Theodore C. Wenzl, president of the Civil Service Employees Assn., announces the decision of the union's negotiating teams to maintain the April 18 strike date, despite pleas by lawmakers to delay the job action until after their return from a two-week Easter vacation. "The State's priorities are all cock-eyed," Dr. Wenzl declared at a press conference held recently at CSEA headquarters in Albany. He outlined state employee frustration with the Carey administration and once again reassured all state workers of the union's strong support for the scheduled strike.

In Long Island Region I, groundwork was laid for strike by passing out literature to notify state employees about the circumstances that forced the union leadership to authorize the strike ultimatum. Department of Transportation District 10 Local 508's Lou Mannellino, right, looks over fliers as CSEA field representative Pat Moran discusses plans with Central Islip Psychiatric Center Local 404 first vice-president Eileen Gorski.

CSEA Planned It Well

BULLETIN

ALBANY—State employees will receive at least $1,400 in salary increases during the next 12 months, according to tentative agreement reached April 17, a few hours before the strike deadline.

The two-year pact provides for a 5 percent ($500 minimum) increase retroactive to April 1, another 4 percent ($400 minimum) Oct. 1 and additional 5 percent ($500 minimum) April 1.

Those who are entitled to increments will receive them also in each year of the contract. Examples of percentage increases for those making less than $18,000 are: Grade 2, 26 percent without increments; Grade 5, 22 percent without, 31 percent with; Grade 7, 18 percent without, 29 percent with, and Grade 9, 17 percent without, 26 percent with.

In dollars, this translates to: Grade 2, $1,400 without increments, $1,950 with increments; Grade 5, $1,400 without, $2,010 with; Grade 7, $1,400 without, $2,064 with, and Grade 9, $1,400 without, $2,124 with.

Higher grades, currently paying $10,000 or more, will be increased in proportion to the 14 percent schedule. Thus, someone at Grade 14 will receive $1,636 without increments, $2,536 with increments; Grade 18, $2,042 without, $3,126 with, and Grade 23, $2,687 without, $4,033 with.

In addition, it will be possible to increase salaries by an additional 2 percent through a provision to buy back up to five days' vacation time. Other provisions of the settlement will be explained in next week's Leader.

Ratification ballots will be mailed soon.

Unprecedented Strike Planning In All Regions

By KENNETH SCHEPT

MANHATTAN—Taking direction from statewide president Theodore Wenzl's remark, "We in Albany will do what we can, but the success of the strike depends on you people," regional leaders and the rank and file of the Civil Service Employees Assn., across the state advertised, organized and publicized all last week in a giant effort to mount a successful strike.

In Long Island Region I, president Irving Flausenberg announced, at a rally at the Hauppauge State Office Building, "I am prepared to go to jail. Joseph Reedy, a staff collective bargaining specialist, urged the people to populate the picket lines with wives and children. (Continued on Page 3)
Knock Working Conditions In Rockland

Rockland County Local 144 president John Mauro, right, meets with Harold Berlin, president of the Local's Social Services unit, during recent general membership meeting to discuss rival union's challenge for representation rights for employees.

NEW CITY — The Social Services employees of Rockland County have filed a class-action grievance alleging "deplorable and intolerable working condition" in the West Nyack building in which they must work.

Some 200 people work in the building, according to Civil Service Employees Assn. social services section president Harold Berlin.

"The building is overcrowded; it has exposed wiring and phone lines lying across the floors; there is no circulation air; the climate control doesn't work; the fire doors are either blocked or have faulty mechanisms; there is no nursery in the building; and there is only one toilet for some 200 employees," Mr. Berlin said.

The CSEA members in the building filed the grievance with County Social Services Commissioner Noah Weinberg, but Mr. Berlin feels that the blame lies equally with the landlord from whom the county rents the building.

"The overcrowding in the building really hurts the clients," he said. "They have no privacy to discuss their cases with the employees, and there is no nursery in the building, which is supposed to be provided. To that extent, the county is at fault."

"But the county should really get after the landlord and insist that he live up to his end of the lease. Such problems as the lack of air conditioning are really the landlord's fault."

Oddly enough, the building on Old Rt. 59, West Nyack, is not an old one.

"The building itself is relatively new," said CSEA field representative Larry Scanlon. "From the outside it looks great, but from the inside it's a hell hole."

Suffolk Filing For 2 Exams

HAMDAM — The Suffolk County Civil Service Department has opened filing for two open competitive examinations until May 1. The management analyst and assistant commissioner of health services exam 17-185 is open for two agencies.

The analyst job (exam 17-194) pays a bi-weekly starting salary of $529. A bachelor's degree and four years' related experience are required.

The health services post (exam 17-185) pays a bi-weekly salary of $732. A bachelor's degree and eight years' administrative experience are required.

Both exams have June 4 written tests.

For further information contact the Suffolk County Civil Service Department at 11 Lee Dennison Executive Office Build, Hauppauge, New York 11787.

Visit your local authorized Volkswagen dealer and find out why there are over 4½ million Volkswagens on the American road today.

Volkswagen celebrates the millionth Rabbit with cars that look like a million.

DASHER

RABBIT

Imagine! A Rabbit — with soft velour seats and two glowing metallic colors. A Dasher — with its own handsome metallic glow and plush interior. And a Scirocco — with sport bucket seats and side stripes. If you want one you'll have to hurry. Limited editions like these don't last forever.

SCIROCCO

The limited Champagne Editions from Volkswagen

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Imagine! A Rabbit — with soft velour seats and two glowing metallic colors. A Dasher — with its own handsome metallic glow and plush interior. And a Scirocco — with sport bucket seats and side stripes. If you want one you'll have to hurry. Limited editions like these don't last forever.

SCIROCCO

The limited Champagne Editions from Volkswagen

Visit your local authorized Volkswagen dealer and find out why there are over 4½ million Volkswagens on the American road today.
By JANE BERNSTEIN

MANHATTAN—Public sentiment seems to be running in favor of a strike by state workers this time around. Out of those polled, approximately 75 percent supported the employees.

A random sampling of teachers and residents in New York City indicates there are feelings that the New York State employee has been backed against the wall.

"I generally support an employee's right to strike," said one high school student. "And I especially support this particular strike because these people have not had raises in such a long time and the cost of living has gone up."

A private college English teacher said she thinks state workers get too much in the way of fringe benefits, and was surprised to learn that these benefits are almost identical to most in the private sector. However, she supports the strike because she does not think the salaries are comparable to those in the private sector, and she believes every worker deserves.

"I'm not in favor of any kind of strike by workers," said one saleswoman. "But I suppose if they have no other choice and their salaries are low, I'd have to support them."

A dissenting viewpoint about the walkout was contributed by a baked goods deliverer. He merely grunted, "All civil servants are lazy and they don't deserve any more money."

CSEA calendar

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

APRIL

22-23—Central Region V meeting; Utica.
25—Rockland Psychiatric Center and Children's Hospital Local retirees dinner-dance: 6:30 p.m., Colonial Manor Old Tappan, N.J.
27—Hassay County Retirees chapter meeting: 11 a.m., American Savings Bank, Public Service Temple, East Meadow.
28-Long Island Region I executive council meeting: 7:30 p.m., Region office, 740 Broadway, Amityville, L.I.
29—Division of Housing and Community Renewal Local spring affair (dinner): 4 p.m., Skyline Restaurant, I World Trade Center, N.Y.
29-31—Southern Region III county division educational workshop: Camelot Inn, Route 9, Poughkeepsie.
30—Herkimer County Local 822 installation dinner-dance: 6:30 p.m., Chico's Restaurant, Herkimer.
30—Brooklyn Developmental Center Local 447 executive committee meeting: 4 p.m., Brooklyn Developmental Center, 888 Fountain Ave., Brooklyn.
30—Margaret Dittrich retirement party: 6:30 p.m., Sheraton (Round-tower) Motor Inn, Wolf Rd., Albany.

MAY

6—Capital Region IV Mix and Mingle: 5 p.m., Polish Community Center, Washington Ave., Extension, Schenectady.
6—Capital Region IV Meet the Candidates night.
14—Western Region VI interim meeting: 9:30 a.m., Trendway Inn, Betsy, N.Y.
16—Capital Region IV meeting: 5:30 p.m., Campus Cafeteria, State Campus, Albany.
20-22—Mental hygiene departmental workshops: Friar Tuck, Route 30, between Thruway exits 20 & 21, Catskill.
30—Brooklyn Developmental Center Local 447 cocktail sip and meet the candidates: 6 p.m., Farragut Manor, 1460 Flatbush Ave., Brooklyn.
30—June 1—New York City Local 010 workshop and convention: Concord Hotel, Kiamesha Lake.

Strike: How It Came To This

By KENNETH SCHUEFT

MANHATTAN—In October 1974, Hugh Carey, then candidate for Governor of New York State, is invited to speak at the Civil Service Employees Assn., gathered for their annual convention at the Concord Hotel, Kiamesha Lake. Three years later, after a bitter contract dispute with the Carey administration, delegates meet at the same hotel to vote on a strike against the administration. The strike was called May 4, 1977.

What happened? Mr. Carey said to the convention: "... I hope the day will come when New York State will be known more for the quality of its Taylor Wines than the severity of its Taylor Laws."

What happened, according to the CSEA, is that the Governor gave a chance, but the public employees were not. In December 1974, before Carey's inauguration, the CSEA negotiations were busy preparing to meet with the new administration. At about the same time the New York Court of Appeals upheld Taylor Law procedures for disciplinary dismissals, a decision that had been participated in a 1972 contract job action.

By March, Carey's State of the State address in 1975 expressed the need for austerity in state spending. Theodore C. Wenzl, CSEA president, wrote a letter to all members. "I'm going to be writing to the administration."

The meeting was attended by Mr. Carey and Wenzl, president, CSEA; Capt. Kenneth Crounse of the CSEA, and Capt. George Abare, chairman, CSEA negotiating team. Standing on the platform with them were: Capt. Joseph McDermott, assistant deputy superintendent; Saverio A. Chico, assistant deputy superintendent; Joseph Gillespie, inspector, and Lt. Joseph Strajnowski, of the CSEA.

STATE POLICE COMMISSIONED OFFICERS SIGN PACT

State Police Commissioned Officers unit of the Civil Service Em-
ployees Assn. and the State of New York recently signed a two-year agreement, which includes a 5 percent salary increase retroactive to April 1, 1977, and a 3.5 percent increase to take effect April 1, 1978. The pact also includes an option for officers to exchange up to five days of earned annual leave accruals in return for each reimbursement based on the officers' daily rate of pay at the time of the exchange. Signed, from left, are William G. Connelle, super-
intendent, Division of State Police; Donald H. Wollett, director of the Office of Employee Relations, and James Northrup, deputy director of OER. Standing first row, from left, are Edward Damonti, NYS senior personnel administrator; Margaret Doebel, NYS associate budget examiner; Thomas Gibbs, assistant director, OER; Theodore C. Wenzl, president, CSEA; Capt. Kenneth Crounse of the CSEA, and Capt. George Abare, chairman, CSEA negotiating team. Standing second row, from left, are John Naughter, Jr., USLA collective bar-
genial specialist; Jerry Reed, NYS pay analyst; Lt. Socrates of the CSEA; D. Glade, first deputy superintendent; Saverio A. Chico, assistant deputy superintendent; Joseph Gillespie, inspector, and Lt. Joseph Strajnowski, of the CSEA.

Strike Preparation

(Continued from Page 1)

Other speakers were Robert Poof, the official of the Department of Transportation Local, and James Corbin, president of the Suffolk Local.

Hundreds of bumper stickers reading "New York State will be closed April 18" appeared on cars driving along the Long Is-
land Expressway and other area roads. Strike headquarters were set up for each local and the police in each community were alerted of the union's activities.

Other meetings were planned in White Plains and at Cro-
mmor Psychiatric Center, with a mass regionwide rally held on Friday. Regional president Solomon Bendit urged the full sup-
support of all locals. Signs were printed and distributed reading "Employees on strike, please do not cross picket line."

Southern Region III

Students from State Colleges at New Paltz in Southern Region III an-
nounced their support of the CSEA strike. Meetings were held by most locals, including: Hudson Psychiatric Center, Pough-
keepsie; Wassaic Developmental Center, Middletown Psychiatric Center, the Department of Transportation and Greenhaven Correctional Facility. The last two locals took out ads in Pough-
keepsie Journal at the local's expense, requesting public sup-
port for the strike. "Everyone is working 100 percent," regional president James LeFouhe said. "It should be a successful strike."

Capital Region IV

On Friday, April 22, 1977, presi-
dent Joseph Mitzmortz com-

(Continued on Page 16)
**ALBANY—New York State announced 14 promotional exams to be held June 18. Filling will close May 9 for all tests.**

An exam will be given for

- **Manager of electronics operations** (G-25) and chief electronic computer operator (G-25). Applicants must have one year's experience as either a supervisory electronic computer operator or as a grade 16 electronic computer operator.

Senior electronic computer operators can apply for exam 36-076 for supervising electronic computer operator (G-18) and electronic computer operators can apply for senior electronic computer operator (G-14) exam 36-075.

The commission also announced exam 36-075 for assistant retirement system information representative (G-13) for which employees in grade 13 and up are eligible.

Administrative or clerical employees in G-14 and above are eligible to take exam 36-073 for retirement system information representative (G-13). Grade 18 administrative or clerical employees can apply for exam 36-076 for senior retirement system information representative (G-21).

Three exams will be given for the retirement system. The University of New York will give the first exam on June 18 and grade 18 clerical employees can apply.

To be considered.

One year's competitive service in an employing position (G-18 or higher) will qualify candidates to take exam 36-086 for senior computer operator (public service—G-22).

Exam 36-092 will be given June 18 for senior medical services planning specialist (G-23). Employees in 11 titles ranging from G-18 to 22 will be eligible. Social services program specialists, senior home economists, supervising consultants on eye health and vocational rehabilitation counselors are some of the titles which will be considered.

One year of permanent competitive services as an attorney will qualify candidates for exam 36-092 for senior attorney (realty—G-24). A written test will be given to test candidates' ability to understand, analyze and evaluate written legal materials and prepare briefs and memoranda.

Exam 36-090 will be given for senior civil engineers (G-23). Candidates with one year's experience in grade 19 or higher or two years in grade 18 and up will be considered.

There are three exams that will be given for offset machine operators ranging from grade 9 to 15.

**Head offset printing machine operator exam 36-074, will be for New York State employees. The exam should have one year experience as a principal offset printing machine operator or as a publications production assistant.**

Exam 36-073 will be given for principal offset printing machine operator (G-15) and senior offset printing machine operators and senior printing machine operators with one year's experience can apply.

A test will be given for senior offset printing machine operator (G-15) and applicants with at least 18 months' experience as an offset printing machine operator or as a printing machine operator will be eligible.

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**SHORT TAKES**

**NO DMH REORGANIZATION THIS YEAR**

Two influential Republican state senators, Frank Padavan, chairman of the Senate Committee on Mental Hygiene and Addiction Control, and Dale M. Volker, Chairman of the Alcoholism Subcommittee, have indicated that Gov. Hugh Carey's proposal for the reorganization of the Department of Mental Hygiene probably will not be approved by the State Legislature this year. The Governor's plan would split DMH into three autonomous offices: for Mental Health; Mental Retardation and Developmental Disabilities, and Alcoholism and Drug Abuse. Mr. Volker said that his committee has encountered 5 percent opposition to Carey's plan. Much of that force comes from critics of the proposal to merge DMH's Alcoholism Division into the office with Drug Abuse.

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**Retiring Soon?**

There's a great deal you know—but a lot more you should know about:

- **Preparing for Retirement**
- **Handling Your Finances**
- **Choosing a Place to Live**
- **Your Retirement Residence**
- **Choosing a Place to Live**
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**Name Consultant**

**To Defend Merit**

**ALBANY—The Civil Service Department has retained Joseph Watkins, Sr., former director of the Municipal Services Division of the State Civil Service Department, as a consultant to help the union "study and organize resistance to the attempts by the administration and Civil Service Commission to destroy the civil service system in New York State."" Mr. Watkins, together with members of the Civil Service Department, will be studying various reports that have been released publicly, "and will interview key persons in the administration who are responsible for the decisions and changes in the state's civil service system as well as the effects of the $1,900,000 cuts in the Department of Civil Service." Mr. Watkins will also be doing this work "by the end of the fiscal year," he said.

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**The Complete Guide to Retirement by Thomas Collins**

paperback $2.95

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You may send me a copy of "The Complete Guide to Retirement." I endorse $3.95 plus 32 cents Sales Tax — or total of $4.27. I understand mailing is free.

NAME

ADDRESS
This week's Legislative update is provided by Civil Service Employees Assn.'s office of legislation and political action.

**BILL AND SPONSOR**

**SUMMARY OF PROVISIONS**

**STATUS**

**PENDING CSEA LEGISLATION OUTLINE**

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- This is the Agency Shop bill. It would require all non-members represented by a union to contribute an amount equivalent to the dues to the recognized certified labor organization.
- This would provide for final offer evaluation as a means of resolving disputes in negotiations.
- This would allow PERB to enforce the terms of a negotiated agreement.
- This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to more retirees.
- This would entitle Veterans of WWII and Korea Conflict to obtain retirement credit if they were honorary discharged veterans and residents of N.Y. State at time of entry into service.
- This would allow local governments to negotiate disciplinary procedures with an employees organization.
- This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.
- This bill would increase penalties on employees who engage in illegal strikes. It would eliminate the automatic probation and "Two-failures" fines for such employees.
- This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.

**CLAIMS EXAMINER**

- ALBANY—An unemployment insurance claims examiner's eligibility list, resulting from open competitive exam 24-424, was established March 17 by the State Civil Service Department. The list contains 259 names.

**NAME MEDIATOR**

- ALBANY—The State Public Employment Relations Board announced, recently, the appointment of the following lei enterprise mediators: Leon Appel- \textit{\textasciitilde}whaite, of PERB's New York City office, to the dispute between the York Union of Education and the Civil Service Department.

**JOB PLACEMENT**

- ALBANY—An employment security claims examiner's eligibility list, resulting from open competitive exam 24-089, was established March 17 by the State Civil Service Department. The list contains 3,074 names.

**EMPLOYMENT CLAIMS**

- ALBANY—An employment security claims examiner's eligibility list, resulting from open competitive exam 24-097, was established March 17 by the State Civil Service Department. The list contains 3,393 names.

**THE GREATER NEW YORK BLOOD PROGRAM**

**PRAISE UNION IN ALFRED WIN**

**CHEESTOWAGA—"If we had not had a union and the services of a Civil Service Employees Assn. field representative, the results of our investigation may have been devastating and far reaching," said Annemae Harding, president of the N.Y. local of the CSEA Local, after the successful challenge of an "unatisfactory" rating to an Alfred em- employee.

Sam Carmen, the field repre- sentative, who was credited with pre- senting "excellent arguments on behalf of the employee."

Mr. Harding's comments, which appeared in the Union's publication, "Little Leader," con- tinued:

"Without our field representa- tives and legal department, we would not stand a chance in cases where an employee's job security is at stake. We would again be facing the appels sys- tem, and, in fact, this is what management would like. Your dues are paying for your pro- tection! Without your dues, you would have no protection.

"So just think about it! We, the employees, may make mistakes at times in which you are not in agreement with, but when we come to the collective bargaining session, you must back us up in our job and when the results are in your favor, all of our objectives have been met."

**CLAIMS EXAMINER**

- ALBANY—An unemployment insurance claims examiner's eligibility list, resulting from open competitive exam 24-424, was established March 17 by the State Civil Service Department. The list contains 239 names.

**NAME MEDIATOR, FACT-FINDERS**

- ALBANY—The State Public Employment Relations Board announced, recently, the appointment of the following labor enterprise mediators: Leon Appel- \textit{\textasciitilde}whaite, of PERB's New York City office, to the dispute between the York Union of Education and the Civil Service Department.

**THE FOLLOWING FACT-FINDERS were also appointed:** Leon Appel- \textit{\textasciitilde}whaite, of PERB's New York City office, to the dispute between Undaunable School District and Undaunable School; Theodore Prentice, of Prentice Prentice, of Prentice Prentice, to the dispute between the Township of Philopotam and the CSEA.

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**THE GREATER NEW YORK BLOOD PROGRAM**

**CIVIL SERVICE LEADER**

**FEBRUARY 24, 1977**
Putting It On the Line

SURPRISE!

Governor Carey certainly did not expect to be forced back to the negotiating table with representatives of the Civil Service Employees Association last month. Nor did he think the state workers could resist in their hunger. But when the union showed that it needed more than a pacifier to gnaw on, the Governor began to dig around for some crumbs.

That should have been enough. Public employees are not supposed to strike. They are thought to be mild people who choose the civil service for reasons of security. When confronted with difficult bargaining situations they are supposed to roll over and play dead, good dogs that they are, or maybe accept a $250 bonus and promise to be on their best behavior.

Surprise!

The state workers have come a long way. It has not been easy. When candidate Hugh Carey addressed the state-wide convention three years ago, looking for votes, he spoke against the Taylor Law and for the betterment of the life of the state’s civil servants. After the election he seemed to change his mind. CSWEA members have suffered from Carey’s fickleness ever since; but no more.

The union forced the Governor back to the bargaining table prior to the April 18 deadline because the Administration took the strike threat seriously. The threat was taken seriously for good reason: The membership learned the hard way: the preparations were for real—not a ruse to neutralize the Governor.

Patronage Power

In the preliminary political discussions with a cartel to support Beame to make extremely difficult decisions. The task was taken seriously for good reason: The members were well aware of the hard way over the past several years but it learned well.

With the exception of the union’s six regions enthusiastically prepared for a strike. Their preparations had the effect of forcing the Governor to bargain because the preparations were for real: not a ruse to get back to the table, but detailed plans for picketing on the street—for closing down New York State.

And as a result, victory would be more than food on the table—although that is more than enough: Victory is also the leap of self-respect earned by the union and each individual member in taking responsibility for what had to be done, putting it all on the line, and blowing every last myth about the mild security-minded people who work in New York’s civil service.

No Contract, No Duty To Arbitrate

A registered nurse employed by St. Elizabeth Hospital was discharged from her position. It was alleged that she violated certain hospital procedures relating to the identification of new-born infants. The nurse was a member of a union which had exclusive bargaining rights for registered nurses employed by this hospital. A collective bargaining agreement was entered into in 1972 setting forth certain grievance procedures that ended in binding arbitration. The contract specified that notice of intention to modify the agreement was equivalent to a notice of intention to terminate that agreement. In 1973, the union sent a notice of intention to modify the agreement to the hospital pursuant to the termination clause contained in the agreement. Accordingly, the court pointed out, that the agreement was the equivalent of a notice of intention to terminate that agreement. In 1973, the union sent a notice of intention to modify the agreement to the hospital pursuant to the termination clause contained in the agreement. Accordingly, the court pointed out, that the agreement was the equivalent of a notice of intention to terminate that agreement. In 1973, the union sent a notice of intention to modify the agreement to the hospital pursuant to the termination clause contained in the agreement.

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With the exception of the union’s six regions enthusiastically prepared for a strike. Their preparations had the effect of forcing the Governor to bargain because the preparations were for real: not a ruse to get back to the table, but detailed plans for picketing on the street—for closing down New York State.

And as a result, victory would be more than food on the table—although that is more than enough: Victory is also the leap of self-respect earned by the union and each individual member in taking responsibility for what had to be done, putting it all on the line, and blowing every last myth about the mild security-minded people who work in New York’s civil service.
Emphasizing the need for a higher raise, Judith Evedon, clerk, states, "I really feel that any raise should be at least $7,000, which is just not enough money to support a family." During Region IV’s meeting, she also highlighted the importance of the Governor’s role in the labor dispute, "the race for the Capital Region IV president was disrupted by Mr. McDermott's disruptive behavior, effectively rendering the race biased." After his resignation, the Secretary of Labor, Mr. Taylor, criticized the raise for being insufficient, "the raise is a very unfair law." The New York City Retirement Board approved 580 applications for retirement, noting, "207 without Option 1, 82 under Option 1, and 7 without Option 1/2." The letters to the editor discuss various issues, including poverty, the gender pay gap, and social security reform. The author emphasizes the importance of recognizing the unique challenges faced by women, "Social Security has so many facets that congressmen have no reason to support or vote on legislation, because women are assumed to be naturally more concerned with fairness in the system." The author concludes, "The social security system is a fundamental equality which discriminates against women."
The three candidates for the office of Metropolitan Region II president gather for a good-natured picture. Incumbent president, Solomon Bendet, also president of the New York City Local, is in the center. At left is challenger Ronnie Smith, currently president of the Willowbrook Developmental Center Local, and the immediate past first vice-president of the region. Vincent Rubano, the current regional first vice-president, is now running for the region's top spot. Mr. Rubano is also president of the State Insurance Fund Local.

Region II Discusses Strike Plans, And Nominations ...
MANHATTAN—The potential strike and the election of officers were the main matters of business at the Metropolitan Region II meeting held last month at Feathers Restaurant.

Region president Solomon Bendet outlined his feeling that a job action was the only alternative to the treatment that Civil Service Employees Assn. was receiving from the Governor. He appointed a contingency committee to survey the membership regarding a strike.

Robert Keeler, president of the Downstate Medical Center Local, followed with an angry condemnation of the Governor and a call to unify in a strike.

The meeting was held prior to the statewide convention at Kiamesha Lake, where a strike vote was ratified by the delegates, including the provision that no one return to work until amnesty is granted for all.

Canditates for regional office were announced by Anne Wadas, chairman of the nominating committee. Those running are: for president, Solomon Bendet, Vincent Rubano and Ronnie Smith; for first vice-president, William DeMartino and Jimmy Gripper; for second vice-president, Dorothy King, Gennaro Fischetti and Canute Bernard; for third vice-president, William Cunningham, Thomas DiNatale and Barry Markman; for treasurer, John Eversley and Martin Esponto; and for secretary, Edna Parceco Aponte and Margaret Clark.

Regional candidates for Mental Hygiene directors are Jo Ann Polistena Morello, Jimmy Gripper, Charles Wade, Barry Markman, Felton King, George Boncoraglio, Ronnie Smith, Patrick Fraser, and Dorothy King. The three last-named are among the four incumbents.

Nominating committee members along with Ms. Wadas were co-chairman Irene Hillis, secretary Joe D’Amore, Martha Owens, Jack Weiss, Robert Sage, Sai Butero, Tom Perlman, Francis Debose, and Sam Zemmet.

In recent weeks, the region has been busy with its strike preparations. Theodore C. Wenzl, president of the CSEA, spoke to a large group of Region II members during a lunch time gathering in a state meeting room at the World Trade Center.

He answered questions and conveyed the support of the statewide leadership. Vincent Rubano, regional first vice-president, William DeMartino, regional second vice-president, and other leaders spoke to the membership.

A weekend demonstration was held in front of the Staten Island home of Senator John Marchi, co-chairman of the ad hoc legislative committee set up to review the contract dispute between the state and the CSEA. The group was protesting the reluctance of the legislators to cut short their recess and return to Albany for hearings.

Barry Markman, political action chairman of the region, was invited to speak with Mr. Marchi. He reported that the results of that encounter were not reassuring. Mr. Marchi reportedly maintained that the difficulty between the union and the state could be resolved only by the Governor.

At a presidents’ meeting toward the middle of the week, leaders estimated that the strike support in the region ran from 65 to 90 percent. There were groups less enthusiastic about the strike, but in general, the feeling was very optimistic: if it came to a strike, Region II would be well represented on the picket lines.

Speaking at a regional rally Friday, Mr. Bendet said, “In 50 years I have not seen state workers so determined.”

The office of third vice-president is being sought by William Cunningham, left, president of the Kingsborough Psychiatric Center Local and the incumbent third vice-president; Barry Markman, third vice-president of the South Beach Psychiatric Center Local, chairman of the region’s political action committee, and a member of the labor and management committee, and Thomas DiNatale, president of the Housing and Community Development Local.

Officers of the New York Parsloe Local take the oath of office which was administered by Region II president Solomon Bendet. From left are John Eversley, vice-president; Ronnie Yeung, secretary; Anna Brown, recording secretary, and Jack Weiss, president. Absent from the picture is Henry Hill, treasurer.
<table>
<thead>
<tr>
<th>Name</th>
<th>City</th>
<th>Academy Average</th>
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<tr>
<td>Simmons</td>
<td>Albany</td>
<td>73.5</td>
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<tr>
<td>Johnson</td>
<td>Albany</td>
<td>73.4</td>
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<tr>
<td>Williams</td>
<td>New Paltz</td>
<td>73.3</td>
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### LATEST STATE AND COUNTY ELIGIBLE LISTS

The table above lists the latest state and county eligible lists for various locations, including Albany, Verona, New Paltz, Elmira, Troy, Liverpool, Syracuse, N.Y., and more. Each entry includes the individual's name and the city where they are located, along with their corresponding academy average. The list is comprehensive and provides detailed information for those seeking eligibility criteria in different areas.

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**EXAM 31-913**

*ASST MNGR OF TRS MEMBER SR*

Test Held Sept. 19, 1976

*Miller John C. Valente* 80.6

*13 Exercise Names* 80.7

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**EXAM 35-542**

*COMPUTER PROGRAMMER TERM*

Test Held Jan. 15, 1977

*Burton Donny D. Valente* 80.6

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**CIVIL SERVICE LEADER, Friday, April 22, 1977**

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**CREASE Labor Specialist**

HAUPPAUGE — The Suffolk County Civil Service Department has extended filing for a number of labor specialist positions to May 4.

The examination date has been postponed from April 22 to May 4. The titles are labor specialist I through V, both open competition.

For further information contact the department at H. Lee Hutt, Assistant Deputy Personnel Building, Veterans Memorial Highway, Hauppauge, New York 11787.
ABXAR—The maximum rate of interest permitted by law, 5 percent, has been credited to the annuity savings accounts of New York State's retirement systems for the year ended last March 31, Comptrol arter Arthur Levitt announced last week.

The rate, which is based on the systems' investment performance and the cost of living, affects 145,000 members of the State Employees' Poper and Firemen's Retirement saving accounts representing contributions that employees have made.

Mr. Levitt emphasized that although investment earnings were above the 5 percent benchmark, it is the highest interest rate the retirement law allows.

Highest Interest Paid In State's Retirement Fund

Capitol Region Ready For 18th

ABXAR — "The Capitol Region is light, ready to go on the 18th." With these words, Capitol Region Civic Service president Joseph E. Mc

Dermott began the first in a long series of local meetings of Region 72.

"The Capitol Region, which surrounds the capital city of the state, is prepared to bear the brunt of public employee actions with the Carey Administration to the very doors of the Capitol and the Governor's Mansion," Field supervisor Jack Corcoran stated as he addressed a strong supportive group of union members earlier this month.

"You know, ladies and gentlemen, that somebody is in this room is going to call management after this meeting is over and tell them what is going on. When that person makes that call, make sure you give management the truth. I'll even give the person the dime for the call," Mr. Corcoran quipped.

Week Honors Secretaries

NORTH VALLEY STREAM—The week of April 24-30 has been designated as "Secretaries Week" by the National Secretarial Association (International). The aims and activities of the NFA are directed toward elevating secretarial standards by means of continuing education, fostering programs for the professional growth and development, assuming the role of a liaison agency for the secretarial profession; and formulating changing directions, trends, and requirements that alert office practices.

The purpose of "Secretaries Week" is to acknowledge the contributions of all secretaries to the vital roles of business, industry, education, the professions.

Labor Relations Rep.

ALBANY—An associate agency labor relations representatives was appointed as of the promotion exam 19-181, was established April 1 by the State Civil Service Department. The list contains two names.

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FLORIDA INC.
The report of the committee on the disposition of convention motions was given by Chairman Edward Dudik, of the SUNY at Buffalo Local 682, at the CSEA spring convention at the Concord Hotel in Buffalo, N.Y. The conventions members are Dorothy Goetz, Terry Dusen, Earl Killmartin, Stephen Zarol, Gennaro Fischetti and Clara Franklin.

Our Committee met on several occasions and considered and discussed the disposition of motions made by the delegates at their meeting at the Concord, Oct. 11-13, 1976. As a result of our sessions, and due to some investigation through the various persons responsible for action on the motions, we have found the following actions have been taken on the motions in order of their appearance in the minutes of the last Delegate Meeting.

1. Motion read—"There is no more Division of Employment" and the chapter should be listed under Management Chapter. Kay Zgonbick, CSEA staff, is requesting this item be implemented for the March, 1977 Special Delegate Meeting.

2. Motion read—"That the words 'and/or' or 'for' be deleted from the Headline of the Convention Rules." Kay Zgonbick, CSEA staff, is requesting this item be implemented for the March, 1977 Special Delegate Meeting.

3. Motions made by Nellie Davis. Chairperson of the Statewide retirees Committee and staff, is requesting this item be implemented for the March, 1977 Special Delegate Meeting.

4. Motion to refer to Constitution & By-Laws "that CSEA Inc. legal staff as of 10-17-76 file application with the Office of the Secretary of State New York State for changes in CSEA Inc.'s Certificate of Incorporation as to allow CSEA Inc. to recruit and represent private sector employers." Please check the Constitution and By-Laws Committee Report (March 4, 1977, edition of The Leader).

5. Motions regarding the Constitution and By-Laws Committee Report by Chairman Kenneth Cadieux be referred back to that Committee and the Legal Committee. Please check the Constitution and By-Laws Committee Report (March 4, 1977, edition of The Leader).

6. Statewide Grievance Committee Report to the October 1976 Annual Delegate Meeting, by Chairman A. Vavracin, was adopted for informational purposes. Motion read—report should be discussed with the different Regions, and when applicable, procedures should be implemented. Refer to CSEA Regional Presidents and Regional Supervisors.

7. Proposing Committee Report read—"Commencing with the 1979 election, no statewide officer (as defined in Article 4, Section 6 of the Constitution) shall be an officer of a chapter unit if such officer is serving on a paid basis from CSEA, exclusive of the honorarium or expenses approved by the CSEA Board of Directors." Refer to the Constitution and By-Laws Committee Report. Please check the Constitution and By-Laws Committee Report (March 4, 1977, edition of The Leader).

8. Motion made by the Restructuring Committee read—"3A. and 3B. Regional Trial Boards. Charges should be limited to acts against CSEA or internal matters such as affecting CSEA. Any charge or matter referred to a Regional Trial Board shall first be reviewed by the Association's Council for determination, without prejudice, or its property." Refer to the Directors' Charter Committee for review. Please check the Directors' Charter Committee Report.

9. Motion read—"Any proposed legislation relating to the restructuring of the constitution and portions of the Restructuring Committee recommendations were referred to various committees, counsel, etc. Please check Restructuring Committee Report.

10. Motion read—"All chapters shall be identified as Local." Refer to Legal Counsel and approved by the Directors' Charter Committee.

11. Proposal by Restructuring Committee read—"CSEA Retirees. The establishment of any honorarium, or an increase in any existing honorarium, may not take effect during the term of office of the incumbents." Proposal approved by the Delegates and referred to Kenneth Cadieux, Chairman of the Constitution and By-Laws Committee, in the event the committee feels this rule should be implemented in the CSEA By-Laws.

12. Proposal by Restructuring Committee read—"The Board of Directors shall establish a committee for purposes of evaluating and making recommendations upon all requests for awards to members, other than the Memorial Plaque. For meritorious service in behalf of the Association." Proposal approved by the Delegates and referred to Kay Zgonbick. CSEA staff, to put on the proposed agenda for the January 1977 meeting of the Board of Directors.

13. Motion made by Miss Nellie Davis, Chairperson of the Statewide Retirees Committee and staff, is requesting this item be implemented for the March, 1977 Special Delegate Meeting.

14. Motion read—"Commencing with the 1979 election, no statewide officer (as defined in Article 4, Section 6 of the Constitution) shall be an officer of a chapter unit if such officer is serving on a paid basis from CSEA, exclusive of the honorarium or expenses approved by the CSEA Board of Directors." Refer to the Constitution and By-Laws Committee Report. Please check the Constitution and By-Laws Committee Report (March 4, 1977, edition of The Leader).

15. Motion made to add the names of "Anna M. Beosette" and "Dorothy E. MacTavish" to the Memorial Plaque in the main floor hall of Headquarters. Referred to David Dubes, CSEA staff, to have name plates made at the earliest possible date. Plaques have been ordered and a date will be set to put plaques on the wall as soon as possible.

16. Question raised by Mr. J. Mauro regarding a letter written by J. Mauro to J. MacCary, Executive Director of the Rockland County Commission on Human Rights, which objected to a letter sent out dated Sept. 1 to 109 members regarding the CSEA insurance program, and the discrimination against females. This was followed up by Dr. Wenzl by a letter to J. Mauro dated Oct. 4, 1976, and by Mr. Joseph D. Lochner, Executive Director, dated Oct. 6, 1976. Refer to the Insurance Committee Report.

17. Motion made to accept the first part of the report of the Restructuring Committee "for informational purposes" and, where affirmative action is necessary on the proposals, such be referred to the Constitution and By-Laws Committee. Please check the Constitution and By-Laws Committee Report (March 4, 1977, edition of The Leader).

18. Statewide Social Services Committee report on the Election Procedures Committee Report. Reports accepted for informational purposes. Motion read—"since there are so many employees that may be transferred from county to state, the committee send out bi-monthly reports as to progress of this legislation." Refer to Ethel Rose Board Representative of the Judicial Conference to follow through. Ms. Rose reported as follows—"It would be helpful to me that the motion was directed toward informing local government probation department personnel of the progress of proposed legislation whereby they would become state employees, and that it would be up to the Statewide Probation Correctional Committee to take the lead in making this happen.

19. Motion read—"That at future meetings of the Board of Directors any member may call a roll call vote taken so that the votes of those not present can be a matter of record." William McGowan, CSEA Executive Vice President; Jack Gallagher, CSEA Treasurer, and Thomas Collins, CSEA Director of Education—CSEA, to obtain facts and take care of whatever is needed to make the preparation of the March, 1977 Delegate Meeting. Mr. Collins advised that the retirees meet for a full day at the October 1976 Delegates Meeting, and plans have been made to have a similar full day meeting during the March 1977 Delegate Meeting.

20. Motion read—"That a copy of the resignation to which the fact that the delegates were to be seated separately by Regions and furnished with information, if not already done. Mr. Edward C. Diamond, Director of Education—CSEA, to obtain facts and take care of whatever is needed to make the preparation of the March, 1977 Delegate Meeting. Mr. Collins advised that the retirees meet for a full day at the October 1976 Delegates Meeting, and plans have been made to have a similar full day meeting during the March 1977 Delegate Meeting.

21. Motion read—"That a telegram be sent to the Governor from the assembled delegates that the delegates unani- mously request that the President of CSEA Inc. be appointed as a member of the Committee to Study Civil Service System legislation, and plans have been made to have a similar full day meeting during the March 1977 Delegate Meeting.

22. Motion read—"That the Statewide Political Action Committee Report be discussed with the different Regions and levels to that they are not in- clude members who are officials of any political party." President Wenzl accepted this as a recommendation and assured it would be adhered to.

23. Motion read—"reaffirms and continues the following policy that a member has a right to retain any attorney of his choosing, free and unimpaired, and the assistance program of CSEA, Inc. and that members seeking such legal assistance meet with the different Regions and, where possible, to have name plates made at the earliest possible date. Plaques have been ordered and a date will be set to put plaques on the wall as soon as possible.

24. Motion made to accept the first part of the report of the Restructuring Committee "for informational purposes" and, where affirmative action is necessary on the proposals, such be referred to the Constitution and By-Laws Committee. Please check the Constitution and By-Laws Committee Report (March 4, 1977, edition of The Leader).

25. Motion read—"That at future meetings of the Board of Directors any member may call a roll call vote taken so that the votes of those not present can be a matter of record." William McGowan, CSEA Executive Vice President; Jack Gallagher, CSEA Treasurer, and Thomas Collins, CSEA Director of Education—CSEA, to obtain facts and take care of whatever is needed to make the preparation of the March, 1977 Delegate Meeting. Mr. Collins advised that the retirees meet for a full day at the October 1976 Delegates Meeting, and plans have been made to have a similar full day meeting during the March 1977 Delegate Meeting.

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28. Motion read—"That a telegram be sent to the Governor from the assembled delegates that the delegates unani- mously request that the President of CSEA Inc. be appointed as a member of the Committee to Study Civil Service System legislation, and plans have been made to have a similar full day meeting during the March 1977 Delegate Meeting.

29. Motion read—"That the CSEA membership application card be revised to include the question—Do you have children or grandchildren that are students? Please check the Legislative and Political Action Committee Report (April 1, 1977, edition of The Leader).
Civil Service Employees Assn. will hold its annual dinner-dance on Manor, Old Tappan, NJ. until 10 p.m. at the Colonial Inn. The cost of the affair is $15 per couple, and $8 for a single.

To have more information, please call Edna Knightly or Jack Arnold at (914) 359-1000.
Chenango Workshop Briefed On Tactics For A Strong Union

(From Leader Correspondent)

NORWICH—A Chenango County employees unit workshop March 19 heard Region V field staff representative Terry Moxley say that the Civil Service Employees Assn. is the most democratically structured union in the country.

But, he warned, the danger in a democracy is that if the rank and file do not participate by backing up their officers and serving on committees, the power will end up in a few hands.

Mr. Moxley said that "we don't have a serious problem" in Region V, but he urged members not to let their union responsibilities lightly.

"An extremely able CSEA officer who gets no help from you, the members," he said, "will get out.

He urged the various Local representatives present "to establish an avenue directly to your membership. See that their questions and problems are taken care of.

"Remembering Governor Carey, Mr. Moxley said that Carey has not lived up to his promises—he doesn't deliver.

"Logic and intelligence mean nothing to him. We need leverage and power to deal with him and it behooves you to support one another," Mr. Moxley said.

Mr. Moxley also pointed to the importance of political action, calling it an "extremely effective tool on the local level. Politicians remember the workers and organizers—even if you fought hard on the other side," he said.

"An organized minority will be heard," he said, "and politicians will take care of the person or persons who can hurt or help them the most.

SU NY At Buffalo Nominations Open

BUFFALO—Civil Service Employees Assn. Local 623, SUNY at Buffalo, is accepting nominations for the following offices: president, first vice-president, second vice-president, third vice-president, fourth vice-president, recording secretary and treasurer.

Two representatives from each of the four statewide bargaining units also require nominations, as do delegates and alternate delegate positions.

Anyone interested in being nominated, should send a brief resume to Mr. Pat Oliver, nominating committee, Box 16, Hayes Hall.

On their way back into the conference room at the Chenango Inn are, from left, Shirley Wilcox, Sheburne-earville Central School chapter steward, Christina Perkins, Sheburne-earville treasurer, and Claude Tarbell, Sheburne-earville president.

Discussing workshop topics outside the Chenango Inn are, from left, Peg Mainusch, a member of the county unit's board of directors, Sylvia Figary, county unit steward, Red Grant, county treasurer, and Charles Root, county steward.

(Continued from Page 3)