MARCHING IN NASSAU

Members of the Nassau County chapter, Civil Service Employees Assn., hit the bricks recently in protests over stalled contract talks and what members feel is an inadequate wage hike offer by the county.

Nicholas Abbatiello, chapter second vice-president and also second vice-president of the CSEA Long Island Region I, joins the demonstration.

Suffolk Chapter Gives Overwhelming Pact OK

HAUPPAUGE—Members of the Suffolk County chapter, Civil Service Employees Assn., last week overwhelmingly approved a proposed contract settlement that would preserve the increment system and prevent layoffs.

The results of a membership vote led to approval by the county legislature of a proposed two-year package worth $113.4 million.

County Executive John V. N. Klein announced he would veto the plan but a vote by the legislature to override the veto was expected.

James Corbin, president of the Suffolk chapter, termed the legislature’s vote as a wage freeze because it provided no new money for the current year and postponed the effective date of increments.

Mr. Corbin had refused to endorse the plan or recommend approval by members in a mail ballot conducted by the chapter because of its shortcomings.

However, he had made known that the legislators had vowed to impose a one-year freeze with neither pay increase or increments if the membership refused the offer.

The plan provides that employees who should have received an increment this year receive half of the amount immediately and the balance by mid-1977, when all eligible for a 1977 increment would be advanced two steps.

(Courtesy on Page 14)
WIN NASSAU CHAPTER SUIT ON BEHALF OF MECHANICS

MINOLEA—The Appellate Division has upheld the Nassau County chapter of the Civil Service Employees Assn. in fighting a unilateral county attempt to force civilian mechanics of the Police Department to furnish their own tools.

The court last week overruled an earlier adverse ruling by the state Public Employment Relations Board and directed Nassau County to negotiate with the employee organization on the issue.

According to Irving Flumenbaum, president of the chapter, the CSEA had put up a four and stubborn fight on the case because both principle and a financial burden to employees were involved.

The automobile mechanics, according to earlier testimony, work with tools valued at from $900 to $1,500; annual replacement costs run to $150 to $200 per year.

Nassau County had sought to unilaterally impose a new rule requiring mechanics to furnish their own tools.

The PERB had reasoned that the ownership of tools was a qualification of a mechanic and upheld the county’s move. However, in ruling the CSEA right, the court said that the question was “definitely a term and condition of employment” and therefore must be a subject of negotiations.

Five Suffolk Exams Set

HAUPPAUGE—The Suffolk County Civil Service Department has announced that filing is open until Dec. 8 for five open competitive titles.

Two titles require Jan. 15 written tests. Town emergency preparedness coordinator (Exam No. 17-188) pays approximately $16,000. Assistant director of tuberculosis control (15-346) pays $12,204. Medical director-pulmonary services (10-347) pays $9,204.

For applications and further information contact the Department at M. Lee Dennison Executive Office Building, Veterans Memorial Way, Hauppauge, N.Y. 11787.

33 STATE PROMOS ARE SET

ALBANY—The State Civil Service Department has opened filing for 33 promotional titles in the department of Taxation and Finance, Mental Hygiene, traffic, SCCC and DOT, Correctional Services and other units.

Filing closes Dec. 6 and written tests will be held for all but two of the titles Jan. 15, 1977.

Announcements and application cards are available at agency personnel offices.

The tax jobs are each available at three levels, senior, principal and associate. They are tax examiners in the specialties of corporation, estate, excise, income, sales, and stock transfer tax and special tax investigator.

Other promotional titles are computer programmer trainee, correction camp assistant superintendent and superintendent, senior cartographer, head payroll clerk in two agencies, and unemployment insurance hearing representative at the associate, senior and supervising levels. The supervising level requires an oral test, to be held in April 1977.

An oral test will also be given for security hospital senior treatment assistant, which does not close until March 7, 1977. Also open are traffic supervisor and senior traffic supervisor.

Name Mediators, Fact-Finders

ALBANY—Three mediators and three fact-finders have been named by the State Public Employment Relations Board to contract disputes involving public employees and elements of the Civil Service Employees Assn.

The mediators are Mark Becher of the PERB’s Buffalo office, named to the dispute between the CSEA blue-collar unit and the Town of West Seneca; Paul F. Curry, of the PERB Albany office, to the dispute between the CSEA and Essex County; and Jack Ginsburg, also of PERB Albany office, to the dispute between the CSEA Albany County Social Services unit and Albany County.

The fact-finders are Ronald Donelon of Ithaca, named to the dispute between the CSEA and Saratoga County; and Steven Gilder, of Williamsville, to the dispute between the CSEA and the Newfane Central School District.

PRISON HEAD

WILTON—William Quick, of Bowdoin Lake, has been appointed superintendent of the new Mt. McGregor minimum-medium security correctional facility here.

Mr. Quick, 51, joined the Department of Corrections in 1948 when he was hired as a guard at the Wallkill Correctional Facility. He was later transferred to the CSEA Albany County Administrative and Department of Public Works units and Schuyler County. Robert E. Glider of Lockport, to the dispute between the CSEA and Genesee County, and Steven

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A one-day wildcat strike by members of the non-teaching employees unit of the Civil Service Employees Assn. at the Geneva School District in Ontario County recently ended when employee demands were met by the school board. The job action came after eight months of fruitless contract negotiations and talks had been at impasse for several months. The Geneva School District unit has 100 percent picket in front of the Geneva Board of Education’s administrative offices on Exchange Street. 

The participants, was attributed to the solid front displayed by the members. Above, district employees CSEA membership and credit for the success of the job action, including an agreement of amnesty for the participants, was attributed to the solid front displayed by the members. Above, district employees were met by the school board. The job action came after eight months of fruitless contract negotiations were agreed to by the school board. The job action came after eight months of fruitless contract negotiations were met by the school board. The job action came after eight months of fruitless contract negotiations were met by the school board. 

### Court Halves Orange Strike Fine

(Continued from Page 1) Negotiations had reached impasse and had gone to fact-finding. The fact-finder had recommended a 4 percent salary increase. County executive Louis Bloom accepted the pay raise; the legislature went even further in its vote to reduce increases. Orange County and other CSEA members bravely tolerated the temperatures in mounting their picketing lines at various points around the county. Among the marchers were CSEA executive vice-president William McElvain, vice-president Irving Flamentbaum, James Lennon and Robert Latimer, treasurer Jack Galliher and county division chairman Salvatore Mogavero.

Chapters providing volunteer marchers included Buffalo, Buffalo Educational, Westchester Rockland, Dutchess, Ulster, Rensselaer, Saratoga, Oswego, Cattaraugus, Erie, Educational, Ontario, Buffalo Psychiatric, South Beach, General Services, Tax and Finance, SUNY at Stony Brook and many others.

At the time the $200,000 fine was handed down by the Orange County Court, Dr. Wenzl observed: "These employees had a just treatment on the part of the employer's unreasonable attitude has provoked a job action. This is exactly what happened to our members in Orange County."

CSEA attorney Barton W. Bloom had pointed out that the $200,000 fine was inconsistent with those meted out to other unions in recent years. Mr. Bloom specifically noted the fines given the New York City Sanitation Department union, the United Federation of Teachers and the Schenectady City School District teachers' union.

These three unions, among others, had struck illegally but for lesser offenses than those assessed against the CSEA.

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Three of these unions, among others, had struck illegally but for lesser offenses than those assessed against the CSEA. These three unions, among others, had struck illegally but for lesser offenses than those assessed against the CSEA.

### CSEA Calendar

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

**NOVEMBER**

- 19-20—Albany Region IV Workshop: Queensbury Hotel, Glens Falls.
- 20—Educational Employees chapter 887 Annual Thanksgiving Dinner. John's Flaming Hearth, 1830 Abbott Road, Lockawanna.
- 22—Binghamton Area Retirees chapter 902 meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 24—New York City Metropolitan Retirees chapter 910 meeting: 7 p.m., Room 5800, Two World Trade Center, Manhattan.
- 24—Nassau County Retirees chapter 919 meeting: 11:30 a.m., Community Room, American Savings Bank, Modell Shopping Center, Hempstead Tumpole, East Meadow.
- 29—Rochester chapter meeting: 8 p.m., Forty And Eight Club, 933 University Ave., Rochester.

**DECEMBER**

- 4—State University at Morrisville chapter Christmas party: 6:30 p.m., Nelson Inn, Nelson.
- 9—New York State, Thruway Western Division chapter meeting: Fector's Forts Hotel, Broadway Street at Union Road, Cheektowaga.
- 10—Capital District Retirees chapter Christmas Party: Ramada Inn, Albany.
- 10—West Seneca Developmental Center chapter 472 annual Christmas Party.
- 14—Suffolk County Police Department unit Christmas luncheon 1 p.m., Heritage Inn, Smithtown By-pass, Hauppauge.
- 18—Broome County chapter Christmas party, St. Mary's, Baxter St., Binghamton.

### Probation Committee Meets

Members of the Civil Service Employees Assn.'s statewide probation committee called a meeting recently with state probation officials to discuss proposed legislation for a state takeover of probation services. The CSEA committee is concerned with protecting the interests of probation officers and investigating the effects the proposed legislation would have on present probation-rehabilitation programs. The meeting was held at the Quality Inn, Albany. Seated, from left, are: James Brady, probation committee chairman; Edward B. Weizer, state probation practice review officer; Peter Giaco, of Jefferson County; Robert Sullivan, acting director of the state Department of Probation, and Alan Greenfield, of Sullivan County. Standing are Neil Carlson, CSEA committee coordinator; Dave Singer, of Rens- ler County; Hank Fanning, of Monroe County; James Frisina, of St. Lawrence County, and Jack Whalen, of Westchester County.
In a letter written to Comptroller Arthur Levitow, Mr. Lefkowitz writes that "it would appear" that the new law "makes membership in the retirement system mandatory for employment after July 1, 1976." However, the abrogation of sections of the statute would be a serious action for the Legislature to have taken without express provision to that effect.

The complex retirement law was enacted hurriedly in the last days of the session with a great deal of political pressure in the air.

Gov. Hugh L. Carey has said he will take a task force to examine the administrative implications of the legislation and suggest remedial legislation if necessary.

### New Federal Pay Rates

Federal employees are starting to get pay increases, retroactive to Oct. 1. The increases, which average 4.83 percent, are designed to be comparable to similar private sector jobs.

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<td>GS-1</td>
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### New Pension Plan Snarl

The New York City chapter, U.S. Civil Service Commission, has amended some of its rules to comply with the law covering state takeover of court employees.

One amendment provides that employees entering the unified court system will not be entitled to accrue annual leave until they have completed 13 bi-weekly pay periods of service. The entitlement will then be retroactive to the date of entry.

The rule grants 20 annual days of leave plus one additional day for each year of service up to a total of 27 annual leave days.

Another amendment allows employees to apply for a review of classification and allocation of positions in the unified court system.

The state law, signed in the last legislative session, provides that employees entering the state system from local government will be classified to fit in with state titles and wage levels.

The rule amendment provides for the state administrator to rule on the appeals or to designate people to review them and conduct hearings if necessary.

The amendment also states that no change in position classification shall "impair or diminish any existing right of salary or tenure."

### New York State and Political Subdivision Employees...

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Compare your contributory cost for health insurance. Then consider the advantages of GHI Medical Insurance, coupled with 365-day hospitalization.

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- **Little or no out-of-pocket expense with GHI Participants.**
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Take advantage of the November 1—December 31 reopening period. Contact your personnel or payroll office for details and forms. Come up to the advantages of GHI!

Local claims office for faster claims payment.

Offices in Manhattan and Syracuse now—at coming soon in Albany, Long Island and Buffalo!

Another GHI Vision Center now in Syracuse at Erie Blvd. and State Street!

### New Executive Meeting Is Set

- **MANHATTAN—New York State's Court Administration has amended some of its rules to comply with the law covering state takeover of court employees.**
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### NY Executive Meeting Is Set

**MANHATTAN—A regular meeting of the executive board of the New York City chapter, Civil Service Employees Asarn, will be held Thursday, Nov. 18.**

Chapter president Solomon Benedit said the meeting, which is scheduled to begin at 5:15 p.m., will be held at Francis Restaurant, 119 John St., Manhattan.

- **Veterans Administration Information Service**
  Call (202) 371-2474
  Washington, D. C. 20420
ALBANY — The Civil Service Employees Assn. has published a list of its attorneys around the state who serve the members, chapters, unions, locals and regions of the union with legal problems. The attorneys, the areas they serve and their telephone numbers are:

Arthur N. Bailey, Chautauqua, Cattaraugus and Allegany Counties, (716) 864-3985; Earl P. Deyoe, Grondan, Oswego, Madison, Cayuga and Cortland Counties, (315) 424-1203; Martin J. Cornell, Richmond County, (914) 834-7991; John L. Bell, Essex and Clinton Counties, (518) 1881; Earl W. Bridges, Orleans and Niagara Counties, (716) 392-7359; and Richard M. Ochs, Nassau County, (516) 743-6932.


Everett C. Wydler, Chemung, Schuyler, Tompkins and Steuben Counties, (607) 784-1518; Ward W. Engsland, Ulster County, (914) 321-9082; Howard T. Mohlar Jr., Dutchess County, (914) 473-9360; and John C. Schell Ortveda and Hammer Counties, (315) 612-4849; Lester B. Zipkin, Suffolk County, (617) 544-3421; Stanley L. Miller, New York City, (212) 847-5226, and Sanford F. Tannenbaum, Bronx, Riverhead, Champaign, Delaware and Orange Counties, (917) 723-5881.

There are eight attorneys working out of CSEA Albany Headquarters. They are James W. Roemer Jr., James D. Pfeifler, Michael H. Maloney, Mark Karowe, Pauline Rogers, Stephen Wyman, Michael Smith and William Wollman. They serve Warren, Hamilton, Washington, Saratoga, Albany, Schenectady, Montgomery, Schoharie, Greene, Columbia, Rensselear and Fulton Counties. They can be reached at (518) 434-0191 ext. 474.

A New York City job is available in the Law Department. The job will involve legal research and writing, drafting simple legal documents, and attending certain court hearings. The individual for this position must have a reputable college education and at least two years experience in a legal environment. The starting salary is $9,500, which may be increased by two increments of $1,000 each after a satisfactory performance period of one year.

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4. Per trimester

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HANNA LOSES TAYLOR SUIT

Utica Mayor Edward Hanna's federal court suit challenging Taylor Law provisions on binding arbitration for police and firefighters in labor disputes has been dismissed. The ruling, by Federal Judge Edmund Port, of Auburn, seems to effectively block future federal challenges. Including a potential one by the City of Albany, now involved in two contested arbitration awards. Judge Port held that there was no federal question involved in the state labor law which governs relations between public sector employee unions and the municipal employers. The Hanna suit contended that since binding arbitration applies only to police and firefighters, the rights of other employees who were being introduced, City attorneys also argued that the arbitration awards to those groups would involve tax issues created by non-elected officials, a violation of the constitutional rights of the voters. The controvertible mayor, who has in the past conducted running battles with the city union, business community and Utica's two newspapers, among others, said he will not appeal the dismissal. "We never dreamed that a judge would prevent us from having our day in court," Mayor Hanna mourned. "Sometimes it is not just a case of fighting the unions; you have to also fight the courts.

BAD DRIVING RACING

The State Appellate Court has ruled that the Department of Mental Hygiene acted properly in firing a probationary motor vehicle operator following two highway accidents and a physical examination failure. In the unanimous decision of the court held that the DMH did not act in bad faith when it fired Alfred De Salvo, of Geneseo, from his $7,000-a-year post as a driver at the Wilton Developmental Center. Mr. De Salvo was given a temporary appointment in November 1974 and offered a permanent position in February 1975 subject to passing a probationary period. At the end of that month, he was reassigned to the Wilton grounds crew and was fired last fall when the probationary period ended. In a suit brought against DMH Commissioner Lawrence Kolb, Mr. De Salvo argued that he could not be fired unless he was allowed to perform duties of a driver for the full probationary period. The court ruled that "Employment of a probationary appointee can be terminated without specific reasons being given, without charges filled and without a hearing." During his period as a DMH driver, Mr. De Salvo was involved in two vehicular mishaps. The court also held that the Department "Cannot be compelled to subject members of its staff to the hazards of (Mr. De Salvo's) driving for the entire probationary period after satisfying itself in good faith that they was not qualified for the position."

You don't have to go racing around town anymore, you know.

OTB can be very exciting, especially when you think you've got a winner. We can understand why you might feel the urge to go racing around town looking for us.

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SHORT TAKES

OTB TELEPHONE BETTING ACCOUNT REQUEST

Dear OTB: I don't want to go racing around town looking for you anymore. I understand that the best way to avoid all that running is by having an OTB Telephone Betting Account. Because with a phone account I have to do to the bet is pick up my telephone. So please open an OTB account in my name so that I am 16 years of age or older and am not employed by the N.Y.C. Off-Track Betting Corp.

NAME:__________

First Initial

NYC TELEPHONE: Area Code _______ Number _______

PROJECT: Account Code _______

PAYMENT: Amount _______

Credit application to be completed by customer and returned with this form.

SIGNATURE:__________

(If you are under 16, your parent or guardian must sign for you.)
The Orange Fine

TO say we have mixed feelings about the appellate court decision last week cutting the $200,000 fine imposed on the Civil Service Employees Assn. for the 14-day Orange County employees strike last March to $100,000 is a howling original $200,000 jolt administered by the Orange County legislature that their action was one of frustration and anger.

On one hand, the $100,000 penalty is less than the original $200,000 jolt administered by the Orange County legislature that their action was one of frustration and anger.

The $100,000 fine seems to us to be the right amount on line. Court-awarded amounts of such punitive sizes are nothing less than virtual licenses to public employers to intimidate their own employees.

Fines of this size carry a message: Knuckle under or you will be sorrier than you ever knew you could be.

Some background: Orange County employees staged the strike, the Taylor Law which forbids strikes, after county legislators voted a wage freeze and a reduction of increments. The Orange CSEA chapter negotiating team had endured months of fruitless contract talks. Then, in the last hour, when the Orange legislature voted to reduce increment payments to the county's 1,700 employees. Since contract negotiations prior to the strike were covered by law, and a hearing under contract reopening clause—an increment—when the contract was first signed, they were regarded as firm during the life of the pact it is an affront, we wonder if legislators read the contracts they sign. On the evidence, at Orange County, at any rate, they don't.

When the $200,000 fine, now overturned, was imposed, CSEA attorneys Barton and O'Neil contended that it was inconsistent with those meted out to other public sector unions in recent years.

When sanitation workers struck in New York City, he pointed out, their fine was $80,000. When the 40,000-member United Federation of Teachers shut down the New York City schools for 17 days, its fine was $150,000. Another teachers' organization, representing employees of the Schenectady City School District, struck and was fined $29,000 for their 14-day strike, the same amount of time as the Orange County employee strike.

Commented Mr. Bloom: "The CSEA strike was not undetaken out of feelings of malice. The Orange County employees had been provoked so long, and to such an extent, by the county legislature that their action was one of frustration. In such a situation, you just can't order people to discount their emotions."

So true.

And we can only repeat: Fines like this are virtual licenses for public employers to intimidate public employees — and public employees.

Questions & Answers

Q. I'm a 57-year-old widow who has never worked and am becoming increasingly crippled with arthritis. Is it possible that I can get widow's benefits on my husband's social security record when I'm 60, but is there any help I can get now?

A. A widow 60 to 65 who is severely disabled and unable to work may qualify for monthly social security benefits on her husband's record. If your income and resources are limited, you also may be eligible for supplemental security income (SSI) payments. The people at any social security office will be glad to explain both types of benefits.

Wanna be a good guy? Make a miracle. Make a friend you'll never meet. Donate blood.

(Continued from Page 1)

(continued from page 1…

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

Discipline Cases

A civil service employee was brought up on written charges for violating a work rule requiring "punching out" on a time clock at the close of a shift. All of the necessary proceedings were held pursuant to Section 75 of the Civil Service Law. In his decision, the hearing officer found that the violation of the work rule in question did not amount to incompetence or misconduct. Despite this finding, however, the hearing officer recommended a penalty of the loss of two hours' pay. He explained his decision on the ground that a hearing under Section 75 was not required in this case. The hearing should have been treated as though it never took place. The administrative director, relying on the recommendations of the hearing officer, imposed a loss of two hours' pay.

THE EMPLOYEE commenced a proceeding in Onondaga County Supreme Court and argued that the actions of his employer were improper because Section 75 provides that no disciplinary penalty provided in that section may be imposed except for incompetence or misconduct. According to the hearing officer, he was entitled to a hearing on stated charges. In its decision in favor of the employee, the court pointed out that a deduction of two hours' pay was a disciplinary penalty within the meaning of Section 75. The employee's claim should not be implied without a finding of incompetence or misconduct.

Matter of Sette v. McGovern, 84 Misc. 2d 591.

A NEW YORK CITY police officer was found guilty, after a departmental trial, of violating certain rules and procedures of the New York City Police Department. The Police Commissioner directed that the punishment would be a fine of 90 days' pay and that the officer be relieved of duty for that period of time. The Appellate Division reviewed the case on an Article 75 petition pursuant to CPLR. That court sustained the finding of guilt, but modified the penalty to a fine of 30 days' pay with relief of duty for that period. The Administrative Code of New York City provides that the "Commissioner shall have power to punish the offending party by reprimand, forfeiture, withholding pay for a specified time, suspension, without pay during such suspension, or by dismissal from the force, but no more than thirty days' salary shall be forfeited or deducted for any offense."

THE POLICE COMMISSIONER argued that this was in fact a 90-day suspension without pay, which was legal under prior court decisions. The Court of Appeals did not agree. The language of "suspension without pay" was readily available to the Police Commissioner. However, he chose to employ the words of a fine of 90 days' pay and coupled it with a relief from duty. The court was able to distinguish the two, stating that a fine tied in to a relief from duty is not the same as a suspension without pay. Forfeiture or withholding of pay implies that the police officer continues to

(Continued on Page 7)
Mabel Carroll, secretary: "I wouldn't like it. Those 10 hours a day could not be compensated for me by having a four-day week. A 10-hour work day is much too long for me to be productive. I have a family and the longer day would make my life more difficult at home. I would not be physically at home to perform my duties. An example is preparing dinner. I would be less productive at home and at work. I have certain responsibilities that can be accomplished on the schedule I have now, where with the longer work day, I would not be home to meet those responsibilities."

Barbara Bines, receptionist: "I think it would be worth it to me to work an extra two hours in order to receive an extra day off. The 10-hour day wouldn't break into my other commitments, so schedulewise, it would work for me. I also find the 10-hour day all that time, either. I feel I would be more productive during the 10-hour shift because of the waste of time during a normal day."

Randolph Hill, school worker: "I would feel pretty good. Three days a day are long enough to work. As far as productivity goes, there are several ways of looking at it. Sometimes I feel that the day isn't long enough to complete my work. I have 36 days when I am up-to-date with my work, and time does. On those days, I really would like to get home before dark. Why can't it be an eight-hour, 4-day week? My productivity would increase with the incentive of a three day weekend. Psychologically, I feel that the stigma implied by a 10-hour work day would decrease productivity."

Janet Isquith, teacher: "I think I'd be pretty happy. Even though a 10-hour a day work week is long, I have a lot of outside pursuits and activities I like to pursue. I find that when I get home after even a seven or eight hour day, I'm too tired to begin again. If I could cut aside one of those five workdays and work one extra day during periods of low cash flow, I could really lead two lives which is what I would like to do. A lot of people I know who are in one job or who are pursuing only one area because of the time factor feel the same way I do."

Bernard Sabel, teacher: "I think I would be very receptive to that idea. The work schedule that I have during the day in school, coupled with the commute from my home in Westfield, which I have to get to, is exhausting. I would like to have two full days of my job consecutively, which I do not feel that I would be able to do. If I wanted to work, I would have a lot more productivity because I have to commute an extra two hours to concentrate more fully on my work. It's important to me to have the time to put my thoughts and energies and prepare myself for the following Monday."

Janet Isquith, teacher: "I think I'd be pretty happy. Even though a 10-hour a day work week is long, I have a lot of outside pursuits and activities I like to pursue. I find that when I get home after even a seven or eight hour day, I'm too tired to begin again. If I could cut aside one of those five workdays and work one extra day during periods of low cash flow, I could really lead two lives which is what I would like to do. A lot of people I know who are in one job or who are pursuing only one area because of the time factor feel the same way I do."

Civil Service Law & You

(Continued from Page 6)
during periods of low cash flow because of the dates on which City taxes are due. Actually this is a profit-making operation for the federal government. Under the loan, the Treasury Department advances the City up to $2.5 billion a year, at an interest rate that is one percent higher than the interest rate on federal borrowing. Under this program, the federal government stands to earn a profit of about $50 million. Yet many Congressmen from all parts of the country who supported this legislation claimed that their support was used against them in the election campaign by their opponents.

Moreover, since next year is an election year in the City, the Beame administration will be subject to attack for its fiscal policies by Republicans as well as by many Democrats who plan to enter into a primary race for Mayor. The heated quality of the campaign here, and the prospective criticism of the Beame administration from many quarters is not likely to help generate public support for any legislation that is designed to deal specifically with the New York City situation. Clarke is trying to get some rest from his long campaign while simultaneously laying out the plans for his administration. His headquarters is already under siege by a coalition of Northern and Eastern States, by the United States Conference of Mayors, and by others who claim special legislative programs to advance their special interests, based upon their support for the Clarke Daniels ticket. Clarke will have a difficult time trying to satisfy all those who claim credit for his election.

Nassau's Retirees Schedule Meeting

The meeting, set to begin at 11:30 a.m., will be held in the community room of the American Legion Post 250, 223 Sunrise Highway, East Meadow.

The New York City Board of Estimate voted, at its November meeting, to accept the following:
- 78 retired under Option 1;
- 24 under Option 3;
- 24 under Option 4;
- 2 under Option 4/2;
- 12 under Option 6.

In addition, 42 members retired under ordinary disability; 25 for accidental disability; continuation and service was approved for the 3,331 members totaling $3,988,400.

In addition, 160 members withdrew their contributions, amounting to $423,300. Two members transferred their contributions to the New York State Retirement System.

Congress has a selected Committee on Aging which annually recommends to it certain bills for passage. Getting through Congress, on the other hand, is a long and hazardous journey. It is interesting to note what was proposed for the Committee during 1975. Most of the measures are still in the works:

- Protection of Social Security benefits for those under certain Federal or Federally assisted programs: Now in the Committee on Finance.
- Proposals for a special consumer price index for the elderly: Now in the Committee on Ways and Means.
- Property tax relief to renters and home owners: Now in the Committee on Ways and Means.
- Reduction from 20 to 10 years the time a divorced man would be entitled to an insured individual to qualify for a wife's or widow's benefits under Social Security: Now in the Committee on Ways and Means.
- Requirement that supplementing states pass along Federal increases in Social Security benefits to recipients: Now in the Committee on Ways and Means.
- Utilizing Social Security benefits for housing: Now in the Committee on Ways and Means.
- Providing a surtax on personal income for the supplementing states to cover the increased cost of Social Security benefits. (Continued on Page 10)

NYC's Retirees

(Continued from last week)

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unchecked checks from the New York State Employee's Retirement System and the State Employees' Retirement Board. The Leader is a member of The Leader's Board of The New York State Employee's Retirement System. The Leader does not know the status of these checks and encourages anyone who knows of any information as to how to obtain the funds.

(Continued from Page 6)

Auld, Harry Coram Babcuck, David M. Kenmore Tweedie, William W. Kenmore}

* Providing for programs of health care, utilizing community health centers; Now in the Committee on Labor and Public Welfare.
- Broadening coverage under Medicaid, to include ambulatory hospital services; Now in the Committee on Judiciary.

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- Broadening coverage under Medicaid, to include ambulatory hospital services; Now in the Committee on Judiciary.
The following is the Statewide Grievance Committee report submitted at the CSEA annual convention last month.

The Statewide Grievance Committee, after several meetings, wishes to report on the CSEA annual convention last month. Chairman is Albert Varacchi, of SUNY at Stoney Brook chapter. Members are Abraham Libow, Peter Seland, George Fassell, Kaye Yunshak, James Gamble, Marie Romanelli, Phillip Caruso and Gerald Serby.

The Statewide Grievance Committee, after several meetings, wishes to report at this time that some of the Committee recommendations have been pursued and are in the process of being implemented.

1. Ms. Celeste Rosenkrantz, Chairperson of the Education Department, has submitted for our consideration a format for "Shop Stewards Manual."

2. The Committee reaffirms its past position that a thorough evaluation of the Grievance procedure be explored and above all to modify or clarify the existing language contained therein, thereby making it easier for all employees to understand fully and without any reservations their rights when instituting a grievance.

3. The Statewide Grievance Committee, after due deliberation and research would request that the Resolution Committee refer to the various negotiating teams the following:
   a. A model Grievance Procedure to be instituted which would include and cover all employees in the following: namely, school districts, town and/or municipalities, political subdivisions, county and state employees.

   NOTE: The State Grievance Committee would undertake the task of preparing a Model Grievance Procedure in conjunction with input received from the various segments and also with representatives of various negotiating teams.

   b. That all forms used in processing grievances be uniform.

4. The Committee recommends that the existing Grievance Procedure be streamlined to three (3) steps: namely, 1st Step—Immediate Supervisor; 2nd Step—Agency head or designee; 3rd Step—Grievance Appeal Board.

5. That the Contract Grievance with Arbitration Procedure, and the Non Contract Grievance procedures be defined individually in the contract agreement.

6. That the arbitration step should be extended from ten (10) days to thirty (30) days to submit a contract grievance or arbitration.

7. Contract and Disciplinary Arbitration hearings should be conducted on consecutive days.

8. The Committee urgently recommends that all Grievance hearings be held at the submitted work local.

9. If the employer does not adhere to the Grievance Procedure or the time limit specified then the decision shall be in favor of the grievant.

10. If the present agreement pertaining to Grievance Procedures to remain in effect until completion of all negotiations.

4. The Committee would request that the Resolution Committee submit the following:
   a. That all reservations their rights when instituting a grievance.
   b. That all forms used in processing grievances be uniform.

5. That the Contract Grievance with Arbitration Procedure, and the Non Contract Grievance procedures be defined individually in the contract agreement.

6. That the arbitration step should be extended from ten (10) days to thirty (30) days to submit a contract grievance or arbitration.

7. Contract and Disciplinary Arbitration hearings should be conducted on consecutive days.

8. The Committee urgently recommends that all Grievance hearings be held at the submitted work local.

9. If the employer does not adhere to the Grievance Procedure or the time limit specified then the decision shall be in favor of the grievant.

10. If the present agreement pertaining to Grievance Procedures to remain in effect until completion of all negotiations.

11. A Grievance should be considered timely within the thirty (30) day period based on the knowledge of the grievant.

12. A continuous violation of the grievance submitted by the grievant should be considered timely.

13. Contract and Disciplinary Grievances presented to arbitration should be held within thirty (30) days of presentation.

Non Contract Grievances
1. Non Contract Grievances presented to the Grievance Appeal Board should be held within thirty (30) days of presentation.

2. The decision from the Grievance Appeal Board shall be submitted within thirty (30) days.

3. The hearing officer from the Grievance Appeal Board should be an impartial person.

Disciplinary Procedures
Article 33—Resignation and Discipline as defined in the four units; namely, Operational, Institutional, Administrative and Professional Scientific and Technical should be discontinued in favor of Article 71 Civil Service Law.

The Statewide Grievance Committee is fully cognizant of the fact that some of the aforementioned items fall within the realm of negotiations between the Union and the employer, and it therefore issues this report with the intent that possible in forthcoming negotiations, the various units of the State segment might take into consideration these requests.

With reference to the various political subdivisions, town municipalities and school districts, the Committee requests that due consideration be given to the implementation of the recommendations of the Committee during their negotiations.
### General Fund Statement of Income and Expenses

#### For the Month Ending July 31, 1976

<table>
<thead>
<tr>
<th>Item</th>
<th>Actual</th>
<th>Budget</th>
<th>Year-to-Date Actual</th>
<th>Budget 1976</th>
<th>Balance</th>
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<table>
<thead>
<tr>
<th>Item</th>
<th>Actual</th>
<th>Budget</th>
<th>Year-to-Date Actual</th>
<th>Budget 1976</th>
<th>Balance</th>
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<td><strong>TOTAL EXPENSES, TRANSFERS &amp; CONTRIBUTIONS (CHARGES) TO SURPLUS</strong></td>
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<td>(200)</td>
<td>(1,046,613)</td>
<td>2,385</td>
<td>1,044,889</td>
</tr>
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</table>

Betty Lennon, left, president of SUC at Pittsburgh chapter 612, exchanges views with Helen Barlow, center, of General Services chapter 609, and Barbara Dumas, also of University chapter. Ms. Lennon is also education chairman for Albany Region IV.

Floyd Peashey, right, who served as marshal for zerigna-at-arms for convention, checks judge of Rum Chatham, delegate from Orange County State Transportation chapter 516. Mr. Peashey is also the immediate past president of the Central Conference.

Catherine Butler, delegate from Syracuse chapter 613, clutches a bundle of materials and possessions as she moves from meeting to meeting during the week-long convention last month at Concord Hotel.
Mr. Ciuros will be replaced by Carl Berry, 41, formerly assistant deputy commissioner for security.

Commissioner Ward described the shift as part of an ongoing D of C executive personnel adjustment.
Candidates who have a temporary salary is $11,337 a year.

tools is designed to test the applicants ability to reason clearly and make sound judgments, present ideas clearly, and establish a sound relationship with others.

Application forms are available from the department of personnel offices. Completed forms should be sent to the State Department of Civil Service, Two World Trade Center, Albany, N.Y., or the State Office Building, Albany, N.Y., or the State Office Building, Albany, N.Y.

There will be no written tests.

Schedule Two DOL Promos

APPLICATIONS are invited for two promotional vacancies in the Department of Labor, Albany, N.Y.

To qualify candidates must have one year of permanent service as an insurance claims examiner, reviewing examiner or an insurance investigator. Services as an employment security claims examiner will not be counted toward eligi

One year's experience as a senior hearing representative is required to apply for associate hearing examiner (Exam 15-827).

Application forms can be obtained at local offices.
**Feds Open Three Titles**

- MANHATTAN — The New York City Area Office of the U.S. Civil Service Commission has reopened filing for shorthand reporter at Grades GS-7 and GS-9, and for engineer equipment mechanic and repairer at Grade WG-10. It also reopened sales store checker at Grade GS-2 for the U.S. Military Academy at West Point.

Shorthand reporters need one year's experience for GS-7, which pays $13,523, and three years for GS-9, which pays $14,097. There are no training or experience requirements for reporting stenographers, GS-5, which pays $11,523, and three months' specialized experience. Clerical work or schooling above the high school level can be substituted for six months' general experience.

**The United States Military Academy at West Point is the nation's oldest military post and is situated on the site of the nation's oldest military post in continuous operation.**

The World Trade Center's outstanding observation platform in New York City is the highest in the world.

**SYRACUSE — Group Health, Inc., which provides a number of state employees with health, dental and vision insurance coverage, is decentralizing its offices.**

President George W. Melcher Jr. said that the decentralization of the organization's claims offices was necessary to speed the processing of claims by the members.

Decentralization began in October with the shifting of the Syracuse claims office from the State Tower Building to a more accessible location at 333 E. Water St., across from the State Office Buildings. Sales and claims processing staffs there service the 25-county Central New York area. Plans call for the opening of other offices in Albany, Buffalo and on Long Island.

**GHI in Syracuse has also opened a new vision center adjacent to its claims office. This center services state employees with eye examinations and eyeglasses.**

State employees, all of whom are covered by GHI's dental insurance plan, will be entitled to a courtesy discount at the new vision facility, as will employees covered by GHI's medical insurance.

Arthur Rosecrans of the Syracuse office pointed out that prior to October all claims were sent to GHI's New York City headquarters for processing. With the installation of computer terminals in Syracuse, he estimated that claims will be approved and checks received by subscribers within a one-month period.

**"This will go a long way toward streamlining our payment system," Mr. Rosecrans said, "taking some of the burden off our New York City units and giving local subscribers faster service."**

Subscribers seeking claims information may visit the new GHI office at the corner of State and Park Aves. in Syracuse or may call (315) 428-2100. Sales staff may be reached at (315) 455-1311. A telephonelisting of GHI's New York City vision center is (315) 425-1116.

Mr. Rosecrans urged all GHI subscribers residing within parameters of St. Lawrence, Monroe, Delaware, Herkimer and St. Lawrence counties to send all vision claims to GHI Claims Office, Post Office Box 390, Syracuse, N.Y. 13201.

**Check List**

(Continued from Page 1)

**Smile Maintenance Kit**

How do you keep a healthy smile? Good daily dental hygiene, a diet that fights periodontal check-ups and a good dental plan so you don't have to worry about dental bills that you can't handle.

It's common sense, really. But all too many people put off regular check-ups because of the expense. That's where we come in.

After all, the Blues invented pre-paid health care and doesn't it make sense to think of your teeth the same way? A plan that can be tailored to fit your needs, a plan that can be built around the health care centers you frequent.

If your employee group wants to discuss a dental plan, give us a call.

**Blue Cross and Blue Shield**

Plans of New York State

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**Equal Opportunity Employer**

(To Be Continued)
Jefferson Unit Provides Tentative Pact Approval

WATERTOWN—The Jefferson County unit, Civil Service Employees Assn., representing 434 employees, has reached a tentative agreement in contract negotiations with a committee bargaining for the county.

Both sides have agreed not to reveal details of the agreement until such subcommittees work out specific language changes. Details, benefits and other matters will be worked out as soon thereafter as possible.

The CSEA county unit membership will meet next week to vote on the agreement, if ratified.

CSEA director Peter G. Griscavage is unit president, whereas John R. Burvillier is vice-president and Richard Casalamure, treasurer.

A Bingman Retreat Meet

BINGHAMTON—The Binghamton Area Retirees chapter 902, Civil Service Employees Assn., will hold a meeting Monday, Nov. 22, at 2 p.m. at Garden Village West, 50 Front St., Binghamton.

Chapter secretary Florence Troi said that William E. Davidson, director of the Broome County Office of the Aging, will be guest speaker.

Retirees and prospective retirees from Broome, Chenango, Otsego, and Delaware Counties are invited to attend.

Four CSEA State Contract Talks Start

COERTLAND—More than 300 CSEA employees and special guests recently gathered at a dinner-dance to honor 21 retirees with combined service to Cortland County totaling 251 years.

The special event, sponsored by the Cortland County chapter, Civil Service Employees Assn., was held at the San Rocco Lodge, Cortland.

Don Barber, a Cortland business manager, served as master of ceremonies. Marie Dagnall, president of the chapter, addressed the gathering and made the formal announcement of the honored guests by department.

Charles McGee, CSEA Central Region V (Binghamton) president, association, represented the region.

In addition to the retirees, several Cortland County employees and school officials attended.

The 21 retirees included: Aaron Fichtner, Highway Department, 15 years; Dominick Perri, Public Safety, 15 years; Paul T. Bennett, Highway Department, 20 years; Ernest Bennett, Highway Department, 25 years; Nancy Darwell, Social Services, 10 years; Esther Barber, Social Services, 12 years; Jeanie Russell, Social Services, 18 years; Harry Cooper, County Police, 15 years; Fred Feucht, County Police, 10 years; Jim Sprague, County Police, 12 years; Fred Miller, County Police, 10 years.

The CSEA was forced to deal with the legislature, which claimed that the county had already spent what money had been set aside for a wage settlement. The legislators demanded a two-year deal in order to provide for late payment of the increments.

The situation threatened to lead to court action.

Mr. Klein indicated that he would follow the presentation of the case for settlement. Michelle White and John Pattakos of the Cortland Unit were the two who were to represent the increments.
Nassau Sets Yule Holidays

MINEOLA—Nassau County has agreed to declare holidays on the Fridays of December 24 and 31. It was announced by Frank B. Plunkett, president of the Nassau County chapter of the Civil Service Employees Association.

The action was taken on December 23 at a meeting of the Nassau Civil Service Employees Association.

The decision was reached after a vote of the membership of the association.

The Nassau Civil Service Employees Association has 1,200 members, including clerical, technical, and maintenance workers.

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CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE JUNE 1-NOVEMBER 30

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 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.