Nassau Files Suit To Avoid Imposed Pact

MINEOLA—A suit seeking to set aside the imposed contract forced upon employees of Nassau County has been filed in State Supreme Court by the Nassau County chapter, Civil Service Employees Assn.

The suit was filed in fulfillment of the warning given to the Nassau Board of Supervisors by Irving Flammentbaum, president of the 22,000-member chapter.

The action came as negotiations were opened by the CSEA negotiating team for a 1977 contract, under a firm deadline for results by Nov. 30.

Mr. Flammentbaum said that the team was "fed up" with the treatment given to employees by the administration of County Executive Ralph G. Caso.

"The patience and good faith of our negotiating team has been overstretched by the county's tactics," Mr. Flammentbaum asserted.

"We are not going to stand for it anymore. If there is any sincerity in the county's position this year, we will know about it immediately, we can't settle by Nov. 30, then we can't settle."

(Continued on Page 3)

Out-Of-Title Grievance Case Won At Brooklyn DC

BROOKLYN—Following the filing of a grievance by the Civil Service Employees Assn., the Department of Mental Hygiene has been directed to stop assigning a Mental Hygiene therapist assistant I as a supervisor of other employees in the same title at Brooklyn Developmental Center.

The grievance was filed by Brooklyn DC CSEA chapter president James Gripper. The suit contended that Cheryl Morse, a provisional therapist assistant, had been routinely and regularly assigned to supervise four other workers in the same title. Mr. Gripper's complaint held that such assignments constituted out-of-title work.

The grievance had previously been denied in the first three steps of the grievance procedure but was upheld at the fourth step when Mr. Gripper and CSEA field representative Sol Gordon appealed to the State Office of Employee Relations.

The fourth step appeal was handled by Hilda E. Ford, an CSEA assistant director, who ruled in favor of the CSEA action following a report from the Divi-

(Continued on Page 3)
Health Maintenance Is Outlined
At CSEA's Concord Convention

KIAMESHA LAKE—County delegates at the recent Civil Service Employees Assn. state convention here at the Concord Hotel were given a panel briefing on Health Maintenance Organizations now being established throughout the state.

John Nelson, executive director of the Geneseo Valley Group Health Assn., reminded the group of the large increases in health care costs in the past 12 years. He also questioned whether the quality of health care had kept up with those higher costs.

Mr. Nelson said that in the Rochester area it was decided that there should be a choice, "rather than the monopoly that has existed in health care."

"HMO provides a full range of comprehensive services. For most consumers, health care had been like having a fishing license--no guarantee of services."

"With HMO you agree to obtain services from them in return you pay a fixed amount. Night or day, HMO must respond. "For physicians, it takes guts to participate, for they sometimes lose referrals. In spite of that, interest on the part of physicians is growing."

Mr. Nelson explained that there is a built-in grievance system under the HMO.

He said it takes a great deal of money to set up such a service, "but the future of health care rests with you, the consumer."

Now the pieces were put together in the Albany area explained by Thomas Bekman, director of community relations for the Capital Area Community Health Plan.

Mr. Bekman explained that there is a built-in grievance system under the HMO.

He said the Albany HMO has a management group, a facility nearing completion, ties with existing facilities and a marketing team.

The HMO theme was carried further by Sonja Freeman, director of employee insurance for the state Civil Service Department.

Mr. Freeman explained that there is no incentive to offer care that is not needed.

Delegates were told establishing an HMO takes time, effort and money. The program was moderated by Marie Godzi, senior program consultant, U.S. Department of Health, Education and Welfare.

Launch Flu Shot Program

ALBANY—The Employee Health Service and the New York State Civil Service Department are joining to help combat swine flu this fall and winter.

Beginning last week 12 EHS units in Albany will begin vaccinating high risk state employees—those over 60 or those with serious respiratory ailments.

Local health departments in New York City, Buffalo and Rochester will also offer the vaccine.

High risk individuals must bring authorization from their physicians in order to receive the vaccination.

Further information on the swine flu vaccine will be announced to all state employees through their agency personnel offices.

Full Employment Is The Key
To Prosperity,
Buy U.S. Made Products
Suffolk Pact Up For Vote

(Continued from Page 1)
Office of the Democratic-con-
gressional candidate, who said the
proposal was in line with the
County’s proposals before nego-
tiations with the CSEA broke
down earlier this year. The rec-
ommendations of the fast-finders,
which did not include incre-
ments, totaled nearly
$125.8 million.
The fast-finders’ proposals,
and Mr. Klein’s recommendation to
the legislature to offer the
union 5 percent salary increases,
were unacceptable to the CSEA

The Nassau Suit
(Continued from Page 1
period,” Mr. Flammennbaum said.
The CSEA lawsuit against the
imposed contract charged that
the CSEA, which was called the
Taylor Law by failing to ob-
serve the best interests of both
employees and the public. Mr. Flammennbaum noted that the
Taylor Law, “although it is very
strong, is not complete, and those
rights and rarely requires res-
ponsibility on the part of the
employee and the employer to impose
responsibilities on the employee.”

The key requirement on the
Board of Supervisors in imposing
a suitable contract is to con-
sider the best interests of both
the employee and the public. The
Court ruled that the Board
members made up their minds
on the contract to impose a wage
toon even before conducting the
legislative hearings required
by the Taylor Law.

At the hearings, Mr. Flammenn-
bau, CSEA Long Island Region
1 attorney Richard Gabin and his
legal consultant Horace R. Kramer,
presented evidence proving the
employee need for a pay increase
and also that a 6 percent boost
would not necessitate any sig-
ificant increase in county taxes.
The Board imposed a unilateral
contract Oct. 18 providing only a
new, fully-paid family
health insurance plan for new

Whither Welfare? Officials Give Ideas
(Continued from Page 1)
mandates or we lose federal
funds,” he reminded.
He added that the lawsuits he
mentioned brought by the coun-
ties against the state only serve
to frustrate cooperation and pari-
ship with the state to force
reform on federal agencies.
Mr. Wilen also said that it was
wrong for members to blame all
county budget problems on the
rising welfare caseload. Inflation
freeze, because Mr. Klein had
spent the money set aside for the
employee’s wages and incre-
ments,” said Mr. Corbin. “For
14 months, the County Executive
failed to come to any agreement
with the union. He passed the
ball to us and we fielded it. I
think we came up with a solu-
tion that is both in the public
interest and in the best interest
of the employees.”

Furthermore, it will now be
voted on by the Suffolk CSEA
membership before it is taken to
vote by the full Legislature on
Thursday, Nov. 9, the day the
Legislature is to vote on Mr.
Klein’s proposed 1976 bud-
get. and a 10-page packet of
information was mailed from the
CSEA Suffolk office Oct. 29
and will be counted Nov. 8.

Insurance Rate Changes
CSEA insurance rate changes are made on the first payroll in
November of each year. This applies to the CSEA group life in-
surance, accident and health insurance and supplement life in-
surance as explained below. To avoid any unnecessary contacts
with CSEA headquarters in Albany, you should be guided by the
following information:

CSEA Group Life Insurance

Effective on the first payroll in November of each year amounts
of insurance issued are adjusted in accordance with the annual
salary based on the following table:

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<thead>
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<th>Class</th>
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<th>Female</th>
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The cost to each insured member, per thousand dollars of
insurance, increases each five years after age 40, in accordance
with the following table:

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<td>75</td>
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</table>

The entire 5 percent salary increase became effective Nov. 1.

continued on Page 3
NASSAU CSEA OBSERVES 28TH ANNIVERSARY AT DINNER.DANCE

When Nassau chapter 536 of the Civil Service Employees Assn. celebrated its 28th anniversary last month, it was only natural that the union's top brass should show up to pay their respects. From left, looking over sauce pot, are Nassau Island Region I second vice-president Nicholas Ariabiti, CSEA treasurer Jack Gallagher, CSEA president Theodore C. West and CSEA vice-president and Long Island Region I president Irving Flaumenbaum. Mr. Flaumenbaum is president of Nassau chapter, and hired its growth in a membership of approximately 1,000 to its current 20,000-plus strength. Nassau chapter is the largest by far of all CSEA chapters, with more than twice the membership of its closest competitor. Nearly one-tenth of the total CSEA membership is within Nassau chapter. The dinner-dance was held Oct. 16 at the Malibu Club in Lido, Long Island.

Madison Requires An Administrator

WASHINGTON—The Madison County Civil Service Commission has opened filling until Nov. 10 for nursing home administrator (Grade 11). There will be no written test. A test will be given Dec. 11 for the $13,000 job. For further information contact the Commission at 100 State Office Building, Albany, N.Y.

TECH LIST

ALBANY—A senior vector control technician eligible list, resulting from open competitive exam 6-190, was established Oct. 7 by the State Civil Service Department. The list contains three names.

ENGINEER LIST

ALBANY—A principal water resources engineer eligible list, resulting from open competitive exam 27-610, was established Oct. 7 by the State Civil Service Department. The list contains five names.

New Federal Pay Rates

Federal employees are starting to get pay increases, retroactive to Oct. 1. The increases, which average about 3 percent, are designed to be comparable to similar private sector jobs. Grade by grade, percentage increase are as follows:

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<th>Grade</th>
<th>Increase</th>
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<td>GS-1</td>
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<tr>
<td>GS-2</td>
<td>4.33%</td>
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<td>GS-3</td>
<td>4.43%</td>
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<td>5.73%</td>
</tr>
<tr>
<td>GS-14</td>
<td>5.85%</td>
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</tbody>
</table>

For your interest, the following grade-increase figures are:

- GS-1: 6.31%
- GS-2: 4.33%
- GS-3: 4.43%
- GS-4: 4.65%
- GS-5: 4.77%
- GS-6: 4.89%
- GS-7: 5.01%
- GS-8: 5.13%
- GS-9: 5.25%
- GS-10: 5.37%
- GS-11: 5.49%
- GS-12: 5.61%
- GS-13: 5.73%

Suffolk Sets OCs, Promos

HAUPPAUGE — The Suffolk County Civil Service Department has opened filling until Nov. 10 for eight open competitive and two promotional titles. All have Dec. 11 written examinations.

The open competitive titles range in salary from $8,900 to $19,105. School lunch coordinator (Grade 22) pays $9,500. Insurance manager (Grade 23) pays $10,000. Principal title searcher (Grade 23) pays $11,994. A salary of $13,000 is paid for school lunch manager (Grade 23) and senior citizens program director (Grade 249). School lunch director (16-327) gets paid $13,000. Nursing home administrator (16-328) $18,704. Federal and state aid clama coordinator (Grade 16-330) pays $13,105. Promotion exams are for principal title searcher (16-333), which pays $11,994 and chief budget examiner (16-334), which pays $19,145. For further information contact the Department at H. Lee Dennison Building, Veteran's Memorial Highway, Hauppauge, N.Y. 11787.

Open Continuous State Job Calendar

Assistant Clinical Physician $25,161 20-710
Associate Actuary (Life) $18,297 20-520
Supervising Actuary (Life) $25,516 20-522
Principal Actuary (Life) $27,654 20-351
Associate Actuary (Casualty) $19,142 20-516
Supervising Actuary (Casualty) $26,516 20-418
Senior Actuary (Life) $14,142 20-517
Clinical Physician II $23,774 20-414
Clinical Physician II $31,055 20-415
Compensation Examining Physician I $27,042 20-420
Dental Hygienist $14,142 20-427
Diabetic $10,714 20-104
Supervising Dietitian $12,780 20-167
Electrical and Electronic Technician $7,487 20-532
Food Service Worker $8,051 20-339
Hearing Reporter $11,337 20-111
Histology Technician $13,055 20-170
Hospital Nursing Services Consultant $16,538 20-112
Industrial Foreman $10,714 20-558
Legal Careers $14,080 20-119
Public Librarians $10,155 A & Up 20-339
Licensed Practical Nurse $8,051 20-306
Machinist/Mechanics $7,616 Various
Medical Specialist I $27,942 20-407
Medical Specialists $27,942 20-408
Mental Hygiene Therapy Aide Trainee $7,204 20-394
Mental Hygiene Therapy Aides (TBS) $7,616 20-394
Motor Equipment Mechanic $9,545 Various
Nurse I $10,118 20-584
Nurse II $11,337 20-585
Nurse II (Psychiatric) $11,337 20-586
Nurse II (Rehabilitation) $11,337 20-587
Nutrition Services Consultant $13,404 20-139
Occupational Therapist $11,376 20-176
Offset Printing Machine Operator $13,500 20-402
Principal Actuary (Casualty) $22,694 20-417
Principal Actuary (Life) $22,694 20-418
Physical Therapists $27,942 20-377
Psychiatrist I $27,942 20-390
Psychiatrist II $33,704 20-391
Public Librarians $10,714 20-339
Radiation Biologist ($7,616) 20-334
Radiology Technologist (T.B. Service) ($8,054-$9,797) 20-334
Senior Actuary (Life) $14,142 20-519
Senior Medical Records Librarian $11,337 20-348
Senior Occupational Therapist $12,670 20-137
Senior Physician $27,942 20-194
Senior Physical Therapist $12,760 20-138
Stationary Engineer $9,546 20-100
Senior Sanitary Engineer $17,429 20-123
Asst. Sanitary Engineer $9,546 20-123
Stenographer-Typist $8,051 Various
Vitrotype Operator $5,811 20-307
Pharmacist $12,670 20-194
Specialists Education ($13,500-$14,000) 20-339
Senior Stationary Engineer $10,714 20-101
Assistant Stationary Engineer $7,616 20-303

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

Additional information on required experience and application forms may be obtained by mail or in person at the State Department of Civil Service, State Office Building Campus, Albany, New York 12226. Applicants can file in person only at Two World Trade Center, New York (10047); or Suite 750, 1 West Genessee Street, Buffalo.
Taylor Law Strike Penalties:

By JANE R. BERNSTEIN

MANHATTAN — The Public Employment Relations Board, in a recent decision, eliminated the automatic union dues checkoff privilege of the United Federation of Teachers. The penalty was imposed because of a week-long teachers strike last year.

The penalty was imposed under provisions of the state’s Taylor Law, which governs conduct of public sector employees. The move has attracted renewed attention to the law and created an additional amount of animosity for it by public employees.

The Taylor Law replaced the OGNAD-WADIN Law. While it gave public employees the right to collective bargaining, it also prohibited strikes by them and imposed specific penalties should strikes occur.

These penalties include fines against a union which sanctions a strike by its members; the loss of two days’ pay for each day an individual is on strike, and the forfeiture of dues checkoff for a union.

Normally, a union member’s dues are deducted from his or her paycheck automatically. Forfeiting this right presents a problem. For the third time the checkoff was eliminated.

Another penalty, perhaps the most controversial, involves the suspension of a striking employee’s seniority for a period of one year from the date it has been determined there was a strike.

Critic's of the law claim its penalties have been enforced inconsistently. According to its history, that claim is not unfounded.

Many agencies in municipalities throughout New York State fall under the jurisdiction of the PERB. According to PERB counsel Martin Barr, 100 out of 100 strikes have recently been penalized under provisions of the Taylor Law.

Included among these groups is the UFT, which forfeited its dues checkoff and two days’ members pay for each strike day in 1971 and 1972. This is the third time the union has suffered the consequences of a strike.

The New York Bridge and Tunnel Officers Benevolent Assn. also falls under the PERB’s jurisdiction. It is now facing penalties of 12 months’ forfeiture of dues checkoff for its strike last June.

“In order for PERB to invoke the dues checkoff, we must determine that an organization is in a strike. If the injunction is violated, the strikers may be held in contempt of court. An assessment of the damage is made, and then the strike’s fate will be decided by the public employees’ organization,” said Mr. Barr.

Presently in litigation on an April 1974 strike are Civil Service Employees Assn. members who work in Orange County. The statewide Association itself could face fines of up to $300,000 and suspension of dues checkoff rights.

All school districts in New York come under the PERB. Those who suffered strike penalties include Farmingdale, Massapequa, Plainview, Bethpage and Levittown, all on Long Island.

In other words, organizations under the PERB have been penalized in a fairly uniform manner. The Inconsistency appears where local boards and agencies do not come under the PERB.

In New York City, all mayoral agencies fall under the jurisdiction of the Office of Collective Bargaining. Where strikes occur in these agencies, it is up to the courts to invoke—or not invoke—the forfeiture of dues checkoff.

The procedure is somewhat as follows: the chief executive officer of the municipality—New York City, this is the Mayor, who is represented by the City Corporation Counsel—seeks an injunction against the strikers. If the injunction is violated, the strikers may be held in contempt of court. An assessment of the damages is made, and then the choice lies with the court as to what penalties it will enforce under the remedies of the Taylor Law.

The Office of Collective Bargaining does not have the power to enforce Taylor Law penalties, and its director, Arvid Anderson, is of the opinion that such a power would not be appropriate.

So far, in the history of New York City, no organization under OCB has ever had to forfeit its dues checkoff. The courts have never imposed this measure.

Some say the practice of not enforcing the law is the most politically expedient, because of the political clout a union may have. Hence the complaint, especially in New York City, that unions bound guilty of violating the Taylor Law by striking are not penalized consistently.

Outside of New York City, the Taylor Law permits the establishment of local employment boards, known as “mini-PERB.” These bodies administer the provisions of the law. There are 13 of these local boards which cover workers employed by Delaware County, Town of New Castle, Nassau County, Town of North Hempstead, Onondaga County, City of Syracuse, Onondaga School District, Town of Oyster Bay, Town of Rye, Suffolk County, Tompkins County and Westchester County.

The local boards may also use their discretion in invoking Taylor Law penalties for strikes.

Unemployed Sanitationmen’s Assn. boss John DeFurs is said to have considered the possibility of a strike during the period the checkoff is eliminated.

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New York City's Contract negotiations with the Patrolmen's Benevolent Assn., are more show than substance, as too much of the city's financial belt-tightening.

Although nobody can argue that the city has not dealt strongly with its financial emergency, many of the steps it takes are only reactions to union cooperation or non-cooperation, rather than true reforms. They are too often designed to give the appearance of reform rather than for the most effective deployment of resources.

Some agencies, such as the Sanitation Department, have been able to rehire most of their laid-off workers under federal Comprehensive Employment and Training Act funds and city monies, while others, such as the Police Department, have not been allowed to hire back more than a small percentage of their workers.

To hire when attrition exceeds the expected rate. But why should they hire workers who have had no time to reskill or retool for what they feel is unequal treatment failed to get their point across. They resorted to show, rather than substance, as what they wanted was to be so close that pollsters were jumping up and down like a Yo-Yo.

What clearly emerges from this year's experience is that there ought to be a better way of selecting the candidates. This business of permitting the handful of voters in New Hampshire to make the choice for the entire country is not only a microcosm of the United States. During the past year, Congress has been making proposals to make the process of the primaries a more rational procedure, but the primaries are still too often, at least, a human interest story.

The police officers who took to the streets to protest what they feel is unequal treatment failed to get their point across. They resorted to show, rather than substance, as what they wanted was to be so close that pollsters were jumping up and down like a Yo-Yo. What clearly emerges from this year's experience is that there ought to be a better way of selecting the candidates. This business of permitting the handful of voters in New Hampshire to make the choice for the entire country is not only a microcosm of the United States. During the past year, Congress has been making proposals to make the process of the primaries a more rational procedure, but the primaries are still too often, at least, a human interest story.

If they are many more fundamental management changes the City should be concentrating on. Failure to tighten management result in defiance to lower-level changes.

They resorted to the very root of the City's "cut and then count" method of fiscal restraint. What is necessary is an intelligent program for reshaping the city, rather than a blind rush to austerity.

Questions & Answers

Q. I'm going to take my 65-year-old aunt and uncle to apply for social security cards. If they have any questions about any of those documents they should call the social security office first.

(Continued from Page 1)

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What's Your Opinion

BY JANE BERNSTEIN

QUESTION
How realistic is a 22 percent wage increase demand by state employees?

THE PLACE
The Civil Service Employees Association 66th annual convention, Kiamesha Lake.

OPINIONS

Frank Gilder, supervising janitor, SUNY at Albany: "I think a 22 percent wage increase is not realistic. As realistic as private industry getting the same thing, I happen to be on the inside of that fact-finding that we had, and charts were brought in galore. At the time we stated that that at time, and this is two years ago, we were well within our right to ask for at least 15 percent. This is several years later now, and the projection has been at least 22 percent. We are entitled to deal in that figure and that they will go along with it. If they don't, it's a price we have to pay."

Dorothy Rabin, senior steno, SUNY at Old Westbury: "I think the figure is very realistic. It's been a long time since state workers have gotten raises, and I think it's time that a great mass of state workers in terms of what workers make in private industry, as the cost of living is now. I hope the state understands that. I think we've been in for years, but I think they realize that we mean it and that they will go along with it. If they don't, we are willing to pay the price."

Roy Davies, Mental Hygiene therapy aide: "In my opinion, I think it's very unrealistic. I don't believe all state workers should get an across-the-board 22 percent increase. If there were a maximum of 22 percent, that would be okay. If a person is making $40,000 a year and gets a raise like that, that's one hell of a lot more than 22 percent. Of course, the year 1975, I feel we're getting shafted on this. I don't think the state will go for it anyway. They've been going up the pay scale for so long, it's just a habit with them."

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Louis Manellino, foreman, state Dept. of Transportation: "In my opinion it's very realistic. It's been a long time since state workers have gotten raises, and I think it's time that a great mass of state workers in terms of what workers make in private industry, as the cost of living is now. I hope the state understands that. I think we've been in for years, but I think they realize that we mean it and that they will go along with it. If they don't, we are willing to pay the price."

Marie DuPont, Mental Hygiene therapy aide: "In my opinion, I think it's very unrealistic. I don't believe all state workers should get an across-the-board 22 percent increase. If there were a maximum of 22 percent, that would be okay. If a person is making $40,000 a year and gets a raise like that, that's one hell of a lot more than 22 percent. Of course, the year 1975, I feel we're getting shafted on this. I don't think the state will go for it anyway. They've been going up the pay scale for so long, it's just a habit with them."

Robert Green, Mental Hygiene therapy aide: "I think that figure is a good proposition to put to the board, I don't know if they'll accept it. I think it's a good proposition to put to the board, I don't know if they'll accept it. I think it's a good proposition to put to the board, I don't know if they'll accept it."

(Continued from Page 4)

Rockefeller for that office. I would balance the ticket and do the least possible harm to the candidate for the presidency. I believe that may be what decision has to be made. It ought to be given to an amendment to the Constitution under which that is not violated. I would like to see an amendment to the Constitution under which that is not violated."

Retirement

In addition, the base may be raised so that high wage earners will pay an additional $78.

As a public service, The Leader continues to publish the names of individuals who are beneficial to scoff at the New York State Employees' Retirement System and the State Workers Association.

The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Hers is a listing of those individuals whose membership permitted a reduction of section 40, paragraph 1 of the Retirement and Social Security Law, as of August 31, 1974:

(Continued from last week)
The following is the Special Work Performance Ratings and Examinations Committee report submitted at the CSEA annual convention last month. Chairman is Samuel Grossfield, of Rochester chapter, and committee members are Al Castaldi, William Gagnon, Carl Garand, George Kawa, Marjorie Reeves, Lloyd Tipton and Robert Weithblom.

On July 15, 1976, this Committee met in Albany to discuss the controversial issues confronting this Committee such as continuous recruitment, post rating review, probation on promotion, provisional appointments and other related considerations. The Work Performance Rating Program. After establishing an agenda, the Committee moved to meet with Civil Service Representatives of Personnel Services Division and the Staffing and Examinations Division. This meeting took place on August 10, 1976 at the State Campus.

At prior meetings with the Civil Service Representatives, we promoted the interfiling of various lists from the Continuous Recruitment Examinations. We requested a final answer to our request for fully exhausting a list rather than interfiling from previous examinations. The Civil Service Representative's answer was negative. The only possible solution is through legislative action or the Civil Service Commission by requesting that Section 97 of the Civil Service Law be amended.

We have previously questioned why the Employment Service Counselors were declared ineligible to take the examination for Vocational Rehabilitation Counselor and why the Motor Vehicle License Examiners were disqualified for the Motor Vehicle Investigators examination. While the Civil Service Department answers indicated the reasons were lack of required qualifications, it is our belief that the understaffed Civil Service Department is not taking the time to review thoroughly the qualifications set forth by the agencies. Regarding our inquiry as to why a different "weights" for different questions, this is no longer true. Civil Service has changed its policy so that all questions now carry equal credit.

We registered a complaint about the practice of giving multiple title promotional examinations on the same day. Civil Service defended its practice on the grounds that the candidate is given extra time when taking several examinations. Also, the Civil Service Department stated that it is more economical to hold several examinations on the same day.

We also reminded the Department of Civil Service of long standing complaints about examination conditions for the typing and stenographic examinations. They claimed that they have corrected some of the conditions and will review the situation.

While the Civil Service Department is not taking the time to review thoroughly the qualifications set forth by the agencies, we are now convinced that only through the Civil Service Commission or through Legislative Action can this power of the agency head be removed.

We requested the inclusion of an employee organization representative on the Performance Ratings Board. Civil Service will take this under advisement.

CSEA recently lost the court case on the right of the Civil Service Commission to require successful completion of a probationary period for all intra-departmental promotions without the right to appeal an "unsatisfactory rating." Those such probationary periods were determined and returned to their old position without a hearing, we challenged this as a weapon of management to rid of unwanted employees. The Civil Service Representative suggested that a possible solution could be reached by either legislative action or through a contractual agreement. We shall follow up in both directions.

The reason they advanced why probationals remained so long about an examination being held was due to a lack of staff. They stated that without additional staff we could expect no improvement. This is not the case. The message also came across that the Department of Civil Service places no restriction on the selection by agencies of provisional and temporary service. This means that administrative lists for provisional positions are meaningless. We shall discuss this further at future meetings.

Although previous examinations had been historically, for their elimination on grounds of too much subjectivity, too much possibility of bias, the lack of anonymity and the lack of validity. This will be part of the agenda for the next meeting.

We have previously questioned why the Employment Service Counselors were declared ineligible to take the examination for Vocational Rehabilitation Counselor and why the Motor Vehicle License Examiners were disqualified for the Motor Vehicle Investigators examination. While the Civil Service Department answers indicated the reasons were lack of required qualifications, it is our belief that the understaffed Civil Service Department is not taking the time to review thoroughly the qualifications set forth by the agencies. Regarding our inquiry as to why a
through on the request of the delegate body.
9. The motion read "that the state-wide CETA Committee immediately assume the responsibility of disseminating pertinent information pertaining to CETA, and requesting the Legislative and Political Action Committee to help seek endorsement of the CETA program as it was originally. "The Chairman of the CETA Committee has advised the Board of Directors of all meetings and transactions by the CFTA Committee and officers of the Federal and State governments.
10. The motion read "that along with our contractual relationship with the LEADER, we expand our Public Relations into the public media, i.e., television, newspapers, etc., to bring about a change in the image of CSEA and the state workers and enhance our position as far as bargaining power with the State." Change in P.B. Program has been carried out by Mr. Joseph Roulier.
11. The motion read "that Counsel be ordered this week to start the lawsuit to save the pension funds of the New York State Employees Retirement System." Legal Counsel has a status report that will be given at the convention. Various situations have been implemented on behalf of CSEA. Lawyer will give a progress report.
12. CSEA supported a safety bill which had already been introduced in the legislature and lobbyist on behalf of its passage.
13. An agency shop bill was introduced with the cooperation of other public employee unions, and at the present time, we are hopeful that it might pass before the legislature adjourns.
14. A lawsuit was commenced and is still in progress to test the right of the Comptroller to invest pension funds in non-obligation bonds.

With regard to Item 19 in your April 8, 1976 memorandum, I believe that you should advise Bernie Ryan in conjunction with Marty Langer to inform Chapter Presidents to submit legislative proposals to the Legislative and Political Action Committee at least sixty days prior to the fall convention (approximately August 1, 1976), so that the Committee can present a program to the Delegates.

Item 22 regarding the increase in rebates to the Regions will be discussed at the next Constitution and By-Laws Committee meeting and reported out at the fall meeting.
12. The motion read "that each chanpion be informed as to the salaries, expenses and houraries of CSEA officers and everyone who works for CSEA, including field representatives, and that this report be sent to chapter presidents as soon as possible. "The matter is being handled by the Treasurer's office.
13. The motion read "that the Committee for Disposition of Convention Resolutions and motions be required to report them to the Vice President of the State (Daily)" has been complied with.
14. The motion read "to accept the recommendation of the committee that the name of Abraham Kranker be placed on the Memorial Plaque." Letter was sent to Mrs. Pauline Wenzel, secretary of the Board of Directors of all meetings and transactions by the CSEA Committee and have appointed an Ad Hoc Committee of the Board to Ignite Cost Reductions in CSEA.
15. The motion read "that the officers and delegates of this Convention and By-Laws Committee submit to him by August 1, 1976 advising them that the deadline for amendments to the constitution and By-Laws Committee whose report will be provided to you prior to the October Convention date.
16. The motion read "recommendation to the general delegate body that affiliation not occur at this time with any organization. "No action was necessary.
17. The motion read "that the Legislative and Political Action Committee immediately submit a bill to the legislature for passage of the agency shop bill." Counsel submitted a variety of bills to Mr. Martin Langer, Chairman of the Legislative and Political Action Committee and his report will be provided to you prior to the October Convention date.
18. The motion read "that the Legislative and Political Action Committee immediately submit a bill to the legislature for passage of the agency shop bill." Counsel submitted a variety of bills to Mr. Martin Langer, Chairman of the Legislative and Political Action Committee and his report will be provided to you prior to the October Convention date.
19. The motion read "that the legislative program of CSEA be presented at the Fall Convention, voted upon, and become the CSEA legislative program for the forthcoming session of the legislature; and that all legislative proposals be submitted prior to the Fall Convention." Mr. Martin Langer, Chairman of the Legislative and Political Action Committee will report to the delegate body via his report which will be submitted to you prior to the convention.
20. The motion read "that all elected chapter officers be recognized as members of the chapter grievance committee automatically, and only appointed members be for the purposes of administration. "Mr. Jack Casey, Assistant Executive Director of the State Division, has stated that any bills submitted to O.E.R. all list of grievances and committees submitted to him by the chapter president on a quarterly basis.
21. The motion read "to have mandated a special meeting of the first evening of all delegate or special meetings. "Requests of the delegate body have been complied with. Please refer to the Annual Delegates Meeting Agenda.
22. The motion read "that the by-laws be amended to change the region reehts from 10 cents to 20 cents per member, the motion was referred to the Board of Directors Board of Directors to the Constitution and By-Laws Committee and in the event a report you shall have received by the Annual Delegate Convention.
23. A memorandum on all outstanding debt payments by city, county, and state governments.
24. The enabling act of Congress of an Emergency Employment Act which extends federal credits to increase industrial and agricultural production and maintains and expands social services. Martin Langer, Chairman of the Legislative and Political Action Committee shall include this motion in his report to the Delegates.
25. The motion read with a request by several delegates, President Wenzel informed the delegates that "New Business" would be taken up ahead of committee reports at the next delegate meeting. Committee found item to be unconsummated.

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**Operational Unit bargaining team chairman Ed McGreavy, left, of Ham-**

**burb chapter, and collective bargaining specialist Paul Burch concentrate on answer to**

**Region 1 chapter, and collective bargaining specialist Paul Burch concentrate on**

**Administrative Unit bargaining team chairman Thomas McDonough, of**

**Motor Vehicles chapter, responds to query at meeting where Adminis-**

**trative Unit delegate discussed reopen conditions for negotiations due to**

**get under way this month. At left is collective bargaining specialist John Canody.**

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**Professional, Scientific and Technical Unit bargaining team chairman Robert Lat-**

**ter, of Buffalo District Labor chapter, engages in give-and-take exchange of ideas**

**with PST delegates, as vice-chairman Timothy McNerney, left, of Transportation Region 1 chapter, and collective bargaining specialist Paul Burch concentrate on the proposal.**


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O'HARA 116th ST. 105th ST. 107th ST.

PARSONS 115th ST. 104th ST. 106th ST.

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Applicants for positions must have a state medical license. For assistant clinical physician, applicants also need a year’s internship.

Three years medical experience will qualify applicants for clinical physician I and five years is good for clinical physician II. Candidates for physician II must also have 150 hours of continuing education three years prior to appointment.

Applicants will be rated on training and experience. There will be no written tests.

Applications and information are available at the State Civil Service Department, State Office Building Campus, Albany; Two World Trade Center, N.Y.C.

Name: Meyerson
Address: Schenectady, N.Y., 12301

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CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39½ and apply for this insurance within 120 days from your employment date, you are guaranteed $150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

If your annual salary is up to $4,000 but less than $5,000 $150 a month $5,000 but less than $6,500 $200 a month $6,500 but less than $8,000 $250 a month $8,000 but less than $10,000 $300 a month $10,000 and over $400 a month

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Elliott: City's No. 1 Priority Is Jobs

New York City's new deputy mayor for economic development dismissed the notion that the week's events would bring back jobs.

"The name of the game is jobs," said the new deputy mayor, Osborn Elliott, recently.

He had edited the New York magazine to take the $1-a-year post for the next 15 months. "We're talking about some 600,000 jobs that have left the city since 1949," Mr. Elliott said.

Mr. Elliott is already chairman of the City's Committee for New York, a private group attempting to lure business to the city. He replaces Alfred Elen-...
Two DOT Men Share Award

ALBANY — Fifteen state employees won a total of $1,160 in cash awards in September for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total $4,993.

Amounts award winners and their residences are:

$400—A joint award is shared by David L. Fisk, Dexter, and Robert D. Simpson, Adams, both of the Department of Transportation, who devised an improved warning light system for maintenance vehicles.

$200—James Patrick Smith, Holtsville, Workmen’s Compensation Board.

$100—Hyler J. Gray, Balaclava, Office of Parks and Recreation; Milford J. Lyon, East Greenbush, Office of General Services, and L. David Builts, Albany, Department of Transportation.

$160 in cash awards in September were awarded by the State Department of Civil Service Employee Suggestion Program.

File Now for U.S. Rec Therapist Jobs

The Charleston, S.C. area office of U.S. Civil Service Commission is accepting applications for therapeutic recreation specialist jobs in Veterans Hospitals throughout the country until Dec. 29.

To qualify for the GS-5 level post which pays $5,200, applicants must have a bachelor’s degree with a major in hospital recreation therapy or study which included a combination of the following specializations: arts and crafts, music, social activities, drama, radio/television or sport; or a major in recreation with at least 13 semester hours in the areas of specialization.

For GS-7, which pays $14,233, applicants must have in addition one year of experience involving the principles and philosophy of recreation.

A program of clinical practice in recreation obtained in a veteran’s administration or similar program may be substituted for the one year’s required experience.

Certain applicants who are within six months of earning a bachelor’s degree and have superior academic achievement are also eligible.

Appropriate forms can be obtained at Federal Job Information Centers. The announcement number is AC-5-04.

Completed forms should be sent to Charleston Area Office, U.S. Civil Service Commission, 334 Meeting Street, Charleston, S.C. 29403.

Tri-County Retirees Set Nov. 10 Meet

MIDDLETOWN — The Orange, Ulster and Sullivan Counties Retiree chapter, Civil Service Employees Assn., will have a membership meeting Wednesday, Nov. 10, according to chapter president John M. VanDueren.

The meeting, set to begin at 2 p.m., will be held in Room 316, Kleiner Building, at the Middletown Psychiatric Center.

Mr. VanDueren said discussions are planned on aspects of county government and assessments of area legislators. Retirees and prospective retirees from the three-county area are invited to attend.

Nassau Opens Four Posts

MINEOLA — The Nassau County Civil Service Commission has opened four titles for application filing until Nov. 5.

Real property appraiser II has a Dec. 11 examination (Exam No. 64-783) and pays $10,960. Either a high school diploma and two years’ real estate appraisal experience or four years’ such experience is required.

Three of the titles involve an evaluation of training and experience, with no test. Community relations coordinator (64-779) pays $14,310. Coordinator of community development I (64-861) pays $12,121. Director of community outreach programs (64-800) pays $21,500.

For further information contact the commission at 140 Old Country Road, Mineola, N.Y.

Correction Officer

ALBANY — A correction officer (female—Spanish-speaking) eligible list, resulting from open competitive exam 34-369, was established Oct. 18 by the State Civil Service Department. The list contains 20 names.

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...
The following is the Retirees Committee Report submitted at the Civil Service Employees Assn. annual convention. Committee chairman is Nellie Davis and members are Melba Binn, Florence Drew, John Joyce, William Memel and Martha Owens.

At the 1976 Convention of Delegates in Niagara Falls, Melba Binn, who served as acting chairman of the Committee, submitted five legislative goals for approval, four of which were to involve state legislation introduced and supported by CSEA in behalf of the Association's retiree membership. The delegates unanimously approved each of the proposals which were then turned over by CSEA's Executive Director to the Legislative and Political Action Committee.

That committee and their lobbyist recommended that the Retirees Committee's proposals for state legislation be reduced to two, namely, a cost-of-living increase bill and a survivor's benefit bill for pre-Oct. 1, 1966 retirees, as it was pointed out that there would be a difficult year for any legislation costing money. The Retirees Committee also accepted the recommendation that they support the supplemental cost-of-living bill S 729-A which had been introduced by Senator John Flynn, as having a better chance than any new bill of their own. Its companion bill in the Assembly was Assemblyman Stephen Greene's A 1326-A. Also, Senator Flynn agreed to sponsor the survivor's benefit bill, later S 898-A.

This two-plan bill for retirement legislation was adopted by the Retirees Committee with the understanding that their first priority was to support renewal of the basic suplemental law renewed in 1975 for the increase in retirement allowances for those who retired before 1980, which would expire on May 31, 1976 unless passed again.

At the national level, Martin Langer, field representative of the Plattsburgh area, addressed the Assembly of Retirees who had gathered at the DoubleTree Inn in Buffalo. He addressed the Association's retirees at the Civil Service Employees Assn. county units were honored at the San Rocco Lodge, Cortland. Those attending included, seated from left: Jeannette Russel, John Kimmian, chapter president Marie Divalent, and standing; J. Dan Mursic, president of ceremonies Dan Barber, and Anne Phelps. Standing, from left: Ward McCull, Ernest Bennett, Paul Bennett, Harry Cooper, Charles False, Harry Umback, and Carl Thomas.

Outlines Legislative Goals

1. A supplemental cost of living increase, permanently keyed to the consumer price index to cover all retired members of the New York State Employees Retirement System; and that the present cost of living supplement, which must be re-enacted each year, be made permanent and that the present retirement year cut-off 1968 be extended to include those who retired through 1971.

2. A survivor's benefit for New York State retirees who retired from state employment before October 1, 1966, for the amount was $10 per month for each of the non-retired state employees not receiving a death benefit.

3. A Medicaid bill provided by law of the health insurance plans now covering retirees to include a dental benefit insurance similar to that now enjoyed by active employees.

4. An extension of the health insurance now in effect for New York State retirees to include coverage for the surviving spouse to the extent of the unused sick leave money available.

5. Federal legislation modifying the Internal Revenue Act of 1964 to provide a tax exemption on $5,000 of retirement income.

The Committee considers it important for these goals to increase its legislative activity on issues of importance to members of the CSEA's Florida locals and in the broad spectrum of retiree membership. The majority attitude here has been negative. It has been pointed out that the Retirees Committee is different in one respect from other CSEA standing committees. It is the retiree organization's only direct pipeline to CSEA leadership. It is the retiree counterpart to the State Division and County Division executive committees. In this respect, the letters to the Civic Service Employees Association's Retirees Committee are unique and important to the retiree membership.

A criticism may be justified insofar as there are only six members including the chairman, on the Retirees Committee should be expanded to the maximum number of members to provide broader representation of the 15 retiree chapters in the Association. Six retirees committees are distributed as follows: Region I, one chapter; Region II, three chapters; Region III, three chapters; Region IV, one chapter; Region V, four chapters; Region VI, three chapters.

In view of the above distribution, some retiree chapters feel they are not adequately represented, and that a handful of committee members can hardly be fully responsive to statewide, and especially local, interests of thousands of retiree members from Buffalo to Long Island. The Committee has therefore voted that its chairperson communicate with the Association's president, requesting that he improve the representation of the Retirees Committee by making new appointments.

At the federal level, Congress had approved expansion of the retirees committee to the maximum permitted by the state constitution.

CSEA attorney James Featherstonhaugh answered many questions concerning legislation to be introduced this year for retirees, with interest centering mainly on the supplemental cost-of-living increase which will be drafted in the near future.

Martin Langer, chairman of CSEA's statewide legislative and political action committee, described in detail the strategy pursued in this election year by his committee and the political action committees of the six regions.

As for retiree legislation to be introduced, both Mr. Featherstonhaugh, CSEA's chief lobbyist, and Mr. Langer stressed the necessity of keeping retiree legislation reasonable and 'green' to allow for the support of the bills to be introduced in the 1977 Legislature.

An organizational meeting was held in Plattsburgh Oct. 27 to start retiree chapter 016. Present at the meeting were John Corcoran, CSEA field supervisor of Albany Region IV, Charles Scott, field representative for the Plattsburgh area, and retiring coordinator Thomas Gilmartin. Elected as acting president of the new chapter was Melvin Fenns of Mooers.

Helen A. Mischler was elected temporary secretary. Forming a constitution and by-laws committee are Aletta Haley, Charles Clifton, Josephine Speare, Eugene Washner and Francis Coyer. The new chapter will hold its second meeting Thursday, Nov. 18, at 1:30 p.m. at the Howard Johnson Motor Lodge, Route 3, Plattsburgh. Those counties expected to be welcome to attend.

The Civil Service Employees Association, CSEA, has its first 300 members, will be its annual Christmas dinner Dec. 10 at the Ramada Inn, Albany, according to the chairman Delores Fussell, who said that this event will replace the chapter's customary monthly meeting.

By THOMAS GILMARTIN

CSEA Retirees Affairs Coordinator.

Civic Service Employees Association retirees had their first double session meeting of delegates at the Cordury Hotel convention on Oct. 12. Approximately 60 retiree delegates participated in the morning and afternoon sessions, with statewide retirees committee chairman Nellie Davis presiding.

High on the agenda were discussions of the 1977 legislative program and the enlarging of the statewide committee to provide better representation of retiree chapters with in each of the six CSEA regions.

Speakers included Theodore Wendi, CSEA president, who reaffirmed his full support of the Association's retiree activities. He also endorsed expanding the retirees committee membership to the maximum permitted by the state constitution.

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WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least one week before the deadline. Announcements are available only during the filing period. For more information, call 727-2000, reach the filing office via the IND (Chambers St.); BMTC (City Hall); or BMA (Brooklyn Bridge). For information on titles, call 565-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (toll-free 1-800-243-0601); State University Capital District (518-457-4111); State University of New York at Albany (518-455-5000); State University at Buffalo (716-645-2151). For more information about job opportunities in these agencies, write to the Department of Personnel for the Current Vacancies list, Room 3, State Office Bldg., Albany 12239.

STATE — Regional offices of the State Department of Civil Service have announced filing until Nov. 8 for the position of state coordinator eligible list, resulting in a new state coordinator. Applications will be accepted until the deadline.

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Haupeague — the Suffolk County Civil Service Department has opened filing for open competitive titles and four promotional titles.

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Filing ends Nov. 16 for the position of state coordinator eligible list, resulting in a new state coordinator. Applications will be accepted until the deadline.
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.