FIGHT CONTRACTING-OUT AT WILLOWBROOK DEVELOPMENTAL
July 1 was the planned commencement date for the takeover of certain facilities of the Willowbrook Developmental Center by United Cerebral Palsy Inc. At Leader press time, however, it was not clear whether the preliminary injunction sought by attorneys for the Civil Service Employees Assn. to prevent action by the UCP would be granted. The CSEA charges that the takeover is a violation of the State Constitution, Mental Hygiene Law and Civil Service Law. In this photo, Tyrone Daniels, second vice-president of the Willowbrook Local, and other CSEA members demonstrate their opposition to the UCP-State plan.

Voting Soon On Agency Shop And Retiree Pension Increase

ALBANY—Two of the most important measures pending before the New York State Legislature may come up for a vote any day now. The 230,000-member Civil Service Employees Assn. is putting its full support behind both of them.

One is a proposal by the joint legislative leadership that persons who retired from state service before April 1, 1969 receive a 14 percent cost-of-living increase in pension benefits. The proposal would affect some 50,000 former state employees.

"This would go a long way towards helping our many members who retired before getting the benefit of improved pension plans and the higher salaries of the 1970's," said CSEA's director of legislative action, Bernard J. Ryan. "We're doing our best to see that the lawmakers understand how vital such legislation is to thousands of people who served the state long and well and are now trying to get along on a fixed income that has not kept up with the cost of living."

The second measure, regarding agency shops, is already in bill form. Its chief sponsors are Sen. John E. Plynn (R-Bronx) and Assemblyman Stephen A. Green (D-Buffalo), and it is known as the "Agency Shop" bill. It would authorize the Public Employment Relations Board to award a contract. Making the presentation in behalf of all four teams is Institutional Unit chairman James Moore.

Back Social Security
And PERB Legislation

ALBANY—The Civil Service Employees Assn. is focusing its political action efforts on legislation which, like the agency shop and retiree pension bills, is considered extremely important to the welfare of the union and its members.

The CSEA strongly supports a bill which would prohibit local governments from withdrawing from the social security system. Passage of the bill would guarantee retirement pensions and Medicare coverage for public employees.

The bill was introduced after 26 New York State municipalities attempted to withdraw from the system in an evident economy move. The action was apparently the first such effort by either a government body or private firm. The CSEA has filed improper practice charges against one of the 26 municipalities but that case has not yet been resolved.

The bill is number 46688 in the Senate and 46588a in the Assembly.

APPRECIATION FROM NEGOTIATORS
Civil Service Employees Assn. executive vice-president William McGowan, right, accepts plaque given in appreciation of his work with the four Bargaining Unit teams in the recently completed bargaining contract. Making the presentation in behalf of all four teams is Institutional Unit chairman James Moore.

URGE STRONG BATTLE AGAINST STATE PLAN FOR MENTAL HYGIENE

ALBANY.—The Civil Service Employees Assn. ended an all-day Legislative session on an optimistic note last week, but cautioned the 55,000 employees of mental institutions whom it represents that "the difficult part is still to come."

CSEA statewide executive vice-president William McGowan, who led 20 CSEA representatives in the fight against bills related to Gov. Hugh Carey's mental hygiene program, felt afterwards that "we got many legislators to listen to our side of the story."

But he added, "Now is the time to let up in our efforts. Every one of our members, whether they work in a state institution or whether they are just concerned about the situation, must now write or call their legislators to back up our position."

CSEA feels that the bills would facilitate the phase-out of the state's mental institutions and result in inadequate care for the mentally ill. The union called 20 of its representatives from mental institutions from across the state into Albany to talk with their legislators and to urge them to vote against the bills.

The representatives met first with Mr. McGowan and CSEA lobbyist James D. Featherstonhaugh for a briefing on the proposed legislation.

The targeted bills are:

—A7950 and S6424. This bill would reorganize the Department of Mental Hygiene into three separate offices—mental health, retardation, and alcoholism and substance abuse. CSEA's position is that by straining patients according to their primary disability, the state would make it harder for them to obtain care for the secondary disabilities that so many of them have.

—A7952. This bill would facilitate and direct the local governments in care of the mentally ill. CSEA stands "unalterably opposed" to this bill, according to Mr. McGowan. "The state cannot simply give up on its responsibility to care for its mentally ill or retarded."

—A7653 and S6047. This bill would allow the commissioner of the DMH to contract with local governments for assigning office staff to programs operated by

(Continued on Page 3)

NEXT WEEK:
Election Results

UIPE OF THE WEEK

Don't
Repeat This!

New GOP Leader
Has Difficult Task
Of Unifying Party

At long last, in a spirit of surprising unity, the Republican Party elected a state chairman to succeed Richard (Continued on Page 6)
CSEA Loyalty Thwarts SEIU Push In Yonkers

YONKERS—The worst rainstorm of the season thus far, causing flood conditions on the streets and highways, did not deter approximately 200 employees of the Yonkers Non-Teaching unit from gathering at a loyalty meeting, on Monday, June 20, to show their support for the Civil Service Employees Assn. The meeting was held in the auditorium of Burroughs Jr. High School.

The CSEA is being challenged for employee representation by the Service Employees International Union.

Joe O’Connor, CSEA field representative, told the workers that following a meeting at the Public Employment Relations Board in New York City on June 16, the CSEA had been informed by the PERB that the SEIU had failed to come up with a sufficient showing of interest to warrant an election. The PERB requires that at least thirty percent of the employees in the unit must evidence such interest.

“When the chips were down, the SEIU was forced to put up or shut up and they were forced to shut up” Mr. O’Connor said. However, he warned that the PERB will probably extend the time to give the SEIU an opportunity to come with the necessary thirty percent and urged the employees “not to sign any designation cards.”

(Continued on Page 11)

Special Notice

FOR CSEA MEMBERS ONLY

CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39½ and apply for this insurance within 120 days from your employment date, you are guaranteed $150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

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

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I wish to increase my monthly indemnity [ ]
I wish to apply for benefits [ ]

Name ____________________________

Home Address ____________________________

Where Employed ____________________________

Employee Item No. ____________________________

Increase Minority Arbiters: Wenzl

CATSKILL—Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., told CSEA delegations to a recent Mental Hygiene workshop here that he shares their expressed concern about the minorities in the legal field.

Dr. Wenzl, noting that minorities comprise a large percentage of the CSEA membership, said he will urge the American Arbitration Assn. to assign qualified black and minority attorneys to serve as arbitrators whenever feasible in CSEA cases. And, the union president said, he will ask the American Arbitration Assn. to encourage future appointments of black attorneys as regional attorneys where feasible as well. The discussion occurred during a lengthy workshop session dealing with contract grievance administration and the CSEA legal assistance program.

Patterson Home Elects Officers

MINISOLA—Rita Wallace has been elected president of the A. Holly Patterson Home unit of the Nassau Local of the Civil Service Employees Assn.

The 1,500-member unit also elected Helen Degree as first vice-president, Shirley Mattlock as second vice-president, Vinnie Corneau as third vice-president, Elaine Reed as secretary, Florence Marks as treasurer and Leroy Ladow as sergeant-at-arms.

SAFE TO RIDE WITH

Victor Palmer, Robert Chrapowitsky and Robert Lerch, in bus, from left, are among 71 Lakeland School District (Westchester County) bus drivers honored recently for their long-term safety records. School business director Robert Calvine and Noel Kaiser, from left, school district's transportation director, talks to the men.

Increase Minority Arbiters: Wenzl

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VETERANS

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American Airlines, Roslyn, Long Island, New York. For further information on how to become a member of a winning organization, call (516)
425-1770/3644 and ask for Sigi Levy or Sigi Cortes.
Mental Hygiene Seminar Planned

ITHACA—A one-week seminar designed for Civil Service Employees Assn. Mental Hygiene Local leaders, limited to a maximum of 100 participants, will be conducted July 10-15 at the New York State School of Industrial and Labor Relations, Cornell University.

Registration deadline for the seminar, with the theme "Building a More Effective Local," is July 6. All interested Mental Hygiene Local leaders must forward a completed registration form and a check by July 6 to Robert Guild, CSEA collective bargaining specialist, care of CSEA headquarters, 33 Elk Street, Box 125, Capitol Station, Albany, New York 12224.

The registration fee is $175 for single rooms, $112.50 for double rooms, and $33.33 for each participant on double occupancy. The fee covers registration fees, all meals and lodging and materials and supplies for the week-long seminar.

The week-long seminar will begin on July 10 with registration from 9 a.m. to 5 p.m. in the Cornell University North Campus Student Union, with dinner set for 6 p.m. and an informal social hour at 8 p.m.

From Monday, July 11 through Thursday, July 14, the daily seminar programs will be conducted from 8 a.m. to 4 p.m. The seminar will feature a wide variety of union topics conducted by the staff of the NYS School of Industrial and Labor Relations and selected staff of the Civil Service Employees Assn.

The goal of the seminar is to "Organizing for Effective Leadership," "Role of Committees in the Local," "Developing Effective Labor/Management Meetings," "Legislative Issues Affecting CSEA," "Developing Effective Grievance Procedures," "Resolving Grievances," and the "Role of Arbitration in Grievances."

Van de Wal

ALBANY—Anthony Van de Wal, a member of the Albany County Health Department, has been elected to the post of president of the New York State Medical Society, according to the Albany Times Union.

Mr. Van de Wal is the first person to hold this position in the state for many years and he was selected from a field of five candidates.

Soc. Security Bill A Central CSEA Target

(Continued from Page 1)

The bill is that the first contract demands and will shorten the time the county and its new bargaining unit begin meaningful negotiations.

Regional president Joseph M. Mc Dermott extended his best wishes to all who, by a vote of CSEA 41, no union 29, elected Mr. Mc Dermott to the position of CSEA's new bargaining agent for the Albany County Health Department through a representative election conducted by the Public Employment Relations Board.

The CSEA Capital Region field representative William B. Wynne informed CSEA that Mr. Mc Dermott's appointment is a "triumph of solidarity" without any reservations or exceptions.

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JOIN CSEA?
I GET ALL THE BENEFITS ANYWAY, RIGHT?

WRONG!

CLIP THIS AD AND GIVE IT TO A NON-MEMBER.

As we said. Wrong! If every employee of every work location in the County Division belonged to CSEA, your wallop at the bargaining table would be that much stronger. Sure, now you get what your negotiators win. But it could be more.

If every eligible person working for New York State belonged to CSEA, who knows where the State units could go. But as long as a certain percentage of employees do not belong, management (the State of New York) will try to pit non-members against members.

CSEA is only as strong as it is united. Make no mistake about it... in most areas of both local and state government CSEA is strong. But anything less than 100% membership participation still leaves something to be desired.

In all our 67 plus-years of battling for public employees, we've yet to see a non-member turn down a newly-won benefit or raise. The dues are only $58.50 a year. $1.13 a week. And God knows where public employees within New York State would be today if it weren't for CSEA. Government is not known for its philanthropic attitude toward its employees.

Over the years CSEA has won protection for its members so that even a change of political administrations cannot touch them. CSEA has won raise after raise, benefit after benefit. Yet, there are some people who still don't join. Certainly, $1.13 dues a week isn't the answer. The price of job security has got to be worth more than that.

There are thousands of dedicated public employees who give freely of their own time and effort to keep CSEA strong—to ward off bureaucratic employee controls from every level of government. When CSEA members get together they discuss this situation in hard-nosed terms. They don't call a non-member a non-member. They call him a FREE-LOADER. If you're a non-member, think of this: Your tax dollars are supporting those officials who would work against your new benefits. Why not give a little support for those who are working for you? CSEA.

Look up your CSEA representative this week and ask him for a sign-up card. Sure, we're on a membership drive. But not for any other reason than to build a better future for all of us. Remember—every penny of CSEA's dues goes toward representing you. We're not supporting some high monkey-monks in Washington, or bailing somebody out of jail. We're working to maintain our position of being The Most Powerful Force in New York State working for Public Employees. We need your moral and financial support.

We also have great voluntary group insurance programs available that'll save you many times your dues on your home, auto, life and disability insurance. That's worth the price of admission alone.
Pending Civil Service Legislation

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

BILLS AND SPONSOR

SUMMARY OF PROVISIONS

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BILLS AND SPONSOR

SUMMARY OF PROVISIONS

CIVIL SERVICE LEADER

Keep Watch Over Bills To Reorganize

ALBANY—The Civil Service Employees Assn. is closely watching proposals to reorganize several departments or divisions of state government, said Bernard Ryan, the union's director of legislation and political action.

One of these bills would permit the takeover of county probation departments by the state on a voluntary basis. Another would transfer the jurisdiction of Probation to the Executive Department, leaving it under the director of his agency.

"The future of this legislation right now is questionable," said Mr. Ryan.

The Governor has also proposed the abolition of the Civil Service Department, and the transfer of its power, functions and duties to a new division within the Executive Department to be called the "Division of Personnel Administration."

CSSEA stands opposed to this legislation, and state-wide president Theodore C. Wemel testified before a legislative commission (the Temporary Commission on Organizational Relations and Productivity in the Public Sector), explaining the reasons underlying his opposition and stating that it was far too large an undertaking for the state to enter at this stage in the legislative process.

The commission is also proposing amendments to its original bill. These amendments would create a career executive service and a labor-management committee to study provisions of the Civil Service Law. These amendments are presently being discussed by the various public-sector unions, including CSSEA.

CSSEA has also successfully killed a bill in the Assembly Labor Committee, chaired by Seymour Pack of the Bronx, that would have stopped unemployment benefits for non-teaching employees of school districts while they are out of work.

The Governor's program bill on unemployment insurance also contained provisions which would have permitted the collection of unemployment benefits for these people. CSSEA lobbyists, along with the union's statewide non-teaching school districts employees committee, have been working with the legislative leaders to modify the provisions of the Governor's bill, and it's expected that this prohibition will not be voted into law," Mr. Ryan said.
Our sympathetic Governor Carey recently expressed concern that state officials earning $47,800 a year just cannot afford to send their children to college.

This is in his concern for the plight of today's students, realize that on $10,000 a year the average state worker earning less than one fourth of the top state salary, can barely afford to buy a home for his children? Carey is being shortsighted, to say the least. If $47,800 is less than $10,000 must be poverty level! And yet, public employees' children have the right to a college education as well.

The fact is that many families do subsist on a salary of $10,000 or less; their children do make it to college with a little help from their parents. So maybe Carey ought to stop worrying about the higher paid officials and let them learn how to get along.

As important as it may be for the state to keep top level commissioners from deserting private industry for higher salaries, it is just as crucial to maintain the appeal of public service for lower-echelon public employees.

Whereas a commissioner might double his salary elsewhere, so too, could the rank-and-file worker potentially improve his income in private industry. The State Department of Labor statistics show the average manufacturing and production worker in the state earns roughly $11,500 a year.

As small as $47,800 might sound to the Governor, who earns $83,800 a year, a commissioner's salary can go pretty far for someone earning less than one fourth of that amount.

(D.A.C.)

Ring In The New

A LIGHTED ball won't drop above Times Square, Guy Lombardo won't be playing Auld Lang Syne and nobody will be making New Year's resolutions except the mayoral contenders.

Nonetheless, the new fiscal year begins this week for New York City. And for civil servants—laid-off ones, working ones and future ones—this July 1 is as important a milestone as Jan. 1.

It marks the beginning of a year that will see about 15,000 people hired by the city—many with federal funds—after two fiscal years that saw about $5,500 layoffs and a total manpower drop of 6,500 in the city workforce.

The Police Department will hire at least 1,000 laid-off officers back and some new hire promotions will return to the department for the first time since 1975—the first time since 1974 for lieutenant and captain promotions.

The Fire Department will hire several hundred fire fighters—excluding the first woman ever—as soon as it establishes a list.

Both the influx of new workers under federal funds and guidelines and the return of many of the former workers will change the character of the city workforce.

It will be a while before the people who entered civil service for security—and then were kicked out of it—forgive the city.

Happy New Year!

(Continued from Page T)

Mr. Gaba is a member of the New York Bar and Chairman of the Nassau County Bar Association Labor Law Committee.

Decision In Nassau

A proceeding was commenced pursuant to Article 78 to annul a refusal of the Nassau County Civil Service Commission to certify the petitioner to a Civil Service position last and to compel her certification. The Nassau County Supreme Court at special term dismissed the petition. The Appellate Division, Second Department, affirmed and a further appeal was taken to the Court of Appeals. The later, however, the Appellate Division upholding the Nassau County Civil Service Commission.

The court said that the applicant-petitioner was not ever appointed as a probation officer II, nor was she ever provisionally appointed as a senior probation officer, which was the predecessor category to probation officer II. The other 68 civil service employees did previously serve in the position of probation officer II. As a result, the applicant-petitioner was not in line for promotion or advancement since she did not meet either the one-year requirement as probation officer II or the three-year requirement as probation officer I. It is within the province of the Civil Service Commission to determine the necessary requirements to achieve the position of probation supervisor I. Therefore, the lower court properly dismissed the petition since the petitioner failed to meet these qualifications. The court further held that the determination of the Nassau County Civil Service Commission was supported by substantial evidence and was not arbitrary nor capricious.

Mr. Gaba was a member of the New York Bar and Chairman of the Nassau County Bar Association Labor Law Committee.

PETITIONER WAS DISMISSED FROM HIS POSITION AS a ward aide at Letchworth Village Developmental Center. He commenced an Article 78 proceeding to review the director's dismissal, and the case finally came before the Appellate Division of State Supreme Court, Second Department.

The Appellate Court directed that the petitioner be reinstated to his position retroactive to Oct. 3, 1972 with back pay less the amount of compensation earned in any other employment or occupation and any unemployment benefits he may have received during such period.

The petitioner in this case was accused of having engaged in sexual intercourse with a resident patient at the institution, which is for mentally retarded persons. The matter was referred to a hearing officer pursuant to Section 34 of the Mental Hygiene Law. The hearing officer concluded a hearing in November 1972, made specific findings of fact, concluding that the issue was one of credibility, and in view of the incomplete nature of the evidence, petitioner was innocent of the charges and recommended reinstatement with back pay. The lower court, however, the director, after reviewing the transcript of the hearing, advised petitioner that he was found guilty as charged in spite of the hearing officer's recommendations and imposed the penalty of termination of services effective Oct. 3, 1972.

Petitioner commenced his Article 78 proceeding to review that determination alleging that it was not supported
What's Your Opinion

By Pamela Craig

Opinions

What would you like to ask the contenders in the New York City mayoral race, if you could speak to them? (Continued from last week.)

The Place

Brooklyn & Staten Island

Susan Techky, Mental Hygiene therapy aide: "What do you plan to do about unemployment in the city? Are you going to support your municipal workers, or are you going to strike to break their unions the way the state is doing it all over the state?"

Nancy Curoll, probation officer: "I am very concerned about the rising crime among the elderly. What is your plan to increase protection against predators and sexual predators in public areas? I feel that all senior citizens should be given protection and assistance at fixed, affordable rates. After having worked for 40 years, I feel one should be rewarded for good work experience. Today, the only reward is to be safe from the repeated attacks by muggers. We must make the streets safe for our senior citizens."

Tyreone Daniels, Mental Hygiene therapy aide: "Where do you stand on the social issues affecting this city, such as the firing of hundreds of minority workers? Since they were the last hired, they have been the first fired. Many people who were taken from the streets have been forced to return to them. How are you going to help our federal government in order to seek federal money for revitalization? In the city, we have no mayor who has come up with any progressive, responsive plan to battle discrimination in hiring."

You also failed to report that the critical April 17, 1977 meeting was conducted with several important people. And, that the meeting concluded with a hammering out of a tentative agreement in writing.

Given the above, I would suggest that CSEA should retire and that you deserve the 'Irresponsible' Journal of the Year' award.

GARY L. POWERS

Corning

LETTERS TO THE EDITOR

Insulted

Editor, The Leader:

Your recent coverage of our "tentative agreement" is an insult to the collective intelligence of your readers. Headline: "Wend Leadership Vindicated". Who the hell are you trying to kid?

Your remarks in the May 6, 1977 issue imply that we should be grateful for 14 percent — i.e. 2.5 percent — per year for the last 20 years (1958-1978). I, for one, am not grateful. Governor Carey is very grateful. He obtained a "low agreement" and effectively insulted himself from labor difficulties in the coming election year.

Your May 13, 1977 issue contains an obvious falsehood. The agreement was signed April 17, 1977. It was signed April 17, 1977 — as your earlier reproduction of the agreement clearly indicates.

You failed to mention why only one signature appeared on the CSEA side of the agreement — the signature of a man who has admitted that he did not even read the agreement!

Amateur Negotiators

Editor, The Leader:

Your editorial explaining the method of selecting Civil Service employees has been quite informative. Unfortunately, it did not address the basic problem.

None of us question the motivation of our negotiators. We know that we have mutual interests. However, when a child is ill, the parent, who is most concerned, is not a trained medical doctor, rather than rely on his or her love for the child.

Our 48 negotiators are not professional negotiators, what we want — or need — but most of them have not been sufficiently trained to negotiate opposite parties who are paid to do only that. Our 48 negotiators understand all aspects of compensation, productivity factors, labor laws, budgeting, job classification, and the like, but they lack the economic and many other factors, and are they then able to write a contract that is fully understood and enforceable? Is it reasonable to expect a mechanic, an interviewer, a wear attendant, a stenographer, a medical doctor, a dental technician and a computer programmer to negotiate successfully on behalf of neighborhood school yard basketball players on behalf of the N.B.A. who are going to come home with the prize.

Stanley Newman, Baydale

RETIRED

NEWS & FACTS

By A.L. Peters

Forced Retirements End

Employees of the city of Seattle, Wash., no longer have mandatory retirement.

An executive order eliminating "arbitrary" retirement discriminations against older Americans was signed last month. It affects 175 employees. However, it will not apply to policemen and firemen who must retire at an age set by state law.

This is the second directive of its kind in a major American city. An amendment to a law approved last week by Los Angeles voters for city workers with the provision that they take an annual physical examination. Seattle employees will not have to go through this process. In approving the new legislation, the mayor pointed out that mandatorily retirement denies persons "the opportunity to continue to live productive lives and also robs the city of a much valued resource — the experience and talents of older citizens."

Extension of the direct deposit program for Social Security checks was launched this month with special notices to recipients of Social Security who file for non-retirement. It eliminates the sending of checks and transfers funds electronically to the bank accounts of those individuals who participate. Most banks or savings institutions are prepared to receive applications, but a few are not.

The tax immunity of communal pension plans has been a matter of contention for some years. Many city plans do not meet federal employment income requirements. The process of threat of taxing these plans and several towns are already working on the issue.

As a public service, The Leader continues to publish the names of individuals who are beneficent toward checks from the New York State Employees' Retirement System and the State Teachers Retirement System. The Leader or the New York State Employees' Retirement System supplied the information for this section.

The following are individuals whose membership permitted personal information.

(Continued from Page 6)
Prior to full delegate meeting, convention consists of many smaller sessions based on regions, departments and Bargaining Units. In this photo, State Division delegates gather to discuss their mutual problems, such as statewide contract. Speaker at microphone is CSEA director A. Victor Costa (Labor), of Capital Region IV’s Workmen’s Compensation Board Local 671.

Two members of the Institutional Services Bargaining Unit team are attentive at session called to discuss contract. Taking notes is Roswell Park Memorial Institute Local 303’s Genevieve Clark, first vice-president of Western Region VI, and Creedmoor Psychiatric Center Local 696 president Dorothy King, CSEA director representing Region II Mental Hygiene employees.

It has been more than three months since the CSEA held its most recent convention at the Concord Hotel. Now, 14 issues of The Leader later, we are finished with coverage of the event. During that time, all the convention reports, along with a handful of photos that merely scratch the surface in conveying the amount of activities and number of people involved, have been published. We wish this convention coverage could have been got out of the way sooner, but it was competing for newspaper space with some of the biggest news events in civil service history, such as the near-strike, protracted contract ratification and statewide elections.

CSEA director Lyle Slocum (Steuben County) is attentive as the union’s statewide education chairman, Celeste Rosenkrans, of Buffalo Local 663, checks her rulebook for explanation of parliamentary procedure.

Environmental Conservation Local 655’s Carole Trifletti helps register delegates as they check in at convention site. Signing in are, from right: Motor Vehicle 674’s Kitty Manns; School for Blind Local 599’s Linda Kingler, and NYC Local 818’s Harold Goldberg.

Central Islip Psychiatric Center Local 434 delegate Joseph Keppler, left, is interviewed by The Leader’s Long Island Region I correspondent Bill Butler.

Among those who helped out at the registration desk were, from left, Education Local 657’s Mary Hart, chairman of the statewide social committee; Niagara County Local 832’s Dorothy Hy, and Buffalo-Niagara Frontier Retirees Local 903 president Mary Gormley.

CSEA director Lyle Slocum (Steuben County) is attentive as the union’s statewide education chairman, Celeste Rosenkrans, of Buffalo Local 663, checks her rulebook for explanation of parliamentary procedure.

Quick pow-wow is held by collective bargaining specialist Nels Carlson and assistant executive director—County Division Joseph Dolan.

Sites chairman and former statewide vice-president Richard Tarmey, left, of Montgomery Local 828, relaxes with Leader associate publisher Paul Kyer as they discuss progress made by delegates at convention.

Jack Gallagher, currently seeking a fifth term as CSEA treasurer, listens to views of Willowbrook Psychiatric Center Local 418 treasurer Irene Hillis, who also serves as president of Mental Hygiene Employees Assn.

(Leader photos by Ted Kaplan)
Constitution and By-Laws Committee Report

The report of the revision of constitution and by-laws committee was presented by chairman Kenneth Cadleux, of Nassau Local 830, at the CSEA spring convention at the Concord Hotel in March. Other committee members are William Roberts, Nicholas Cimmino, Joseph Keesey, Eugene Neologos, Audrey Snyder, Karen White and Earl Mayfield, Sr.

What is printed here are those amendments that have been incorporated into the CSEA Constitution and By-Laws, along with the Leader’s explanation of the changes’ effect. Bold type indicates new wording or additions.

BY-LAWS

ARTICLE V

SECTION 1. Any officer or member may be served with charges by registered or certified mail by his local President upon approval of the Local Executive Committee, or by the Regional President, or by the President of the Association, for conduct detrimental to the best interests of the Association. A Local President may be served with charges by registered or certified mail by a designated committee of the Local Executive Committee upon approval by the Chapter Executive Committee. The specific acts for which the individual is being charged and the penalty proposed shall be specified in the charges. The charges shall be accompanied by a written statement that the individual charged has a right to file an answer by registered or certified mail to the Region President within ten (10) days; and that the proposed penalty shall take effect if the individual does not file an answer within ten (10) days. Within thirty (30) days of receipt of the answer the Regional President shall appoint and convene a Regional Trial Board which shall be composed of five members of the Regional Executive Board, except no member of the subject member’s local shall be appointed to the Trial Board. If the Regional President is the subject of the charges by his local, then the Regional Executive Committee shall elect his own committee of five members to serve as Regional Trial Board. A hearing will be held before the Trial Board at which time either party may be represented by an attorney other than the regional attorney. Verbatim minutes shall be kept and paid for by the charging local or region. If the charge, or any part of them, are sustained, the Trial Board may impose any of the following penalties: reprimand, censure, probation or suspension from local or region membership not exceeding one year, withdrawal of the right to hold office, or withdrawal of membership.

ARTICLE VI

SECTION 1. STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, Retirees Committee, Convention Committee, Political and Legislative Action Committee, Grievance Committee, Pension Committee, Salary Committee, Committee for Methods and Procedures, and Education and Training Committee. Standing Committee chairmen and members shall be appointed by the President for the duration of his term of office or until successor appointments have been made. No officer shall be eligible to be a member of a standing committee. No member of the Board of Directors shall be eligible to serve as chairman of a standing committee. All standing committee appointments shall be made within sixty (60) days of the receipt of the appeal.

(EXPLANATION: Other than change of wording from “Executive Council” to “Executive Committee,” the amendments provide for specific procedures to be followed in disciplining a CSEA member for actions considered detrimental to the union. It allows the charges to be initiated directly by the regional or the statewide presidents as well as Local officials; eliminates the need for convening regional trial board even though charged individual does not contest charge, and eliminates mandatory five-year penalty prohibiting guilty party from holding office regardless of how minor the infraction may have been.)

SECTION 2. Any officer or member may be served with charges by registered or certified mail to the Region President upon approval of the Local Executive Committee, or by the Regional President, or by the President of the Association, for conduct detrimental to the best interests of the Association.

(EXPLANATION: Other than change of wording from “Executive Council” to “Executive Committee,” the amendments provide for specific procedures to be followed in disciplining a CSEA member for actions considered detrimental to the union. It allows the charges to be initiated directly by the regional or the statewide presidents as well as Local officials; eliminates the need for convening regional trial board even though charged individual does not contest charge, and eliminates mandatory five-year penalty prohibiting guilty party from holding office regardless of how minor the infraction may have been.)

SECTION 3. Any officer or member shall be eligible to serve as chairman of a standing committee. All standing committee appointments shall be made with in sixty (60) days after the installation of the Association President and any vacancy which occurs shall be filled within thirty (30) days of the occurrence of a vacancy. Such appointments shall be made by the Board of Directors. As far as practicable, consideration shall be given to a candidate’s qualifications and expertise in the area in which the standing committee shall be operating.

(EXPLANATION: This merely recognizes that the Committee to Re-structure CSEA is now known as the Committee for Methods and Procedures.)

Still active in the Retirees Division are two CSEA members who have retained their leading roles in CSEA affairs: Rochester Area Retirees Local 619’s Stella Noffs and Syracuse Area Retirees Local 912 president John Beene.

CSEA director Edward Dudek (Universities), left, chats with the union’s executive director, Joseph Lechne, and assistant supervisor of general accounts, Joseph Salvino, in front of the membership information booths.
Neither a table nor any structured data is present in the image.
State Agencies Open 18 New Jobs

The State Civil Service Department is about to open 18 new competitive job titles for open competitive filing—only four still affect York County. Among the other jobs are mental hygiene program evaluation, a new position at the state level and four higher levels, senior radiologic technologist (therapeutic), medical social worker, cardiac rehabilitation specialist, real estate title searcher, and various medical and nursing jobs and traineeships.

Salaries range from $3,661 to $5,478. Filling closes Aug. 8 for all the jobs except senior stenographer (.supervisor) which is open until Aug. 22 and which has a Sept. 24 written test. Applicants need only one year of secretarial or stenographic experience or a two-year high school course.

A written test will be held Sept. 10 for a real estate title searcher (test no. 24-571). The test is not an evaluation of experience and training, but will be given for mental hygiene program evaluation specialists at five levels. At the trainee level, which leads to level I after one year, the salary is $4,658 and requirement is a bachelor's degree in one year's experience in the field. Level II (27-571) pays $10,744; level III (27-572) pays $13,404; level IV (27-573) pays $18,254.

The following also involves training and experience evaluation:

Senior radiologic technologist (therapeutic). Exam no. 27-660. Paying $10,840, requires a license to practice. It is title no. 27-660.

Medical social worker A (27-661) pays $10,840. It requires a BA plus either 30 additional credits in hours in social work and one year's experience in medical social work.

Medical social worker B (27-662) pays $12,670. It requires a BS in social work and four years' experience in professional social work.

Medical social worker C (27-663) pays $13,604. It requires a BS in social work and five years' experience in professional social work.

Medical social worker D (27-664) pays $19,840. It requires an MSW and five years' experience in professional social work.

Mental Hygiene Therapy Aid Trainee $10,744 (Reg & Spanish Speaking) is title no. 27-665. Paying $10,744, requires a bachelor's degree and one year's experience in mental hygiene therapy.

Mental Hygiene Therapy Aid Trainee II (Reg & Spanish Speaking) is title no. 27-666. Paying $12,670, requires a bachelor's degree and two years' experience in mental hygiene therapy.

Mental Hygiene Therapy Aid Trainee II (Spanish Speaking) is title no. 27-667. Paying $13,604, requires a bachelor's degree and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Reg & Spanish Speaking) is title no. 27-668. Paying $16,080, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Spanish Speaking) is title no. 27-669. Paying $17,016, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-670. Paying $18,254, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-671. Paying $19,492, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-672. Paying $20,730, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-673. Paying $21,966, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-674. Paying $23,202, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-675. Paying $24,438, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-676. Paying $25,674, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-677. Paying $26,910, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-678. Paying $28,146, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-679. Paying $29,382, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-680. Paying $30,618, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-681. Paying $31,854, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-682. Paying $33,090, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-683. Paying $34,326, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-684. Paying $35,562, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-685. Paying $36,798, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-686. Paying $38,034, requires a master's degree in social work and two years' experience in mental hygiene therapy.

Mental Health Therapist I & II (Psychiatric) is title no. 27-687. Paying $39,270, requires a master's degree in social work and two years' experience in mental hygiene therapy.
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SULLIVAN CSEA SIGNS CONTRACT WITH COUNTY

Civil Service Employees Assn. Sullivan County local president Virgil Forever, seated right, awaits his turn to sign the new contract between the Sullivan County unit of the CSEA and Sullivan County. Seated with him are, from left: CSEA collective bargaining specialist Nels Carlson; R. Leo Davidson, the county’s personnel director, and Vito Delfino, to board of supervisors.

Washing at left, county auditor William Rosen and CSEA negotiating team members Mindy Orenz, Community College; Eda Newman, County Inspector; Kathy McCormack, Government Center; Walter Potvin, Inspector; Edie Schmid, Social Services; Karl Blose, Government Center; Carl Gold, Government Center, and Harry Gold, Community College.

PERB Recommends $750 Salary Hike For Saratoga Correction Officers

ALBANY—A Public Employment Relations Board fact-finder has recommended a $750 increase in the base pay for correction officers in Saratoga County in the first year of a two-year contract that was announced recently.

Charles Leonard, of Schenectady, is the fact-finder named by the PERB in a contract dispute between the County and the Civil Service Employees Assn. Sheriff’s Employees unit.

Adjustments and increases in the annual base salaries recommended by Mr. Leonard for 1977 are as follows:

- Corrections Officer, $5,400; cook, $4,800; treatment sergeant, $6,350; identification officer, $5,180; deputy sheriff-civil, $5,180;
- Mr. Leonard recommended that all other sheriff’s employees, including deputy, should receive a $5 percent or $400 per year pay increase, whichever is greater, on the salary schedule and granted for part-time employees. He also called for establishment of a $500 differential between the deputy and sergeant, sergeant and chief deputy, and the chief deputy and sheriff’s investigator. He proposed negotiation and implementation of an inclusion schedule for desk officers and matrons.

For 1978, he said all sheriff’s unit employees should receive a 5 percent or $500 per pay increase, whichever is greater.

Other recommendations include:
- Negotiation of provisions for transfers of employees when a substantiation and locational have been determined;
- Employees to be paid according to job titles they hold; continuous service should not accumulate during periods of unpaid leave of absence or layoff; any dispute concerning seniority claims to be submitted to grievance procedure;
- County to provide two complete sets of uniforms for each employee and an additional short-sleeved shirt, and pants for each uniformed employee hired since Jan. 1, 1977.

APPROVED BY THE MEMBERS in a 48 to 32 vote, the $650 will be implemented as follows: retroactive to January 1, $350 across the board; July 1, $300 across the board; January 1, 1978, $300 across the board.

In addition to the wage increase, employees will retain all present benefits with a few new ones added.普雷西, only the individual worker is covered under a county-paid dental plan and must pay for family coverage.

In an attempt to gain on behalf of those drivers who lost the lives of children who respected the laws and the traffic laws; to give this work to our people and not to people outside our own union.

Contracting-Out Issue Threatens School Units In Capital Region IV

By DEBORAH CASSIDY

ALBANY—Civil Service Employees Assn. officials in Capital Region IV are challenging decisions by Saratoga Springs and North Colonie School administrations to contract out bus services to private firms.

Saratoga Springs is in the middle of a ratified contract, while the North Colonie school district is negotiating with a company that is offering an attractive package.

At a recent meeting of Saratoga Springs school officials and some 80 taxpayers, Jack Corcoran, acting superintendent, read a letter in which he stated that the CSEA does not believe that the school district is in a position to provide sufficient information regarding the benefits to be gained by this method. Mr. Corcoran is attempting to avoid the CSEA contract in the middle of the contract; they have not resisted the board's attempts.

Mr. Corcoran posed a number of questions to the union officials concerning the answers would cause the board to reconsider its actions.

The question asked by Mr. Corcoran was:

- "If so much can be saved by contracting-out, why don't all schools do it?"
- "Do officials know that the reason contracting districts will not retain their own bus drivers, is that they do not have the funds to repurchase buses?"
- "In areas where the cost is 7 percent savings accurate? Check the 1977-78 budget and see the bids from private firms.

The Saratoga Springs board of education is expected this week in the North Colonie situation where drivers have been offered a 7 percent raise with the provision that the language in the contract reads that it is understood that "at any time, any employee can have his or her job abolished."

Howard Crupsey, president of the North Colonie unit in Albany County, said the negotiating team "refused to consider a contract which would include danger to jobs." Such a contract, he added, would be "a worthless exercise."

Although he feels that discussion of the problem of the district officials aware of the problems in contracting out, it seems that "we may pursue that policy anyway."

In an attempt to gain parental support, the drivers in both districts have distributed leaflets to students detailing the case of Robert Thomas, the driver who saved the lives of children who respected the laws and the traffic laws; to give this work to our people and not to people outside our own union.

Region IV field representative Mike White issued a letter in which he warned the district that it would lose control of the transportation department as well as the students, and yet would be held responsible for any problems which occur. In response to the district's claim that it will be getting ready trained and experienced drivers, Mr. White contended that their own displaced employees will meet the standards of the firm. He also warned that the private employees' right to strike will hurt the district and the workers in the same way; they will have to grant a raise and will lose state aid for each day on strike.

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John LeRooy, a representative for the school district, said that they are only considering the possible alternatives to cutting budget funds, "At no time did I recommend any of the alternatives," he added.

The CSEA, however, feels that district officials are serious about the budget issue and according to Mr. Corcoran, the CSEA remains "unilaterally opposed to it."
Arbitration For State Air Dispute

HAUPPAUGE — The Civil Service Employees Asn. and the State Office of General Services (OGS) are going to arbitration in their long-standing feud over working conditions at the state office building here.

"The State has admitted that it is at fault," said Bob Pols, of the CSEA's Region 10 Department of Transportation Local 368, "but they are not offering to remedy the situation. They say they are out of cash."

Mr. Pols, Joseph Reedy, CSEA collective bargaining specialist, Bernie Chas, of the union's benefits officer, Arthur Allen and Ben Haapport, both of the DOT Local, met with David King of OGS's Albany Headquarters and James Gervety of OGS, at a third-stage grievance hearing June 16 to attempt to settle a grievance over air conditioning, heating and air circulation in the building, but the meeting ended with the union and OGS deciding on arbitration.

Fifty DOT Planning Group employees in Building A and the Department of Labor Division of Occupational Hazards have officially complained about alleged faulty air circulation there.

CSEA members, who make up more than 1,000 (3,960) of the DOT complex staff, have also complained of "unhealthy" air conditions which were the subject of a Feb 24 labor-management meeting in which the Hauppauge Office Management and OGS promised to make repairs and to correct conditions by spending $69,000 to provide new dust work to supply additional fresh air to the second floor of Building B, eliminate gasoline odors by moving gasoline tanks and pumps away from the major fresh-air intake, and eliminate odors that seep through the building by extending intake stacks from the sixth floor and working downward.

The major issue, state air and low humidity, is to be corrected by OGS building maintenance employees who would work through the week and on weekends—measuring and balancing the system and in the intake system starting from the sixth floor and working downward.

"None of it happened," Mr. Pols said, "so we went to the third stage. OGS now says that they know the problems exist but are the fault of the building design. OGS says they do not have the money to fix up the building. They did not offer us a remedy so we are going to arbitration to force the correction.

"I permanent bill passed both the Assembly and the Senate last year, but was vetoed by Gov. Carey. Temporary and permanent bills have also been proposed this year for the unification of workers, police and fire, correction officers and bridges and tunnel collectors. But the chances are slim for any permanent legislation—is practically impossible for the permanent ones, others say. Banishment union officials say their men develop heart conditions.'

Oppose Pilgrim Lay-Off Plan

Civil Service Employees Asn. members demonstrate against proposed staff cutbacks at Pilgrim Psychiatric Center on Long Island. Irving Flaumenbaum, president of CSEA's Region 1, called the proposed cuts "inexcusable" and attempted to settle the problem with Long Island's mental institutions. "CSEA was joined by the Federation of Parents Organizations of the State Mental Institutions. Max Schenker, president of that group, threatened a federal suit if proposed staff reductions are carried out.

Rise in Federal Workers

By DEBORAH CASSIDY

A federal civilian employment total of 2,643,884 for April 1977, recently reported by the U.S. Civil Service Commission, reflected an increase of 1,976 from March 1977, due primarily to seasonal employee hired by the Departments of Interior and Agriculture to work in national parks and forests.

Full-time temporary and intermittent employee in the Executive Branches accounted for an increase of 1,644 in that department.

The increases were centered in the Agricultural and Interior departments, while decreases in both full-time temporary and part-time employment were reported in the U.S. Postal Service, Veterans Administration and Defense. The National Labor Relations Board reported in the Defense Department.

Federal civilian payrolls totaled approximately $3,716,913,000 in all areas during April 1977, with all but approximately $200,000,000 paid to employees in the United States, including employees in the Washington, D.C., metropolitan area.

ANALYZE OK Heart Bill?

ALBANY — Gov. Hugh Carey was expected to sign an omnibus bill this week, extending all temporary benefits for public employees, including police and fire and "heart" benefits, State Assembly sources said last week.

The bill also extends such benefits as retirement cost-of-living supplements and death benefits to survivors for another year.

Under the provisions of "heart" legislation, police and fire employees who retire due to heart disease or hypertension receive three-quarters pay as a pension under the assumption that the disease was duty-related. Unless hoped to put through a bill making heart benefits permanent but that bill has not picked up much support in Albany this year.

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WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking temporary or permanent state service should file at the Department of Personnel, 69 Thomas St., New York, N.Y., from 8 a.m. to 9 a.m. and between 9 a.m. and 4 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.
By JANE BERNSTEIN

It was really Brother Francis from the Christian Brothers Academy who was responsible for hooking Joseph Lochner up with the Civil Service Employees Association.

Joe was working the front desk of the Teneyck Hotel in Albany during 1931, after his graduation from Christian Brothers, the previous year.

At that time, William McDonough from the CSEA asked Brother Francis if he knew of an academy graduate who could type and take steno.

And so it came to pass that Joe said goodbye to the Teneyck Hotel and went to work for the CSEA, on Nov. 4, 1931. The union had about 5,000 members; dues were $1 a year, and all union officers were full-time public employees.

Now after 46 years, 16 union presidents, and 200,000 members, Joe Lochner is retiring from the CSEA. His career with the union—in titles ranging from typist to the present executive director—has spanned a period during which great changes were made in civil service. And he contributed to the growth of the union and to the state civil service system.

During his first year at the CSEA, the first attempt to classify positions in the state service was undertaken. The consulting firm of Griffen, Hagen Associates of Chicago was hired by the Joint Legislative Committee to study various jobs and set up classes of positions. Joe's first job was to ensure the distribution of their daily reports to union and legislative authorities.

It took several years for the Legislature to adopt standardized titles, but the work of the consulting firm and union members resulted in the Peld-Hamilton Law of 1937, which provided equal pay for equal work, and established minimum salaries for all titles.

"That was one of the biggest accomplishments of the CSEA," Joe said. "We all played a part in it, so many people worked that it would be impossible to say that any one person was singularly responsible."

That's Joe's attitude on all of the issues he has had a hand in, including the Peld-Ostertag Law of 1934, which set up the right of appeal for employees unhappy with the way they had been classified.

He helped get low-cost group life insurance for CSEA members in 1939, a task, incidentally, which he will be pursuing part-time upon retirement.

"I hope to get the Ter Bush and Powell Insurance Agency to expand," Joe said. "Our members save more than their annual dues on insurance costs with that agency."

The CSEA's history is a part of Joe's history, with accomplishments too numerous to mention.

"I was always a part of the stuff that was going on, but just a part," he said. "The CSEA kept on growing and I seemed to be needed. I'm not easy to get along with, but I get along. I never thought about working hours. I got so interested in the progress I saw being made."

In 1974, Joe Lochner poses with Gov. Malcolm Wilson, who met with CSEA officials in unsuccessful effort to resolve contract dispute with state employees.

Here the CSEA executive director gets together with CSEA center, and Senate Majority Leader Warren Anderson. Joe talks with printer at 1973 Dutchess County worker union's annual meeting.