Deadline Nears For Vacation Exchange Plan

ALBANY — The Civil Service Employees Assn. has reminded all state employees covered by the 2-year labor contracts for the four major state bargaining units that the deadline for participating in the vacation credit exchange provision, is July 1, the vacation credit exchange provision is to be exchanged from one to five days of accrued vacation for cash each year must file a special form with management to that effect prior to July 1 of each year. "Because of the lengthy negotiations, legal situations, and ratification vote, the deadline for first-year participation is fast approaching and we want to alert employees who do want to exchange vacation days for cash this year to that fact," the union spokesman said.

Special election forms are available from employee relations offices of state departments and agencies or from any CSEA regional office. Using the form, an employee elects to exchange from one up to five days of accrued vacation days for cash. The vacation days exchanged will be paid in a separate check on a pay day in early December each year, coming during the holiday season when generally people most need the extra cash.

The union spokesman reminded that while filing must take place prior to July 1 in order to participate, conversely an election of days selected cannot be changed after July 1.

In other important changes and improvements negotiated into the new contracts, per diem allowances have been increased, up to $30 for each day the building space used after 6 p.m. during the second shift, although three workers counted on June 1.

In a tight race to succeed Mr. Flaumenbaum, Nicholas Abbatiello, received 325 votes, while Ms. Kasner's campaign manager, met with the CSEA Nassau County elections committee and filed a "protest of the results." The committee said that the results were accurate and the vote was called final.

Pilgrim Psychiatric Layoff Plan Opposed At Coalition Rally

WEST BRENTWOOD—Almost 1000 Finnish, foot-stomping employees at Pilgrim Psychiatric Center as a mass rally on Friday cheered as a coalition of forces vowed to stop state plans to reduce the Pilgrim staff by 341.

Long Island Region president of the Civil Service Employees Assn., Irving Flumabenbaum, brought the crowd to its feet when he observed: "We will do away with the Governor before he does away with us." Assemblyman Paul Harengton (D-West Islip) later declared that he would lead a move to block consideration of Gov. Hugh Carey's proposal to reduce the Department of Mental Hygiene, the so-called detituationization bill, if the lay-off plan is not abandoned.

The crisis hit hardest at Pilgrim, where 431 layoffs were proposed as part of a statewide reduction of 740 jobs in the Department of Mental Hygiene by process March 31. Because of the concentration of proposed reductions at Pilgrim, the move would necessitate widespread layoffs there.

The threat brought together the CSEA and the Federation of Parents Organizations of the State Mental Institutions, two groups which have clashed repeatedly in recent years. The Federation co-sponsored the rally with the Pilgrim CSEA Local.

CSEA Knocks Shift Changes For SUNY Buffalo Cleaners

CHERKTOWA—Expressing concern for the safety of about 100 cleaners at the three State University of New York at Buffalo campuses scheduled to work on the third shift, beginning July 1, the president of the union representing the workers accused UB president Robert J. Ketter of a "cavalier and callous attitude" in failing to meet with the union to discuss the change.

Robert C. Smith, president of UB Local 602 of the Civil Service Employees Assn., also said that the union has filed grievances over the UB proposal, and attorneys for CSEA are preparing legal moves to prevent implementation of the third shift cleaning schedule.

Currently, the cleaners work on the second, or 4 p.m.-12 a.m. shift, although three workers are being moved to the new shift from the day 8 a.m. to 4 p.m. shift.

Citing recent examples of the hazards facing the workers, Mr. Smith said he wrote Dr. Ketter on May 8 requesting a meeting, but his request was ignored in the reply of May 20.

Just recently, one cleaning woman was injured on the job and lay unconscious for an undetermined period of time because there was no one else in the building. Mr. Smith said, "while another woman, also working the third shift, was scalded when she was forced out of her wits by a man dressed only in underwear."

He said the change to the third shift would increase the dangers because there would be more situations where there would be no one else in the buildings. "In fact that's why the administration is making the change," Mr. Smith continued. "They claim that efficiency will be improved because the buildings are completely empty of activities when most of the cleaning is done."

"It's too much of a risk and too disruptive of people's lives for little possible improvement," he said as he pointed out that from 70 percent to 85 percent of the space to be cleaned is now vacant during the second shift when most of the cleaning is done."

He said that a union survey of building space used after 6 p.m. disclosed that Ridge Lea space is 85 percent unused, Main Street.

Abbatello Takes Over Nassau After Flaumenbaum Decades

GARDEN CITY — For the first time in more than two decades, Nassau County Local 890 Civil Service Employees Assn. will have a president other than Irving Flumabenbaum, who did not run for re-election.

In a tight race to succeed Mr. Flaumenbaum, Nicholas Abbatiello, received 325 more votes than Doris A. Kasner for president of the 19,000-member local, when the ballots were counted on June 1.

"It was a tough fight, but I think that the people decided that I had more experience in the labor field. But I realize that I have to be a president for Mr. Kasner's supporters as well as my own, and I will devote every effort to closing the ranks and moving ahead into a new era in Nassau," Mr. Abbatiello said.

However, after the election, Bill Gibbons, Ms. Kasner's campaign manager, met with the CSEA Nassau County elections committee and filed a "protest of the results." The committee said that the results were accurate and the vote was called final.

 Nicholos Abbatiello, right, reviews the tabulation which shows up to his election as president of the Nassau Local, beating Doris Kasner who also looks on, by 325 votes, Irving Flumabenbaum, who retired after more than 50 years as Nassau head to devote more time to regional activities, is left.

(Continued on Page 3)

A New Column

A new column appears on Page 11 of this issue of the Leader. "Go To Health," written by state Civil Service Department official William R. Willford, will give tips on the best ways to stay healthy, enjoy longevity and be productive. Mr. Willford, a health and alcohol consultant with the state Division of Alcoholism, will discuss, among other things, alcoholism in subsequent columns. He also directs the state's Employee Health Maintenance Program.

(Continued on Page 11)
Nassau County Executive Ralph Caso announced that the county expects to hire 2,500 new employees with CETA funds. The comprehensive employment training act (CTEA) funds will be used to hire personnel for county, village, and town job slots and local non-profit agencies. Only persons who have been out of work for 16 or more weeks are eligible. The new employees may not displace or replace any people currently employed, according to the federal guidelines.

Charles Bertolami, the county's commissioner of employment and training, said $46.5 million of the federal funds were allocated under Title 6 of the federal statute. He did not say where the rest of the funds originated, however.

Nassau County already has 1,700 CETA employees on the job who were hired last year. The extra funds will enable the county to continue employing the original group of workers and to add the additional 2,500, said Mr. Bertolami.

THE BIG TENTH
TOPIC House (Treatment Of People In Crisis), the drug-free residential unit of Nassau County Department of Drug and Alcohol Addiction, at Mitchell Field, recently celebrated its 10th anniversary. Cutting cake are, left to right, Raymond J. Condem, department deputy commissioner; James Taylor Jones, TOPIC House director; Russell Service, deputy county executive; Clyde Collins, department coordinator.
(Continued from last week)
The following is another installment of an interview with Thomas J. Callanan, acting director of the division of probation, conducted recently by Nels Carlson, coordinator of the statewide probation committee of the Civil Service Employees Assn.

What about the possibility of a loss of benefits occurring as a result of going from county employment to state employment? Concerned are a few employees who know that they don't want to be downgraded. And salaries? That's one area where most employees will benefit from a major upgrading. The starting salary for state-employed probation officers today is $15,415—a lot higher than the county rates.

(Continued Next Week)

(Continued from Page 1)

Pilgrim CSEA Local, declared that CSEA lobbying with legislators would block the plan. "The legislators are out to do a lot more than we can manage," she said. Several speakers noted that Pilgrim would have to face almost certain loss of accreditation if the plan was carried out. Pilgrim regained its accreditation only last year after the Legislature voted an additional $12 million to bring the staff-patient ratio up to one-to-one.

"We say that not only must there be no layoffs, but we need more help in these hospitals," Mr. Flasenbaum asserted.

Mr. Abbatello, an active member of the CSEA for more than 20 years, is second vice-president of Local 830. He is an executive officer of the Nassau County Local as well as the Long Island Regional Board of Directors. Mr. Abbatello serves on two terms as a delegate.

Mr. Flasenbaum is running as an incumbent for regional president to correspond with more of my efforts in political action and regional affairs.

Deborah Casdor, new leader correspondent and other media representatives.

(Continued from Page 1)

BUFFALO—The Buffalo Niagara Frontier Retirees Local 903 of the Civil Service Employees Assn. will hold its installation of officers Tuesday, June 21 at the Hotel Lenox, 140 North St., Buffalo.

The business meeting will be preceded by a 7:30 p.m. dinner-luncheon. Business will then start at 8:30 p.m. followed by the program of the day. Thomas Callanan, retiring coordinator of the CSEA will install the officers, who will serve for the next two years.

Other Local officers elected were: Mary Callas, outgoing secretary-treasurer; Vincent R. DeSantis, corresponding secretary; Anthony C. Gaudio, third vice-president; John B. Barry, fourth vice-president; Ruth A. Braverman, fifth vice-president.

(Continued from Page 1)

(Continued from Right)

Buffalo Niagara Retirees Install Officers June 21

BUFFALO—The Buffalo Niagara Frontier Retirees Local 903 of the Civil Service Employees Assn. will hold its installation of officers on Tuesday, June 21 at the Hotel Lenox, 140 North St., Buffalo.

The business meeting will be preceded by a 7:30 p.m. dinner-luncheon. Business will then start at 8:30 p.m. followed by the program of the day. Thomas Callanan, retiring coordinator of the CSEA will install the officers, who will serve for the next two years.

Other officers elected in the balloting were: Ralph J. Natale, first vice-president; Edward H. Logan, second vice-president; Anthony C. Gaudio, third vice-president; John B. Barry, fourth vice-president; Ruth A. Braverman, fifth vice-president.

Other Local officers elected were: Mary Callas, outgoing secretary-treasurer; Vincent R. DeSantis, corresponding secretary; Anthony C. Gaudio, third vice-president; John B. Barry, fourth vice-president; Ruth A. Braverman, fifth vice-president.

(Continued from Page 1)

In addition, 20 delegates were elected to the state convention to be held on October 27-28 at the Statler Hotel, New York. A delegate has been appointed by the Huron Ballot Committee.

In addition to the protest, four proposals have been presented to the state convention. The four delegate has filed a protest for the misspelling of his name on the ballots.

A total of 5,866 ballots were received, but 2 were unopened and 22 were mutilated. Thus the final vote tally was 5,833.

The following people have been elected to office: president, Mary D. Gurney; first vice-president, Charles V. Ford; second vice-president, Charlene Crutcher; treasurer, Lois B. Baus; all candidates elected with total votes.

Chosen for board of directors positions were Donald Tubby, Charles Marable and Ron Carlson. Fred Calo, Vincent Granta, Art Anderson and Mary Van Klerk won delegate spots.

(Continued from Page 1)

Probation Head Answers CSEA Questions

JUNE

17—Broome County unit installation dinner-dance: 6 p.m., St. John's Memorial Center, St. John's Park, Johnson City.
18—Western Region VI meeting: Holiday Inn, Grand Island.
19—Central Region IV meeting and workshop: Sagamore, Lake George.
20—County Division Workshop: Granada Hotel, Ketaronhkan.
21—Hudson-Erie Psychiatric Center Local annual meeting: 8 p.m., Cheyne Conference Room, Poughkeepsie.
22—Ballots for statewide officers and State Executive Committee due back: 5 p.m., mailed.
23—New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5590, Manhattan.
24—Buffalo Retirees Local 903 Installation of officers: 1:30 p.m. preceded by dutch-treat luncheon. Hotel Lenox, 140 North St., Buffalo.
25—Rochester Retirees Local annual meeting and installation of officers: 1:30 p.m., Monroe County Cooperative Extension Assn.
26—Statewide constitution and bylaws committee meeting: 10:30 a.m., Albany Quality Inn, Albany.
27—Statewide executive council meeting: 7:30 p.m., Region office, 740 Broadway, Albany.
28—Merck Psychiatric Center Local general meeting, dinner-dance: 7:30 p.m., Rose Lawn, Main Street, New York Mills.
29—Hudson River Psychiatric Center Local 410 installation of officers dinner: Holiday Inn, Fishkill.
30—Western Region V meeting: 8 a.m., Albany Quality Inn, Albany.

FIGHT PILGRIM LAYOFF PLAN

(Continued from Page 1)

Selling Public Worker Image

TOPIC OF REGION IV WORKSHOP

ALBANY—The Capital Region of the Civil Service Employees Assn. will hold a weekend workshop on public relations/communications at the Sagamore Hotel, Bolton Landing, June 17, 18 and 19, 1977.

The weekend will begin business unit meeting 833 of the regional president Joseph McDermott. Social activities, including a party at the movie at the hotel's private theater, a night club hour and a Chinese buffet at midnight will follow.

On Saturday, the education program will begin with Roger Cole, acting director of CSEA public relations, speaking on "Press Relations With Your Leadership" and "The Five W's of Correct News Writing." (Who, What, Where and Why?)

(Continued from Page 1)

(From left to right) John S. Callanan, Chris Callanan, Nels Carlson.

BUFFALO CLEANER SHIFTS

(Continued from Page 1)

(Continued from Page 1)

What, When, Where and Why?

Dan Campbell, public relations associate of the Capital Region of CSEA, will present a workshop concerning the unique weekend:

The weekend participants will be asked to develop written reports to be submitted to the workshop participants Sunday morning.

An informal banquet will feature Arvis Chaime, the keynote speaker, and Charles A. Natale—"The Political Analyst." Sunday morning, a roundtable discussion of "Where Do We Go From Here?" will be held between 10 a.m. and 11 a.m. Participants will be William Ackley, local radio news director, Dan Campbell, Roger Cole, Kenneth Schoepf, the Leader editor.

Vacation Plan

(Continued from Page 1)

where in New York State. Additionally, CSEA members of state per-diem allowance increases to $37 and the incidental allowance was increased to $2.

Under the increased amounts, per-diem allowances are now $3 for breakfast in all areas of the state, $4.50 in Kansas City and $5.50 in the New York City area and $6.50 elsewhere. The $2 incidental allowance applies to all areas of the state.

These negotiated increases are retroactive to July 1, 1977, and all employees affected must submit to their department or agency a separate retroactive voucher prior to September 1 in order to be provided with the retroactive increase.

(Continued from Right)

(Continued from Right)

(Continued from Right)
If you’re a Civil Service employee and hold the Blue Cross Statewide Insurance Plan with a PA. or N.Y. Certificate Number, you’re safely covered for any and all your medical disorders requiring long-term rehabilitation. Three of Brunswick Hospital Center’s five fully-accredited hospitals are specialized to provide you with the kind of rehabilitation treatment you may need. Also, local subdivisions of New York State Plans, Medicare and most major medical group insurance are readily acceptable with us.

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

Physical Rehabilitation
Our Physical Medicine & Rehabilitation Hospital is fully-staffed for the long-term treatment of physical disabilities and other chronic illnesses. Here, you can be skillfully treated by professional specialists: a treating physician creates your specialized treatment plan—followed through by understanding nurses, physical, occupational, recreational and speech therapists. Psychologists and social service counselors round out your requirements.
A superbly equipped hospital designed to help you regain a fuller, active life. For more information, call 516: 264-5000/ Ext. 228

Alcoholism Rehabilitation
Our Brunswick House Alcoholism Hospital has been created for the full treating of alcoholism victims. Each resident is assigned a special treatment plan to meet his or her special needs and carried forth by a full staff of alcoholism specialists: medical, nursing, psychological, social service, counseling and family therapists.
The newest of our five hospitals, Brunswick House rehabs alcoholics and returns them to full activity—recovered and able to meet life’s problems. Call us at 516: 264-5000 / Ext. 361

Psychiatric Rehabilitation
Our Psychiatric Hospital—with its bright, cheerful atmosphere—maintains the most modern facilities for the mentally and emotionally ill, the drug-addicted and those requiring custodial assistance. Its specialized staff of mental-health professionals treat all residents in effective teamwork—to gain greater recovery. These dedicated specialists: the doctors, nurses, psychologists, social workers, occupational and recreational therapists—all give of their expertise to overcome psychiatric disorders and return the resident to a better life. For more about this, call 516: 264-5000 / Ext. 268
Social Service Jobs Set

Panelists, right, speak on subjects concerning their profession. Panelists are, left to right, Grace Gamblin, a Smithtown librarian and president of the Long Island Civil Service Employees Assn. (CSEA) Library Committee; Ervin Eisen, Long Beach library director; and Ed Cleary, CSEA Long Island region field supervisor. It was the second annual Nassau-Suffolk Library Institute.

Open Continuous State Job Calendar

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Clinical Physician</td>
<td>$25,161</td>
<td>20-413</td>
</tr>
<tr>
<td>Associate Actuary (Life)</td>
<td>$18,369</td>
<td>20-352</td>
</tr>
<tr>
<td>Supervising Actuary (Life)</td>
<td>$26,510</td>
<td>20-352</td>
</tr>
<tr>
<td>Principal Actuary (Life)</td>
<td>$22,694</td>
<td>20-352</td>
</tr>
<tr>
<td>Associate Actuary (Casualty)</td>
<td>$18,369</td>
<td>20-352</td>
</tr>
<tr>
<td>Supervising Actuary (Casualty)</td>
<td>$22,694</td>
<td>20-352</td>
</tr>
<tr>
<td>Senior Actuary (Life)</td>
<td>$14,142</td>
<td>20-352</td>
</tr>
<tr>
<td>Medical Specialist</td>
<td>$16,337</td>
<td>20-352</td>
</tr>
<tr>
<td>Nurse III (Psychiatric)</td>
<td>$11,337</td>
<td>20-352</td>
</tr>
<tr>
<td>Nurse III (Rehabilitation)</td>
<td>$11,337</td>
<td>20-352</td>
</tr>
<tr>
<td>Nurse II (Psychiatric)</td>
<td>$11,337</td>
<td>20-352</td>
</tr>
<tr>
<td>Nurse II (Rehabilitation)</td>
<td>$11,337</td>
<td>20-352</td>
</tr>
<tr>
<td>Nutrition Services Consultant</td>
<td>$31,404</td>
<td>20-352</td>
</tr>
<tr>
<td>Principal Actuary (Casualty)</td>
<td>$22,694</td>
<td>20-352</td>
</tr>
<tr>
<td>Principal Actuary (Life)</td>
<td>$14,142</td>
<td>20-352</td>
</tr>
<tr>
<td>Physical Therapist</td>
<td>$11,337</td>
<td>20-352</td>
</tr>
<tr>
<td>Psychologist</td>
<td>$17,429</td>
<td>20-352</td>
</tr>
<tr>
<td>Radiology Technologist (T.B. Service)</td>
<td>$10,155 &amp; U</td>
<td>20-352</td>
</tr>
<tr>
<td>Radiology Technologist (T.B. Service)</td>
<td>$10,155 &amp; U</td>
<td>20-352</td>
</tr>
<tr>
<td>Senior Actuary (Life)</td>
<td>$14,142</td>
<td>20-352</td>
</tr>
<tr>
<td>Senior Medical Records Librarian</td>
<td>$11,337</td>
<td>20-352</td>
</tr>
<tr>
<td>Senior Physical Therapist</td>
<td>$12,760</td>
<td>20-352</td>
</tr>
<tr>
<td>Senior Sanitary Engineer</td>
<td>$17,429</td>
<td>20-352</td>
</tr>
<tr>
<td>Asst. Sanitary Engineer</td>
<td>$14,142</td>
<td>20-352</td>
</tr>
<tr>
<td>Speech and Visional Therapist</td>
<td>$11,337</td>
<td>20-352</td>
</tr>
<tr>
<td>Special Education Professional</td>
<td>$15,000</td>
<td>20-352</td>
</tr>
<tr>
<td>Special Education Professional</td>
<td>$15,000</td>
<td>20-352</td>
</tr>
<tr>
<td>Stationary Engineer</td>
<td>$9,546</td>
<td>20-352</td>
</tr>
<tr>
<td>Stationary Engineer</td>
<td>$9,546</td>
<td>20-352</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>$7,616</td>
<td>20-352</td>
</tr>
<tr>
<td>Administrative Assistant 2</td>
<td>$7,616</td>
<td>20-352</td>
</tr>
<tr>
<td>Varsity Operator</td>
<td>$3,811</td>
<td>20-352</td>
</tr>
</tbody>
</table>

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12222. New York 14202.

Additional information on required qualifications and application forms may be obtained by mail or in person at the State Department of Civil Service, State Office Building Campus, Albany 12222. Applicants can file in person at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo.

Ode To A Career Ladder

(Continued from Page 2)

But yet we are there for emergen-
tries that arise.

Our majority are hard working
people . . . it's true!

But not according to the state's
point of view.

More and more tasks have become
added to our chores.

And yet new employees come
through the doors.

We are weary and tired, and our
morale is low.

But our "lack of Interest" is
starting to show!

"Won't someone please . . . hear
our plea ? !

Give us a goal that we can reach
and see.

It would make the labor easier
to bear.

And our "lack of Interest" is
waiting there.

Co-workers could work side by side,
And compliment our department
on our neatness.

Give us some Pride and Dignity.

---

Centennial Ball 1977

Rochester and New York City
offices, the state Civil Service
Department announced.

Candidates must hold a bache-
lor's degree and have three
years organizational planning,
management and analyzing ex-
pertise. Appointments will be
based on experience, training
and an oral exam. Senior spe-
cialists earn $13,404 a year
and seniors, $17,429. Ap-
pointees from New York City,
and Rockland, Westchester
and Monroe Counties will earn $200
more. The filling deadline is
July 5.

---

Prize Winners Go to 3

The winners were picked from
nominees made by each gov-
ernment agency to a committee
made up of city, state and fed-
eral agency personnel officials.

"The Civil Service Leader," said
C. C. DelBello, assistant se-
cretary of the Civil Service
Department. "It has been
planned for providing the
leadership and the opportu-
nity for well-deserved recogni-
tion of the outstanding public
service contributions of these three civil
servants. This service is an
example of the diligent, dedicated
and efficient work product rend-
ered by our public servants. I
congratulate each recipient and
the Civil Service Leader."

---

Central help—Danny Don-
hue has been re-elected as presi-
dent of the Central Islip Peri-
ediatric Center Local of the
Civl Service Employees Assoc.

The voting on May 5 also
elected:

Mike Hughes, first vice-presi-
dent; Sal Russo, second vice-
president; Mary Ambrose, secre-
tary; Margaret DiBello, treasurer;
and Jack Eagan, Jim Forsyth,
Harry Brockel, John Neubauer
and Alvin Pape, delegates.

---

Short Takes

Police Training Tech.

ALBANY—A senior training
supervisor, police eligible list,
resulting from a cooperative ex-
amination, was established April
12 by the State Civil Service De-
partment. The list contains 103
names.

WRAY GOETZ

---

Deal with it, Chief

"Tell me about your day, Chief,"
onlookers say, and Wray Goetz,
46, incumbent chief of the
Abatement Bureau, "feels" for
a moment.

"I have 200, 500 and 1,000
people to deal with every day.

They call me at home,
from nine to one, and at six.

But not according to the state's
job schedule.

I am a career state employee,
and my salary is $47,800 a year.
He succeeds Raymond T. Schuler
who resigned as head of the
Drug Addiction Program.

I am a chief, and a state
employee for 30 years, came to
Albany in 1957 when appointed
assistant commissioner of
Public Works.

Employees climb a dormant
grade 4, for the rest
of their lives.

But yet we are there for emergen-
ties that arise.

Our majority are hard working
people . . . it's true!

But not according to the state's
point of view.

More and more tasks have become
added to our chores.

And yet new employees come
through the doors.

We are weary and tired, and our
morale is low.

But our "lack of Interest" is
starting to show!

"Won't someone please . . . hear
our plea ? !

Give us a goal that we can reach
and see.

It would make the labor easier
to bear.

And our "lack of Interest" is
waiting there.

Co-workers could work side by side,
And compliment our department
on our neatness.

Give us some Pride and Dignity.

---

Call for Help

Persons seeking mental health, mental retardation, alcoholism
or drug abuse problems assistance may now call the County Informa-
tion Center which will refer the caller to the proper agency.

The information number is (814) 682-2800 and all calls will be kept
confidential, said Mr. DelBello.

New Post for Hennessy

A 64-year-old career state employee is the new state transporta-
tion commissioner-designate. William C. Hennessy, a Democrat who
rose through engineering ranks in the department during the Re-
publican administrations of Nelson Rockefeller and Malcolm Wilson,
is awaiting state senate confirmation to his appointment to the
$17,800-a-year post. He succeeds Raymond T. Collier who resigned
to become president of Associated Industries, an Albany-based lobby-
ing group. Mr. Hennessy, a state Transportation Department
employee for 28 years, came to Albany in 1927 when appointed
assistant to the chief engineer of the agency, then called the Depart-
ment of Public Works.
Ameriem'm iMrgeat  Weekiy  tor  PmbUe  EmplmgmeB

elections  may  be  rerun.

Maxwell  Lehman,  Editor,  1939-55

Local  830,  Irving  Flaumenbaum  has  stepped  aside,  and
Nicholas  Abbatiello  has  moved  into  the  position.

Island  Region  I  and  a  fifth  term  as  a  statewide  vice-
president.

president.

of  course,  but  many  people  believe  that  Nassau  members

not  want  to  lose  him  as  local  president.

anything,  but  to  symbolize  the  democratic  processes  of  CSEA

that  makes  it  the  best  among  unions.

Invariably  small.  In  New  Jersey

the  ability  to  dominate  the  press

to  press  and  the  politicians  as  me-
dia  events,  but  despite  the  cyni-
cism,  they  do  rate  press  cover-

rate  press  cover-

Another  parallel  in  the  two

Another  parallel  in  the  two

Another  parallel  in  the  two

Another  parallel  in  the  two
What's Your Opinion

By PAMELA CRAIG

QUESTION
What would you like to ask the candidates in the New York City mayoral race, if you could speak to them?

The PLACE
Department of Probation, Brooklyn

Michelle Kane, probation officer: “Will you support some kind of incentive, such as a higher pay or promotional advances for getting extra educational training in the field? All educational leaves of absence are granted by individual department heads. I would have my say at a mayoral decision. A lot of people end up leaving the job, after obtaining higher learning skills, because they are not rewarded with a higher salary. This undermines the importance of gaining extra training and education.”

Karen Kramer, investigating parole officer: “Rather than spending public funds on building up super agencies such as the new centralized criminal justice agency, what realistic measures can you propose for ‘reforming and rehabilitating’ the criminal justice system in the City so that all the separate entities involved can benefit? Until the criminal justice system is straightened out, the purpose for its very existence is negated. Today, there are many areas that are acceptable.”

Claude Boeker, supervising probation officer: “A rise in the cost of living in New York’s boroughs today, we find devastated, debilitated housing, neighborhoods without police protection. Police protection drastically reduced, the schools unsafe and underutilized and justice is being done about the restoration of labor. As a social worker, I see hope for the future of the city, to restore manpower. Today, most of the defendants use this lack of jobs as a copout. This works against any attempt to reform the City’s justice system.”

Wallace Cheslman, probation officer: “Instead of calling for more belt-tightening, eating and excessive sacrifice by city workers, what politician/Senators are ready to support the plan to reform the City labor. As a social worker, I see hope for the future of the City, to restore manpower. Today, most of the defendants use this lack of jobs as a copout. This works against any attempt to reform the City’s justice system.”

Morris Frey, supervising probation officer: “How would you as a mayoral candidate be more responsive than the present mayor to the community? Will you tell the individual communities where they stand financially, specifically in the areas of social service? Each community in the city has different needs and the community is aware of the particular needs in their area, but they knew exactly what is being done for them through the services of the City. They have the right to know if they are being neglected in order to subsidize other neighborhoods, specifically ones that pay little tax.”

Karen Kramer, engaging parole officer: “It is about time the New Yorkers were not deserted, we have devastated, debilitated housing, neighborhoods without police protection. Police protection drastically reduced, the schools unsafe and underutilized and justice is being done about the restoration of labor. As a social worker, I see hope for the future of the city, to restore manpower. Today, most of the defendants use this lack of jobs as a copout. This works against any attempt to reform the City’s justice system.”

Maxine Abrahamovitz, probation officer: “Speaking out of very narrow self-interest, I would like to ask the candidates whether they plan to support the continuation of rent control. As a City employee, I am concerned that the City is not going to increase enough in the next 5 to 10 years in order to pay the substantial increases, you have projected for the future year. We are currently employed by the City on very low pay salaries, yet we plan to do this course that we require for the future year.”

LETTERS TO THE EDITOR

The Contract

Editor, The Leader: In the May 13 issue, you printed a letter from Donald H. Wollett, director of the Office of Employee Relations, to CSEA president Theodore C. Wenzl, in which a comparative illustration of salary changes with and without promotion under the tentative contract are given. I find this illustration to be totally erroneous in that two different beginning salaries were used, thus inflating the final gross pay figure by some $150 for the proposed employee and erroneously showing the raise to increase as $1,145, rather than the more nearly correct $939.

Although there are some close approximations based on the figures given in your article, the point is clear: the Civil Service Leader, either once chosen to betray its public trust in misleading its readers by printing figures not substantiated or given to print by Dr. Wenzl’s crew in an attempt to railroad a positive ratification vote from the membership. I hope no employees presently in line for promotion have been misled by your unnecessary and irresponsible reporting and that ratification of the tentative agreement is resolutely defeated by all units of elected government.

Charles Ferris Fullsenville

ED’S NOTE: Why is it that some people hear only what they want to hear, see only what they want to see and read only what they want to read into a news story? The CSEA has held more meetings to date this contract, given the members more time to think about it, and the Leader has printed more information on the pros and cons, including the verbatim tentative agreement itself—than for any other contract within memory. We fail to see where Mr. Wollett’s letter can be blamed on “Dr. Wenzl’s crew,” but realize that there are some people who would never read a book that doesn’t satisfy their own desire to be more than to read the written statements of key participants whether they be for the union or for the cause. They don’t have to agree with everything you read.”

LETTERS POLICY

Letters to the Editor should be less than 500 words. The Leader reserves the right to edit or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed.

Extensive letters cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in The Leader’s judgment, an exception should be made. All letters must be signed and the writer’s address and telephone number. Names will be withheld upon request.

TENET RETIREMENT NEWS & FACTS

By A. L. Peters

Approvals, Disapprovals

Nine hundred and eighty applications for retirement were covered by the Retirement Board at its June meeting. Of these, 124 service retirements were approved under Option One, Two, 158 under Option Three, 100 under Option Four, 34 under Option Five and 31 under Option Six. Four hundred and two were disapproved without option.

Twenty-five were approved under ordinary disability, three under accidental disability and without option for disability. Six revisions in the retirement plan were made.

Two hundred and eighty-eight members terminated their membership after being out of city service for more than five years. Denial of retirement was ordered for 10 unform tall maintenance workers. Accidental disability retirement was denied for three sanitation-men and 12 others.

Loans amounting to $207,120 were made to 2,120 members and excess contributions of $41,850 were made to 161 members. Disability retirement for 100 members was approved. 17 of them for accidental disability. The evaluation of the group life insurance fund was approved with appropriate of $23,900 for the fiscal year ending June 30, 1976 to implement the reserves and the transferers of $23,700 from the central reserve fund to the group life insurance fund; $23,700 from the central reserve fund to the contingent reserve fund in accordance with rules 102 and 104.

How does the new tax law affect retirees? There are a few changes. There is an extension of a $25 credit for extra age and blindness exemptions which did not qualify under the old law. New persons 65 and older will get a $75 credit. If they are also blind, they will get a $150 credit.

The new law allows you to choose between the retirement income credit and the life insurance or the credit as it is in the new act. However, this applies only to 1976 taxes. Of course, you have filed at this time; but if the new law gives you a better break you can amend your return in 1976.

There are also some changes in the sick pay exclusion law. This exclusion is eliminated after Jan. 1 but remains in effect for your 1976 income. The old law allowed a $250 gift to each person and it would be excluded from regular income.

There are also some substantial changes in the gift and estate taxes under the new law. Gifts are now subject to a 30% excise tax on transfers as estates so that giving a large gift before death won’t hold down the tax after death. All the gifts you make are now cumulative and deducted from the credit on a sliding scale basis, where the final accounting is made. However, you can still give a $300,000 gift annually to each person.

There is an extension of estates has been changed. There is a new tax credit that also extends the 1980. and $175,625 thereafter. There is no deduction in the tax, the next $100,000. But gifts to a spouse above $500,000 get a 50% deduction.

Another element that makes the tax filers easier is the simplification of the tax law. The old tax is a $500,000 gift, but remains in effect for your 1976 income. The changes are necessary to eliminate the tax on the next $100,000. But gifts to a spouse above $500,000 get a 50% deduction. The old tax is a $500,000 gift, but remains in effect for your 1976 income. The changes are necessary to eliminate the tax on the next $100,000. But gifts to a spouse above $500,000 get a 50% deduction. The new tax is a $500,000 gift, but remains in effect for your 1976 income. The changes are necessary to eliminate the tax on the next $100,000. But gifts to a spouse above $500,000 get a 50% deduction.

Don’t Repeat This!

(Continued from Page 6) as he was on the cover of Time. This will depend upon whether any one of the entries somehow emerges from the pack to gain a substantial proportion of enrollees. Democrats.

The double the Senate forces are in the majority, but the roll won’t hold the tickets on any other matter. The candidates for the Senate are as follows: Mr. Wenzl, Mr. Wenzl, Mr. Wenzl. The candidates for the Senate are as follows: Mr. Wenzl, Mr. Wenzl, Mr. Wenzl.
Grievances, Layoffs, CETA, Meeting Topics...

By KENNETH SCHEPT

How to file and pursue a grievance: an explanation of retreating and bumping procedures, and a discussion of the CETA program were the main topics covered at the Southern Region County Workshop of the Civil Service Employees Assn., held recently at the Camelot Inn, Poughkeepsie.

GRIEVANCES

According to John Mauro, regional first vice president and chairman of the workshop, the "scope and purpose of the grievance procedure" was chosen as a topic because "it is an important matter for the membership to be educated about. It is important that people know what constitutes an offense and how to go about filing the grievance."

Tom Mahr, regional attorney, presented an overview of the grievance situation during the Saturday morning meeting. He was followed by field representative Tom Quimby who addressed some of the specific problems that members may face with grievances. The most important things to remember, he said, "are to be timely with grievances, and to keep records."

Mr. Quimby conducted an exercise to aid shop stewards or grievance chairmen in writing effective grievances. He circulated a page containing seven common complaints which an employee may wish to file a grievance about. Members at the meeting then discussed how they would question the complaining worker to elicit the information necessary for a detailed grievance.

For example, a worker might complain, "my supervisor is unfair." The first logical question is, "What is he doing?" One might ask, "How is what he is doing to you different than his treatment of others?" If the supervisor is tough on everyone, there may not be a case for a grievance; just a disagreeable personality to work with.

Another common complaint is: "The job I'm doing is worth more than I'm being paid." Does this person have a legitimate grievance? Perhaps, if he is doing out of title work.

RETREATING AND BUMPING

Joseph Abbey, of the CSEA research department, led the workshop section on retreating and bumping. He began by explaining the difference between displacing, bumping and retreating, and by defining exactly what it means to be on a preferred list.

Section 80 of the Civil Service Law governs state competitive employees during staff reductions. Mr. Abbey said. Non-competitive and labor class-employees are not covered by the law. Blind workers are at the top of seniority lists when it comes to layoffs, followed by veterans. Seniority is established within the lay-off unit.

Displacement is horizontal. For example, if the staff reduction affects a unit of stenographers, then the least senior member of that lay-off unit is the first to be displaced.

Bumping involves promotional series. The displaced stenographer has the right to bump the least senior person in the next lower title.

If there is no one to bump, that stenographer may retreat, returning to the item he last held, although it is perhaps not in direct line with the position from which he has been laid off.

The bumped person then goes on a preferred list in order of seniority. Non-competitive class workers are covered only through negotiated contract, and their protection is not included in Civil Service Law.

CETA

The meeting about CETA was also led by Mr. Abbey. It developed into an open, at times heated, discussion as various members related their experiences, often their frustration, in working with the CETA program.

Mr. Abbey began the proceeding with an explanation of what CETA is about. He said that CETA workers can not work in positions where there have been layoffs; they can not take the place of laid-off employees. For example, Mr. Abbey said, if an employee is laid off in a county and there are CETTA workers somewhere in that county, then the county as a whole, not just the department where the layoff took place, should become the lay-off unit.

The CSEA is on record as favoring CETA. CETA workers are entitled to union membership. The CSEA position is that CETA language should be explicit.

Jurgen Weterie, of the Newburgh Probation Local, said that in his area CETA functions well because he and others have taken the time to monitor abuse of the CETA system.

Ray Cadieu, president of the Westchester County Local, said that he had just come from meetings with several congressional representatives, where he expressed his view that CETA was not being run well. He said that the problem was in enforcement of the federal CETA laws.

Statewide CSEA president (Continued on Page 9)
Jorgen Wekerle, of the Newburgh Probation Department, expressed deep concern for the problem of CETA. The program was functioning well in his area, he said, because of prompt reporting of violations. "CETA is here today; the best we can do is make it work under their rules and regulations," he said.

Walter Funk, Jr., and Raymond Celestano of the East Hudson Parkway Local 051 confer with James Lennon, president of Southern Region in regarding matters to be discussed at the weekend workshop.

Barbara Meyers, Ulster County Secretary-Treasurer, and Barbara Swartzmiller, Ulster County Infirmary president, listen intently during one of Saturday afternoon's meetings.

Theodore C. Wenzl, president of the CSEA, spoke at the opening session of the workshop, Friday night, and returned Saturday.

Ellis Adams, president of the Dutchess County Local, talked about the need to have county people elected to the CSEA statewide offices so that the views and needs of county members have strong representation.

Joseph Abbey, of the CSEA research staff, Albany, explained the difference between bumping, retreating and displacement when jobs are affected by layoffs. He also conducted the discussion of CETA, concluding that the problem is that, "There is no authority behind CETA enforcement other than the fund."
The Latest State and County Eligible Lists

EXAM 35-797
SPECIAL TEST
Ten Held Next, 9:1976
List Ent. Feb. 14, 1977
(Continued from Last Week)

Latest State and County Eligible Lists

868 Gummer Linda M Troy 72.2
867 Lope Sharon Albany 72.2
861 Hoag Barbara M Dansville 72.4
880 Wolff Marjorie Lancaster 72.1
869 Sims Christine Schenectady 72.2
884 Drescher Kathy Buffalo 72.1
881 Bogdan Joanne Cheektowaga....72.1
874 Blair Debra L West Seneca 72.2
883 Goodman Eleanor Wantagh 72.1
882 Emerson Elaine Weedsport 72.1

(Continued from Last Week)

Ltot En. Feb. 14, 1977

WORLD PREMIERE ENGAGEMENT
THE ROMANCE OF PASSION AND POWER
A FROM NABAVIS PRESENTATION
A MARTIN ROYON OFF • FRANK RABLANS PRODUCTION
THE OTHER SIDE OF MIDNIGHT
A CHARLES JARROTT FILM • young BUCK FRANK ROVER • JOHN SECK
SUSAN SANBORN • RAF VALLOVE • Directed by FRANK RABLANS

EXCLUSIVE RIGHTS: HOWARD W. NOIR • Created by CHARLES JARROTT
CREATIVE PRODUCED BY HOWARD W. NOIR • AFRICA PRODUCTIONS

WORLD PREMIERE ENGAGEMENT

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

THE PERFECT MUSICAL!

Seek Lifeguards
HAUFPAGADES—SuffolkCounty's next pool and stillwater Lifeguard performance exam will be held at Lake Pool, Bayview Drive, Oakdale, June 17 at 7 p.m. the county civil service.
Candidates must be 16 years old and present an original birth, baptismal or cremation certificate.
For further information, write to Suffolk County Department of Civil Service, 215 County Avenue, Executive Office Building, Veterans Memorial Highway, Hauppauge 11788, or call 485-7003.

SHENANDOAH
THE NEW MUSICAL
J O H N C U L L M

...EXPLODES
in a dance explosion • a joyful noise a boochanical
waving, wimping danse daze act — K. E. K. Time

THE OTHER SIDE OF MIDNIGHT
THE ROMANCE OF PASSION AND POWER
A FROM NABAVIS PRESENTATION
A MARTIN ROYON OFF • FRANK RABLANS PRODUCTION
THE OTHER SIDE OF MIDNIGHT
A CHARLES JARROTT FILM • young BUCK FRANK ROVER • JOHN SECK
SUSAN SANBORN • RAF VALLOVE • Directed by FRANK RABLANS

EXCLUSIVE RIGHTS: HOWARD W. NOIR • Created by CHARLES JARROTT
CREATIVE PRODUCED BY HOWARD W. NOIR • AFRICA PRODUCTIONS

WORLD PREMIERE ENGAGEMENT

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

THE PERFECT MUSICAL!

Seek Lifeguards
HAUFPAGADES—SuffolkCounty's next pool and stillwater Lifeguard performance exam will be held at Lake Pool, Bayview Drive, Oakdale, June 17 at 7 p.m. the county civil service.
Candidates must be 16 years old and present an original birth, baptismal or cremation certificate.
For further information, write to Suffolk County Department of Civil Service, 215 County Avenue, Executive Office Building, Veterans Memorial Highway, Hauppauge 11788, or call 485-7003.

SHENANDOAH
THE NEW MUSICAL
J O H N C U L L M

...EXPLODES
in a dance explosion • a joyful noise a boochanical
waving, wimping danse daze act — K. E. K. Time

THE OTHER SIDE OF MIDNIGHT
THE ROMANCE OF PASSION AND POWER
A FROM NABAVIS PRESENTATION
A MARTIN ROYON OFF • FRANK RABLANS PRODUCTION
THE OTHER SIDE OF MIDNIGHT
A CHARLES JARROTT FILM • young BUCK FRANK ROVER • JOHN SECK
SUSAN SANBORN • RAF VALLOVE • Directed by FRANK RABLANS

EXCLUSIVE RIGHTS: HOWARD W. NOIR • Created by CHARLES JARROTT
CREATIVE PRODUCED BY HOWARD W. NOIR • AFRICA PRODUCTIONS

WORLD PREMIERE ENGAGEMENT

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

THE PERFECT MUSICAL!

Seek Lifeguards
HAUFPAGADES—SuffolkCounty's next pool and stillwater Lifeguard performance exam will be held at Lake Pool, Bayview Drive, Oakdale, June 17 at 7 p.m. the county civil service.
Candidates must be 16 years old and present an original birth, baptismal or cremation certificate.
For further information, write to Suffolk County Department of Civil Service, 215 County Avenue, Executive Office Building, Veterans Memorial Highway, Hauppauge 11788, or call 485-7003.

SHENANDOAH
THE NEW MUSICAL
J O H N C U L L M

...EXPLODES
in a dance explosion • a joyful noise a boochanical
waving, wimping danse daze act — K. E. K. Time

THE OTHER SIDE OF MIDNIGHT
THE ROMANCE OF PASSION AND POWER
A FROM NABAVIS PRESENTATION
A MARTIN ROYON OFF • FRANK RABLANS PRODUCTION
THE OTHER SIDE OF MIDNIGHT
A CHARLES JARROTT FILM • young BUCK FRANK ROVER • JOHN SECK
SUSAN SANBORN • RAF VALLOVE • Directed by FRANK RABLANS

EXCLUSIVE RIGHTS: HOWARD W. NOIR • Created by CHARLES JARROTT
CREATIVE PRODUCED BY HOWARD W. NOIR • AFRICA PRODUCTIONS

WORLD PREMIERE ENGAGEMENT

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

THE PERFECT MUSICAL!

Seek Lifeguards
HAUFPAGADES—SuffolkCounty's next pool and stillwater Lifeguard performance exam will be held at Lake Pool, Bayview Drive, Oakdale, June 17 at 7 p.m. the county civil service.
Candidates must be 16 years old and present an original birth, baptismal or cremation certificate.
For further information, write to Suffolk County Department of Civil Service, 215 County Avenue, Executive Office Building, Veterans Memorial Highway, Hauppauge 11788, or call 485-7003.

SHENANDOAH
THE NEW MUSICAL
J O H N C U L L M

...EXPLODES
in a dance explosion • a joyful noise a boochanical
waving, wimping danse daze act — K. E. K. Time

THE OTHER SIDE OF MIDNIGHT
THE ROMANCE OF PASSION AND POWER
A FROM NABAVIS PRESENTATION
A MARTIN ROYON OFF • FRANK RABLANS PRODUCTION
THE OTHER SIDE OF MIDNIGHT
A CHARLES JARROTT FILM • young BUCK FRANK ROVER • JOHN SECK
SUSAN SANBORN • RAF VALLOVE • Directed by FRANK RABLANS

EXCLUSIVE RIGHTS: HOWARD W. NOIR • Created by CHARLES JARROTT
CREATIVE PRODUCED BY HOWARD W. NOIR • AFRICA PRODUCTIONS

WORLD PREMIERE ENGAGEMENT

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

Morton Matlock

THE PERFECT MUSICAL!

Seek Lifeguards
HAUFPAGADES—SuffolkCounty's next pool and stillwater Lifeguard performance exam will be held at Lake Pool, Bayview Drive, Oakdale, June 17 at 7 p.m. the county civil service.
Candidates must be 16 years old and present an original birth, baptismal or cremation certificate.
For further information, write to Suffolk County Department of Civil Service, 215 County Avenue, Executive Office Building, Veterans Memorial Highway, Hauppauge 11788, or call 485-7003.
GO TO HEALTH

By WILLIAM R. WILLIFORD

Mr. Williford is a health and alcohol consultant with the State Division of Alcoholism and directs the State Employees Health Maintenance Program.

The following recipe has been tested and approved by millions ofampaing and overeighted Americans:

Combine the following ingredients daily:

- 20-40 cigarettes (vary according to taste)
- six plus ounces of alcohol
- one cup saturated animal fat
- one pound of carbohydrates (refined sugar is best)
- plenty of salt (the more the better)
- top off with a few diet and/or sleeping pills

Mix well in one average middle-aged adult. Allow to ferment for 10 to 15 years and be sure not to exercise while fermentation is in progress. Body is "done in" when center no longer springs back to the touch.

Hoping that you have not been done in by the preceding recipe, let us explore what else one can do to collect that life insurance policy earlier than expected.

Overall—be sure to get prosperous looking and plump (for even 10 percent overweight after age 35 may reduce one's life expectancy by five years).

Never Exercise—use your car to visit the neighbors across the street. Better yet, decide to run a mile when the motor exercise you have for the past two years has been a brisk walk to the refrigerator.

Drive Yourself hard and don't take time for recreation or vacation. Live stressfully, push, drive, right all day and most of all don't trust anybody.

And never get involved, interested, and enthusiastic about new projects and ideas. Don't help others, think only of yourself.

Remember, it is not that important to play, talk and relax together as a family. And when you listen to your kids, never preach to them? Communication and respect between family members isn't really that important... is it?

And always take yourself very seriously. Never admit your own faults and weaknesses. You'll be sure to have many close friends.

SERIOUSLY, communicable diseases do not rank as the leading killers in our society today. In fact, we are faced with new antagonists: diseases caused by eating, by our sedentary way of life, by nutritional excesses and dietary fads, by urbanization, by cigarette smoking, by overconsumption of sugar.

Many of our current causes of death and disease reflect our lifestyle which is the unique pattern of our daily life. Unfortunately, millions of Americans never think about their lack of concern for good health practices. The theme of this movement is prevention. The end result?—a population of people engaged in healthy behavior, not in the fear of dying, but because they respect and enjoy living.

The health education movement that is growing in this country is attempting to do something about our lack of concern for good health practices. The theme of this movement is prevention. The end result?—a population of people engaged in healthy behavior, not in the fear of dying, but because they respect and enjoy living.

For an interesting lifestyle self-evaluation brochure write:
Operation Lifesite, Information Directorate, Health and Welfare Canada, Ottawa, Ontario K1A 0G3.
The Strength of CSEA is in UNITY. The Unity of all public employees covered in CSEA’s bargaining units.

The goal of those who would destroy the rights and benefits for which you’ve worked so hard is to divide and conquer. They would like to see department against department, office against office and unit against unit.

While CSEA is the most powerful public employee union in the country today, there is much more to be done to give public employees a fair shake. And the only way we will all succeed is with unity.

That’s why it’s so important for you to make every effort to sign up non-members in CSEA. We must show them that their future is on the line, too. CSEA needs their ideas, their participation, and their votes. EVERY ONE COUNTS!

During our membership drive, for each new member you sign up in CSEA, you’ll get a $5 Cash Award. The Cash Award rules are easy:

1. You must be a member in good standing.
2. The new member you sign up must be on the payroll for a minimum of four (4) biweekly pay periods or equivalent.
3. New members must work in a governmental unit represented by CSEA.
4. There is no limit to the number of new members you can sign up. Of course, you’ll get the $5 Cash Award for each one.

See your Chapter or Unit president for special sign-up cards.

We’ve come a long way—but there’s a long way still to go. United as one, we’ll get there!
The standing insurance committee report was presented by chairman James Carlin, of Suffolk County Local 532, at the CSEA spring convention at the Concord Hotel in March. Other committee members are Mary Convers, Evelyn Glenn, Carl Garraud, Carl Behr, Patricia Crandall, Hugh Crosser, Joseph Ailes and Paul Sato.

CSEA DISABILITY INSURANCE PROGRAM

The New York Insurance Department approved last year's rate increase for the Accident and Health plan on a temporary basis. They want The Travelers to conform with the ten-year age groups that New York specifies. The rates will not change because of this revision. It should be noted that New York considers appropriate. It also shows the ratio of female to male rates which the New York guidelines. They are also within the New York guidelines. The bottom line premium received by the Travelers will change because of this revision. In Exhibit II, you will see that approximately 61% percent of the policyholders will get a rate decrease, while 39% percent will get an increase.

Finally, in Exhibit IV, you will see the maximum possible impact on individual premiums. Policyholders under age 30, shown at the top of the Exhibit, will have the lowest premium decrease. Those over age 59, shown at the bottom, have the largest premium increase. The effect on most people will be somewhere between these two.

While change is now being made because of the insurance Department's requirements, we expect it will also put our premiums on a more equitable basis and will make the program more attractive to potential CSEA members at the younger ages.

EXHIBIT I
Adjustments to the Accident and Health Premiums to become effective November, 1977

<table>
<thead>
<tr>
<th>Age</th>
<th>Current</th>
<th>Revised</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30</td>
<td>1.88</td>
<td>2.03</td>
</tr>
<tr>
<td>30-39</td>
<td>2.47</td>
<td>2.63</td>
</tr>
<tr>
<td>40-49</td>
<td>3.06</td>
<td>3.23</td>
</tr>
<tr>
<td>50-59</td>
<td>3.65</td>
<td>3.82</td>
</tr>
<tr>
<td>Over 59</td>
<td>4.24</td>
<td>4.41</td>
</tr>
</tbody>
</table>

EXHIBIT II

<table>
<thead>
<tr>
<th>Age</th>
<th>Male:</th>
<th>Female:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30</td>
<td>1.35</td>
<td>1.47</td>
</tr>
<tr>
<td>30-39</td>
<td>1.67</td>
<td>1.77</td>
</tr>
<tr>
<td>40-49</td>
<td>2.31</td>
<td>2.47</td>
</tr>
<tr>
<td>50-59</td>
<td>3.38</td>
<td>3.54</td>
</tr>
<tr>
<td>Over 59</td>
<td>4.33</td>
<td>4.50</td>
</tr>
</tbody>
</table>

EXHIBIT III

<table>
<thead>
<tr>
<th>Age</th>
<th>Male:</th>
<th>Female:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30</td>
<td>1.88</td>
<td>2.03</td>
</tr>
<tr>
<td>30-39</td>
<td>2.47</td>
<td>2.63</td>
</tr>
<tr>
<td>40-49</td>
<td>3.06</td>
<td>3.23</td>
</tr>
<tr>
<td>50-59</td>
<td>3.65</td>
<td>3.82</td>
</tr>
<tr>
<td>Over 59</td>
<td>4.24</td>
<td>4.41</td>
</tr>
</tbody>
</table>

EXHIBIT IV

<table>
<thead>
<tr>
<th>Age</th>
<th>Plan 1 Male</th>
<th>Plan 1 Female</th>
<th>Plan 2 Male</th>
<th>Plan 2 Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30</td>
<td>$3.92</td>
<td>$4.48</td>
<td>$4.26</td>
<td>$4.88</td>
</tr>
<tr>
<td>Over 59</td>
<td>$5.44</td>
<td>$6.06</td>
<td>$8.95</td>
<td>$9.54</td>
</tr>
</tbody>
</table>

A. Victor Costa, left, CSEA director (Labor) and candidate for executive vice-president, listens as Transportation representative candidate William Lawrence, center, seeks views of Columbia County State Transportation Local 511 president John Funk.

CSEA directer Gerald Paretti (Executive) has a few words to contribute to debate on CSEA constitution and by-laws amendments under consideration by delegates. In background, assistant sergeant-at-arms John Vallee, of Rensselaer Local 843, lends microphone that was used by speakers from Capital Region IV.

(Leader photo by Ted Kaplan)
On hand for signing of Suffolk County-Civil Service Employees Assn.'s Local 852 unprecedented CSEA regional field representative. John V. N. Klein, county executive, is seated. Randall, white collar negotiating committee chairman; James Corbin, president; Robert Saltzstein, the former State Department established an exam earlier in May. The list contains 2 names. The failure of two psychiatrists to agree on whether a former State Department of Civil Service employee had sufficiently recovered from var-ious emotional problems has won that employee a new opportunity to regain her job. A Manhattan Supreme Court judge has ordered the depart-ment to grant a new hearing to Barbara L. Broders, who had been discharged under Civil Service Law for being absent from her job for more than a year because of psychiatric problems. Judge Martin B. Fischer ruled that because there had been con-flicting findings by the two psychia-trists over whether Mrs. Broders had sufficiently recovered to return to work, the Labor Department was required to of-fer some "rationalization or basis for distinction" in deciding that she was not entitled to have her old job back. Judge Fischer issued his deci-sion after the former employee sued to overturn the depart-ment's refusal to rehire her. Mrs. Broders relied upon a psychia-tristic evaluation from one doctor who found her recovered and able to perform her duties again. But a second psychiatrist said she "was not sufficiently recov-ered to return to her position on a permanent basis." What the court said violated the employee's job rights was the failure of this psychiatrist to inform the department that another psychiatrist had reached a completely opposite conclusion. "Where there is a rational basis for the determination of an administrative body, the court may not substitute its judgment for that determination," Judge Fischer said. "Where, however, as here, the administrative body's own experts are in disagreement, it may not arbitrarily choose one and not the other without any, much less any adequate, rationaliza-tion or basis for distinction between those opinions." What may also prove helpful to the former employee at the new court-ordered hearing are two additional medical reports favorable to her. One is from her own psychiatrist, who said she "is well able to perform the duties of her position creditably." The second is from a depart-mental doctor—not a psychiatrist—who also found her able to re-turn to work.

**Order New Hearing For Ex-Aide**

**Suffolk Union Members Getting Free Legal Aid**

HAUPPAUGE — The Suffolk County CSEA Welfare Fund this week announced the addition of a free legal service program. James Corbin, Welfare Fund chairman and Suffolk CSEA chapter president, said it was understood to be the first free legal plan for the Long Is-land area and the first for CSEA. The plan represents the third improvement in welfare benefits for Suffolk County employees since the fund was established on Jan. 1, 1976, say union leaders. "This broadens the benefits provided," Mr. Corbin said. The new service provides lawyers for defense against civil suit, separation, divorce or annul ment; adoption; personal bankruptcy; veteran benefits; change of name; purchase or sale of homes or foreclosure action. There are limits up to three consultations a year. The plan also provides for a reduced fee schedule to be paid by the member. For example, adoption consultations will be the total fee of $100 on the purchase or sale of homes and attorneys frequently charge 1 percent, or $400 on a $40,000 home. Other services are provided under similarly restricted fees. "In addition to the Bar Association subcommittee on prepaid legal services, the Board of Higher Education advises teaching staff ap- plicants may obtain announce ments by writing the (the Albany of- fice only) or by applying in per- son at the staff recruitment office only) or by applying in per- son at any of the three. Various State Employment offices can provide ap- plicants with information about similar services in Riverhead. The welfare fund was estab lished under CSEA and the county contract. It also provided a higher rate of dental coverage than before, so that if the fund has added a will benefit, mater nality coverage, a second improve ment of dental coverage and op tical and hearing-aid benefits.

**Computer Trainee**

ALBANY—A computer pro grammer-trainee eligible list, re sulting from a civil service exam 24-459, was established March 21 by the City Civil Ser vice Department. The list con tains 1,364 names.

**Full Employment Is The Key To Prosperity, Buy U.S. Made Products**
ALBANY — As the State Legislature begins its annual "rush to adjournment," possibly by June 30, many of the bills that will eventually become law have not yet been printed. But the Civil Service Employees Assn. can claim several major legislative successes in legislation that has been killed, and is still pushing hard for the passage of still other bills on behalf of its 230,000 members.

"Many of them have been expected in some major pieces of legislation, that were backing, and we're still expecting to see at least Governor's program bills that have not yet been printed," said Vincent J. Falbo, director of legislation and political action, Bernard J. Ryan.

One example is the Agency Shop Bill, which has passed the Assembly and, at Leader press time, was in Sen. Richard E. Lummer's Senate Civil Service Committee. It is now possible that the bill will be amended to put a two-year limit on its provisions, and that, after the first two years, it would be reviewed by the Legislature and either made permanent or removed for a specific number of years.

As recently as one month ago, the Agency Shop bill was considered to be "dead," Mr. Ryan said, "but then, through the efforts of CSEA and all other public-employee unions, it has now come closer than ever to being a reality." The bill has number 9857, and is expected to be reported out of committee during the closing days of the session.

Probably the most important bill right now — to public employees throughout the state — is the contract arbitration bill, which was passed by the Leader last week. This measure represents a pay raise provided in the recently negotiated contract between the Governor's office and CSEA. It will establish pay rates totaling at least 14 percent to some 150,000 state employees. The legislative language is being worked out with the Governor's Office (the Office of Employee Relations).

With the passage of a Supplemental Pension bill, the union will have some improvements in the financial situation of retirees. CSEA lobbyists have been negotiating with legislative leaders, and are now optimistic that there will be cost-of-living increases for those who left public employment in New York State before the advent of the improved pension plans and higher salaries of the '70s, according to Mr. Ryan.

Another bill that is pending would establish a state-run Safety and Health Inspection Program for employees of the state and its political subdivisions.

"This would be the first step toward restoring the excellent state-administered program that existed before the federaltook it over some years ago," Mr. Ryan said. "This bill has had no member yet, but negotiations are going on with the leadership of both houses of the legislature, both by CSEA and other public-employee unions.

More than 30 different bills extending veterans' benefits have been filed this session, all aimed at providing retirement credits to certain classifications of veterans who have been left out of previous laws. CSEA is lobbying in both houses to get a comprehensive bill passed. The last bill extending veterans' benefits affected veterans of World War II, and those veterans in order to be eligible for the benefits had to have been honorably discharged; have been public employees in New York State before and after World War II, and have returned to residence in New York State after the war; and have demonstrated good employment in the state after the war.

Hennessey —

"Hennessey" —

"Hennessey" —

"Hennessey" —