McGowan Officially Sworn In

Wenzl Plans Legal Fight To Protest

ALBANY—William L. McGowan, elected president of the Civil Service Employees Assn. in a close election battle with five-term incumbent Theodore C. Wenzl, is sworn into his new office by Joseph McDermott, a statewide vice-president of the union and president of its Capital Region.

Legal Fight To Protest

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State Workers Should See Pay Hike In August Checks

ALBANY—State employees represented by the Civil Service Employees Assn. will finally be receiving, retroactive to April 1, the first installment on the 3-step, 14-percent increase in over-two-years pay raise negotiated by the CSEA.

The state workers should initially see their increase in the first August paycheck.

That will represent the 5 percent increase retroactive to April 1. An additional 4 percent increase is scheduled for Oct. 1, and another 5 percent hike will occur on April 1, 1978.

Everythings contingent upon the appropriation bill which was to be signed by Gov. Hugh Carey not later than Friday, July 8.

If the signing is delayed the first increase will probably be paid the second paychecks in August. The bill was approved by the Senate last Friday, after having previously passed unanimously in the Assembly. This gives the Governor just enough time to sign the measure and gear up state payroll machinery to make the earlier payroll in August.

The bill and therefore the retroactive raises, had been delayed for several weeks while first the State and then the State legislatures played politics with the measure. When the bill first

The Elections: A New Direction For CSEA?

By MARVIN BAXLEY

Incumbents did well in the recently concluded elections conducted by the Civil Service Employees Assn., despite two major upsets.

So did two minority groups—women and blacks, although still not in proportion to their percentage of the membership.

Youth did well also.

Of those elected, 50 percent were incumbents who either successfully defended their positions or who moved up. This amounts to 67 percent.

The percentage is even more impressive if previous office-holders are included. An additional seven persons were returned to offices they held relinquished in previous elections. Most prominent, of course, is Thomas McDonough, who regained the executive vice-presidency he gave up two years ago in a close, but losing, battle for the presidency.

Accordingly, incumbents and former office-holders account for 75 percent of those being installed this month as statewide and regional officers and as departmental representatives to the Board of Directors’ State Executive Committee.

Elections for Local officers and for local government representatives to the Board’s County Executive Committees are still being conducted and are not included in these figures.

William McGowan’s 28-vote victory for the union presidency and James Moore’s substantial win for the Central Region V presidency and accompanying title of statewide vice-president are all the more startling considering that they overcame the trend in favor of incumbents.

It is stock political knowledge, however, that top leaders take the brunt of any uprising of dissatisfaction within the ranks. Thus, it is explainable that Theodore C. Wenzl, the CSEA’s all-time record-holder, should have run into trouble after 11 years as the union’s president, and many additional terms as a statewide vice-president, treasurer and conference president.

The other major office turnover continues a trend toward youth. The new Central Region V president, Mr. Moore, is only 30 years old. Together with Western Region VI president Robert Lattimer, elected to a second term, and Capital Region IV president Joseph McDermott,

(Continued from Page 12)
State Appeals Court OKs PS&T Unit Ballot Results

ALBANY — An appeals court has lifted an injunction that prevented the Professional-Scientific-Technical Unit of CSEA from entering into a new collective bargaining agreement with the state.

Open Nassau Police Jobs

MINESLLA—Long Island residents who want to be police officers have until Sept. 2 to file for police vacancies with county police departments.

Nassau County Civil Service Commission officials say they will hold a qualifying exam for the jobs Oct. 29.

Nassau residents will be given preference but residents of contiguous counties for 13 months prior to the exam date are also eligible.

Besides the residency requirements, candidates must be between 20 and 29 years old, have a high school certificate, and possess a New York State driver’s license.

The qualification exam will be held at five locations on Long Island.

Joh Job Contest Continues

HAUPPAUGE—More than 100 Long Island mental hygiene employees demonstrated last week to protest a meeting of state officials on the subject of changes in the state’s mental hygiene program.

“We are concerned that the proposed changes will result in a reduction of the number of mental hygiene workers and a decrease in the quality of service to the public,” said a representative of the Nassau County Civil Service Commission.

County mental hygiene officials discussed quality of care in Long Island’s four psychiatric centers in the wake of 431 proposed layoffs at Pilgrim Psychiatric Center.

“We feel that the proposed layoffs will affect the quality of care at Pilgrim,” said a representative of the Nassau County Civil Service Commission.

The list contains 13 names.

The court also pointed to the 13 names and the proposed layoffs as a document containing false information.

Employees handed out flyers to the public and presented the report to local community support groups.

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Employer Relations

ALBANY — The State Civil Service Department established an open competitive Budget Examiner eligible list, on May 27, the result of a Nov. 6, 1976, exam.

The list contains 13 names.

Technicians III

ALBANY — The State Civil Service Department established an open competitive Cartographic Technician III eligible list on June 17, the result of a June 6, 1976, exam.

The list contains 23 names.

Control Engineers

ALBANY — The State Civil Service Department established an open competitive Principal Air Pollution Control Engineer eligible list, on May 27, the result of a Nov. 6, 1976, exam.

The list contains 13 names.

Examiner’s List

ALBANY — The State Civil Service Department established an open competitive Senior Budget Examiner eligible list, on May 27, the result of a Nov. 6, 1976, exam.

The list contains 14 names.

TheGuardChangesInNassauCounty

MINESLLA—The board of directors of the Nassau chapter of the Civil Service Employees Assn., dispensed with rutual business at its June meeting at the Salisbury Park clubhouse.

Instead, the program was devoted to saluting Irving Flasbenbaum, who presided at his last board meeting after 25 years as chapter president.

About 50 officers and directors were joined by field staff members in presenting Mr. Flasbenbaum with a plaque and a gift.

“I always looked forward to the job,” Mr. Flasbenbaum said. “I looked forward to the meetings, doing things for people, just as you are doing serving on this board to do things for your fellow members.”

He added, “I am not saying farewell. I assure you I am not going to be quiet in this organization.”

Mr. Flasbenbaum also gave a history of his service to the chapter.

Nicholas Abateo, a veterans chapter vice-president, was elected chapter president and took office July 1.

Clerk Supervisor Job Opens

The U.S. Attorney’s Office for the Southern District of New York is seeking a cartographic technician supervisor, grade 12, to be assistant supervisor in the office.

Base salary for the position is $11,503 a year.

Candidates for the position must meet the following requirements:

One year of clerical experience, plus three years specialized experience.

The U.S. Attorney’s Office for the Southern District of New York is seeking a cartographic technician supervisor, grade 12, to be assistant supervisor in the office.

Base salary for the position is $11,503 a year.

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Honor Percy's Leadership

WATERTOWN—Eleanor S. Percy, who served for nine years as president of Jefferson Local of the Civil Service Employees Assn., was honored at a testimonial dinner last month.

A city court employee, she was forced to resign as Local president in the state takeover of courts April 1. She remains active, however, in the CSEA as temporary president of the newly organized Region V Court Local.

Praise for her CSEA Local leadership came from Theodore C. Wenzl, CSEA president; Judge Phillip A. Magiera; Watertown Mayor Karl R. Burns, who presented her with a first citizen's certificate from the city; and a host of others, including toastmaster Lee Frank, Buffalo, CSEA Western Region VI supervisor.

She was the recipient of a table lamp with a plaque, a gift from Local members presented on her behalf by Peter G. Griece, interim president. Responding on an emotional note, Ms. Percy said that while no longer eligible for the Local she remains "a member in spirit."

At the time she became president of Jefferson Local in 1968, there were 468 members—the parent unit and one school district. In addition, it involved the staff. Six additional school districts were organized. Then came formation of separate county and city employee groups, bringing the total number of units to nine with a membership of 1,900.

Tompkins Workers Win 3.5% Increase

ITHACA — The Tompkins County Education Local of the Civil Service Employees Assn. recently concluded a contract with Tompkins County on a two-year contract.

The first year features a 2.5 percent wage increase, an increment, and an additional $100 bonus for employees at the top of their increment level, an increase in employee payments for dependent health insurance, and an increase in mileage payments to 18 cents per mile, among other provisions.

The second year includes a $350 across-the-board increase, a $750 top of increment increase, and an additional increment in health insurance coverage. The agreement has been ratified by the county and by the CSEA membership.
Open Continuous State Job Calendar

<table>
<thead>
<tr>
<th>Position</th>
<th>Pay Range</th>
<th>Weekly Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actuary (Casualty), Associate</td>
<td>$18,369-$20,146</td>
<td>20-416</td>
</tr>
<tr>
<td>Actuary (Life), Associate</td>
<td>$18,369-$20,520</td>
<td>20-520</td>
</tr>
<tr>
<td>Actuary (Casualty), Principal</td>
<td>$22,694-$26,516</td>
<td>20-522</td>
</tr>
<tr>
<td>Actuary (Life), Senior</td>
<td>$14,142-$17,429</td>
<td>20-107</td>
</tr>
<tr>
<td>Actuary (Casualty), Supervising</td>
<td>$26,516-$29,222</td>
<td>20-222</td>
</tr>
<tr>
<td>Actuary (Life), Supervising</td>
<td>$26,516-$29,222</td>
<td>20-222</td>
</tr>
<tr>
<td>Dental Hygienist</td>
<td>$6,523-$8,523</td>
<td>20-107</td>
</tr>
<tr>
<td>Dietetic Trainee</td>
<td>$10,118-$11,337</td>
<td>20-116</td>
</tr>
<tr>
<td>Dietitian</td>
<td>$10,118-$11,337</td>
<td>20-116</td>
</tr>
<tr>
<td>Dietitian, Supervising</td>
<td>$10,118-$11,337</td>
<td>20-116</td>
</tr>
<tr>
<td>Electroencephalograph Technician</td>
<td>$7,616-$8,300</td>
<td>20-300</td>
</tr>
<tr>
<td>Engineer, Assistant Sanitary</td>
<td>$14,142-$17,429</td>
<td>20-107</td>
</tr>
<tr>
<td>Engineer, Senior Sanitary</td>
<td>$17,429-$22,694</td>
<td>20-116</td>
</tr>
<tr>
<td>Food Service Worker</td>
<td>$5,827-$7,632</td>
<td>20-300</td>
</tr>
<tr>
<td>Hearing Reporter</td>
<td>$11,337-$14,142</td>
<td>20-116</td>
</tr>
<tr>
<td>Histology Technician</td>
<td>$8,051-$11,337</td>
<td>20-116</td>
</tr>
<tr>
<td>Medical Record Administrator</td>
<td>$11,337-$14,142</td>
<td>20-116</td>
</tr>
<tr>
<td>Librarian, Public</td>
<td>$10,155-$11,337</td>
<td>20-116</td>
</tr>
<tr>
<td>Medical Specialist I</td>
<td>$14,142-$17,429</td>
<td>20-107</td>
</tr>
<tr>
<td>Medical Specialist II</td>
<td>$11,337-$14,142</td>
<td>20-116</td>
</tr>
<tr>
<td>Mental Hygiene Therapy Aid Trainee</td>
<td>$7,204-$9,029</td>
<td>20-300</td>
</tr>
<tr>
<td>Nurse I (Reg &amp; Spanish Speaking)</td>
<td>$11,337-$14,142</td>
<td>20-116</td>
</tr>
<tr>
<td>Nurse II (Psychiatric)</td>
<td>$11,337-$14,142</td>
<td>20-116</td>
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<tr>
<td>Nurse II (Rehabilitation)</td>
<td>$11,337-$14,142</td>
<td>20-116</td>
</tr>
<tr>
<td>Nurse, Health Services</td>
<td>$10,714-$11,337</td>
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<tr>
<td>Nurse, Licensed Practical</td>
<td>$11,337-$14,142</td>
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</tr>
<tr>
<td>Nutrition Service Consultant</td>
<td>$11,337-$14,142</td>
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</tr>
<tr>
<td>Occupational Therapy Assistant I &amp; II (Reg &amp; Spanish Speaking)</td>
<td>$9,029-$11,337</td>
<td>20-174</td>
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<tr>
<td>Pharmacist, Institution</td>
<td>$12,670-$14,142</td>
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</tr>
<tr>
<td>Physical Therapist</td>
<td>$11,337-$14,142</td>
<td>20-116</td>
</tr>
<tr>
<td>Physical Therapist, Senior</td>
<td>$12,670-$14,142</td>
<td>20-116</td>
</tr>
<tr>
<td>Physical Therapist Assistant &amp; II (Spanish Speaking)</td>
<td>$11,337-$14,142</td>
<td>20-116</td>
</tr>
<tr>
<td>Physician, Assistant Clinical</td>
<td>$25,161-$33,704</td>
<td>20-407</td>
</tr>
<tr>
<td>Physician I, Clinical</td>
<td>$27,942-$33,704</td>
<td>20-407</td>
</tr>
<tr>
<td>Physician II, Clinical</td>
<td>$33,704-$40,800</td>
<td>20-407</td>
</tr>
<tr>
<td>Physician, Compensation Examining</td>
<td>$27,942-$33,704</td>
<td>20-407</td>
</tr>
<tr>
<td>Psychologist</td>
<td>$33,704-$40,800</td>
<td>20-407</td>
</tr>
<tr>
<td>Psychologist II, Rehabilitation Counselor</td>
<td>$33,704-$40,800</td>
<td>20-407</td>
</tr>
<tr>
<td>Radiologic Technologist, Radiologic</td>
<td>$7,616-$9,029</td>
<td>20-300</td>
</tr>
<tr>
<td>Technologist [Therapy]</td>
<td>$7,616-$9,029</td>
<td>20-300</td>
</tr>
<tr>
<td>Stationary Engineer</td>
<td>$9,546-$11,337</td>
<td>20-116</td>
</tr>
<tr>
<td>Stationary Engineer, Assistant</td>
<td>$10,118-$11,337</td>
<td>20-116</td>
</tr>
<tr>
<td>Stationary Engineer, Senior</td>
<td>$10,118-$11,337</td>
<td>20-116</td>
</tr>
<tr>
<td>Vatry Type Operator</td>
<td>$6,811-$7,616</td>
<td>20-116</td>
</tr>
<tr>
<td>Vocational Rehabilitation Counselor Trainee</td>
<td>$8,051-$11,337</td>
<td>20-116</td>
</tr>
<tr>
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<td>$11,337-$14,142</td>
<td>20-116</td>
</tr>
</tbody>
</table>

The buffet County Civil Service Department is no longer notifying individuals on eligible lists of examinations. Instead, this information will be posted in legal notices sections of the Binghamton News and the Ronkonkoma Review.

Sr. Examiners

ALBANY — The State Civil Service Department established an open competitive Sr. Budget Examiner Public Finance eligible list on May 27, the result of an April 9, 1976, exam, and made the list contains 9 names.

Policy Switch

When Dorothy King was sworn in as president of the Civil Service Employees' Association Local 406 at Creedmoor Psychiatric Center, she had double reason to be proud. At the time, William McGowan, not yet declared as the CSEA president, stepped aside as the last moment to allow Ms. King's son to install the officers. When the local officers were assembled for the ceremony, Mr. McGowan called for CSEA field staff Ronald King to perform the ceremony. Mr. King is assigned to the union's Central Region but had made the trip to Franklin Square to attend his mother's installation. In the photo, top left, Mr. King, left, administers the oath of office to: from rear row, second vice-president Charles Bell, president King, first vice-president Clinton Thomas, treasurer Shirley Krebs. Local board members Liz Coleman, Jean Greenlaw and Marjorie Reeves; middle row, rear, board members Barbara Smith, Dan Schults and Kay Harlow, and top row, Alfred Lehman, Chae Rops, Joe Quistani, Mary Edwards, Henry J. Sarma, Joe Healy and Frank Poulter. In photo, top right, Ms. King, in her present, Terry Dawson, in her present, her services for eight years at the Colon's president.

STAY FOR 5 DAYS—

FAMILY EVENT

It's simple design says it all—beautiful two drawer polished oak desk with amber 1/2" plate glass writing panel. Desk assembles simply in minutes. 51" long, 20" wide, 29" high. $99.00 plus shipping and handling $7.50.

Glenark Galleries
ALBANY—The State Civil Service Department has scheduled 18 promotional exams with an Aug. 1 filing deadline.

There will be exams for five principal examiner of municipal affairs titles and principal employment security titles, two principal officers of parks and recreation, two principal Protestant church worker titles, two principal examiner of municipal affairs titles and principal employment security titles, and the special examination of the New York City Civil Service.

Also listed are senior title examiner, supervising teachers, and the special examination of the New York City Civil Service.

Exams for eligible title examiner of municipal affairs, two principal employment security titles, and the special examination of the New York City Civil Service will be held Aug. 1.

For the special examination of the New York City Civil Service, written test must be taken Aug. 1.

GO TO HEALTH

By WILLIAM E. WILLIFORD

Mr. Willford is a health and alcohol consultant with the State Department of Alcoholism and the State Employee Health Maintenance Program.

Are you winded and drenched in perspiration following a simple task like brushing your teeth? If so, perhaps it is time you face up to the fact that you have allowed the "old bod" to get a little out of shape. If this is the case, what can you do to improve your fitness and perform simple tasks with less effort?

A good guide to exercise is the following motto used by Joggers—"train don't strain." But too many of us are so eager to regain past fitness levels that we overdo it the first couple of weeks and feel discouraged. So ends another attempt at regaining our lost fitness.

The "train don't strain" motto, a person enters a training program with respect for exercise and with an understanding of what is going to be achieved through a regular training program.

One's attitude toward exercise is extremely important. You have to obviously believe in the value of exercise, respect it, and remember that you should slowly, progressively increase your training in small doses.

After you have decided you need to exercise and you are going to your first activity should be a medical checkup by your physician, especially if you are over 30, smoke, are overweight, or have an existing health problem.

You now have to decide what benefits you want to derive from exercise. There are basically three results you can achieve from a regular exercise program—strength, flexibility, and endurance.

Strength includes the heart, lungs, and circulatory system and is achieved through swimming, jogging, cycling, and walking.

For state employees and for the average person, the exercise program should consist of a strength training program that focuses on the major muscle groups and is achieved through weightlifting, resistance training, and calisthenics.

To find the time, set a goal of exercise for at least 20-30 minutes each day of the week. You can start with 10 minutes a day, gradually increasing to 30 minutes. Exercise at the same time each day, such as in the morning or at night, to make it a regular part of your routine.

A state appeals court last week reversed a lower court and ruled that economic factors justified the removal of the positions and the classification of the employees since all seasonal employees were given priority for the non-competitive classification.

What touched off the lawsuit was an argument between the employees and Civil Service Law when it removed the positions and the classification of the employees since all seasonal employees were given priority for the non-competitive classification.

The State Office of Parks and Recreation summer security employees have lost a court fight to prevent the reclassification of their jobs from Civil Service to non-competitive status.

The office nationally concluded that in light of the training period for police officers, efficiency required it to hire only so many police officers as were required for police functions. The judges, in a decision to abolish the seasonal rather than the permanent patrolmen's positions, was manifestly erroneous.

The new positions carried a lower salary. The Office of Parks and Recreation failed to undergo extensive police officer training, including 285 hours of classroom instruction instead of having the workers undergo the training.

The appeal of the state's highest court is expected to be heard this fall.

The court added, "there is no evidence in the record that the state legislators have already received their special allotments called hulks—for the year. A court ruling cleared the way for payment of about $800,000 to lawmakers who serve as committee chairmen, minority or majority representatives, on committees, or in special party leadership posts. Hulks payments usually provoke protests from some taxpayers and some senators and assemblymen who consider the payments wrong.

Three official quit

Three State Job Development Authority top officials have resigned over a policy dispute with State Commissioner John Dyson, according to the Buffalo Evening News. The newspaper says the trio,—O. Branden Smith, authority executive director, Charles J. Steinbarg, deputy executive director, and Murray Gold, counsel—complained that Mr. Dyson's new deputy commissioner, Michael Curley, is acting as de facto authority executive director. They also complain Mr. Curley has no banking background.

STRIKE ENDS IN DETROIT

Detroit city employees ended the strike that left residents without garbage pickup and bus service for several days. Union leaders and city officials signed a tentative three-year contract. Service reportedly was back to normal the day after the settlement.

Condominium Vacations

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303-56-8321

Traffic Supv.

ALBANY—An assistant traffic supervisor eligible list, resulting from open competitive exam 24-18, was established March 1, 1977 by the State Civil Service Department. The list contains 22 names.

NEW YORK OFFICES

CIVIL SERVICE LEADER, Friday, July 15, 1977
The 1977 legislative session is fast coming to a close. The Assembly was scheduled to adjourn last Sunday, although the Senate was expected to carry on for awhile to finish its business.

With the Democratic Assembly out of the way, this could be one way for the Republican Senate to get in a few last political licks before the remaining pieces of legislation are forwarded to the Democratic Governor.

Employees Assn., the state's largest public employee union, pass this year. (And, heavily opposed, we might add, by lobbying groups)

Suddenly, the Agency Shop bill seemed like a possibility, since Senate sponsors were still lacking. Today, party caucuses are debating how to vote on certain issues. Those members of the court not in agreement with the majority's decision to not bring suit, seems to be at the very least, contradictory.

Those who are bringing this action appealed to the MAIBSTOA examining board questioning the nature, content, and entire validity of the exam. However, by letters dated August 31, 1976 they were informed that the exam was invalid for the purposes of appointing those who were appointed after taking the exam, but would not necessarily be invalid for the purposes of appointing petitioners.

The situation would be very different, however, if plaintiffs were challenging their individual grades and not the very validity of the exam. If plaintiffs alleged errors in grading proceeding from challenges to the "correct" answers, then the plaintiffs could argue that these proceedings are not time barred, and perhaps avoid the result of this court's decision.


The Legislature this year has been debating a bill that would abolish mandatory retirement. Do you believe there should be mandatory retirement at 65? 

THE PLACE

Holiday Inn, Cortland

EMMA MCKENDLE, retired EDD technician, Syracuse: "No. Whenever the time comes, you should be able to retire. I'm 62, and I have just retired because of disability. But I say if you have your time in, then you should be able to determine when you retire. When you see that you can't function and give service, then you should be able to retire. Now that I've retired, I think I can give better service. While I worked, I used to come in with chills and sick, and I shouldn't have. I still do volunteer work, and when I see things are not being done right, I can go to the supervisor and raise holy hell. The patients come first, and now I don't have to worry about job security."

DOLORES HERRIG, secretary, Vernon Verona Sherrill Central School District: "Yes, I do, because I feel there is so much unemployment now that they should leave openings for younger people. We need the experience of older people, but many of them can no longer fill their jobs. I still think we need to get more employment in America. This is a very difficult question, because some people at 65 could still work, while others can't. It's a very difficult 18-year-old are very mature, where others aren't. You have to draw the line somewhere."

Ed Zawack, motor vehicle operator, SDV at Cortland: "It's something to think about, because in a way I'd be against it because of being good people from their standpoint. But in another way, I think we're approaching a time, with the unemployment situation the way it is, that it might be a good idea; it might leave more positions open so, before, help the unemployment situation. I'd rather see tax money used for the aged (someone over 65) than for unemployed younger people."

William LaPoint, electrician, Syracuse: "No, I do not. I believe many people are capable of working—even after 70. I know of a man in our own shop. He was more than capable of doing the job after 70, but he was forced to retire. These people have such vast experience. Maybe physically they can't do a job, but mentally they may be more capable than someone 40 or 50. The age span is so much higher now than it used to be. Then I say if you retire now, I believe. I think you look forward to all that leisure time, when you retire, but when you reach the age, you don't think of yourself as being that old."

Craig DeMares, light equipment operator, Waterport Public Works: "I think mandatory retirement should be after 20 years of service. It would give more people more jobs. If a person retires after 20 years—suppose someone comes in New York at 35—and then this creates a turnover in jobs. After a person retires at 65, they don't man our get a part-time job and go into business for himself. Like me: I put in sidewalks for the city. After I retire, I could continue to do the same kind of work for myself."

Lee Farrene, registered nurse, Cortland: "I believe people should work as long as they are able to work—whether they are 65 or 105. I think that many people who have retired are still usable. As for the younger people who are eager to take our places, I understand their eagerness. We were young, too, and eager to make our mark. If we think we have earned our way to the top, and we have, and you have a mind to work, I believe you should use it. You can't beat experience."


LETTERS TO THE EDITOR

Broken Promises

Editor, The Leader: "Since I have been an outspoken critic of the work done by Mayor Beame promised the citizens of NYC that there would be 3,372 additional police officers rehired. In effect, Beane is not rehiring the large number of police officers that would be needed to offset the large increase in crime. The hiring order would be at a slow rate, giving the citizens 100 or 200 police officers during a two-to-four-month span. The amount of police officers leaving the Police Department is far greater than what Mayor Beame is promising to the citizens of New York City."

The sad part of this is that Mayor Beame promised the citizens of NYC that there would be 3,372 additional police officers rehired. In effect, Beane is not rehiring the large number of police officers that would be needed to offset the large increase in crime. The hiring order would be at a slow rate, giving the citizens 100 or 200 police officers during a two-to-four-month span. The amount of police officers leaving the Police Department is far greater than what Mayor Beame is promising to the citizens of New York City."

If the citizens of NYC are to be safe on the streets and in their homes, then Mayor Beame must act to ensure that there is a sufficient number of police officers to serve the needs of the community.

STANLEY J. PENTOL, JR. Woodside

Appreciation

Editor, The Leader: "Since I have been an out-
spoken critic of the work done by Mayor Beane, the city administration has made many staffing cuts and other changes. This is a natural response to the challenges the city faces. We can only hope that Mayor Beane will continue to work towards improving the quality of life in the city of New York.

The Leader's stance on this issue is welcomed by many in the community. We believe that Mayor Beane is committed to addressing the needs of the citizens of NYC and ensuring their safety.

The Leader's stance on this issue is welcomed by many in the community. We believe that Mayor Beane is committed to addressing the needs of the citizens of NYC and ensuring their safety.

CSEA legal consultants, particularly after the recent contract settlement, feel that they have been given a better answer than just playing around with police numbers and their lives."


LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to edit or condense certain sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Extensive letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that it is worth publishing. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

BY

BUY

BONDS

RETIREE NEWS & FACTS

Proving Birth

When you must prove your age and don't have a birth certificate, what do you do? The U.S. Bureau of Census will help you with a document called "Proof of Age." Send a written request giving your birthdate, birthplace, and name of your parents. You should also send the addresses of where you lived the first two or three years after you were born. These are taken on occasional years—1890, 1920, 1930, etc. It is also helpful if you provide the names of other persons living in the same house and the head of the household at that time.

Great Britain is struggling with a similar problem under a 1975 law. It involves both public and the private sectors so that employees will eventually get two pensions. The first will be the basic flat rate pension from which many people will be eligible. The second will be an additional pension based on earnings which may be provided by the government or under a private plan. The choice has to be made by employees before April 6, 1978.

"Contracting out" is a typical British system. It must be approved by the trade unions unless within 90 days of the effective act. All employees must be given varying periods of notice. To meet the deadline, the act must be completed by December 1977.

Employers are having problems with this because actuarial variations are usually compiled only as two, three or five-year intervals.

A great many companies are considering the "contracting out" provisions and many are forming new pension boards.

The Social Security system may add to its overall deficit in 1975 and 1976 and the trust fund's reserve could run out by the beginning of 1979, according to Commissioner James B. Cardwell. President Carter has made some proposals to take $14 billion from general revenue each year through 1980 to make up for the FBI. If unemploy- ment increased 6 percent during 1975 and 1976. Another set of studies suggested that the entire payroll be subject to tax instead of only the base that the employer's payments to $555 for this year. Apparently, most foreign governments supplement their social security systems with funds, according to one official.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of pensions. The names are taken from the New York State Employees' Retirement System and the State Police Retirement System. The Leader or the New York State Employees' Retirement System may contact the persons you have found for information as to how to obtain the funds. This helps to bring the names of those individuals whose membership terminated prior to 1910. It is helpful to refer to paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from Page 6)

The Leader's position on this issue is welcomed by many in the community. We believe that Mayor Beane is committed to addressing the needs of the citizens of NYC and ensuring their safety.

Therefore, on behalf of our membership, we want publicly to express our deep appreciation to both Jim and Marty during our recent crisis.

TOM RUBACH
President, Local 444, CSEA
Staten Island
ABOVE: Grace Steffen, second from left, receives congratulations on her election as president of Health Research Local 515 (succeeding Barbara Fauser, who is the Western Region VI treasurer). From left are Niagara Local 832 delegate Sara Ronchetti, Ms. Steffen, Roswell Park Memorial Institute Local 303 secretary Roberta Larivey, Niagara Local acting president Angeline Fernandez (during recuperation of William Doyle) and Niagara Local's Dorothy Hy, secretary-treasurer of Western Region County Workshop.

BUFFALO—In a meeting that regional president Robert Lattimer quipped “set an indoor record” for brevity, delegates of the Civil Service Employees Assn. Western Region VI recently endorsed a resolution to increase the dues of every CSEA member 10 cents per pay period for political action.

The delegates also recommended dividing the anticipated $533,000 a year by giving 20 percent for statewide purposes and 80 percent for regional goals.

The meeting, at the Holiday Inn on suburban Grand Island, lasted only 40 minutes. It started late, but raced to a conclusion after the two resolutions dealing with political action were passed.

Ironically, the meeting started 25 minutes late as most delegates took part in a luncheon “roast” for Mr. Lattimer. “It left me emotionally disturbed, but I guess I’m always emotionally disturbed,” Mr. Lattimer, obviously moved by the tribute, said when it was over. Lee Frank, regional supervisor, was roastmaster.

During the business session, Ramona Gallagher, Region third vice-president and co-chairman of the Region’s political action committee, offered the resolutions regarding the dues increase.

The political action program of Western Region VI is acknowledged by many sources to have been the best in the union during the past year. Here, Region third vice-president Ramona Gallagher, political action co-chairman along with Monroe Local 828 president Martin Keenir, introduces motions to provide for future development of the program. The motions passed.

ABOVE: Rare smile is elicited from Western Region VI president Robert Lattimer, left, as he accepts “award” from roastmaster Lee Frank, regional supervisor. Trophy is engraved “Mr. Know It All,” and was given in jest at luncheon in Mr. Lattimer’s honor.

ABOVE: West Seneca Developmental Center Local 437 president Elaine Mootry looks apprehensive as she listens to Local director Richard Warmus.

RIGHT: Both Ruth Walker, newly elected treasurer of Erie Educational Local 815, and Theodore C. Wenzl, who has just completed his 11th year as CSEA president, are involved in disputed elections, so they are probably comparing the virtues of their arguments here.

Elaine Todd, third vice-president of Buffalo Manpower Services Local 352, which hosted the weekend meeting last month on Grand Island, presents report to assembled delegates. Although the Local membership is less than 500 members, it boasts two of the Region’s officers, president Robert Lattimer and third vice-president Ramona Gallagher.
In Brief, But Busy Season

(Continued from Page 8)

She said the political action contribution was not mandatory, explaining members had the option at the end of the year to request from the CSEA the $2.60 collected during the year by the dues increase.

The two-day weekend meeting opened Friday evening with an address by Philip Ross, state Industrial commissioner. Mr. Ross told the delegates he believed public employees deserved the same bargaining rights as employees in the private sector, including the right to strike.

But, Mr. Ross said, a "few limited exceptions" in the public sector were necessary. Mr. Ross stressed that his views were his own and did not represent New York State labor officials.

Mr. Ross, a former State University of Buffalo professor, also said he was pushing for agency shops for public employees in the state. Agency shops require all employees represented by a union to pay dues to the union, and Mr. Ross said unions provide services to all in the bargaining unit, whether members or not.

Another objective of his, he said, was to unite affirmative action plans and Merit Systems. "Both the affirmative action and the Merit System must appreciate and award the individual," he said, noting he often hears complaints that affirmative action discriminates against white employees.

"Affirmative action will work only to the extent that it incorporates a sense of fairness to everyone," he said.

3 Strikes And Out In Rensselaer Area

The Rensselaer County Local, in conjunction with the City of Troy and Rensselaer County units, has donated a total of $400 to a men's and women's softball league formed by area members. The money is to be used for the purchase of new equipment.

The city-county league, as it is called, is composed of two divisions of five teams each, representing various city and county departments, and plans to have a 13-game schedule.
CSEA, SEIU Battle In Yonkers

(Special To The Leader)

YONKERS—The Civil Service Employees Association is protesting the Public Employment Relations Board's (PERB) order for the representation election for employees in the Yonkers non-teaching unit. Joseph G. O'Connor, PERB representative, said PERB acted improperly in permitting the Service Employees International Union (SEIU) to centuries and solicit cards signatures without CSEA's knowledge that the period for approval of the election was only seven days.

The CSEA filed for de-certification, but following a PERB meeting on June 18, failed to produce sufficient employees' designations cards.

Mr. O'Connor said the PERB then extended the time to June 30, and allowed the SEIU to file the new petition which the board determined timely and, therewith, scheduled an election for August.

Joseph G. O'Connor, the CSEA representative, said PERB acted improperly in permitting the SEIU to circulate cards without their knowledge.

Mr. O'Connor said that the CSEA filed for de-certification, but following a PERB meeting on June 18, failed to produce sufficient employees' designations cards.

The PERB then extended the time to June 30, and allowed the SEIU to file the new petition which the board determined timely and, therewith, scheduled an election for August.

Mr. O'Connor said this would not be extended.

An additional improper practice was actually determined by the board which the board determined.

The PERB then extended the time to June 30, and allowed the SEIU to file the new petition which the board determined timely and, therewith, scheduled an election for August.

Mr. O'Connor said this.vio-

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

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Using Your Leisure
Ways to Increase Your Income
The Woman or Man Who Retires Alone
Conquering Your Worries About Retirement

You'll find a lot of answers in
The Complete Guide to Retirement

(Continued from Page 10)

State Eligible Lists

EXAM 19-160
ASSOCIATE IN BUSINESS ADMINISTRATION
Test Held Feb. 27, 1977

1. Neufeld Ronald F Included, 8th. 10.3
2. Osu体积 Thomas F. 8th. 10.3
3. Watson Barbara Gelleridge, 8th. 10.3
4. Seid Iggy D. 8th. 10.3
5. Smith Richard B 8th. 10.3
6. Miller Carolyn J 8th. 10.3
7. Miller Lawrence J 8th. 10.3
8. Smith Robert E 8th. 10.3
9. Zinn Andrew J 8th. 10.3
10. Ziniel Andrew J 8th. 10.3

EXAM 19-181
ASSOCIATE IN LABOR RELATIONS B.C.
Test Held April 1, 1977

1. Baker Robert P Included, 7th. 10.9
2. Vincent Vincent T 8th. 7.9

DIRECTOR, OFFICE OF HOSPITAL NURSING SERVICES
Test Held Jan. 19, 1977

1. Lee Anne N 8th. 10.0
2. Carren Miller Beman 8th. 9.0
3. Miller Beman 8th. 9.0
4. Miller Beman 8th. 9.0
5. Miller Beman 8th. 9.0
6. Miller Beman 8th. 9.0
7. Miller Beman 8th. 9.0
8. Miller Beman 8th. 9.0
9. Miller Beman 8th. 9.0
10. Miller Beman 8th. 9.0

EXAM 19-171
TEST HELD Feb. 19, 1977

1. Lee Anne N Included, 8th. 10.0
2. Carren Miller Beman 8th. 9.0
3. Miller Beman 8th. 9.0
4. Miller Beman 8th. 9.0
5. Miller Beman 8th. 9.0
6. Miller Beman 8th. 9.0
7. Miller Beman 8th. 9.0
8. Miller Beman 8th. 9.0
9. Miller Beman 8th. 9.0
10. Miller Beman 8th. 9.0

SUPER SUPV EMPLOYMENT MED
Test Held March 14, 1977

1. Gerber Theodore Included, 8th. 10.0
2. Curry Paul B Included, 8th. 8.0
3. Bentler Mark M Included, 7th. 7.0

EXAM 27-101
MAINTENANCE ASSISTANT
MECHANIC (Option)
Test Held Feb. 17, 1977

1. Lee Anne N Included, 8th. 10.0
2. Carren Miller Beman 8th. 9.0
3. Miller Beman 8th. 9.0
4. Miller Beman 8th. 9.0
5. Miller Beman 8th. 9.0
6. Miller Beman 8th. 9.0
7. Miller Beman 8th. 9.0
8. Miller Beman 8th. 9.0
9. Miller Beman 8th. 9.0
10. Miller Beman 8th. 9.0


Case Consumers: Paula Moore, 3301 N. 8th. Street, Albany, N.Y. 12207.

List Est. March 24, 1977

Cost Est. May 20, 1977

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10 Acres in Storm King, just minutes away from the Storm King School campus. Home sits on 3 acres with a view of the mountains. Property is gated and has a large barn, ideal for horses. $425,000. (814) 785-2291.

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LARGE REC. ROOM, COVERED LOUNGE, MANY EXTRAS, $44,000. FROM OWNER, (914) 255-1408.

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Acquired under the Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, national origin, or sex, or to make such preference, limitation, or discrimination in the sale or rental of a dwelling.

Price dropped $40,000 to $165,000. Princ.

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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.
The Elections: A New Direction?

(Canceled from Page 1) elected to a third term, they form the nucleus of an emerging youth bloc within the union's top councils.

MORE WOMEN

The increase in the number of women elected to ranking positions is now as impressive as the success scored by incumbents. At all levels, women gained office—six of the six standing administrations. In percentage terms, they account for 39 percent of the newly elected official positions in the past year.

Highest ranking woman

In the regions, despite Ms. Gray, are incumbents, whereas only one man was elected. Although an improvement over the outgoing number, it only brings the total minority representation back to the level at which it existed from 1973-75.

The 61 percent black members of the State Executive Committee can be elected Jimmy Gambler and Ronnie Smirk, who are in 1976 51 percent of the outgoing candidates. For example, in the Black women are represented in the 62 County Executive Committee, 61 percent of the statewide and regional office. Among these are Mr. McGowan, Jimmy Gambler, and Ronnie Smirk, who are in the State Executive Committee 61 percent of the outgoing candidates. For example, in the Black women are represented in the 62 County Executive Committee, 61 percent of the outgoing candidates. For example, in the Black women are represented in the 62 County Executive Committee, 61 percent of the outgoing candidates. For example, in the Black women are represented in the 62 County Executive Committee, 61 percent of the outgoing candidates.

Another factor is that seven people won two offices: departmental representatives on both the state and regional level. Among these are Mr. McGowan, Jimmy Gambler, and Ronnie Smirk, who are in the State Executive Committee 61 percent of the outgoing candidates. For example, in the Black women are represented in the 62 County Executive Committee, 61 percent of the outgoing candidates. For example, in the Black women are represented in the 62 County Executive Committee, 61 percent of the outgoing candidates. For example, in the Black women are represented in the 62 County Executive Committee, 61 percent of the outgoing candidates. For example, in the Black women are represented in the 62 County Executive Committee, 61 percent of the outgoing candidates.

The elections: a new direction?

In the meantime, the difference for Dr. Wenzl is whether he is the presidential officer or the immediate past president of the Board. This factor affects the Board's quorum, since the voting members of the Central Region, including Dr. Wenzl, are entitled to cast one plus and one minus. And while 61 percent of the winners this time are incumbents, this does not mean that 39 percent of the incumbents were defeated. In actuality, only nine office-holders at all levels failed to keep their position. That's only 12 percent of the newly elected. Although an increase of 4 percent, this leaves Schuyler by one plus and one minus.

Quorum question

Further complications may face the Board in the future, for the balance of the Board of Directors is in favor of the County Division. If all Board members are in attendance (using the highest figure of 11), the County Division would account for 64 votes and the State Division 97 votes. The quorum at large for the Board is 60, and the quorum in the County Division 35, which makes the State Division capable of ousting the County Division in those very rare instances where such a split might occur.

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In the meantime, the difference for Dr. Wenzl is whether he is the presidential officer or the immediate past president of the Board. This factor affects the Board's quorum, since the voting members of the Central Region, including Dr. Wenzl, are entitled to cast one plus and one minus. And while 61 percent of the winners this time are incumbents, this does not mean that 39 percent of the incumbents were defeated. In actuality, only nine office-holders at all levels failed to keep their position. That's only 12 percent of the newly elected. Although an increase of 4 percent, this leaves Schuyler by one plus and one minus.

Quorum question

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PROMOTION

The principal associate and Picnic Across, Ridge Road, Hartsdale. Civil Service Department officials say there are vacancies throughout the state and more are expected.

All state Teachers' Retirement System employees are eligible for the oral test for supervising teachers' retirement system information representation which will take place during August. There is one vacancy in Albany.

The principal associate and senior valuation engineer tests are scheduled for Sept. 10. Applications must be filed by Aug. 1. Department of Public Service employees are eligible.

Civil Service Department officials did not supply data for senior title searcher, exam 367, also scheduled for Sept. 10. Applications may be made to (800) 522-7407.

There is one vacancy in Albany.

HAUPPAUGE — Job hope-...
**Pending Civil Service Legislation**

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

**BILL AND SPONSOR**

**SUMMARY OF PROVISIONS**

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**MH Bill, Others Pass**

(Continued from Page 1)

The Governor responded that he "would not promise any favor and would not mind if the CSEA were to present a legislative bill which would be "no erosion of staffing.""

Along with the Governor's assurance that the budget would not force employee cuts, union members are also protected by a demand for a hearing on the bill which declares that the union will participate in planning the demonstration project of the state Mental Health plan.

In another measure strongly supportive of the CSEA, both houses passed legislation mandating the recently signed contract between the CSEA and the State. The first installment of that 14 percent pay increase is due in a few weeks. (See full story on page 1).

It was also expected that the Senate would pass a bill which would allow the Assembly to realign state five-year leave days for those state employees forced to miss work because of last winter's blizzard. The Senate was expected to act on a measure which would delay an employer the right to withdraw from the social security system. This bill, which was considered important by the CSEA, faces opposition in the Senate.

Late last month both houses passed a bill extending the power of the Public Employment Relations Board to take necessary action against either party, labor of management, which does not bargain in good faith during negotiations. The significance of the legislation, for the union, is that for the first time penalties may be applied to management. The possibility of management being penalized could affect the course of future contract talks. The bill is expected to be signed into law.

A "grandfather" bill, which grants employees who are employed by the State of New York in addition, it allows for succession among employees by a local government to have the Agency Shop fee deducted from their salary if the certified bargaining agent can negotiate this benefit into the collective bargaining agreement. The bill further provides for a refund to the union for causes or projects of political nature. This bill, which was considered important by the CSEA, faces opposition in the Senate.

The Governor responded that he would not promise any favor and would not mind if the CSEA were to present a legislative bill which would be "no erosion of staffing.""