center, Washington Ave., Extension, Albany.

9—Central Region V (Syracuse) state workshop: The Beeches, Rome.

10—Fort Schuyler chapter executive committee grievance training workshop: The Beeches, Rome.

11—Ithaca Area Residents chapter meeting: 2 p.m., Loyal Order of the Moose Hall, J. S. N. Fulton St., Ithaca.

17—Stony Brook SUNY chapter 6/14 annual picnic: Southaven Park.

18—Rockland County chapter cabaret, 10 a.m.—7 p.m., Fiatl Brougham, Pomona. Contact unit or section presidents for tickets.

CETA flap raises tempers at County Division Meeting

By MARVIN BAXLEY

KIAMESHA LAKE—"The law is there. The law provides safeguards, but you, the people, are the ones who are going to have to deal with it that the guidelines are followed." With this statement, Marge Karowe, a member of the Civil Service Employees Assn. legal staff, triggered instantaneous reaction from many delegates to the County Workshop last Thursday.

Problems of probation officers are discussed by, from left, George Grownley, of Monroe chapter 828; Robert Brady, of Erie chapter 815. Mr. Brady is chairman of the statewide CSEA probation committee.

Chapter 810, that the county delegates recommend to the CSEA Board of Directors that additional funding be granted the CETA committee so that more field representatives could be put in the field to deal with the CETA problems.

This motion was passed, and forwarded to the Board (where it was subsequently defeated in favor of a comprehensive CETA report presented by statewide CSEA committee chairman Robert Lutinier.

Federal Meeting

The Lutinier report, which was circulated at the County Delegates Meeting, is reprinted below.

"On June 9th, Paul Burch, Marge Karowe and myself met in Washington, D.C. with Mel Goldberg and Robert Genter of the Statewide Community Employment Development. These are the people who are responsible for the statewide program. They informed us that in the new rules and regulations for the CETA program, coverage under the collective bargaining agreement will be mandatory for all CETA employees. They are to receive the same benefits under the contract as a non-union person would receive.

"We informed them that there really is no bottom line for enforcing the rules and regulations of CETA. For all intents and purposes, it is incumbent upon the union to choose whatever course it prefers with regard to CETA problems. This concurs with what Mr. Lawrence Rogers, Northeastern Regional CETA Director, had previously informed us. The avenues that the union can follow with regard to CETA problems are administrative procedures, grievances and so on; legal means, court procedures; and lobbying through the New York State Congressional Delegation.

"Upon considering the information that has been available to us through our various investigations, the following recommendations are made to the Board of Directors of CSEA.

1. Accept CETA personnel into the union.

2. Designate one staff person in Headquarters to be the Statewide CETA Coordinator for Region V.

3. Hold training sessions within the regions for all field staff.

4. Hold training sessions for all chapter presidents.

5. That the regional research person be designated as coordinator between Headquarters and the region.

6. That Regional CETA Committees stay in existence for the purpose of making recommendations for whatever problems may come up with regard to the CETA program.

7. Dissolve the Statewide CETA Committee.

In his discussion, the Board was unanimous, however, to continue to reject CETA employees as members until further study is made, and to continue the life

(Continued on Page 3)
Employees Fail To Claim $1.4 Million Annually

By A. L. PETERS

Despite our many months of effort to persuade the New York City Retirement System to release the names of persons for whom they are holding unclaimed accounts, we have not been able to obtain this information.

Refusal has continued in spite of long negotiations with Melvin Goldstein, executive director of the fund, Joseph Maguire, information services officer, and correspondence with the New York City Retirement System.

State law requires that this information be published by brokers, life insurance companies, and the New York State Employee's Retirement System, but not by the five systems for New York City employees.

The New York State Insurance Department is responsible for examining and regulating the New York City Retirement Systems. We visited with officers from the Bureau of the Department, which is responsible for regulation of pension systems to discuss the matter and posed the following questions:

Q. I understand that your department oversees the operation of the New York City Employees Retirement System, particularly the fact that the list of unclaimed accounts is not made public, that there is a long delay in the payments made to retired employees and their beneficiaries, often as much as a year.

Q. Civil service employees are much concerned with several elements of the operation of the Retirement System, particularly the fact that the list of unclaimed accounts is not made public, that there is a long delay in the payments made to retired employees and their beneficiaries, often as much as a year.

A. That is the intention. There will sometimes be a period of discussion and hearings at which the promulgations will be submitted to the opinion of the public.

Q. Have any of these suggestions been implemented?

A. We are presently carrying out our regular examination of the System and, therefore, cannot be explicit on any of the measures taken. We do know that there are still some problems in each of these areas. Our current examination will show whether any improvement in procedures.

Q. Will the new standards you are preparing help to remedy the situation?

A. That is the intention. There will be a period of discussion and hearings at which the promulgations will be submitted to the opinion of the public.

Q. Under the present system the persons who retire and beneficiaries of deceased employees may wait as long as nine months or a year for a payment —and in some cases never for any notification at all. Do you know why this is so and what measures are being taken to remedy the situation?

A. We do know that the systems are short-handed and that it can take three months to assemble the material and determine the exact amount of the benefit.

Q. Does the board pay any interest on this money?

A. No.

Q. How much does the board hold of other people's money on the average, what is commonly called the "float"?

A. It is not afloat money. That is the intention. There will sometimes be a period of discussion and hearings at which the promulgations will be submitted to the opinion of the public.

Q. So that in effect, the System is earning interest on this amount of money all the time, and retirees are losing interest, currently amounting to $80,000 a year.

A. The system does not earn interest on the amount of its outstanding checks. It does earn interest on unclaimed disbursements.

Q. I notice from the annual statement that in the fiscal year ended June 30, 1974, a payout aggregating about $1.9 million in the same fiscal year. Do you know what efforts were made to locate those who are entitled to these funds?

A. That is the intention. There will sometimes be a period of discussion and hearings at which the promulgations will be submitted to the opinion of the public.

Q. The sum of unclaimed accounts for the year?

A. This figure represents unclaimed funds which were restored to the general funds in the fiscal year ended June 30, 1974. But bear in mind that such funds are available when proof of claim is submitted as demonstrated by a payout aggregating about $1.9 million in the same fiscal year.

Q. At this time if the funds are not claimed they go into the treasury of the Retirement System?

A. As indicated above, it remained with the system for contingent liability until the funds are claimed by the rightful owner.

Q. Do you know what efforts are being made to locate those who are entitled to these funds?

A. We have not been satisfied for many years with the system's inadequate follow-up procedures to locate payees of unclaimed funds as is evidenced in filed reports of examination.
### State And County Eligible Lists

**Assistant Director, Water Division**

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**ASSISTANT DIRECTOR, WATER STATISTICS CLERK**

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**County Eligible Lists**

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**More Dutchess Aid**

- Ellis Adams, left, president of Civil Service Employees Assn. Dutchess chapter 814, accepts contribution for Dutchess Welfare Fund from CSEA director Charles Looch (Educational Employees, Region V). Mr. Looch made the presentation on behalf of Saratoga Educational Employees chapter 864 in response to appeal from Dutchess chapter for aid to retire debt incurred as result of chapter support for striking workers last summer.
CETA Abuses

PROBABLY the best example to illustrate the frustration felt by public employee union leaders in dealing with the abuses (not the well-meaning intent) of the Comprehensive Employment and Training Act is the angry exchange last month at the Civil Service Employees Assn.'s County Delegates Meeting.

Involved were the three CSEA people most identified with the issue, a member of the union's legal staff assigned to specialize in the CETA law; Robert Lattimer, a statewide vice-president who heads the union's CETA committee, and Donald Webster, who established a statewide reputation by following through on a full-scale investigation in Mt. Vernon, and achieving cooperation from the county administration to halt the CETA abuses that he uncovered there, where he is the CSEA unit president.

The problem is not so much the concept of CETA, which, after all, is a federal effort to provide work opportunities for people who have been trapped in the pit of unemployment, but in its misadministration at various levels of government.

The frustration of regular civil service employees is understandable in light of the current employment situation prevalent throughout the state and the various branches of local government.

On the one hand, employees see wage freezes as well as real and potential layoff threats. At the same time, there are aware that CETA-funded employees are being hired. In many cases, regular employees are being told that the CETA employees are taking over jobs that could and should be filled by regular civil service workers.

The instances vary so much from one locale to another that it is not possible to itemize here the variations of CETA abuse.

Suffice it to say that when and where it does happen, it is a bad mark for government administrators at a time when government in general is being more closely examined by the voting populace.

Thruway Challenge

IT seems only yesterday that the Civil Service Employees Assn. won reaffirmation from Thruway Authority employees as their bargaining agent.

Yet, here we are again with another attempt by the Service Employees International Union to displace the Thruway Administration. This time under the name of Local 698 to break away toll collectors, maintenance and clerical personnel into a new organization.

This does not make sense to us for two obvious reasons. First, the Thruway Administration as a whole has no past history on which to judge its achievements. The so-called Local 698 is either a non-existent organization or it is the off-shooted SIU in another disguise. In either case, Thruway employees want to think twice before breaking ranks with the state's largest public employee union, the Civil Service Employees Assn.

Important to the Thruway employees are the pending contract negotiations, which cannot be resumed until the outcome of the challenge election is known. It is too bad that the challenge system as it is now set up appears to favor all candidates as required to be legal residents of the municipalities in which they seek appointments for not less than six months immediately preceding the date of appointment. Preference for appointment may be given to City of Syracuse residents," instructions said.

THE GENERAL INSTRUCTIONS as to residents contained in the notice of examination state: "Unless otherwise stated, all candidates are required to be legal residents of the municipalities in which they seek appointments for not less than six months immediately preceding advertisement of examination. Candidates for City of Syracuse must also meet City of Syracuse charter requirements regarding residents at the time of appointment." Reading both statements together, it appears clear that the only qualification for taking the examination and for appointment is that the individual be a resident in Onondaga County for one year prior to examination.

THE PERSONNEL COMMISSIONER contended that, in order to receive preference, the appointees must have been residents of the City of Syracuse for six months at the time of the examination. The court, after reviewing the papers before it, decided that there was no need for a hearing because the facts were clear and undisputed. The only issue that was required to be determined was whether or not the Commissioner of the Department of Personnel had properly interpreted residency requirements. The court found that the Commissioner had not made the proper interpretation, and that the 11 appointments were proper and legally made. The notice of examination of the position of firefighter prepared by the Commissioner of Personnel stated:

A MUNICIPALITY MAY require that a candidate for a position be a resident prior to examination. Neither Onondaga County nor the City of Syracuse imposed such a
Michael Maye, president, Uniformed Firefighters, A.F. of L.: "To Nelson Rockefeller. I think he has a better feel and a better understanding of the problems, certainly of the big cities than any particular candidate we have at the present time. Mr. Rockefeller does not necessarily have to be a candidate, being that he hasn't entered any of the primaries. He lives in plain transparence. There's a possibility that anything can happen."

Victron, parking enforcement agent: "Carter. I think he's for the people. He's the only candidate that has a pension to civil servants. They deserve a little more of a break. We work for the city and we should have someone in Washington who understands our problems. Carter's the only one who knows how to help the city."

By HARRY BERKOWITZ

EMIL A. CICCOTELLI
Deputy Inspector
New York Police Department

THE PLACE
Letters to the Editor

LETTERS TO THE EDITOR

VETERAN BILL

Editor, The Leader: On June 16, Gov. Hugh L. Carey signed into law extending the official end of service veterans' preferences. In extending that period eligible for civil service employment, the legislature is welcomed and appreciated. As I do not recall reading any mention of this action in the Civil Service Law, may I suggest that you bring it to the attention of your readers.

Hans J. Musler Board of Examiners Department of Commerce Manhattan

A THANK YOU

Editor, The Leader: I read, with great interest, the article on page 3 of your issue of June 25 by Ken Fish. This unexpected broadening of exposure for such police programs is welcomed and appreciated. All police programs from those providing the routine day-to-day services to those involved in highly specialized functions need to be anxious to show their wares and explain their operations to all citizens. The concerns of the children upon whom we are faced to have respect for, and confidence in those public servants who are responsible for their safety and peace of mind.

By A. L. PETERS

ERISA UPDATE

When ERISA was established last year, its requirements were so stringent that there was a rush to discontinue private pension plans, especially by small companies for whom the payroll and work were more amenable. A recent survey indicates that more than 4,000 plans have discontinued, a number which represents about 1 percent of the total.

Senior citizens are eligible for a gamut of jobs—usually part-time. Now Congressmen Edward Bartlett (R-Ill.) and James McGrew (D-Pa.) are proposing an interim program similar to that referred to, calling for the U.S. Forest Service, for example, under provisions of the Volunteers in the Independent Per- sonal Service Program, to offer a new campaign job opportunity to senior citizens who includes a free camp site for the season and the use of a small travel trailer. A variety of services are required, such as passing out information, answering questions, and some light maintenance work. The services usually can be performed at the worker's convenience. Job dura- tion is determined from three to months. Apply to: Forest Supervisor, U.S. Forest Service, Jefferson National Forest, Room 2708 South, Roanoke, Va. 24011.

As a public service, The Leader continues to publish the names of individuals who are benefits of Computerized Checks from the New York State Employees' Retirement System and the State Unemployment Insurance. The Leader or the New York State Employees' Retirement Sys- tem in Albany may be contacted for information as to how to obtain the funds. Following is a listing of those individuals whose membership presents personal services to any of the 405,000 employees of both New York City and State, but who haven't entered any of the primaries among the Demo- cratic candidates this year. This group of Republican candidates for the state's gubernatorial race includes a number of primaries by both Senator Frank Church and Gov. Jerry Brown of California. They feel that the Carter program was not subjected to the intense scrutiny by his Demo- cratic candidates for the state's top job. It will be a race in a race among Re- publicans.

This group of Republican candidates faces the hard fact that during the closing days of the primaries among the Demo- cratic candidates this year, there is a number of primaries by both Senator Frank Church and Gov. Jerry Brown of California. They feel that the Carter program was not subjected to the intense scrutiny by his Demo- cratic candidates for the state's top job. It will be a race in a race among Re- publicans.

That said, they feel that a united Republican attack on Carter and the Democrats will be quickly re- spected. This and other candidates for the state's gubernatorial race include a number of primaries by both Senator Frank Church and Gov. Jerry Brown of California. They feel that the Carter program was not subjected to the intense scrutiny by his Demo- cratic candidates for the state's top job. It will be a race in a race among Re- publicans.

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Political action is discussed by, from left, CSEA director Ralph Natali (Nassau County), member of statewide political action committee; Westchester Local 860's Edward Carafa, member of Southern Region III's committee, and Pat Mascioli, region chairman.

Marie Karowe, member of CSEA's legal staff, explains information she received on CETA program after meeting with federal officials.

Barbara DiBattista, left, wife of CSEA director Carmine DiBattista, chats with Westchester's Mr. and Mrs. Michael Morello. He heads Local 860's county unit.

CSEA director Roger Solimando (Oneida County) awaits turn at microphone as chapter 833 delegate Rosemary Baker appeals for assistance in solving problem.

Looking attentive during business meeting are Chautauqua chapter 807's delegate Barbara Bajdas, first vice-president William Omer and secretary Sharon Whitehead.

CSEA vice-president Joseph McDermott, second from left, meets with county delegates from Albany Region IV, which he heads. Left is Jeanne Kline, of Clinton chapter 810. Right are Clinton chapter president Fran Benetie and Rensselaer chapter 842's John Vallee, who is Region IV second vice-president.

Southern Region III included among its representation at County Workshop last month at Granit Hotel Barbara Babcock, of Dutchess chapter 811, CSEA director Carmine DiBattista (Westchester County) and Westchester's Donald Weinter, president of its Mt. Vernon unit and expert on CETA affairs.

Oneida chapter 833's Louis Sanderhaft, left, is also executive vice-president of Central Region V, headed by Richard Cleary, right.

Delegation from Broome chapter 894 included, from left, Ruth Clark, Madelon Gela and Barbara Pickell with Broome Ed chapter 886 former president Ann Maxwell.

Town of Hempstead unit president Kenneth Cadieux, accompanied by his wife Gerry, left, look over agenda with CSEA director Mary Moore (Executive). Mr. Cadieux is also chairman of statewide constitution and by-laws committee.

Leader editor Marvin Baxley, left, and associate publisher Paul Kyer get update on various court cases being handled by CSEA chief counsel James Roemer.
County Delegates Dispute Whether New Rules Make CSEA Responsible For CETA Employees

(Continued from Page 3)

of the CETA committee. (The CETA policy on membership is a matter of special disagreement, and it is known that CETA workers have been accepted into membership of some chapters.)

Representation Conflict

The question of representation was raised by Vincenzo Speciale, president of Cortesia chapter 833. Mr. Speciale asked, "How will we represent one against the other if there is a conflict between a regular employee and a CETA worker?"

To this Ms. Karowe responded that the federal government has changed the regulations, and "we must represent them under the Taylor Law whether or not they are members."

Heated reaction to this statement came from CSEA vice-president Solomon Bendet, head of New York City Region I. Mr. Bendet said, "I've lived through this before with WPA. I want to see it in writing." Mr. Bendet also demanded clarification of the situation regarding CETA employees who may be eventually added to the state employment rolls as regular employees. He pointed out that problems could materialize if they were to pass over people already on the eligible lists.

Retirement Benefits

Greene County chapter 830 president Alfred Jeune raised the question of retirement benefits for CETA employees. To this, Ms. Karowe explained that the state can put retirement funds aside for them, but only as they become regular employees.

(Continued on Page 13)
"LET MY BLACK TOE!"

By ALAN BERNSTEIN
MANHATTAN — At many organizational meetings, a member will stand up and say, "I rise to a question of privilege." At that point almost anything could come from the member's mouth.

But is it legal to say whatever you please, as many people do?

NOT ACCORDING TO ROBERT'S RULES OF ORDER. A question of privilege is a device permitting a request or main motion relating to the rights of the assembly to be brought up for possible immediate consideration. Questions of privilege should not be confused with "privileged motions," of which the former is the highest-ranking.

Questions of privilege are of two types: Those relating to privileges of the assembly as a whole and questions of personal privilege. If the two come into competition, the former always takes precedence over the latter.

Questions of privilege of the assembly may relate to its organization or existence; to the comfort of members with respect to heating, ventilation, lighting, noise or disturbance; to the conduct of officers and employees or visitors; to the punishment of members; and to the accuracy of published reports of proceedings.

Questions of personal privilege may relate for example, to interference with an officer's participation in a meeting contained in the minutes, or charges circulated against a member's character.

According to Robert's "Questions of personal privilege seldom arise in ordinary societies and even more rarely justify interruption of pending business."

In relation to questions of privilege, a member should rise and address the chair without waiting for recognition, stating which type of privilege he is introducing. The chair then directs the member to state his question and depends on the case the member can (a) describe the situation and ask for a remote, or (b) rely on a member if the matter requires formal action.

If the motion is seconded, which may be any motion, and the chair decides it should be entertained immediately, it is taken along the same lines as any other motion. When the question of privilege has been disposed, business resumes at the point at which it was interrupted.

Among the characteristics of a question of privilege:

- Takes precedence over all motions except motions to recess, adjourn, or fix time to which an adjournment.
- Cannot be applied to any other motions and no subsidiary motions can be applied to it.
- In order when another has the floor unlessviat emergency of the situation.
- Does not require a second unless member states it in the form of a question when directed by the chair.
- Hot debatable.
- Not amendable.
- Ruled on by chair. No vote on question's admissibility is taken unless the chair's ruling is appealed.
- Chair's ruling as to admitting the request or motion that has been makes as a question of privilege cannot be reconsidered.

APPPOINT KISTLER
WASHINGTON, D.C. — Frederick A. Kistler has been named director of the U.S. Civil Service Commission's Bureau of Policies and Standards, succeeding Arch S. Ramsey, who was recently appointed director of the Commission's Bureau of Recruiting and Examining.

Veterans Administration Information Service
Call (202) 301-2741
Washington, D.C. 20420
Rensselaer Seeks A Fire Coordinator

TROY—The Rensselaer County Civil Service Commission has announced a Sept. 18 open competitive examination for county fire coordinator. Filing for the $10,000 job will begin on Aug. 18.

Applicants must have been county residents for at least four months and have a high school diploma, four years’ fire fighting and/or fire prevention experience and two years’ responsible supervisory experience.

Further information on the written test (No. 63-999) and application forms can be obtained from Rensselaer County Civil Service Department, Room 1209, 270 Broadway, New York, N.Y. 12180.

Dutchess Seeks Account Clerks

POUGHKEEPSIE—An open-competitive examination for account clerk in the Dutchess County Court System has been announced for Sept. 18, with no special requirements except four months’ residency. Filing closes Aug. 6.

The written test No. 45-681 for the $1,045 salary job will cover account keeping, arithmetic and clerical aptitude. Further information can be obtained from Staffing Services Unit, Office of Court Administration, Room 1206, 7 Broadway, New York, N.Y. 10207.

**Life Insurance You Can Afford**

CSEA, using the vast purchasing power of its 200,000 members, offers you the opportunity to purchase low-cost group life insurance through special arrangement with The Travelers Insurance Company, Hartford, Connecticut.

It’s easy to buy — easy to pay for. The amount of insurance YOU are eligible for and the premium you pay are determined by your annual salary and age.

If — for example — you are under age 30 and are paid bi-weekly, you’ll pay just 10¢ per payday for each $1,000 of group life insurance to which you are entitled in the schedule. And that includes an equal amount of accidental death insurance.

Regardless of age, your premium can be automatically deducted from your paycheck. Chances are, you won’t even miss the pennies it costs to get this valuable protection.

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

**THE NEW YORK MAR A BRES AND ANTIQUES**

FLEA MARKET

Adm. $1.50 - Avenue of the Americas at 25th Street - noon to 7 p.m.
ALABANY—Gov. Hugh L. Carey has announced the appointments of Thomas C. Dilrow, of Dunk-

land and Robert J. Bays of Cort-land, to the Fire Safety Administration Board. Mr.

Dilrow was named for a term ending

March 11, 1981, to succeed the late William L. Parsons of Cortland. Mr. Bays

was named for a term ending March 31, 1977, to succeed the late Thomas W. Ryan of Buffalo.

\[\text{LEGAL NOTICE}\]

A M & M Realty Associates,

Suite #3, 311 E. 42nd St., New York, New York 10017,

is appointed as the Limited Partnership's Managing General Partner and will hold

an interest in the Limited Partnership. Mr. A M & M Realty Associates 2,

Suite #3, 311 E. 42nd St., New York, New York 10017, is appointed as a Limited Partner and will

hold an interest in the Limited Partnership.

\[\text{CIVIL SERVICE LEADER, Friday, July 9, 1976}\]
McGowan Flays Proposed Merger, Closing Of PCs

MARCY—A large group of newspaper, radio, and television reporters, on hand for a news conference called regarding a proposed closing or merging of Marcy and Utica Psychiatric Centers, heard William McGowan, executive vice-president of the Civil Service Employees Assn., attack those he said were political and economic reasons for the proposal.

"The utter disregard of the consequences of that proposal to Marcy, to Utica, to the employees, to the patients, and to the communities, totally outweighs any economic consideration for them, is deplorable," Mr. McGowan said.

"We hope the figures to prove conclusively that professional care within the centers is much less costly than care provided outside the centers—day by day that offered by the private sector," Mr. McGowan continued. "Where will the money come from to support these extra costs? From you, the taxpayer."

"During the long-hours news conference, advocates of anti-closing and anti-merger groups cited their views.

Following the season, a group of employees and area residents called Concerned Citizens for Human Care pledged to continue the fight to prevent the PC's closing or merger by forming petition action, telephone committees, and distributing flyers denouncing the proposed action.

Before closing the conference, Mr. McGowan announced that a CSEA Mental Hygiene white paper on the subject has been prepared and will be presented to the public through all news media in the very near future.

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

Air Local Problems At County Meeting

MADISON Increment Fight

(Continued from Page 1)

MADISON Increment Fight

(Continued from Page 1)

in force all elements of the old agreement except the increments due and owing to the members of the Western Region. The CSEA is extending the closing date until Jan. 1, 1976.

Approve Chautauqua Pact

(Continued from Page 1)

for a one-year, 5 percent pay hike. It was rejected by the County Legislature, after legislators threatened to walk out when the County pact had been going on for nearly a year.

Local Problems

The Orange County strike, on the other hand, continues to draw listeners to the listening boards, partly because of the unprecedented $202,000 fine leveled against the Civil Service Employees Assn. as well as the $2,000 fine against the county engineering division chairman.

Mr. Roemer pointed out that, in addition to wages not paid to the employees, the fine reduces the benefits of the two-one-fine for every day which an arbitrator is called for strike participation.

Add the $202,000 accumula-

The controversial shir-
County Delegates Meeting

CSEA director of education Edward Diamond, left, seems pleased by report from Joel Douglas, who conducted seminar on "Negotiating for Reality." Mr. Douglas is from Cornell University's School of Industrial and Labor Relations.

CSEA vice-president James Lennon, of Southern Region III, makes emphatic point to his New York City Region II counterpart Solomon Bendel.

Nassau chapter 829's Rita Wallace made motion for increased funding for CETA committee to deal with violations by various governing bodies throughout state.

CSEA directors John Famelette (Educational Employees, Southern Region III) and Harry Arthur (Essex County) get explanation of insurance procedures from Ter Bush & Powell's Ronald Lacey, right.

It was long session, so Yates County chapter 862's Dale Axtelo put his feet up, in best executive style, and settled down to listen to debate on various issues facing county employees.

Saratoga chapter 846 president Edward Wilson, left, listens to views of Tompkins chapter 855 president Claude Colleys as the two men discuss responsibilities of chapter leadership.

James Terry, director of information services for NYS Employees Retirement System, answers questions from delegates.

Kingston School District unit president Tony Fattarino, left, gets advice from CSEA directors Fred Gurtowski, of Montgomery chapter 829, and Judy Murray, of Ulster County chapter 856.

Western Region's top leaders seem glad to have arrived at meeting. Left is CSEA vice-president and Region VI president Robert Laitimer with Region VI supervisor Lee Frank.

Niagara County chapter 823 president and CSEA director William Darie can always be counted on to speak forthrightly.

Suffolk chapter 855 president and statewide insurance committee chairman James Corbin confers with collective bargaining specialist Nels Carlson on outside threats to contract negotiations.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 1500 6th Ave., New York 10022, or at any of the 33 written notices in the New York City tabloids. Applications are accepted only during the filing period.

Announcements are available only during the filing period.

To reach the filing office via the (1) Chambers St.; (2) City Hall; (3) 180 Broadway (Brooklyn, Bridge). For information on titles, call 566-5700.

Several City agencies do their own advertising and hiring. They include: Board of Education (teachers only), 65 Court St., Albany, 12226; Suite 760, 1

State Department of Social Welfare, Albany, 12226; Suite 760, 1

The Board of Higher Education advises teaching staff applicants to contact the personnel director at each university.

STATE—Regional offices of the Department of Civil Service are located at the World Trade Center, 111 W. 42nd St., New York 10044 (phone: 468-4539: 10:30 a.m.; 3:00 p.m.; 31st St., 1

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Salary rates: $100 a day while on duty.

Policy and Complaint Review Committee, for a term ending Dec. 31, 1978; Lillian Mateo, 38, of Brooklyn, a counselor and supervisor in the Court Employment Office, 625 Second Ave., 1

Spencer Workman (G-23, no. 35-957), associate hydraulic engineer (G-27, no. 39-161), and director of the Niagara Frontier chapter of the New York Civil Liberties Union, for a term ending Dec. 31, 1978; Lillian Mateo, 38, of Brooklyn, a counselor and supervisor in the Court Employment Office, 625 Second Ave., 1

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Never in the history of our union has it been so vital to stick together — grow together and share the load to keep us strong. In these tough times, the greater the percentage of membership of any county unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow worker.

ONE (Member) WILL GET YOU FIVE ($5)

For each new member you sign up between June 1 and November 30, CSEA will award you $5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof. Many members are planning their Christmas shopping around this membership drive. The Christmas Club bonuses for all members signed up before September 15 will be paid on December 15th. The second payoff, for new members signed between September 16 and November 30, will take place on February 15.

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

Ready to go? See your Chapter or Unit president for special sign-up cards which have a place to record all the necessary information. Send your cards in as soon as you sign up a new member — and we'll credit your account with $5.00 for each member signed up.

We'll keep your account up to date and will return to you, in writing, a receipt for each new member you've signed up.

Only CSEA members in good standing as of June 1, 1976, may recruit new members during this drive. New members must work in a unit of government represented by CSEA. So we urge you CSEA members — go to it — start signing up non-members for cash in your pocket and security in your future.

NON-MEMBERS SHOULD HELP SHARE THE LOAD

If you're a non-member, we ask you to think of this: sharing the load in these tough times is important. Legally, we represent you — at the bargaining table — and even in processing grievances. And we need your support — morally and financially — to fight the battles ahead. Our dues are most reasonable for the services provided... services which benefit you in many ways.

So help us share the load by signing up with us. CSEA — the most powerful force in New York State working for public employees.