Fact-Finders Recommend 5% April 1, 3 1/2% January 1

New Protest: "No Raise, No Razor"

Frustration over the state's adamant refusal to grant pay increases to its employees has resulted in at least one personal protest as described below. Apparently, the Taylor Law, which prohibits strikes by public employees, says nothing about shaving beards.

Fred Webster, of Holbrook, explains his reasons for the hairy protest:

"Since last April 1, the start of another fiscal year without a pay raise, my motto has been "no raise, no razor.

"I have been in the New York State Service (Department of Transportation) for 16 years, as a tree-pruner supervisor.

"My salary and that of the other 144,000 state employees is a disgrace. In spite of inflation we haven't had a pay raise for two years. Therefore, last April 1, I decided not to shave until I get a pay raise.

"This is my personal protest against the situation, by which I remind everyone who sees my hairy face of how the Carey administration is hurting state employees.

"Without saving a few dollars on razor blades, I can sleep extra five minutes in the morning."

State And CSEA Cautious

ALBANY—Although the Civil Service Employees Assn. was calling it a compromise proposal that "we're not exactly elated with" and Gov. Hugh Carey was publicly stating he doesn't know where to find the additional funds, neither side had taken any official position at Leader press time on a fact-finders' report in the contract dispute between the CSEA and the State of New York.

The anxiously awaited report from the 3-member fact-finding panel headed by noted New York City labor mediator Theodore W. Kheel was issued last week, and it recommended that the 144,000 state employees represented in four major bargaining units by the CSEA receive a 5 percent salary increase with a minimum of $500 on April 1, and an additional 3 1/2 percent hike with a minimum of $516 on Jan. 1.

Convention Nears: Negotiations Main Order Of Business

(ALBANY—Contract negotiations between the State of New York and the Civil Service Employees Assn. promises to be the main topic of discussion during the union's upcoming spring convention at the Concord Hotel, Kiamesha Lake, March 29-30.

Streamlining of convention business has resulted in a shorter-than-usual and more economical meeting, cutting traditional the four-day spring session down to what amounts to three full days. Sunday through Wednesday. About 1,400 official CSEA delegates are expected to attend.

The convention opens 1 p.m. on Sunday March 29, with a luncheon meeting of the CSEA Board of Directors. Registration and certification of delegates is set to begin at 3 p.m. Separate meetings of state negotiating unit delegates and County Division delegates are set for 8:30 to 10 p.m. on opening day.

State and county delegates, as well as retiree delegates, will hold separate meetings from 9:30 a.m. to 12:30 p.m. that evening. The spring meeting will conclude on Wednesday, March 31.

Arbitrate Take-It-Or-Leave Job Transfers For Suffolk Workers

HAUPPAUGE—Following charges that Suffolk County violated the terms and intent of the layoff provision of the recently approved four-year contract, James Corbin, president of Suffolk chapter 852 of the Civil Service Employees Assn., and county officials have agreed to arbitration over two issues: the question of what constitutes a bona fide job offer and the correct procedure for protecting seniority during layoffs.

The problem developed when 87 employees, victims of legislative budget cuts, refused the county's first job offers and were scheduled to be terminated.

According to the language of the Jan. 10 agreement between the County and the CSEA, employees scheduled to be laid off shall be given a "bona fide offer" from the county for employment within county government. Such offer shall include, but not be limited to positions in the competitive class, non-competitive class, CETA, and seasonal employment.

In addition, the agreement stipulates that such offer will be as close as possible to the existing salary of the affected employee.

Employees who were scheduled to be laid off received a Feb. 18 mailgram from George Meyer, Suffolk County director of civil service, stating that "efforts will be made by the county administration to provide you with an opportunity for another position utilizing the 'bump and reposition' system."

"We don't feel that the County (Continued on Page 10)
Fire Flies Columnist
Paul Thayer Is Dead

FORT LEE, N.J. — Paul Thayer, a Pulitzer Prize-winning photographer and a Leader columnist since 1969, died March 9 at his home, 410 Park Pl., Fort Lee, N.J.

Death came to the rotund columnist on the column based on the activities of New York City firefighters, one day before his 60th birthday. He had been ill for several years and returned home from the hospital only two weeks earlier.

Although he had served as a dispatcher for the New York City Transit Authority, the Fire Department was his true love. He followed fire trucks and was friends with many of the men in the department, often writing about their exploits and the dangers attached to the job.

His enthusiasm for firefighting began as a child in Brooklyn. His birthplace was the thirteenth floor of a tenement at 110 Church St. (Fire Department headquarters) — by order of the medical officer. The injured man was sent to the hospital. A medical officer finally visited the scene this time is unclear. Fireman Batilo was treated at the hospital. It seems an incident, unfamiliar

The injured man was sent to the hospital. A medical officer was notified but he was not at the scene. The man's movements were required. He was sent to the hospital for the night, causing three of four tear gas containers to manage to bring the medical team to the scene. The medical team was notified. He said his presence at the scene would serve no useful purpose since the man was already at the hospital, and that 60 firms were waiting to be examined in Manhattan.

I have been told that, when medical men are going to hurt in the morning—only in the afternoon, by order of the medical officer. We deal with firemen, we deal with brown rather than brains.

Unfortunately, that attitude seems to be gradually finding its way to the medical officer.

A trip of the helmet goes to Uniformed Firefighters Association Brooklyn. Trained Daniel Stromer who got right on this story and got it to the press. He knows what is going on in the value of the media. Thanks for being very much on the ball, Dan.

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CIVIL SERVICE EMPLOYEES LEADING WEEKLY Pay Per Employee Publications

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CIVIL SERVICE LEADER

For several years, I have been critical of the manner Fire Department officers take care of injured firefighters, while also carrying on lucrative outside practices. The medical officers often choose to see firefighters out. There have been some unfortunate consequences.

A few doctors manage to bring criticism upon the entire operation. Some time ago, an upper Bronx hood and ladder company was called to a post office fire. A postal employee casually closed the walk-in safe while locking up for the night, causing the fourth-floor to erupt. Flouting the building with tear gas.

Three of four tear gas containers were in the safe went off. It seems an incident, unfamiliar.

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Three of four tear gas containers were in the safe went off. It seems an incident, unfamiliar.
THE SKY IS FALLING, THE SKY IS FALLING

These applicants at Jamaica office of Division of Employment seem unaware that ceiling is a sometime thing above them, but workers there are very concerned about safety.

State And CSEA Cautions

(Continued from Page 1)

CSEA calendar

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

MARCH
20-21—CSEA convention, Concord Hotel, Kiamesha Lake.
24—New York City chapter executive board meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
25—Town of Oyster Bay unit second annual dinner-dance; Old Country Manor, Hicksville.
26—Westchester Local 880 annual dinner dance; 8:30 p.m. to 1:30 a.m., Riviera Beach Club, New Rochelle.
26—Brooklyn Developmental Center chapter 447 executive committee meeting: 4 p.m., Brooklyn Developmental Center, 888 Fountain Ave., Brooklyn.
29—Syracuse Area Retirees chapter luncheon meeting: 1 p.m., Raphael's Restaurant, State Fair Blvd., Syracuse.
30—Hannau County Retirees chapter meeting: 11 a.m., American Savings Bank, 1960 Hempstead Turnpike, East Meadow.

APRIL
21—Broome County unit general meeting; 6 p.m., O'Brien's Danceland, Kirkwood.
22-23—Central Region V meeting; Jazza.

Alcoholism Units Win Guarantee of Notice And Time

ALBANY—The Civil Service Employees Assn. has obtained a written guarantee of six months' notice and six months employment for the workers in five alcoholism units run by the State Department of Mental Hygiene. Union ins-

iders feel there is also a chance for the monies, to keep the units open, will be set aside in the state budget before the document is voted on in the legislature.

CSEA officials believe that since Governor McCgowan's position was to plan to close the alcoholism units at Creedmoor, Bronx, Kingsboro, Rockland and Pil-

Psychiatric Centers.

"According to the agreement negotiated between the state and CSEA last year, the state must give six months' notice to the workers who will be laid off when the state fully implements the Governor's plans to close the units," Mr. McGowan said.

"The state had nevertheless planned to close the five units by July 1, 1977." Now, the units will not close until July 24—if at all.

The DMH was asked to appoint a fact-finder for manpower and employee relations, John Lagatt, to examine the situation. The CSEA said that the employees will receive proper notice when the report comes out, which is anticipated before it is voted upon later this spring.

Senator Patavak and Volker, chairman of the Executive Committee on Mental Hygiene and Addiction, said, "I am sure that the Legislature will repudiate these proposed closings, he said.

"Job Action May Follow" Bendet

MANHATTAN—Bolomon Bendet, president of the Metropol- litan New York chapter of the Civil Service Employees Assn. an- nounced last week that he had in- formed the governor that he would take on the position of active employee in the event the Governor rejects the fact-finder's report and is sustained by the Legislature.

"The closings do not now have the approval of the legislature or its committees," Mr. Bendet said. "The closings do not now have the appro- val of the Senate Committee on Mental Hygiene and Addiction. The pair issued a joint statement when the DMH announced plans to close the alcoholism units. The pair issued a joint statement when the DMH announced plans to close the alcoholism units.

"I think the Legislature should have the approval of the legislature or its committees," Mr. Bendet said. "The closings do not now have the approval of the legislature or its committees."
Blue Cross

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Where Have All The Addicts Gone? Taking Another Look At The Office Of Drug Abuse Services

BY JANE B. BERNSTEIN
The Office of Drug Abuse Services (ODAS) used to employ approximately 2,200 people who were involved in the treatment of about 5,800 substance abusers.

Since the decimation of the agency’s facilities last year as part of the state’s efforts to save money, only 3 out of 14 treatment centers remain. And about 1,900 employees are left to treat 300 in-patients and 1,500 after-care patients, or 1,800 addicts out of 5,800 who were being treated.

This paper carried the reports of patients who committed suicide after learning that their respective centers would be closed, or whose particular counselors turned life-savers would be laid off. There were also cases of heart attacks and deaths that resulted when certain drug workers learned they would soon lose their jobs. The question is, not to be asked facetiously, what is going on in the state drug treatment agency now?

Since he took the post in 1978, ODAS Commissioner Daniel Klepak has actively supported Gov. Hugh Carey’s plans to merge all separate offices of drug abuse and alcoholism into one administrative unit.

Gov. Carey has submitted a proposed legislation this year to retransplant the Department of Mental Hygiene, included in which is the plan to merge alcohol and drugs into one Office of Alcoholism and Substance Abuse Services. Statewide Senate Assembly hearings are now being held on the proposal.

The remaining ODAS employees are fearful of the possibility of such a merger, because, they say, it could mean the end of any expansion of the last few state drug treatment programs left.

If this is so, the consequences might be unfortunate. For, according to Commissioner Klepak’s own statistics, there are 584,000 substance abusers in New York State. Ninety percent of them are located in the New York Metropolitan area. Included in these numbers are approximately 300,000 hard drug users — those who use heroin, methadone and morphine, and 333,500 users of other drugs — cocaine, methadone, etc.

Only 53,000 of these people are presently in treatment — but not necessarily in drugabuse programs. Many of them, in fact, are in local correctional facilities, on probation or parole or in non-drug-related institutions because of drug-related crimes. The possibility for continued criminal activity by drug users who are not receiving treatment is fairly obvious.

Of the three treatment centers left in the state, the Methadone Treatment Center and Meuree Treatment Center, are located in the Metropolitan area. The third is Masten Park Treatment Center in Buffalo.

The workers at Meuree are among the ones who expressed fear and concern at the thought of not being able to expand their program.

Meuroe Treatment Center located near the edge of the South Bronx is one of three remaining centers out of 14 that were closed by the state. It was shut down for six months but reopened last November with several changes in its program for rehabilitation.

Mr. Saunders says the effect of this change may not prove beneficial to the client either:

"Before the shutdown, a client used to stay with us anywhere from six months to a year. But now the maximum stay is four months," he said. "In the old system, there was more time for therapy, because the counselors were only one hat, but now things are spread pretty thin."

There is no permanent security staff stationed on each floor and as a result, there were 10 successful escapes during the first four months the center was reopened. There were also injuries to staff members during some not so successful attempts, and many late comebacks after weekend passes. But center director Thomas Willis says: "The administration has been closer in the past two months.

While clients are involved in treatment, they are trained in life skills and receive vocational tutoring. Many of them are evaluated and hired to duties in the facility, including building maintenance, kitchen work and tutoring, for a maximum of five hours a day, six days a week, at the minimum wage. As a matter of fact, they've replaced some staff members who were doing the same jobs.

"It's really too early in this program to tell how it is working out," Mr. Willis said. "But I think we've hit a level of stability right now...we have our staff, and they have an idea of what they're trying to do, even if they have not received the statement of treatment policy. There's less tension here than was clear closing among the residents, and there's a freer atmosphere.

"Our treatment specialists who were narcotics parole officers are not being asked to sit down, look at a guy's arms, take a urine sample and come on the way. They are being asked to get involved with their clients. I think that treatment has improved here and will get even better."

Although residents still do manage to bring some drugs into the house after they have been out on pass, Mr. Willis says: "Police pressure is working to stop this practice, with residents keeping tabs on each other."

The ODAS workers at Meuree are feeling their way along with the new program as they encounter day-to-day situations.

But the concept of the merger is presenting new worries and problems:

"Actually, we're afraid that this agency as we know it will be phased out altogether," Mr. Saunders said. "It is going to be phased out in a year, but we may retain its title, but will be a mere shadow of what it was."

Staffers expressed concern that ODAS could become a money-making channel through which money is channelled to private therapeutic communities. And with Governor Carey's desire to see more drug treatment in the community, this is not a far-out notion.

"Our morale is incredibly low, no matter how we see the residents responding," Mr. Spoonhour said. "The actions of the administration in the past year and at the present time lead us to believe that they really do not give a damn about us."
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FRIDAY, MARCH 18, 1977

Fact-Finders’ View

SOMETIMNE this week, the long agony of state employees could be ended, provided that the State Administration and the state employees union, the Civil Service Employees Assn., agree to the fact-finders’ recommendations made last week.

Fact-finding in itself is not binding on either party. It is a step in the negotiating process that may have an effect on the thinking of those members of the public who are concerned about such issues.

In actuality, the last time fact-finding was resorted to in the 1974 impasse between the State and the CSEA, the Governor and the Legislature gambled that the public didn’t care about the facts. Consequently, they rammed a one-sided imposed settlement down on the employees, and scooped up $10,600 average. The State, however, turned a deaf ear to the “little people.”

We are glad to note that the fact-finders this year recognized this fact, too, by recommending a minimum wage increase for those people who would benefit least from a percentage boost in their salaries.

Embezzling beds pans in a Mental Hygiene institution or filing papers in an administrative office may not be the most glamorous jobs in the world, but Heaven help us if many of these small jobs are not handled by the better paid.

We know that $80 million may seem like a large sum to the public taxpayer, but to the 145,000 state employees—especially those earning the $10,600 minimum or others in the 70 percent category making less than average—their individual share will be little enough.

After a three-year wait, honest work deserves honest pay. (M.O.B.)

Alcohol Rehabilitation

WITH the vast number of alcoholics in New York State, (600,000 of them in the Metropolitan Area alone) the need for alcohol rehabilitation units is obvious. Yet the fate of five such units, located at Creedmoor, Rockland, Kingsboro, Pilgrim and Bronx Psychiatric Centers, will remain up in the air until the end of this month. At that time, it will be up to the State Legislature to decide whether to close them down as Gov. Hugh Carey has recommended, to save $1 million.

There are other, if few alternatives to these units, such as Long Island’s Brunswick House—part of Brunswick Hospital Center in Amityville, but not every person in need has insurance to cover a stay in such a private facility, as do state and county employees.

Alcohol rehabilitation should be available to everyone who needs it, including those who cannot afford to pay for it.

We hope our lawmakers realize this and act accordingly. (J.B.B.)

Don’t Repeat This!

(Continued from Page 1)

Capacity

Housing

Civil Service Law & You

By RICHARD GABA

Waiver Of Support Void

A husband and wife executed a separation agreement in June, 1974, which provided, among other things, for the support of the children of the marriage, a disposition of certain property, transfer of title to the marital residence, and certain other matters. The agreement contained the following clause:

“The parties do further agree that the wife shall make no claim for alimony or support for herself at this time, in view of the fact that she is able to work and support herself.”

In spite of this waiver the wife commenced a proceeding against her husband in the Family Court with whom she sought support for herself. The Family Court dismissed her petition on the grounds that Section 469 of the Family Court Act bars the entry of a support order for a wife in the absence of proof that she is in need of public assistance. The court held as well that it was without jurisdiction to modify the support waiver provision or find that it was void or voidable. The court stated that such a determination would have to be made in the State Supreme Court. Having made these rulings, the court refused to take testimony, and therefore the record is devoid of proof as to the wife’s claim for support.

THE APPPELATE DIVISION, Fourth Department, was presented with this situation on the wife’s appeal, and the Appellate Court held in favor of the wife to the effect that the wife’s purported waiver of support was contrary to public policy and was, therefore, void.

The court pointed out that Section 5-311 of the General Obligations Law provides, in part, that a husband and wife cannot consent to relieve the husband from his liability to support his wife. The specific language of that statute has often been used for the purpose of invalidating separation agreements in which the wife waives or suspends the husband’s obligation to support her.

The New York State Court of Appeals has held that such suspension of support provisions are void as violative of Section 5-1 of the Domestic Relations Law. That section was the predecessor of General Obligations Law, Section 5-311. The Court of Appeals stated in one case, “By such statutory prohibition, husband and wife are stripped of power to relieve the former of his obligations; both are rendered incapable of bargaining away the woman’s right to the man’s support.”

WHEN A SEPARATION agreement provides for regular support payments, and the husband is not in breach of that agreement, the Family Court Act, Section 455, bars the wife’s support petition unless she is likely to become in need of public assistance. However, where the husband is in breach of a support provision in a separation agreement, the wife may bring a Family Court petition for support based on the husband’s means irrespective of whether or not she is in need of public assistance. The Appellate Court was

(Continued on Page 1)
Jim Nessel, maintenance assistant mechanic: "I feel it would be more fair to us. With the way the bill presents our facts to a panel of fact-finders or arbitrators and if the Governor ignores them? I think that should be binding on both parties. The fact is that the Governor acts as a judge, and even when there is a breach of agreement. I resent the fact that the Governor does not take fact-finding seriously. I know that the arbitration system is well when a breach of contract reaches Albany. We really aren't in political favor today. What's important is the fact-finders are independent of the union and the state. The power that Lewis would have if the Governor ignores them is as it stands now, it's merely a waste of time and money."

Jean Hirsch, purchasing, senior account clerk: "Yes, because in this form, we would be in a worse case in the matter, as opposed to Albany playing football with the facts. I feel that the Governor does not take fact-finding seriously. But now in this form, we have a fighting chance to win. With facts, the issues are studied and conclusions are made and the result is impartial. The Governor's power is less, even though the fact-finders have found that we are entitled to a raise. The union presents facts to the fact-finders. That's what this bill is all about. The Governor's power is less, even though the fact-finders have found that we are entitled to a raise. The union presents facts to the fact-finders, too. That's why it's so important that the Governor not override the arbitration system.

Eleanor Money, senior account clerk: "I feel that the LOBA bill is more fair to the taxpayer than the present system. If we leave the arbitration system in Albany, we're leaving a lot of our workers. I feel that the Governor does not take fact-finding seriously. I know that the arbitration system is well when a breach of contract reaches Albany. We really aren't in political favor today. What's important is the fact-finders are independent of the union and the state. The power that Lewis would have if the Governor ignores them is as it stands now, it's merely a waste of time and money."

Brenda Nichols, mental hygiene therapy aide: "I believe the LOBA bill is fairer to the employee than the method used today. When our labor disputes go to fact-finders, the Governor can override the decision even though the fact-finders have found that we are entitled to a raise. The union presents facts to the fact-finders and the Governor does not take fact-finding seriously. But now in this form, we have a fighting chance to win. With facts, the issues are studied and conclusions are made and the result is impartial. Once it passes fact-finding it becomes a political football. I think it is only fair that

Esther Delman, account clerk: "I feel that the present way of resolving labor disputes is not the best or the fairest. The Governor does not take fact-finding seriously. I know that the arbitration system is well when a breach of contract reaches Albany. We really aren't in political favor today. What's important is the fact-finders are independent of the union and the state. The power that Lewis would have if the Governor ignores them is as it stands now, it's merely a waste of time and money."

LETTERS TO THE EDITOR

Thank You

Editor, The Leader: I would like to thank Jack Bloomfield for taking the time to send me a copy of his recent column concerning my remarks before the United Parent Association of New York City.

He very aptly captured the spirit of my speech and my urgent call for both the local and Federal governments to ease the unfair burden on those on our financially drained City.

Abraham D. Beame, Mayor

New York City

For A Strong CSEA

Editor, The Leader: The only way public employees can win equal rights with workers in private industry is through a strong CSEA.

David L. McCabe

Syracuse

Undying Love

Editor, The Leader: I would like to tell you that Paul Thayer's article in the Feb. 23 issue of the Leader is really beautiful.

Although this is just one story about firefighters from Truck 30 who fought a fire in Harlem, it could be told of many other city firefighters who work in New York City.

Beverly C. McClellan

Syracuse

Amend Tax Law

Editor, The Leader: A bill has been introduced in the Legislature to amend the tax law, in relation to exempting all forms of fuel, gas and electricity used for home heating from the sales tax.

Introduced by Jean Amstutz, of the 6th Assembly District, the amendments would totally free the electricity bills of those who pay for each day out on strike. This provision has been a real incentive for many to go on the strike because they would get their electricity bills

George W. Marley

Middletown
Lennon Says Cups And Saucers Not A Bread And Butter Issue

FISHKILL — The president of the Southern Region III of the Civil Service Employees Assn. has condemned recent allegations of employee pilfering at state mental hygiene institutions as "a smokescreen for the real problems confronting the DMH today."

James J. Lennon added, "Any institution director or business manager who names pilfering as a major problem is simply covering up for the gross problems of mismanagement the DMH has suffered from for the past several years. At a time when the state is trying to get out of the business of caring for its mentally ill altogether, pilfering should be considered the least of their problems."

Mr. Lennon was referring to recent statements by Institution officials that employees have been stealing food and household items from the grounds of the facilities this year at a huge rate, and that the theft has led to a cutoff of federal funds and the proposed phase-out of the state institutions with its resulting turnover of responsibilities to unprepared communities.

"First of all, the CSEA records prove these charges are absolutely false," Mr. Lennon said. "Requests for legal assistance from the union because of charges of pilfering amounted to only a handful—perhaps less than five or six statewide this year. This is the usual number of such requests, and does not in any way represent a major jump in this figure."

The president added that the total number of requests for legal assistance for disciplinary cases involving all kinds of infractions of rules or regulations amount to about 1,500 this year—also average, he said. "The CSEA, New York State's largest public employee union, represents more than 58,000 workers in Mental Hygiene facilities throughout the state. Several thousand DMH workers are employed in the Southern Region."

"The great problems facing the DMH today are the proposed re-structuring of the departments into three separate units; the tremendous understaffing that has led to the cutoff of federal funds; and the proposed phase-out of the state institutions with its resulting turnover of responsibilities to unprepared communities," Mr. Lennon said. "All these problems can be traced to years of gross mismanagement."

"I find it incredible—to mention insulting and untrue— that institution directors would tell reporters that a great concern is the disappearance of cups and saucers."

"The average Mental Hygiene employee is an honest, hard-working person, making about $5,000 a year. By contrast, the commission directors and assistant commissioners and directors in the DMH have for years been working very long hours at salaries of $30,000 to $40,000 a year. In my opinion, that's the real theft that's going on in the DMH," said Mr. Lennon.

Leinon Says Cups And Saucers Not A Bread And Butter Issue

Fact-Finders Recommend

(Continued from Page 3)

Rather, its position is based on an asserted need for a more rational system of public employee compensation vis-a-vis the private sector in light of the state's worsening economic position.

And, speaking to the State's offer, the panel found that the State's offer fails to generate an adequate dollar increase during the coming contract year to relieve the immediate impact of past inflation. Furthermore, the panel concluded "No further erosion of their (employees) salary structure should be tolerated, and the enduring principles of equity, comparability and plain common sense dictate some compensation for past losses." Furthermore, the panel in effect upheld the CSEA's contention that state workers are not generally overpaid, and that, in fact, a substantial number of them are underpaid... even the Bicie concedes that about a third of these employees, primarily in the Operational and Institutional Service Units, receive wages which have lagged noticeably behind those of equivalent employees in the private sector." They said.

Under the law, if either side rejects the report, the dispute will move to the next and final step in negotiations, a legislatively created hearing process before a special committee of state legislators. Two years ago that occurred, and the lawmakers forced the now infamous $250 "bonus" upon the state workers.

Civil Service Employees Assn. treasurer Jack Gallagher, left, seems to be concerned about whatever John Clark is saying. Mr. Clark of Leetsworth Village Developmental Center is a member of the CSEA Board of Directors as a Mental Hygiene representative from Southern Region III.

By dialing this number, the public can learn whether a particular employee has been put into operation. The number is:

800-342-9860

Doing some practice work in financial record-keeping. Mid-Hudson Library unit treasurer Bertha Schaeffer, right, is double-checked by the same unit's Kristina Wieg.
The Civil Service Employees Association has negotiated with their legislators on all issues affecting public employees. Asterisks indicate the ranking minority member of each committee. (Senate committees will be listed in the next issue of The Leader.)

Communications to all legislators may be addressed to: State Capitol, Albany, N.Y. 12224.

* Agin — Chairman Thomas R. Porte (R), Brooklyn; Louis Dellafio (D), Richmond-NY; Amontano Montano (D), Bronx; Frank J. Battistone (D), Staten Island; John C. Dearie (D), Bronx; James E. Flanders (D), Estella S. B. Dinges (D), Brooklyn; Michael L. Pizzarelli (D), Brooklyn; Paul E. Harenberg (D), Suffolk; Edward Friedman (D), Brooklyn; Robin L. Schlimminger (D), Eric Robert C. Werst (R), Buffalo; Charles D. Cook (D), Schenectady — Rensselaer — Saratoga — Schenectady; Peter S. DeSibitella (D), Herkimer-Otsego; William E. Burns (R), Columbia-Dutchess; and David A. Martin (R-C), Rensselaer.

* Ball — Chairman Stanley Stengus (D), Brooklyn; Louis DeSavio (R), Richmond-NY; William F. Fasaintanne (D), Brooklyn; Louis Nice (R), Monroe; Thomas R. Frey (D), Monroe; Daniel B. Walsh (D), Otsego; Carlsmans — Eric Chapman — Thomas J. McNenery (D), Orange.

Pending CSEA Legislation Outline

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

A. Assembly — Senate — Bills Initiated by the CSEA

BILL AND SPONSOR

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Roll Back Auto Insurance Price Hike After Pressure

MINEOLA—Claiming that the union deserves much credit for forcing a rollback in auto insurance increases, Irving Flaumenbaum, president of Long Island Region I, Civil Service Employees Assn., called the union’s pro-consumer action “an example of what we can accomplish if we stick together.”

In February, the consumer section committee, chaired by Nicholas Abbatiello, sent a telegram to Gov. Hugh Carey demanding that automobile insurance companies be forced to refund the announced rate increases of 15 to 30 percent passed during a lapse in the state’s law requiring prior approval of rate increases.

In addition, the consumer committee mailed letters to 29 Long Island legislators demanding to know what part the lawmakers played in allowing the law to lapse and requesting information on how the rate hikes were allowed to occur.

“The Governor immediately found a way to take credit for the rollback and announced rate increases of 15 percent,” Mr. Flaumenbaum said.

Since the rate increases were announced by the insurance companies in February, eight insurance carriers have rescinded their price hikes. Among them are: State Farm Mutual Insurance Company, Continental Assurance, Government Employees Insurance Company and the Allstate Insurance Co. Meanwhile, other companies have not rolled back their increases, but these companies account for only 15 percent of policyholders affected by last month’s increases, according to Department Insurance Superintendent Thomas J. Harnett.

The consumer committee “will keep the pressure on our elected officials and the companies that are trying to rip off consumers,” said Mr. Abbatiello, who added that the committee will continue to campaign against the high price of coffee. “We’re considering a boycott of coffee, other than coffee, limiting our scope. Anything that affects unfairness—members and consumers will come under study,” he said.

Mr. Abbatiello is also second vice-president of the Long Island Region.

CSEA Leaders To Appear On Arthritis Telethon

MINEOLA—The participation of members of the Civil Service Employees Assn. in the annual Stop Arthritis Telethon March 19 and 20 will be spotlighted with the appearance of three top CSEA leaders on the TV broadcast.

The Arthritis Fund announced that three statewide regional presidents are scheduled to appear on the screen Saturday night.

The Arthritis Fund announced that nine statewide regional presidents are scheduled to appear on the screen Saturday night.

The CSEA leaders were scheduled Saturday night so that they would have free to depart Sunday for the annual CSEA delegate convention at the Concord Hotel, Kameshia Lake.

The telephone runs from 10:30 p.m. Saturday through Sunday on WOR, Channel 9.

Plan Grievance Seminar By Erie County Chapter

CHEEKTOWAGA — A day-long grievance seminar for members of Erie County chapter of the Civil Service Employees Assn., will be held at the chapter headquarters, 1790 Union Road, West Seneca, Saturday, March 26, according to James Lennon, president.

While concentrating on the first crucial step in the grievance procedure, the session will be "scheduled to give special emphasis to knowledge and preparation needed by, and the various approaches for chapter representatives," Celeste Rosenkrans, CSEA education chairman, said.

The course will be conducted by Eric Lawson of the western district extension division staff of the New York State School of Industrial and Labor Relations of Cornell University.

CSEA Leaders To Appear On Arthritis Telethon

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The Arthritis Fund announced that three statewide regional presidents are scheduled to appear on the screen Saturday night.

They are: Irving Flaumenbaum, president of Long Island Region I; Sol Bendit, president of Metropolitan Region II, and

James Lennon, president of Southern Region III.

They will announce the advance contributions made by CSEA members and accept pledges telephoned to them during the broadcast.

The CSEA leaders were scheduled Saturday night so that they would have free to depart Sunday for the annual CSEA delegate convention at the Concord Hotel, Kameshia Lake.

The telephone runs from 10:30 p.m. Saturday through Sunday on WOR, Channel 9.

Capital Region Plans Bus Trip

ALBANY—The activities committee of Capital Region IV, Civil Service Employees Assn., is sponsoring a bus trip to New York City on Saturday, March 26.

The bus is scheduled to leave Executive Park, Stuyvesant Plaza, Albany, at 8 a.m. It will return from New York City at 5 p.m.

The cost is $15, checks payable to Capital Region CSEA, may be sent to F. Donald Rugg, P.O. Box 7239, Capital Station Annex, Albany. Further information is available at (518) 414-3100.

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Checks Paid In Suffolk: Battle Deferred 2 Years

HAUPPAUGE—More than 600 Suffolk County judges and court employees almost did not get paid last week because the Office of Court Administration in New York City claimed that pay increases granted to court staffers under the Civil Service Employees Assn. County contract were too high. But quick action by the CSEA and county leaders resulted in a compromise and paychecks were distributed late.

State officials objected to the new four-year contract between the union and the county that provided $1,250 pay raises in the first year to senior employees.

The first portion of the raise was included in the controversial paycheck. The Office of Court Administration ordered the county to withhold the checks.

John Wynne, director of personnel for the Judicial Conference, called the contract invalid.

According to terms of the Unified Court Act, the CSEA and the State would have been able to negotiate two years of the contract in legal action.

"The state's action put us in a dilemma. People had to get paid and if we brought a legal action it would have been weeks or even months before the issue was settled," Mr. Wynne added. We opted for an immediate solution to the pay problems and will fight our legal battle in two years," Mr. Corbin said.

"The County kept the state informed of the progress of CSEA-county negotiations, but the agreement should have stipulated that the contract was subject to Judicial Conference approval," Mr. Corbin said. "It is unfair that our members should be penalized for a breakdown in communications between the state and the County," he added.

Hospital Ass't

ALBANY — A hospital treatment assistant entitled list, resulting from open competitive exam 24-482, was established Feb. 24 by the State Civil Service Department.

The list consists of 523 names.

No GI Bill Benefits For Courses Dropped According To New Rule

BRONX—Veterans going to school under the GI Bill could wind up in debt to the federal government if they drop courses or receive non-punitive grades under certain circumstances, according to Joseph G. Anderson, state director of veterans' affairs.

Mr. Anderson explained that a recent congressional amendment to the GI Bill requires retroactive cancellation of assistance payments for a course dropped without a grade. This applies also in cases when a course is completed but the grade assigned is, in effect, ignored by the school for graduation requirements.

The new regulations do not apply when the situation was caused by circumstances beyond the student's control, the director pointed out. He described the new regulation as a major change in GI Bill benefit payments to veterans' affairs.

The new law provides that the federal government may not pay educational benefits for any part of a course which is not in use in computing graduation requirements. This means that many students will find themselves overpaid under the GI Bill for courses from which they withdrew and for courses in which the assigned grade is not used in computing the requirements for graduation.

To CSEA Disputes

Greenburgh and the Civil Service Employees Assn. filed charges against PERB's Buffalo office, to the dispute between the Town of Evans and local 815, Erie Chapter, CSEA Evans Park Unit.

Frank McGowen of PERB's New York City office, to the dispute between the New Castle and the CSEA (all non-management employees).

The Rev. Cannon David C. Hambly, of Clifton Park, to the dispute between the Town of Colonie and the CSEA.

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HOLD WOMENS' LABOR RELATIONS SEMINAR

MANHATTAN — New York State Board for Industrial Labor Relations or Relations of Cornell University will host a seminar in cooperation with the coalition of labor unions on March 26, in Albany.

The seminar is entitled "Women's Work Life: Analyze, Organize, Educate." It will consist of workshops, films and lectures by prominent women in labor relations.

The registration fee is $1. The registration will take place at the Legislative Office Building, Empire State Plaza, Albany. Registration fees should be mailed to Mrs. Peter Gerber, NYSWIB, 75 State St., New York, room 1102, Albany, 11207.

For further information, call (518) 463-3879.

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CSEA STRENGTH IN UNITY
MEMBERSHIP DRIVE

EXTENDED TO APRIL 1, 1977

Never in the history of our union has it been so vital to stick together — grow together and share the load to keep us strong. In these tough times, the greater the percentage of membership of any county unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow worker.

ONE (Member) WILL GET YOU FIVE ($5)

For each new member you sign up between now and April 1, 1977, CSEA will award you $5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof.

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.
Local 169, Amalgamated Clothing and Textile Workers union. Mr. Friedman last month at the Roosevelt Hotel, Manhattan. With Mr. Friedman was Brotherhood Committee co-chairman Sydney Bykofsky, of Local 24th annual brotherhood observance of the New York State Employees Brotherhood. The Civil Service Employees Brotherhood Award was made to Solomon Friedman, left, a senior labor standards investigator, at the 24th annual brotherhood observance of the New York State Employees Brotherhood Committee, Inc. The award was made to Mr. Friedman last month at the Roosevelt Hotel, Manhattan. With him is Brotherhood Committee co-chairman Sydney Bykofsky, of Local 169, Amalgamated Clothing and Textile Workers union.

Stony Brook 614 Nominations Due Before March 21

STONY BROOK—Union leaders here say the University maintains a separate payroll for management that is nothing less than a double standard. On the one hand they ask non-instructional employees to accept a de-facto wage freeze while they give raises of up to $2,000 to a favored political management group," charges Al Varacchi, president of Local 610 of the Civil Service Employees Assn. at SUNY, Stony Brook.

Mr. Varacchi said that 29 management confidential employees at Stony Brook campus of SUNY received raises that ranged from $500 to $3,000 in July 1976. This information was contained in an Aug. 28 memo from Stony Brook University president John E. Tolle to Dr. Jerome B. Komisar, vice-chancellor for faculty and staff relations at SUNY headquarters in Albany. "This memo exposes the hypocrisy of the state. Governor Carey talks out of both sides of his mouth. He offers us a $250 one-time bonus while he takes care of his management friends."

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 41 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours for the Thursdays are 8:30 a.m. to 4 p.m.

Those requesting applications by mail must request themself, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period. By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington UFT (Brooklyn Bridge). For information on titles, call 596-7600.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only) 55 Court St., Brooklyn 11201, phone: 596-8006.

The Board of Higher Education advises teaching staff applicants to contact the individual schools' non-faculty jobs are filled through the Personnel Department directly.

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 5 55th floor, New York 10048 (phone 488-3434; 10 a.m.-3 p.m.); Susie Building, Suite 1212; Suite 350, 1 W. Genesee St., Buffalo 14202: 9 a.m.-4 p.m. Application forms may be obtained by writing (the Albany office only) or by applying in person at any of the three.

Various State Employment Service offices can provide applications in person, but not by mail.

For positions with the Unified Court System throughout New York City, applicants should contact the Staffing Services Unit, Room 1390, Office of Court Administration, 270 Broadway, N.Y., phone 488-4141.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10004. Its hours are 9:30 a.m. to 4:30 p.m., weekdays only. Telephone 264-6412.

Federal jobs have no deadline unless otherwise indicated.
Workers Not Election Pawns, Bendet Informs Legislators

MANHATTAN—"State employees want to be treated in a just manner and not as pawns in an election game," Civil Service Employees Assn. vice-president Solomon Bendet told a task force of legislators at a "Budget Listen-In" here last month.

Mr. Bendet was invited by Assembly Minority Leader Perry B. Duryea to speak to a committee composed of Republican Assemblymen to voice his opinion on the Administration's proposed state budget for the upcoming fiscal year.

Mr. Bendet told the committee, chaired by Assemblyman Christopher Mega (Rep.-50th, Brooklyn) that the state has cut back on many things, but that the employees have not been able to benefit from the savings.

He pointed out as examples, that the state has been reducing its services to the public in the fields of mental hygiene, drug abuse and alcohol treatment.

"Alcoholism is referred to as a disease," he said. "Instead of treating it, the budget is legislating against the employees who are the nuts and bolts."

He noted that state workers have received practically "zero" since 1974, while the cost-of-living index has increased by approximately 22 percent.

"If we were federal employees, every time the Consumer Price Index went up two or three cents, most of us would go out of work, at the bottom of the job structure." Mr. Cortin said that after the CSEA threatened to take the administration to Supreme Court, the County agreed to arbitrate the grievance. A mediator is being selected and the session is sched-

Tentative CSEA Delegates Convention Schedule

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CSEA threatened to take the state to Supreme Court, the County agreed to arbitrate the grievance. A mediator is being selected and the session is sched-

Take-It-Or-Leave In Suffolk County

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Tentative CSEA Delegates Convention Schedule

Corday Hotel, Kiemeske Lake

MARCH 20—23, 1977

SUNDAY, MARCH 20, 1977

10:00 a.m. — 11:00 a.m. Board of Directors Luncheon Meeting, Empire Room

11:00 a.m. — 1:00 p.m. Registration and certification of delegates

1:00 p.m. — 2:00 p.m. Diner, Main Dining Room

2:30 p.m. — 4:00 p.m. County delegates meetings

MONDAY, MARCH 21, 1977

8:00 a.m. — 9:00 a.m. Breakfast

8:30 a.m. — 9:30 a.m. Parliamentary Procedures, Athenian Room

9:30 a.m. — 11:00 a.m. Registration and certification of delegates

9:30 a.m. — 12:30 p.m. State delegates meeting, Cordilliam Room

12:30 p.m. — 1:00 p.m. Lunch

1:00 p.m. — 3:00 p.m. Opening Session, Full Delegates Meeting, Imperial Room

3:00 p.m. — 5:00 p.m. Retreats Meeting, Spartan Room

5:00 p.m. — 7:00 p.m. Cocktail Party sponsored by Ter Bush & Powell

7:00 p.m. — 8:00 p.m. Dinner

8:00 p.m. — 9:00 p.m. Education Program, Castoms

TUESDAY, MARCH 22, 1977

8:00 a.m. — 9:00 a.m. Breakfast

9:00 a.m. — 12:30 p.m. Registration and certification of delegates

9:00 a.m. — 12:30 p.m. Business Meeting of all delegates, Imperial Room

12:30 p.m. — 2:00 p.m. Lunch

2:30 p.m. — 5:30 p.m. Business Meeting of all delegates, Imperial Room

5:30 p.m. — 7:00 p.m. Cocktail Party

7:00 p.m. — 8:00 p.m. Banquet

WEDNESDAY, MARCH 23, 1977

8:00 a.m. — 9:00 a.m. Breakfast

9:30 a.m. — 12:30 p.m. Business Meeting of all delegates, Imperial Room

12:30 p.m. — 2:00 p.m. Lunch