Nassau Impasse: Flaumenbaum Will Risk Strike, Jail

MINORIA.—An impasse in negotiations for a 1977 contract was called by the Nassau County chapter, Civil Service Employees Assn. late last week after five negotiating sessions.

Irving Flaumenbaum, president of the 23,000-member Nassau chapter and a vice-president of the state CSEA, declared that the county’s negotiators’ offer of a 6 percent increase in the next two years was "not realistic."

So angered was Mr. Flaumenbaum that he told the daily media that he prepared to lead employees on strike and go to jail for it if necessary to protest.

Mr. Flaumenbaum said the county’s negotiators were using the Taylor Law as a weapon to "abuse the employees."

CSEA negotiators, who termed their demands moderate, had proposed a 15 percent pay increase this coming year and 7 percent in the following year, plus fringe benefits improvements including mileage allowance, night differential, bonding arbitration of grievances, longevity payments, increased dental and health insurance, drug and optical plans, past practices clauses and others.

Mr. Flaumenbaum said the CSEA negotiating team was not willing to submit to a repeat of the delays practiced on the employees in last year’s negotiations.

The terms for 1976 were unilaterally imposed by the Board of Supervisors last month after more than 15 months of efforts to settle. The board imposed a wage freeze as proposed by County Executive Ralph C. Chao despite recommendations of fact-finders for a general increase.

In the previous year, the board had imposed terms providing only 0 percent.

(Continued on Page 14)

MH Info?
The Leader is preparing a series on the decentralization of the Mental Hygiene system in New York State. If you are a relative or friend of an individual who has been transferred from a state facility to a community mental health facility, and would like to share your experience and observations, please contact Jane Bernstein at the Leader, 11 Waverly St., New York 10007, (212) 233-6010.
MEMORIES OF 1931 — AND AFTER

Honoring a 43-year record of service in the Suffolk County Treasurer’s office, Suffolk County Civil Service Employees Association chapter president James Corbin, presents plaque to Frances Parry, left. Ms. Parry’s current boss, Suffolk County Treasurer Jean Tuthill, is at center. Ms. Parry has no plans to retire because she finds the job of senior accounts clerk interesting and her co-workers congenial.

HIP Health Security means:
- NO MONEY out of pocket!
- NO MONEY claims to fill out!
- NO waiting for MONEY payments!
- NO major MONEY headaches!

Pensions Changing

State Comptroller Arthur Levitt has advised state pensioners they must re-establish eligibility to qualify for sick-pay exclusion on 1976 federal tax returns.

Mr. Levitt’s announcement came in a four-page pamphlet outlining the effects of the 1976 Tax Reform Act on disability benefits.

Under the new federal law, which is retroactive to Jan. 1, there are three qualifications for sick-pay exclusion. The pensioner must be under 65, totally and permanently disabled and have an adjusted gross income of less than $20,200.

The law does not affect New York State income taxes or the benefit structure for disability pensioners.

For incomes over $15,000 the exclusion must be reduced by the amount of income exceeding $15,000, said the comptroller.

TRANSPORT TO HIP

See your Payroll Clerk or Health Benefits Officer
State Employees ....... Nov. 1 to Dec. 31
Federal Employees ....... Nov. 15 to Nov. 30

HIP

HEALTH INSURANCE PLAN OF GREATER NEW YORK
625 MADISON AVENUE, NEW YORK, N.Y. 10022

Civil Service Activities Association
Thanksgiving & Christmas Year End Travel Program!

Holiday Travel Arrangements thru C.S.A.A. Travel Service
111 West 57th St., New York 10019

C.S.A.A.

U.S. BONDS!

STATE AND FEDERAL EMPLOYEES

Fete Four DOT Retirees

GENEVA—A group of Civil Service Employees Association members with a combined total of 60 years of service with the New York State Department of Transportation were guests of honor at a retirement party recently at the Kar Mac Manor.

The new retirees included Debra D. Bills, four and a half years; Charles W. Thanner, 17 years; James W. VanAttas, 16 years and James F. Brandege, 20 years.

Know your type? Give a pint of blood.
PROBATION COMMITTEE’S WORK DISCUSSED

James Brady, holding report, chairman of the Civil Service Employees Association statewide probation committee, reports to, from left, Robert Sullivan, acting director of the State Department of Probation; Jack Whelan, probation officer from Westchester County, and Nels Carlson, CSEA probation committee coordinator. The report covers the work of the advisory committee on job analysis and examination methodology study, Mr. Brady, a CSEA representative on the state committee, said the group is attempting to develop a testing procedure for probation officers.

Clinton Pact Holds $800 Hike

PLATTSBURGH — In the new contract covering Clinton County employees, including the sheriff’s department, negotiated between the Civil Service Employees Association and the county, salaries were increased $400 in each year of the two-year pact.

The contract covers about 575 workers.

For employees, other than sheriff’s department staff, the grades and 1978 and 1979 salary percentage increases are:

- Lowest paid, 7.8 and 7.2 percent; lowest paid-top sixth year, 6.6 and 6.2 percent; highest paid, 2.7 and 2.6 percent, and highest paid-top sixth year, 2.3 and 2.4 percent.

In the sheriff’s department, grades and 1978-79 salaries are:

- Deputy-start, $7,440, $7,860; deputy-tot six year, $8,700, $9,100; sergeant-start, $7,750, $8,150, and sergeant-tot six year, $9,110, $9,510.

Among fringes, employee mileage allowances were hiked one-half cent per mile to 15.6 cents a mile. A new item was the provision giving employees vacation pay in one lump sum open termination at a rate then in effect.

A Workmen’s Compensation article was added to the new pact and one item of uniform issuance and maintenance was added for members of the sheriff’s department, plus one item for calendar of tests for recruitment, workmen who require uniforms in their work.

The new Clinton pact calls for the establishment of a joint CSEA-county committee to draw up rules and regulations for sheriff’s department staffs for consideration in the next contract negotiations period.

The changes were contained in the contract.

Those are:

- Establishment of a job reclassification committee.
- Establishment of a job placement for sheriff’s department employees assigned to an existing labor-management committee.
- The labor-management committee is now charged with auditing a number of items relating to training, method of pay and physical examinations.

By JANE B. BERNSTEIN

ALBANY — The idea of allowing state workers to choose their own working hours in a tantalizing idea for many people. As of Dec. 1, the concept will become a reality for the workers of the New York State Department of Commerce.

Joining the Motor Vehicle Department, where it has been in effect for several years.

The alternative work schedule, or “flextime” as it is called, permits an individual to choose his hours of work and offers an earlier office departure.

State employees must put in eight hours during each working day. If one elects to begin work at 7:30 a.m., he or she may leave at 3:30 p.m.

Three years ago the staggered lunch hours was introduced, whereby employees could shorten the amount of time spent in the office by taking less time for lunch. The state requires that a worker take at least a half hour for lunch, so office time could only be reduced by that half an hour. If an employee elected to add this practice to the flexible work schedule and begin work at 7:30 a.m., he or she may leave the office at 3 p.m.

The adoption of flextime by the Commerce Department followed years of discussion, presentations, studies and meetings.

In August of this year, the New York Temporary State Commission on Management and Productivity in the Public Sector sponsored a conference on the matter of alternative work schedules. Workshops were conducted which included such speakers as Congresswoman Belle-Ann Ahrens, 1st. Gov. Mary Anne Krupsk and others supporting flextime.

Commerce Department em-

ployees also attended, including George Olm, a senior account clerk, who had been active in campaigning for the policy.

“We really felt that people would work better if they were able to control their own destinies on the job,” Mr. Olm said. “And Commerce Commissioner John Dyson agreed with us and supported flextime.”

The employees and administration of the department then formed a joint labor-management committee to complete studies on the proposal.

The committee found that not only would the policy improve morale, but it could also save the department money.

One of the services the department offers the public is skill reports. Before 9 a.m., a tape recorded phone message had to be turned on to inform skiers of conditions. One of the women in the department preferred to come in early. As a result of the approval of flextime, she is now able to give the reports herself, eliminating the need and cost of the tape.

Overtime has also been reduced, since there are workers on the job during a greater period of time during the day.

Mr. Olm says the problems with flextime are minimal.

“One of the problems is that everyone must know what everyone else is doing,” Mr. Olm said.

“And middle management does not like that, because they must be on top of things to make assignments. But most everyone likes the system.”

Mr. Olm also says the woman wanted to take a 15-minute lunch break, but state laws forbid that.

“Our status and directions committee is still studying the policy and dealing with problems that arise,” he said.

Mr. Olm says the program is highly successful in the Department of Commerce, it is conceivable that it could be adopted by other state agencies in New York and in other areas of the country.

“It’s a good feeling to have that kind of a say in your working conditions,” he said.

NEW YORK — When the Leader, in its Oct. 15 edition, mistakenly referred to New York City Region II third vice-president and Kingsboro (Brooklyn) Psychiatric Center chapter president William Cunningham, left, as president of Brooklyn Developmental Center chapter, the Brooklyn DC member of the Civil Service Employees Association, who was present, says James Gripper, right, Brooklyn DC chapter president and Operational Unit bargainer, who asked that The Leader correct the error. Who could refuse such a request?

By JANE B. BERNSTEIN

SMITHFIELD — Workers have the say on when to start day.

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SMITHFIELD — Workers have the say on when to start day.
MANHATTAN—The Health Insurance Plan information motor van used during the New York City transfer period will be on the city streets again during November and December to inform state and federal employees about their health benefits at work locations throughout Manhattan, in the Bronx and Nassau County.

The HIP health information van will be at locations where government employees can ask questions about their health benefits during their lunch hours.

The federal transfer period runs from Nov. 15 to Nov. 25 and New York State employees can transfer health plans through Dec. 31.

"We were very gratified with the response we received during our first mobile information center program that brought information to New York City employees about their health benefits. There are large numbers of state and federal employees in the Greater New York area and we hope many of them will have an opportunity to visit our mobile information van," said Alton Koons, president of HIP. Mr. Koons said HIP received "splendid cooperation" from the New York City Police Department during the transfer period information program.

The mobile vans are staffed by HIP government health plan representatives.

The HIP mobile health information van will be at the following locations during the state and federal transfer period: Nov. 11, Federal Building, 26 Federal Plaza; Nov. 15, Lafayette Street and Essex Street; Nov. 16, Post Office, 23rd street, between Eighth and Ninth Avenues.

Insurance Rep Promo Is Set

ALBANY—The State Civil Service Department has announced filing until Dec. 6 for promotion to supervising unemployment insurance hearing representative. An oral test will be held in January (Exam No. 39-18). At present there is one vacancy each in New York City and Albany.

Insurance forms are available through agency personnel or business offices or from the Civil Service Department.

Schedule Two DOL Promos

ALBANY—The New York State Department of Civil Service has announced two Department of Labor examinations: 12-6-68.

New York State and Political Subdivision Employees...

NEW YORK STATE AND POLITICAL SUBDIVISION EMPLOYEES...
Long Island Region I president Irving Flaumenbaum, left, confers with U.S. Civil Service Commission has reopened filing for shorthand reporter at Orades. Equipment mechanic and repairman need one year's experience for GS-7, which pays $11,523, and three months' general experience, for GS-2 level, which pays $6,572. For GS-3, which pays $7,530, one year's experience is required, with at least a year of the top rungs of their respective job titles. The total package, initiated by Suffolk and CSERA representatives, involves about $13.3 million annually. At Leader press time, the Suffolk membership was voting to accept or reject the proposed contract.

Feds Open Three Titles

MANHATTAN — A recent issue of the New York Motorist, the publication of the American Automobile Club of New York, gave some guidelines for persons wishing to express opinions to elected officials by letter.

The letter should be written on stationary bearing a personal or business letterhead, the article suggested, with a signature over the typed name at the end of the letter. A return address should be contained in the letter, not just on the envelope.

The letter should clearly state the name of the legislation you are writing about. The bill number, if known, should be included.

In stating your reason for writing, your own personal experience—how the issue would affect you, your family or job—should be your best supporting evidence. Avoid stereotyped phrases or sentences which may give the impression of a "form" letter.

Be reasonable; don't demand the impossible or make threats. Ask the legislator to state his positions on issues in his or her reply. As a constituent, you're entitled to know.

Consider the factor of timing. Try to write when a bill is still in committee and the legislator can be more responsive rather than later when the bill has already been voted upon.

In writing elected officials, the following salutations and addresses may be used:

- To the President, The White House, Washington, D.C. 20500. Dear Mr. President.
- Hon. John Doe, State Senate, Albany, N.Y.
- Hon. John Doe, House of Representatives, Albany, N.Y.
- Hon. John Doe, State Assembly, Albany, N.Y.

How To Make Your Voice Heard

PROMO CAMPAIGN

Wells, Rich, Greene, the New York City-based public relations firm, has been retained by the state to oversee planning of what may become a multi-million dollar promotional campaign to boost New York tourism. A Department of Economic Development official said the firm has agreed to handle marketing and advertising and he was told by the Chase Manhattan Bank that the development of the campaign "is one of the biggest tasks in the marketing industry right now. This state, to the best of my knowledge, and perhaps no other state, has ever done any market research of this scale."

Mr. Doyle described the campaign as "a standard textbook marketing case" with emphasis on tourism and economic development. The current Commerce Department budget for advertising is $750,000 and Mr. Doyle said tentative plans call for the spending of "many times" this amount. "We will package New York so that it is appealing to people who come here for vacation or from abroad," Mr. Doyle said. "It will be our message to them around what they are looking for, instead of our perception of what they want."

WELFARE SHIFT RAPED

State Senator William Smith (R-Chautauqua) declared recently that proposals by county governments to shift welfare costs to the state would mean increased taxes for upstate residents. The senator said that New York City accounts for about 70 percent of the state's welfare costs but contributes only about 40 percent of the cost of state government. A state assumption of welfare costs, he said, would be more responsive rather than later when the bill has already been voted upon.

In writing elected officials, the following salutations and addresses may be used:

- To the President, The White House, Washington, D.C. 20500. Dear Mr. President.
The Steady Civil Servants

WHILE he was still seeking the Democratic nomination, Jimmy Carter was able to keep a low profile. Few people outside his native Georgia were aware of who he was, even though his election in 1970 as the state's governor had been hailed nationally at the time as the hopeful beginning of a New South. He was among the first of what we might call America's modern-day president-elects.

Once he had attained his party's nomination for the presidency, he was under increasing pressure to take definite stands on various issues. It is a paradox of elections, though, that we usually consider as important issues generally fall within three categories: problems that may likely be solved by the time a new administration is able to take office; matters of secrecy upon which he cannot speak even if informed by the incumbent administration, and affairs involving other nations, but arousing emotions of certain ethnic groups such as the Irish and the Jews.

By now many words have been written and spoken about how President-elect James Earl Carter Jr. was able to tap the majorities of voters' confidence by his emphasis on truthfulness with the public. Along the way, for better or for worse, he survived scrutiny of such side issues as his colorful family, his religion and his speech pattern. "Faith healer," "born again" and "Eye-talian" will now become quaint footnotes of history as the presidency passes to the first man since Grover Cleveland (1885-89, 93-97) with hair covering his ears.

The point of all this is simply that Presidents come and go, just as issues come and go (and are hopefully solved). They are reflections of their time, and are the symbol by which historical periods are oftentimes identified. Even through civil service. For a significant point in the history of the civil service system based on merit, another New Yorker, Theodore Roosevelt, placed on probation for one year from Oct. 6, 1972 to Oct. 6, 1973. During this period of probation, in March 1973, the Superintendent of Schools wrote to the teachers advising them of the Teachers. The Taylor Law provides that a striking public employee is on probation for one year. They were not dismissed during the year. They were both sides appealed from the Appellate Court. The court ordered the teachers to be reinstated for a period of four months; that they be allowed to teach during that time. Both sides appealed from the Appellate Division's decision affirming the lower court.

THE COURT OF APPEALS pointed out that there was no issue of reprisal raised, and that it was a case of first impression for the court. First, the court decided that it would not constitute the Taylor Law, Section 210 (9) (f), to permit "obligation of benefits accrued during service by administrative whim." The court held that the teachers were entitled to the same protection as other public employees, i.e., a hearing on stated charges pursuant to Section 78 of the Civil Service Law. If the probation was to be disallowed during the probationary period. In this case, the teachers were not dismissed during the year. They were discharged at the end of the probationary year so that no hearing was necessary. There was a sufficient evaluation of the teachers during the year, and they knew after their meeting with the Board of Education in May what their alleged shortcomings were.

Don't Repeat This Plan (Continued from Page 1)

The Taylor Law provides that a striking public employee is on probation for one year, and during that period he may not acquire tenure. With regard to teachers, it provides that the probation shall be the same as for other public employees. In October 1972, two tenured teachers participated in a strike against their district. By operation of law, Section 210 (9) (f) of the Civil Service Law, the teachers were placed on probation for one year from Oct. 6, 1973 to Oct. 6, 1973. During this period of probation, in March 1973, the district discharged the two teachers without a hearing. An Article 78 proceeding was commenced in which the teachers were successful. They were reinstated with full back pay and no appeal was taken.

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

Teacher Tenure

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ON MAY 24, a short time after their reinstatement, the Superintendent of Schools wrote to the teachers advising them that their services during probation were unsatisfactory and that they would not be recommended for tenure at the close of the probationary year. The Board of Education, after meeting with the two teachers and their supervisors, voted not to grant tenure. The Supreme Court of New York, in another court proceeding under Article 78 and argued that they had a statutory right to serve the full year of probation in the classroom, that the statutory required evaluation procedures were not followed, and if the May 24 notice was ineffective, they acquired tenure by estoppel.

THE DISTRICT argued that not only did it comply with the prior court order, but it acted in accordance with the applicable statutes. The lower court held that the teachers did not acquire tenure by estoppel, but the May 24 notice was not effective because the district did not allow the teachers to be screened in accordance with required procedures. The court ordered the teachers to be reinstated for a period of four months; that they be allowed to teach during that period, and that they be properly evaluated during that time. Both sides appealed from the Appellate Division's decision affirming the lower court.

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**What's Your Opinion**

**BY PAMELA CRAIG**

**QUESTION**

Do you think it is fair to be forced to retire, regardless of one’s good health and willingness to work?

**THE PLACE**

Buckwold Senior Citizens Center, Brooklyn

**OPINIONS**

Sam Alessandro, retired shoe cutter: “I don’t think anyone should be forced to retire if he has the health to work. If a man is capable of doing the work, there is no reason for his being forced out of a job. I voluntarily retired at age 65, I worked in a factory as a shoe cutter and I enjoyed my job because it was interesting. I worked another extra year because my boss wanted me to replace me with someone he could depend on. Now, I enjoy my retirement.”

Petronilla Haddock, retired factory worker: “I think that people in certain positions, such as our firemen and policemen, should be forced to retire at the age of 65. These positions are very hazardous, and if a man is past the age of 65 they should take the chances. As far as the other employees of the city, I think they should be forced to retire as well. Our teachers have no retirement age, and may have worked until the age of 75. I myself, as a machine operator, worked until I was 76.”

Mary McDonald, retired addressograph operator: “I feel that you should work as long as you are able, unless the job is really hazardous. Then, you have to be sort of particular about what you do. My husband was a stagehand and he worked until he was 72. He was alert and enjoyed working until he died. I worked as an addressograph operator. It’s a shame to have to stop at 65, because, nowadays, many people are working longer.”

Mary Irene, retired dressmaker: “Many people don’t want to retire because they really enjoy working. Personally, I don’t like that idea. I made dresses in a factory all my life. It’s not right to work all your life, you’ve got to have some years to your own. I’m glad that one is forced to retire and have a right to rest. I think you have to go back to work if you’ve worked 65.”

**Don’t Repeat This!**

(Continued from Page 6)

because he comes from Brooklyn. When that selection is finally made, the Democrats will be confronted with conflicts of interest and may have to step down. I feel that decision should be one of our major decisions to make in life. All people have different capabilities and responsibilities. We should be given the chance to realize our condition.”

Beatrice Metzkin, retired factory worker: “I know lots of people who would work until they are 70 or 80. They’d never give up. I think it is good that there is a retirement age, be it 65 or 70, so that people will have to get out. There are people who wouldn’t know who need a break. And if people work to the age of retirement, they really don’t have a little social security or, perhaps, a good pension coming in. Why should such fortunate people as we try to hold a job? I think 65 is a good retirement age.”

**Civil Service Law & You**

(Continued from Page 6)

January. This is a necessary consequence because the City’s needs invariably become a substantial part of the legislative agenda. In fact, during the last two years, the City’s crisis was the major legislative problem. And most of those problems still remain.

Republicans can rely upon the strong Northside, Freedom and others to make political hay out of the complex problems that the Democrats will face as soon as the Legislature convenes.

**ACOSTA APPOINTED**

ALBANY — William Acosta, former acting director of the U.S. Peace Corps in the Dominican Republic, has been named by New York State Social Services Director Philip L. Toia as deputy commissioner for services for the new post of deputy commissioner for Metropolitan New York. He also served as a psychiatric social services director of the State’s California Youth Authority, as project director of the Youth Training and Employment Project in East Los Angeles.

There has been much talk of changing Social Security to make payments based on "need." Under the present system a minimum is given to those who qualify at age 65 having earned more than $50 in each of 40 quarters during a lifetime. Supplemental payments are made where the Social Security check is obviously insufficient, but these supplemental payments are minimal and provide only a subsistence living. The test has been "retirement." But inasmuch as many people work far beyond the retirement age, the test of $2760 per year was placed on earnings up to age 72. This system is now being attacked by both aides — those who feel that no earnings should be allowed and by those who feel that the limitation should not be imposed.

**Refresher courses for 130 auditors in the office of Comptroller Harrison J. Goldin are being provided by the New York State Society of Certified Public Accountants as a contribution to the economy in its period of fiscal crisis.**

If you are over 65 years of age and planning to sell your home, it is best to wait after Dec. 31, as other factors being equal. The tax on the sale will be less in 1977.

**Social Security checks will be available to disabled veterans and sur- vivors of Americans killed in action.**

**Pensions for veterans will increase 7 percent on Jan. 1. If President Gerald R. Ford signs a bill now before him. Increased payments are available to disabled veterans and survivors of Americans killed in action. This increase is 8 percent.**

As a public service, The Leader continues to publish the names of individuals who benefit from unclaimed checks from the New York State Employers Retirement System and the State Police’s and Firemen’s Fund. The Leader or the New York State Employment Department in Albany may be contacted for information as to how to obtain the funds.
Standing Salary Committee Report

The following is the Standing Salary committee report submitted at the CSEA annual convention last month. Chairman is Natalie Yaskow, of Buffalo Psychiatric Center chapter, and committee members are Dale Burrell, James Cartier, Richard Doucette, Jack Dougherty, Gloria Goodman, Ben Kosiorowski, James Mullin, William O'Neill and Marjorie Reeves.

Your Standing Salary Committee wishes to advise the Delegates as to the reasons why this Committee Report was not completed in time to mail to the Delegates thirty days prior to the Annual Meeting commencing on October 11, 1976. Basically, there are two reasons for the delay in the preparation of this Report:

1. The Committee is gravely concerned about a proposal contained in the Report of The Revision of The Constitution & By-Laws Committee (Report No. 4) and that Committee's recommendation to abolish the Standing Salary Committee.

2. In order to consider the latest data available which would affect the recommendations of this Committee, a meeting was held on September 23, 1976 to finalize its State salary recommendations as contained in this report.

With respect to the salary negotiations which are to occur under the corner provision of our present State Contracts, your Standing Salary Committee offers to the Unit Negotiating Committees the following two resolutions as guidelines:

1. WHEREAS, there is a strong case to be made for a general overall salary increase, and

WHEREAS, unity and strength on the part of the CBSE, is important in the negotiating process, and

2. WHEREAS, statistical data reflecting increases in the cost of living have far out-weighted general increases in State salaries since 1967, and

WHEREAS, State employees will not have received a general salary increase for a three-year period by April 1, 1977, and

WHEREAS, an increasing number of State employees have had to supplement their State income in order to adequately provide for their families, and

WHEREAS, many State employees are currently receiving welfare benefits, because of the low level of State salaries, NOW THEREFORE BE IT RESOLVED, that the CBSE seek an across-the-board increase in basic annual salaries for all employees in the Administrative Services, Institutional Services, Professional, Scientific & Technical Services, all Domestic Services, and that Committee report submitted at the Unit Negotiating Committee, this report be submitted to the Delegates for informational purposes only.

Overall view of Concord auditorium shows delegates during general business meeting.

Delegates for possible adoption to improve such conditions of employment through the negotiation process.

Standing Salary Committee. To this end, we recommend that the Standing Salary Committee have among its appointed members no less than three members from the County Division, and further that, adequate publicity be given to the fact that County Division Chapters and Unions may, if they so desire, seek the advice and the recommendations of the Standing Salary Committee in formulating salary and fringe benefits demands, as well as the justification thereof, to be used in collective negotiations at the local level. We further propose that no limitations be placed upon this Committee with respect to the minimum or maximum number of meetings to be held per year.

Irene Carr, left, assumes her duties for first time at convention as statewide CSEA secretary. Here she compares notes with Helen Van deWal, longtime stenotypist for the union's most important meetings. Ms. Carr was elected CSEA secretary following the death of Dorothy MacTavish, whose name was added to the CSEA Memorial Plaque by special action of the delegates last month.
Special Memorial Plaque Committee Report

The following is the Special Memorial Plaque Committee report submitted at the CSEA annual convention last month. Chairman is Raymond Castle, retired, and committee members are William McGowan, Richard Cleary, Joseph McDermott, James Lennon, Solomon Randel and Irving Flumenbaum.

Since our last report to the Delegates in 1975, four names have been added to the Plaque at 33 Elk Street. Those are John A. Crenna, Ivan S. Flood, Francis Smith and Abraham Kranker. Only one name has been submitted to the committee in the past year.

The John M. Harris Memorial Plaque is to commemorate the names of those who have rendered outstanding service to the Association. It is recognized that throughout the years thousands of members have rendered very valuable service and made substantial sacrifices to advance good government and employee welfare, and all objective names to be inscribed on the Memorial Plaque shall be limited to deceased members of the Association who during their lifetime have rendered outstanding benefits or services to their chapter, their Conference or to the State Association, and will usually have resulted in efforts which were "far beyond the call of duty." There is no time limit on when these outstanding services may have been rendered.

The idea of the Plaque originated with the Southern Conference and was limited to that Conference. However the idea had such merit that it was taken over to apply to the entire Association.

Serious responsibility rests upon the Plaque Committee, the Board of Directors and the Delegates to assure that the Memorial Plaque serves the fine purpose for which it was created. Nominations for inclusion on the Plaque may be presented by any member of the Association through his chapter, after an interval of at least six months following death of the nominee. The Chapter shall submit such recommendations to the Conference Region and the Conference Region to the State Association. Each nomination must be submitted on a regular application form for the purpose, supplied by the Association upon request, on which shall be set forth supporting data, giving detailed accomplishments of the deceased member. All such nominations are then referred to the Memorial Plaque Committee for review of the facts related to the services rendered.

Down through the years, succeeding Memorial Plaque Committees have seriously considered all nominations, and so it maintains the high standard and fine recognition the Plaque represents. The next time you are at 33 Elk Street, take a few minutes to look at the Memorial Plaque. You will see names of persons you do not recognize, but you will find others whom you know and perhaps have worked with. But every name deserves to be there because of legal service and because they have been carefully selected. Say a prayer of appreciation as we all benefit from what they have done. And say a prayer that we will continue to produce workers and leaders that will continue to make this Association great.

At this time the committee wishes to approve the name of Anna M. Rossetto from Harlem Valley Psychiatric Center, for inclusion upon the Plaque. She has served the Association in a conscientious way for many years through her chapter, conference and for over ten years as a member of the State Board of Directors. She was alert, articulate and set high standards of participation on the Board. Every member of our committee has personal knowledge of Anna's efforts through serving on the Board during her lifetime.

The chairman would once again remind all concerned that the committee stands ready to receive recommendations of names of distinguished persons for the John M. Harris Memorial Plaque from our chapters throughout the state.

At this meeting and with the kind of support I have had from all the people, things have to get better in the future. Mr. Qoring has been a whale of an asset to our committee and I, as Chairman, would soon receive written answers from Ms. Rabin which I did get and am very grateful to her for her help and cooperation, also.

We had several subjects to cover at this time such as special education courses negotiated for by CSEA which we had been denied from taking due to not being in one of the four bargaining units. Also, there was some discussion on the possibility of using some CBEA employees to help fill some of the gaps in five more Armories. Some discussion followed on classification of Security and Maintenance titles in Armories. A lot of good ideas came out of which with the help of Mr. Qoring.

Several other subjects were discussed at this meeting and with the kind of help I have had from all the people on my committee and the offices and staff at CSEA Headquarters, I know things have to get better in the future.
State Seeks 2 Engineers

ALBANY — The State Department of Civil Service is continuously recruiting state workers for promotional posts of assistant sanitary engineer and senior sanitary engineer in the Environmental Conservation Department. To qualify, candidates must take an oral test, which is frequently held in Albany.

Assistant sanitary engineer, No. 20-202, is open to Environmental Conservation Department employees with a year's experience as a junior engineer and an intern engineer's certificate. A year's engineering experience in a grade 19 or higher position is good for senior sanitary engineer, No. 20-281.

The oral exam for both posts is designed to test the applicant's ability to reason clearly and make sound judgments, present ideas clearly and establish a satisfactory relationship with others.

Application forms are available at Civil Service personnel offices. Completed forms should be sent to the State Department of Civil Service, The State Office Building Campus, Albany, N.Y. 12235.

Schoolmasters To Meet Nov. 13

Board of Education president Robert Christiansen will be the guest speaker at the next meeting of the New York Schoolmasters' Club, Nov. 13 at the Shaston Hotel.

For its December meeting the group will hear a talk given by Martin Mayer, author of "Some Different Views of New York's Budget Crisis." The club will celebrate its 86th anniversary Dec. 18 and honor its first president, William Phipps, Columbia University professor.

John Jay Opens Fire Adm. Class

John Jay College of Criminal Justice has established a Fire Science Department and is conferring a bachelor of arts degree in fire service administration.

The courses offered in this field will study fire department organization and management, Part I and II, operations analysis for management, and seminar in fire service problems.

Also, fire protection systems, building and safety standards, fire insurance and risk, analysis of urban hazardous materials, fire investigation, and safety engineering.

Rensselaer Seeking A Planning Engineer

TROY — The Rensselaer County Civil Service Commission has announced filing until Nov. 17 for a Dec. 11 open competitive examination for planning engineer (Exam No. 45-092).

The job pays $12,901 and there is one vacancy at present.

A bachelor's degree in a related field or an associate degree plus four years' experience or an equivalent combination is required.

For further information contact the commission at the Court House, Troy, N.Y.
**HEW Sets Benefit Decision Appeal Time**

WASHINGTON, D.C. — The Department of Health, Education, and Welfare has published final regulations which provide a uniform time period of 60 days during which a person claiming benefits can request reconsideration of an adverse decision or request a hearing on a reconsidered decision. The regulations apply to the retirement, survivors, disability, black lung, hospital insurance, and supplemental security income programs administered by the Social Security Administration.

The regulations provide the same time period for requesting reconsideration as provided by P.L. 94-343, enacted Jan. 2, which established a period of 60 days for requesting a hearing by persons whose claims for benefits have been denied.

To protect claimants in cases where a time limit has expired in March, a person claiming benefits can request reconsideration of an adverse decision or request a hearing on a reconsidered decision. The regulations provide for an extension of time if good cause is established for not filing on time.

**ED DIRECTOR**

ALBANY—A director, division of supervision, education of handicapped children, eligibility list, resulting from open competitive exam 27-011, was established Nov. 1 by the State Civil Service Department. The list contains three names.

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**Rockland Sets 4 Examinations**

NEW CITY — The Rockland County Civil Personnel Office has opened filing for assistant engineer exams 94-002, assistant recreational facilities manager 94-003, distiller 94-004, and junior engineer 94-093.

For further information and application, contact the personnel office at County Office Building, New City, N.Y. 10958.

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**CIPC Meeting**

CENTRAL ISUP—A meeting of the Central Isup Personnel Center chapter, Civil Service Employees Assn., has been set for Thursday, Nov. 18. The meeting will be set for 7:30 p.m. at the Gullhaven Golf Club clubhouse, CIPC.

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**Former CSEAer Is First Woman State Park Chief**

BABYLON — Members of the Long Island State Parks chapter of the Civil Service Employees Assn. have been confirmed as superintendent of Minekill State Park.

Ms. Reilly was believed to be the first woman parks supervisor in the state park system.

She had worked her way up from a Grade 4 position in less than 16 years with the Long Island State Park Commission. Starting in the civil service as a ambulance worker on Sept. 27, 1968, Ms. Reilly was appointed to the position of assistant recreation chief in 1969, was promoted to Grade 7 assistant recreation chief in 1969, and was promoted to public relations aide in 1970 and made principal chief Grade 11 in 1972.

This year, she was asked if she would take a crack at being a park superintendent and she accepted.

She had been at Bethpage State Park on Long Island at the time. Her interview was held by Peter Higgerson, president of the Long Island State Parks chapter. And when Ms. Reilly was confirmed, the employees were cheered to hear of her confirmation in the new post and followed a 26-day probationary period.

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**State Agencies Need Clinical Physicians**

The State Department of Civil Service continually seeks clinical physicians for the Correctional Services, Health, Mental Hygiene, State University and Drug Abuse Services Departments. Highest starting salaries for competitive jobs range between $23,161 and $31,055 a year.

New York City area and Morris County employees receive an additional $200 annual salary differential.

Candidates must have a state medical license. For assistant clinical physicians, applicants also need a year's internship.

Three years' medical experience will qualify applicants for clinical positions. Candidates for physician positions must also have at least 100 hours of continuing education three years prior to appointment.

Applications will be reviewed on training and experience. There will be no written test.

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

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**Eric T' Giving Dance**

LACKAWANNA — The second annual giving dance of the Erie County Educational Employees chapter, Civil Service Employees Assn., will be held Saturday, Nov. 20.

The event will be held at John's Planning Health, 1380 Abbott Road, Lackawanna.

BUY U.S. BONDS
MH Baker Wins Top Idea Prize

ALBANY — Twenty-one state employees won a total of $1,395 in cash awards in October for money-saving ideas submitted to the New York state employees’ suggestion program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total $13,690.

Amounts and award winners are:

- $400 — Robert D. Turturco, Co- lumbus, chief baker, Department of Mental Hygiene in Rochester. He devised a more effective way to package 400 paper bags in a carton to be shipped to Mental Hygiene facilities.
- $400 — Joseph W. Kovanick, Binghamton, Department of Transportation.
- $300 — L. Kryczka, Colon y, Department of Taxation and Finance.
- $300 — Edward J. Scott, Hudson, Division of Criminal Justice Services.
- $250 — Margaret D. Albertson, Valatie, Education Department, and Nan McClure, Troy, Depart- ment of Health.
- $250 — Robert J. Mahler, Albany, Education.
- $200 — Richard E. DeGroot, Schenectady, Department of Taxation and Finance.
- $200 — William Smolich, Elmaro. Department of Environmental Conservation; Doris Horn, Hor nell, Department of Health; Harold Wollman, Whitney Point, Department of Agriculture and Markets; Daniel Barrett Jr., West Ber wickton, and Anne L. Watkins, Willingh ham, N.J.; both Department of Mental Hygiene; Doris DiNello, Mechanicville, and Charles V. Hasselman, Rein sal, both education; Carmella Loretto, Albany; John W. Eatons, and Karen Fine, Huntington, all Department of Motor Vehicles; Joseph J. Roberts, Bronx; Beverly A. Van den, Bronx, and Frank Reinhart, Schenectady, both of the Workmen’s Compensation Board.

Cash award winners also receive a certificate of merit also were awarded to Gerald A. Gerace, Danville; Domenico J. Mazzillo, Danville, and Samuel Zeim, Mount Morris, all of Mental Hygiene; Anthony DiAndrea, Utica, Motor Vehicles; and Alice E. Wron- ton, New York City, Workmen’s Compensation Board three certificates, to Richard F. Troy, Education, and Mary E. O’Gorman, Rochester, Tax and Finance.

REOPEN U.S. Shorthorn, Stores Jobs

The New York City Area Office of the U.S. Civil Service Commission has reopened filing reporter and engineer equipment repairer and other material mechanic and repairer at grade WG-10. It also reopened sales store checker at grade GS-2 at West Point.

The GS-7 shorthand reporter job, which pays $11,525, requires one year’s experience. Three years’ experience is required for GS-5, which pays $14,097.

There are no training or experience requirements for reporting stenographer, GS-5, which pays $8,336. No file has been set for the written tests.

Sales store checker (GS-21) requires a high school diploma or equivalent experience. The pay is $8,717 a year. For GS-5, which pays $7,408, one year’s experience is required. At least half a year’s experience must have been as a sales store checker. No training courses in sales store checking can be substituted for this experience.

For further information on the jobs, contact the commission at one of the federal job information centers.

To Discuss State Court Takeover

The significance of New York State’s takeover of the city court system will be the featured topic at a Nov. 14 Association of Jew- nish Court Attorneys meeting at the Educational Alliance, 197 Orchard St., New York City.

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FEDERAL JOB CALENDAR

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 25 Federal Plaza, Manhattan; 271 Canada Mall, Buffalo; 900 Grand Concourse, Bronx; or 90-04 116th Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

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CSEAes Help In Nassau Influenza Shot Campaign

MINEOLA—Civil service employees are playing a key role as volunteers in the mass influenza innoculation program that got under way in Nassau County recently.

Thirty employees of the Nassau County Health Department are serving as managers of the 30 innoculation sites, and other civil service volunteers are helping with the necessary intake and paperwork procedures.

All innoculations are being given by volunteer doctors and nurses, some of them also civil service employees.

For example, Nick Abbatiello, vice-president of the Nassau County Health Department, is serving as site manager at Baldwin High School.

The Colonial Inn in Mineola has been set aside and paperwork procedures are being handled by volunteer doctors and nurses.

To volunteer, call Karl Krampe at (516) 535-3545 at the Health Department.

OFFICERS' LIST

ALBANY—A correction officer (male, Spanish speaking) eligible list, resulting from an open competitive exam 24-348, was established Oct. 25 by the State Civil Service Department. The list contains 131 names.

The New York State Thruway, extending from New York City to Buffalo and the state's western border, is the nation's longest toll superhighway.

Suffolk Police Unit Luncheon

HAUPPAUGE — The annual Christmas luncheon of the Suffolk County Police Department unit, Civil Service Employees' Assn., has been set for Thursday, Dec. 16.

The luncheon has been set for 1 p.m. at the Heritage Inn, Smithtown By-Pass, Hauppauge. Tickets are $7.25 per person, which includes tax and gratuities.

CORRECTION OFFICER

ALBANY—A correction officer (male, reg 5) eligible list, resulting from open competitive exam 24-315, was established Oct. 25 by the State Civil Service Department. The list contains 94 names.

Blue Cross and Blue Shield

Equal Opportunity Employer

The New York State Thruway, extending from New York City to Buffalo and the state's western border, is the nation's longest toll superhighway.

Occupational And Physical Therapist Job Slots Open

ALBANY — The State Department of Civil Service is continually accepting applications for occupational and physical therapists for posts in the Department of Mental Hygiene, Health Department and The State University of New York. Starting salary is $11,337 a year.

To qualify for occupational therapists, exam 20-176, applicants must have a bachelor's degree and registration as an occupational therapist with the American Occupational Therapy Association. A bachelor's degree in occupational therapy and a state occupational therapy license will also be accepted.

Candidates with a degree in physical therapy and a license issued by the State Department of Education may apply for physical therapist, exam 26-177.

Candidates who have a temporary license to practice in New York State may be appointed, but must obtain their license within one year.

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Blue Cross and Blue Shield

Equal Opportunity Employer
Westchester Local Combines Play And Politics

COHOES—An improper practices charge may be filed by the Civil Service Employees Assn. in behalf of 65 employees of the Cohoes Department of Public Works over proposed changes in conditions of employment made by the city.

Cohoes Mayor Ronald Canestrari said that the changes were intended to make the Department's operations "more efficient."

They involve reduction of three senior foremen to junior foreman status and, he said, "more clearly defines lines of authority."

The reductions will involve a loss for each foreman of $700 annually.

Tri-Town Albany Area School Unit Mulls Fact-Finder Ideas

RAVENA—The Rensselaer County School District has been told by Mr. Plager, acting for the Public Employment Relations Board, that it will have to go through the new name in the event that the school district administration and the local members.

The fact-finder is Egon Plager, acting for the Public Employment Relations Board.

Mr. Plager advised the board that the school administration will have to make the adjustment known.

"We're contacting them in the same way they contacted us," he said. "Through the newspapers. If they are ready and willing to negotiate through the newspaper, the CSEA is ready and willing to negotiate with them through the newspapers."

Mr. Campbell said that taking the issue to the PERB is one means of solving the problem, but added that Cohoes City fathers have not met with CSEA authorities to determine if "what they seek to accomplish, through the changes, could be accomplished in another way."

"The city has claimed that the fiscal situation is a precarious one. Responding to this, Mr. Campbell pointed out, "It's cheaper to negotiate than litigate."

SUNYA Chapter Goes Local

"Local 691 CSEA," is the way the return envelopes are printed for the Civil Service Employees Assn.'s SUNYA at Albany local chapter.

Chapter treasurer Mario Jarecki advises that since union delegates voted at last month's statewide convention to change the names of the chapters to locals, "I believe we may be the first to use the new name."

SUNYA at Albany Local 691 may be the first to officially adopt the local designation since the convention, but two other chapters have been using "local" as part of their names for some time.

They are Southern Region Ill's Westchester Local 860, headed by Raymond Cassidy, and New York City Region II's Metropolitan Division of Employment Local 866, led by William DeMartino.

SUNYA at Albany Local 691 rets the credits for being the first in Albany Region IV.

CSEA Hopeful In Strike

When Westchester Local 106 members get together for a social function, they play as hard as they do to maintain their reputation for hard work. So it is no surprise to see the usually dignified regional attorney Arthur Grace and his wife take time out from winning grievance cases for CSEA members to speak to public employees' bugaboos, the Taylor Law. While they are flag and bugle, who, in normal moments, are Local 106 president Raymond Cassidy and his wife, Marie.

A spokesman for Mr. Casso was quoted in the press claiming that the county had not made its offer and had been prepared to continue bargaining.

"That's a lie," Mr. Flamenbaum exploded when informed of the statement.

Mr. Flamenbaum said that the county had accepted a CSEA demand to dispense with mediation and proceed direct to fact-finding. He said the CSEA would demand that efforts to break the impasse be completed by the end of the year.

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CSEA Hopeful In Strike

When Westchester Local 106 members get together for a social function, they play as hard as they do to maintain their reputation for hard work. So it is no surprise to see the usually dignified regional attorney Arthur Grace and his wife take time out from winning grievance cases for CSEA members to speak to public employees' bugaboos, the Taylor Law. While they are flag and bugle, who, in normal moments, are Local 106 president Raymond Cassidy and his wife, Marie.

A spokesman for Mr. Casso was quoted in the press claiming that the county had not made its offer and had been prepared to continue bargaining.

"That's a lie," Mr. Flamenbaum exploded when informed of the statement.

Mr. Flamenbaum said that the county had accepted a CSEA demand to dispense with mediation and proceed direct to fact-finding. He said the CSEA would demand that efforts to break the impasse be completed by the end of the year.

SUNYA Chapter Goes Local

"Local 691 CSEA," is the way the return envelopes are printed for the Civil Service Employees Assn.'s SUNYA at Albany local chapter.

Chapter treasurer Mario Jarecki advises that since union delegates voted at last month's statewide convention to change the names of the chapters to locals, "I believe we may be the first to use the new name."

SUNYA at Albany Local 691 may be the first to officially adopt the local designation since the convention, but two other chapters have been using "local" as part of their names for some time.

They are Southern Region Ill's Westchester Local 860, headed by Raymond Cassidy, and New York City Region II's Metropolitan Division of Employment Local 866, led by William DeMartino.

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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, 40 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 9 a.m. to 7 p.m. Applications may be submitted by mail, or by the person in person only during the filing period. Applications filed by mail must include a stamped, self-addressed envelope, to be returned by mail if desired, applications are available only during the filing period.

The Department of Personnel, which is located at 120 Broadway, New York City, has a toll-free number: (800) 522-7407. This number is for the purpose of providing job information, and can be used by anyone looking for work in New York City. The number is available 24 hours a day, 7 days a week.

Questions And Answers

Q: I understand my 27-year-old mentally retarded son who lives with me may get monthly social security checks on my record when I die or start getting disability benefits. Can’t he get some kind of payment now?

A: He may be eligible for supplemental security income (SSI) payments, depending on his income and resources. Since he is an adult, any income you or other family members have will not affect his eligibility. However, his SSI payment may be reduced by one-third since he lives at home.

Q: My social security disability claim was turned down and I want to appeal the decision. Do I need a lawyer to do this?

A: Most social security business, including the appeal of a claim, can be done without a lawyer. The people in any social security office will be glad to help you get an independent review of your claim. If you prefer to have a lawyer, you may. Ask any social security office for the leaflet, "Social security and your right to representation."

Q: How much work under social security do I need to be insured for disability benefits?

A: Workers who become disabled at 18 or over in 1976 need at least 51/2 years of work, depending on their age, and five years of the work must have been completed in the 10 years before disability started. Younger workers need between 11/2 and five years of work, depending on their age.

Q: I was injured on the job and thought I’d apply for both social security disability benefits and workers’ compensation. Can’t I get both?

A: If you’re under 62 and eligible for both total monthly payments to you and your family can be as much as 80 percent of your average monthly earnings before you became disabled. Your full average earnings will be figured, not just earnings covered by social security.

Q: My daughter and I have been getting social security payments since I became disabled five years ago. She’s now 17 and wants to work part time during her senior year in high school. How will this affect her checks?

A: Your daughter can earn as much as $2,760 in 1976 and still get all of her social security benefits. Over $2,760, one dollar in benefits will be withheld for every two dollars earned. But no matter how much she earns for the year, she can still get a check for any month she doesn’t earn over $220 and doesn’t do substantial work in self-employment.

New York State is the state of the world’s largest underground salt mine at Retsof, near Rochester.

City MSA Appoints 3

Three career civil servants have been appointed to top-level positions in the Municipal Service Administration (MSA). Vincenzo Cavazza, with the Transit Authority since 1967, was named director of labor relations for the agency. Mr. Cavazza was also a contract negotiator and bargaining staff director for District Council 37.

He replaces Nicholas Chiarelli, who resigned last summer to become director of labor relations for the Patrolman’s Benevolent Association.

Rolland G. Kearns, a former employee of the MSA, was appointed MSA inspector general. Mr. Kearns succeeds Arthur Cov, who died June 21 of a stroke.

James W. Rank, in his 40th year with the city, has been promoted to executive assistant administrator. He was formerly with the Board of Education and the MSA’s Public Works Department.
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.