CSEA Delegates Authorize Strike Deadline

By PAUL KYER
KIAMESHA LAKE—There was no shouting, no uproar here last week when some 1,200 delegates attending the spring meeting of the Civil Service Employees Assn. voted to strike statewide on April 18 unless they were offered a decent pay package for state workers this year.

A grim and silent crowd took less than 20 seconds to approve a strike resolution offered by CSEA’s State Executive Committee chairman Thomas McDonough.

There was no need to debate. Delegates knew the facts well before arriving here for their three-day session. They had already rejected a proposal by Governor Carey for a $350 across-the-board raise on April 1 and another 5 percent hike on Jan. 1. The fact-finders’ strong recommendation for a 5 percent rate now and additional 3½ percent hike on Jan. 1 for all employees was, in turn, rejected by the Governor.

Carey’s refusal to consider the recommendation on the grounds it “costs too much” caused CSEA president Theodore C. Wenzel to term Carey “the

(Continued on Page 16)

Union Tightens Belt On Funds: ‘Workers Need Every Penny’

By MARVIN BAXLEY
KIAMESHA LAKE—This body rejects the Governor’s proposal and the fact-finders’ report, and unless a responsible contract offer acceptable to all negotiating teams be passed by the Legislature and accepted by the Governor by April 18 that CSEA strike the State.”

That motion, passed overwhelmingly by delegates to the Civil Service Employees Assn.’s annual spring convention at the Concord Hotel here, was, of course, the most important action taken at the meeting.

Other decisions, perhaps of less immediate import to the rank-and-file membership, generated much high-voltage debate during the course of the three-day coming-together of CSEA decision-makers throughout the state.

One of the hottest issues raised was that of bargaining units. The members expressed concern that they may lose their voice in collective bargaining because it

(Continued on Page 16)
**Testing Ends March '31**

**For 8 Suffolk Titles**

EAST NORTHPORT — The Suffolk County Civil Service Department will cease continuous recruitment testing for eight titles March 31. Candidates must call for an appointment before March 18.

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

For information call the East Northport Testing and Information Center, 305 Larkfield Road, East Northport. Phone: (631) 216-2504.

**Legal Victory For Westchester CSEA**

**Judge Rules In Job Elimination: 'Circumvention Of Civil Service'**

WHITE PLAINS — The Westchester County Commissioner of Hospitals has been found in violation of the Civil Service Law for eliminating nine security guard positions purportedly because of a budget reduction, and then awarding a contract to a private agency to perform the identical duties at virtually the same cost.

The ruling this week by Justice Leonard Rubenstein, on an Article 78 petition, ordered the nine guards reinstated and awarded them back pay to Jan. 1, 1977, when they lost their jobs at the Westchester County Medical Center in Valhalla. According to

**Special Notice**

FOR CSEA MEMBERS ONLY

**CSEA Basic Accident and Sickness Plan**

If you are a new employee under age 391/2 and apply for this insurance within 120 days from your employment date, you are guaranteed $150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

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<th>If your annual salary is</th>
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When your annual salary is increased to a new wage bracket, you should apply for additional disability income. YOUR INCREASE IN DISABILITY INCOME IS NOT AUTOMATIC.

For complete information and costs, complete and mail the coupon below or call your nearest Ter Bush & Powell representative for details.

**GHI Housekeeper Agency**

**For Manhattan, Bronx**

MANHATTAN — Group Health Incorporated (GHI) has been awarded a contract by the New York City Department of Social Services to provide housekeeper services in Manhattan and the Bronx to individuals who receive assistance from that agency because they are blind, disabled or elderly.

The program also helps families in which one or both parents are incapacitated in some manner and unable to perform routine household tasks, though they may be capable of functioning in other respects.

GHI, a not-for-profit health services corporation, was certificated as a home health agency by the New York State Health Department last summer, and was previously approved as a member of the National Council of Homemaker-Home Health Services, Inc. It provides housekeeper service throughout the City and some parts of the boroughs of Manhattan and Queens through its own employees.

Home health care is given by nurses, home health aides and other workers from the division in accordance with a physician's plan of treatment and under supervision.

**Asso. Transmission List Established**

ALBANY — A associate transmission facility applicant eligible list, resulting from open competitive exam 24-386, was established March 4 by the State Civil Service Department. The list contains 9 names.

**CIVIL SERVICE LEADER**

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**COMPLIMENTARY FLORIDA HOME BOOK**

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- Concrete construction
- Plastering
- Interior finishing
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REGENDY PARK, FLORIDA

This home book includes the full line of products and services offered by our company. A comprehensive guide to help you choose the best solutions for your needs.

THE HOME BOOK

Model open daily 7 days... come in and browse!
NEW UTICA SATELLITE OFFICE

Civil Service Employees Assoc. members now have no trouble locating the Central Region V office in Utica. The new satellite, with a staff of six, stands out at the corner of John and Bleecker Street. Terry McDaniels, CSEA stenographer and Eroie "Butch" Venters, CSEA organizer, walk past the new CSEA sign which greets drivers block away. Francis Martin, file supervisor, was chiefly responsible for the selection and floor planning of the new site, which has an additional 500 square feet of needed floor space.

2 Contract Offers Rejected By Rensselaer County Unit

TROY—During a hectic two-week period, the Rensselaer County unit of the Civil Service Employees Assoc. rejected two contract settlements offered by the Rensselaer County administration.

The full $700 in 1978 paid for by the county was rejected by a 3 to 2 margin.

The CSEA has requested the State Office of Parks and Recreation to eliminate approximately 120 jobs at 11 regional parks and recreation headquarters.

The CSEA, which represents the employees affected, said the plan to eliminate the positions under the guise of consolidation is a violation of the contract between the union and the State of New York and would "cause serious economic problems to the individuals involved and the locals in which they live and work."

A union spokesman said employees to be affected were first told of the plan in a letter dated Jan. 27, 1977, and that the jobs involved are scheduled for elimination at five of the regional parks and recreation commission locations on March 31 and at the remaining six on October 1. The CSEA said the State Office of Parks and Recreation officially informed the locals of the plan on November 15.

The employees involved are most clerical and administrative personnel handling travel and welfare transactions, and since they would be economically unable to accept transfers to Albany, they are, in effect, being forced out of their jobs. And, regardless of the moves, workers in the communities involved because the jobs will definitely be eliminated there. We're trying to save those 120 jobs, for the people as well as the community," a CSEA spokesman said.

The CSEA said more than 20 jobs in finance, payroll, and purchasing are slated to be abolished at the following five regional headquarters on March 31:

- Taconic State Park and Recreation Commission, Staatsburg, with responsibilities for state parks in Columbia, Dutchess, Putnam and Westchester Counties.
- Central New York State Park and Recreation Commission, Clinton, with responsibilities for state parks in Oswego, Onondaga, Madison, Oneida, Chenango, Otsego and Broome Counties, the southeastern counties.
- Genesee State Park and Recreation Commission, Mount Morris, with responsibilities for state parks in Genesee, Monroe, Livingston, Orleans and Wyoming Counties.
- Saratoga—Capital District State Park and Recreation Commission, Saratoga Springs, responsible for state parks and recreation areas in Albany, Saratoga, Schenectady, Schenectady, Montgomery Counties and parts of Washington, Pulaski, Broome and Greene Counties.
- City of New York State Park and Recreation Commission, New York City, which has control over state parks in Kings, Queens, New York, Bronx and Richmond Counties.

An additional 100 employees will be affected on Oct. 1 at the following locations, the union spokesman said:

- Franklin Frontier State Park and Recreation Commission, Niagara Falls, with responsibilities for parks and recreation land in Orleans, Genesee and Wyoming Counties and part of Canandaigua County.
- Pelham Interstate Park Commission, Bear Mountain, which is responsible for maintaining Palisades Interstate Park in Orange and Rockland Counties and portions of Sullivan and Ulster Counties.
- Allegany State Park and Recreation Commission, Salamanca, which is responsible for parks in Chautauqua and Allegany Counties and part of Cattaraugus County.
- Finger Lakes State Park and Recreation Commission, Taughannock Falls State Park, Trumansburg, which has concern for state parks in Cayuga, Chemung, Ontario, Schuyler, Seneca, Steuben, Tioga, Tompkins, Wayne and Yates Counties.

Long Island State Park and Recreation Commission, Belmont Lake State Park, Babylon, Long Island, which is responsible for state parks and highways in Nassau and Suffolk Counties.

-Thousand Islands State Park and Recreation Commission, Alexandria Bay, responsible for parks and reservations in Jefferson County and parts of Lewis, Franklin, Clinton and St. Lawrence Counties.

The CSEA spokesman said the union has filed a formal grievance with the State Office of Parks and Recreation claiming the elimination of the jobs is a violation of the CSEA-state contract in that the State failed to provide six months' notice of the elimination of the finances, purchasing and payroll functions at the locations. The union spokesman said all permanent employees affected are being offered transfers to Albany at their present salaries and that such relocation would be virtually impossible for most of them.

The union said the "CSEA is not against the consolidation move; but against the forced laying off of these 120 more people in the state and their communities caused by it. With unemployment still very high in this state, this move by the State Office of Parks and Recreation can only add to the unemployment situation and the burden of the taxpayers to support it. If the state can consolidate all state agencies, let's get rid of the people out of equivalent jobs in the same area, the union would be satisfied."

Impasse In Skaneateles

SKANEALEES—A spokesman for the Civil Service Employees Assoc., announced recently that an impasse has been declared between the CSEA, representing the instructional employees of the Skaneateles Central School District, and the district management.

Ron Smith, CSEA field representative for the school district employees, said the impasse reached after numerous meetings with the School District in an attempt to reach an equitable settlement. Among the many issues brought up were grievance procedure, posting and bidding procedure and wages.

The posture of the School District has been negative, according to the responses to legitimate proposals submitted by the CSEA," Mr. Smith said.

The CSEA has requested the Public Employment Relations Board to appoint a mediator in an attempt to resolve the contract dispute.
ODAS EMPLOYEES AWARDED FOR SERVICE

NEW YORK—Three improper practice charges are pending against Rockland County as a result of illegal management actions this year and last.

The Civil Service Employees Asn., the union representing about 1,800 employees of the county, has charged that the county has failed to pay guaranteed longevity increments and annual increments for 1977; has failed to negotiate for a 1977 contract for the workers; and has held an illegal legislative hearing in October 1976.

The three charges are at three different stages of resolution before the Public Employment Relations Board. The one that is probably nearest to settlement is the charge of failure to negotiate. On Oct. 27, 1976, Rockland County unit president Patsy Spicci wrote to the chairman of the County Legislature demanding that negotiations for a 1977 contract be resumed. However, to this date, the County has refused to bargain with the workers' union at all.

"This is a blatant violation of the Taylor Law," Mr. Spicci said, "and we are pursuing every available settlement of the charge." A hearing on the matter was held in February, and a decision is expected shortly.

A related charge concerns the legislative hearing held in October 1976, at which the county legislators unilaterally imposed the terms and conditions of employment for the 1976 year for the Rockland employees. The CSEA maintains that this hearing was held illegally, since the State's Taylor Law specifies that such a hearing can be held only if the parties have rejected a contract dispute in a fact-finder's report. Moreover, the CSEA believes that the charge will be held at PERB offices in New York City in mid-April, and a formal hearing is set for April 29.

On March 6, the third charge was filed, concerning the county's failure to pay longevity and annual increments this year. At Leader prominence, the CSEA was awaiting the setting of the date of the informal hearing on this issue.

"The County of Rockland seems to have the attitude that it can do whatever it pleases in its employees," Mr. Spicci said. "CSEA is just letting the county know that the workers here will not tolerate the county's use of illegal methods in its labor relations.

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Sr. Health Analyst

ALBANY—A senior health care fiscal analyst eligible list, resulting from open competitive examination, is open for appointment. The examination is open to all eligible persons who are graduates of accredited colleges or universities, have completed 2 years of college work, and have maintained a grade-point average of 2.0 on a 4-point scale.

The examination includes a written test, which consists of legislative questions and essay-type questions. The examination will be open to all eligible persons who meet the requirements of the position.

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LTCSEA Brass Plans Forum With Area Legislators

MINEOLA — Irving Flaumenbaum, president of Long Island Region I of the Civil Service Employees Union, has scheduled a summit of union leaders and Long Island's legislative delegation on April 1.

Members of the CSEA executive board and chapter presidents will attend the forum with the legislators to discuss the upcoming legislative hearing on the state contract, agency shop, and the CSEA's legislative priorities. The forum will be held in conjunction with the coming legislative hearing on the state contract, agency shop, and the CSEA's legislative priorities.

The CSEA's Danny Jinks, staff coordinator of the state-wide committee, said the committee is working closely with Bernard Ryan, CSEA's legislative coordinator, and the Governor's office, to gain passage of the State Code of Education, and other bills favorable to non-teaching school district workers.

Currently, Mr. Jinks reports, efforts are underway to go forward with a measure which would mandate unemployment insurance for non-teaching school employees. Also, the CSEA is seeking amendments to the Education Law to provide for the continuation of the cafeteria programs, and changes in the Civil Service Law to provide for an agency shop.

Pending CSEA Legislation Outline

This week's legislative update is provided by Civil Service Employees Union's office of legislation and political action.

A-Assembly, S-Senate

BILL AND SPONSOR SUMMARY OF PROVISIONS STATUS
A.800, Greco* This is the Agency Shop bill. It would require all non-members represented by a union to contribute an amount equal to the dues of the recognized collective bargaining unit.
A.2217, Greco* This bill would provide for final offer arbitration as a means of resolving disputes in negotiations.
A.911, Anderson, multi-sponsored A.2932, Cagan, multi-sponsored This bill would allow PERB to enforce a negotiated agreement.
A.1010, Fime This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to new retirees.
A.1359, Greco* This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to new retirees.
S.1775, Koor, multi-sponsored A.1713, White, multi-sponsored A.2455, Delfino* This would entitle Veterans of WW ll and Korea to double their pensions if they were honorably discharged veterans and residents of N.Y. State at time of entry into service.
A.2534, Scheerhorne This would allow local governments to negotiate disciplinary procedures with an employee organization.
S.4840, None This would become permanent for employees who engage in illegal strikes. It would eliminate the automatic probation and "two-for-one" fines for such employees.
A.781A, Lander* This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to receive unemployment benefits prior to the date of separation or demotion.
S.287, Nelson Increase to $4,800 the maximum amount a retiree may earn in job services during the year without a loss of retirement benefits.
S.1458, B. Smith, staff, multi-sponsored A.1689, Hanseng* If the voters of a school district neglect or refuse to approve expenses for school cafeteria programs or services, the Board of Education may levy a tax to provide for same.
S.1413, Schermerhorn* A.1409, Herner This bill would make the cost of providing transportation for field trips, which are an integral part of nature, ordinary and continuous school district expenses.
S.1840, Esken, multi-sponsored A.2985, None This amends the Retirement Law, modifying eligibility in the Retirement System, clarifying definitions and procedures and establishing a method of integrating Social Security into the Retirement System under COE. Retirement Plan.
R.101, Gerace, Caralynn* The bill would extend representation rights to employees of the Div. of Military & Naval Affairs.
S.2901, Flynn This would extend the current $2,000 survivors' benefit for employees who retire during or after 1966 to those who retired prior to 1966.
A.1413, Field S.1131, Nolan If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PERB as well as a fine not to exceed $1,000 per occurrence which shall be paid to the employee organization.
S.2929, Delfino* A.3049, None This would provide for a four-year period of 5 years from the date of separation or demotion.
S.2934, Schermerhorn A.3076, Delfino This bill excludes from Taylor Law coverage, employees designated as supervisor, defines supervisor down to the level of a person having the responsibility to direct employees or effectively recommend the adjustment of grievances.
S.2945, Esken, multi-sponsored A.3196, Hanra, Hunt, Magle This bill would amend the State Code of Education, and other bills favorable to non-teaching school district workers.

Correction

A previous edition of the Leader stated that the Civil Service Employees Union has a bill introduced in the Senate by Sen. Eckert to amend the Retirement Law. The CSEA favors this bill, which has Senate number 1889.
GOVERNOR CAREY and his politics of cynicism reached new heights recently in his rejection of a distinguished fact-finders' recommendation for a state employee pay raise—estimated to cost some $80 million—while at the same time pushing for an income tax reduction that would cost $100 million.

The motivation behind both moves is to say the least, amoral. A brief study of the amounts involved demonstrates clearly that Carey is using an income tax cut with money from the pockets of the state's civil service employees. The irony is that Carey has bent all his budget efforts toward a position to be defended but in this instance willing to drop $30 million more than needed for a pay raise to please the voters. The money—$5 to $50—in citizens' pockets would be miniscule. But it would represent a fairly decent pay increase for employees who haven't had one since 1974.

Running alongside of this maneuver are proposals by the Governor to move 12,000 more workers into the management class, a cutback in already-negotiated benefits and as much emasculation of retirement benefits as possible. The sum total is union busting on the highest scale—and this from the state leader of a party with a history of being the working man's friend.

What then is the Governor's real goal? Denying a modest pay increase of 8 1/2 percent—recommended by a fact-finding committee headed by one of the country's most distinguished labor negotiators, Theodore Kheel—and putting a few pennies briefly in the pockets of taxpayers are actions that serve neither the people nor the state. But His Majesty disdain to deal with any protests seriously.

Carey'sempire may well be the propelling force, then, to cause a state worker strike on April 18, as sanctioned last week by the Civil Service Employees Assn. The organization has rejected his token pay increase scheme and is looking now to the Legislature for support. If a strike should occur, blame the politics of cynicism, not the ordinary state employee who has no place else to go—except to the wall.

Q: I get Social Security. What is the Social Security number?

A: The Social Security number is a nine-digit number assigned to every person in the United States. It is used for tax purposes and to determine eligibility for Social Security benefits.

Q: What is the difference between Social Security and Medicare?

A: Social Security is a federal program that provides retirement, disability, and survivors benefits to eligible individuals. Medicare is a separate program that provides health insurance to those who are 65 years of age or older, or who have certain disabilities.

Q: How do I apply for Social Security benefits?

A: You can apply for Social Security benefits by calling 1-800-772-1213 or by visiting your local Social Security office. Applications are also available online at the Social Security Administration website.
RETIEMENT  NEWS & FACTS

by PAMELA CRAIG

QUESTION

The public is usually quick to blame the bureaucrats. What do you expect from the public in order to make your life easier?

THE PLACE

Edna Hopfan.

is this place and they fear they aren't going to get out faster.

If the public were to come in earlier, they would get out faster.

Editor, The Leader:

my husband's ordeal at the medical center. The stairwell gave way. He fell into the stairwell and was in need of medical attention.

Therese Steele, clerk: I think there must be more understanding on both sides. If our customers would understand our position and what we have to do and not blame us for everything, things would work out better.

We don't say no out of meanness; we say no because it is sometimes required by the job. The public attitude is not always what it is supposed to be.

My husband asked the doctor for an X-ray. The doctor did not think this was necessary and let him go with some prescription for a pain-killer, which did not help.

For three weeks, my husband had to go back to the medical office, but his condition did not improve. Finally a doctor decided to take X-rays, to find out what he had broken.

Firefighters have to be fit, as they have to retrieve patients who sometimes make errors. I wish they were less frequent. Sometimes, I feel we should have someone stand behind us when we have to deal with irate customers.

Iris Castille, clerk: Here at Motor Vehicles we work very hard and most of the customers are satisfied with our service. I have seen many people depend on our services, and I have seen them come for their licenses and registrations earlier instead of waiting till the last minute. We reach out our hand to the customers, and they have a problem. We don't make rules although the customer thinks he has the right to make them.

Thayer's Crusade

Editor, The Leader:

Since my husband is a veteran, a frequent customer at the Motor Vehicles office, I have been particularly interested in reading Paul Thayer's column, The Fireman. His March 18 article on The Games Some Medical Officers Play, treated a subject familiar to me, as my husband is a veteran. I was interested in reading what he had to say about the medical office some time ago. It seems the office has not improved.

My husband was fighting a fire, when he reached the fifth floor of a burning building. While the stairwell gave way, he fell through two floors and was pulled out by another firefighter. This was in need of medical attention.

As he waltzed his way through the hospital's emergency room, a doctor finally got around to treat his neck and leg burns, removing him without taking X-rays.

We arrived home at 3 a.m., and my husband could hardly make a move. He had to return to the city for a checkup after a couple of days and, being in great pain, my husband was put in a '91 station wagon with a '70 wagon. The Beck went up $680 and the Chevy went up $200. Twenty-five days later, he received another increase: the Chevy went up an additional $40.

The price has gone up $610 in one year. This is over a 100 percent increase.

If the information in the article is accurate, I would like to understand the reason for our enormous increase.

I am a student and a part-time driver of our Chevy. I would appreciate any explanation you could give me on this problem.

No Raise, No Vote

Editor, The Leader:

I voted for Hugh (the Mustache) Carey when he ran for Governor. It was the first and is the last vote I'll ever receive from me.

Name Withheld

New York City

Insurance Rollbacks

Editor, The Leader:

The article on the auto-insurance rollback, in the March 17 issue of the Leader, says that the CRSA Region 1 president got the last chance to cut insurance companies too roll back the latest increases. I would like to know more about this.

My father is with Allstate and we received an increase in the year's policy, in February. We have to turn the V-8 station wagon and a '70 wagon. The Beck went up $680 and the Chevy went up $200. Twenty-five days later, he received another increase: the Chevy went up an additional $40.

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Political Action Committee Report

The political action committee report was given by chairman Martin Lagone, of Rockland Penitentiary Center Local 621. The Concord Hotel. Other committee members are Carole B. Berard, Earl Braina, Ruth Brandon, Richard Goslin, Mary Maguire, Ray McFadden, and James Currie.

While this Committee wishes it could report categoric success based upon its activities in the political arena, it is perhaps foolish or at best unrealistic to expect a successful fund raising enterprise compared to years gone by, in terms of other comparable interest groups. We are only in our formative stages. While our endorsements were not less than 2 percent of the entire membership in terms of other comparable interest groups, we are only in our formative stages. While our endorsements would appear to downshift success should be a clear consequence of their actions.

Unfortunately, however, all things are relative. While our method of political involvement was, this past year, clearly more sophisticated and all encompassing enterprise compared to years gone by, in terms of other comparable interest groups, we are only in our formative stages. While our endorsements we believe were made judiciously, they alone do not guarantee success. There exists in this State another group of public employees, who while smaller in number than members of the Committee, and with a hierarchy of political action and unhesitatingly donated to the campaign funds of all statewide candidates an amount of money more than six times the amount that we collected and contributed. The success of this group's actions was clearly evident during the last session and will no doubt continue for days yet to come.

There does exist a simple mechanism which would rather quickly extricate us from our dilemma and perhaps enhance our political punch. This year the Political Action Committee will propose a budget for use in future races. Our intention is to request an amount which some might consider unprecedented but one which will awaken people to our potential. It is our intention to advertise this amount so that friend and foe alike will be aware of our potential. In order to provide the funding necessary to create this fund we have two simple choices. We either can continue to solidly promote the work of our members or, quite honestly, is a disheartening endeavor, or find a way of modifying our structure in such a way as to obtain at least one dollar per year from each of our members. Simple arithmetic would allow anyone to realize the potential war chest which could be established.

In this idea could reach fruition, we could then truly begin to combat those individuals who have clearly established themselves as our adversaries. Even at this moment, I would believe that every one of our members has realized the consequences of neutrality in terms of our statewide races. If the idea of creating a fund designed almost exclusively to be used in the next gubernatorial race is not appealing to everyone at this convention, this Committee would stand back in total amazement.

In any endeavor, it will be imperative that the Statewide Committee be allowed to act somewhat autonomously. In other words, some of the moves collected through the mechanism already described will have to revert to the State Political Action Committee. We cannot be saddled with the $8,000 corporate limitation and hope to make meaningful statewide endorsements.

The one other area of concern to this committee has been in the area of fragmentation. While it has not occurred too often during the last campaign, we did face the danger of unity or individual groups in the name of CSEA, having made endorsements contrary to those agreed to by both the Regional and Statewide Officers. This clearly adveres our efforts and reduces our credibility.

Despite the negative tone of this report, we feel that strides have been made. In the Legislative Chambers we are gaining entrance to areas and individuals who have rarely given us a thought. In fact, it is safe to say that we have very recently played integral roles in the prevention of losses of jobs through the Executive Budget. Undoubtedly, this is a role we might not have played last year.

It was said quite recently that the true impact of political action will be realized if and when the fact finding report has been rejected and a joint committee has been established in order to decide the fate of State employees salary hopes. In great measure, we fervently hope that we will get out of the Legislature considerably more than we put in this year. It is conceivable that we will do well but it will not trust it will be an incentive to move unhesitatingly into the area of political action instead of withdrawing and forgetting the need for its continued existence.

As noted this was a beginning, a good beginning perhaps, but only that. There is little doubt that the future of CSEA is inexorably tied into the political arena. The one other area of concern to this committee was the need for its continued existence.

At each convention, there are always certain people who emerge from relative anonymity to play important roles in union debate. A familiar sound this year was, "This is Walter Briggs, president of Midtown Psychiatric Center Local 444..."

Special Election Procedures Committee Report

The special election procedures committee report was given by chairman Bernard Schaub, of Taxation and Finance Local 30, at the CSEA spring convention held at the Concord Hotel. Other committee members are Genevieve Clark, Anthony Brahan, Howard Cropper, Kamora Gallagher, Richard Grecco, Martin Koe-

The main concern of our Committee at this time is the upcoming election for Statewide Officers. Departmental members of the State Executive Committee and Regional Officers.

The Committee met on Wednesday, February 5, 1977, at 10:30 a.m. at CSEA Headquarters to select the outside agen-

cy that will conduct the election. In at-
tendance, in addition to the Committee members were Bernice members, Howard Cropper, Paul St. John and John Webb.

At the joint meeting held on February 18, 1977, the election procedures committee was informed that ballots were completed the work leading to the election, a greater participation will result.

The following is the time schedule for the make up of the ballot, mailing and counting. This is the best way to:

April 30—Candidate will be announced as to how his name will appear on bal-

ket, with request for any correction to be made by May 5.

April 31—Drawing for place on bal-

ket, 1 p.m., Conference Room, CSEA, 35 Elk Street. Candidates may attend this meeting at their own expense. There will be no drawing for regional offices.

June 1—Convention will adjourn.

June 21—Return of ballots—6 p.m. deadline.

June 22-27—Ballots to be removed from envelopes to prepare for counting.

June 28—Ballots to be counted. Results to be announced.

If a member does not receive a ballot by May 27, he should request a form from his chapter president, which will entitle him to a duplicate ballot. The ballot will be issued by the outside agency on receipt of the completed affidavit form.

We feel that with the proper cooperation of the members, we will have a very successful and satisfactory election.

Our special thanks to the staff members who assisted the Committee in the preparation of such material as needed to complete the work leading to the acceptance of the bid.
The non-teaching school employees committee report was given by chairman Edward Perrott, of Nassau County Education Employees Local 865, at the CSEA spring convention at the Concord Hotel. Other committee members are Salvatore Morcos, John C. Howard, Howard Crepuey, Leslie Banks, Vincent DiFrancesco, Hugh Crapper, Irene Izen, Neil Grupp, Patricia Spindler, with staff coordinator Danny Jinks.

The purpose of this report is to update the activities of the committee since its last report to the delegates at the sixty-sixth (56th) Annual Convention of the Association. Although the committee has completed the seminars it held for bus drivers of school districts, it has continued to monitor the regulations promulgated under Article 19-A of the Vehicle and Traffic Law and Article 9-A of the Transportation Law. It has, through its members in the various local service departments of the state, received copies of new regulations and provided materials necessary for members of CSEA to remain well informed of the local service regulations and policies in the conduct of their duties.

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Latest State and County Eligible Lists

There's a reason for that!
New York City Report: "We're Ready To Walk"

MANHATTAN—The membership of the New York City chapter of the Civil Service Employees Assn. is prepared to strike on April 15, if a successful settlement is not reached by that time, according to a report delivered by the chapter contingency committee last week.

The committee, appointed by chapter president Solomon Bendet, polled members in various units within the chapter. The results from these units where only 5 percent of the membership was ready to walk out, to units where 100 percent participation was anticipated.

"With proper leadership we can get most people here to strike," was the way Mr. Bendet summed up the situation.

The poll by the contingency committee was taken before the statewide delegates meeting at the Concord Hotel last week, where the delegates voted to strike as of April 15 if no reasonable settlement is reached before that date. They also voted not to return to work unless amnesty is guaranteed to all.

The contingency committee's report was followed by a detailed by-law revision discussion led by Genero Plechetti and Giles Spoonhour. The meeting took place at the Frances Restaurant, Manhattan.

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New CSEA Local Will Be Formed By Long Island Court Workers

AMITYVILLE—Court employees from Nassau and Suffolk Counties will work for a court local of the Civil Service Employees Assn. when they become state employees April 1. It is expected that how a court local will work within the CSEA system—presented by Ethel Ross, CSEA state supervisor of Nassau employees; Irving Plaumenzbaum, Long Island Region 1 president, and Pat Musgrave, collective bargaining specialist—court employees decided to form the CSEA.

Hyde Smith of Nassau and Joe Conlan of Suffolk Counties were named by the employees as temporary officials of the new local. A membership committee was formed to recruit other court employees. Bill Grif-Fin, CSEA field representative, was assigned to the court local.

There is tremendous excitement among court employees forming their own units and locals because there is such a clear-cut benefit to the CSEA, said Miss Ross, who is chairman of an ad hoc committee to study the effect of the extraordinary session on court employees. Miss Ross, who has been traveling throughout the state talking to court employees, explained that in the past, court employees were unable to have their own CSEA locals because courts were part of municipalities.

Under terms as we Unified Court Act (Assembly Law 252), the State will take over the courts, and its employees, on April 1. The employees will be paid by the county, supreme, surrogates and district courts and parts of the county clerk's office that will be absorbed by the state.

"The problem among us has been communications," said Miss Ross. "Now, with our own CSEA court locals, we will be able to respond on a unified front instead of constant piecemeal," she said.

The travel cut will be in violation of that agreement. But the negotiation is not constitutive to the CSEA Board, said things will be "played by ear" for the time being. However, the ad hoc committee will continue to schedule meetings to examine those unanswered questions and try to take action, even after the move.

Political Action

(Continued from Page 1) not yet known how many units will be in existence, and of whom they will be comprised.

The negotiations began in the spring at the State statute, 16-49,000, was minimal compared to the amount spent on the union in this program. $47,000, was assigned to the court local and approved in a vote of 6-5 by the board.

The settlement came several days after an emergency meeting where union members voted to empower their negotiating team to resort to whatever means were necessary, including a job action, to secure an acceptable contract.

The school board immediately began preparing for a strike and attempted to gain public support for its position.

The CSEA published its demands by using a mobile crisis communications center to reach both the public and its members.

At a regular meeting of the school board later that week, Capital Region supervisor Jack McEwan, representing the CSEA, was able to explain to the board why they were ready to spend taxpayers' money to break a strike when the same funds could possibly settle the matter and avoid a strike.

The three-year contract, including a 16 percent salary increase and additional benefits, was agreed upon at a subsequent marathon meeting.

The negotiations began in the spring of 1978, with Neil Carlsson, CSEA collective bargaining specialist, assisting the CSEA unit bargaining team. Impasse was declared in August and PRB appointed Barry Taylor as fact-finder.

The fact-finder's report was issued in January. The CSEA unit accepted the fact-finder's recommendations. The School Board, however, rejected the report.

The amount of the dividend is based upon the current rate for age groups as follows:

- Under Age 45 — 15 percent
- Age 45-64 — 10 percent
- Age 65 and Over — 5 percent

The dividend rate is applied to the annual premiums paid for that coverage which was in force for the entire policy year of Nov. 1, 1975, to Oct. 31, 1976. Premiums for any coverage added after Oct. 31, 1975, do not qualify for this dividend.

This dividend is made possible by the continued growth of member participation and the favor- able claims experience. The dividend amounted to over $300,000 have been paid on this plan.

Please direct any questions concerning this dividend to Ter Bush & Powell, Inc., 500 Long Island Blvd, Babylon, N.Y. 11702.

Clifton Park—After nearly a year of negotiations, including a final week of extreme tension, the Shenede- howa Union of Instructional Unit of the Civil Service Employees Assn. and the Board of Education have reached a three-year contract agreement. It was rati- fied unanimously by the union and approved in a vote of 5-1 by the board.

The resolution on court employees.

Hyde Smith, of Suffolk Coun-

Another anticipated problem raised is that travel expenses for union in this program, $47,000, was described by the CSEA Board, said things will be "played by ear" for the time being. However, the ad hoc committee will continue to schedule meetings to examine those unanswered questions and try to take action, even after the move.

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Announces $600 H.S. Scholarship By Black River

WATERTOWN—The $600 annual H.S. Scholarship for students of the Civil Service Employees Assn. has been awarded to a local from Jefferson and Lewis Counties. Information and forms may be obtained from the student's high school guidance counselor or by telephoning (315) 782-0190. Extension 251.

Mix And Mingle Set For Capital Region

ALBANY—The fourth annual Capital Region IV "Mix and Mingle" will be held at the Center A of the Empire State Plaza, on May 6 for members of the Civil Service Employees Assn. The leisurely affair, which starts at 5 p.m., will be $4 and includes food and dance.
Senior medical records clerk (exam no. 36-057) at the G-8 level is open to all New York State employees with at least three months' clerical experience.

The exam will cover radio operation, medical terminology, and interpretation of written material, and arithmetic.

Radio operations—three months' clerical experience.

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Senior professionals in medical genetics, rules and regulations and interpretation of.

The salary varies from approximately $3,164 to $8,190, according to jurisdiction. Applicants need six months' clerical experience and will be notified of the test date.

For further information contact the commission at Court House, Troy.

Houses - Orange County

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CSEA Delegates Authorize Strike Deadline

(Continued from Page 1)
most cynical governor in the history of this state.

Dr. Wenzl said that: "Strikes are threats that have been forced to the wall. They have not had a raise since 1974. They have assumed increased workloads because of reductions in staff. They have a right to improve their position with controls and benefits already negotiated. They have seen their pension funds used to bail out the mistakes of others.

"And now," said Dr. Wenzl, "they are asked to suffer a further erosion of their pay base through a pitiful pay offer that in no way could offset the erosion of various infinities."

"CSEA is not forcing this strike," said Dr. Wenzl. "Any such action will have to be at the doorstep of the Governor's mansion. It is CSEA who will push state workers into the street."

Dr. Wenzl proposed approval of the strike by polling the entire membership, but delegates op-
ted for the faster route of approval for action by the convention body.

The Leader will keep its readers informed as future action transpires. There is some hope that the Legislature will provide approval of a pay package acceptable to the Employees Association. Currently, there is no such package.

Should a strike be ordered, full details on CSEA strategy and employee participation will be re-
ported in these columns.

Union Tightens Belt

On Funds: 'Workers Need Every Penny'

(Continued from Page 1)
half-million dollars a year to beef up its pension plan. The fate of the delegations depended on whether the delegations had their temper was that the political fund should be increased. It will most likely be again requested at the Fall meeting.

While it has always been recognized that the CSEA Board of Directors carries the fiduciary responsibility for the union, it recently has been too much played by every as to whether the Board could act as the final arbiter of union policy. Recently, the Board had voted that it had the final say; this had been done with the approval of the CSEA's local counsel. CSEA vice- president Solomon Bendet, however, disagreed with the Board decision. The Board's reasoning was that the CSEA Board of Directors carried the fiduciary responsibility for the union. It was referred back to the constitution and by-laws committee. It should be noted that approximately 19 percent of the delegates are board members, too.

Mr. Bendet also figured prominently in debate as to whether retired employees should be allowed to serve as statewide officers. He felt that it could be used as a pawn to get at particular office holders from the restriction, the debates still voted down the amendment.

For possible "conduct unbecoming" was another subject for intense discussion. This, too, was rejected as submitted, since it was felt that the political fund was not used as a weapon by persons in authority, and would not be in the democratic tradition of the union. It was referred back to the constitution and by-laws committees. It should be noted that CSEA, as committee chairman, is not necessarily for or against changes proposed by the delegates. He has, in fact, been known to preside with impartiality on amendments he has been presumed to favor.

A technical revision was voted favorably to change chapter designations to "local."