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The State has indicated it will refuse to accept any fact-finding report that recommends in excess of the State's final offer, but the union has held that the panel position will be open to reconsideration when the report comes out. The CSEA has continually said it expects the report to recommend increases in excess of the State's last offer. Rejection of the recommendations of any side will send the contract dispute into the next, and final, stage of negotiations under the state's Taylor Law. That final process is the Legislative hearing step, under which the employer conducts hearings into the contract dispute and then the State, in effect, which is final and binding unless such a recommendation is made.

(Continued on Page 9)

Onondaga Local 834 Files Inproper Practice Charge

SYRACUSE—A spokesman for Onondaga County Local 834 of the Civil Service Employees Assn., recently announced that an improper practice charge has been filed against Onondaga County management after it failed to pay salary increments Jan. 1, pursuant to county salary plans.

Ron Smith, CSEA Central Region V Field representative and negotiator for the employees, said, "The IP charge was our only course of action after the County declared a wage freeze and refused to pay the increments." Onondaga County employees represented by the CSEA have been working without a contract since Dec. 31.

In addition to the IP charge, Mr. Smith announced at a press conference in the Region V office that the CSEA negotiating team also declared an impasse in negotiations following negotiation sessions with the County of Onondaga.

"Not only does the County want a wage freeze, Mr. Smith continued, "it also seeks to diminish other benefits presently enjoyed by county employees."

The CSEA is now awaiting the appointment of the PERS mediator so that negotiations can resume.

(Continued on Page 4)

Final-Offer Bill Introduced

To Ease Bargaining Impasses

ALBANY—Assemblyman Stephen R. Greco of Buffalo, chairman of the Assembly Governmental Employees Committee, has agreed to sponsor a bill initiated by the Civil Service Employees Assn. which would institute final-offer evaluation.

This bill would provide a binding solution to any impasses in negotiations reached in the case of strikes by public employees and also make contract negotiations a quicker and more reasonable process than is now the case.

To find out the status of a bill in the State Senate, a special toll-free number has been put into operation. The number is: 800-342-9860. By dialing this number, the public can learn whether a bill has been reported out of committee, passed or killed. In some areas, it is necessary to dial the number "1" first.

NEW COUNTY BOARD MEMBER

Thomas Bruno, center, is welcomed as newest member of the Civil Service Employees Assn. Board of Directors and its County Executive Committee. Mr. Bruno represents Rensselaer County. He is shown here receiving congratulations from County Executive Committee chairman Salvatore Mogavero, right, and CSEA assistant executive director Joseph Dolan. Photo was taken at regular monthly meeting of CSEA Board in Albany last month.

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(Continued on Page 4)

Recommend 3-Year Pact For Rensselaer Deputies

RENSSELAER—A Public Employment Relations Board fact-finder has recommended a three-year agreement with a wage freeze in the first year for deputy sheriffs in Rensselaer County.

Kenneth DeKay, of Saratoga, was the fact-finder named by the PERB in a contract dispute between the County and the

Renesselaer County Deputy Sheriffs unit of the Civil Service Employees Assn. Mr. DeKay recommended the following salary proposal for 1977: a wage freeze at 1976 salaries; for 1978 a $600 wage increase for full-time employees (pro-rated for part-time employees) and a $600 increase in
A state judge has voided the February appointment of 25 state troopers—15 from minority groups and 10 women—because they were selected on the basis of minority representation instead of eligibility according to civil service examination.

The ruling in the case came after a lawsuit was filed in Albany Supreme Court by 10 persons who were denied appointments as state troopers even though they scored higher than the 25 who were appointed.

Judge Edward S. Conway ruled that the 10 unsuccessful applicants were discriminated against and suffered violations of their constitutional rights. The judge ordered State Superintendent of Police William G. Connelle to remove the 25 troopers challenged and draw up a new list of appointments based upon the existing eligibility list as determined by merit tests and physical examinations.

In a similar suit filed in other states, this case involved what has come to be called "reverse discrimination": the effects of a governmental practice in favor of minorities to overcome past histories of discrimination against minorities in such areas as employment and housing by giving them priority over whites.

Superintendent Connelle, in defending himself before Judge Conway, argued that "the substantial interest of the state to arrive at more minority representation in the State Police outweighs any reverse discrimination and constitutional objections."

Judge Conway ruled that this practice was in direct violation of both the State Constitution and the Civil Service Law because "these examinations must be objective and competitive for all applicants.

In calling the Superintendent's appointment of the 25 ineligible persons "discriminatory," the court said it would hear appeals on a California case involving school admissions and issue a decision. Legal observers said the High Court's ruling probably would be binding on all the states and finally determine whether "reverse discrimination" is a proper remedy for previous violations against minority members and women.

Consultant ALBANY—A consultant nurse (emergency coronary care) eligible list, resulting from open competitive exam 37-017, was established Feb. 19 by the State Civil Service Department. The list contains two names.
Western Region VI Sets March Meeting

BUFFALO — Western Region VI of the Civil Service Employees Assn. will meet March 11 and 12 at the Coachlight Motel in Hornell, according to regional sites chairman Jerry Prieday.

The meeting will be attended by an estimated 150 delegates from the more than 60 chapters within the 14-county region that stretches westward from the Finger Lakes area. All chapters are included within Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Livingston, Monroe, Niagara, Ontario, Orleans, Orleans, Wyoming, Wyoming and Yates counties.

Host for the meeting will be CSEA chapter 901 at the State University of New York at Alfred.

In keeping with efforts to have the meetings in various geographical areas of the region, the next meeting after Hornell will be at the Holiday Inn, Grand Island, in the northwestern part of the region. Hornell is in the southeast, and the two previous meetings, in Olean and in Rochester, where in the southwest and the northeast, respectively.

Among the reports scheduled to be given at the Hornell meeting is that of the nominations committee, which will present recommendations for candidates for regional officers in this spring's elections. The Western Region is currently headed by CSEA vice-president Robert Latimer, of Buffalo District Labor chapter 392.

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Employees Assn., CSEA Central Region V, Public Relations Associate Charles Kelly, 33 Elk St., Albany. Any submitted material will be published in the order received, and is subject to change. The deadline for material for publication in March is March 1.

CSEA Calendar

MARCH

5—Nassau Educational chapter dinner-dance: 8 p.m. to 1:30 a.m., Carl Hopps Valley Stream Inn, Valley Stream.
6—Regional Labor assembly: 9:45 a.m., State University of New York at Albany.
7—Capital Regional IV meeting: 2:30 p.m., Thruway Hyatt House, Washington Ave., Albany.
8—Capital District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 43 Elk St., Albany.
9—Orange-Ulster-Sullivan Retirees chapter 111 meeting: 2 p.m., Middletown Psychiatric Center, Kiner Building, Room 210, Middletown.
10—Westchester local 860 mini-convention: continental breakfast and lunch in, 8 a.m.-9 a.m., New Country Club, 330 Boston Post Road, Rye.
11-12—Western Region VI executive committee meeting: Coachlight Motel, Hornell.
12—Metropolitan New York Region III meeting: 12 noon, Fifth Avenue Hotel, 24 Fifth Ave., Manhattan.
13—New York City Metropolitan Retirees chapter 910 meeting: 1 p.m., 2 World Trade Center, Room 2702, Manhattan.
14—Region III executive board and convention delegates meetings: 8 a.m., Holiday Inn, Niskayuna.
15—Buffalo chapter general meeting: 6 p.m., Statler Hilton Hotel, Buffalo.
16-23—CSEA convention: Concord Hotel, Klamath Lake, Calif.
25—Town of Oyster Bay unit second annual dinner dance: 8:30 p.m. to 1:30 a.m., Riviera Beach Club, New Rochelle.

St. Lawrence Marching On Albany March 15 For Building Program

(From Leader Correspondent)

OGDENSBURG — A march on Albany to advocate a construction project at the St. Lawrence Psychiatric Center here was endorsed by 700 people who participated in community-wide rally held last week and sponsored by the center's chapter of the Civil Service Employees Assn.

George McCarthy, CSEA chapter president, headed the rally committee, which was expanded to include community leaders under Project BUILD, an acronym for Be United in Local Development. At stake is the construction of a 294-bed facility, which has been approved for several years but delayed by the state's financial troubles. It would cost an estimated $12 to $14 million.

The march on Albany, tentatively scheduled for March 15, would be third phase of Project BUILD's efforts, which include a letter-writing campaign and last week's rally. The CSEA chapter represents nearly 2,000 employees at the center.

Among the speakers were: Ogdensburg Mayor Joseph Dennis; Bishop Stanislaus Burns; Catholic Diocese of Ogdensburg; Dr. Lee D. Hanes, director of the psychiatric center, State Senator H. Douglas Barclay; Congressman Robert C. McShea; Frank A. Augsburg, Jr.; Assemblyman David G. B. Martin; Edward J. Keenan, manager of the Chamber of Commerce, and Charles Kelly, Project BUILD community chairman.

Plans for the march on Albany will be coordinated by Mayor Dennis, Mrs. Keenan and Mr. Kelly. The aim is to rally from 1,000 to 2,000 people to dramatize support for the construction project.

ID Specialist III

ALBANY — The State Civil Service Department has opened promotional filing for identification specialist III at the G-23 level until March 7.

A written test (no. 36-051) will be held April 16 for the job, which currently has one vacancy.
You don’t have to go racing around town looking for us, y’know.

OTB can be very exciting, especially when you think you’ve got a winner. So we can understand why you might feel the urge to go racing around town looking for us. But all that running isn’t really necessary. Because there are about 150 OTB offices throughout the city. In Queens and Brooklyn, Manhattan and the Bronx. And over on Staten Island, too. Wherever you find an OTB office, you’re liable to discover that it’s a very friendly place. The manager and his staff will be happy to serve you as best they can. They’ll provide you with a wide range of bets on some of the finest thoroughbred and harness racing in the country. And they’ll try very hard to handle your wagers promptly and courteously. So, if you want to help in finding an OTB office, call (212) 221-5451. An OTB Customer Service representative will tell you the address of the office nearest you. That way, you can leave all the running around to the horses.

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N.Y.S. ADDRESS: _______________________________

Number & Street

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N.Y.S. TELEPHONE: ___________________________

Area Code Number

CODE NAME: ___________________________________

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SIGNATURE: ___________________________________

(Mail coupon and deposit to OTB Telephone Betting, Box 5700, Church St., Sta., New York, N.Y. 10014. Allow 7-10 days for delivery of account kit.)
The Project Return Foundation: Braching Out To Meet Other Needs

By JANE BEITHEIN

LATE last spring there was a ruckus outside Mayor Abe Beame's office, a form of a camp-out by former drug addicts.

The melee called itself "City of The Forgotten," and, representing a rehabilitation program in the New York area, tried to bring home the problems funding cuts have not been able to face. The motivation must be there, they maintained, to give those on welfare a reason to strive for self-betterment.

The course of action to achieve this motivation is complex and costly. Few people believe it is feasible.

We have done something in the way of the welfare checks the people are receiving more than 36 families from among the relatives of project members. These families will pool their welfare checks and begin a basically socialistic way of living. (Mr. Menken says while they may live together during the course of the program, they will be in progress of preparing to enter into and make contributions to the American economy as it is.)

"We feel that financial management may be improved in this manner," he says.

The families with the help of agency professionals, will go about finding housing through the Social Security program. This is where the city basically gives a building to a group. The building might be in incredible disrepair or on the verge of being condemned. If the group is responsible and wants to design and rebuild the structure, it may live there and take title to the place.

This program would allow the group to gain satisfaction from developing, parceling out space and then ultimately owning the building. How many welfare recipients ever get the chance to own real estate?

This housing arrangement would become the site for personal health care seminars and workshops on living skills, cultural and religious, their values toward society, and their concepts of their homes, families and money. It will stress such concepts as self-esteem and upward mobility. Mr. Menken describes this part of the program as probably the most important. In conjunction with the tangible things the whole project will introduce the welfare families to.

A very complex timetable has been developed for the program which, if all goes according to plan, will involve 200 families at the end of 36 months.

The possibilities and human resources for the plan are limitations. It may be realized and hopefully may be realized by the fall if the funding comes through. What is limited, however, is the number of families that can be accommodated at one time.

"What we're trying to do is tackle a tiny piece of our global problems, do it, dig it, and then spit it out as a sort of model for the rest of the country may take care of the same problems," Mr. Menken said.

Indeed, even a small step toward solving the problems and costs of welfare in this country will be significant.

The agency will also begin work in other areas.

Through the course of Project Return's work during the past three years, its staff has come into contact with the prison and correction system. And staffers see the need to have a program that will help prevent another Attica from occurring.

They are proposing the use of "Conflict Abatement Teams" (CATS) to federal and state government officials. The teams would be composed of representatives from the female faction, and ten from the administration of New York State prisons. The groups would communicate through different methods, such as role playing and switching places. Hopefully, this would serve to reduce hostility between them and give them a better understanding of each other.

The agency hopes to get a program on the ground by late this fall. The attitude exists, the desire to become anything but a welfare recipient has not been lost. The motivation must be there, they maintain, to give those on welfare a reason to strive for self-betterment.

While all of these projects are going on, there will be "Adult Skills Training." This will begin when the program starts, and continue throughout.

Professionals will help the participating individuals examine their life styles, their beliefs—

Project Return workers are also looking to address the problem of youth gangs in New York City, by working with another program called Inner City Roundtable for Youth (ICRY). This group has contacts with 51 gangs around the city, and holds meetings with gang leaders. The ultimate goal of this program would be to utilize the energies of the gangs without breaking them up, but by legitimizing their activities.

"We'd like to draw on their sense of organization and discipline to try to provide services that are needed here in the city," Mr. Menken said.

An example of this is the gang whose members have become escorts for the elderly, running errands for them and making sure that they get back to reality, and are doing their part to make the cities and towns of this state safer places in which to live.

One of those groups is the Project Return Foundation. It's been a symbol of hope for substance abusers for the past several years in New York City, with 36 families already stabilized in different parts of town. And, importantly, agency people have developed a professionalism in dealing with other types of problems, including welfare recipients. And the way they plan to go about it is to develop a basically socialistic way of living. (Mr. Menken says while they may live together during the course of the program, they will be in progress of preparing to enter into and make contributions to the American economy as it is.)

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Client cops outside one of the program's facilities.

Program staff talks with group during a seminar—an important part of Project Return's re-education method.
Taxpayers Taken For Ride?

A first blush, there seems to be an embarrassment of riches for certain state officials favored with free use of state-owned sedans and limousines, as well as, in many instances, full-time state-paid chauffeurs.

A recent item in one of the Albany newspapers pointed out that there are nearly 100 of these vehicles assigned to key personnel for any personal use, and that all are full-time chauffeurs (although many other drivers are hidden under other titles).

A story of this type takes on a sensational hue in the aftermath of Comptroller Goodfellow's announcement that he is cancelling chauffeur service for his White House staff and other top federal officials.

It sounds even more objectionable in light of the rather stingy offer made to state employees in the current round of "negotiations"—now in the fact-finding stage.

We are old-fashioned enough to believe, however, that top officials are constantly under pressure on their jobs and that the moments saved and the energy preserved may be well worth it in the long run. We picture these state officials reviewing papers and making vital decisions as they are driven to keep important appointments affecting the welfare of the state and its citizens.

On the other hand, the tight-lipped secrecy surrounding these limousine and chauffeur assignments is another matter altogether. When Arvid Chalmers, one of Albany's super sleuth reporters, states that he found it virtually impossible to determine to whom many of the cars are assigned, then it is an immediate cause for concern.

There may be valid cost-saving reasons for some of these assignments. Perhaps the cost of taxis and mileage reimbursements would be far greater than the cost of the chauffeur service. Perhaps also the law is designed to keep our top officials from having to spend an excessive amount of time filling out expense forms, when they should be attending to more important business.

Still, we wonder what purpose is served by providing free cars to the heads of the individual SUNY colleges. We wonder why Cadillacs, Lincolns and Chryslers are the preferred cars, especially in these days of energy conservation.

We wonder why some top officials have the personal use of two cars.

We wonder what the tax-paying, voting public thinks. We think there should be an open book on the subject.

(M.O.B.)

Unequal Opportunity

DISCRIMINATION, straightforward, or reversed, is wrong.

It certainly does not belong in public employment, which has a well-earned reputation for offering a fair chance to everyone. Generations of all peoples, men and women, have worked for that belief and the fulfillment of public employment because equal opportunity was guaranteed.

In a way, the "reverse discrimination" question is less "open" (to either attempt to adjust equal opportunity to compensate for the air of the times). Handing out degrees to people with reading problems may have ameliorated some guilt, but did little to help either the student or society.

People must be selected for positions because of qualification, and for no other reason. Scrupulous protection of that kind of equality is the only workable structure for balanced opportunity for all sides.

Equal opportunity can not be made more equal. (K.A.S.)

Don't Repeat This!

Continued from Page 1

off if none of the candidates for Mayor of New York City gets at least 40 percent of the vote, has been pronounced by some as a triumph for political leaders as a triumph for Mayor Beame.

If it is hardly a triumph that calls for celebration by parades and marching bands. In truth, the timing of the Legislature, supported by the Mayor's top government service, is an acknowledgment that what the Mayor and his Budget Director, Comptroller, and now as Mayor, Beame, have worked for is no more than the support of at least 40 percent of the City's Democratic enrolled voters.

Confidence of Needs

This confession of weakness on the part of the Beame forces is likely to generate even greater disaffection—State Senator Roy Goodman will enter into the race as the candidate of the Democratic and Liberal parties. The patent weakness of the Beame forces is also available for Goodman to duplicate the feat of six years ago by Mayor John Lindsay in winning the Democratic primary in the run-off.

It would also be wasteful if our top officials were not to recognize that there must be a confidence of the political needs of Democracy as well as Republicanism.

Although Republicans, former Assemblmen Joseph Margiotta, and Assemblyman Hyman Solomon, both made feeble stabs at the Republican nomination for County Executive. This is the Legislature acting in response to a confidence of the political needs of Democracy as well as Republicanism.

Actually, the only interesting things about the debate over the switch in dates is that it demonstrates political leaders will never learn. The history of voting in the last several years demonstrates that determination of victory at the polls is not the date of the election but the support and calibre of the candidates.

Yes, in the continuous search for political leaders, the voters, make no exception for a case in which an individual is on probation. The respondent (Personnel Director of the City of New York) conceded that despite the language of Section 243(7), the petitioner was properly suspended because he was still on probation by reason of his discharge. The Supreme Court, Special Term, September 1973, agreed and the suspension was ordered.

In its decision, the court noted a conflict existed between the date of the strike and the City Hall. In the confluence of the political needs of Democracy as well as Republicanism, it is evident that political leaders must be made to realize that since the date of the strike and the City Hall. (Continued on Page 7)

Civil Service Law & You

By RICHARD GABA

Petitioner's initial argument was that pursuant to Section 243(7) of the Military Law, the date that he was first certified for appointment and not the date on which he was actually appointed was the date that should be used in determining his seniority in the event of suspension. The respondent (Personnel Director of the City of New York) conceded that despite the language of Section 243(7), the petitioner was properly suspended because he was still on probation by reason of his discharge.

In July 1973, petitioner's name had been reached for certification for appointment, but he was not then certified because he was still on probation. Subsequently, he was discharged in November 1973.

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**LETTERS TO THE EDITOR**

**Gross Income**

Editor, The Leader:

Although my husband has "a good steady job" with the State of New York (CSEA), we cannot afford to buy writing paper, and I shouldn't spend $1.30 a cent stamp. But I wonder if anybody is really aware of how little the state pays. Last year my husband grossed $7,063.25, including overtime. Now I wonder why it is called gross income.

The general public is under the false impression that the state pays well and the state employees do not need a raise. I would like to see anyone else get along in 110 dollars a week, and I am left with $15 for groceries.

What really upsets me is the fact that government employees were not eligible for emergency food stamps. Most of my friends and relatives received from $120 to $180 worth of free stamps because they missed a day of work. It takes my husband a whole week to earn that kind of money.

While everyone around us is piling up groceries, I am wondering what I'll feed my family next week. This seems unfair to the very men who put their lives on the line to keep the country open, working 20 hours and over without a break, sometimes getting shot at themselves.

As for overtime, state and federal taxes take pretty good care of us. The tax law makes it possible to take money before it is really earned. I personally feel we could have no pension plans at all, and many who have had pension plans are now discontinuing them because they consider the regulations outrageous.

I am particularly appreciative of Irving Plumenbaum, Ed Chary, Bill Dimatteo, Martin Sherman, Pat Moreno and Joe DePran, who have no pension plans at all. I would call this a union sellout of the laid-off laborer.

NAME WITHHELD

**Bay Shore Heroes**

Editor, The Leader:

The City Highway Department employees, street workers, laborers and Motor Vehicle Department drivers. Two years ago the city fired these workers with as much as 15 years on the job.

Recently, the union, Local 718, went along with the Highway Department to change all titles into Highway Department. As a result of this change, the union will allow the MVD drivers to do the laid-off laborers' work.

This experience only proves the changes that can be brought about by all members working together as a unit.

NAME WITHHELD

**LETTERS POLICY**

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meanings of intent or emphasis of language may be changed. Lengthy letters that cannot be edited to a reasonable length are not used unless their content is so unique that, in the Leader's judgment, an excerpt should be made. All letters must be signed and bear the writer's address and telephone number. Names may be withheld upon request.

(Continued from Page 6)

**Civil Service Law & You**

**RETIEMENT NEWS & FACTS**

By A. L. Peters

**Retiring Private Pension Funds**

When the time comes to cash in your IRS or Keogh, you will find that there are many differences in the way the lending institution or the bank will handle your redemption. IRSIA provides that tax-deferred funds cannot be distributed before the individual attains age 59 1/2 except in cases of death or disability. If the money is taken out prematurely you must pay taxes on it at the ordinary rate plus a 10 percent penalty.

Experience indicates that about one third of the institutions which hold the money will not ask its beneficiaries to pay penalties. About one sixth handle each case individually. About one half pay out only one third of the tax.

Who, under the new IRSIA law, is entitled to be included in pension plans established by a private employer?

The question which has been in limbo since IRSIA first came into the public view almost two years ago was resolved last week by the U.S. Labor Department. It will apply to about 33 million employees.

The new regulations define what constitutes years of service and interruptions in service. If you have worked, say, for 1,000 hours on a job in a 12-month period, you are entitled to credit for a year of service. The pension plan itself can define how many years of service are required for eligibility but this, too, is strictly limited by law.

Of course many employees have pension plans at all and many who have had pension plans are now discontinuing them because they consider the regulations outrageous.

Another new provision in the tax law makes it possible to take a limited deduction for each contribution to an IRA fund by a non-working spouse.

This rule is a compromise with the strong requests that IRA become available to all employees - not just those who are employer sponsored programs.

There is one hitch to the rule. The contribution will not be allowed unless the taxpayer and his or her non-working spouse do not entirely share the same or another qualified plan. The maximum tax deduction for both individuals is 15 percent of the combined earned income of the working spouses' income for the taxable year. There is also a ceiling of $1,500.

Another provision requires that the total amount contributed and deducted be split evenly between the working spouse and the non-working spouse.

(Continued from Page 6)
CONSTITUTION

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES FOR A SECOND READING AND IF PASSED WILL BECOME PART OF THE CSEA CONSTITUTION:

1. The Committee received the following amendment to Article VI of the Constitution entitled "Region" as follows:

**"Region"**

"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: Richmond, Kings, Queens, and Bronx

3. Southern Region: Westchester, Dutchess, Rockland, Ulster, Orange, and Sullivan


5. (Syracuse) Central Region: Broome, Cayuga, Chemung, Cortland, Madison, Oneida, Onondaga, Oswego, Jefferson, Wayne, Franklin, and Madison


All locals shall be members of the region in which the local delegate is located. REST OF SECTION REMAINS THE SAME.

The committee recommends adoption of these amendments in view of the fact that the current structure seems to be too large to refer to the six Regions as geographical areas and not merely by major cities.

2. The Committee received the following amendment to Article VI of the Constitution entitled "State Executive Committee."

"Section 1. STATE EXECUTIVE COMMITTEE: The power and authority to transact business relating to State employees shall, except as provided herein, be vested in the State Executive Committee, The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the Legislature, the State University, the Waterfront Commission, and State public authorities as units, shall be deemed State Departments. The Faculty Student Association, Inc. and Teachers' Retirement System, Inc., and the Higher Education Assistance Corporation shall be units deemed a State Department. In addition to the foregoing, each State Department with more than 3,000 members of Jan. 1 in an odd-numbered year, shall be entitled to one representative on the State Executive Committee to represent the statewide office and a local or unit office at the same time.

3. The following amendment to Article VI, Section 6 of the Constitution entitled "Regional Officers" was proposed during the State Division Delegates meeting on October 1976 and was referred to this Committee.

"(A) ELECTION, Officers of the Association shall be elected by the membership of the Association 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 1 in an odd-numbered year. Vacancy in the office of President shall be filled for the remainder of the term by the Board of Directors or by appointing any one of the six Vice Presidents. A vacancy in the term of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the respective regions. Vacancies in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors.

- An explanation: The Committee recommends approval of this amendment on the basis that members seeking to be elected should be active, public employees.

4. The Committee received the following amendment to Article VIII of the Constitution entitled "Delegates" which would add a new paragraph to the existing Article:

"ARTICLE VIII

DELEGATES

ENTIRE ARTICLE REMAINS THE SAME

New Paragraph:

This amendment is not in the capacity of local delegates, shall be delegates at all delegations except state delegations. They shall have all the rights and privileges of delegates, including the right to vote. Allowed expenses may be paid by the Association.

- An explanation: The Committee recommends approval of this amendment on the basis that the amendment pertains only to representative, federated members and, in all probability, will affect only a small number of individuals.

5. The following amendment to Article VI, Section 1 of the Constitution entitled "State Executive Committee" was proposed during the State Division Delegates meeting on October 1976 and was referred to this Committee.

"Section 1. STATE EXECUTIVE COMMITTEE: The power and authority to transact business relating to State employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association. It shall hold office for a term of two years or until their successors shall have qualified, commencing July 1 in an odd-numbered year. 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. The term of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the respective regions. Vacancies in the office of Secretary and Treasurer represent the statewide office and a local or unit office.

- An explanation: The Committee recommends approval of this amendment on the basis that the amendment pertains only to representative, federated members and, in all probability, will affect only a small number of individuals.

Two distinct entities cannot conduct business separately and no members or major fraction of the business blinding on the Association.

6. The following amendment to Article VII of the Constitution entitled "Delegates" was proposed from the floor of the General Delegates meeting, October 1976 and referred to this Committee.

The amendment would add a new paragraph to the existing Article:

"ARTICLE VII

ENTIRE ARTICLE REMAINS THE SAME

New Paragraph:

When State and/or County Division Delegates meet in official session, they will be passed with regard to items affecting solely their respective divisions. The Association general policy shall be presented to the delegate body by the respective Chairmen for informational purposes only.

- An explanation: The Committee recommends approval of this amendment on the basis that the proposed amendment in Number 5 above, this amendment refers to the business of the State and County Division Delegates and the power of the general delegate body upon the two Divisions.

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

Section 1. REPORTS. No communication shall be allowed to make an oral report to the Delegates unless it has been first submitted in writing at least thirty (30) days prior to the opening of a Delegate's Meet-

- An explanation: The Committee recommends adoption of this amendment on the basis that the amendment pertains only to representative, federated members and, in all probability, will affect only a small number of individuals.

BY-LAWS

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE BY-LAWS. NO BUSINESS WILL BE TRANSACTIONS AT THIS MEETING, THE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.

1. The following amendment to Article II, Section 8 of the By-Laws entitled "Proxies" was proposed during the State Division Delegates meeting in October 1976 and referred to this Committee.

"Section 8. PROXIES. A member of the Board of Directors, the Directors Committee, the Executive Committee, the County Executive Committees, or a delegate of the Association who is unable to attend a meeting is empowered to appoint a Delegate to any Delegate meeting, have the rights and privileges of Delegates, and shall receive all correspondence filed with the Secretary of the Association, a member of the Board of Directors, or any department to act in his place, except that delegates may not vote or appoint their own proxy if the local in which they represent has provided for the selection (Continued on Page 4)
Proposed Changes in CSEA Constitution and By-Laws

(Continued from Page 3)
of alternate delegates to at-
tend meetings of the Associa-
tion, which are un-
likely to be held, provided that the
Local has filed by writ-
time in writing with the Secre-
tary of the Association or de-
scription of such meeting
(That no officer of the Asso-
ciation shall be represented by
a member of the Nominating
Committee, or by the Presi-
dent or his alternates, or by a
majority of the entire mem-
bership as may be present at a
Local meeting, but may vote
thereof, shall not vote at a
Local meeting), and the expenses
of such delegate for the per-
duration of the meeting.

2. The Committee received the
following amendment to Article
IV. Section 3 of the By-Laws entitled "Refund and Reim-
bursement":

"(a) EXPENSES TO LOCALS. The Treasurer of the Local shall receive from the Treasurer an annual report on the
expenditures of the Local, which a report of the expenses of the
Local Constitution shall be filed from time to time and be made available for inspection by any member of the Local Constit-
ution at such time and place as may be mutually agreed upon by
the Treasurer and any member of the Local Constitution.

3. Pursuant to the direction of the
Committee, the By-Laws Committee of the Association shall
be constituted to consider and report on the following amend-
ments to Articles V, Section 2, (b) and (c) of the By-Laws:

4. Pursuant to the direction of the
Committee, the By-Laws Committee of the Association shall
be constituted to consider and report on the following amend-
ments to Articles V, Section 2, (b) and (c) of the By-Laws:

5. The Charter Committee also
submitted the following amend-
ment to Article V, Section 4 of the By-Laws:

"Section 4, The President of the Association or the Board of Directors may suspend from membership any member of the Association for [sup-
porting a competing labor or-
ganization] conduct detriment-
al to the best interests of the
Association. Within ten days of the suspension, the member
shall be served with a written notice of such suspension, and
the officer or member may appeal to the Regional Trial Board,
provided that the appeal is
filed within fifteen (15) days of the mailing of the written
notice of such suspension.

6. The following amendment to
Article VI, Section 1 of the By-
Laws entitled "Standing Com-
mitttees" was proposed by the
Restructuring Committee and referred to this Committee:

"Section 1. The Standing Com-
mitttees of the Association shall be as follows: Insurance Committee, Local Committees, Revision of Constitution and By-Laws Committee, Retirement Committee, Convention Committee, Political and Legislative Action Committee, Griev-
ance Committee, Judicial Committee, Salary Committee, Committee to Restructure CSEA Committee for Methods and Procedures, and Education and Training Committee. Standing Committees shall be composed of mem-
bers and members shall be ap-
pointed by the President for a
term of office or until successor
appointments have been made."

March 21 Deadline

MINEOLA - A March 21 deadline has been set by a 15-member nominating committee of the Nassau Local 889 for receipt of suggested candidates' names.

The committee, chaired by Eunice Ruch, is screening can-
didates for president, vice presi-
dent, secretary, treasurer, 30 delegates and 15 alternates of the Nassau Local 889.

Decreasing committee membership would allow for a simpler election system, according to Frank Bratby, Ken Cadleux, Ken Darby, Nick Deliantse, Molly Jonk, Ken Krull, Frank Mollinet, Thelma Powell, Howard Quinn, Trudy Trup, Frank Udziura, Frank Vatico, Frank Waple, and Thomas Healy.

Final-Offer

(Continued from Page 1)

poster was selected from a list of candidates for the position of chairman of the Trial Board, and in a number of instances where the local of the proposed candidate is not the Nassau Local 889, the committee will be requested to submit the name of a candidate for the position of chairman of the Trial Board.

Final-Offers shall be as follows: Insurance Committee, Local Committees, Revision of Constitution and By-Laws Committee, Retirement Committee, Convention Committee, Political and Legislative Action Committee, Grievance Committee, Judicial Committee, Salary Committee, Committee to Restructure CSEA Committee for Methods and Procedures, and Education and Training Committee. Standing Committees shall be composed of members and members shall be ap-
pointed by the President for a
term of office or until successor
appointments have been made.

March 21 Deadline

One of the best employees of Huntington Town, Hazel Schilling, second from left, happily accepts plaque presented by fellow members of the Civil Service Employees Assn. at recent dinner honoring her for years of service to the department. Making presentations are CSEA officers, left, Roy C. Cranes and, right from Ms. Schilling, town unit president Dorothy Goots and Shirley Chasen.

CSEA, P.O. Box 91, Hempstead, N.Y. 11550.

Sitting with Ms. Ruch are Frank Bratby, Ken Cadleux, Ken Darby, Nick Deliantse, Molly Jonk, Ken Krull, Frank Mollinet, Thelma Powell, Howard Quinn, Trudy Trup, Frank Udziura, Frank Vatico, Frank Waple, and Thomas Healy.

Final-Offere

(Continued from Page 1)

"Greco as sponsor of this all-
important bill," said Bernard J.
Ryski, "the other congressman
for the State two years ago rejected a fast-tracking report that called for a reasonable and fair increase and instead used the Legislative hearing process to force the in-
dustrial workers to continue with the process.

Pass your copy of The Leader on to a non-member.
Amendments to the Freedom of Information Law and the Open Records Law have been urged by the Committee on Public Access to Records, which administers the laws. The report notes that various public bodies have made efforts to circumvent the laws, sometimes by invoking unsympathetic interpretations of the statutes. Although the courts, in time, would correct any misinterpretations, the Committee stated that it would be quicker and more efficient for the Legislature to clarify the law now.

Spring Battle Set On Taft-Hartley 14-b

MIAMI BEACH — The Spring has been targeted as the start of the congressional battle to revise labor laws, including the repeal of section 14-b of the Taft-Hartley Act, the so-called "right to work" provision, according to AFL- CIO sources.

With Democrats in control of both Congress and the White House, union leaders reportedly consider their chances for legislative success the best in 10 years.

According to Secretary of Labor Ray Marshall, the White House will stay out of the fight over repeal of Section 14-b. However, President Carter made a campaign promise to sign such legislation if passed by Congress.

The legislative strategy, according to union sources, is to tack on an amendment supporting the repeal of Section 14-b onto a bill already introduced by Rep. Frank Thompson Jr. (D-N.J.), to make major changes in the National Labor Relations Act.

The National Right to Work Committee, a lobby opposed to repeal of Section 14-b, states that the attempt by the unions to repeal that section of the Taft-Hartley Act will "jeopardize organized labor's entire legislative program."

Region II Will Meet Mar. 12

MANHATTAN — A regular meeting of Metropolitan New York Region II will be held March 12, at Park Terrace Caterers, 24 Park Ave., New York.

According to Solomon Bendet, Region president, the business portion of the meeting will be preceded by a luncheon scheduled to begin at 12:30.

Ticket information is available from Barbara Longshore at Regional Headquarters, (212) 962-3090.

A New Reason To See EQUUS Again.

Four Weeks Only!
Tonight thru Mar. 13

Alec McCowen
EQUUS
Peter Shaffer
John Dexter

RESERVE BY PHONE ON CREDIT CARDS CALL (212) 757-7164
TICKETS AT BOX OFFICE & BY MAIL

"JOHN CULLUM IS MAGNIFICENT!"
—Clive Barnes, N. Y. Times

"THE WIZ"
MAJESTIC THEATRE 13 W. 42nd St. 239-3090
GOD SEATS AVAILABLE
WINNER OF 7 TONY AWARDS 1975 including BEST MUSICAL

SHENANDOAH THE NEW MUSICAL
WILLIAM CHAPMAN

"THE PERFECT MUSICAL!"
Original Cast Recordings & Tapes
ALVIN THEATRE 42nd Street West of Broadway 757-8646

Grease THE ONLY AND ONLY LONGEST RUNNING SHOW ON BROADWAY
There's a reason for that!
ROYALE THEATRE 6511 STREET SOUTH OF BROADWAY

MAKE A FRIEND YOU'LL NEVER MEET. DONATE BLOOD SOON. A CHILD WITH LEUKEMIA JOIN THE MAINSTREAM OF GOOD GUYS WHO DONATE BLOOD. 
"EXPLODES"
"ERUPTS"

"GO SEE IT!"
Original Cast Recording on ABC Records & Tapes
LYCEUM THEATRE 149 West 45th Street

Good Seats Available
Winner of 7 Tony Awards 1975 including Best Musical

A Child with Leukemia.
Join the mainstream of good guys who donate blood.
Check-Off Right Lost
By Mineola Teachers

ALBANY—The New York State Public Employment Relations Board has found the Mineola Teachers Assn. in violation of the "no-strike" provision of the Taylor Law, it was announced last week.

The Board ordered the dues deduction privilege for a period of time which is 40 percent of the association's annual dues would otherwise be deducted. The suspension is to begin on the first practicable date.

The association was found to have violated Section 210.1 of the Taylor Law by causing, instigating, encouraging and engaging in a strike against Mineola Union Free School District on Oct. 6-8, 12-15, 1976.

The PERB said that the dues deduction privilege will remain suspended until the association no longer asserts the right to strike against any government as required by provisions of Section 210.1 of the Law.

Scholarship Set

The Jewish Postal Employees Welfare League Scholarship Fund, Inc. will accept applications from high school students. Applications should go to Bernard Hurman, 49 Hillcrest Road, Yonkers 10704.

LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To the Attorney General of the State of New York, Br. Gilbert E. Wimberly, Long Island Jewish-Hillside Medical Center; And to the Hon. John McMillan, also known as John McMillan, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained, are hereby notified that they are parties in an action in the name of Edith McMillan, also known as Ethel McMillan, deceased, whose the time of her death was a resident of 1363 First Avenue, New York, N.Y. send GREETING:

Upon the petition of the Public Administrator of the County of New York, having his office in Room 309, in the Surrogate’s Court Building, 31 Chambers Street, in the County of New York, the Surrogate of New York County, to the distributees of Nikolai D. Metaska and Nikolas Metaska, deceased, who at the time of his death was a resident of 349 East 9th Street, New York, N.Y., as Administrator of the County of New York; being the persons interested as creditors, legatees, devisees, beneficiaries, to whom the Surrogate’s Court Building, 31 Chambers Street, in the County of New York, the Surrogate of New York County, has caused this citation to be published and served. February 28, 1977.

Hos. Samuel A. Itzpel, Stenographer. New York County
David L. Shuban, Jr., Chief Clerk.

LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To the Attorney General of the State of New York, having his office in Room 609, in the Surrogate’s Court Building, 31 Chambers Street, in the County of New York, the Surrogate of New York County, to the distributees of Nikolai Metaska, also known as Nikolai D. Metaska, and Nikolas Metaska, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained, are hereby notified that they are parties in an action in the name of Edith Metaska, also known as Edith Metaska, deceased, whose the time of her death was a resident of 1363 First Avenue, New York, N.Y. send GREETING:

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REAL ESTATE VALUES

Publishers Notice:
All real estate advertised in this newspaper is subject to the approval of the Federal Fair Housing Act of 1968 which makes it illegal to discriminate on the basis of race, color, religion, sex, or national origin, or an intention to make any such preference, limitation, or discrimination.

Real Estate—N.Y.

RENT TOWN—low 60's on a quiet street in a popular neighborhood. 3 extended rooms, modern kitchen, 2 full baths w/2 exposures to each. 10 acres. Well water, pond. $6,000/yr. Call (914) 917-5186.

DREAM OF A LIFE TIME
This truly unique 60 acres, a total of 8 homes, each containing 3 extended rooms, modern kitchen, 2 full baths w/2 exposures to each. 10 acres. Well water, pond. $6,000/yr. Call (914) 917-5186.

CLIFTON, N.J.—4 1/2 Rm Ktch, wcarpet, 2 bedrooms. Whole house completely remodeled in 1976. 1 gar. Many extra located. Low taxes, located in nice neighborhood. Call owner at (212) 775-1816.

Fishingman's Paradise
Cape Cod, Massachusetts. Featuring Lake Mashpee. House plesa, excellant bone. 3 Sleeping rooms, full bath, pool, enclosed sun room, deck, CG. $3,000. Call (914) 249-3810.

REAL ESTATE VALUES

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Cape Cod, Massachusetts. Featuring Lake Mashpee. House plesa, excellant bone. 3 Sleeping rooms, full bath, pool, enclosed sun room, deck, CG. $3,000. Call (914) 249-3810.

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New York Chapter Votes Down Retirement Clause

MANHATTAN—The New York City chapter voted unanimously to oppose a proposed change in the constitution of the Civil Service Employees Assn. which would prohibit retirees from holding statewide office. The vote came at the chapter's 34 meeting.

At the same meeting, chapter president Solomon Bendet designated a contingency committee chairman Irving Goldberg. Nominated for vice-president, Solomon Bendet, Irving Tristino; for first vice-president, Martha Owens and Jerry Pickard; for second vice-president, Ben Lipkin, Evelyn Ohern and Olle Spoonhouse; for third vice-president, Charles Bernhard, Bob Ditus and Franco Fradet. Other nominations included: for treasurer, Seymour Shapiro and Marylin Graham; for financial secretary, Anthony Vericella, Mike Pure and Willie Rays.

Mr. Goldberg said that further nominations could be made by petitions sent to the chapter office, 80 Centre St., Manhattan.

The chapter also voted $500 to the New York Arthritis Foundation, which is holding a telethon March 18-20. CSEA has agreed to participate in the telethon.

State Promo Filing Opens For 15 Titles

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

KINGS PARK SEMINAR

Discussing the format of a nurses seminar at King's Park Psychiatric Center recently were guest speaker Assemblyman Robert Werie (L-Commack), at left, and chairman of the King's Park Civil Service Employees Assn., chapter president. The all-day seminar dealt with contract negotiations, legislation affecting nurses, civil service examinations, and mental health and restructuring plans for the Department of Mental Hygiene.

Testing Ends March 31 For 8 Suffolk Titles

EAST NORTHPORT — The Suffolk County Civil Service Department will cease continued recruitment testing for eight titles March 31.

Candidates must call for an appointment before March 16.

The titles are clerk typist, stenographer, motor vehicle II, evening examiner 1, stenographer (Spanish speaking), dog warden, engineering aide, secretary and key punch operator.

For information call the East Northport Testing and Information Center, 201 Parkfield Road, East Northport. Phone: (516) 293-2934.

Varacchi Knocks SUNY Chancellor On Merit System

STONY BROOK— At Varacchi, president of Stony Brook Local 614 of the Civil Service Employees Assn., accused the State University of New York of "discrimination against classified employees through the university system."

In a letter to Dr. Ernest Boyer, the University Chancellor, Mr. Varacchi said that the present system has been created under the present system depriving dedicated employees of the established rewards of the merit system.

"It is about time that all individuals whether they are employed in the custodial service, clerical or maintenance areas be given equal opportunity for advancement. The consideration with other groups that comprise the university system. It will not be left up to me and continue to observe such abuses of individual rights," Mr. Varacchi stated.

Plant Specialist II

ALBANY—A heating plant equipment specialist II eligible list, resulting from open competitive 27-388, was established by the Civil Service Department. The list contains six names.

Sharing the honors on the occasion of their retirement from the Nassau County Department of Recreation and Parks are Joseph Annunziato, of Elmont, left, and John Tierney, of Freeport. Both men were congratulated and presented with Certificates of Recognition. Melvin Ferns, of Mooers, for his initiative.

The V.A. is interested in reaching the half-million men and women who have already used the full 36 months of eligibility that was the maximum entitlement prior to enactment of the new legislation. They may now be entitled to an additional 30 months of educational benefits.

WASHINGTON, D.C. — Open enrollment for Medicare insurance ends March 31. People who didn't sign up when first becoming eligible at age 65 or as those who enrolled once and cancelled later, can now enroll or re-enroll.

Medical insurance helps pay doctor bills and other medical expenses and is the voluntary part of Medicare, funded by individual premiums and federal general revenues. The basic premium is $7.30 a month through June 1977.

People who decline Medicare medical insurance and delay signing up for more than a year pay a higher premium. People who sign up and cancel later can re-enroll only once.

Medical insurance supplements Medicare hospital insurance. Hospital insurance is funded by Social Security contributions from workers and employers. You can also get hospital insurance by paying a monthly premium. The basic premium is $45 a month through June 1977. You can sign up for hospital insurance in the first three months of any year. People who lose hospital insurance must also sign up for medical insurance.

Open enrollment is considered the time to take a second look at the protection Medicare offers. Social security officers have free pamphlets on Medicare.

CSEA's Retiree Convention Delegates Will Hold Their Meeting at the Concord Hotel on Monday, March 21. Sixty chapter representatives attended the October, 1976 meeting, and more than that number have indicated they will attend this next meeting, to come to grips with retirement problems for which solutions must be found. Chairman Nellie Davis is preparing her agenda for that occasion.

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said Nick Abbatiello, first vice-president of the Civil Service Employees Assn. Nassau chapter.

His remarks were made at an emergency meeting of the Long Island Region consumer committee.

"Where do you stand in regard to this rise in rates which has been perpetuated on the public and why wasn't some action taken by you, as a legislator, to stop this horrendous increase? We in the CSERA are upset and unhappy. We are angry. Please advise us as soon as possible in writing regarding what your feelings are in this matter," the questionnaire reads.

The consumer committee represents CSEA members at public rate hearings and investigations. It supports, and will, if necessary, organize protests to force prices down, Mr. Abbatiello said.

Other members of the committee are: Florence Murphy, of Kings Park Psychiatric Center; Joe Noya, of Pilgrim Psychiatric Center; James Cremer, of Central Islip Psychiatric Center; Millie Vasallo and Carol Craig, both of the Suffolk Educational chapter; Al Yackel, of Stony Brook University, and Allen Gen- neve, of Rock Psychiatric Cen-

CIVIL SERVICE LEADER, Friday, March 4, 1977

The Greater New York Blood Program, c/o, Call UN 1-7200. DONATE BLOOD

FOR CSEA MEMBERS ONLY

CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39 1/2 and apply for this insurance within 120 days from your employment date, you are guaranteed $150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

ALBANY, N.Y.  518-456-3131

I am interested in further details. Please check for the proper application form I wish to increase my monthly indemnity I wish to apply for benefits

Name
Home Address
Where Employed
Employee Item No.

For complete information and costs, contact your nearest Ter Bush & Powell representative for details.
Theodore C. Wenzl, center, was among those who testified at Syracuse hearing. The Civil Service Employees Association president was shown here with a battery of staff members, including Central Region Supervisor Francis Martello, extreme right.

**Personal Responsibility In Health Care Called Key By Wenzl At Forum**

SYRACUSE—Civil Service Employees Association President Theodore C. Wenzl has called for greater personal responsibility in health care.

He made the statement during a Group Health Incorporated (GHI) forum on future health care needs which was attended by leaders in labor, business, and government.

Dr. Wenzl told the gathering there is a need not only to contain, but to reduce, future health care costs, as well as to improve health care services for the community.

"It is the task of government to keep costs down," he said, "but it is the task of every citizen to take responsibility for his own health and the health of his family."

Dr. Wenzl said a method of implementing this would be to require that individuals pay a portion of their own health care costs, perhaps through a sliding scale system where lower income people pay a smaller proportion of their income for health care.

The CSEA president referred to himself as the "70-year-old layman" who, with the exception of his smoking habit, which he has been trying to quit for 12 years, never missed a day's work in 45 years. He stressed the importance of health care policies which, if practiced, could eliminate the necessity of formal health care systems.

"These things included moderate consumption of alcohol, refraining from the use of tobacco and withdrawing from smoke-filled environments, and eating properly.

Regular exercise, rest, safe driving, maintaining a safe living environment and learning to understand stress-producing situations, were also considered important.

"These simple things can improve the general health of all of us," Dr. Wenzl said.

He was joined at the session by State Senator Tarky Lombardi, of Syracuse, chairman of the Senate's Health Committee.

Senator Lombardi said: "More and more people are looking at health care as a matter of right and not privilege."

He explained the focus of government was now on controlling resources and trying to find new avenues of payment.

With regard to financing hospitals, the senator said, "We have got to get off the per diem reimbursement rate and try to find new channels of financing."

He said new ways are also needed to treat people. As it stands now, he explained, the payment mechanism is putting people, especially the elderly, in institutions, and "once a person moves into a nursing home, there's no going back."

He said many people are going on welfare just to take care of medical costs. Senator Lombardi said public assistance should be available without people impoverishing themselves, but admitted it was a complicated problem.

A plea for insurance policies that are understandable to the layman was made by Edward D. Sugarman, president of the Onondaga County Management Association.

This weekly Legislative Update is provided by Civil Service Employees Association's office of legislation and political action.

**Pending CSEA Legislation Outline**

BILL AND SPONSORS

**SUMMARY OF PROVISIONS**

A.602, Greco*

- This is the Agency Shop Bill: it would require all non-represented employees to contribute an amount equivalent to the dues paid in full coverage per-service.
- This would allow PERB to enforce the terms of a negotiated agreement.

A.2122, Greco*

- This bill would provide for final offer evaluation as a means of resolving disputes in negotiations.

A.111, Anderson, multi-sponsored

- This would allow PERB to enforce the terms of a negotiated agreement.

A.910, Flynn

- This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to more retirees.

A.1275, Keer, multi-sponsored

- This would entitle Veterans of WWII and Korea Conflict to obtain retirement credit if they were honorably discharged within 12 months of the end of hostilities.

A.2043, Schermerhorn

- This would allow local governments to negotiate discipline procedures with an employee organization.

A.322, Harley

- This is a pay parity bill on employees who engage in illegal strikes.

A.787, Landers*

- This bill amends Section 75 of the Civil Service Law allowing employees who are suspended pending a determination of charges to have a brief hearing deferred pending the conclusion of criminal action on which charges may be based.

A.721, Hinson

- This bill would increase to $2,000 the maximum amount a retiree may earn in job services during the year without a loss of retirement benefits.

A.811, B. Smith

- This bill would make the cost of providing hot meals, food, and supervision to students in educational institutions, the Board of Education may have a tax to pay for same.

A.1143, Schermerhorn

- This bill would make the cost of providing transportation for students in educational institutions, the Board of Education may have a tax to pay for same.

A.840, Eckert, multi-sponsored

- This amends the Retirement Law, modifying eligibility in the Retirement System, thereby increasing the benefits for certain employees who retire under the Retirement System.

A.862, Cox, multi-sponsored

- This bill would extend the current $2,000 survivors' benefit for employees who retire during or after 1966 to those who retired prior to 1966.

A.1088, Flanagan*

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