CSEA Working To Broaden Layoff Rules

ALBANY—A recommendation made by the Civil Service Employees Association participants in the joint State-CSEA committee on layoff units will amend Civil Service Law by broadening the right of retirement as outlined in the rules of layoff procedure.

After months of scrutinizing Civil Service rules, the Committee (Continued on Page 14)

Charge Union Busting As Carey Offers Units Unequal Settlements

ALBANY—The Civil Service Employees Association has unleashed one of the harshest condemnations of a governor in the union's 67-year history, calling Gov. Hugh Carey "an arrogant political animal who decides issues on the basis of political expediency rather than whether his decision is morally right or wrong."

CSEA President Theodore C. Wenzl charged the governor with "blatant union-busting tactics and attempting to divide and conquer the entire state workforce" by rejecting a fact-finding report which had recommended a settlement of the current contract dispute between the CSEA and the State.

Governor Carey on March 17 sent his recommendations to the Legislature on that fact-finding report, which had recommended that all state workers represented by the CSEA in four major bargaining units receive a 5 percent increase with a minimum of $500 on April 1 and an additional 3 1/2 percent with a $350 minimum next Jan. 1.

In a move the CSEA described as "incredible, absolutely absurd," the Governor told the Legislature he recommended acceptance of those increases for the workers in the Operational Services and Institutional Services Units, but only a $350 hike on April 1 and a 5 percent increase without minimums on January 1 for all employees in the Professional, Scientific and Technical and the Administrative Services Units. (Continued on Page 3)

CLEARY HONORED IN SYRACUSE

Richard Cleary, right, reacts with gratitude for plaque presented to him by Richard Bersani, acting president of Syracuse Local 013 of the Civil Service Employees Association, Mr. Cleary was recognized "with heartfelt thanks for your dedication" as a statewide vice-president, Central Region V president and Syracuse Local president.

The presentation was made at Central Region delegates meeting last month, at which time Mr. Cleary announced his intention to run for CSEA statewide executive vice-president. (Story and additional photos of meeting appear on Pages 8 and 9.)

PERB Sets Rockland Election For Right To Represent 1,800

NEW CITY—An election has been set by the Public Employment Relations Board between the incumbent Civil Service Employees Association and the Service Employees International Union for the right to represent some 1,800 employees in the state’s largest county. (Continued on Page 14)

Taylor Law Revision Proposed By Carey

ALBANY—Last week Gov. Hugh Carey revealed his long-awaited plan to revise the Taylor Law, which currently prohibits strikes by public employees.

The Governor's proposals would allow negotiations for agency shops, but authorize state or local governments to drop all benefits agreed to in a previous contract if an impasse is reached while negotiating a new contract.

The legislation, if passed, would:

- Declare an impasse whenever differences cannot be reconciled, rather than continue the present restriction that states an

(Continued on Page 3)

THE PUBLIC EMPLOYEE

By DR. THEODORE WENZL

President, Civil Service Employees Association

A two-year-plus stretch-out of serious New York State economic declines has resulted in government employees at state and local levels suffering a serious combination of layoffs and wage diminution. As your president, I will do my best to direct the delegates to take proper actions based upon my contention that the stretch-out of "taking-it-out-on-the-employees" has been too long and altogether too unnecessary and severe. We as the dominant government employee union in the state must address ourselves to take the strongest possible steps in securing a long-overdue turnaround in stopping layoffs, halting the trend of erosion in both the Merit System structure and the retirement system structure and in securing wage adjournments at least adequate in meeting the ravages of inflation upon the stationary wages of state employees and many local government employees in the past two years.

This convention will chart the course for the general membership to follow in achieving these objectives.

Clunker In Taylor Changes Negates

Other Provisions

SOME state administrators figures labored mightily and brought forth not a mouse but a monotony in

(Continued on Page 4)
MANHATTAN—An emergency meeting to protest conditions at the Department of Motor Vehicles office at 80-01 Sutphin Blvd., Jamaica, was called for March 25, at 5 p.m., by Solomon Bendet, president of Metropolitan Region II of the Civil Service Employees Assn., and New York City chapter president.

Mr. Bendet said that the meeting, which will be held at the Jamaica office, was necessary because there had been no response to letters he had sent to Gov. Hugh Carey and other officials outlining the unsafe working conditions at the facility.

The letter explained that sections of the ceiling were falling, causing employees and the public with asbestos. Termites and other insects infested the lounges and other areas.

Mr. Bendet, who visited the site with several other CSEA representatives, stated that at least one motor vehicle employee was forced to wear a hard hat while doing his clerical job, for fear that ceiling sections would fall.

The letter to the Governor demanded that the Jamaica office be closed immediately because unsafe conditions, which the CSEA states have existed for probably several years, were deteriorating further.

Although no response was received to the letter, some attempts were made to repair the ceiling at the Motor Vehicle office. According to Mr. Bendet, the repairs of sections of the ceiling are now falling.

Nassau Local 830 Gets 3-Year Pact For Off-Track Unit

MINDBOA — The Nassau Local 830 of the Civil Service Employees Assn. has negotiated pay increases of 20 percent to 25 percent under a three-year contract for about 400 employees of the county-operated Off-Track Betting Corp.

The agreement gives employees a 7½ percent bonus immediately and salary advances of 5 percent July 1, 6½ percent at the start of 1978 and 5½ percent at the start of 1979. Maris Sheehan, president of the unit, said the settlement followed intensive and constructive sessions between the unit's negotiating team, representatives of the Nassau chapter and management officials.

The contract also provides improved sick leave, holidays, mileage, pension benefits, treatment of part-time workers, binding arbitration on grievances and time for CSEA business.

The settlement also provides a long list of fringe benefits, including new rules for sick-time compensation, and union representation on a new sick-pay review board, two hours minimum for overtime, double-time for sanitation crews required to work on holidays, night differential improvement, extended bereavement leave and other benefits.

CORRECTION

In a job story about accountants and Memorial Hygiene aides sought by the state Civil Service Department, The Leader named the County Office Building, Wappingers Falls as the place to contact for further information.

Interested candidates should contact the State Civil Service Commission, 55th floor, 2 World Trade Center, New York, or the State Office Building, State Campus, Albany.

Restaurant Inspector

ALBANY — A кухарский инспектор eligible list, resulting from open competitive exam 4449, was established Feb. 1 by the State Civil Service Department. The list contains 14 names.
Governor's Offer Meets Union Busting Charge

(Continued from Page 1)

"That's one of the most preposterous recommendations to a contract dispute ever devised, and clearly a thinly veiled union-busting tactic," Dr. Wenz said. "He leaves us no choice but to reject his proposal, and to file for a legislative hearing before the special joint legislative committee which would have, under the Taylor Law, the power to mandate a final solution to this dispute."

Syracuse Retirees Meeting March 29

SYRACUSE — The Syracuse Area Retirees chapter of the Civil Service Employees Assn. will hold a luncheon meeting, March 29, at 1 p.m., Raphael's Restaurant, State Fair Blvd., Syracuse.

A charge of $1 will be made for members and guests. Reservations may be made by calling (315) 437-0297.

CSEA Calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10001. Attn.: CSEA March.

26—Wescashet Local 860 annual dinner dance: 8:30 p.m. to 1:30 a.m., Rivieras Beach Club, New Rochelle.
26—Brooklyn Regional Center chapter 647 executive committee meeting; 4 p.m., Brooklyn Developmental Center, 888 Fountain Ave., Brooklyn.
26—Capital Region IV bus trip to New York City: 8 a.m., Executive Park, Stuyvesant Plaza, Albany.
29—Syracuse Area Retirees chapter luncheon meeting: 1 p.m., Raphael's Restaurant, State Fair Blvd., Syracuse.
30—Nassau County Retirees chapter meeting: 11 a.m., American Savings Bank, 1960 Hempstead Turnpike, East Meadow.
30—Region II contingency action committee special meeting: 5:30 p.m., 11 Park Place, Zone 12, Long Island.

APRIL
16—Capital Region IV bowling tournament: 1 p.m., Sunset Recreation, 1160 Central Ave., Albany.
20—Buffalo Regional IV dinner dance: 8 p.m., Statler Hilton, Buffalo.
21—Rome County unit general meeting: 6 p.m., O'Brien's Dance-land, Kirkwood.
22-23—Central Region V meetings: Ithaca.

MAY
6—Capital Region IV Mix and Mingle: 5 p.m., Polish Community Center, Washington Ave. Extension, Albany.
11—State's Employees Defended in Print

CHEEKTOWAGA — Robert L. Lattimer, president of Western Region VI of the Civil Service Employees Assn., said that probably more than half of the state workers are eligible for welfare assistance or food stamps, or both, because of their frozen salaries.

Mr. Lattimer, in response to a column by Amelia Nugent in the Buffalo Evening Express, stated that the welfare system had to be changed. "However," he continued, "I consider the welfare we are giving our public employees a far more dangerous situation—a situation which can bankrupt this state faster than anything else."

Ms. Nugent also stated that in private industry, employees pay into pension funds, while public employees do not.

The recommended Carey settlement for the FM&T and Administrative employees totaling about 85,000 workers in all, is exactly the same contract as the final offer for all employees during negotiations. His recommended acceptance of the fact-finders' report as it pertains to the Operational and Institutional workers would affect about 69,000 state workers.

"Obviously the Governor is trying to create internal fighting among the work force, the old divide-and-conquer tactic, but it will not work because as soon as word gets around that he proposed, the CSEA was flooded with calls from members of all five bargaining units, and every single person called to demand we reject the Governor and his proposal. In fact, the Governor should know that we were not all that pleased with the fact-finders' report because we felt it did not go far enough, so it's stupid of him to think we might accept half the loaf," the union president said.

The CSEA said it is prepared to move now to a legislative hearing, and that the union will go into that process seeking the 12 percent increase with a $1,200 minimum that was CSEA's final demand. "We've found a lot of support from legislators for a decent salary increase for state employees, many favoring at least the full equivalent of the fact-finders' recommendation, and we have no doubt but that the commitment will treat state workers more decently than the Governor has."

Syracuse Retirees Meeting March 29

SYRACUSE — The Syracuse Area Retirees chapter of the Civil Service Employees Assn. will hold a luncheon meeting, March 29, at 1 p.m., Raphael's Restaurant, State Fair Blvd., Syracuse.

A charge of $1 will be made for members and guests. Reservations may be made by calling (315) 437-0297.

CSEA Calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10001. Attn.: CSEA March.

26—Wescashet Local 860 annual dinner dance: 8:30 p.m. to 1:30 a.m., Rivieras Beach Club, New Rochelle.
26—Brooklyn Regional Center chapter 647 executive committee meeting; 4 p.m., Brooklyn Developmental Center, 888 Fountain Ave., Brooklyn.
26—Capital Region IV bus trip to New York City: 8 a.m., Executive Park, Stuyvesant Plaza, Albany.
29—Syracuse Area Retirees chapter luncheon meeting: 1 p.m., Raphael's Restaurant, State Fair Blvd., Syracuse.
30—Nassau County Retirees chapter meeting: 11 a.m., American Savings Bank, 1960 Hempstead Turnpike, East Meadow.
30—Region II contingency action committee special meeting: 5:30 p.m., 11 Park Place, Zone 12, Long Island.

APRIL
16—Capital Region IV bowling tournament: 1 p.m., Sunset Recreation, 1160 Central Ave., Albany.
20—Buffalo Regional IV dinner dance: 8 p.m., Statler Hilton, Buffalo.
21—Rome County unit general meeting: 6 p.m., O'Brien's Danceland, Kirkwood.
22-23—Central Region V meetings: Ithaca.

MAY
6—Capital Region IV Mix and Mingle: 5 p.m., Polish Community Center, Washington Ave. Extension, Albany.

Taylor Law Proposal

(Continued from Page 1)

Impasse can be declared only in the 30 days before the end of the fiscal year.

Give the courts final jurisdiction on strike penalties.

Allow the Public Employment Relations Board to reduce penalties for strikers if the employer provoked the strike.

Permit court injunctions on strikes only if the public health, safety or welfare is involved.

This means that unions such as those of teachers or elec
trical workers could not be ordered back to work by the courts. Ba
sically the courts would continue jurisdiction over police, fire, cor
correction and sanitation workers.

—Rehearsal jury trials for union leaders who defy a court strike ban.

CSEA Lobbying Legislature About Contract Settlement

ALBANY—The statewide political action committee of the Civil Service Employees Assn. has been lobbying in Albany for a contract settlement favorable to state workers.

Committee chairman Martin Langer, of Rockland Psychiatric Center, calls the action a "vital part of our continued effort to inform the State Legislature of our feelings in this matter."

Pay raises and other terms and conditions of employment for more than 145,000 state employees are in the balance. Since Governor Carey rejected a fact-finding panel's recommendations on raises for the workers, the matter will now be settled by a special legislative committee made up of members of both houses of the Legislature.

"The legislature may very well be our last hope, short of a strike, for receiving a decent raise," Mr. Langer said. "That's why it is so important to get them to see our point of view now."

The union's political action committee has talked with legislators from every region of the state. In addition to Mr. Langer, the committee consists of two representatives from each of the CSEA's six regions: Earl Bivins and Patrick Mascoli of Region I; Judith Braverman and Ralph Natale of Region II; Cassie Bernard and Vincenti Rubano of Region III; Howard Croleury and John Vallee of Region IV; Richard Greco and James Currier of Region V, and Ramona Gallagher and Martin Koerner of Region VI.

Further political action will come in the form of CSEA plans to brief the legislators thoroughly on the state workers' desperate financial bind, the rationale for a respectable pay increase this year; and a history of state negotiations until now.

All this information will be explained during a one-day can
tact of legislators in Albany March 29 by key state employ
ees from all 210 legislative districts of the state, according to CSEA director of legislative action Bernard J. Ryan.

"CSEA members who are state employees will be in Albany on March 29 to find out exactly how every single legislator stands on the state contract. They will report their findings to the state
cwide political action committee, which will then renew its work in lobbying with the legislators. Except at that point, we will be able to know specifically who is on our side and who we have yet to convince," Mr. Ryan said.
If you're a Civil Service employee and hold the Blue Cross Statewide Insurance Plan with a PA. or N.Y. Certificate Number, you're safely covered for any and all your medical disorders requiring long-term rehabilitation. Three of Brunswick Hospital Center’s five fully-accredited hospitals are specialized to provide you with the kind of rehabilitation treatment you may need. Also, local subdivisions of New York State Plans, Medicare and most major medical group insurance are readily acceptable with us.

So, if you need long-term rehabilitation for your medical problems, check out your insurance policy today or, better yet, call us in Amityville, New York and we'll help you figure it out right away. Our phone number is 516: 264-5000. Chances are, you've already completely covered. And, because we care—we'll take good care of you...

**Physical Rehabilitation**

Our Physical Medicine & Rehabilitation Hospital is fully-staffed for the long-term treatment of physical disabilities and other chronic illnesses. Here, you can be skillfully treated by professional specialists: a treating physician creates your specialized treatment plan—followed through by understanding nurses, physical, occupational, recreational and speech therapists. Psychiatrists and social service counselors round out your requirements. A superbly equipped hospital designed to help you regain a fuller, active life. For more information, call 516: 264-6600 / Ext. 228

**Alcoholism Rehabilitation**

Our Brunswick House Alcoholism Hospital has been created for the full treating of alcoholism victims. Each resident is assigned a special treatment plan to meet his or her special needs and carried forth by a full staff of alcoholism specialists: medical, nursing, psychological, social service, counseling and family therapists. The newest of our five hospitals, Brunswick House rehabilitates alcoholics and returns them to full activity—not recovered and able to meet life’s problems. Call us at 516: 264-6600 / Ext. 361

**Psychiatric Rehabilitation**

Our Psychiatric Hospital — with its bright, cheerful atmosphere — maintains the most modern facilities for the mentally and emotionally ill, the drug-addicted and those requiring custodial assistance. Its specialized staff of mental-health professionals treat all residents in effective teamwork — to gain greater recovery. Those dedicated specialists: the doctors, nurses, psychiatrists, psychologists, social workers, occupational and recreational therapists — all give of their expertise to overcome psychiatric disorders and return the resident to a better life. For more about this, call 516: 264-6600 / Ext. 268
Brunswick Hosp. Center Offers
All Services For Public Workers

By JANE BERNESTEIN

You there. Public employee. Yes, you. Would you put a member of your family into the Brunswick House for Alcoholics, Epileptics, Psychiatric and More? Or, you say? That's unfortunate, because you will be denying your relative some of the most modern, competent care to be found in any medical facility in New York State.

Actually, Brunswick remains a “home” with that ghastly title only according to its 1957 charter. The present day version is “home” with that ghastly title for 600 patients who have psychiatric, alcoholic, medical, physical and acute problems. In other words, the Brunswick Hospital Center has come a long way since 1874.

The first thing to keep in mind is that all New York State and County employees have insurance that covers a stay at any one of the facilities at Brunswick. Regular Blue Cross coverage for workers in the private sector does not include this benefit.

Whatever the needs of a patient, it’s a safe bet that some section of the hospital center can help them. Brunswick president Dr. Benjamin Stein half-jokingly refers to the complex as a “department store for the ill.” And a tour of the place backs up his statement. State and county workers really should be aware of the services that are available to them at the facility.

For background, the hospital, as mentioned previously, was founded in 1874. It was taken over by Dr. Stein and three other doctors in 1948. Nine years later, Dr. Stein bought out the three physicians. At that time, the facility consisted of a nursing home and a unit for mentally retarded children. Through various purchases of adjacent land and buildings, plus some new construction, the Center grew to its present size.

The General Hospital is equipped with eight operating rooms located next to a 13-bed intensive-care unit and recovery room. The unit is staffed by Dr. Stein and three other physicians. The operations are performed directly from an ambulance to the unit, since it is situated on the ground floor.

Some of the services offered include cohabital therapy, and a radioisotope service, whereby many illnesses are diagnosed and treated by the use of scanning equipment. The hospital laboratories resemble the inside of a space capsule. The blood lab contains two DePuy computers which can perform 50 different tests on one sample of blood in just seven minutes. The other labs are as well-stocked with highly sophisticated diagnostic equipment and methods.

The other four facilities—for alcohol treatment and rehabilitation, physical and medical rehabilitation, psychiatric treatment, and a nursing home, will probably be of more interest to public employees throughout the state. Especially since there have been so many cutbacks in state services of this kind, and five more alcoholic rehabilitation units in the Metropolitan area are presently threatened.

Patients usually stay in the Physical Medicine building for two or three months. This facility is for those who may have had an accident, surgery, or other physical problem where they are in need of rehabilitation.

The building has a capacity for 64 patients, plus facilities for outpatient care. It is here that they receive the activities that most people take for granted, like speaking, dressing, walking, the activities of daily living. There is a room that contains a bathtub, bed, chair and wheelchair, and patients are brought there to learn how to get from one to the other, so they will be able to function at home.

There is a large hydrotherapy department, where trained therapists help patients into whirlpool baths, and even a special pool—all designed to speed recovery. Other forms of physical therapy, occupational therapy and electro-thermo treatments are available to each patient. Upon admittance to the facility, a special program is planned for each individual by the supervising physician. Psychological counseling is also available to the patient, to help him or her adjust after surgery or an accident.

The alcohol rehabilitation facility, known as Brunswick House, has a complete detoxification unit and rehabilitation program. Its program coordinator, Barbara McGinley, says patients are admitted 24 hours a day on their basic insurance cards. This is one of the few alcohol treatment programs to do that.

Patients generally remain in the detox unit for five days, and are then transferred into the rehabilitation and remodelling program. They must be cleared for transfer first, which is done by a nurse, alcoholism counselor and the medical director. Ms. McGinley said the patient must demonstrate some kind of cooperation and motivation.

The average length of stay in this program is 21 days. Blue Cross gives 100 percent coverage for rehabilitation for state and county workers.

The resident undergoes a medical and psychological work-up and evaluation. Individual and group therapy is given, plus family counseling with a trained counselor. Residents take part in psychodrama, aversion therapy and chemotherapy, if necessary. Vocational counseling is available to prepare the patient for a return to the working world.

The unit is modern and attractive, and as with places where people are doing something to try to help themselves, there is an air of hope and cheer.

Ms. McGinley shows the place off, and the pride in her voice is obvious. Brunswick House is, as she puts it, “her baby.”

Passing through the corridor of the detox unit, she pokes her head in to check on a newly admitted patient, who turns out to be a spunky gray-haired lady, probably in her sixties. The patient complains that her feet are cold.

Ms. McGinley, who is also head of the psychiatric nurses unit, immediately orders a blanket to be placed under the woman’s feet.

“If you put it on top of her, it may cut some of her circulation,” she says. “We want her to feel as comfortable as possible while she goes through this.”

Other staff members share their concern and competence. It can be seen in the patients’ relationship to them.

The feeling is the same in the Psychiatric Hospital, which was designated as a “locked” ward, patients are permitted certain liberties. If they have complaints, someone is there to listen to them.

Here individual and group therapy is employed, plus hypnotherapy, drug therapy and electroshock therapy. And as in the physical rehabilitation and alcohol rehab facilities, individual programs are developed to fit each patient’s needs.

There is a patient council, which elects patient officials who head committees. Its purpose is to communicate patient views and desires to the staff in a democratic way. The council aids residents in taking responsibility and making decisions.

Recreational activities are a large part of the two rehabilitation programs. There is a gymnasium, billiard room, bowling alley and basketball court available for use under the supervision of a recreation therapist.

Hospital staffs also plan parties, barbecues and other social activities for residents, to round out the program. In addition, personal services, including a hospital companion, beauty salon and barber shops are located in the buildings.

(Continued on Page 15)
Woman, Thy Name Is Mud

A PART from its chairman, Thomas McDonough, the make-up of the Civil Service Employees Assoc. Administrative Services Bargaining Unit team is all women.

There is a reason for this: the majority of the jobs in the Unit are clerical, such as clerk and secretary, such as are needed to run an efficient administrative office, and those jobs are filled mostly by women.

The Governor's attitude toward the Administrative Services Bargaining Unit, in particular, smacks of male chauvinism. It is as though he is stuck in the thinking that existed before women started demanding their rights as equal citizens.

We acknowledge the Governor's acceptance of the fact-finders' recommendations for the Operational Services and the Institutional Services Bargaining Units. At the same time, CSEA president Theodore C. Wenzl left little to be added when he described the Governor's action as a further political effort to bust up the union.

How else could Dr. Wenzl react when he learned that the Governor was on the right track in accepting the fact-finders' recommendations, in the Institutional Services Bargaining Units are not entitled—in the Governor's opinion—to the same consideration as the 60,000 members of the Operations and Institutional Units.

The Governor may feel he can make some political hay by noting that the highly trained and professional people of the PST Unit are generally better paid than those of the other three units. Never mind that these people, engineers, accountants, teachers, scientific research technicians and other professionals have waited just as patiently for the pay increases that they deserve to make up some of the ground they have lost in the race with inflation: the public can be expected to resent their salaries.

The union, though, has a responsibility to all its members, whether they are white-collar or blue-collar, unskilled, skilled or professional, black, white or beige; short, tall, fat or thin; men or women.

And with "women" we come back to the Administrative Services Bargaining Unit.

Does the Governor believe that women should be paid less for their work than men receive?

There are minimum salary jobs—the ones that pay $5,000 a year—in the Institutional and the Operational Units, so the Governor was on the right track in accepting the fact-finders' recommendations that these people receive at least, an $850 salary increase this year (with the $500-rate to begin, April 1, and the $350-rate to begin, Sept. 1) even though it may be more than the straight percentage rate.

But... Many positions in the Administrative Services Unit fall into the same minimum salary category. Again we come back to our original thesis: the positions are generally held by women, and they are considered as even less than the second-class citizens, that other public employees feel themselves to be regarded by the Administration.

Well, it's an old story. I.t. Gov. Mary Anne Krupasak is Number 2 in the Administration. Bella Abzug came in second in the Democratic primary. Mayor Midge Costanza was Vice-Mayor of Rochester before being called to Washington.

The general discrimination against women may be difficult for CSEA members to understand, since they have had women as statewide and conference presidents during the union's trailblazing history—and long before the general hue-and-cry concerning women's rights.

They can walk a picket-line, too. (M.O.B.)

Don't Repeat This!

(Continued from Page 1)

Their recommendations for urgently needed revisions in the Taylor Law. The proposed amendments, which were met last week, emerged as a draft.

The big joke in the proposed revision is a provision that permits the public employers unilaterally to change the conditions of employment after an impasse is reached and the old contract has expired. Under the recommendations, during that interval, the public employer would be free to cut salaries and wages below those provided in the just-expired contract, to put an end to health and hospital insurance coverage and to other fringe benefits gained by the civil service employees over the course of many years of effort.

Repressive Spirit

The threats of Condon and Wadlin must be explored this moment of black humor. As authors of the Condon-Wadlin Act, they fashioned public service employees such punitive provisions for strike activity that the Legislature was almost coaxed to overreach the penalties in order to put an end to public employee strikes.

There is a similar situation in the recommendations for revision of the Taylor Law.

Authorization for the public employer to impose unilateral conditions in the interval between expiration of one contract and the signing of a new one is nothing but an incentive for the public employer to use as a strike weapon. Those provisions for a new contract is nothing but an incentive for the public employer to use the provisions of the Condon-Wadlin Act. This is so clearly the prospect under this provision, that the proposal will be entitled "An Act to promote strikes and unrest among civil service employees."

Nothing is more clearly settled in labor relations in the private sector than that the statute is a strike and two-tier negotiations.

The most realistic alternative to the maintenance of the status quo is the strike and two-tier negotiations. The only realistic alternative to the maintenance of the status quo is a strike and two-tier negotiations. The strike and two-tier negotiations would provide an incentive to work on condition that the status quo is maintained, and the strike and two-tier negotiations would provide for the future contract period.

Negates Other Provisions

While the proposed revisions to the Taylor Law would improve the bargaining position of the public service employees, those improvements become meaningless if the entire package must be accepted. Including this right of imposing unilateral employment conditions on the civil service employees.

The Taylor Law is applicable only to counties, cities, towns, villages and local school boards. The notion that all of these thousands of employers will accept such restrictions is the product of an illusion.

Experience under the Taylor Law has persuasively demonstrated to many of these public employers have developed sophisticated techniques for bargaining in bad faith. Giving those contracts will impose unilateral conditions of employment for their civil service employees will be prohibited by the proposed recommendations to the techniques that they have (Continued on Page 7)

STATE WORKERS RAISES:

APRIL 1, '77; JAN. 1, '78...

Mr. Gaba is a member of the New York Bar and Chairman of the Nassau County Bar Association Labor Law Committee.

In this proceeding, the petitioner alleged that her appointment to the position of caseworker was rescinded because of a suspicion or a charge that she had obtained food stamps from the Department of Social Services without reporting part-time income. This was allegedly in violation of a requirement that such income be reported. The petitioner further alleged that she requested a hearing to clear herself of such charges but this request was denied by the respondent. The answer denies the allegation that the sole reason for the rescinded appointment was that alleged by the petitioner, and further alleges a number of affirmative defenses grounded on allegations that the decision was a discretionary act of the department and not subject to review. The respondent further alleged that petitioner did not have either a statutory right or a constitutional right to a hearing prior to revocation or appointment.

The court granted the petition, holding that the matter was to be remanded to the Department of Social Services to hold an evidentiary hearing for the purpose of determining whether or not the rescinded appointment was rescinded for the reasons alleged by the petitioner. The court held that based on the documentary evidence before it, it may well have been that the respondent found petitioner to be the most qualified person among the list of those eligible for appointment, and whether the appointment was rescinded solely by reason of the allegations of petitioner's failure to report income is not necessarily conclusive. It may very well have been a critical factor.

The court pointed out that petitioner's right to an evidentiary hearing under these circumstances is no less than that of a person on probation whose employment is terminated for reasons affecting his or her good name, reputation, honor or integrity. Application of Goldlust v. Bailey as Commissioner of Westchester County Department of Social Services, Sup. Ct., Westchester County, 385 N.Y.S. 2d 1...
In an effort to balance past discrimination against certain minority groups, various current plans give minority group members for civil service jobs priority over non-minority group members. Do you agree with this practice?

**The Place**

**OPINIONS**

Ann Rimpotti, food service worker: "I believe that if a minority group member fails to qualify, the state should let the person be hired if they can perform the job. Not to the government.

Al Rash, transportation department: "I agree with this process if the minority group member given priority is women. I feel that jobs should go to the most qualified, but if it comes to a decision before an equally qualified man and a woman, I feel they should regard priority to women. I believe the minority is the woman, not the man. Any place you go for a high position, a woman is usually it is time for a change in attitude because women have been discriminated against for too long.

Karen Fererstein, senior steno: "I don't feel people should be hired because they belong to a particular group. There should be an equal chance for everyone to get the job. Hiring should be based solely on merit and qualifications. As they say, may the best person win.

Gertrude Helley, food service worker: "Yes. I agree with this process of giving minority group applicants for civil service jobs priority over non-minority group members. In my opinion, we are not responsible for the fact that we were not some of the first hired within civil service. This puts us far behind of the majority hired. I feel it's not fair. If we respect some of these benefits, I feel we deserve to have priority, since we were denied equality for so long.

**LETTERS TO THE EDITOR**

What, Not Where

The following letter is in response to Ann Goid, who served as moderator of a recent program sponsored by the Long Island chapter of the American Society for Public Administration. It is a rebuttal to a letter similar to one printed in the March 11, 1977, Letters section of The Leader, which Ms. Gold complained about coverage of the program.

**Editor, The Leader:**

Although I did not write the article about the American Society for Public Administration, I do not share Ms. Gold's interpretation of the program. It would seem to me that the news element most important in the event was that all the workers of an employee union defended against a self-confessed management attorney and an employee bargaining agent.

Although I understand Ms. Gold's parochial viewpoint, I do not see it as the problem. My purpose is to provide better coverage to the public that doesn't have the New York Times or Newsday. I would have written my article in a similar manner.

Ms. Gold must understand that readers in Washington County, for example, is the subject of the speaker's remarks that is important, not the place or the group before which the debate took place.

---

**Big Bills, Low Pay**

**Opinion**

By A. L. PETERS

Avoid Overpaying Income Tax

A publication to help senior citizens avoid overlap taxes has been reprinted this year by the Senate Special Committee on Aging. It provides a checklist of itemized deductions and notes on the provisions of the Tax Reform Act of 1976 enacted last October.

You can obtain a copy of the booklet for 35 cents by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Ask for a copy of "Protecting Older Americans From Overpayment of Income Taxes." It is distributed to the taxpayers of New York State.

Bobert G. Davie

CSEA Unit

---

**LETTERS POLICY**

Letters to the Editor should be less than 200 words. The Leader reserves the right to edit or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is not changed.

Letters that cannot be edited to a reasonable length will be refused. Social security benefits will be reduced if combined benefits are over the 80 percent limit.

Q. I'm 68 and was recently informed in an explosion where I work and was wondering: can I receive both social security disability benefits and worker's compensation?

A. If you are entitled to both:

1. But under the law, the total monthly payment you receive cannot exceed 80 percent of your average monthly earnings before you became disabled. If your full earnings must be counted, Social security benefits can be reduced if combined benefits are over the 80 percent limit.

Q. I have a chance to buy a small resort that would operate near Lake George. My retirement is September. I'm 67 and have been getting social security 2 years. How would earnings from the business affect my benefit checks?

A. Your net earnings are $3,000 or less for 1977, no social security benefits are withheld; $1 in benefits will be withheld for each $2 earned over $3,000. But no matter how much you earn for the year, you can get your full social security benefits for any month you don't do substantial work in your business. For details, ask at any social security office for the leaflet "If you work after you retire.

Q. Since my social security checks are deposited directly into my bank account each month, is it necessary to notify social security if I change my address?

A. Yes, because important information that might affect your eligibility or payment amount is sent to your home. Prompt notice of a move will help assure prompt delivery of that information.

Don't Repeat This!

(Continued from Page 4)

---

**RETIREMENT NEWS & FACTS**

---

**What's Your Opinion**

**By Pamela Craig**

**QUESTION**

In an effort to balance past discrimination against certain minority groups, various current plans give minority group members for civil service jobs priority over non-minority group members. Do you agree with this practice?

**THE PLACE**

Kingston Psychiatric Center, Brooklyn

Ann Rimpotti, food service worker: "I believe that if a minority group member fails to qualify, the state should let the person be hired if they can perform the job. Not to the government.

Al Rash, transportation department: "I agree with this process if the minority group member given priority is women. I feel that jobs should go to the most qualified, but if it comes to a decision before an equally qualified man and a woman, I feel they should regard priority to women. I believe the minority is the woman, not the man. Any place you go for a high position, a woman is usually it is time for a change in attitude because women have been discriminated against for too long.

Karen Fererstein, senior steno: "I don't feel people should be hired because they belong to a particular group. There should be an equal chance for everyone to get the job. Hiring should be based solely on merit and qualifications. As they say, may the best person win.

Gertrude Helley, food service worker: "Yes. I agree with this process of giving minority group applicants for civil service jobs priority over non-minority group members. In my opinion, we are not responsible for the fact that we were not some of the first hired within civil service. This puts us far behind of the majority hired. I feel it's not fair. If we respect some of these benefits, I feel we deserve to have priority, since we were denied equality for so long.

Editor, The Leader:

Although I did not write the article about the American Society for Public Administration, I do not share Ms. Gold's interpretation of the program. It would seem to me that the news element most important in the event was that all the workers of an employee union defended against a self-confessed management attorney and an employee bargaining agent.

Although I understand Ms. Gold's parochial viewpoint, I do not see it as the problem. My purpose is to provide better coverage to the public that doesn't have the New York Times or Newsday. I would have written my article in a similar manner.

Ms. Gold must understand that readers in Washington County, for example, is the subject of the speaker's remarks that is important, not the place or the group before which the debate took place.

**Hugh O'Haire**

Minesota

**Big Bills, Low Pay**

Editor, The Leader:

We, the employees of the New York State Department of Transportation, would like to inform the taxpayers of New York State of a very serious problem we are confronting.

We would like to make known to the public what a new employee starts out with and must pay toward the benefits of the American Federation of State, County and Municipal Employees, which was founded to protect state workers. They paid $500 to $850. Additionally, it was found that one of Governor Carey's political appointees is paid at an hourly rate of $850 and received $2,500 for ten hours of work.

We ask for the help of the other state employees and all other taxpayers as we can live and not merely survive. Please write to Governor Carey and other political officials and voice your support of CSEA's request for a wage increase for state employees.

East Dutchess—East Putnam

CSEA Unit
Stay United, Wenzl Warns Region V On Possible Strike

SYRACUSE—Delegates to the recent Civil Service Employees Assn. Central Region V meeting at the Hotel Syracuse were prepped on how to make ready for a possible strike by the union statewide. And they heard Theodore Wenzl, statewide president, plead with them to stay united.

"We have to work together," Dr. Wenzl said. "I answer some complaints about contract settlements by saying to the member, 'What did you do, and where were you.'" he said.

Frank Martello, Region V supervisor, told members: "We have to prepare for the worst. Fact-finding is behind us. The issue is the unknown quantity of the fact-finders' report and we must have a plan no later than March 16.

"If we don't make it this time around," he said, "you and I both know we can expect challenges from rival unions this summer."

Mr. Martello urged each chapter to call a special meeting to discuss the situation. He stressed how important it is for the chapter leadership to know exactly how his or her members feel. You have to know, he said, whether your members will be willing to stay away from their jobs and walk the picket line.

If we're looking for a strike, it must be a total, effective strike, Mr. Martello said, and "we want to hit where the public is."

In new business at the general session, James Currier, head of the regional political action committee, exhorted the members to realize the merit of their political action donations and to give more. "They in Albany know we're "you and I," he said, guaranteeing that every chapter president must have at least one of these people and it is costing us money and will cost us more.

Richard Cleary, Region V president, echoed these words of caution. "The chairman of each chapter grievance committee and the chapter president must have just reasons for not assisting nonmembers with grievances."

In new business at the general session, James Currier, head of the regional political action committee, exhorted the members to realize the merit of their political action donations and to give more. "We have to develop political clout," he said, "but, unfortunately, the name of the game is money. Money is the grease that moves the wheels of political action."

In general, delegates opposed a proposal to have part of the chapter rebate, $2 a head, set aside for political action activities.

"If you want to hit where the public is."

Central Region State Workshop chairman James Moore, left, during discussion of probation as a strike penalty, told delegates: "If you're a lousy employee, you've got a problem. If you're a good employee, you're going to have a tough time getting rid of you."

Regional supervisor Frank Martello, right, had previously informed delegates: "We can protect you. We can make them pay and we must not let them.If you try to dismiss you during probation." Workshop secretary Jackie Burgess is shown recording minutes.

Stay United/ Wenzl Warns Region V On Possible Strike

SYRACUSE—Delegates to the recent Civil Service Employees Assn. Central Region V meeting at the Hotel Syracuse were prepped on how to make ready for a possible strike by the union statewide. And they heard Theodore Wenzl, statewide president, plead with them to stay united.

"We have to work together," Dr. Wenzl said. "I answer some complaints about contract settlements by saying to the member, 'What did you do, and where were you.'" he said.

Frank Martello, Region V supervisor, told members: "We have to prepare for the worst. Fact-finding is behind us. The issue is the unknown quantity of the fact-finders' report and we must have a plan no later than March 16.

"If we don't make it this time around," he said, "you and I both know we can expect challenges from rival unions this summer."

Mr. Martello urged each chapter to call a special meeting to discuss the situation. He stressed how important it is for the chapter leadership to know exactly how his or her members feel. You have to know, he said, whether your members will be willing to stay away from their jobs and walk the picket line.

If we're looking for a strike, it must be a total, effective strike, Mr. Martello said, and "we want to hit where the public is."

In new business at the general session, James Currier, head of the regional political action committee, exhorted the members to realize the merit of their political action donations and to give more. "We have to develop political clout," he said, "but, unfortunately, the name of the game is money. Money is the grease that moves the wheels of political action."

In general, delegates opposed a proposal to have part of the chapter rebate, $2 a head, set aside for political action activities.

James Moore, regional state workshop chairman, said that we have to be prepared to show groups prove they need the funds."

Dr. Wenzl, CSEA's political action coordinator, told delegates that every chapter president and statewide officer and statewide political action committee will soon be receiving additional copies of the resolution to snow the State Legislature, their status and CSEA's position. This synopsis, Dr. Wenzl said, will come out at least once a month. The number of bills affecting civil servants is mushrooming, he told delegates.

"They are fortunate because we have a factor in our dealings. We have just gotten our feet wet, Mr. Ryan said, and he urged members to tell their legislators when they approved and disproved of what they are doing.

Thomas Eblige of Mexico was the prime mover behind a resolution to train new chapter officers. In arguing for passage of this resolution, he said that "CSEA is losing members because officers are not trained." Broome Education chapter president Carlo Guardi said "new blood" stays out of the leadership because they are afraid they will not be able to handle the job.

The members referred to the education committee a resolution: "that new officers and stewards, elected or appointed, shall attend a number of seminars with respect to their positions."

Earlier in the day, Ethel Ross, chairman of an ad hoc committee to study the takeover of the courts by the state, conducted an in-depth review of the upcoming changes for court employees. CSEA staffers Paul M. Rush, assigned to the judiciary as a bargainer, assisted with the meeting.

The Region V nominating committee, headed by Robert Vincent, urged members to return candidate forms by March 30.
CSEA director Ethel Ross, who represents Judicial employees on CSEA Board, conducted special information program for the region’s court employees to explain process by which state will take over the court system April 1. Among the chapter leaders in attendance at the session were Tompkins chapter 855 president Claude Colley and Jefferson chapter 823 president Eleanor Percy.

Responsibility for recommending regional officer candidates rests with these members of nominating committee. Discussing the possibilities are, from left, Phillip Caruso, of Fort Schuyler Local 014 of Utica; Maureen Malone, of Madison chapter 827; Todd Bogan, of Binghamton chapter 602; chairman Robert Vincent, of Upstate Medical Center chapter 615, SUNY at Syracuse, and Floyd Peashey, of SUC at Oswego chapter 611.

Three CSEA directors appear intent on meeting. From left are Carlo Guarini (Region V Education chapters), Nicholas Cimino (Transportation) and Raymond Pritchard (Region V Mental Hygiene). Identifiable behind them is Central Barge Canal chapter 503 president Chester Palega.

Environmental Science and Forestry chapter president Ellen Gural, third from right, attended meeting accompanied by chapter members Joan Sherman, right, and Alice Steckiewicz.

Up and around after suffering broken hip in accident last December, CSEA statewide and Central Region V secretary Irene Carr chats with SUC at Oneonta chapter 635 delegate Moira Greiner. Ms. Carr has also requested that her thanks be extended to members throughout the state for their expression of concern during her convalescence.

Fort Schuyler Local 014 of Utica president James Currier reports to delegates on Comptroller's advisory committee on retirement, on which he serves as a union representative.

Fort Schuyler Local 014 of Utica At treasurer's seminar conducted by CSEA treasurer Jack Gallagher, these chapter officers practice filling out forms. From left are Barbara Ficelli, Marlesa Giola and Jennie Posenato, all of Broome chapter 854, and Clarissa Isaac, of Syracuse Neighborhood Health Center chapter 317.

Lyle Wooten, left, president, of Oswego County Safe Transportation chapter 516, stops at Ter Bush and Powell booth at meeting to pick up latest info on insurance. Attending to Mr. Wooten's interests are, from left, the agency's assistant vice-president Dan Volpini, MasterPlan manager Ron Laevey, sales representative George Bleecker and vice-president Richard Marchalk. More attention could not be asked for.
<table>
<thead>
<tr>
<th>Name</th>
<th>City</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Harper Gwen M</td>
<td>Ogdensburg</td>
<td>91.6</td>
</tr>
<tr>
<td>Fitipatrick C E</td>
<td>Tupper Lake</td>
<td>91.4</td>
</tr>
<tr>
<td>Holrwarth Betty</td>
<td>Bethpage</td>
<td>91.3</td>
</tr>
<tr>
<td>Doebler Lois R</td>
<td>N Tonawanda</td>
<td>91.3</td>
</tr>
<tr>
<td>Pressin Ruth L</td>
<td>Westbury</td>
<td>91.1</td>
</tr>
<tr>
<td>Green Patricia</td>
<td>Perrysburg</td>
<td>91.2</td>
</tr>
<tr>
<td>Baker Nancy L</td>
<td>Nunda</td>
<td>91.2</td>
</tr>
<tr>
<td>Piper Louise C</td>
<td>Buffalo</td>
<td>90.7</td>
</tr>
<tr>
<td>Morris Lois M</td>
<td>Wallkill</td>
<td>90.7</td>
</tr>
<tr>
<td>Concra Mary A</td>
<td>Ballston Lk</td>
<td>90.9</td>
</tr>
<tr>
<td>Obryuiak S T</td>
<td>Eaton</td>
<td>90.6</td>
</tr>
<tr>
<td>Hawley Grace J</td>
<td>Colton</td>
<td>90.4</td>
</tr>
<tr>
<td>Conklin C J</td>
<td>Rochester</td>
<td>89.9</td>
</tr>
<tr>
<td>Dittmaier J R</td>
<td>Jefferson</td>
<td>89.3</td>
</tr>
<tr>
<td>Pitman Dorothy</td>
<td>Troy</td>
<td>89.4</td>
</tr>
<tr>
<td>Green Linda M</td>
<td>Waterford</td>
<td>89.4</td>
</tr>
<tr>
<td>Koloski Teresa</td>
<td>Brackney</td>
<td>89.4</td>
</tr>
<tr>
<td>Bossert Barbara</td>
<td>Albasy</td>
<td>89.8</td>
</tr>
<tr>
<td>Cuthbert Monica</td>
<td>Cortland</td>
<td>90.0</td>
</tr>
<tr>
<td>Marlinski Diane</td>
<td>Tonawanda</td>
<td>89.8</td>
</tr>
<tr>
<td>Liu Dangelo Diana</td>
<td>Binghamton</td>
<td>91.4</td>
</tr>
</tbody>
</table>

**SHORT TAKES**

An injunction was filed against 256 employees of the Staten Island Rapid Transit Operating Authority to prevent members of Local 922 of the International Brotherhood of Electrical Workers from using work stoppages as a lever to obtain wage increases. The court decided that the employees were more involved in transportation rather than in commerce. Consequently, the Federal Railroad Labor Act permitting strikes by public employees was pre-empted by New York State's Taylor Law prohibiting such actions.

**Best Musical**

**THE PERFECT MUSICAL,** by Mark R. St. George, music by Stephen Flaherty, direction by Jack O'Brien

**WILLIAM CHAPMAN**

**THE NEW MUSICAL SONG**

---

**CIVIL SERVICE LEADER, Friday, March 25, 1977**

---

**LATEST STATE AND COUNTY ELIGIBLE LISTS**

---

**EXAM 55-980**

---

**TAYLOR LAW STRIKE AGAIN**

---

**SAYS A WAVE**

---

**TWO小さな SHORT TAKES**

---

**SAYS A WAVE**

---

**SHENANDOH**

---

**Flash Forever**

---

**LA BOLSA THEATRE 45TH STREET W 6 OF BROADWAY**
New York Chapter Special Executive Meeting March 24

MANHATTAN—There will be a special executive board meeting of the New York City chapter of the Civil Service Employees Assn. on March 24 to discuss contingency plans regarding the status of statewide negotiations as a result of the Governor's action last week.

Personnel Director

ALBANY — The State Civil Service Department has opened filing until March 28 for a May 7 promotion test for director of personnel promotion test for director of technician. The directorship pays $12,500 a year.

For further information contact your agency personnel office or the State Civil Service Department.

Chapter president Solomon Birnbaum designated the executive board as a contingency action committee and asked that board members poll the people of their units and report back the consensus feeling about what action should be taken next.

A detailed-by-law report prepared by Gennaro Pipietti and Glenn R. Spooner is being discussed at the meeting. Members are currently studying copies of the report.

Nomination committees chairmen Irving Goldberg is also scheduled to announce a slate of candidates for chapter officers.

The meeting will be at 8:15 p.m. at Francois Restaurant, 110 John St., Manhattan.

JUNE’S ATHLETIC CAMP

"The Field Camp in the East" for Boys 8-18
Pre-College, High School Instruction: Baseball, Basketball, Soccer,
Track, Swimming. Experienced Staff. 40 Acres. New Camp.
Send for further information or call
(516) 587-2506.

Write for information. Send check or money order for $10 to
321 Grant Ave, New York, New York.

GLAMOUR COURT SUMMER CAMP

A unique program blending nature exploration, creative arts and outdoor recreation on a 400-acre farm.
Boys & Girls 7-12
Teen Workcamp
JULY 9-AUGUST 14
On the Ocean at 43 Second Ave, New York, New York.
For further information call (212) 627-4782.
Our Host: Gary Sher and David Diamond.
Recommended by Man & Eve Margul.

SUNSALE HOTELS

Waldman’s Hotel
A four-bedroom hotel on the beach?

Atlantic Towers
On the Ocean at 42nd Street. Toll-Free (212) 265-7472.
Your Host: Gary Shae and David Diamond.
Recommended by Man & Eve Margul.

HAVE A GREAT HOLIDAY HERE.

Lost Weight
Get in Shape.
$19 per person paid in upon arrival March 19.

TO HELP YOU PASS

GET THE ARCO STUDY BOOK

BOOKS

PRICES

Accountant Auditor 3.00
Administrative Assistant Officer 2.00
Ave. Appraiser (Real Estate) 6.00
Attorney 4.00
Auto Salesman 4.00
Beginning Office Worker 5.00
Beverage Center Invest. 8.00
Bookkeeper Formy Clerk 5.00
Bridge and Tunnel Officer 5.00
Building Inspector 5.00
Bus Maintainer 5.00
Bus Operator 5.00
Captain’s Office 5.00
Captain P.D. 5.00
Cashier 5.00
Civil Engineer 5.00
Civil Service Artif. and Vocabulary 4.00
Civil Service Handbook 2.00
Clerk N.Y. City 2.00
Clerk Guide to C.S. Jobs 2.00
Computer Programmer 5.00
Cust. Supt., and Inspector 5.00
Correction Officer 4.00
Court Officer 5.00
General Entrance Series 4.00
General Test Pract. for 22 U.S. Jobs 4.00
L/T Fire Dept. 5.00
Lt. Police Dept. 5.00
Electrician 5.00
Electrical Engineer 6.00
Firedman 7.00
Foreman 5.00
Frob. and Parcel Officer 4.00
Navy Paymaster 4.00
Nurse (Practical and Public Health) 8.00
PACE Pro & Ad Camber Exam 6.00
Parking Enforcement and Agent 4.00
Police Administrative Able 5.00
Dictation 5.00
H.S. Diploma Test 5.00
H.S. Entrance Examinations 5.00
Home Study Course for C.S. 4.00
How to Get a Job in Government 4.00
Hospital Attendant 5.00
Housing Assistant 5.00
Investigation Inspector 5.00
Librarian 5.00
Laboratory Aide 5.00
Librarian 5.00
Mailman 5.00
Mailman (Mail Carrier) 5.00
Maintainer Helper A and C 6.00
Man & Admin Quiten 5.00
Mechanical Engineer 5.00
Mechanical Engineer 5.00
Motor Vehicle License Examiner 5.00
Notary Public 4.00
Police Officers (Police Dept. Trainee) 5.00
Playground Director — Recreation Leader 5.00
Policeman 5.00
Post Office Carrier Clerk 5.00
Post Office Meter Vehicle Operator 5.00
Postal Promotional Supervisor-Foreman 6.00
Préliminary Practitioner for H.S. Psychology Diploma Test 5.00
Principal Clerk-Steno 5.00
Probation and Parole Officer 4.00
Professional Trainee Admin. Aid 6.00
Railroad Clerk 4.00
Sanitation Man 5.00
Sanitation Man 5.00
Serious Mental 5.00
Senior Clinical Series 6.00
Social Case Worker 5.00
Staff Attendant and Sr. Attendant 5.00
Stationary Eng. and Fireman 6.00
Steelworker 6.00
Supervision Course 5.00
Trainee Police 5.00
Training Counselor 5.00
Vocabulary, Spellings and Grammar 4.00

Contains Previous Questions and Answers and Other Suitable Study Material for Coming Exams

ORDER DIRECT—MAIL COUPON

LEADER BOOK STORE
11 Warren St., New York, N.Y. 10007

Please send me __ copies of books checked above.

I enclose check or money order for $____

Add 30 cents for postage and handling and 8% sales tax.

Name ____________________________

Address ____________________________

City ____________________________ State ____________

BOOKS NOT RETURNABLE AFTER 10 DAYS
### Summary of Provisions

**A.802, Greco**
- **Summary:** This bill would allow PERB to enforce the terms of a negotiated agreement with an employee organization.
- **Status:** A. Gov. Employees Comm.
- **Status:** S. Civ. Service Comm.
- **Status:** FAVOR

**A.3322, Calogero**
- **Summary:** This bill would allow local governments to negotiate disciplinary procedures for employees who engage in illegal strikes.
- **Status:** A. Gov. Employees Comm.
- **Status:** S. Civ. Service Comm.
- **Status:** FAVOR

**A.1088, Flanagan**
- **Summary:** This bill would make the cost of providing transportation for field trips, which are primarily educational in nature, ordinary and com-
- **Status:** A. Gov. Employees Comm.
- **Status:** S. Civ. Service Comm.
- **Status:** FAVOR

**A.1420, Herbst**
- **Summary:** 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.
- **Status:** A. Gov. Employees Comm.
- **Status:** S. Civ. Service Comm.
- **Status:** FAVOR

**A.3527, McInemey**
- **Summary:** This bill would amend Section 243 of the Military Law regarding negligence, did not become a member of the Retirement System active duty for at least 181 consecutive days.
- **Status:** A. Gov. Employees Comm.
- **Status:** S. Civ. Service Comm.
- **Status:** FAVOR

**A.3648, Marchisello**
- **Summary:** This bill would extend the 76 '77 school year.
- **Status:** A. Gov. Employees Comm.
- **Status:** S. Civ. Service Comm.
- **Status:** FAVOR

**A.3850, Evers**
- **Summary:** This bill would extend the $6,000 maximum amount a retiree may earn in job services during the year without a loss of retirement benefits.
- **Status:** A. Gov. Employees Comm.
- **Status:** S. Civ. Service Comm.
- **Status:** FAVOR
Lifeguards Needed In Suffolk County

HAUPPAUGE—The Suffolk County Civil Service Department has open filing for lifeguards for the 1980 season, but local residents will get preference. The jobs are at various town and village public beaches and pools, the Smith Point Park in Shirley and other county facilities. Application forms and proof of age must be submitted to the Suffolk County Civil Service Department, 270 Broadway, N.Y., 10007. Its hours are 9 a.m. to 5 p.m., weekdays. Four positions have openings in town and village beaches.

Other positions have openings in Smith Point Park and two parks operated by the county. For information on the lifeguard positions, call 488-4141.

Arts and Sciences

ARTHUR LEVITT

New York State Comptroller

This is a welcome opportunity to discuss Retirement System matters with you. It is in the first of what I hope will be a long series of articles to be carried by the Leader on a periodic basis. I plan to talk with you about your benefits, privileges and responsibilities as Retirement System members, and make it easier for us to work together toward making your future sound and secure.

As a beginning, let us take a look at the history of the system, but how they have grown, and how they have changed.

The Employees’ Retirement System began 56 years ago, in 1921. At that time, it covered only State employees. In 1922, counties and cities were allowed to join and, a year later, towns and villages were in as participants. School districts and other public agencies were excluded until 1945. Since New York City had developed its own pension systems prior to the establishment of the Employees’ Retirement System, there was no reason for the City to join the State plan.

The original retirement plan offered by the Employees’ Retirement System was the contributory, age 60 Basic Plan. Enacted in 1920, the age 60 plan has been continued, virtually unchanged, to the present day. The benefit under this plan is $1/40th of final average salary per year of service plus an annuity based on member contributions. The contributory age 55 and age 60 Basic Plans are offered by 369 employers representing 3,862 employees.

The Laws of 1966 brought about a major innovation in benefit design for the Employees’ Retirement System. In addition to the employer-pay-all aspect, the benefit was increased to provide an allowance of $1/60th of final average salary for each year of service after April 1, 1960. The benefit for pre-1960 service remained as it was under the age 55 plan. Two years later, the $1/60th benefit was extended to cover service between 1938 and 1980.

These noncontributory plans are provided by 1,333 participating employers for their 76,050 member employees.

In 1967, a new plan was enacted that emphasized the career aspect of public employment. This Career Plan provided that upon completion of 25 years of service, the benefit would jump to $1/50th of final average salary for each year of service. Thus, a 25-year worker might retire at half pay.

The following year, the career concept was revised to comprise a 20-year period, and the $1/50th benefit was pegged to that period. Half pay was thus available with 20 years of service; 20 years, however, produced a benefit of $20/50ths of final average salary, or 40% of final average salary.

All non-uniformed State employees were covered by this New Career Plan from its inception. Other participants: employers and their employees, among the various plans available, the plan which would apply to their members.

Policemen and Firemen’s Retirement System

Policemen and firemen were originally members of the Employees’ Retirement System and were covered by the same plans as were all other members. In 1937-38, the first plans based on 25 years of service were enacted for policemen. In 1943, a 25-year plan was offered for policemen.

The 20-year plan first made its appearance in 1947, when it was adopted for State policemen. The ensuing score of years saw the adoption of numerous special plans for policemen and fire personnel of the State and participating employers.

In 1967 there was a major change in retirement system structure. All policemen and firemen were transferred to the newly established Policemen’s and Firemen’s Retirement System.

RECENT DEVELOPMENTS

The 1970 New Career Plan was the apex of the trend toward improved retirement benefits. It was also during that year that we heard concern expressed about the cost of providing retirement benefits.

The 1973 Legislature enacted a series of limitations applicable to members who joined the Systems between July 1, 1973, and June 30, 1976. These noncontributory plans are provided by 1,333 participating employers for their 76,050 member employees.

In 1969, a new plan was enacted that emphasized the career aspect of public employment. This Career Plan provided that upon completion of 25 years of service, the benefit would jump to $1/50th of final average salary for each year of service. Thus, a 25-year worker might retire at half pay.

The following year, the career concept was revised to comprise a 20-year period, and the $1/50th benefit was pegged to that period. Half pay was thus available with 20 years of service; 20 years, however, produced a benefit of $20/50ths of final average salary, or 40% of final average salary.

All non-uniformed State employees were covered by this New Career Plan from its inception. Other participants: employers and their employees, among the various plans available, the plan which would apply to their members.

The 1973 Legislature enacted a series of limitations applicable to members who joined the Systems between July 1, 1973, and June 30, 1976. These noncontributory plans are provided by 1,333 participating employers for their 76,050 member employees.

In 1967, a new plan was enacted that emphasized the career aspect of public employment. This Career Plan provided that upon completion of 25 years of service, the benefit would jump to $1/50th of final average salary for each year of service. Thus, a 25-year worker might retire at half pay.

The following year, the career concept was revised to comprise a 20-year period, and the $1/50th benefit was pegged to that period. Half pay was thus available with 20 years of service; 20 years, however, produced a benefit of $20/50ths of final average salary, or 40% of final average salary.

All non-uniformed State employees were covered by this New Career Plan from its inception. Other participants: employers and their employees, among the various plans available, the plan which would apply to their members.

Policemen and Firemen’s Retirement System

Policemen and firemen were originally members of the Employees’ Retirement System and were covered by the same plans as were all other members. In 1937-38, the first plans based on 25 years of service were enacted for policemen. In 1943, a 25-year plan was offered for policemen.

The 20-year plan first made its appearance in 1947, when it was adopted for State policemen. The ensuing score of years saw the adoption of numerous special plans for policemen and fire personnel of the State and participating employers.

In 1967 there was a major change in retirement system structure. All policemen and firemen were transferred to the newly established Policemen’s and Firemen’s Retirement System.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking employment with the City should file at the Department of Personnel, 40 Thomas St., New York 10038, between 9 a.m. and 4 p.m. Special hours for Thursdays are 1:30 a.m. to 9 p.m.

These requesting applications by mail must include a stamped, self-addressed envelope, to be returned to the Department at least five days before the deadline. Announcements are available on request.

By subway, applicants can reach the filing office via the BMT (Chambers St.), IND (Chambers St.) or BMT (at 96th St. and Broadway). For information on the Department, call 488-4141. Applicants should contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., 10007. Its hours are 9 a.m. to 5 p.m., weekdays only.

Several City agencies do their own recruiting and hiring. They include the Board of Education (teachers only), 66 Court St., Brooklyn 11201; phone: 596-3956.

The Board of Higher Education advises teachers staff appointments to the State. All urban schools, non-faculty jobs are filled through the Personnel Department directly.

Regional offices of the State Department of Civil Service are located at the World Trade Center, Twenty-Ninth floor, New York 10048 (phone 488-4444; 16 a.m.-3 p.m.). State Building, Albany 12208; Suite 750, 1 W. Genesee St., Buffalo 14203; 9 a.m.-4 p.m. Applicants may obtain announcements by writing to the Office of Employment (teachers only) or by applying in person at any of the three.

Various State Employment Service offices can provide assistance to persons in person, but not by mail.

For positions with the Unified Facilities Service Department, the applicant should contact the Unified Facilities Service Department, H. Lee Dennison Executive Office Building, Veterans Memorial Highway, Hauppauge.

If inquiring by mail, enclose a self-addressed, stamped, legal-size manila envelope.

CIVIL SERVICE LEADER, Friday, March 26, 1977
NEW CITY—Orangetown employees demonstrated solid support for improved labor relations last week in an informational picketing session and later at a meeting of the town board.

Approximately 125 employees demonstrated for over two hours in front of town hall in protest at least of 10 "points of disagreement" which stem back as far as 1973 and another administration.

Orangetown CSEA unit president Theodore C. Wenzl also marched with his members in the bitter wind outside town hall, thanking them for their strong show of solidarity and urging them to attend the town board meeting later that evening. CSEA statewide president Theodore C. Wenzl also marched with the workers during the rainy demonstration.

At the town board meeting, Mr. Mauro detailed the 10 issues that the town could not agree with his marching members in the informational picketing session and later at a meeting of the labor-management committee of the New York State Division of Labor Relations. He said that the town uses the state law to sign the 1976-77 contract. After subsequent PERB hearings, the town board finally signed the pact—just 29 days before it was due to expire. However, to date, the implementation of the salary plan has not been served to the town, "even though its basis in fact rules with a 1977 town board resolution," Mr. Mauro said.

Another point brought up by Mr. Mauro was dissatisfaction, some of the workers being absent during the meeting. "The committee felt that the rule, which allows laid-off workers to return to their former positions held, limited opportunities available to these displaced employees by not allowing them to move to positions in their same jurisdictional class."

"The committee felt that the right of the incumbent to be automatically called off negotiations was unduly limited by their proposed rule, requiring him to file a complaint after the new contract was signed," Mr. Mauro said. Another issue brought up by Mr. Mauro before the town board included the fact that in September 1976, the CSEA filed an improper practice charge with the Public Employment Relations Board for the State of New York that the town signed the 1975-76 contract. After subsequent PERB hearings, the town board finally signed the pact—just 29 days before it was due to expire. However, to date, the implementation of the salary plan has not been served to the town, "even though its basis in fact rules with a 1977 town board resolution," Mr. Mauro said.

The group is continuing to seek

The committee's recommendations to be made as a result of the committee's analysis of layoff problems as they occur throughout the state.

Members of the CSEA side of the committee include: William Blom, Thomas Currier, CSEA's assistant director of research; Jack Fabiano, Carl Laurino, William DeMartino, Wilfred Lewis (partly obscured), Nathan Fawcett, Deputy Commissioner Purcell, Executive Deputy Commissioner William O'Toole, Industrial Commissioner Phillip Rose, Ben Abraham, Carl Matti, Stuart Leibman, and Wayne Domingue, proxy sitting in for Kaye Tsuschak, and, in the background, John Weil.

LABOR/MANAGEMENT MEETING FOR LABOR DEPARTMENT

A meeting of the labor-management committee of the New York State Department of Labor was held in Albany earlier this month. At the meeting the state's affirmative action plans for employment practices were discussed. Mr. Blom present, starting from the left at the far side of the table and working clockwise were: James Currier, Paul Birch, Robert Latimer, Leo Andrews, Robert Diemond, Ralph Fabiano, Carl Laurino, William DeMartino, Wilfred Lewis (partly obscured), Nathan Fawcett, Deputy Commissioner Purcell, Executive Deputy Commissioner William O'Toole, Industrial Commissioner Phillip Rose, Ben Abraham, Carl Matti, Stuart Leibman, and Wayne Domingue, proxy sitting in for Kaye Tsuschak, and, in the background, John Weil.

Layoff Rules Of Retreat Broadened

Facts: Karl Quin, William DeMartino, Wilfred Lewis (partly obscured), Nathan Fawcett, Deputy Commissioner Purcell, Executive Deputy Commissioner William O'Toole, Industrial Commissioner Phillip Rose, Ben Abraham, Carl Matti, Stuart Leibman, and Wayne Domingue, proxy sitting in for Kaye Tsuschak, and, in the background, John Weil.

Election Set

In Rockland

(Continued from Page 1)