There are many ways to observe the holiday season and these CSEA members are proof of that. At left, John Hay Homestead caretaker Gladys Pratt prepares Victorian table decorations at the state historic site in Katonah. In photo at right, Putnam chapter members Elizabeth Allen, left, and Monique O'Brien display toys collected for disadvantaged children. Many CSEA chapters throughout the state sponsored charitable activities during this season.

FILE CHARGES AGAINST N.Y. IN PST TALKS

ALBANY — The Civil Service Employees Assn. has filed an improper practice charge against the state, charging that a state negotiator, "without notice and without reason," walked away from the bargaining table, refusing to negotiate with the CSEA on a contract covering state employees in the Professional, Scientific and Technical bargaining unit.

The formal charges, filed with the State Public Employment Relations Board by the CSEA, also claim that the state's negotiator, Mary Jane Ulrich, rejected out of hand "and for no apparent reason," all of the CSEA's demands without exception, has failed to negotiate in good faith since negotiations began on Nov. 4, and "has refused to honor existing awards" to the CSEA throughout the contract talks.

The charges were filed in connection with contract talks involving the PS&T bargaining unit, one of four major bargaining units of state employees represented by the CSEA.

Separate negotiations between the CSEA and the state in all four bargaining units began in early November under contract reopening clauses in the contracts providing for reopened negotiations on salary increases and changes and improvements in specific other contract items selected by both parties.

Talks involving the other three bargaining units are continuing, and are basically unaffected by the situation involving the PS&T talks.

The CSEA's Paul T. Burch, a collective bargaining specialist involved in the negotiations on behalf of the PS&T bargaining unit employees, filed the formal charges after Ms. Ulrich refused to meet with CSEA representatives to discuss ongoing contract issues.

MONROE LAYOFFS $ CUTS, 1 SUBJECT OF CSEA SUIT

ROCHESTER — The Monroe County Local, Civil Service Employees Assn., is filing an improper practice complaint against the county because of salary cuts and layoffs that have been approved by the county legislature.

CSEA officials said they are filing the complaint with the State's Public Employment Relations Board.

Martin Koening, president of the Monroe County chapter, said the county is in violation of sections of the Taylor Law. The law governs public sector employees.

Mr. Koening said that when the county legislature voted Dec. 8 to reduce county workers' salaries, and to lay off 365 employees, it was making unilateral changes in the CSEA's contract with the county.

He charged that the county is "bargaining in bad faith" in its current contract negotiations. The CSEA contract expires at the end of this month, and the CSEA and county officials are now at the bargaining table.

"They voted on things that clearly have no basis for legality," Mr. Koening said. "The legislature's action interferes with this process.

"They voted on things that are not in the contract and not part of the settlement and are simply unenforceable. The state has no authority to do this," Mr. Koening said.

"The county made unilateral changes in the contract without the assent of the state," the CSEA official pointed out.

"The county is making illegal changes in the contract..."
Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information centers of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st 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.

### Agriculture

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foreman, Inspector</td>
<td>GS-5</td>
<td>CH-60</td>
</tr>
<tr>
<td>Warehouse Examiner</td>
<td>GS-5, 7</td>
<td>CH-02</td>
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### Engineering and Scientific

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
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<tbody>
<tr>
<td>Engineering, Professional</td>
<td>GS-5 to 15</td>
<td></td>
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<tr>
<td>Scientific and Related</td>
<td>GS-5, 9</td>
<td>NY-84.3</td>
</tr>
<tr>
<td>Meteorological Technician</td>
<td>GS-5 to 7</td>
<td>421</td>
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### General

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Correction Officer</td>
<td>GS-4</td>
<td></td>
</tr>
<tr>
<td>Freight Rate Specialist</td>
<td>GS-7, 9</td>
<td>WA-6:13</td>
</tr>
<tr>
<td>Mid-Level Positions</td>
<td>GS-5 to 12</td>
<td>NY-5:13</td>
</tr>
<tr>
<td>Senior Level Positions</td>
<td>GS-13:15</td>
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<tr>
<td>Technical Assistant</td>
<td>GS-5, 4</td>
<td>NY-5:07</td>
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</tbody>
</table>

### Stenography and Typing

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
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<tbody>
<tr>
<td>Stenographer</td>
<td>GS-5, 6</td>
<td>NY-9:04</td>
</tr>
<tr>
<td>Secretary, Option I, II, III</td>
<td>GS-5, 6</td>
<td>NY-9:04</td>
</tr>
<tr>
<td>Typist</td>
<td>GS-5, 3</td>
<td>NY-1:18</td>
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### Medical

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Autopsy Assistant</td>
<td>GS-3 or 5</td>
<td>NY-5:10</td>
</tr>
<tr>
<td>Careers In Therapy</td>
<td>GS-5 to 9</td>
<td>WA-8:03</td>
</tr>
<tr>
<td>Dental Hygienist, Dental</td>
<td>GS-5, 7</td>
<td>NY-5:09</td>
</tr>
<tr>
<td>Lab Technician</td>
<td>GS-5, 5</td>
<td>NY-5:06</td>
</tr>
<tr>
<td>Licensed Practical Nurse</td>
<td>GS-5, 4, 5</td>
<td>NY-5:06</td>
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<tr>
<td>Medical Machine Technician</td>
<td>GS-5, 6</td>
<td>NY-3:02</td>
</tr>
<tr>
<td>Medical Radiology Technician</td>
<td>GS-5, 6</td>
<td>NY-3:05</td>
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<td>Medical Technician</td>
<td>GS-5, 7</td>
<td>NY-3:01</td>
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<tr>
<td>Medical Technologist</td>
<td>GS-5, 11</td>
<td>NY-6:03</td>
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<td>Nurse</td>
<td>GS-5 to 12</td>
<td>419</td>
</tr>
<tr>
<td>Physician's Assistant</td>
<td>GS-5, 7</td>
<td>419</td>
</tr>
<tr>
<td>Veterinarian Trainee</td>
<td>GS-5, 7</td>
<td>408</td>
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</table>

### Military

<table>
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<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
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</thead>
<tbody>
<tr>
<td>Air Reserve Technician</td>
<td>GS-5 to 12</td>
<td>AT-0:59</td>
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<tr>
<td>(Administrative)</td>
<td></td>
<td></td>
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<tr>
<td>(Clinical/Technical)</td>
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</tbody>
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### Social and Education

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<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
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</thead>
<tbody>
<tr>
<td>Social Worker and Correction</td>
<td>GS-5 to 12</td>
<td>426</td>
</tr>
<tr>
<td>Treatment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Specialist</td>
<td>GS-11, 12</td>
<td>WA-9:13</td>
</tr>
<tr>
<td>Psychologist</td>
<td>GS-7, 12</td>
<td>WA-1:32</td>
</tr>
<tr>
<td>Professional Careers for</td>
<td>GS-7, 12</td>
<td>422</td>
</tr>
<tr>
<td>Librarians</td>
<td></td>
<td></td>
</tr>
</tbody>
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### Medical Record Techs Sought

WASHINGTON, D.C.—The Center for Disease Control is seeking 12 temporary medical record technicians in the New York City area, the U.S. Civil Service Commission announced.

At the GS-4 level, which pays $8,316, two years' experience or two years' post-high school education is required. Education or experience must have included at least six months of medical terminology and medical record procedures and techniques. Additional education and experience is required for GS-6 through GS-7 jobs.

Further information can be obtained at the New York Regional office of U.S. Civil Service Commission, 26 Federal Plaza, New York, N.Y.

### W. Seneca Meeting

WEST SENeca—There will be a meeting of the West Seneca local white collar unit, Civil Service Employees Assn., Tuesday, Jan. 4, 1977.

A unit meeting schedule of the first Tuesday of each month has been established for 1977. Meetings will be held at the West Seneca Town Hall.

### CSEA's Lennon And Cassidy Defending School Guards

NEW ROCHELE—"If these crossing guards are let go, I will personally see that action is taken against the City of New Rochelle. That's a firm promise, right now!“

James Lennon, president of the Civil Service Employees Assn.'s Southern Region III, warned this in a statement delivered to a 1977 city budget hearing earlier this month.

The CSEA represents New Rochelle crossing guards. The city council is considering contracting out the jobs of the guards, in addition to layoffs in other job categories.

The crossing guards, wearing their uniforms of orange vests and blue and white caps, were readily identifiable in the audience.

"They listened as Mr. Lennon charged that only $56,000 would be saved, 'a minimal amount in a proposed $32,000,000 budget.' CSEA regional counsel Arthur Sample said that the contemplated 'contracting out' action would be a violation of civil service law affecting appointments and promotions according to merit. Raymond Cassidy, president of the CSEA Westchester Local 860, which includes the beleaguered New Rochelle unit, told the council that the crossing guards are residents of New Rochelle, and that their pay, as guards, is for the most part their only source of income.

"What control would the city have over an outside contractor and what kind of service could we expect from a firm whose business is not even in the city?" he asked.

Addressing himself to the layoffs of other city workers, Mr. Cassidy charged that the city was using Comprehensive Employment and Training Act funds to replace city workers.
MH Fingerprint $ Charges Attracts Some Flak From CSEA

ALBANY—The Civil Service Employees Assn. is contemplating legal action to stop the state's practice of charging applicants for jobs in its Mental Hygiene Institutions a $10 fee for fingerprinting.

The CSEA, which represents more than 55,000 employees of mental institutions throughout the state, called the practice discriminatory.

"People who are applying for a job with the state are usually people who have been unemployable for some time," said William McGowan, executive vice-president of the union. "The ones who need the job are usually the ones who can least afford a $10 fee."

The state charges the fee ostensibly to cover the cost of fingerprinting the prospective employee, a procedure against hiring persons who have lied about past criminal activity.

The CSEA does not oppose in principle the activity of fingerprinting itself, according to Mr. McGowan, who is also president of the Mental Hygiene presidents council. He said fingerprinting prospective employees has been done by the state for many years.

Monroe Firings

(Continued From Page 1)

"And we've got our hands full with problems caused by budget cuts, and don't need harassment from the county to make our resources most effectively, too."

"It's unfair of the county to go on us and then force us to dilute our resources on such dervionary issues," Mr. McGowan said.

The PERB has not set a date for hearings on the charge.

Supreme Court Decision On Madison Increments Supports CSEA Position

SYRACUSE—A spokesman for Syracuse Region V, Civil Service Employees Assn., said the State Supreme Court has made a favorable decision in a case involving Madison County and the union's white-collar collective bargaining unit.

The decision came at a special term of the Supreme Court held by request in Cortland. It directed Madison County to pay the salary increment due and owed to the members of the white-collar unit retroactive to Jan. 1.

The case was taken to the Supreme Court when William L. Burke, attorney for Madison County, requested the award by American Arbitration Assn. arbitrators on the basis that the county chose not to pay increments for 1975, in violation of the Taylor Law.

Justice Burke said, "At a time when the county is being forced to cut its costs, it was freedom to its employees."

The Supreme Court decision supports the CSEA's position that the county's action was wasteful of talent and money of its legal and non-productive.

County and the union's white-collar collective bargaining unit retroactive to Jan. 1.

Nassau 2-Year

(Continued From Page 1)

The legislature's two top Republican leaders concluded that all unions would be willing to forgo such full-time county employees for two weeks in all of the 365 planned layoffs.

But Mr. Konieczny said his resolution would "do the job..." He added that the delays would be a dangerous precedent, which the county might use in future fiscal crises to stop other layoffs from CSEA members.

Legislative president Joseph N. Ferrari, and Republican majority leader John H. Hoff said county financial experts estimated that it would cost the county $17 million over a two-week period to lay off all county employees to save the expected $23 million from the layoffs.

The majority of employees rejected this.

When the fact-finder recommended a 12.5 percent, two-year package, CSEA was faced with the alternative of rejecting the pact and appealing the award to the full board of supervisors. It decided not to do so.

The supervisors, only weeks before, had imposed a wage freeze on all new employees, but preserved this provision for all current employees.

File PS&T Legal Charges

(Continued From Page 1)

In the PS&T Unit talks, the CSEA and state negotiators had met 13 times on the PS&T contract reopener. Negotiations are for salary increases in all bargaining units.

In a letter to the governor last week, the CSEA and state negotiators had met 13 times on the PS&T contract reopener. Negotiations are for salary increases in all bargaining units.

U.S. labor leaders were asked to hear the case in Washington, but disqualified himself and referred it to Supreme Court Justice Paul J. Yaswot Jr., in Cortland.

Justice Yaswot ruled that the A.A. award decision be upheld. In the opinion of the arbitrator, Madison County could not be compelled to carry the terms of the contract it chooses to enforce.

However, it was only during the 1976 state legislative session that a bill was passed mandating a $10 fee for the fingerprinting.

Complaints have been coming to the union on the issue in the past month or so.

Mr. McGowan says he will file a charge with the State Human Rights Commission, or with the court if that channel finds to be the most efficient in dealing with the problem, and the court ordering the fingerprinting fee to an end.

Recruitment

(Continued From Page 1)

The 365 county workers who have been fired are being replaced.

about 1,470 State employees serving in professional and sub-professional positions in such fields as business, finance, education, health, normal, blind and other social and technical areas. Overall, CSEA represented 147,000 State employees in the four Bargaining Units.

Up to the breakoff of talks last week, the CSEA and state negotiators had met 13 times on the PS&T contract reopener. Negotiations are for salary increases in all bargaining units.

In addition to salary increases, both parties were negotiating changes in contract articles covering attendance and leave, work days, hours, and other provisions.

In the PS&T Unit talks, the CSEA and state negotiators had met 13 times on the PS&T contract reopener. Negotiations are for salary increases in all bargaining units.
**SHORT TAKES**

**CUOMO DEFENDS DISCLOSURE**

Secretary of State Mario M. Cuomo has defended the executive order issued by Gov. Hugh L. Carey earlier this year requiring selected state employees to file statements outlining all their sources of personal income. The order has been protested by a number of state employees, notably medical professionals, who have sources of income in addition to their government salaries. Under the order, all employees earning $30,000 annually or more or who have policy-making positions, must file sworn statements as to their income and liabilities. They must also give up outside work including political posts, whether paid or unpaid. Said Mr. Cuomo: "In the process of gaining widespread compliance, the Board of Public Disclosure has accomplished some things that are noteworthy: It has gotten the State Public Service Commission to tighten its internal conflict of interest and disclosure regulations to the point where those regulations are now considered by the good government group, Common Cause, as a standard for the nation."

**RED INK**

New York State's unemployment insurance fund will be broke early next year, according to state officials, and plans are already underway to borrow millions of dollars from the federal government to keep the fund afloat. Recently the Florida State unemployment fund announced bankruptcy and according to best estimates, more than 25 other states will need federal aid for their funds by the end of this month or the beginning of January.

**Pregnancy Petition**

I deplore and protest the recent U.S. Supreme Court ruling that employers may lawfully exclude pregnancy from disability insurance plans. I believe the ruling is discriminatory and denies fair and equal treatment to millions of working women. I urge the appropriate parties, including members of Congress, to take immediate action to correct this flagrant injustice.

**NAME:**

**ADDRESS:**

**CITY:**

**STATE:**

**ZIP**

Completed forms may be sent to Jean C. Gray, c/o Civil Service Employees Assn., 33 Elk St., Albany, N.Y. 12227.

**Let a Smile be your umbrella**

We think a healthy smile is everyone's right—rain or shine. But, a naturally beautiful smile is more often than not the result of good preventive dental care—periodic visits to a dentist to stop trouble before it starts.

Preventive care not only results in a nice smile; it can also help prevent illnesses that result from, or are aggravated by, dental neglect. But too many people say, "It isn't the drill—it's the bill that hurts."

Sure, dental care can be expensive. To meet this expense it's important for you to have some kind of dental plan that provides realistic benefits for you and your family.

Blue Cross and Blue Shield have had 40 years of experience helping people meet their hospital-surgical-medical expenses promptly, efficiently and at the lowest possible cost.

We have taken this knowledge one step further. As we say, "We've got great plans for you." Our Dental Care plan is one of them. Before you buy a dental plan, give us a call. We'll keep you smiling.

Blue Cross and Blue Shield
Plans of New York State

Equal Opportunity Employer
Out Of The Institution
And Out Of A Job?

The Mental Hygiene Committee is calling on the union's Committee for money to provide retraining for workers who are laid off.

In 1974, there were 90,000 patients in state Mental Hygiene facilities. This year there are approximately 30,000, with about 40,000 state workers involved in the process of mental health care.

With a view toward counteracting the effects, the Mental Hygiene Committee is calling on the union's Committee for money to provide retraining for workers who are laid off.

Another problem is, how do we transfer the many hundreds of workers who have been in specialized jobs for many years, and are, at this point, not prepared for other kinds of work within the field.

Dr. McKinley says, "Ultimate...

Mental Hygiene Committee member Jim Moore says workers should be retrained for, and have first chance at new mental health jobs on the county's payroll.

Mental Hygiene Committee member Jim Moore says workers should be retrained for, and have first chance at new mental health jobs on the county's payroll.

William McGowan

Comparing costs, health rates, and candidate must have had a certain number of years of experience working on the community level.

The Mental Hygiene Committee is calling on the union's Committee for money to provide retraining for workers who are laid off.

Mental Hygiene officials voice their own ideas for solutions to the employees' problems. But most say they don't have final answers yet. But one thing they all agree on is that something must be done... for both the workers, and for the patients. And they know it isn't going to be easy.

They agree that one of the prime things needed is money.

The Mental Hygiene Committee is calling on the union's Committee for money to provide retraining for workers who are laid off.

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Out Of The Institution
And Out Of A Job?
Hope In Nassau

SOMEBWHERE the sun has to be shining. With torrents of labor woes pouring in from all parts of the state, there is at least a faint glimmer from Nassau County, where Civil Service Employees Asn. members last week gave approval to benefits.

A few months ago, Nassau employees were forced to accept their services this year. An impasse would be called as soon as it became evident that the employees would not be abused a second time, and that progress had stopped on the talks for next year. The impasse, and fact-finders were called in.

Scientific-Technical Bargaining Unit has filed improper County CSEA leaders have charged County Executive Ed- the unexcusable walkout by the state's negotiator. Erie recall the immortal platitude that "Into each life, some rain the rain will turn to snow.

We're looking for Federal Aid

Looking For Federal Aid

In addition to the possible re- Mayor Beame, Governor's thinking will be made public in his State of the State address at the opening of the Legis- lature on Wednesday, Jan. 3.

The details of his program will be highly significant when the Governor submits his budget to the Legislature. Ob- viously, the Governor's budget will establish the framework for legislative controversy, since the budget is the major document of the program. Thus far the Governor has withheld the contents of his official family.

Local Governments

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Carmin Santos, supervising stenographer: "I do believe it is fair to charge $5 to take the test. If you charge more, it could discourage people from taking the exam. It's an example of the earnest payment for the education.

Gary Cornell, administrative methods: "I think it is fair because the city is in a great financial crisis and any money they can acquire would be helpful. I agree that the person with a low income, such as clerks and typists, will bear a greater burden with the imposed fee. But if you look at the test as the same financial gains for all who pass it, then the concept of charging the fee for the same position in a different bracket could violate the merit system as set by the Department of Personnel Services and appear to take them and attract them back, which urge the charged, figures that the Department of Personnel Services might be fulsome on its filing requirements. Recomments may be filed only once a year instead of twice a year. A commission on federal personal law, which urged the change, finds that the Department of Personnel Services might be fulsome on its filing requirements.

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As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the State Employees' Retirement System and the State Police Retirement System in Albany and other localities. The list contains one name.

RETIREMENT NEWS & FACTS

By A. L. PETERS

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PLANNER LIST

ALBANY—A senior systems planner—was eligible for retirement on Feb. 24, 45, was established Dec. 9 by the State Civil Service Department. The list contains one name.

LETTERS TO THE EDITOR

Editor, The Leader:

The Leader in its issue of Dec. 16, 1974, took column item entitled "DMH Presidency Alleged."

Briefly, the Leader commented on remarks made by William D. Cahn, executive secretary, Board of Public Expenditures, Blair's new book, in a report to Governor Carey, urging the commission to address the reliability of the Department of Mental Hygiene's patients by its foreign training and its professional standards. The list contains one name.

LETTERS TO THE EDITOR

Editor, The Leader:

I should like to correct a statement attributed to me appearing in the last paragraph of the last edition. I should have stated: "In my telephone conversation with your reporter, I stated that minorities and women have been excluded from effective service through non-discriminatory, objective hiring procedures from rank order lists. Such eligible lists are based on the criteria of objective measures of performance.

Eliot Fitzgerald

Civil Service Law & You

(Continued from Page 3)

employers and public employees to bargain collectively through representatives of their choosing. Representatives of public employees shall be appointed by themselves or by the person designated by them. The public employees shall be able to direct the collective bargaining, with the agreement of the employer, to include the terms and conditions of employment and to be binding on both parties.

The court said, "Alleged, how can that be changed by amending a statute prohibiting the county from increasing appropriation for the Department of Public Welfare? If there is a constitutional provision that the county shall not increase appropriation for the Department of Public Welfare, that provision is not valid if there is a constitutional provision that the county shall not appropriate any money for the Department of Public Welfare, as there is an express provision that the county shall not appropriate any money for that purpose."

The dissent found any merit to the opinion of the majority finding that the city was entitled to charge $5 for the application process. The dissent noted that the city was entitled to charge $5 for the application process. It is fair to charge $5 to take a test which for years has been a hardship for them. It is fair because the city is in a great financial crisis and any money they can acquire would be helpful. I agree that the person with a low income, such as clerks and typists, will bear a greater burden with the imposed fee. But if you look at the test as the same financial gains for all who pass it, then the concept of charging the fee for the same position in a different bracket could violate the merit system as set by the Department of Personnel Services and appear to take them and attract them back, which urge the change.

Don't Repeat This!

(Continued from Page 3)

The legislature may enact a new version of the Goodman-DiPalma law, which would mandate increased appropriation for the Department of Public Welfare of not less than $1,000,000 annually. The version of the bill enacted last year has been declared invalid by the Appellate Division on technical grounds. It is not unlikely that the new version will attempt to pass a new version of the Goodman-DiPalma law, without those technical shortcomings.

This leaves a job to President-elect Carter, and how generous a Santa Claus he and Congress prove to be.

Wanna be a good guy? A child with Leukemia. Blood is meant to circulate. Keep it moving, by donating The Most Precious Gift.
LI Workshop Trains Chapter Leaders On Latest Developments

(From Leader Correspondent)

MONTAUK—Two hundred leaders of the 16 Civil Service Employees Assn. chapters in the Long Island Region gathered at the famed Gurney’s Inn here last weekend for the second annual regional workshop.

The leaders were drilled in the handling of disciplinary actions under Article 39 of the Civil Service Law in the morning session. It was conducted by Professor Sandy Lenz of the Cornell School of Industrial and Labor Relations.

In the afternoon, Suffolk County Commissioner of Labor Louis V. Tempera gave a forceful exposition of the rules and regulations governing the program of the Comprehensive Employment and Training Act (CETA).

Statewide CSEA president Theodore Winitz was in attendance at the start Sunday, Nov. 7, until called back to Albany headquarters. Statewide treasurer Jack Gallagher, statewide secretary Irene Carre and New York City Region II president Solomon Bendit also attended.

Irving Flaumenbaum, president of the Long Island Region I, said that additional lectures were being arranged during the year as a result of the enthusiastic response to the program. Dates for additional educational events will be announced.

Delegate from Long Island Parks and Recreation chapter speaks out during discussion. Our apologies to the gentleman for not remembering his name.

Obviously finances are the topic being discussed by Long Island Region I treasurer Sam Piscatelli, left, and statewide CSEA treasurer Jack Gallagher as they get together for informal chat.

Central Islip Psychiatric Center chapter president Danny Donovan, left, compares views with Suffolk Educational Employees chapter’s Robert Conley, who also serves as the region’s third vice-president. Overall view of part of audience shows attentive looks on faces of delegates from various chapters as they learn of latest developments in handling grievances and disciplinary procedures under the CSEA contract with the state.

Nick Del Bianco, first vice-president of Nassau chapter’s Parks and Recreation unit, takes part in discussion on problems concerning the Comprehensive Employment and Training Act.

Citizen member, right, Maria Damascio, both members of Pilgrim Psychiatric Center chapter board of directors, give receipt for political action fund contribution to Group Health Insurance’s Patricia Muir as Rose Paritsky and Sheila Warner watch. Ms. Paritsky is wife of regional chiropractor Dr. Harry Paritsky, and Mrs. Warner is wife of Medi-SureInc’s Bill Warner.

Group gathers round to exchange views on weekend seminar. From left are Pilgrim Psychiatric Center chapter delegate Fran Munnellino, and Dr. Harvey Caplin, also of the dental plan.

Rose Cilli, right, Maria Damascio, both members of Pilgrim Psychiatric Center chapter board of directors, give receipt for political action fund contribution to Group Health Insurance’s Patricia Muir as Rose Paritsky and Sheila Warner watch. Ms. Paritsky is wife of regional chiropractor Dr. Harry Paritsky, and Mrs. Warner is wife of Medi-SureInc’s Bill Warner.
Irving Flaumenbaum reveals some of the dynamic personality that has made him a CSEA vice-president, Long Island Region I president and Nassau chapter president.

Men of many titles Ralph Natale (CSEA director, Long Island Region first vice-president and political action chairman, Nassau chapter first vice-president), center, checks over business with Nassau Parks and Recreation unit president Thomas Gargiulo, left, and Nassau chapter board member and statewide elections committee member Anthony Giammetti.

Long Island Region I second vice-president Nicholas Abbaiello, left, listens attentively while SUNY at Stony Brook chapter president Albert Varacchi stabs the air with pencil to emphasize his opinions during debate.

Visiting CSEA vice-president Solomon Bendet, head of New York City Region II, sits in on business session of Workshop.

Telling point is made here by Lou Tempera, commissioner of labor for Suffolk County, as he speaks on CETA.

Kings Park Psychiatric Center chapter president Greg Szurnicki, left, calls caucus of chapter leaders, left from Mr. Szurnicki, delegate Barney Pendlala, secretary Linda Martin, delegate Dorothy Cuneo, second vice-president-administrative Florence Murphy and second vice-president-PST Martina Benjes.

Transportation District 10 leaders review materials as they take break from business routine. From left are chapter president Frank Seminara, statewide education committee member Lou Mannellino, administrative delegate Phyllis Yerrell and operational delegate Mike Raguseo.

Looking over program of workshop agenda are, from left, Suffolk Education chapter fifth vice-president Carol Craig, Long Island Region fourth vice-president Ruth Brauerman, Suffolk Education chapter president Walter Weeks and Nassau chapter Health unit president Mary Calapiega.
Corbin: 'We Have A Pact!'

Hauppauge — Claiming the Civil Service Employees Assn. already has a contract authorized by the legislature, Suffolk County CSEA president James Corbin said he would listen only to proposals for additions to the 1977 contract from negotiators for the county.

Mr. Corbin brushed aside a threat by County Executive John V. M. Klein last week that the county would file an unfair labor practices charge with the state Public Employment Relations Board if the CSEA refused to start negotiations with the county for a 1977 contract for 6,600 white and blue collar employees.

Mr. Corbin said that the CSEA had ratified a 1976-77 contract that the legislature had proposed and authorized Mr. Klein to sign.

Mr. Klein has refused to sign the contract. The legislature overrode his veto, however, claiming that the legislature has no legal power to authorize anything beyond a one-year imposed contract under the terms of the Taylor Law, which prevents public sector workers from striking.

However, Suffolk is apparent: complying with the terms of the 1976 portion of the contract. In Dec. 23 paycheck envelopes will contain payments with raises, adjustments and cost-of-living increases.

"If Mr. Klein is saying he is willing to offer more than what we already have," Mr. Corbin said, "then I'll race over there to listen to him. If he is offering less, the only way we will sit down is if we are ordered by the PERB or the courts."

Mr. Corbin said.

The Suffolk contract dispute dates back to Dec. 31, 1975. Since then, the county and the CSEA have been in bargaining, mediation, fact-finding, the courts, and, finally, a legislative hearing with the Suffolk County legislature.

Mr. Klein said that all salaries and benefits county workers had under the 1976 contract will be frozen at that level until a new agreement is reached with county negotiators.
**Suffolk Sets 2 OC Exams**

**HAUPPAUGE —** The Suffolk County Civil Service Commission has opened filing until Jan. 5 for Feb. 5 open competitive, written examinations for communications technician (Exam No. 71-105), which pays $4586 bi-weekly, and promotional examinations to commissioner of Labor (Exam No. 13-023), which pays $5046 bi-weekly.

For further information contact the Department of Civil Service, 175-20 Northern Blvd., Jamaica, N.Y. 11432.

**Madison Offers A Super's Post**

**WAMPSVILLE —** The Madison County Civil Service Commission has opened filing until Jan. 5 for Jan. 15 principal clerk open competitive examination (No. 71-109), which pays $4062 annually, and competitive examination (No. 72-033).

The eligible list will be used to fill vacancies for the $4062 job only in Fort Edward. For further information contact the personnel office at 448-2200.

**Open Continuous State Job Calendar**

- Assistant Clinical Physician: $25,161
- Associate Actuary (Life): $18,369
- Supervising Actuary (Life): $26,516
- Principal Actuary (Life): $18,521
- Associate Actuary (Casualty): $18,369
- Supervising Actuary (Casualty): $26,516
- Senior Actuary (Life): $21,661
- Dental Hygienist: $27,574
- Clinical Physician II: $31,055
- Compensation Examining Physician I: $27,574
- Dietitian: $10,074
- Supervising Dietitian: $32,167
- Electronic Technician: $7,632
- Food Service Worker: $5,927
- Hearing Reporter: $11,337
- Histology Technician: $11,730
- Hospital Nursing Services Consultant: $16,538
- Industrial Foreman: $10,714
- Institution Pharmacist: $11,730
- Legal Careers: $11,164
- Public Librarians: $10,155
- Licensed Practical Nurse: $9,081
- Maintenance Man (Mechanic): $7,616
- (Except for Albany area) $7,616
- Various: $7,616
- Medical Specialist: $7,632
- Medical Specialist II: $10,207
- Mental Hygiene Theda Trainee: $7,204
- Mental Hygiene Theda Trainee (T.B.): $7,204
- Motor Equipment Mechanic: $7,616
- Motor Equipment Mechanic (Statewide except Albany): $7,616
- Nurse I: $10,074
- Nurse II: $11,337
- Nurse II (Psychiatric): $11,337
- Nurse II (Rehabilitation): $10,207
- Nutrition Services Consultant: $11,730
- Occupational Therapist: $11,730
- Principal Actuary (Casualty): $11,730
- Principal Accountant (Costume): $11,730
- Physical Therapist: $11,730
- Psychiatrist: $7,616
- Psychiatrist II: $11,337
- Radiology Technician: $1,537
- Radiology Technician (T.B. Service): $1,537
- Senior Accountant: $10,074
- Senior Accountant: $10,594
- Senior Medical Records Librarian: $11,337
- Senior Occupational Therapist: $11,337
- Senior Physical Therapist: $11,730
- Stationary Engineer: $9,546
- Senior Sanitary Engineer: $17,429
- Senior Sanitary Engineer: $17,429
- Ass't. Sanitary Engineer: $12,084
- Pharmacist: $12,670
- Varsity Operator: $5,831
- Computer Operator: $1,831
- Specials in Education: $15,288
- Senior Stationary Engineer: $10,714
- Assistant Stationary Engineer: $7,616
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**The PERB Appoints Six**

**ALBANY —** Two mediators and four fact-finders have been named by the Public Employment Relations Board in contract disputes involving the Civil Service Employees Assn. and public sector employers.

The mediators are Leon Apletsballe, of the PERB New York City office, named to the dispute between the CSEA and the City of Middletown; John H. Owen, of Cooperstown, named to a dispute between the CSEA and the City of Oneonta; and Karl W. Zaidins, of Hauppauge, named to the dispute between the CSEA and the Sullivan County Sheriff's Department.

**Suffolk’s Map Exam**

**HAUPPAUGE —** The Suffolk County Civil Service Department has opened filing for map and coordinate supervisor under a competitive examination.

An open competitive examination (No. 71-124) will be held Jan. 11, 1979, for the $15,921 job. For further information contact the department at H. Lee Dennison, Executive Office Building.
CSEA, At South Beach, Attacks Cuts in Service

STATEN ISLAND — The South Beach Psychiatric Center Local, Civil Service Employees Assn., is protesting the reduction in services at the Center.

The Sheepshead Bay inpatient unit will be consolidated with the Cony Island unit, according to plans. The new consolidated unit will be able to accommodate 50 patients, while the separate units treated 60 patients. Union representatives, concerned over deterioration of patient care, pointed out that the new consolidated unit will not be able to adequately service the Sheepshead Bay-Connys Island area.

Provisions have already been made at the Center to have patients from these communities treated at other inpatient units when the above maximum capacity, union officials said.

What this, in effect, constitutes a serious setback for the practice of operating SBPC under a community psychiatric health model, CSEA officials said.

One of the basic premises of this model is being violated, that of continuity of care, they added. Patients will be treated on an outpatient basis, often unfamiliar with their community, CSEA alleged. This may well stimulate people living appropriately and prematurely discharged into communities without proper follow-up.

“This paves the way back to an archaic system where the mentally ill are not given treatment, but merely warehoused,” said an union official.

The union stated that somewhat ironically, the consolidation was not necessitated by underutilization of the units.

On the contrary, officials said, the units often treated more than the official maximum number of patients allowable. The reduction in services is clearly attributed to the inability of the center to replace staff that was left employment. In the maintenance and support areas alone there are currently 60 vacant positions that cannot be filled. The center is suffering a hiring freeze imposed by Alvin Mezine, appointed by Irving Mansfield, director of the New York State regional office, former Di- rector of SBPC.

South Beach CSEA has set up a co-ordinating committee to monitor the consequences of any cutbacks and to plan appropriate action. Interested community members who wish to participate should call Thomas Gregor at 212-990-6215.

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The following is the report of the Committee on Constitution and By-Laws submitted at the CSEA annual convention this Fall, and acted on by the convention. Chairman is Kenneth Cadieux, of Nassau County chapter, and committee members are William Berberg, Nicholas Cimino, Joseph Kennedy, Eugene Niccella, Audrey Snyder, Karen White and Earl Mayfield, Sr. New material is italicized, and words to be deleted are within brackets.

**CONSTITUTION**

The following proposals were presented to the delegates at a first reading and passed. It must be read and passed if the next convention is to become official.

- The Committee received the following amendment to Article V of the Constitution entitled "Regions" as follows:
  
  **REGIONS**
  
  For purposes of internal organization of the Civil Service Employees Association, Inc., the state shall be divided into six regions as follows:

  1. Long Island Region: Nassau and Suffolk.
  2. (New York City) Metropolitan Region: Brooklyn, Kings, New York, Queens and Bronx.

  All chapters shall be members of the region in which the chapter headquarters is located. All proposals in this section are visible behind the line; Bernard Ryan, CSEA state programs administrator.

- The Committee received the following amendment to Article V of the Constitution entitled "Regions" as follows:

  **THE FOLLOWING PROPOSALS WERE PRESENTED TO THE DELEGATES, WHO VOTED TO REFER THEM BACK TO COMMITTEE FOR MORE STUDY OR BETTER WORDING.**

  - Article IV, Section 6 (a): (a) ELECTION: Officers of the Association shall be elected by secret ballot in odd-numbered years in the manner prescribed in the by-laws. They shall hold office for a term of two years or until their successors shall have qualified, commencing July 1st in an odd-numbered year provided, however, that the term of office commencing July 1, 1977 shall be for a period of two years and three months and shall expire September 10, 1979. Vacancy in the office of President shall be filled by the Executive Vice President Vacancies in the office of Executive Vice President shall be filled by the Board of Directors by appointing any one of the six Vice Presidents. A vacancy in the office of any Vice President shall be filled according to the Constitution and By-Laws of the respective office. The Vice Presidents may be elected by the Board of Directors for such terms as the Board of Directors may determine.

- The Committee received the following amendment to Article VIII of the Constitution entitled "Meetings of Delegates" which would add a new section to read:

  **Section 2. REPORTS. No committee of the Association will be allowed to make an oral report to the delegates unless its report shall have first been submitted to the Delegates in writing at least thirty (30) days prior to the opening day of a Delegates' Meeting.**

  The Committee recommends defeat of this amendment based on the fact that past experience indicates that a complete list of Delegates is not available to CSEA Headquarters 30 days prior to the opening date of a Delegates' Meeting.

**BY-LAWS**

The following proposal was approved by the CSEA delegates at the September convention. The proposal permits the Association to call a special meeting for the purpose of voting on any matter presented by the board of Directors. The proposal is as follows:

- The following amendment was approved to Article VI, Section 4 of the By-Laws entitled "Special and Ad Hoc Committees inasmuch as the wording contained in the section is presently applicable only to Special Committees. Ad hoc committees, by definition, are formed for a particular end or case at hand and are not appointed for a specific period of time.

**SPECIAL AND AD HOC COMMITTEES.** The Special Committee of the Association shall be as follows: Armory, Auditing, Membership, Human Rights, Memorial Scholarship Fund, Pupal, Civil Service, Regional Office, Platform, Social Services, Probation, Non-Teaching School District Employees, Social Services, Examinations, and such other committees designated by the President of the Association. Presiding Officers of these committees shall be appointed by the President of the Association for the term of his office or until successor appointments have been made. Special Committees should meet at least three times a year and review matters pertinent to the committees.

**Political action chairman Martin Langer, of Rockland Psychiatric Center chapter 839, encourages delegates to support CSEA choices for legislative offices.**

- The following amendment was approved to Article VI, Section 4 of the By-Laws entitled "Special and Ad Hoc Committees inasmuch as the wording contained in the section is presently applicable only to Special Committees. Ad hoc committees, by definition, are formed for a particular end or case at hand and are not appointed for a specific period of time.

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CSEA STRENGTH IN UNITY
MEMBERSHIP DRIVE
EXTENDED TO APRIL 1, 1977

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 now and April 1, 1977, 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.

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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. In approximately 8-12 weeks you will receive your cash payoff.

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.