AGENCY SHOP PASSES ASSEMBLY

After the "agency shop" bill was approved March 23 by the State Assembly, Civil Service Employees Assn. president Theodore C. Wenzl, left, met with Assemblyman Stephen Greco (D-Buffalo) to offer congratulations on the Assemblyman's successful management of the bill. Mr. Greco is chairman of the Assembly Government Employees Committee. Mr. Greco noted that since unions are required to represent all employees in their negotiating unit, "the expense of these benefits and services should be borne by all persons who profit from them." The bill would require non-members to pay a union a sum equal to the union's dues, but would not require them to join. The measure has been sent to the Senate Civil Service Committee, where action on it is considered likely. (An update on other civil service legislation appears on Page 16.)

How Will Individual Strikers Be Affected?

At a meeting last week at 2 World Trade Center, Manhattan, Theodore C. Wenzl, president of the Civil Service Employees Assn., advised the union members there that the commitment to strike is a matter of conscience for each individual. Such a consequential decision requires facts; below is a compendium of some of the most pertinent strike-related questions and answers as compiled by The Leader from various sources.

If I strike, will I be penalized under the Taylor Law?

Included in the strike motion passed by the CSEA delegates was a provision which declared that union members would not return to work until amnesty was guaranteed for all.

Are there financial penalties under the Taylor Law?

The state can deduct two days pay for each day it determines that you were on strike. In addition, the second, the penalty day, is considered income by Internal Revenue, even though you do not receive it.

Is there a probation period imposed under the Taylor Law?

Yes, the probation extends one year from the time your participation in a strike is determined.

Do I lose my rights during the probation period?

No. Your rights in the following areas are not affected: pension, eligibility, salary benefits, retirement, promotion, examination, leave, seniority, preferred list, etc.

Steven Greco, co-chairman of the ad hoc legislative committee named to consider the contract dispute between the CSEA and the state, has noted that hearings begin after their Easter recess, on April 18, the day scheduled for the strike. Leaders of the union's four bargaining units related to accommodate the legislators' request and expressed the hope that hearings be planned before the April deadline. A new hearing date has not been set and the legislature is currently in recess.

SCOPE Backs Strike

ALBANY—The State Coalition of Professional Employees (SCOPE), an organization representing state engineers and bank, insurance and tax examiners, has announced its endorsement of, and pledged its full support to, the April 18 statewide strike by state employees called by the Civil Service Employees Assn. SCOPE president James Nittall, of Troy, in announcing his organization's support for the April 18 strike, said, "Although SCOPE is an independent organization of professional state employees and has no affiliation or connection with CSEA, we wholeheartedly endorse the strike called by CSEA, because our members are also state workers and are directly affected by the outcome of State-CSEA negotiations."

Mr. Nittall said he and other SCOPE officials have been in direct contact with engineers and bank, insurance and tax examiners across the state, "and when 145,000 CSEA-represented state workers hit the picket lines on April 18, it is no secret in political circles that what the Legislature does best is recess. Consequently, it comes as no surprise that SCOPE will attend to its own affairs with the same determination and energy the state threatens you with no other sanctions; the union offers you equal protection."

If Private Industry, State Would Be In Violation Of NLRB

It is no secret in political circles that what the Legislature does best is recess. Consequently, it comes as no surprise that SCOPE will attend to its own affairs with the same determination and energy the state threatens you with no other sanctions; the union offers you equal protection.
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How Will Individual Strikers Be Affected?

(Continued from Page 1)

of striking employees; consequently accurate attendance records may not be possible.

I am not a CSEA member, but I am a state employee in sympathy with the union’s demands. If I strike, can I count on the union for protection?

Yes.

Every day there seem to be new rumors related to the strike. How can I distinguish rumor from fact?

Keep in close contact with your Local and regional officers.

If there is a settlement, or another significant event occurs, how will I know?

The union insures that such events are reported in the press. In Albany,

SCOPE To Back Strike On April 18

(Continued from Page 1)

April 18, our people will be out there with them in total support.

The SCOPE official said his organization has written individual letters to every state legislator urging the lawmakers to take action, to decide action immediately to arrive at a reasonable salary offer for state workers and to avert the April 18 strike if possible. "I trust . . .", he wrote, "that there is more integrity, sincerity and compassion in the Legislature than there is in the Governor’s office."

Access to the document would not be possible.

Yes.

April 18 strike is CO for April 18

April 18, the Governor proposed an increase for all units of 5 percent over two years, but would have to wait until April 1, 1979, for another increase.

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 Employees Association, 17 Warren St., New York, N. Y. 10007.

Attn.: CSEA Calendar.

APRIL

15—Brooklyn Developmental Local 447 meeting: 6 p.m., Brooklyn Developmental Center Gym, 888 Fountain Ave., Brooklyn.

16—Capital Region IV bowling tournament: 1 p.m., Sunset Recreation Center, 1160 Central Ave., Albany.

16—Nassau Local 830 board of directors meeting: 5 p.m., Salisbury Inn, Scarsdale, N.Y.

16—SUC at Fredonia Local 607 25th anniversary dinner-dance: Holiday Inn, Fredonia.

16—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, 580 Fifth Avenue, New York, N. Y.

16—Buffalo-Niagara Frontier Retirees Local 903 meeting: 1 p.m., Buffalo-Lodge, 50 North St., Buffalo.

16—Buffalo chapter dinner meeting: 5:30 p.m., Steller Hilton, Buffalo.

21—Broome County unit general meeting: 6 p.m., O’Brien’s Danceland, Binghamton.

22—Central Region V meeting: Hecla.

25—Rockland Psychiatric Center and Children’s Hospital Local retirement dinner-dance: 6:30 p.m., Colonial Manor Old Tappan, N.J.

$400 Raise Recommended For Steuben Employees

ALBANY—A Public Employment Relations Board fact-finder has recommended a $400 across-the-board salary increase, plus increments and longevity in each year of a two-year agreement for Steuben County employees, it was announced recently.

Thomas A. Kochan, of Ithaca, is the fact-finder named by the PEBB in a contract. This is the contract that between the county and the Civil Service Employees Association.

Among other recommendations of the fact-finder are:

• Straight time overtime between 37 1/2 and 40 hours; 1 1/2 overtime for over 40 hours; all paid time to be counted as time worked in computing overtime;

• Employees required to work on holidays to receive 1 1/2 their hourly rate;

• County to pay 50 percent of family health insurance premium in second year of contract, no change in dental plan;

• Definition of grievance limited to dispute arising out of the misapplication of interpretation of the labor agreement;

• County to communicate its schedule to employees;

• Rejection of call-in pay and union proposal for union retention of 60 days in retirement;

• Parties to be held

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Urge Heavy CSEA Vote In Rockland Challenge

NEW CITY — The 1,460 members of the Rockland County unit of the Civil Service Employees Assn. have rallied around their union in a representation election that will be settled by mail ballot on April 27.

The CSEA has set up a series of meetings with each section of county employees so that union representatives can answer questions, detail the election timetable, and explain the importance of an overwhelming turnout for the CSEA.

The challenger in the election is an outside group called Building Service Employees International Union—a union that the CSEA has beaten dozens of times in elections among county, town, village, school district and state employees.

One vital point being brought out by the CSEA at the sections meetings is that, from April 13 through April 19, eligible voters in the Rockland County representation election who have still not received their ballot from the Public Employment Relations Board must call PERB collect at (518) 467-3563 or 467-3446. PERB will send a replacement ballot to such employees. Ballots were mailed to the employees by PERB on April 6. Some employees have already reported to the CSEA that they have received envelopes from PERB that lack either the actual ballot or one of the two other envelopes that are supposed to be inside.

"Anyone who receives an incomplete election package from PERB should call PERB collect immediately," said CSEA field representative Thomas A. Brahm.

"And we would also like to know about it at the CSEA Rockland County Local headquarters at 169 S. Main St., New City. The number is (914) 634-3634." The CSEA Rockland County unit president Patsy Spicci said, "We're hoping for a large turnout of voters because that's the only chance the workers of the county have to show management that we are truly united. If we show that there are little splinter groups or factions of employees among us, then management can just sit back and laugh. Last year, we ended up with a one-year imposition of our terms and conditions of employment by the county legislature, acting unilaterally and against the wishes of the employees. This year, with a tremendous victory for the CSEA in the representation election, we will have a lot more power at the bargaining table."

After the ballots are counted on April 27, the CSEA will immediately commence negotiations with the county for a new contract.

Section meetings already held by the CSEA include one for the social services workers at the Sheraton Namen, at which the guest speaker was Haywood Quann, of the statewide CSEA social services committee. Mr. Quann, of Nassau County, pointed out that with nearly 100 percent CSEA membership and an active participation by union members in his county, Nassau social services workers are among the highest-paid in the state.

The CSEA, New York State's largest public employees union, also held a special general membership meeting at the Clarksburg Town Hall April 5. CSEA attorney J. Martin Cornell explained the status of three improper-practice charges the union has filed against the County, and

WHEN YOUR DOCTOR SUGGESTS SURGERY

. . . AND YOU AREN'T SURE

The Second Surgical Consultation Program is now available to state and local government employees in the Albany and New York City metropolitan area who are enrolled in the New York State Employees Health Insurance Program

Why is this program offered?

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All surgery involves certain risks. In some cases, the consultant may suggest an alternative method of treatment, or may recommend that surgery is not necessary. If the need for surgery is confirmed, a second surgical consultation offers peace of mind to the patient and reassurance to the doctor that the proposed surgery is the best treatment for the patient. Consultations offer you and your physician a way to achieve the highest quality of medical care possible.

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HIP Subscribers 212-754-1166
In Albany all enrollees call 518-457-3198

New York State Department of Civil Service
Outside Interference

Let there be no hasty rejoicing about the overwhelming approval of the Agency Shop bill last month by the State Assembly. Already, outside forces have begun a campaign to persuade the State Senate to reject the bill, which would require public employees to pay an amount equivalent to dues to their union. The NRTWC reports that it is sending letters to 50,000 public employees to contact their State Senators to vote against the proposal.

The Virginia-based organization shows just how far afield the union's services shall help pay the freight.

Any New Yorker who has had his head out of the sand for at least five minutes in the past year knows that the rift between the Governor and the unions has been widening daily—so much so that any political IOUs have been virtually written off as a bad debt.
Pension Investments A Sorry Story

The overall picture of pension fund investments during the past decade has been a sorry one. A recent survey of 78 banks which co-mingled equity funds shows that only 21 did as well as, or better than, The Standard and Poor’s stock index during the first half of the 1970’s.

At the present time, more than $700 billion is invested in private pension plans. These cover almost half of the total working force in industry. An additional $400 billion is invested in government employee plans.

Investment advisors associated with the banks offer the excuse that times have been unpredictable, with continuing inflation, the recession, and the liquidations of the stock market. Probably the true answer lies in the competition among investment advisors to get the largest return for funds put in their care so that their reputations and businesses can be enhanced. As a result, inordinate risks have sometimes been taken in the interests of the objective. Many people depend on their pensions to pay their daily expenses, and millions of risks taken appear to have been too extensive. There has also been increased demand from public pressure to further increase in value to meet the higher cost of retirement in case of retirement.

The new ERISA laws will restrain the taking of risks which are too extreme. The lot of the investment manager is not easy.

Information about the funds that are now available for 203 and 284 purpose investments is available. The funds, which are currently available, are in stocks, bonds, and real estate developments.

The banks have not been able to do as well and the stocks market averages. During January and February, while Standard and Poor’s stock index dropped 7 percent, the banks’ funds dropped only 3 percent. The banks need to be less aggressive to drop 8 percent.

Civil Service Law & You

(Continued from Page 6)

Amendment rights which they would otherwise enjoy as private citizens, to comment on matters of public interest. For protection for any municipality is without the power to comment on matters of public interest. Therefore, the regulations in question were restrictive of petitioners’ right of freedom of speech.

The court further pointed out that the primary objective of this contribution is to bring to light the secret and clandestine nature of the investigation and the reasoning behind it. The court stated that the investigation and the results of the investigation are not only of public interest but of necessity to the public at large.

LETTERS TO THE EDITOR

Right To Strike

Editor, The Leader:

A New York Times editoral “Don’t Tinker With the Taylor Law,” the law because “union leaders have been jail” and “strikes have been held for 20 years in New York.”

I find no cause for gloating about these facts. Just as I found no cause for gloating when Mussolini applied such policies in Italy. From the standpoint of N.Y. State employees, this is an exact parallel. The government employees are bad for the public, just as strikes were bad for the public.

But why enter public officials the power that Mussolini had? The Taylor Law provides no protection for employees, but gives officials a powerful weapon—employees must knuckle down or be fired and go to jail.

Observe the situation in New York State. Two years ago, we were a $350 cost-of-living bonus; last year the bonus was taken away. This year, the Governor threatened to accept the finders report and wants to penalize those who invested in higher education by the recommended cost-of-living increase for professionals. In a divide-and-conquer policy.

Will the Times go on more even if all of us are fined, and some of us go to jail?

Morris Bruckman
Franklin Square

Job Lost

Editor, The Leader:

I am writing this letter in response to “No Job Lost By Transfers in Warwick,” an article in the March 4, 1977, issue of the Leader.

Since I was a permanent member of the Warwick faculty from April 1973 to March 1, 1977, when my services were terminated, I feel that this article is rather misleading. The article mentions that “of the 133 employees of the Division for Youth facility who were laid off, the union membership that does indeed have true leadership at the top.”

The union should offer some protection for its members. I feel we have not been resituated, but possible one other person, but they are in the process of cutting back to the Jungle days.

The final step in the process now rests with the legislative panel appointed by the Senate Finance Committee, the Senate Finance Committee, and Assembly Speaker Stanley Steimatzky. His Democratic counterpart is Assembly Warren M. Anderson and Speaker Stanley Steimatzky. The Republican chairman is Senator John March, of Staten Island, the chairman of the Senate Finance Committee.

It is their responsibility chiefly to rise to the occasion with courage and statesmanship to aver an unnecessary and tragic confrontation.

Robert S. Green
Chester

LETTERS POLICY

Letters to the Editor should be less than 200 words. The Editor reserves the right to accept or condense pertinent letters to the maximum length. Meaning or intent of a letter is never changed. Letters cannot be edited to a reasonable length are not used unless their garbled form is so unique that, in The Leader’s judgment, an exception should be made. Letters submitted must be signed and bear the writer’s address and telephone number. Names will be withheld upon request.

By A.L. Peters

Civil Service Law & You

(Continued from Page 6)
Westchester Mini-Convention

CSEA president Theodore C. Wenzl was one of many speakers who participated in all-day Mini-Convention at Rye Country Club.

(Leader photos by Ted Kaplan)

Committee for Westchester Local 860's Mini-Convention last month was responsible for setting up elaborate program of seminars, meetings and question-and-answer sessions, as well as handling all those taken-for-granted details such as publicity, invitations, meals and sundry other arrangements for a successful program. Sharing in the credit were, seated from left, Eleanor McDonald, of Greenburgh unit; Phyllis Kennedy, New Rochelle; Pug Lanza, Harrison, and Janice Schaff, Yonkers. Standing are Larry Nardeen, Jr., New Rochelle; Tony Blais, New Rochelle; general chairman Chris Badolato, White Plains; Local president Ray Cassidy; Judy Sansone, Mamaroneck; William Margino, Mamaroneck; Willie Migoneau, White Plains Non-Teaching, and Sal Trabakino, Greenburgh. Union hall staff members, not pictured, although active in making the preparations, were Marilyn Matthews, Ann Giraldi and Pat Silva.

Mini-Convention chairman Chris Badolato, left, goes over schedule of events with Westchester Local 860 president Raymond Cassidy, center, and CSEA vice-president James Lennon, who heads the CSEA Southern Region III, which includes the Westchester Local, second largest in the statewide organization.

Westchester Local 860 secretary Marlene High, left, greets members from Village of Ossining unit as they arrive to participate in Mini-Convention. Left from Ms. High are Stanley Jones, James Everett, Jr. and Arnold DeMartino.

Opinions are exchanged between, from left, Westchester Local 860 first vice-president Carmine Lamagna, Eastchester unit first vice-president Richard Stief, Eastchester unit president Ray West and Westchester Local third vice-president Pat Massiah.

Mount Vernon unit was represented at the Westchester Mini-Convention by, from left, Ann DiManno, Marie Lewis, Anthony DeFazio, Joseph Telna and Anna Amorosi.

It's Non-Stop Activities In Southern Region III

State Division Meeting

ABOVE: State Division delegates, representing various locals within the CSEA's Southern Region III, look serious as they hear status of contract negotiating impasse at Holiday Inn, Newburgh last month.

LEFT: Southern Region Mental Hygiene representative to CSEA Board of Directors, John Clark, of Letchworth Village Local 415, explains ramifications of strike action.

BELOW: Discussion group includes, from left, CSEA collective bargaining specialist Robert Guil; Middletown Psychiatric Center Local 415 president Alex Hor; Southern Region III third vice-president Rose Marcinkowski, of Wallkill Correctional Facility Local 161; Region treasurer Patricia Connerford, of Helen Hayes Hospital Local 382, and Southern Region III president James Lennon.
Transportation Region 8 Local Meeting At Patterson

CEA president Theodore C. Wenal, left, engages Transportation District 8 Local 297 members in give-and-take session. Under discussion at the meeting, which aroused intense participation by members, was the impending statewide strike and problems of particular interest to employees of the Department of Transportation. Reacting to recent Leader feature article on deplorable work conditions at Annsville and Katonah, the members at this meeting said conditions were even worse at Patterson.

Gene Gamback, member of DOT District 8 Local, teases forward as he emphasizes the problems faced by rank-and-file members in the exercise of their jobs.

Participants in DOT meeting included, from left, CSEA collective bargaining specialist Joseph Feeley, CSEA president Theodore C. Wenal, Local 197 president Sandra Deyo, Southern Region III president James Lennon, Patterson unit president Robert Davis and unit vice-president Ken Mitchell.

Peremptory point is made by DOTer Neal Fanning, of Local 507, as the discussion drew heated responses from large turnout of members eager to make their views known directly to Dr. Wenal.

(Muscle pose by Ted Kaplan)

Set Officer Candidates

POUGHKEEPSIE — Officer candidates for Southern Region III of the Civil Service Employees Assn, were announced at a recent Region meeting. They are:

President — two-term incumbent James Lennon, of East Hudson Parkway Authority Local 581, and Martin Langer, of Rockland Psychiatric Center Local 421.

First vice-president—single-term incumbent John Mauro, of Rockland County Local 844; former first vice-president John Clark, of Letchworth Village Developmental Center Local 412, and Pat Mascioli, of Westchester Local 869.

Second vice-president — one-term incumbent Richard Snyder, of Wassaic Developmental Center Local 426, and Marie Romancelli, of SUC at New Paltz Local 610.

Third vice-president — one-term incumbent Eva Katz, of Rockland Psychiatric Center Local 421; Janice Schaff, of Westchester County Local 869, and Patricia Graf, of Rockland Psychiatric Center Local 421.

Treasurer — Leopold Scott, of Letchworth Village Developmental Center Local 412, and Rosemary Smith, of Rockland Psychiatric Center Local 421.

Mental Hy Assistance Seminar

POUGHKEEPSIE — Representatives from the Civil Service Employees Assn. took part in an all-day training seminar held here recently to explore labor's participation in the Mental Hy Assistance Seminar. The program offers state employees skilled professional counseling and other help for behavior or medical problems that may be affecting their job performance or private lives. The program also guides a previously productive employee back to satisfaction job performance.

Dr. Edward Diamond, CSEA director of education, and Police "Fio" Amoldo, CSEA field representative, explained "Labor's Role" in the new program. It is felt that the program will reduce the possibility of costly grievance procedures involving the individual by providing help for his problem instead. Treatment for difficulties with family, legal, financial, emotional, alcoholic, or drug problems will be available to the employee.

“Management's Role” in the program was outlined by Len O'Connor, director of manpower of the Hudson River Psychiatric Center. "The Role of the Employee Assistance Coordinator" was discussed by Thomas Haight, employee assistance coordinator for the Hudson River Psychiatric Center.

The training seminar was conducted by the occupational program staff of the Division of Alcoholism, which is providing technical and advisory assistance to the Mid-Hudson Region employees assistance program.

Serious-looking Southern Region III president James Lennon, left, of East Hudson Parkway Authority Local 581, and Region first vice-president John Mauro, of Rockland County Local 844, listen intently as report is given concerning Region's preparedness if strike threat becomes a reality.

Reviewing issues discussed at Southern Region III pre-convention meeting are, from left, Chet Kurpiel, of Woodbourne Correctional Facility Local 163; Larry Nadei, Middletown State Hospital Local 160; Bucky Freer, Walkill Correctional Facility Local 163; CSEA field representative John Deyo; Mary Whalen, Oshining Correctional Facility Local 141, and John Jastram, Bedford Hills Correctional Facility Local 164.

Southern Delegates Meeting
**Largest State And County Eligible Lists**

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**Consumer Rep.**

ALBANY — A senior consumer fraud representative eligible list, resulting from an open competitive exam 24-275, was established May 11 by the State Civil Service Department. The list contains 95 names.

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William Rady, Newhouse Newsdealer
DEPUTIES LOSE POLICE OFFICER SUIT
A suit by the State Deputies Assn. against the State Civil Service Commission attempting to obtain police officer designation for deputy sheriffs in order to qualify for better pensions, promotion opportunities and other benefits, was dismissed by a Brooklyn appellate court after a lower court had upheld the suit based on the opinion that a deputy sheriff is a civil officer. The Deputies Association was also unsuccessful in its attempt to have the suit certified as a class action.

EMPLOYEE PRODUCTIVITY INCENTIVE PLAN
An employee productivity incentive plan for state workers has been suggested by an organization of management level state administrators. Among recommendations included in the plan are: greater flexibility for agency administrators in hiring, firing and retaining employees, paying out-of-pocket expenses, a competitive award program to promote greater productivity; establishment of full-time affirmative action officers; abolition of the Rule of Three.

LEGISLATIVE SPENDING
The latest estimate for this year's legislative spending is about $60 million. For the first time some detailed breakdown on how this money is spent is available. The Senate, for example, has budgeted $145,379 for 27 political appointees to serve as sergeant-at-arms.

ALBANY—A consumer frauds society held a meeting on April 15 at the McBumey YMCA, W. 23rd St., Manhattan. The agenda includes a report on actions taken at an Albany executive committee meeting of NARPE, regarding a legislative drive to enact the Perry Bill, which would exempt $8,000 of federal annuities from the New York State income tax.

The union's contract expired on Jan. 1, 1976, and Mr. McDonnell pointed out that the employees had received no salary increase since July 1975.

Federal Retirees Meeting April 20 In Manhattan
YONKERS—An impasse in negotiations has been called by the Yonkers non-teaching unit of Westchester County Local 860, Civil Service Employees Assn.

HONOR RETIRING ACTIVE CSEA MEMBER
Kathleen McDonnell, president of the unit that represents 900 employees, declared that after several negotiating sessions the union had not received a reasonable offer from the Board of Education.

SHORT TAKES
• • •

Federal Retirees Meeting April 20 In Manhattan

WASHINGTON, D.C.—The next regular meeting of the Manhattan chapter of the New York State association of Retired Federal Employees will be held on April 20 at 1:30 p.m., at the McDougan YMCA, W. 23rd St., Manhattan.

The agenda includes a report on actions taken at an Albany executive committee meeting of NARPE, regarding a legislative drive to enact the Perry Bill, which would exempt $8,000 of federal annuities from the New York State income tax.

The meeting will begin at 7:30 p.m. at Meyer Levin Hall, E. 14th St. and Kings Highway, Brooklyn.

Open Continuous State Job Calendar

Assistant Clinical Physician $25,161 20-413
Associate Actuary (Life) $18,369 20-520
Supervising Actuary (Life) $26,516 20-521
Principal Actuary (Casualty) $22,694 20-521
Associate Actuary (Casually) $18,369 20-414
Supervising Actuary (Casually) $26,516 20-541
Senior Clinical Physician $27,794 20-519
Clinical Physician I $27,794 20-519
Clinical Physician II $31,055 20-541
Compensated Examining Physician I $33,370 20-541
Dental Hygienist $8,523 20-107
Dietitian $10,714 20-124
Supervising Dietitian $12,760 20-124
Electroencephalograph Technician $7,616 20-108
Food Service Worker $5,827 20-352
Mearing Reporter $11,337 20-511
Histology Technologist $8,051 20-170
Hospital Nursing Services Consultant $16,538 20-112
Industrial Faxeman $10,714 20-598
Institution Pharmacist $12,670 20-598
Legal Clerks $11,164 20-113
Licensed Practical Nurse $8,051 20-106
Maintenance Man (Mechanic) (Except for Albany area) $7,616 Various
Medical Specialist I $27,942 20-407
Public Librarian $10,118 20-339
Medical Specialist II $33,704 20-408
Mental Hygiene Therapy Aide Trainee $7,204 20-394
Mental Health Aide (TBS) $7,416 20-416
Motor Equipment Mechanic (Statewide except Albany) $9,546 Various
Nurse I $10,118 20-534
Nurse II $11,337 20-535
Nurse II (Psychiatric) $11,337 20-535
Nurse III (Recent Graduate) $11,337 20-857
Nutrition Services Consultant $13,404 20-139
Principal Actuary (Casually) $22,694 20-417
Principal Actuary (Life) $33,370 20-534
Physical Therapist $11,337 20-177
Psychiatrist I $27,942 20-390
Psychiatrist II $27,942 20-390
Radiology Technologist ($7,632-$9,004) 20-334
Radiology Technologist (T.B. Service) ($8,079-$8,777) 20-334
Senior Medical Records Librarian $11,337 20-384
Senior Medical Records Librarian $11,337 20-338
Senior Physical Therapist $12,760 20-138
Senior Sanitary Engineer $17,429 20-123
Senior Sanitary Engineer $17,429 20-123
Senior Sanitary Engineer $17,429 20-123
Senior Stationary Engineer $10,714 20-101
Specialists in Education ($16,358-$22,402) 20-312
Stationary Engineer $9,546 20-100
Assistant Stationary Engineer $9,546 20-303
Stenographer-Typist $12,000 20-301

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, N.Y. 12226.

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany, N.Y. 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Gasman Street, Buffalo, New York 14203.

Consumer Frauds Rep
ALBANY—A consumer frauds society held a meeting on March 27 by the State Police Department. The list contains 188 names.

SAVE A WATT

Yonkers Non-Teaching Unit At Impasse Over Contract

YONKERS—An impasse in negotiations has been called by the Yonkers non-teaching unit of Westchester County Local 860, Civil Service Employees Assn.

Kathleen McDonnell, president of the unit that represents 900 employees, declared that after several negotiating sessions the union had not received a reasonable offer from the Board of Education.

The union's contract expired on June 30, 1976, and Mr. McDonnell pointed out that the employees had received no salary increase since July 1975.

A 5 percent salary increase, which under the old contract was due the employees on March 1, 1976, was suspended by the Yonkers Emergency Financial Control Board.

CSEA field representative Joe O'Connor said that not only did the employees not receive the increase, but that in January, Jan, 1, 1977, and Jan, 1, 1977, had not been paid.

Mr. O'Connor said that he is concerned that the Board of Education does not intend to negotiate in good faith and "is deliberately stalling to avoid paying the employees the salaries to which they are entitled."

The CSEA, in a legal action, was upheld by the court when arbitration of the wage increase was ordered. The Board of Educa tion had taken the position that the matter was not arbitrable.

In other action the union has also filed an Improving judges charge against the Yonkers Board of Education for filing to withdraw from the Social Security System. A Public Employment Relations Board decision is now being awaited.

Alcoholism Program Gets CSEA Support
WHITE PLAINS — Michael Morella, president of the Westchester County unit of the Civil Service Employees Assn., was one of three union leaders who, along with County Executive Alioto DelBello, signed a letter of intent to participate in a new Westchester employee alcoholism program.

The program will offer help to any employee who is having a problem with alcohol and who requests assistance. The union's contract expired on Jan. 1, 1976, and Jan. 1, 1977, had not been paid.

Mr. O'Connor said that he is concerned that the Board of Education does not intend to negotiate in good faith and "is deliberately stalling to avoid paying the employees the salaries to which they are entitled."

The CSEA, in a legal action, was upheld by the court when arbitration of the wage increase was ordered. The Board of Education had taken the position that the matter was not arbitrable.

In other action the union has also filed an Improving judges charge against the Yonkers Board of Education for filing to withdraw from the Social Security System. A Public Employment Relations Board decision is now being awaited.

Anti-Agency Shop Forces Lobbying

WASHINGTON, D.C.—The national Right to Work Committee, a national lobbying group opposed to agency shops, announced last week that it has contacted its 50,000 New York members and asked them to notify their employers of their opposition to any changes in the Taylor Law.

Reed Larson, the organisation's president, called the Agency Shop Bill "outrageous." He said, "a casual review of the campaign contributions and purported support which Governor Carey has received from union officials throughout his career is the key to why he has endorsed this measure with such enthusiasm."

Lost And Found
Joseph Healy, of the Creedmoor Lost of the Civil Service Employees Assn., lost a black flight bag and black plastic clothi ng bag at the Concord Hotel, Klamath Lake, who is attorneys of the statewide CSEA convention last month. Anyone with information please contact Mr. Healy at the Creedmoor Local, or at his home, (212) 796-0447.
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sections. Two heated pools, beach, planned entertainment.

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$25.99 per person, single room
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$14.99 per person, single room
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Legal Committee Report

The legal committee report was given by chairman James Brady, at the CSEA convention at the Concord Hotel last month. Other committee members are Andrew Flaccic, Richard Snyder, Judy Burgos, Ethel Ross, NicholasAbbatiello, Michael Morella, and Sid Grossman.

The Committee is pleased to report to the Delegates that an innovative computer system has been developed and has become operational as of Jan. 1, 1977. This system will streamline the record-keeping of all legal assistance expenditures and provide the Committee with a variety of information which will allow for greater accountability and analysis within the Legal Assistance Program. Once having received this information, a variety of data can be obtained through program changes. We anticipate that at each Annual Meeting (fall) of the Delegates, beginning in 1977, we will be providing you with a comprehensive report showing legal expenditures made in the past for time spent on matters included in their retainers. Our General Counsel Roemer and Featherstonhaugh have been maintaining such records since July 1, 1976.

In conclusion, I am pleased to report to you that the CSEA Legal Program is in the best possible shape—the legal controls have been built into the system and you can be assured that you and your fellow members are receiving at least a one dollar return on every dollar CSEA spends for legal services.

Probation Committee Report

The statewide probation committee report was given by chairman James Brady, at the CSEA spring convention at the Concord Hotel last month. Other committee members are Al Greenfield, Peter Grieco, Joseph Gilligan, James Mattel, Harold Fanning, Edward Kathey, Errol Jobe, G. Connors, Freda Frisida, Thauan Taylor and Davide Singer, with staff coordinator Neil Carlson.

In the past nine months the question has been uppermost in the minds of probation officers throughout the State: Is the State taking over all probation departments?

Our committee has been addressing itself to the advantages and disadvantages of State takeover.

In the past few years, through the efforts of our committee, professional probation organizations, federal studies and, in a few cases, probation department administrators, there has been an improvement in probation services in some local governments. Some communities have even hired enough probation officers and staff so that there isn't the constant turnover of personnel. However, there are many communities dragging their feet and in the case of New York City, probation services have deteriorated to the point where probation officers only have time to do clerical work.

The financial crisis which has hit the local communities as well as the State is causing communities to be pennywise and pound foolish. Services like probation are cut not realizing that this type of economy can be extremely costly in the long run. If adequate probation services are not provided now, a great deal more money will be spent in the future on incarceration, court costs, etc.

It is the opinion of most of our committee that State takeover could be a real benefit to the State and local communities if the State follows the direction of the Comptroller General of the United States and the priority to probation in the criminal justice system is re-evaluated.

In the years from 1946 to 1976, probation was the most frequent type of sentence imposed on criminals. During these years 53 percent to 89 percent of the people convicted of crimes were placed on probation. Yet, over this period of time, probation only received 9 percent of the money awarded to the criminal justice system in the State.

There is no doubt money spent on probation is the most economical and most effective spent in the criminal justice system.

This is true whatever probation is under the direction of the State or local communities.

Charter Committee Report

The Directors' charter committee report was given by chairman Francis Miller, of Oswego County Local 88, at the CSEA spring convention at the Concord Hotel last month. Other committee members are June Boyle, Nicholas Chimo, William Beauford, Dorothy King, Charles Lebo, Salvatore Moscavec, Ralph Nile and Ethel Ross.

The Directors' Charter Committee met four times since the October 1976 report of the Committee to the Annual Delegate Meetings. These meetings were held on Nov. 10 and Dec. 17, 1976 and on Jan. 13 and Feb. 9, 1977.

- Our Committee approved the Constitution and By-Laws submitted for three new locals and recommended approval by the Board of Directors to establish these three new locals. The Board adopted the Committee recommendations.

- We recommended the dissolution of four locals and the Board concurred. Reasons for dissolution were: charter expiration, no membership or inactivity. The four locals dissolved were:

  - Otisville Training School for Boys Local;
  - Overbrook Center for Children Local;
  - Narcotic Addiction Control Local;
  - Raising and Waisting Local.

Our Committee recommended to the Board with reference to establishing locals to accommodate the transfer of approximately 3,100 court employees of local government to the State payroll under the Judicial Conference. The Board of Directors approved our recommendations, which are now being implemented by action of the representative of the Judicial Conference employees on the Board of Directors.

The Board reviewed a number of requests for amendments to Local Constitutions on which recommendations were made to the Board of Directors for their action.

Our Committee, pursuant to a direction from the Restructuring Committee, reviewed the disciplinary procedures in the CSEA Constitution and submitted suggested amendments to the Constitution and By-Laws Committee.

Our Committee will, at a very early date, recommend to the Board of Directors for their action by the Board the titles of all chapters to include the word "local" instead of "chapter" and will propose a numbering system for identification of the chapters.

Democracy of statewide CSEA elections is protected by constitutional provision for nominations by petition. Here Kenneth Caflue, of Nassau County Local 83, aided by his wife, Geri, right, calls signatures for his name to be placed on ballot as candidate for statewide president. Singing are, from left, Millie Just and Libbie Lorio, both of SUNY at Stony Brook Local 614.

Betty Duffy, longtime CSEA director (Medical Hygiene) and president of Phipps Psychiatric Center Local 618, keeps watch over petitions to have her name put on ballot as candidate for statewide treasurer in elections this spring. Signing are, from left, Arnold Weiss, of Rockland Psychiatric Center Local 61, and Martin Espinoza, of codes in Mental Retardation Local 66.
An emergency meeting to protest conditions at the Department of Motor Vehicles office at 89-01 Sunset Blvd, Jamaica was held at the office last month. The meeting, called by Solomon Bendel, president of CSEA Local 2680, was attended by approximately 50 persons angered by falling ceilings and insect-infested lobbies. Mr. Bendel, second from left of outside photo, was aided at meeting by CSEA field representative Edward Scherker.

**Public Hearings Get CSEA View Of Budget**

(From Leader Correspondent)

AMITYVILLE—Testifying at public hearings on the New York State budget, Long Island Region Civil Service Employees Assn. leaders scored proposed cuts in schools and Mental Hygiene budgets and criticized the state for allowing widespread abuse in health and auto insurance, while offering state workers a flat $250 raise.

Appearing at meetings at Mineola, Amityville, and Floral Park, Region 1 president Danny Donahue, president of CSEA Long Island Chapter, and Mike Curtin, Suffolk Education chapter vice-president, stated that a laundry list of CSEA complaints including:

- **The entire state fiscal program.** "We view the Governor's fiscal program as a fraud," Donahue said, since we believe that state revenue next year will permit the Governor to make a significant tax reduction proposal for his reelection campaign," said Mr. Flammbaum.

- **State program cuts.** The proposed cuts of programs are foolishly. They will result in the curtailment of services to taxpayers, and will be counterproductive to the public. State employees will end up on unemployment insurance or welfare rolls, ''added Mr. Donahue.

- **Cuts in state education.** Mr. Curtin explained that the planned cuts in aid to education for transportation, BOCES and vocational education and extension boards, and aid to handicapped children "diminish essential services in our public education system particularly in the type of specialized programs essential to the education of a segment of our school-age population."

- **Mental Hygiene cuts.** "The community based mental health program is little more than a dumping policy. The CSEA is not opposed to the program if it is properly set up and supervised," Mr. Donahue commented.

- **Unfairness.** Mr. Donahue insisted that the state claims that it is part of their overall shift to small, "not all state employees will be treated like second-class citizens," he added.

Commenting on the state-proposed offer to state workers of a $350 across-the-board raise, Mr. Donahue said, "for the past three years state workers have struggled along without raises. Our average salary here on Long Island is $8,600, a few hundred dollars over the poverty level. Most of our people qualify for food stamps. But we are through being nice people. We've had it. We will no longer sit back and be treated like second-class citizens."

**Plan For Rockland Challenge**

"Thousands of public employees in New York State were faced with the same decision that now faces the Rockland County employee," Mr. Lupusole said. "They made their decision by asking themselves several questions: which union has local lawyers, field representatives, collective bargaining specialists? I'm sure that if Rockland County employees ask themselves these same questions, they'll come to the same conclusion," he said.

**WHERE TO APPLY FOR PUBLIC JOBS**

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Civil Service, 49 Thomas St., New York 10013, open weekdays between 8 a.m. and 4 p.m. Special hours for Thursdays are 3:30 a.m. to 4 p.m.

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

By subways, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington INT (Brooklyn Bridge). For information on titles, call 506-8700.

Several City agencies do their recruiting directly. These locations include: Board of Education (teachers only); 65 Court St., Brooklyn 11201; phone: 858-8600.

The Board of Higher Education advises teaching staff applying for public positions in various school districts and statewide bargaining units.

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Incapable third vice-president Eileen Sullivan, of Motor Vehicle Local 671, will be opposed by Ernest Marziale, post-grad student of Laboratories and Research Local 685 and a CSEA director (Health).

Incapable treasurer Mary Jaros, of SUNY at Albany Local 631, was over financial records with challenger Frank Carline, of Manpower Services Local 670 (formerly Labor chapter 616).

CAPITAL REGION OFFICER CANDIDATE CORRECTION

In April 6, 1977, edition of The Leader, captions under two photos of Civil Service Employees Assn. Captial Region IV officer candidates were reversed. The correct identification is repeated this week under the proper photos (above).

Brooklyn Local 447 Plans May Affair

BROOKLYN—Brooklyn Development Center Local 447 of the Civil Service Employees Assn. is planning a cocktail sip and Meet the Candidates night on May 26, from 6 p.m., until midnight.

The affair will be held at Park-Rudin Manor, 14th Platfah Ave., Brooklyn. A sitdown meal is planned along with an open bar. Tickets cost $2 per person. Reservations should be made by May 15 with Frances Mauri, 101 Van Siclen Ave., Brooklyn.

Plan New York City Spring Workshop

MANHATTAN—The New York Local 810 of the Civil Service Employees Assn. is planning a workshop and convention May 20-21. from June 7 at the Connord Hotel, Kamesha Lake.

Panel discussions and talks by a variety of speakers are planned, as well as regular meet-