Details Snag Tentative Contract

by candidates who circulated petitions to have their names placed on the ballots. Some and in the union’s six regions continue to move nearer this month.

Candidates Draw For Order On Ballot

The tentative agreement in which their names will appear certified and all the nominees since the union’s current clash on the official ballots due to be mailed to CSEA members May 19.

Election campaigning is some-

The Tentative Agreement—Word For Word See Page 5
Western Region VI Meeting See Pages 8 & 9
Legislative Update On Bills See Page 11

CSEA Delays Ratification
To Iron Out Final Language

ALBANY—The top statewide elected officers of the Civil Service Employees Assn. decided unanimously last week to withhold the mailing of contract ratification ballots on a tentative agreement reached April 17 between CSEA and the State of New York.

The union officers said mailing of ratification ballots to members “will be delayed for a week to ten days to allow a reasonable length of time to iron out a disagreement between CSEA and the state over final contract language,” and said that if no agreement is reached by that time, “we’ll review the options open to us and decide what action we must take.”

The officers said, “We fully intend to stand by our interpretation of what the negotiating teams agreed to at the table and over the next week to ten days we will continue to attempt to get the state to agree with our position.” A major disagreement between the CSEA and the state developed shortly after the announcement on April 17 that a tentative agreement between the sides had been reached, averting a statewide strike by state employees scheduled for 6 a.m. on April 18.

The CSEA said both sides had agreed to the establishment of salary schedules that would not diminish in any way annual increments or promotional increases for the 140,000 affected state workers while providing 14 percent of $3,400 salary increases over the life of the two-year pact, but the State claims it will also adversely affect increments and promotional increases in many cases.

Sutton Candidacy Challenges NYC’s Racial Liberalism

As candidates line up for the Democratic primary for Mayor of New York City, at

14 Senators Sponsor Agency Shop Bill

ALBANY—The Agency Shop bill, backed by the Civil Service Employees Assn., has garnered the sponsorship of 14 members of the State Senate on both sides of the aisle.

The bill, which passed the Assembly on March 23 with little opposition, would require that all public employees represented by a union automatically pay the equivalent dues to the union, whether they are members or not.

Martin Langer, chairman of the CSEA’s statewide political action committee, said, “I’m optimistic that this bill will pass the Senate, especially if all concerned public employees get in touch with their senators to let them know how important it is to us. If the Agency Shop Bill becomes law, it would effectively mean the end of free-loading by people who receive all the benefits the union negotiates for everyone, but who refuse to do their share by helping to support the union.”

The CSEA committee is sending a letter to every CSEA local
New contract is signed for the CSEA employees of Sanitary District No. 1 in Nassau County by Commission Chairman Nicholas J. Calabria, seated in center, as district and CSEA officials watch. Seated from left, are Commissioners C. F. Caruso, J. J. Tomichaud, Mr. Calabria, B. Hoffman and J. P. Mantanursen. Standing, from left, are: district superintendent J. B. Capobianco, CSEA unit president J. Milano, CSEA field representative Hilo Fredman, Nassau CSEA chapter president Irving Flammangbaum and district's labor counsel D. Marinacos.

BENDT SAYS VOTE NO IF LANGUAGE NOT CLARIFIED

Manhattan—At a packed raucous meeting of the New York City Local of the Civil Service Employees Assn., held last week at the World Trade Center, the membership vented its frustration with the confusion and ambiguity resulting from the memorandum of agreement signed by the State and the CSEA on April 19, and the subsequent newspaper accounts of that pact.

The consensus of the group in support of the Local 410 executive committee's decision several days earlier to vote No on ratification. A Local-sponsored ad ran in some New York City papers last week urging that the membership vote No and elaborating six reasons in support of that position. The main points of that ad were: the existing salary schedule remains unchanged, creating 140,000 individual pay schedules; salary increments remain unchanged; longevity increments will be eliminated; hiring remains the same, making recruitment of new employees practically impossible; the minimum wage paid to present employees; the agreement is binding on the CSEA only.

摄影作品

Victory for CSEA in Potsdam Vote

Potsdam—The non-instructional employees of the Potsdam Central School District have voted to continue being represented by the Civil Service Employees Assn.

The challenge by New York State United Teachers was defeated by majority vote (45-32; NYSTTE, 31; no representation, 2) in an election conducted last month at the school. The announcement of the CSEA victory was made by a representative of the PERB.

In commenting on the election result, Ercole Ventura, CSEA organizer, said: "Naturally, we are pleased with the outcome! It indicates to me and to the other CSEA staff members that we took part during this challenge unhesitatingly demanding that when ratification ballots are mailed, they be accompanied by copies of the entire agreement, not merely a synopsis. "This would eliminate the present controversy," Mr. Bendt said.

CSEA Led, But Vote Close In Rockland: May Runoff Planned

New York City—A run-off election has been slated for May, during which some 1,800 employees of Rockland County will decide whether the incumbent Civil Service Employees Assn. or an outside union will be their representative at the bargaining table.

Ballots for union representation election were counted April 27 and the CSEA came out a winner by four votes out of 1,853 cast—not enough of a victory to avoid the run-off. "If, out of 1,853 employees, just 32 more had voted for the CSEA, we wouldn't have to go through all this all over again," said CSEA Rockland County local president John Mauro. "It's a real crime that the Rockland County employees will have to start all over again for the raises and benefits of their new contract. But that's why, this time around, we must stress that it's of crucial importance for every single person to vote.

The new contest will be conducted like the first one—by mail. Ballots will be mailed out by the Public Employment Relations Board in Albany on May 16 and will be counted by the PERB on May 25. The eligibility list will be the same one used in the first election. Those eligible voters who have not received a ballot by May 16 may request a replacement ballot by calling the PERB collection on May 16, 17 or 18.

"We were very disappointed at the small number of people who voted," said CSEA Rockland County unit president Paty Sargent. "Because of the widespread apathy, the county workers must now have their negotiations delayed even longer."

When the challenging organization presented its designation cards earlier this year, the county immediately called off negotiations with the CSEA for the 1977 contract for the employees.

The CSEA has filed an improper practices charge against the county for failure to barain. The charge is expected to be resolved shortly.

In the election just completed, the CSEA received 407 votes and the Service Employees International Union, 483. There were 24 votes for no union.

The CSEA went to court against the county for failure to bargain. The PERB decided that the county had no legal right to refuse to bargain with the CSEA going into the contract negotiations with the county.

"We were very disappointed at the small number of people who voted," Mr. Bendt and Mr. Mauro noted, there will be no provision for voting for "no union," the union that gets the most votes will get the victory, no matter how slim the margin. The county has already decided that the PERB decision will go into effect and the county's union is not necessary to the PERB decision.

Library Clerk

Albany—A law library clerk in the judicial district eligible list, resulting from open competitive exam 45-44, was established April 21 by the State Civil Service Department. The list contains 46 names.

CIVIL SERVICE LEADER America's Leading Weekly For Public Employees Published Each Friday
11 Warren St., N.Y., N.Y. 10007
Manager of Advertising, Day Evening and Saturday Classes. Day Evening and Saturday Classes. Authorised for Non-Immigrant Alien Students. Transfer students and beginners are soon being accepted in a monthly tuition basis for Court Reporting classes.

CIVIL SERVICE LEADER, Thursday, May 6, 1977

FLORIDA SANATORIUM DISTRICT

FLORIDA HOMES FROM $10,000

INCLUDESLotGarage, All Taxes, All Furnishings and Utilities. A beautiful neighborhood. City water and sewer. All property taxes are included in the purchase price. Homes of the finest. lives insured.

FLOWER HOMES FLORIDA HOMES HOME BOOK

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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.

MAY
6—Capital Region IV Mix and Mingle: 5 p.m., Polish Community Center, Washington Ave. Extenten, Albany.
11—Orange, Ulster, and Sullivan Counties retirees meeting: 2 p.m., Middletown Psychiatric Center, Kiner Building, Middletown.
12—Conference of Army Employees annual meeting: Ramada Inn, 1035 Union Ave., Newburgh.
13—Independent Committee: Capital Region IV, Meet the Candidates Night, Plattsburgh.
14—Western Region VI intermix meeting: 9:30 a.m., Treadway Inn, Albany.
16—Capital Region IV meeting and Meet the Candidates night: 5:30 p.m., Campus Cafeteria, State Campus, Albany.

Candidates Draw For Order On Ballot

(Continued from Page 1) in Districts III, however, the representatives are elected on a regional basis. Roughly speaking, there are twice the number of candidates for each position, up to a maximum of four for (for University Senate, Chair of the Region II Mental Hygiene.)

Regional officers, including the six statewide vice-presidents who serve as regional presidents, are elected only by members within their region. The candidates are: President: Kenneth Cadieux, William L. McGowan, Theodore C. Wentz; Executive Vice-President: A. Victor, Vincent di Napoli, Frank DeClerck, Michael Spiloff; Treasurer: Jack Gallagher, John Hayden, Tony Martone.

Local Offices

Civil Service Employees Union members who desire to run for a CSEA Local or Unit elected office via petitions are reminded that petition forms are available through their local CSEA headquarters. Interested members should contact the local office as soon as possible. The local and unit elections will be conducted between May 15 and the end of June.

Sponsor Agency Shop

(Continued from Page 1) president in the state, and to the political action committee of all locals and units, asking them to write to their senators regarding this bill.

“Some senators are bound to vote for the agency shop bill in conference, in committees and on the floor,” Mr. Langer said.

“The bill differs from a version offered by Gov. Hugh Carey some time ago in that the Governor’s bill would have provided that only a certain percentage of the regular union dues, rather than the equivalent of full dues, be paid by non-members, and that agency shop be negotiated, rather than automatic, as provided for in the bill currently being considered. The Assembly sponsor of the CSEA-backed bill was Stephen R. Greco (D-Buffalo), chairman of the Governmental Employees Committee.

The bill is currently being considered by the Senate Civil Service Committee, chaired by Richard J. Rehermehm (R-Brooklyn).

The 14 senators who have signed the bill are: John E. Flynn (R-Bronx-Westchester); Howard E. Babbush (D-Brooklyn); Ronald F. Molinaro (R-Dutchess); Joseph L. Bruno (D-Lexington); Stephen R. Greco (D-Buffalo); Abraham Bernstein (D-Lexington); Joseph L. Bruno (D-Buffalo); William DeMartino (D-Buffalo); Robert B. Johnson (D-Buffalo); Arthur DiNapoli (D-New York); Edwyn E. Mason (R-Delaware-Otsego-Schoharie); E. Jack Dougherty, Jr. (D-Brooklyn); Allan B. Page (D-Westchester); Charles Peritore (D-Queens); Joseph L. Bruno (D-Buffalo); Frank A. Puzziferri (D-Brooklyn); Robert Keeler, Mary Jane Kean, John O’Hare, Jr., Paul Strohfus, William S. Platts, Joseph Lazarony.

AMOUNT OF GROUP LIFE RENEWABLE TERM INSURANCE

The amount of insurance provided under the Group Life Policy is based on annual salary as follows:

Amount of Life Insurance Payable for Deaths other than by Accidental Means

<table>
<thead>
<tr>
<th>Annual Salary</th>
<th>Option A</th>
<th>Option B</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Less than 1,500 .</td>
<td>1,500</td>
<td>1,500</td>
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<tr>
<td>II. 1,500 but less than 2,100 .</td>
<td>2,100</td>
<td>2,100</td>
</tr>
<tr>
<td>III. 2,100 but less than 3,500 .</td>
<td>3,500</td>
<td>3,500</td>
</tr>
<tr>
<td>IV. 3,500 but less than 4,500 .</td>
<td>4,500</td>
<td>4,500</td>
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<tr>
<td>V. 4,500 but less than 6,500 .</td>
<td>6,500</td>
<td>6,500</td>
</tr>
<tr>
<td>VI. 6,500 but less than 7,000 .</td>
<td>7,000</td>
<td>7,000</td>
</tr>
<tr>
<td>VII. 7,000 but less than 8,500 .</td>
<td>8,500</td>
<td>8,500</td>
</tr>
<tr>
<td>VIII. 8,500 and over .</td>
<td>11,500</td>
<td>12,500</td>
</tr>
</tbody>
</table>

In the event of death by accidental means, the amounts provided under Option ‘A’ or ‘B’ above are doubled.

For Group Term Life Insurance

Now Is The Time To Change From Option A to B Coverage

ALBANY—Notice of opportunity to change from Option A to Option B of Group Term Life Insurance has been given in a notice by Civil Service Employees Assn. insurance committee chairman James Corbin. His statement follows:

“Announcing May 1, 1977, the amount of your Group Term Life Insurance is that described as Option A on the Jan. 1, 1977, notice of change in insurance sent you by CSEA—that is, unless you had elected Option B by March 1, 1977.

“Option A is the amount previously available only to men. Women members who had not elected Option B by March 1, 1977, will commence to be insured for the higher amount for which higher payroll deductions will be made.

“This notice is to advise all insured members that, during the period May 1, 1977, through June 30, 1977, the member will have a final opportunity to make an early change from Option A to Option B if the member decides that he or she does not wish to be insured under Option A. The member should be aware that a future change back to Option A from Option B will require evidence of the employee’s health satisfactory to the insurance company.

“If request for Option B is not filed by June 30, 1977, future requests for Option B can only be made on an annual basis in 1978 and subsequent years by filing request by Aug. 1, with the change taking effect on the following Nov. 1.

“The member may obtain a ‘Change in Option’ form from his or her regional CSEA office or CSEA Headquarters, complete and execute it and have the signature of the person or the card to Group Term Life Insurance, CSEA Headquarters, 35 E 42 St., New York, N.Y. 10017. Your deduction will be changed on the last day of pay period in which the request is received. If any payroll deduction can be made.”

For information about changes in insurance, call CSEA headquarters at 33 Elk St., New York, N.Y. 10007. Office, 1 Park Place, New York, N.Y. 10007.

CSEA Eastern Region:

East Water Street, Syracuse, N.Y. 13201.

CSEA Western Region:

4245 Union Blvd., Watervliet, N.Y. 12183.

CSEA Northern Region:

560 Broadway, N. Amityville, N.Y. 11701.

CSEA Southern Region:

2100 Broadway, N. Amityville, N.Y. 11701.

CSEA Capital Region:

2121 Northern Blvd, Glen Cove, N.Y. 11542.

CSEA Central Region:

100 State St., Albany, N.Y. 12207.

CSEA Long Island Regional Office:

275 Broadway, N. Amityville, N.Y. 11701.

CSEA Congress:

607 Broadway, N. Amityville, N.Y. 11701.

CSEA Education:

261 Broadway, N. Amityville, N.Y. 11701.

CSEA Labor:

266 Broadway, N. Amityville, N.Y. 11701.

CSEA Health:

270 Broadway, N. Amityville, N.Y. 11701.

CSEA Motor Vehicle:

272 Broadway, N. Amityville, N.Y. 11701.

CSEA Marine:

274 Broadway, N. Amityville, N.Y. 11701.

CSEA Mental Hygiene—Region IV:

401 State St., Albany, N.Y. 12207.

CSEA Mental Hygiene—Region V:

328 State St., Albany, N.Y. 12206.

CSEA Mental Hygiene—Region VI:

328 State St., Albany, N.Y. 12206.

CSEA Mental Hygiene—Region VII:

328 State St., Albany, N.Y. 12206.

CSEA Mental Hygiene—Region VIII:

328 State St., Albany, N.Y. 12206.

CSEA Mental Hygiene—Region IX:

328 State St., Albany, N.Y. 12206.

CSEA Mental Hygiene—Region X:

328 State St., Albany, N.Y. 12206.

CSEA Mental Hygiene—Region XI:

328 State St., Albany, N.Y. 12206.

CSEA Mental Hygiene—Region XII:

328 State St., Albany, N.Y. 12206.

CSEA Vocational Rehabilitation:

328 State St., Albany, N.Y. 12206.

CSEA Workmen’s Compensation:

328 State St., Albany, N.Y. 12206.

CSEA Workers’ Compensation:

328 State St., Albany, N.Y. 12206.

CSEA Public Service:

2121 Northern Blvd, Glen Cove, N.Y. 11542.
CSEA Reacts To Contract Dispute

By KENNETH SCHER

ALBANY—Members of the four statewide negotiating teams of the Civil Service Employees Assn. are expected to meet here on Wednesday this week. The State Executive Committee and State Division separate meetings on Thursday in an effort to break through the controversy that has surrounded the memorandum of understanding between the State and the CSEA signed April 19.

A spokesman for the CSEA stated last week that there were substantive differences between the union's interpretation of the agreement and the State's. During negotiations, according to the union spokesman, at no time during negotiations was it suggested that the incumbent employee would not have his personal salary schedule adjusted to reflect the 14 percent salary increase. Bracketed in the memorandum of understanding appeared in full on page 10 is a statement "no change in the salary schedule." This refers to section 130 of Civil Service Law, and it means that the 14 percent increase is incorporated in each employee's personal salary schedule, not into the state schedules, the union spokesman explained.

Local presidents and other union officials received a memo explaining the agreement and attempting to clarify points of dispute. That memo read in part:

"The basic annual salary rates of all full-time employees on the payroll March 31, 1977, who remain in State service beyond April 1, 1978, will be increased by 14 percent, or $1,400, whichever is greater, plus increments for those eligible. Such increases are permanent and will remain as the employee's basic annual salary as long as he or she remains in State service."

Negotiations have gone on between the CSEA and the state in the last week, although regular communication has taken place between union leaders and the Office of Employee Relations in an attempt to resolve the matter.

The reaction of the membership to the agreements varied from those ready to ratify the agreement to others demanding that the union mount another strike effort and threaten to shut down the state. Commentators for the statewide election this month has begun, and political charges further cloud the issue.

Thodore C. Wenzel, president of the CSEA, in an effort to reach a satisfactory resolution, has issued few public statements while the matter is being worked on, Gov. Hugh Carey also seems to have limited his public discussion of the situation, saying only that the agreement was reached "in good faith and after intensive negotiations, I look for the regular order to proceed."

The spokesman for the CSEA expressed the belief that the negotiations had been in good faith and that the misunderstanding over interpretation was genuine, not a calculated move on the state's part.

One of the dissenters who expressed disapproval of the agreement is Solomon Bendet, president of Metropolitan Region I, also felt that it did not seem possible to arrive at a fair contract without changing the basic salary schedule.

A different opinion was taken by Timothy McNerney, vice-chairman of the PS&T Bargaining Unit for DOT District II. "The salary schedule is not sacred," he said. "Even now few people are actually on the schedule. The point is that if a person were promoted, he would still be entitled to an increment although, with the 14 percent, it would increase his salary above the old one by far too large a sum for the new position."

(Continued on Page 11)
MEMORANDUM OF UNDERSTANDING
BETWEEN THE STATE OF NEW YORK
AND THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
FOR THE
PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES UNIT
April 1, 1977 - March 31, 1979

The following Memorandum of Understanding is entered into between the Executive Branch of the State of New York ("State") and the Civil Service Employees Association, Inc. ("CSEA") which represents employees in the Professional, Scientific and Technical Services Unit.

The State and CSEA agree that they shall enter into a collective agreement for the period April 1, 1977 to March 31, 1979.

These provisions contained in the collective agreement between the State and CSEA in effect on March 31, 1977 shall be incorporated in this agreement except as provided below.

1. The State and CSEA shall prepare, secure introduction and recommend passage by the Legislature of appropriate and necessary legislation in order to provide the benefits described below:

a. Effective April 1, 1977 the basic annual salary of employees in full-time employment status as of March 31, 1977 will be increased by 5 percent of the employees' basic annual salary in effect on April 1, 1977 (including the 1977 increment) or $500, whichever is greater (no change to salary schedule).

b. Effective October 1, 1977 the basic annual salary of employees in full-time employment status as of March 31, 1977 will be increased by 4 percent of the employees' basic annual salary in effect on April 1, 1977 (including the 1977 increment but not including the 5 percent pay increase) or $400, whichever is greater (no change to salary schedule).

c. Effective April 1, 1977 the basic annual salary of employees in full-time employment status as of March 31, 1977 will be increased by 5 percent of the employees' basic annual salary in effect on April 1, 1977 (including the 1977 increment) or $500, whichever is greater (no change to salary schedule).

d. Effective April 1, 1977 the basic annual salary of employees in full-time employment status as of March 31, 1977 will be increased by 5 percent of the employees' basic annual salary in effect on April 1, 1977 (including the 1977 increment) or $500, whichever is greater (no change to salary schedule).

e. Employees on the payroll April 1, 1978 and otherwise eligible pursuant to Civil Service Law, would accrue new incremental base in such law and in the amount shown on the salary in effect March 31, 1978.

2. Effective April 1, 1977 employees eligible to earn overtime shall no longer be eligible to earn or receive overtime meal allowances.

3. Prior to July 1, each year for which this agreement, employees who have received earlier years have previously earned and accrued annual leave credits may elect to receive cash payment based upon the base in effect July 1 in lieu of the use of up to 5 days of such annual leave credits. Cash payment for such annual leave credits will be made in the pay period nearest December 1, each year respectively.

4. The reimbursement rates for meals and lodging will be increased to the extent of approximately $8, which will reflect an increased annual cost of approximately $2 million. Specific rates will be developed with the assistance of the Department of Audit and Control with the objective of primarily increasing the for the type of leave and to the approximate amount of $2 million.

5. Five million dollars will be designated for use over the term of the agreement to fund relocation and reclassification. An executive level labor-management committee will be formed to meet and confer on various issues on job and wage evaluation. It is recognized by both parties that such matters to be considered by the committee are non-negotiable but that does not foreclose the parties from meeting and conferring with regard to such subject.

6. During the first year of the agreement an executive level labor-management committee will be formed to study the medical and dental program in effect for State employees. The State and CSEA shall prepare, secure introduction and recommend passage by the Legislature of appropriate legislation in order to obtain an appropriation of employee for either improvements in the medical or dental benefit structure or to defray anticipated higher costs based upon the fiscal 1977 experience rating.

7. The workmen's compensation provisions of the agreement shall be modified to reflect the following. Article 21 of the Attendance Rules for State employees and the provisions of the collective 1977-78 agreement relating to workmen's compensation leave shall be consolidated into a single contract item to clarify the intent and meaning of both and to facilitate employee and management understanding and implementation.

8. The first ten workdays of absence due to alleged occupational injury shall be charged to the employee's accrued leave credits and are subject to restoration. The appointing authority will advance up to ten days sick leave to those employees whose accrual balance is insufficient to cover such period and such advance leave credits shall be repaid from subsequent accumulations.

9. Article 21, Seniority, shall be deleted, and the following provisions shall be inserted:

121.1 Definition

Seniority shall be defined as the length of an employee's continuous State service on a part-time or full-time basis from the date of original permanent appointment in the classified service on a permanent basis. An employee who has resigned and who has been reinstated or reappointed in the service within one year thereafter shall be deemed to have continuous service for purposes of seniority. A period of authorized leave without pay or any period during which an employee is suspended from his position to Section 80 or Section 80-a of the NYS Civil Service Law.

121.2 Application

a. Seniority will be the determining factor in scheduling vacation time, provided, however, (and as is now provided in Article 10.4A ["Vacation Scheduling"], in the event more employees who, by reason of seniority, would be eligible for the same vacation time off than can be reasonably spared for operating reasons, the State will be permitted to allow only such employees, in order of seniority, as can be reasonably spared to take such vacation time off.

b. There will also be language on the application of seniority to the assignment of shift, pass days, overtime and voluntary transfers which will provide that seniority will be a factor when other factors such as qualifications and/or training or any other factors which best serve the interests of the service to be rendered are considered.

The agreements set forth in this Memorandum of Understanding shall be subject to ratification by the membership of the Civil Service Employees Association, Inc.

Date: April 19, 1977

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
THE STATE OF NEW YORK
Level Heads Needed

Perhaps the greatest difficulty Civil Service Employees Asn. leaders, as well as rank-and-file state-employee members, will have in the next few days is in keeping a level head.

All around them, certain newspapers are jesting and jouthing about the just-concluded negotiations for a $235,000,000 salary package for the state's 145,000 employees. It is not that the papers are wrong in making an issue of the CSEA-State tentative agreement. After all, the employees deserve to know the facts before they vote on ratification.

The irony of the situation is that it is quite probable that the details would have been amicably worked out with the state, and that the tentative agreement would have been ratified.

But, with the jibbing by certain newspapers—including, in particular, one tasteless bit of satire in the Times Union—members do not know who to believe.

The conflicting reports CSEA members are receiving from other newspapers throughout the state only worsen the doubt. And no one would do a better job in a democracy to encourage differing opinions to reach a solid conclusion, it is devastating for local newspapers to treat the tentative CSEA-State agreement as public property before the union itself has had reasonable time to analyze the state-prepared documents and to advise its membership of its recommendation.

It should be remembered that the union negotiators sat through a 15-hour session opposing a very skilled state negotiating team that through the months had successively differing opinions to reach a solid conclusion, it is devastating for local newspapers to treat the tentative CSEA-State agreement as public property before the union itself has had reasonable time to analyze the state-prepared documents and to advise its membership of its recommendation.

The CSEA's determination resulted in a tentative agreement that guarantees $1,400 of salary increases within the next 11 months to employees currently making less than $10,000 annually and $1,300 more, based on 14 percent in three stages, to those making more than $10,000.

Increments, and a special vacation buy-back bonus (worth an additional 3 percent) can only add to the benefits. This is certainly not the union refused to give up anything in return to the Governor's Administration. But what was given up, generally, affects only some of the people. For the State Compensation Board delayed so injured employees must charge the first 10 days to their own time (although they can borrow from future leave time); Some workers will lose overtime meal allowances; Some union delegates will get leave time for only one state-wide convention instead of two, and others will be restricted to three days, instead of five, to serve on union committees.

And, of course, there is the increment debate for next year, since this year's increments have already been given.

In addition, people in line for promotions feel that they will not receive as great a salary increase as they might have.

The clearest argument for cool heads, it seems to us, is that other unions throughout the state are clamoring for as good a contract as the CSEA got. This includes the union representing the Security Unit, where ratification of a 10 percent wage increase was not finalized when they realized CSEA did better.

We can only add: Trust your leaders, since they are from your own ranks, and vote your conscience on the contract since you will have to live with it.

(Continued on Page 7)
The Editor: The Leader, has recently read a newspaper article entitled "Contract Bargains Many CESAs Workers," and it seems that Governor Carey has given state employees the impression that the New York State Department of Civil Service is about to make a major announcement regarding the new civil service retirement system.

In private industry, when employees get a raise, base pay goes up, and when they negotiate, they usually negotiate a new contract for each year of the employment period. The state worker, however, seems to stay on the same level, forever. Like a perpetual treadmill, never getting ahead. Comparing our pay with that of private industry, we are far behind.

Why doesn't the CESAs flood the newspapers with the state pay-grade schedule and the state worker's pay grade schedule? The taxpayers should be made aware of our problems.

Anyone who accepts a contract that gives a one-year raise but takes away the other should have his head examined.

For the people at home: It's time we fought for our rights to get ahead on the treadmill, instead of falling behind.

NORTH WHITSTED
South Glens Falls

LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed.

Excessive letters that cannot be edited for clarity are not used unless their viewpoint is so unique that, in The Leader's judgment, an exception should be made.

All letters will be published under the writer's address and telephone number. Names will be withheld upon request.

Don't Repeat This!

(Continued from Page 6)

The New York voter is not usually swayed by racial, ethnic, or religious backgrounds of candidates. At the present time the Sutton campaign is a confirmation of the voter's liberalism four years ago. This, however, is not a victory for Sutton. There are too many candidates and too many people for anyone to hazard a realistic guess about the outcome of the Democratic primary.

However, what is manifested at this early stage in the campaign is that Sutton stands more than a fighting chance for victory, and certainly his candidacy will have a major influence on the final results.

(Continued from Page 6)

Suffolk County had unilaterally made a change in a term or condition of employment without notifying the CESAs. The court declared that the dismissal of the employee was arbitrary, stated that the dismissal of the employee, and also stated that CESAs had no right to discriminate against employees who have made such changes.

Civil Service
Law & You

(Continued from Page 6)

On appeal to the Appellate Division, the Board held that the filling was timely but that the charge was untimely. The Board rejected the hearing officer's recommendations, stating that the charge was untimely and that the charge was untimely.

When comparing social security with other benefits, it is important to consider only retirement benefits. To make a realistic comparison, you must consider all the costs of social security, both in money terms and in terms of quality of life.

Your contributions also provide retirement benefits for state and local government employees. More than half of the new retirees are covered both by social security and by an employer retirement system. Unlike most of the new retirees, former employees who have made contributions to the federal government have no step has been taken to withdraw from Social Security. However, when comparing Inland secur-

(Continued from Page 6)
Western Region Delegates Meet In Hornell

CSEA president Theodore C. Wenzl, left center, looks over some reports with Rochester Local 612 president Samuel Grossfield. In foreground of photo are, from left, Rochester delegate Helen Singleton and Southwestern (Allegany State Park Red House) Local 107 president Mary Converse. At right is Rochester delegate Larry Cohn.

CSEA State Division chairman Thomas McDonough, center, keeps abreast of Western Region events as he goes over some papers with SUC at Geneseo Local 608 president Walter Roberts, left, and Hornell Local 697 president Phil Logan.

Among representatives of Niagara Frontier locals at meeting were, from left, Fred Caso, vice-president of Niagara Frontier State Park Local 104; Dominic Spacone, Jr., president of Niagara Educational Local, and Mark Kraman, delegate from Local 104.

Stephen Wiley was introduced at meeting as liaison attorney for Western Region VI from the union's counsel firm, Roemer and Feilbergenough, in Albany.

Erie County Local 815 leaders are rapt in study as they ponder their vote on issue. George Clark, left, is county representative to CSEA Board of Directors and Victor Mar is local president and Western Counties Workshop chairman.

Quartet at this table is composed of CSEA vice-president Richard Clary, CSEA secretary Jane Carr, CSEA director June Boyle (Universities), of SUNY at Buffalo Local 602, and CSEA counsel James Roemer.
CSEA director James Bourkney (Region VII Mental Hygiene) stops by table to check on area problems with Gowanda Psychiatric Center Local 608 president Mary Ball and fellow Region VI MH director Charles Perritore, of Craig Developmental Center Local 605.

Western Region VI secretary Judy Burgess, at microphone, calls roll as delegates defeat motion to restrict retirees from holding statewide office. Region president Robert Lattimer is standing and other officers, seated from left, are first vice-president Genevieve Clark, second vice-president Robert Smith, treasurer Barbara Fauser and third vice-president Ramona Gallagher.

Western Region VI held this meeting in March, just prior to the statewide Delegates Convention at the Concord Hotel that month. Despite our intention to give equal coverage to each of the union's six regions, Western was the last of the regions to hold its pre-convention meeting, and consequently, has been squeezed out by the press of vital statewide news until this issue of The Leader. The meeting, presided over by regional president Robert Lattimer, was concerned with issues that have since been decided at the Convention. We run these photos, therefore, to show that the Western Region delegates have been as hard at work as those of the other regions. Our apologies for the delay.

As SUNY at Buffalo Local 602’s Jerry Frieday, left, looks over her notebook, other delegates at table listen to speaker. From left are SUC at Fredonia Local 607’s first vice-president James Tofil, recording secretary Barbara Sabella, first vice-president Mary Ann Bentham and president Sara Sievert. From right are CSEA field representative Sam Carmen and Buffalo Local 603 delegate Leo Klimnsak and his wife, Claire.

Buffalo Local 603 president Peter Blasheboer was articulate spokesman during debate on retirees serving in statewide offices.

Roswell Park Memorial Institute Local 303 president Robert Stelley discusses mutual labor-related problems with SUC at Buffalo Local 640 president Barbara Chapman and Buffalo District Labor Local 352 third vice-president Elaine Todd.

CSEA executive vice-president William McGowan returns to speak to delegates from Western Region, which he headed before his election to CSEA’s second-highest office.

Eileen Cole, of Craig Developmental Center Local 605, seeks help from nearly chapters in helping set up a Hospital Health Insurance Fund for members’ benefit.

State University Ag and Tech College at Alfred Local 690 served as host for the weekend regional delegates meeting at Candlelight Motel in Hornell. Members who worked hard at success of meeting were, seated from left, local president Almena Harding, corresponding secretary Joyce Webster, secretary Jean Hall and executive board member Julia Cota. Standing are executive board members Beverly Gilbert and Verda Davis and local member Alice Kocher.
CSEA Reaction To Dispute Over Contract

(Continued from Page 4) James Moore, Leader of the Institutional Bargaining Unit from Utica PC, said that during the hours of negotiating it was never "in question that my main concern was that the increase did not change the salary schedule. There was discussion of the 14 percent increase, but never that the schedule would not change for them."

No clear picture emerged last week of what the rank and file of the CSEA thought, in general, of the settlement. One person that could be said was that there were extreme points of view for and against the settlement, but in the middle, perhaps the majority of the membership was confused and uncertain about the settlement. They understand exactly how the agreement would affect them. Other factors, for example, the change in meal allowances, also generated concern of people affected, but the main focus was on the question of the salary schedule and its effect on increments. The question of the real allowances was raised at a meeting of the state local leaders from the Syracuse area, held at the Midtown Plaza, Syracuse.

The Leader was unable to contact Western Region president Robert Lattimer, who served as chairman of the Professional-Administrative Bargaining Unit. The Western Region public relations associate Al Morone noted that he was aware of the settlement to be voted on at some local membership meetings, but that the mood may have changed since the controversy has become a matter of public debate within various newspapers throughout the state. In New York City the Local 1-17 executive committee voted to request recommendation against ratification. One state worker from the Metropolitan Region in the State Office said, "It seems like the state is saying either you take it now or you get nothing." A spokesman for the Central Region said, "It's really too early to tell whether the members will ratify the agreement or not. There was so much anxiety that the concern generated by this strike effort; it's like a coach conditioning the team for a big win and then the game being canceled. There is a tremendous sense of frustration."

Pending CSEA Legislation Outline

This weekly Legislative update is provided by Civil Service Employees Assn.'s office of legislation and political action. A-Assembly; S-Senate; **-Bill initially by the CSEA.

<table>
<thead>
<tr>
<th>BILL AND SPONSOR</th>
<th>SUMMARY OF PROVISIONS</th>
<th>STATUS</th>
<th>CSEA POSITION</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. 1202, Green*</td>
<td>5. Flynn, multi-sponsored</td>
<td>This bill would allow PER to enforce the terms of an negotiated agreement.</td>
<td>Passed Assembly, sent to S. Civ. Service Comm.</td>
</tr>
<tr>
<td>A. 111, Anderson, multi-sponsored</td>
<td>A. 3322, Calabrese, multi-sponsored</td>
<td>This bill would provide for final offer arbitration as a means of resolving disputes in negotiation.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>A. 916, Flynn</td>
<td>A. 1330, Greene*</td>
<td>This would allow for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to retiree retirees.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>A. 1275, Kees, multi-sponsored</td>
<td>A. 1354, De Salvo, multi-sponsored</td>
<td>This would entitle Veterans of W.W. II and Korean Conflict to obtain retirement credit if they were honorably discharged veterans and residents of N.Y. State at time of entry into service.</td>
<td>FAVOR</td>
</tr>
<tr>
<td>A. 2436, Schermhorn</td>
<td>A. 2918, Duffalu, multi-sponsored</td>
<td>This would allow local governments to negotiate disciplinary procedures with an employee.</td>
<td>S. Civil Service Comm.</td>
</tr>
<tr>
<td>A. 197, Leands*</td>
<td>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 charges which may be heard.</td>
<td>2/7 Passed.</td>
<td></td>
</tr>
<tr>
<td>A. 1417, Field</td>
<td>A. 1511, Nolan</td>
<td>If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PER with as fine a fine not to exceed $10,000 per occurrence which shall be paid to the employee organization.</td>
<td>S. Gov. Employees Comm.</td>
</tr>
<tr>
<td>A. 2029, DelToro*</td>
<td>This bill allows employees who were on the payroll on or before July 1, 76 to file written request with Comptroller before June 30, 76.</td>
<td>S. A. 7/2 Passed.</td>
<td></td>
</tr>
<tr>
<td>A. 2439, Eckert</td>
<td>A. 2196, Hanna, multi, Map</td>
<td>This bill comes from Taylor Law coverage, employees designated as supervisors having supervision over the level of a person having the responsibility to direct employees or effectively recommend the adjustment of grievances.</td>
<td>Signed into law.</td>
</tr>
<tr>
<td>A. 181, Greene, multi, Map</td>
<td>A. 199, Schmerhorn, multi, Map</td>
<td>This increases to $5,000 the maximum amount a retired person may earn in a public service position without loss of retired allowance.</td>
<td>S. Gov. Employees Comm., 2-7-77 reported A. S. 306.</td>
</tr>
<tr>
<td>A. 2587, Schmerhorn</td>
<td>A. 5845, Marcheski</td>
<td>This bill would extend representation rights to employees of the Div. of Military &amp; Naval Affairs.</td>
<td>S. Civ. Service Comm.</td>
</tr>
<tr>
<td>A. 290, Schmerhorn</td>
<td>A. 3574, McNulty</td>
<td>This bill makes it possible for a retired person to earn in public service an amount equal to the amount stipulated by the Social Security Act that can be earned with loss of benefit.</td>
<td>S. Civ. Serv. Comm., 3/13 Rept. and ref. to W&amp;M Comm.</td>
</tr>
<tr>
<td>A. 2598, Schmerhorn</td>
<td>A. 3557, McNulty</td>
<td>This bill allows employees who were on the payroll on or before December 31, '77 to file written request with Comptroller before December 31, '77 for membership in the Tier II System.</td>
<td>S. Civ. Serv. Comm.</td>
</tr>
<tr>
<td>A. 3280, Flynn, multi</td>
<td>A. 3399, Richard, multi, Map</td>
<td>This bill would amend Section 425 of the Civil Service Law which requires that all employees shall be paid in accordance with the appropriate rate of pay determined by the Appointing Officer, the appropriate reasons.</td>
<td>1/17 Passed - A</td>
</tr>
<tr>
<td>A. 116, B. Smith</td>
<td>A. 160, Posner</td>
<td>If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PER with as fine a fine not to exceed $10,000 per occurrence which shall be paid to the employee organization.</td>
<td>S. 3/28 Amend. and return to Comm.</td>
</tr>
<tr>
<td>A. 133, A. Morrill</td>
<td>A. 1633, Budget Bill</td>
<td>This would permit the Appropriations Committee to change appropriations made to State Employees' relations board. Administration of labor practices in both private &amp; public sectors.</td>
<td>S. Finance Comm.</td>
</tr>
<tr>
<td>A. 5325, Marchesi</td>
<td>A. 1637, Budget Bill</td>
<td>Administrators of labor practices in both private &amp; public sectors.</td>
<td>S. Finance Comm.</td>
</tr>
<tr>
<td>A. 5999</td>
<td>A. 1638, Budget Bill</td>
<td>An imposing employer shall be subject to a fine not to exceed $10,000 per occurrence which shall be paid to the employee organization.</td>
<td>S. Finance Comm.</td>
</tr>
<tr>
<td>A. 5326, A. Rule Comm.</td>
<td>A. 4137, M. Inzer</td>
<td>This bill allows for the negotiation of retirement benefits for local governments through June 30, 1978.</td>
<td>Signed into Law.</td>
</tr>
</tbody>
</table>

Who says a foreign vacation has to be expensive?

Montreal $79

Very French. In fact, the largest of the French-speaking city in the New World offers a wide variety of things to do for people of all ages and all budgets. See all the famous landmarks. And night clubs. See all the famous museums and restaurants, chic boutiques and night clubs. See all the famous landmarks.

The International Caravan. PLATTSBURGH—The Clinton County Civil Service Commission is recruiting for the position of real property tax services for the County. The post includes responsibility for tax administration, including tax maps and property appraisals. Applicants must have six years' experience in the field or a degree and four years' experience with an agency.

Send resume, salary requirements and references to William W. Primary, Secretary, Clinton County Civil Service Commission, Clinton County Government Center, 137 Margaret St., Plattsburg, N.Y. 13690.

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CIVIL SERVICE LEADER, Friday, May 6, 1977
Membership Committee Report

The report of the special membership committee was presented by co-chairman Samuel Emmett, of New York City Local 610, retired, and Howard Cruppy, of Albany County Local 861, at the CSEA spring convention at the Concord Hotel in March. Other committee members are Terry Dawson, Eva Kais, William Kemp, Theodore Kowalczak, James Mangano, Karen Messier, Jim Schermanhorn and Esther Thorne.

In spite of our Committee’s concerted efforts to expand the membership of CSEA, we are sadden by the decrease of 5,860 members as of Oct. 1, 1976, in comparison to the June 1, 1976, count. During this period of three months, most locals in both State and County Divisions suffered losses in the number of dues-paying members. The State Division decreased 3,033 members and the County side slipped by 2,826.

It seems as though the same reasons exist, now as in October of last year, as to why our membership is decreasing in number. Severe state and local government budgetary problems are causing a reduction in the number of new employees from which to recruit. The public employee sector is still burdened with vacancy control, layoffs, departmental consolidations and a general "get tough" attitude toward the employees we represent. Even though the efforts exerted by this Committee are gratifying, the Association is having a difficult time in just keeping even with the attrition rate.

During the past nine months, CSEA has initiated its "Sign-Up '76" Membership Drive. "Sign-Up '76" offers a cash incentive to members in good standing who recruit new members. For each new member signed up, CSEA will award $5. Slightly over 8,300 new member have been recruited since the beginning of the Drive on June 1, 1976, through February 1977. "Sign-Up '76" has been extended to April 1977, by order of the Board Directors.

Further efforts to recruit non-members have been made by management staff. Mr. Joseph D. Lochner, Executive Director of CSEA, has made several mailings to non-members in the State Division. In addition, CSEA has requested and received additional non-member information in the County Division, which afforded staff the ability to make non-member recruitment mailings.

This Committee will continue to search for ways to increase the number of CSEA members. We acknowledge the CSEA staff at Headquarters and in the Regional Offices for their cooperation and responsiveness in the Association’s continual drive to expand membership.

Memorial Plaque Report

The report of the special memorial plaque committee was submitted at the CSEA spring convention at the Concord Hotel in March. Committee members are chairman Raymond Castle, retired, and union vice-presidents William McGowan, Richard Clancy, Joseph McDermott, James Lennon, Solomon Bendit and Irving Flaumenbaum.

Since our last report to the Delegates in October 1976, no nominations have been received by the Committee for the Memorial Plaque. However, since last year, we have lost one of the truly great CSEA members. She is Mildred O. Meskil, who served our Board of Directors for over 40 years. First she represented the Department of Agriculture and Markets, and later the State Department of Commerce. She had served numerous terms as Chairman or member of practically every CSEA Committee. She was chairman of the Committee which selected our very first full-time employee, Joseph D. Lochner, in 1931.

The John M. Harris Memorial Plaque is to commemorate the names of those who have rendered outstanding service to the Association. Mildred O. Meskil qualified by any test.

We recommend that the rules of the Plaque Committee be suspended and that the name of Mildred O. Meskil be placed on the John M. Harris Memorial Plaque at 33 Elk Street Headquarters, Albany, New York.
Taylor Penalty Lifted 2 Years After Strik For Spencerport Union

ALBANY—The New York State Public Employment Relations Board has ordered the restoration of the dues deduction privileges of the Spencerport Teachers Assn., it was announced recently.

The issue came to PERB on the application of the Spencerport Teachers Assn. for restoration of its dues deduction privileges, which had been suspended indefinitely on Aug. 1, 1978. At that time, PERB had found the Association violated the "no strike" provision of the Taylor Law. PERB found the Association violated the law when it engaged in a 14-day strike against the Spencerport Central School District. The State Board recommends the payment of dues check-off, but provided that the Association could apply for full deduction privileges if it did not engage in, cause, instigate, encourage, condone or threaten to engage in a strike during the PERB hearing.

The Association submitted an offer to settle the matter which the Board accepted. The PERB ordered the restoration of the dues deduction privileges, with retroactive payment of dues check-off, retroactive to Aug. 1, 1978. The order also provides that the Association pay its attorneys' fees.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs within the City should file at the Department of Personnel, 40 Thomas St., New York, N.Y. Applications can be received at the Personnel Office between 9 a.m. and 4 p.m., Thursday and Friday only. Those requesting applications by mail must include a stamped, self-addressed envelope to receive the applications at the Department at the earliest date possible. All applications are available only during the filing period.

Several City agencies do their own recruiting. They include: Board of Education (teachers only), 65 Court St., Brooklyn, phone: 586-8000. The Board of Higher Education advertises teaching staff applicants to contact the individual schools. Non-faculty jobs are filled through the Personnel Department.

STATE—Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 3, 555 4th Ave., New York 10018. The office hours are 8:30 a.m. to 5 p.m., weekdays only. Applications may obtain announcements by writing the Albany office (except NYS) or by applying in person at any of the three.

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

For positions with the Unified Court System throughout New York, applicants should contact the Staffing Service Unit, Room 1009, Office of Court Administration, 290 Broadway, N.Y. phone: 588-4414.

FEDERAL—The U.S. Civil Service Commission Employment Office in New York Region, runs a Job Information Center at 303 Federal Plaza, New York, N.Y. 10007. The office hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 588-4414.

FEDERAL—For persons seeking employment within the Federal government, the Employment Service Office in Albany, 290 Broadway, N.Y. phone: 588-4414.

CSEA Southern Region supervisor James C. Cornet.

Imposed County To Be Heard May 12

1,800 county workers.

(Continued from Page One)

The charge stems from a count

y legislature hearing Oct. 12, 1978, during which the county legislators unilaterally rejected

CSEA demands for an equitable

rate and instead imposed a one-

year "settlement" that included a one-shot "bonus" for the work

The union has maintained

that, under the state's Taylor

Law, the hearing should never have been held, since a initiatory

hearing is allowed only in cases

where both the union and the

county have rejected the fact-

finder's report in the salary dis-

pute. The CSEA and the Coun-

ty both accepted the report in

the late summer of 1978.

Attending the formal hearing

for the union will be county

CSEA unit president Larry Somlion and CSEA regional attorney J. Mar-

tin Cornell, CSEA field repre-

sentative Larry Somlion and

CSEA Southern Region supervi-

sor Thomas J. Lopopolo.

The hearing should never have been held, according to the CSEA, because the hearing was initiated without the union's consent, as required by law. The hearing was held in violation of the state's Taylor Law, which provides that the hearing should not be initiated without the union's consent.

The hearing was held in violation of the state's Taylor Law, which provides that the hearing should not be initiated without the union's consent. The union has maintained that, under the state's Taylor Law, the hearing should never have been held, since a initiatory hearing is allowed only in cases where both the union and the county have rejected the fact-finder's report in the salary dispute. The CSEA and the County both accepted the report in the late summer of 1978.

The hearing should never have been held, according to the CSEA, because the hearing was initiated without the union's consent, as required by law. The hearing was held in violation of the state's Taylor Law, which provides that the hearing should not be initiated without the union's consent. The hearing was held in violation of the state's Taylor Law, which provides that the hearing should not be initiated without the union's consent. The hearing was held in violation of the state's Taylor Law, which provides that the hearing should not be initiated without the union's consent.
Retiree Grapevine

BY THOMAS GILMARTIN

CSEA Retiree Candidate

The question I am asked most often at this time is: Now that the State has offered 140,000 Civil Service Employees Assn. state employees a 14 percent increase, what will be done for the 100,000 retired public employees?

A second question is in with the first. How have we been denied a cost-of-living adjustment in our pensions because, we have been told repeatedly, "There is no money left in the State's coffers." Governor Carey couldn't come up at the eleventh hour with those extra millions to dissuade the CSEA from striking?

In pulling those extra millions out of the hat, the Governor referred to the state's unexpected good fortune derived from certain favorable interest computations. However, the credibility gap has widened now and it becomes harder for retirees to accept as true the answer they have been given for so long: "There's no money."

A few days ago I mentioned this thought to a prominent Republican State Senator, asking him how retirees could now be going so long without a getting a cost-of-living increase. Although he was glad for the sake of state employees that they had a chance to receive a much-needed raise, he was bitterly critical of the Governor’s maneuver, attributing a political motive to the magic show. He added that actually the state’s fiscal situation remains very tight, the Governor’s “out of the hat” play was a one-time trick, and that they should not expect any more money in sight to fund all the pension supplementation drastically needed. In other words, the prospect of getting a cost-of-living increase for all retired public employees has not been affected one way or another by recent contract negotiations between the State and the CSEA.

A CSEA representative in honor of Dorothy Rabin, president of the SUNY Old Westbury Local of the Civil Service Employees Assn., was planned for May 4, 8 p.m., at the Golden Meadow, Jericho, Jericho. Ms. Rabin, a state employee for about 15 years, has also served as secretary, first vice-president and alternate delegate of the Farmingdale Local.

DOROTHY RABIN

A retirement dinner in honor of Dorothy Rabin, president of the SUNY at Old Westbury Local of the Civil Service Employees Assn., was planned for May 4, 8 p.m., at the Golden Meadow, Jericho. Jericho, Ms. Rabin, a state employee for about 15 years, has also served as secretary, first vice-president and alternate delegate of the Farmingdale Local.

EXAMPLES OF MONTHLY PAYMENTS

<table>
<thead>
<tr>
<th>Benefit Category</th>
<th>Current 5.9 Percent Payment Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Maximum and minimum social security benefits</td>
<td>$177.80</td>
</tr>
<tr>
<td>Maximum benefit, female worker retiring in 1977 at age 65*</td>
<td>$231.00</td>
</tr>
<tr>
<td>Maximum benefit, male worker retiring in 1977 at age 65</td>
<td>$248.00</td>
</tr>
<tr>
<td>Minimum benefit, worker retiring in 1977 at age 65</td>
<td>$210.00</td>
</tr>
<tr>
<td>II. Average social security benefits</td>
<td>$517.00</td>
</tr>
<tr>
<td>Retired worker alone</td>
<td>$437.10</td>
</tr>
<tr>
<td>Couple</td>
<td>$474.70</td>
</tr>
<tr>
<td>Mother and two children</td>
<td>$500.00</td>
</tr>
<tr>
<td>Aged widow</td>
<td>$477.00</td>
</tr>
<tr>
<td>Disabled worker, wife, and children</td>
<td>$517.00</td>
</tr>
<tr>
<td>All disabled workers</td>
<td>$547.00</td>
</tr>
<tr>
<td>III. Maximum Federal SSI payments**</td>
<td>$265 million</td>
</tr>
<tr>
<td>Individual</td>
<td>$262.00</td>
</tr>
<tr>
<td>Couple</td>
<td>$280.00</td>
</tr>
</tbody>
</table>

The following remarks were delivered by State Comptroller Arthur W. Smith at the annual meeting of the New York City Civil Service Retired Employees.

In fact, over the past two years there has been growing criticism of public pension plans. Wide publicity has been given to a handful of abuses. Concern has also been voiced over the lack of cost-of-living increases. But the critics have not been content with fictioning remedies for the abuses or with merely reducing the level of benefits for new employees. They have also sought to block improvements, no matter how meritorious, if they would incur cost. Apparently, there is a badly mistaken impression in some quarters that retirement leaves the average public employee on "easy street."

There has been one particularly unfortunate consequence of this recent public hostility. The Legislature has enacted the cruel effect of inflation on workers who have already retired with fixed pensions—fixed pensions. Incidentally, which are much lower than some people would have you believe. Ordinary fair-minded citizens, who are not as conscious of the Constitutional. This amendment was approved by the 1976 Legislature, but must be passed again during the current session before being placed on the ballot.

5.9 Percent Social Security Increase

WASHINGTON, D.C.—Secretary of Health, Education, and Welfare Joseph A. Califano, Jr., announced yesterday that social security and Supplemental Security Income payments will increase automatically by 5.9 percent beginning with the checks beneficiaries will receive July 1. Under the law, social security and SSI checks increase automatically each year if the Consumer Price Index rises by 3 percent or more over specified measuring periods. Through this mechanism, the purchasing power of social security and SSI recipients is maintained despite inflation.

"I am delighted to be able to announce this benefit increase to a sizable and deserving group of our citizens," Secretary Califano said. "I am also glad that we have a law on the books that recognizes the need to maintain the purchasing power of our elderly and disabled citizens by assuring those regular cost-of-living increases." The average monthly Consumer Price Index rose by 5.9 percent from the first quarter of 1976 through the first quarter of 1977, which is the measuring period for the 5.9 percent SSI increase. The increase requires an automatic 5.9 percent increase in social security and SSI payments.

Previous cost-of-living increases were 4.3 percent in 1976 and 6.4 percent in 1978. The increase in social security benefits will take effect in the second month of June and will be reflected in the checks the 4.3 million recipients begin receiving July 1. The SSI increase takes effect in July and is payable to the 4.3 million recipients beginning with the July 1 SSI check.

The fiscal year 1978 cost to the Federal government of the social security benefit increase will be $5.2 billion. The SSI increase will cost $265 million and will be paid from general funds of the Treasury.

Levitt Urges Supplements To Survivors

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Now for a related matter. The State Constitution has been interpreted to prohibit payment of any supplemental retirement allowance to the surviving spouse of a retired public employee. Thus any supplemental retirement allowance must be discontinued upon survivor's death. The surviving spouse may receive only the basic, original and, in many cases, a substantial retirement allowance. In 1976 I sponsored a measure to remove the constitutional prohibition. This amendment was approved by the 1976 Legislature, but must be passed again during the current session before being placed on the ballot.

CAPITAL REGION RETIREMENT

Joseph McDermott, left, Capital Region president of the Civil Service Employees Assn., congratulates Eugene Nicollora, right, upon his retirement from the Schenectady County Social Services Department. Mr. Nicollora was active in the CSEA since 1948 and represents Schenectady County employees on the CSEA Board of Directors.