CSEA Wants Employees Paid For Forced School Closings

ALBANY—The Civil Service Employees Assn., fought, last week, for an amendment which would cover about 15,000 non-teaching school employees who were idled when schools were forced to close because of the natural gas shortage.

The amendment was to be attached to a bill supported by the CSEA and passed by the Legislature last week, granting up to 12 days of state aid relief to affected school districts. Because state aid is granted to school districts based on attendance figures, the forced closings would have had a major effect on district budgets.

CSEA's lobbyist, James Feathersonough, and collective bargaining specialist Danny Jinks, staff coordinator to the union's statewide non-teaching school district employees committee, pushed for legislative consideration for non-teaching school district employees idled by the gas shortage.

The two met privately with Assemblyman Melvin N. Zimmer, of Grandy County, whose bill was included on which a member may indicate a lower amount of insurance is desired; otherwise the Option A coverage will go into effect.

Deadline Next Week

Option B Insurance Available Upon Request

ALBANY—March 1 is the deadline for women to choose Option B coverage available through the Civil Service Employees Assn. group life insurance plan.

Under arrangements worked out by CSEA's insurance committee, headed by James Corbin, a change in insurance coverage for women became effective in May. At that time, women members will automatically be covered for the same amount of insurance that is issued to male union members in the same salary brackets.

Some women, however, may wish to retain their current Option B insurance coverage in stead. They must specifically make a request to do so.

In a mailing by the CSEA at the beginning of the year, a form was included on which a member may indicate a lower amount of insurance is desired; otherwise the Option A coverage will go into effect.

Increase in amounts of insurance to be issued under the change at this time will not require evidence of insurability or medical examinations, Mr. Corbin explained.

If the member requests the lower Option B now, however, evidence of insurability will be required in the future to change to Option A.

The Option B request must be signed and received at the CSEA headquarters, 23 Elk St., Albany, N.Y. 12207, for arrival by Tuesday, March 1.

For the benefit of those women who may be assured at the in-convenience of specifying an insurance choice, after many years of effort, CSEA has been able to purchase additional amounts of insurance through a supplemental life insurance plan, and thus equalize benefits.

CSEA's Negotiators See Pages 8 & 9

PREPARE FOR TELETHON

Three Civil Service Employees Assn. vice-presidents make plans for participation in the third annual Arthritis Telethon to be aired over Channel 5, WOR-TV, in the Metropolitan New York City area March 19-20. It is slated to begin at 9:20 p.m. The telethon continues through until 5 p.m., Sunday. From left are Long Island Region I president Irving Friedenau, Manhattan Metropolitan New York City Region II president Solomon Bendel and Southern Region III president James Lennon. They are leading the appeal to public employees throughout the state to contribute to the Arthritis Fund.

Rensselaer County Workers To Vote On Tentative Pact

RENSSALEA—The Rensselaer County chapter of the Civil Service Employees Assn. and county negotiators have tentatively agreed on terms for a 1977 contract, consequently avoiding a threatened strike.

The agreement, which came last week, was characterized by chapter president Sue Ernst as "a lot better" than earlier offers.

William E. Sinott, the county's top personnel officer, said that the two sides reached accord after lengthy and intense bargaining. Both the county and the union agreed not to discuss terms of the pact, he said.

Prior to this tentative settlement, Rensselaer county employees had voted to strike if no agreement could be reached. That vote came after the county rejected the recommendations of fact-finder Kenneth DeKay. The CSEA voted to accept those findings which read, in part, that

"The salaries paid by the counties are, in general, below those paid by the City of Troy, as well as those paid by some of the towns and some of the school districts."

The union accepted the fact-finder's salary proposal of $600 per person, half of the amount originally demanded by the union. Other issues separating the two sides included the grievance procedures and a "past practice" clause.

According to Miss Ernst, the union plans two meetings this week to explain the tentative agreement to the membership and to vote on ratification.

Columbia Unit Employee Reinstated With Salary

HUDSON—Columbia County employee William Herpfer has been ordered reinstated to his position with full restoration of benefits and salary.

The order was made by Albany Supreme Court Judge George L. Cobb after Mr. Herpfer was fired from his job as motor equipment operator with the Columbia Highway Department on July 2, 1976, for alleged breaking of a non-retaliatory pact following action by various Columbia County employees represented by Civil Service Employees Assn. chapter 811.

The decision may be appealed by the County, but the order indicates that if the appeal is denied and the CSEA position upheld, the full backpay and benefits denied will be binding.

A spokesman for the CSEA indicated satisfaction with the decision.

"Finally the rights of the individual and of organized labor have been upheld. If the County continues to drag this situation out," the spokesman said, "then it is indicating that it still is seeking revenge against its own employees.

Suffolk 4-Year Signing Soon

RIVERHEAD—The Suffolk County legislature last week authorized the County Executive to sign an unprecedented four-year contract with the Civil Service Employees Assn.

The vote was 15-3 with the only opposition coming from Democratic legislators who criticized the contract along partisan lines.

(Continued on Page 16)
Find Pay Hike, 2-Year Contract For Westbury

ALBANY—A Public Employment Relations Board fact-finder has recommended a two-year contract with a 5½ percent increase the first year for sanitation, garage, highway and clerical employees of the Village of Westbury, Nassau County.

Herbert K. Lippman, of New York City, was the fact-finder in the contract dispute between the Village and the Nassau County chapter of the Civil Service Employees Assn.

Mr. Lippman called for the increase as of June 1, 1976, plus any increment under the expired contract; in the second year, he called for a cost-of-living increase on June 1, 1977, of ¾ percent, with ½ percent for each 1 percent of the Consumer Price Index over 8 percent on that date.

Other recommendations include:

* no change in the present vacation policy of three weeks after 10 years and increases in the 15th and 16th years;
* retention of the present retirement plan;
* retention of the six-day sanitation service;
* Highway Department personnel to work from 7 a.m. to 3:30 p.m. during months with daylight savings time, except in emergencies;
* no change in rate of payment for unused sick leave on retirement;
* increase in accumulation of sick leave from 100 to 120 days; no change in personal leave days, holidays schedule;
* permission for Village to work 5-men trucks on Saturday.

Correction

The Leader inadvertently gave a Wamesville address recently for contacting the state Civil Service Department for job information and applications. The correct addresses are State Office Building Campus, Albany, New York 12201; Two World Trade Center, New York, N.Y. 10047; or Suite 730, 1 West Genesee Street, Buffalo, New York 14222.

L.I. Opens Nominations For Regional Officers

NORTH AMITYVILLE—Joseph AieUo, chairman of the Long Island Region nominating committee, has announced that the committee will receive nominations for regional officers until March 1.

The panel held its first meeting Tuesday, Feb. 1, at the Regional Headquarters building here. Mr. AieUo, former president of the CSIA at Kings Park Psychiatric Center, said persons interested in seeking office should submit their names, the office and their qualifications.

Serving with him on the committee are: Arthur Loving, Long Island State Parks; Carl Puglisi and Alice Horphey, Nassau; Ruth Grimm, East Meadow Public Schools; Arthur Hendry, State University at Farmingdale; Al Castaldi, State University at Stony Brook; Mike Curtis, Suffolk Educational; Rose ChiU, Pilgrim Psychiatric Center, and Lou Mannusini, Region 10 Department of Transportation.
CSEA Calls Rockland Oct. Hearing Illegal

NEW CITY—The Civil Service Employees Assn. has charged that the October 1978 hearing at which the Rockland County legislators imposed the terms and conditions of employment for some 1,700 county workers was held illegally.

In an improper process charge filed with the Public Employment Relations Board last week, the CSEA maintained that evidence was revealed after it proving that the hearing was illegally held. CSEA field representative Thomas A. Braun told the Board that the state’s Taylor Law provides for a legislative hearing in a contract dispute only if a state labor relations board rejects the fact-finder’s report. Since the County stated Feb. 3 in a hearing before PERB in a related matter) that it had in fact accepted the report, the Oct. 19 hearing never should have been held, Mr. Braun said.

When the fact-finder’s report was issued late last summer, the CSEA not only accepted it, but demanded that the County sit down with us immediately to work out its implementation,” Mr. Braun said. “But the county assistant attorney, Jack Blecher, advised the legislators not to implement the report. Consequently, the hearing was held at which they unilaterally imposed a $160 bonus on the workers, instead of a raise of any kind. Now that the County has reiterated before PERB that they did in fact accept the report, it is obvious that the hearing was illegal and that both sides must sit down and re-ach a bilateral decision as to how the fact-finder’s recommendations of last year should be implemented.

The fact-finder in the 1976 contract dispute recommended a 2.5 percent raise for the workers. But at the hearing in October, the legislators imposed a $160 bonus on the workers, ignoring the report.

Fiscal Affairs

(Editor’s Note: Another in a series of articles by Joseph Gallagher, treasurer of the Civil Service Employees Assn., touching on financial matters and aspects of the union’s model local constitution.)

Capital Retirees March 9 Meeting

ALBANY—The Capital District Retirees chapter of the Civil Service Employees Assn. will hold a meeting on Wednesday, March 9, 1978, at 1 p.m. at CSEA Headquarters, 33 Elk St., Albany.

Guest speaker will be John J. McHugh, director of the State Employees Retirement System. A business meeting will follow with a report on the status of the pending legislation. All retirees are invited to attend the meeting.

Albany County Units Make Tentative Pact

ALBANY—Tentative agreement has been reached between Albany County and two units of the Civil Service Employees Assn. representing 2,111 workers in the Highway Department and the Department of Social Services. Both contracts must be voted on by the full legislature.

The Highway Department pact calls for a 25-cent-per-hour increase for all employees in the unit, an increase of approximately 8 percent in average salary. The contract also adds a basic health maintenance option plan which will be paid for by the county, a new concept in medical care, with all services coming from a 24-hour medical facility.

The Social Services contract calls for an across-the-board increase of $300 per employee per year, and adds a fifth year increment of $120 to the top of the pay scale for non-caseworkers covered under the agreement. The current wage scale credited only up to four years of experience.

A CSEA spokesman said the Highways Department agreement was considered acceptable for the time being, but the union was looking forward to future negotiations. The Social Services contract was termed “suitable” considering the economics of the year.

Both contracts are for one year and expire Dec. 31.

Central Region V Sets Meeting Agenda

SYRACUSE—Central Region V of the Civil Service Employees Assn. holds its monthly chapter meeting on the 25th in this city.

CSEA vice-president Richard Charn, head of the region, has announced an agenda for the two-day meeting at the Hotel Syracuse.

An educational seminar on election procedures will be the main event for the first day. This will be held at the hotel by regional leaders in the conduct of union elections in local spring. All will be hosted by the county and chapter leadership positions.

The Saturday morning session includes a discussion for the region’s local government and state delegates. Overview the chapter’s Francis Miller presides over the County Workshop.

William Brann, chairman of the James Moore heads the State Workshop.

In addition, there are numerous preparatory business sessions scheduled. These include the chapter presidents’ breakfast meeting, various working committee meetings and a treasurer’s seminar.
BABY BAY CONTRACT SIGNED

A two-year contract for Babylon town employees is signed by Babylon supervisor Tom Fallon. Observers are, from left: Pat Morano, CSREA field representative; June DeGeorge, president, CSREA unit; Robert Scarrino, Babylon, director of labor relations; Mr. Fallon; Cathy Green, negotiating committee member; Jean Walters, bargaining agent, first vice-president. The new contract includes a $425 across-the-board increase with guaranteed increments in second year and salary reopener, favored-nation clause for both years, as well as improved language for new titles and job postings and increased terminal leave pay. CSREA field representative John Cuneo helped negotiate the contract for the 150 white-collar employees. Missing from photo were Marvin Eger and Ernest Yeowich, members of the negotiating committee.

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ALBANY—The State Civil Service Department has opened 15 promotional titles for filing until March 7. Written tests will be given April 16.

How To Make Your Voice Heard


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

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

Identify the subject clearly and state the name of the legislature which you are writing about. The bill number, if known, should be included.

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

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

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

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


How To Make Your Voice Heard


The Commission is also continuously accepting applications for Mental Hygiene therapy aides (Exams 120-395 and Spanish-speaking), which has no special training or experience requirements, and for nurse 1 and 2.

The accountant positions (Oral Exam 20-127) are with the State Department of Audit and Control.

Although each applicant must be certified individually, experience in some of these positions is sufficient to qualify for certification. The accountant exam must have a bachelor's degree with at least undergraduate or graduate accounting credits. College seniors may apply nine months prior to graduation.

Starting salaries vary according to the job location and candidate's qualifications. New York City area accountants in the top third of the graduating class or who have master's degree will be paid $1,496.

For these titles you must contact the commission at County Office Building, Wampsville, N.Y. 13163.

Other New York City area accountants will be paid $1,394. Up to state accountants with the special academic status get $1,184. Other upstate accountants get $1,074.

In Monroe County, $200 additional is paid.

Mental hygiene therapy aides (Exams 20-394) start at $7,294 and $8,650 after the one-year training period. There are jobs in many hospitals, schools and mental institutions of the Mental Hygiene Department throughout the state.

Applications for the training positions should be submitted to the individual facilities. List of facilities are available from the State Civil Service Department.

Nurse I candidates need a New York State nursing license for the $10,118-year-job. Salaries vary throughout the state. It is $11,334 in New York City.

Nurse II candidates need a certified nurse license and one year's experience. Nurse II positions should be submitted to the individual facilities. Nurse II candidates need specialized experience.

Nurse II receive $1,593 a year.

In Moeuroe County, $200 additional is paid.

There are also higher salaries for working in certain hospitals and in certain specialties.

Adult Education Free In Nassau

The Vocational Education and Extension Bureau of the non-profit organization, offers the following free education to adults of Nassau County on a continuing basis, twice weekly for a year:

Language Arts, Math, Reading, Science, Social Studies, High School Equivalency Preparation in English or Spanish; Bookkeeping, Typing, Business Calculating, Typists.

For information telephone, Helen Wilmore, 7016, Maria Marwell or Lucille Swack.
The Whys And "How Much" Of Retirement

This is the second and last part of a series on the benefits and plans of the New York State Employees Retirement System. Leader feature editor Jane Bernstein has attempted to answer some of the questions that crop up when retirement becomes a reality.

By JANE B. BERNSTEIN

The earliest workers who qualify for retirement benefits, those who joined the New York State Employees Retirement System prior to July 1, 1973, are too young to give much thought to retirement, it is important to know the differences in its plans and benefits.

One of the major points is that those who came into the system after July 1, 1963, are eligible for retirement with full benefits at age 55, while those who came after must wait until age 62. This full allowance comes after 20 years of service for the first group. It is possible for new members to leave the job between ages 55 and 62, but that usually means reduced benefits, and in some cases, five years of service is required after 1973.

Another major difference is that latter members are not required to make contributions, which those who joined before the 1960's were required to do. The 1960's brought the Increased-Take-Home-Pay provision, and then the non-contributory system which was offered to state employees. As a result, the number of employees contributing to the system has been greatly reduced.

There are several plans which old and new members may elect when entering the system.

- The Basic Plan is for old members who have contributed to the system. It provides for a normal retirement age of 60. If an employee has made additional contributions to qualify, he or she may retire at 55. After 30 years of service, for the Age 55 plan, or 35 years under the Age 60 plan, a worker may retire and collect one-half of his or her final average salary. (This is usually the last three years' average.)

- The 1/60th plan is for those who have not contributed to the system. An employee may retire on one-half of his or her final average salary after 30 years of service. The retirement allowance is adjusted according to more or less years of service.

- The Career Retirement Plan or 25 Year Plan also does not require contributions. The allowance is based on 1/60th of the final average salary after 25 years of service. Those with more than 25 years get an additional 1/60th of the final average for each year over 25. Those with less than 25 years also get 1/60th of the final average for each year of service.

- The New Career Retirement Plan or 20 Year Plan provides for 1/60th of the final salary for each year of service for a worker with 20 or more years. The pension part of the allowance may not be more than 25 percent of the final average salary for old members. For those with less than 20 years of service, the benefits are based on 1/60th of the final average salary for each year of work.

- There are special plans for certain groups, including firemen, state policemen and some correction officers. Members of these groups are permitted to enroll in plans which provide for retirement on one-half the final average salary after 20 years of service, regardless of age.

No matter which plan new members choose, (post-July 1973) the state has set a limit on the amount of benefits to which they are entitled. This figure is 60 percent of the first $12,000 of the final average salary, and 50 percent of any final average over $12,000.

Any employee who has ten years of service with at least five years in the Retirement System may vest his or her pension. To be given vesting rights, an employee must contribute to the system at least three years' salary for 36 years of service.

The system may offer several benefits to retired workers. The system does guarantee death benefits if a worker dies as a result of an accident on the job. The benefits may be paid to his or her beneficiary. There is no minimum service eligibility for the accidental death benefit.

If an employee leaves state or county service with less than ten years of work, the vesting right is forfeited, as it is when membership in the Retirement System is terminated. The vested allowance usually depends on the plan elected when the worker was in government service. If an individual dies before filing for vesting rights, there usually isn't any payment made to the designated beneficiary. If there are any contributions, these are paid to the beneficiary. Also, if an individual dies within one year after leaving the job, death benefits may be payable.

The state does provide help to old members. It is when membership in the Retirement System becomes a reality.
There Is No Simple Answer

The recent rash of subway crimes that has so upset New York City residents and officials really should come as no surprise. New Yorkers have been heading toward this sort of hooliganism and decay for years. We have watched with disinterest as city housing went from already pretty bad to worse than that. We have permitted our schools to do little more than provide custodial care for students. We have done little to make sure there were enough good jobs around so our youth and adults alike had more to do than just stand around on street corners watching life go by.

The courts, City Hall, the media, business—just about every segment of society—must share part of the blame for today's lifestyle.

Now we are gnawing our collective teeth over rampant subway crime perpetrated in many cases by youngsters who are the product of those very city schools, slums and unemployment lines.

Many justifiably incensed New Yorkers are urging city officials to do more to train transit police on the subway. This certainly would be a wise thing to do. In fact, we feel it was perhaps one of the Beame Administration's greatest follies to cut back the city's uniformed force so severely that the city almost ceased to function. Yes, the city should hastily return these officers to the streets, parks, patrol cars and subways, but that should not be considered the final answer.

New Yorkers must soon realize the real solutions lie much deeper in such band-aid type responses. We have to improve the schools, upgrade the police force, rebuild the slums, integrate neighborhoods, seek better understanding among races and classes, and, among other things. It requires a come-to-the-grips-with-the-dark-ages philosophy.

All of us will feel safer and happier when the subway madness finally ends. The sight of uniformed police officers will certainly be a deterrent to subway crime and we hope to see many more such sights very soon. But New Yorkers must do more. We hope someday they will.

Questions & Answers

Q. My neighbor tells me that when she received notice that her supplemental security income payments would be suspended, she appealed the decision. She said she continued to get checks while she was waiting for her case to be reviewed. Is this possible?

A. Yes. If the request for a review of the case was made within 60 days of the notice of the proposed action, payments will continue until the Social Security Administration makes a decision on the appeal.

Q. My parents have never been through a formal marriage.

They've been together 39 years and have raised six children. I know their marriage is considered legal under State law, but I'm wondering if there will be any difference when they apply for Federal supplemental security income payments. Would their eligibility be affected?

A. People who hold themselves out as husband and wife in the community where they live are considered legally married in determining eligibility for supplemental security income payments. The Federal program generally follows State law and would give your parents the same marriage status as the State does.

Civil Service Law & You

Arbitrator Supported by Courts

The position of a nurse-teacher was abolished by the Board of Education after the budget was turned down by the voters. This was allegedly done to effect economies in the operation of the schools. The savings was anticipated to be $12,000. However, the budget included three new positions at a cost of $11,000.

The collective agreement between the Teachers Association and the Board of Education contained a provision that no teacher shall be dismissed without just cause. The Association grieved the dismissal and proceeded to arbitration.

The arbitration was held and resulted in the arbitrator's decision that the nurse-teacher was not discharged for just cause within the meaning of the contract. He ordered her reinstated with back pay.

The Board moved to vacate the award in Supreme Court in a proceeding pursuant to the CPLR. Special Term agreed with the arbitrator and denied the motion to vacate the award as one in excess of the arbitrator's powers, and the cross-motion to confirm the award was granted.

On appeal by the Board to the Appellate Division, Fourth Department, the issue presented was "whether a school board, having agreed that no teacher shall be dismissed without just cause, may be compelled under that contract provision to arbitrate the dismissal of a teacher whose job has been abolished. The court answered this question very simply in the affirmative by pointing out that the School Board consented to arbitration in the collective agreement. The court went on to say that notwithstanding the Board's agreement, the dispute was properly one for arbitration under the facts of the case and the arbitrator did not exceed his powers.

A public employer is required to negotiate concerning the terms and conditions of employment. Job security is not considered such a term or condition of employment. However, a public employer may voluntarily contract with respect to that matter and to the arbitration of disputes which may arise from that agreement. Nevertheless, in the contract under discussion in this case, the parties did not agree on a job security protection clause and did not agree to empower an arbitrator with the general authority to review dismissals resulting from the rejection of a job. Under those circumstances, the Board could not be prohibited from eliminating the nurse-teacher position providing the Board's action was done for the purpose of making its affairs efficient and economically. The Board may not, however, abolish a job as a subterfuge for firing an unwanted tenured teacher when in fact no economy or increased efficiency is realized.

It is clear, therefore, that the mere abolition of a job does not present an arbitrable issue; but when the Board has wiped out the claimed economy by hiring others to do the same job, an arbitrable question is raised on the issue of whether the individual occupying the abolished position was
**LETTERS TO THE EDITOR**

**Spoils System**

**Editor, The Leader:**

As I read the Civil Service Leader, I find it covers most problems of interest to civil servants. Whether it's job discrimination, state laws, the rubia and responsibilities of policemen, the deeds of the firmers, we are sure to find all this in the Leaders.

I have never thought, however, that the civil service method of selecting employees is among the best interest of the persons involved.

The top three individuals are not always the most qualified. In addition, many of the tests do not do even certain to the position to be filled. Many qualified work might as well get you a top-painless mark.

I believe that a person who has put in work in a particular type of work is most qualified to be placed in the top position to be filled. This is the surest way of getting the best person in the position. The top-three-man system is really the spoils system.

**System Poisoned**

**Editor, The Leader:**

Reforms recently recommended to the Federal Civil Service Commission by the New York State Personnel Council as "imperative in a viable contemporary merit system," is like representing an additional idea in his transition, one not adding to the spoils system. The state civil service system is suffering from a severe case of spoils system poisoning. Just as the cure for lead poisoning is chelating not adding to the lead, so the cure for spoils system poisoning is to remove the best interest of the persons involved.

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Members Of Four CSEA Bargaining Teams:

By MARVIN BAXLEY

During the past few years, one of the thankless jobs undertaken by members of the Civil Service Employees Assn. has been service as a member of one of the four bargaining unit negotiating teams.

The four teams are composed of two members from each of the CSEA's six regions. They are selected by the regional executive committees for their capabilities and experience as negotiators. As examples of how high-powered the teams are, the Professional-Scientific-Technical team is chaired by CSEA vice-president Robert Lattimer, the Administrative team is chaired by State Executive Committees chairman Thomas McDonough and the Institutional team is chaired by State Executive Committees vice-chairman James Moore. All are members of the Board of Directors.

In addition, another nine negotiators are members of the Board, three are regional officers and 17 are chapter presidents, including Operational Unit chairman Edward McGreevy. All of them have served as chapter delegates to statewide conventions.

Without belaboring the subject, it can also be pointed out that for four years Mr. McDonough was also the union's second-highest ranking officer, as first vice-president and as executive vice-president, and that there are two former Board members, five former regional officers and three former chapter presidents among the negotiators.

Recounting lesser chapter offices and committee assignments at the chapter, regional and statewide levels would be too tedious to go into here, but the listing would be extensive.

Yet, when negotiations take a bad turn, as they have for the past few years, it is too easy for rank-and-file members to verbally berate the very people who give up their time and effort in order to improve the working conditions of public employees in the state. Thus, The Leader is featuring those people who serve on the negotiating teams. It is hoped that, as a result, rank-and-file members will have a greater degree of identification with the negotiating process, and that when, in actuality, rank-and-file members should be thinking of the negotiators as representatives of "us.

(Continued on Page 9)
Now They Await Fact-Finders’ Judgment

(Continued from Page 8)

At present, the negotiating teams, like everyone else, are awaiting the recommendations of the fact-finders. Arguments have been presented by the union and by the state. The recommendations are expected by March 1.

If both the CSREA and the State Administration should agree to the fact-finders’ recommendations, that will be that, and the rank-and-file members of the union will have an opportunity to ratify the agreement that will be presented to the Legislature for final approval.

If either side disagrees, the next step is a legislative hearing, which results in a unilateral, imposed settlement.

As will be remembered, two years ago, in a similar situation, the Legislature disregarded both the union position and the fact-finders’ compromise recommendations when they upheld the State Administration in its offer of a one-time-only $250 bonus (before taxes).

At that time, employees voted, by a narrow margin, to make the most of a bad situation. The alternative decision is to take some form of job action, such as a work slowdown or a strike. The union is preparing plans that will allow it to support whatever action the members choose.

PST Bargaining Unit Team

- ROBERT LATTIMER
  Labor, Buffalo
- ARTHUR ALLEN
  DOT District 10
- BETTY DUFFY
  Pilgrim PC
- DR. CANUTE BERNARD
  Workmen’s Comp, NYC
- JACK WEIRZ
  Parole Division, NYC
- WILLIAM PITSING
  Baird State Park
- PATRICIA COMERFORD
  Helen Hayes Hospital
- TIMOTHY MCKIBNEY
  DOT District 1
- JACK DOUGHERTY
  Tax and Finance, Albany
- JEAN TREACY
  Labor, Utica
- VITO RUZZO
  Rome DC

Institutional Bargaining Unit Team

- JAMES MOORE
  Utica PC
- BEN KOSSOROWSKI
  Pilgrim PC
- GREGORY SZEJNICKI
  King’s Park PC
- DOROTHY KING
  Creedmoor PC
- ANN WADAS
  Mental Retardation
- ALEXANDER HOGG
  Middletown PC
- HAROLD MCKINNEY
  Hudson River PC
- JOSE SAMSON
  Labs and Research, Albany
- JOHN WEIDMAN
  Ag and Markets, Albany
- DAVID STRADER
  St. Lawrence PC
- ELAINE MOOTZ
  West Seneca DC
- GENEVIVE CLARK
  Roswell Park Institute
I announced that $1.7 million in the legislative budget had been saved through economies. The savings, however, are now gone; wiped out by inflation and pay raises to legislative staff. SO MUCH FOR ECONOMY

COURT NULLS PUBLIC UNION CONTRACTS

The state's Supreme Court, in a decision of major significance, has nullified several agreements made by state's unions. As a result of the court's decision, all agreements between unions and local Virginia governments are invalid. About 30,000 workers are affected.

WHAT IS

SIZZLING, DRIVING

...ABSOLUTELY JOYOUS

...AN OCCASION

It's Valentine's Day.

"Your Arms Too Short To Box With God"

GO SEE IT!

...WITH GREETINGS...

"THE PERFECT MUSICAL"

ALAN J. BERNSTEIN

NEW YORK

"THE MUSIC MAN"

NEW YORK

"THE WIZ"

NEW YORK

"TENNIS"

NEW YORK

"A BONE-CHILLING, NERVE-FRYING EPIC... WILL KEEP YOU SCREAMING FOR DAYS!"
They're Hiring In Washington, D.C.; Come On Down, Y'All

SMALL BUSINESS ADMINISTRATION
Office of Administrator Administrator, Level III
Deputy Administrator, Level IV
Executive Assistant, Level IV, the Administrator, GS-14.
3 Confidential Assistants, GS-13, 12.

Advocacy and Public Communications
Chief Counsel for Advocacy, Level V.
Director, Office of Public Communications, OS-12.
Advisory Council Officer, GS-15.
Project Officer, GS-9.44.

Community Assistance
Associate Administrator for Program Assistance, Level V.
Operations Associate Administrator for Operations, Level V.
Confidential Assistant to the Administrator, GS-11.
Finance and Investment
Associate Administrator for Finance and Investment, Level V.
Confidential Assistant, GS-11.
General Counsel
General Counsel, GS-14.
Minority Small Business
Associate Administrator for Minority Small Business, GS-18.
3 Special Assistants, GS-15, 14, 12.
Management Assistance
Associate Administrator for Management Assistance, GS-15.
Confidential Assistant, GS-12.
Confidential Assistant to the Administrator, GS-15.
Confidential Assistant to the Deputy Administrator, GS-9.
Private Secretary to the Director, GS-9.
Private Secretary to the Chief, GS-12.
Public Information Officer, OS-15.
Private Secretary to the Assistant Administrator, OS-15.
Dear Secretary, OS-12.
Confidential Secretary to the Deputy, OS-12.
Confidential Secretary to the Secretary, OS-12.

Office of Congressional Relations, OS-9.
2 Congressional Relations Officers, GS-9-14.
Regional Directors, 4 Regional Directors, GS-9,17, 15.
VETERANS ADMINISTRATION
Office of Administrator Assistant Deputy Administrator, OS-15, 14.
Executive Assistant to the Administrator, OS-15, 12.
Deputy Administrator, Level III.
Associate Deputy Administrator, OS-7.
10 Confidential Assistants, OS-9, 13, 11.
Department of Medicine and Surgery
Chief Medical Director, OS-14.
Deputy Chief Medical Director, OS-13.
Associate Deputy Chief Medical Director, OS-12.
7 Assistant Chief Medical Directors, GS-15-9.
64,856.
Office of General Counsel General Counsel, Level V.
Department of Veterans Benefits Chief Benefits Director, Level V.
DEPARTMENT OF COMMERCE
Office of Minority Business Enterprise
2 Confidential Assistants, GS-9-14, 15.
Private Secretary to the Director, OS-9.
Private Secretary to the Deputy, OS-15.
National Fire Prevention and Control Administration
Confidential Assistant, OS-12.
Private Secretary to the Administrator, GS-15.
Private Secretary to the Deputy Administrator, GS-9.
Office of Assistant Secretary for Consumer and International Affairs
Confidential Assistant, OS-9.
Private Secretary to the Assistant Secretary, OS-9.
Private Secretary to the Secretary, OS-9.
Private Secretary to the Deputy Secretary, OS-12.
Confidential Assistant to the Secretary, OS-9.
Confidential Secretary to the Secretary, OS-9.
Confidential Secretary to the Assistant Secretary, OS-9.
Confidential Secretary to the Deputy, OS-9.
Confidential Secretary to the Deputy Secretary, OS-9.
Confidential Secretary to the Secretary, OS-9.
Confidential Secretary to the Assistant Secretary, OS-9.
Confidential Secretary to the Deputy, OS-9.

FOOD INSPECTION
Secretary to Assistant Secretary
Food Inspector, GS-5.

ENGINEERING AND SCIENTIFIC
Engineering, Physical Sciences and Related Professions
Meteorological Technician, GS-5 to 11.
Life Sciences, GS-5 to 7.

GENERAL
Correction Officer, GS-5.
Clerical/Technical, GS-5 to 11.
Senior Level Positions, GS-5.
Technical Assistant, GS-4, 5.

STENOGRAPHY AND TYPING
Secretaries, Options I, II, III

MEDICAL
Autopsy Assistant, GS-5.
Clerical/Technical

SOCIAL AND EDUCATION
Social Worker and Correctional Treatment GS-5.
Professional for Librarians, GS-7.
REAL ESTATE V A L U E S

Publisher's Notice:
All real estate advertised in this newspaper is subject to the Fair Housing Act of 1968 which prohibits discrimination based on race, color, religion, sex, or national origin or an intention to make any such preference, limitation, or discrimination.

Washington, N.Y.

WASHINGTON PARK
1 FAMILY HOMES
$35,900
2 BEDROOM BUNGALOW
$39,900
4 BEDROOM BUNGALOW
8% Down Available

DIRECTIONS FROM TAPPAN ZEE BRIDGE: New York side, take exit 1 on route 17 (Quickway) to 150 miles. Continue to the heart of Washington Park. Midtown Manhattan 2 hours. 60 minutes from George Foshaw Park.

REAL ESTATE VALUES

NEW YORK STATE THROUGHWAY TO EXIT 16 AT HARLEM VALLEY

OLEMPIC SIZE POOL
14 HOUR SECURITY

New York State Thruway to exit 16 at Harlem Valley. DIRECTIONS FROM TAPPAN ZEE BRIDGE: New York side, take exit 1 on route 17 (Quickway) to 150 miles. Continue to the heart of Washington Park. Midtown Manhattan 2 hours. 60 minutes from George Foshaw Park.

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Deaf Have Interpreters At Westchester Hearings

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Mr. DeBello said, "Individuals with hearing impairments are of course, entitled to the same right of participating in the processes of their government as other in-
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Office of the Assistant Secretary For Fair Housing and Equal Opportunities, OS-13.

Executive Assistant for the Deputy Assistant Secretary for Economic Affairs, OS-9.
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Office of the Assistant Secretary For Housing, Federal Housing Commissioner, General Deputy Assistant Secretary, OS-11.
4 Special Assistants, OS-10, 14.
6 Staff Assistants, OS-11.
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These important meetings, the County Office for the Handicapped is making the concept of open government more of a reality for the deaf," he said.

Matthew O'Connell, director of the Office for the Handicapped, said that his office will automatically provide an Interpreter for the State of the County message, annual budget hearings and special events sponsored by the Office for the Handicapped. An Interpreter will be provided for other official public hearings and meetings upon request.

An individual interested in this service should contact the County Office for the Handicapped, Room 214, County Office Building, 145 Martin Ave., White Plains (982-3663), or John Nu-

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CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE

I CAN'T AFFORD TO JOIN CSEA...
I NEED THE BREAD!

MAN—DON'T JIVE ME!
YOU CAN'T AFFORD NOT TO JOIN CSEA!

—AND THE MORE OF US WHO DO THE STRONGER WE GET!
—AND THAT'S THE TRUTH!

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.

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

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

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

A pamphlet listing heating safety tips for the winter months is being distributed statewide by the New York State Department of Health and the Division of Fire Prevention.

Entitled "Safe and Warm" the pamphlet is published by Robert F. Whalen, M.D., Commissioner of Health, and Secretary of State Mario M. Cuomo. Secretary Cuomo and Dr.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 190 Water St., New York 10013, open weekdays between 9 a.m. and 4 p.m., Special hours for Saturdays are 8:30 a.m. to 4 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope to be received by the Department at least five days before the deadline. Announcements are mailed only during the filing period.

By subway, applicants can reach the City Hall station (IND Chambers St.); BMT (City Hall); Lexington Ave. (Brooklyn Bridge). For announcements on city jobs, call 466-6700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only); 85 Court St., Brooklyn 11201, phone: 766-6565.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty job applicants may obtain announcements from the Department directly.

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2, 888 Third Ave., New York 10001; (phone 486-4393). The office at the State Office Building Campus, Albany 12239.

Suite 301, 4 W. Genesee St., Buffalo 14202; 106 Broad St., Syracuse 13202; 205 Broadway, New York 10013, phone 486-411.

W.S. — The U.S. Civil Service Commission, New York Region, runs a Job Information Center (JIC), University of Connecticut, Storrs, Connecticut.

FEDERALES — The U.S. Civil Service Commission, New York Region, runs a Job Information Center (JIC), University of Connecticut, Storrs, Connecticut.

Suggestions or requests for nominations should include a short summary of the candidate's qualifications and be mailed to Ms. Martino at the above address. Nominations must include the names of at least two sponsors.

Suffolk Filing For Dr.'s Aide

HAUPPAUGE — The Suffolk County Civil Service Department, has opened filing until March 2 for physician's assistant (open examination) and 20485, which pays $11337.

For further information concerning the position, contact the department at H. Lee Davey, Educational Chapter, CSBA, 111 Old Country Rd., Islandia, N.Y., 11787.

Affirmative Action Merit Officer Named

ALBANY — Audrey P. Harvey has been appointed as affirmative action officer for the State Department of Civil Service, according to an announcement from Victor S. Babson, State Civil Service Commission president.

The position is newly created. Ms. Harvey will coordinate affirmative action programs within the department and advise and assist in carrying out department affirmative action programs with, throughout New York.

Nassau Educational Holds March Dance

HICKSVILLE — The Nassau Educational chapter of the National Education Association, will hold a dance at the Nassau Educational chapter office (516) 433-7161 or (914) 428-6452. Reservations are required.

SAC Dance

EDISON — The Communist Youth League of New York State, will sponsor a dance at the American Legion on March 2.

V.A. Announces Change In Education Benefits

SAC Dance

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School Board Finalizes Agenda For NAACP Meeting

A new inspection program for the housing program is now in effect. The program has been designed to ensure that all housing units meet standards for housing. This includes inspection of all new units and those being requested for additional units. The program is designed to benefit the families who are involved in the housing program. For more information, contact your local Housing Authority.

Jewish Court Group Plans Feb. 27 Meet

The Jewish Court Attorneys will hold its general meeting and Purim party at 3 p.m. on Feb. 27 at the Westside Jewish Center, 941 W. 86th St.

The entertainment program will feature professional entertainers and a special guest, Sharyn and Sari Silver at the piano and leading the falk study.

Open Continuous State Job Calendar

Westchester Local 860 Planning Dinner-Dance

WHITE PLAINS—On Saturday, March 26, Westchester Local 860 of the Civil Service Employees Assn., will hold its fourth annual dinner-dance at the Riviera Beach Club, New Rochelle, from 8:30 p.m. to 1:30 a.m. The cost of tickets is $10 per person and includes a cocktail hour with hot and cold hors d'oeuvres, buffet style, choice of soup, salad, choice of prime rib of beef or Roast Cornish Hen. There will be reservations available.

Anyone interested in attending is asked to write to the Westchester Local Office at 160 Maple Ave., White Plains, 10601, or (914) 693-6502. Reservations must be made by March 15. Checks are to be made payable to the Westchester Chapter, Local 860 CSEA dance committee.

Inspector List

ALBANY — A supervising automotive facility inspector stationed at the New York State Department of Motor Vehicles, has been appointed as inspector. The list contains 80 names.
Personnel Council Recommendations Are "Ridiculous"

ROCHESTER—Most of the recommendations made by the New York State personnel council have been termed "ridiculous" by the chairman of the Civil Service Employees Association's work performance, ratings and examination committee, Ronald Greenfield.

Mr. Greenfield said elimination of the Rule of Choice for making appointments from the civil service examination list, as the personnel council proposed, would "open up a Pandora's box."

"It would invite politics and supervisors of agencies to make decisions based on political affiliation, nepotism and personal bias," he said. "It would disregard the lessons of the Department of Civil Service's whole system that has protected us through these many years," he said.

In recommending an employee appraisal system, in which salary increments are based on management's own appraisal of an employee, the council made an inaccurate statement, Mr. Greenfield said.

"Counsel members said increments were automatic, but that's not true," he said. "They have never been. They're awarded only when the employee obtains a satisfactory rating. They're not given, as the counsel seems to indicate, to employees who simply come to work in the morning." Mr. Greenfield said if council proposals are accepted by management, "more supervisors will be afraid to speak up for their employees because they will be afraid to speak up for supervisors."

"We would invite chaos. There would be battles between political Want B Option? Act Now

(Continued from Page 1) the amount of their coverage with the amount of that, on the one hand, Mr. Lochner said, the union obviously did not want to appear to be discriminating against its women members, while on the other hand the State Insurance Law prohibits an individual selection of insurance.

Consequently, the current system was worked out with the Travelers Insurance Company, with insurance to the State Insurance Department that CSEA would make "all efforts possible" to alert members of their right to request the lower amount of insurance, Option B.

SCHOLARSHIP AWARD

State University College at Brockport chapter 601 announces the winners of its Civil Service Employees Assn. scholarship. From left, Frank J. Gagnon and daughter, Mary Claudey, accept award from Lloyd Tipton, chapter president. The teen-ager is majoring in English and German. Another scholarship winner, Laurie Good, who is majoring in business, was unable to attend the ceremony. The $500 award goes to chapter members' children who attend New York State institutions of higher education.

St. Lawrence Unit Settlements

CANTON—The St. Lawrence Council of the Civil Service Employees Association unanimously approved a wage and health insurance settlement for the second year of its two-year contract. It provides an across-the-board pay increase of 6000, payment of increments to eligible employees and continuation of health insurance for employees and dependents under the same payment schedule now in force.

A fact-finder had recommended a 100 percent county payment of health insurance coverage for not only employees, as provided in the current plan, but also for dependents. The CSEA unit, however, opted to leave dependents' insurance coverage at the 75 percent county cost share.

Contract approval is expected at the next legislative session.

Sunmount Local Makes Donation

WHITE PLAINS—Westchester Local 860, Civil Service Employees Assn., at its regular meeting on Feb. 8, elected Janet Schaff, Grace Ann Aloisi and Sal Trabakino to its board of directors. The officers will serve a two-year term.

Raymond Cassidy, president, announced that plans had been completed for the local's mini-convention for the Rye Country Club, Rye, on Thursday, March 16.

Stressing that the mini-convention was being held principally for the benefit of officers, unit presidents, delegates and other interested members of the local, Mr. Cassidy said that the agenda was comprehensive enough and "there will be something of interest for everyone attending."

Vestal Group Wins Accord

VESTAL—The Vestal School non-teaching unit of the Civil Service Employees Assn. and the Vestal School Board have reached tentative agreement on a new contract. In a recent statement submitted to the Public Employment Relations Board for a ruling from the Public Employment Relations Board on compliance under the terms of the contract that expired June 30, 1976.

Bender Asks Membership To Prepare

MANHATTAN—Solomon Bender, president of Metropolitan New York City Region II of the Civil Service Employees Assn., has suggested that all chapter presidents set up action committees to prepare the membership for final collective bargaining.

Under the state's Taylor Law, if either side rejects the fact-finder's recommendation, the dispute moves to a legislative hearing, where the employer can mandate a final settlement.

TOPICS COVERED

? Civil Service personnel review and by-laws, public relations, parliamentary procedures, budget, new member recruitment, fund raising and other subjects related to union activities.

The Vestal School unit, numbering nearly 370 employees, including drivers, clerical, food service and mechanics who have been working under the terms of a contract that expired June 30, 1976.

Suffolk Pact

(Continued from Page 1) Offs. In addition, the CSEA agreement provided that any one eliminated through budget cuts would be offered a comparable position elsewhere in county government.

"To date the county has not been negotiating with the agreement. But until the contract is signed, we can do nothing."

"We will ask for a ruling from the Public Employment Relations Board on compliance under the terms of the agreement," Mr. Corbin said.

County Executive John V. N. McKee, who signed the contract in the near future, ending almost two years of negotiations between the county and the CSEA.