Agency Shop Bill To Governor

All Public Employees Represented By A Union Must Pay Dues Equivalent

ALBANY—The New York State Legislature, nearing the end of its longest session since 1911, last week passed the Agency Shop Bill, considered a major victory by the Civil Service Employees Assn. and other unions that fought a difficult battle for its passage, against well-organized nationally-financed opposition.

The bill, which will take effect 30 days after being signed into law by Gov. Hugh Carey, mandates that all public employees represented by a union must pay the equivalent of dues to that union, whether or not they are members.

The bill is subject to legislative review after two years, at which time the lawmakers can decide whether Agency Shop should be continued into the future, and if so, for how long. The bill is now awaiting the signature of the Governor. (See box this page.)

The bill will affect not only state workers, but also employees of counties, cities, towns, school districts throughout the state. It puts public-employee unions on a par with their private-sector counterparts, which often enjoy "union shops," whereby employees must actually join the union that represents them in order to continue their employment.

"With the passage of this bill, we have finally eliminated the free-loading who have for years benefitted from the negotiations of a union, without contributing a penny to the support of that union," said CSEA's director of legislation and political action, Bernard J. Ryan.

The bill had been one of the top priorities of the CSEA, New York State's largest public employees union. Of the 150,000 state workers the CSEA represents, an average of about 40,000 are not members and do not pay the union dues of $58.50 required of members. Yet the

URGE GOV. TO SIGN BILL

ALBANY—The Civil Service Employees Assn. is asking all its members to write to Gov. Hugh Carey urging him to sign the Agency Shop Bill as soon as possible.

The bill has passed both houses of the state legislature, but, as Leader pastime had not yet been signed into law by the Governor, Bernard J. Ryan, CSEA's director of political action, advises members to write to: Gov. Hugh Carey, New York State Capitol, Albany, N.Y. 12224.

New 'Members' Will Love CSEA, Declares McGowan

By PAUL KYER

ALBANY—State employees who do not belong to a union will soon be paying a fee equal to the annual dues of the labor organization representing the unit they are employed.

As far as the Civil Service Employees Assn. is concerned, these state workers will be treated as new members and William McGowan, Association president, has vowed to "make them love being a part of the CSEA.

Mr. McGowan said that the organization's Board of Directors last week voted to provide these new "members" with a full range of union services that would include legal aid, handling of grievances, reception of the Leader, field services etc.

The so-called Agency Shop Bill, which will require such employees payments, received final passage in the Legislature last week and has been sent to Gov. Hugh Carey for approval.

Mr. McGowan said that the Governor has said he would sign the legislation, and it becomes effective 45 days later.

I intend to make such teamwork the keystone of my

(Continued on Page 2)

Social Security Benefits
Secure For Public Workers

ALBANY—Social Security benefits for local-government employees will continue, at least for the foreseeable future, as the result of the passage of a bill backed by the Civil Service Employees Assn.

The bill prohibits localities (including counties, cities, towns and school districts) from unilaterally discontinuing payments into the Social Security system. Officials of several localities have recently proposed halting out of the system, claiming it is becoming too expensive.

"The great danger of such a move is that many public employees have been paying Social Security taxes out of their paychecks for 20 years and more," said Bernard J. Ryan, the CSEA's director of legislation and political action. "If the government they've been working for suddenly drops out of the system now, that means that all their money has gone down the drain and they will receive no Social Security pay-
Pay Hikes Recommended For Walton Village Aides

A Public Employment Relations Board fact finder has recommended an immediate 28-cent an hour wage increase for Walton (Delaware County) highway employees.

Ferdinand A. Ermlich, of Cooperstown, the fact finder, ruled in a contract dispute between the village and the Walton Unit of the Civil Service Employees Assn. at issue are a wage increase for the second year of a three-year agreement. Health insurance coverage increases dependents and health coverage to be assumed by the village.

Mr. Ermlich said the 20-cent an hour increase would represent a $614 across the board increase and would "move toward a more realistic settlement of the present impasse between the parties." The fact-finder also recommended increasing health insurance coverage for dependents by 15 percent.

The recommendation, he said, is based upon "the interest of moving toward greater equity among all village employees where the present ratio is 100/100. This would have the effect of putting back approximately $69 in the highway employees pay checks during the period of the present agreement. . . . the State Health Insurance Plan recently announced a 15.7 percent reduction in rates for health insurance which would substantially offset the increase in the cost of dependents' share for such coverage to be assumed by the village."

He recommended instituting the flexible work week for the two positions handling street-sweeping operations for part of the year and retention of the present regular work schedule for all other highway employees. He also proposed establishing a joint management/union committee to investigate the actual cost savings of the present work week schedule compared to the flexible work week schedule arrangement.

State Penalizes Employees For Blackout; Bendet Angry

BY MARVIN BAXLEY
NEW YORK CITY—State employees who were forced to miss work because of the New York City-Westchester County Blackout last week will have the time charged against them.

The state is following its interpretation of the contract with the Civil Service Employees Assn. as in the Buffalo snowstorm crisis last winter, employees will be given the choice of changing the day against personal leave, vacation time or sick leave. If an employee has no days left on which to draw, the time can be administrative leave.

Mr. Northrup said that the Blackout situation had been studied to determine the state's policy, and it was decided circumstances were not covered by the contract, and, therefore, the time would be chargeable against the employees.

It is possible, however, for the Legislature to come to the aid of the affected employees, who were requested by New York City Mayor Abraham Beame to stay home during the 23-hour power failure in the Metropolitan area.

During the closing hours of the legislative session that ended last week, a bill was passed to prohibit employees from being charged with absence or forced to use leave credits because of weather conditions in the nine-county disaster area that was announced between Jan. 29 and Feb. 5, 1977.

Such a bill would have covered the New York area, and employees of the New York State government, who were not on administrative leave, were not eligible for any time off. However, the New York City employees were eligible for such time off, and the bill was passed to cover them.

The bill was passed by the House and Senate and was signed by Governor Hugh Carey on Thursday, Feb. 5, 1977.

Solomon Bendet, president of the CSEA's Metropolitan Region II, which includes most of the affected state workers, said he would ask the union's lawyers to begin action immediately to seek restoration of the charge time through legislative action.

"If you can draw up a contract to force a situation like this," Mr. Bendet said, "I would expect Governor Carey to be a little realistic than to be so realistic. It was an impossible situation," he said.

BATTLE SCENE

Here is an example of civil servants during blackout in New York City last week. Firefighters battle blaze at Union Street and Ulena Avenue, Brooklyn. Fire, allegedly the work of looters and anarchists, started in dress shop on ground level and spread to four apartments above. There were no injuries. Widespread looting and sporadic fire flamed both police and firefighters during the emergency which hit all of New York City and Westchester County and parts of Long Island.

Praise Civil Service Unit

Victor S. Bahou, president of the State Civil Service Commission, has commended the Middletown Civil Service Commission for "substantial improvement" in its operations.

The commendation is in a letter from Commissioner Bahou to the full commission, to Hewitt Testout, chairman of the Middletown Civil Service Commission.

The letter accompanied a State Department of Civil Service Management Survey which the State Civil Service Commission recently reviewed and approved. The report covers operations of the local commission from March 1974 to April 1977.

In the letter, Commissioner Bahou said he and State Civil Service Commissioner Josephine L. Gompho "commend you for the substantial improvement in the administration of civil service for the City of Middletown.

HARLEM VALLEY PSYCHIATRIC

Officers of the Harlem Valley Psychiatric Center Local of the Civil Service Employees Assn. were installed recently at a dinner held at the American Legion home, Wingdale. From left, Henry Arvins, third vice president; Frederick Frank, president; Robert Scott, treasurer; Robert Thompson, president; Alice Reyes, secretary; Douglas Mayette, second vice-president; Beverly Mayette, executive board; William Boone, executive board; Kay Scott, executive board, and installing officer James Lemmon, president of CSEA Southern Region III.

100,000 JOBS OVERGRADED

A House of Representatives investigation subcommittee headed by Rep. Robert N. C. Nix (D-Pa.) has concluded that as many as 100,000 federal jobs are overgraded because of "poor management and personnel practices." The Congressional unit adds federal managers have done little to give priority consideration to reclassified workers seeking upgrading.

WOMEN FIREFIGHTERS

Rena G. and Bernie L. Bolden, sisters, are among the first women to apply for firefighter jobs with the Buffalo Fire Department. The city recently announced a new firefighter Civil Service exam, but said, this time, women would be considered for the first time in the city's history.

SHORT TAKES

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AGENCY SHOP TO GOVERNOR FOR SIGNING

(Continued from Page 1)

state's Taylor Law has always said that any benefits or raises won by union negotiators for its members must also be given to non-members. The Agency Shop bill, which received its first reading yesterday in the Senate by 48-17 margin and the Assembly one day later by 126-14.

The bill was sponsored in the Senate by Senator John E. Flynn of the Bronx and Mr. Ryan described the senator as "brilliant in defending the concept of Agency Shop during the debate on the bill."

Mr. Ryan said that five amendments which would have weakened the bill considerably, but that all five were soundly defeated, by margins ranging from 120-14.

"Many misconceptions were advanced during the debate by those who oppose the Agency Shop concept," Mr. Ryan said, "but Senator Flynn summarized the spirit of the bill when he closed the debate by asking for complete support for it in the name of equity."

Another staunch supporter of the bill was Senator John Marchi of Staten Island, who described the passage of the bills as marking "one of the most important days in the history of the labor movement."

Senator Marchi is chairman of the Senate Finance Committee.

"Strong labor unions have consistently been the backbone in keeping societies from becoming totalitarian," Senator Marchi said.

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State Adds 12 New Jobs To List; Total is 30

ALBANY—State Civil Service officials have added 12 more jobs to the list of open competitive state agency posts.

The new slots bring the total of current state openings to 30.

The new posts are health facilities food manager, welfare investigation specialist, real estate title searcher, senior stenographer, medical care administrator, senior medical conduct investigator, community nursing services consultant, family planning, regional medical care administrator, consultant nurse, maternal and child care, Adirondack park project analyst for biological resources and physical resources, chief of the bureau of statistical services, and director of program evaluation.

The new jobs have Aug. 22 filing deadlines and seven of them have tests scheduled for Sept. 24. They are no qualifying tests for five titles.

Health facility food manager, $10,714-a-year post, is open to candidates with a bachelor's degree in dietetics, food and nutrition or food service management and one year of dietetic food service management experience or an associate degree and three years' experience or completion of a 90-hour course in food service management, and four years' experience.

Candidates for welfare inspector general field representative, also a $10,714-a-year post, need three years welfare investigator, social services investigator, or health care investigator experience with at least one year of field investigation.

Candidates may substitute four years' social services case worker experience, four years' criminal justice investigative experience, a bachelor's degree and one year's experience, or a master's degree in social services, health care services, health services of criminal justice.

Applicants for narcotics investigator, a $12,694 post, need a driver's license and a year's law enforcement investigation experience, a bachelor's degree and one year's experience, or a master's degree in social sciences, health care services, health services of criminal justice.

Senior compensation claims examiner, a $13,404 post, need a bachelor's degree and five years' experience, one year of dietetic food service supervision, and supervisory experience.

Senior compensation claims examiner, insurance fund hearing representative, principal worker's compensation examiner, associate worker's compensation examiner, associate worker's compensation examiner, associate worker's compensation examiner, associate worker's compensation examiner, and chief of development center treatment service, all of mental health treatment service, chief of mental health treatment service, chief of mental health treatment service, and chief of mental health treatment service.

Earlier, state officials announced 18 job openings. They are mental hygiene program evaluation specialist (four levels), senior radiologic technologist, medical social worker, cable television specialist, real estate title searcher, senior stenographer, medical care administrator, senior medical conduct investigator, community nursing services consultant, family planning, regional medical care administrator, consultant nurse, maternal and child care, Adirondack park project analyst for biological resources and physical resources, chief of the bureau of statistical services, and director of program evaluation.

Another 12 more jobs to be added to the list of openings.

The new slots bring the total of current state openings to 30.

Chief of development center community service, treatment service, mental health children's treatment service, and mental health treatment service, all of which pay $27,462, have no listed requirements. There will be an oral test in the fall.

Applicants should contact the commission at 2 World Trade Center, Manhattan; State Office Building Campus, Albany; or 1 Genesee St., Buffalo.

Westchester Court, Aides Are Praised

NEW YORK—A report on the Westchester County Family Court, conducted by the Economic Development Council of New York City, in the spring of 1976, praises the work of the court's staff and organization, says State Administrative Judge Richard J. Bartlett.

It also recommends changes in clerical procedures to save time, improve recordkeeping, handle warrants, and, enable the court to operate even more efficiently.

It is part of a two-year study of the State Family Court system.

The report points out that although each clerk has specific duties, each also learns all related jobs and performs them as the workload may require.

"It may very well be," the report says, "that the flexibility of the clerical force is the factor which keeps down the nonjudicial to judicial personnel ratio."

The Westchester Family Court, the report notes, has a deserved reputation for efficiency. In the courtroom, the study found calendars of 40 or 50 matters for a morning not uncommon. Without too much haste, those were ordinarily finished by 12:30 or 1 p.m., leaving the afternoon for trials.

"We believe," the report says, "that the principal credit for this must go to organization."

"The recommendations include:

- On petitions and dockets.
- On calendars. The study found the court's present system accurate but time-consuming. It recommends a new method of control to reduce paperwork. This recommendation has been accepted.

- On computer. The study found an internal system of calendar cards varying from location to location, with staff writing dates in the most reliable filing system. It proposes a new calendaring system with more effective controls and quick access to case files. This recommendation has been put into effect.

RICHARD J. BARTLETT

...five-week study
Dirtaion of Aleiriiolisiii and dtavcts  the State Employee Health of Thomas Chippendale when he tried to duplicate them in wood night and day. It needs no lubrication, thus is independent of to all points of your body via a network of pipe lines too baffling for a layman to describe. The other half of the pump concentrates see celestial bodies a million light years away, and hear a bleep thumps every hour, 103,680 per day or 37,843,200 a year.

You've got hinges and joints that must have been the despair of Thomas Chippendale when he tried to duplicate them in wood and metal. You've got better brakes than those, five superb senses, and maybe one to boot, called extra-sensory perception. You can see celestial bodies a million light years away, and hear a bleep from Jupiter.

You own a cluster of nerve endings located on the mucous membrane of the upper site of your tongue and back of your mouth that inform you instantly that what you are eating is sweet, sour, salty, bitter and whether you should swallow it or spit it out.

You own the most versatile recycling plant ever built—your liver. And the most incredible furnace, or Bessember Converter—break down through neglect and abuse before we realize how miraculously the most incredible human machine is.

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**Help For Training Officers Coming**

**WASHINGTON, D.C.—A**

A trainer's resource service (TRE) for government training officers is being introduced this month by the National and Training Development Service (NTDS).

"Until now there has been no national training resource geared solely to the needs of the local and state government training workers.

"What TRE will do is channel support services to local and state government training officers through an inexpensive subscription program," says Graham W. Watt, NTDS President. "The TRE Advisory Committee and NTDS felt there was a great need for this kind of direct access to resources. Right now many public sector trainers feel professionally isolated. TRE will help to relieve that situation by creating a climate for transfer and sharing of resources."

Support services subscribers can expect to receive reports on federal and other funding opportunities and legislation; in-house reports; self-development opportunities; free and discounted resources; material on new training techniques and materials for use in local and state agencies; 15 percent discount on new training techniques for local and state trainers.

The TRE package also provides the first national directory of local and state training officers.

"When trainers know what's available in other localities, that broadens professional awareness and recognition and can eliminate the need to reinvent what's already at hand," says Mr. Watt.

"That saves time and money for the locals and will help to make us aware of the importance of training to a smoothly functioning organization."

The TRE program was organized last spring by NTDS with a group of training and development practitioners who now constitute the TRE Advisory Committee. TRE will begin its new service to local and state government training officers next month.

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**Open Continuous State Job Calendar**

**Actuary (Casualty), Associate** $18,369

**Actuary (Life), Associate** $18,369

**Actuary (Casualty), Principal** $22,694

**Actuary (Life), Principal** $22,694

**Actuary (Life), Senior** $14,142

**Actuary (Casualty), Supervising** $26,516

**Actuary (Life), Supervising** $26,516

**Dental Hygienist** $8,523

**Dietetic Technician** $10,118

**Dietitian** $10,714

**Dietitian, Supervising** $12,760

**Electroencephalograph Technician** $11,137

**Engineer, Assistant Sanitary** $14,142

**Engineer, Junior** $11,377

**Engineer, Senior Sanitary** $12,760

**Food Service Worker** $5,827

**Hearing Reporter** $11,337

**Histology Technician** $8,051

**Legal Careers** $11,164

**Librarian, Public** $10,155

**Medical Record Administrator** $11,337

**Medical Specialist I** $27,942

**Medical Specialist II** $33,704

**Mental Hygiene Therapy Aid Trainee**

**Reg (Spanish Speaking)** $7,204

**Nurse I** $10,118

**Nurse II** $11,377

**Nurse II (Psychiatric)** $11,337

**Nurse, Licensed Practical** $8,051

**Nutrition Services Consultant** $31,404

**Occupational Therapy Assistant I & II** $9,029

**Pharmacist, Institution** $12,670

**Physical Therapist** $12,176

**Physical Therapist, Senior** $14,142

**Physical Therapy Assistant I & II**

**Spanish Speaking** $9,029

**Physician, Assistant Clinical** $27,974

**Physician, Clinical** $31,055

**Physician, Compensation Examining** $27,974

**Psychiatrist I** $27,942

**Psychiatrist II** $33,704

**Radiologic Technologist, Radiologic**

**Technologist (Therapy)** $7,632

**Stationary Engineer** $9,566

**Stationary Engineer, Assistant** $14,142

**Stationary Engineer, Senior** $10,714

**Vocational Rehabilitation Counselor** $11,983

**Vocational Rehabilitation Counselor**

**Wanted**

You can contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examinations for Beginning Office Worker, Stereogapher, Stockroom Worker, and Typist.

State Office Buildings, First Floor, Building 1, Albany, New York 12239.

2 World Trade Center, 55th Floor, New York City 10007.

Suites 750, Genessee Building, West Genessee Street, Buffalo.
Agency Shop Now

EVENTS happen in rapid-fire order during the closing moments of a legislative session, and this year proved true to form.

We are happy to acknowledge that our editorial last week, in which we denounced as gamesmanship the legislative backpassing of the Agency Shop bill, was, in football jargon, a touchback.

It was one of the risks run in trying to anticipate events several days ahead. At the time, we thought it best to go on record in order to let the legislators know that members of public-employee unions were not going to be fooled by political games being played with the Agency Shop Bill.

It was hoped that our editorial would be read by legislators in their time to have second thoughts before they let the bill die during the rush for adjournment.

As it turned out, the Legislature acted on its own, and our predicting turnover was to be after the fact.

We don't mind a bit looking foolish when the results are so beneficial.

And we offer sincere congratulations to those legislative leaders in Albany and the Assembly who were willing to stand up for fair play in providing that nonmembers pay an equal share of the costs in return for the equal share of union protection mandated by law.

The Leader has, in our estimation, devoted more editorials this season to the casino gambling issue than any other issue. The reasons are obvious. It is an issue where there may be a very real split in the public. It is the type of issue where the public will turn its attention. And it is an issue which, if the Legislature and the Governor do not come to grips with, could well become the hot topic of the year.

It is a question of how the Legislature will deal with it. It is a question of whether or not the Governor will take immediate steps to take care of it.

As we go to press, it is expected that the Senate will take action on a bill which would, if enacted, permit gaming. It is one of the bills we mentioned in our last editorial. It is one of the bills we will continue to press. It is one of the bills we will try to get the Governor to sign.

We urge all public employee union members to deluge the Governor's office with letters asking him to sign. All employees so that the public trust of the Legislature and the Governor may be justified.

and we urge local governments to quickly follow suit in negotiating agency shops with their public employee unions.

New York State has the opportunity to prove, once again, that it deserves its nickname, the Empire State. The rest of the nation will be watching intently as we pursue this experiment in equality.

M.O.B.S.
What's Your Opinion

By Pamela Craig

Question: Do you feel the reported improvements in the economy will improve public-employment job chances and working conditions?

The Place

Department of Labor, Manhattan

OPINIONS

Clarence Guthrie, employment interviewer: "No, I do not feel the reported improvements in the economy will improve public-employment job chances. The CETA funding was based on the purpose of training the unemployed, the underemployed, the disadvantaged, the nonemployed for meaningful job opportunities. A large part of federal CETA money was not spent for that purpose. It was spent by our government to rehire laid-off police and firemen. It made sense, however, to funnel the funds into the programs it was designed for, then it doesn't matter what remedial steps President Carter or Congress takes."

Barbara Matos, employment interviewer: "In the close to seven years I've been with the New York State Employment Service, the employment situation has deteriorated steadily. Although I have not yet noticed any marked improvement in the economy, I do believe that the new administration will work in that direction. Any general economic improvement will most likely be reflected in the public sector. The hotel and restaurant industry have not made an upward swing and I have no knowledge of new hotels to be built. Our computers are empty."

Tom Perlman, employment interviewer: "I believe that public employment may increase as the economy improves and we have fewer unemployed and working conditions can also automatically get better as the economy improves. The reason we have unemployed is to insure such improvements through collective action. We will have to give an awfully long time for the state to offer us a slice of the pie. It is, therefore, up to us to make sure there is pressure we have to secure improved wages and working conditions."

Sid Lipsen, employment interviewer: "Probably. I really think the prospects for the future are better in the long run, because of President Carter's philosophy of government. He believes in full employment as the local levels, which increases related improvement. I have a gut feeling. I do know for a fact that the cost of training a new employee for the employer is higher than ever. Therefore, the well-trained employee is worth much more to the business, we can expect to see shorter layoffs and fewer terminations."

Alice Flateau, employment interviewer: "Yes, I do feel that the reported improvements in the economy will improve public-employment job chances. Hopefully, the freeze will be lifted to allow room for promotion. The CETA hiring are not permanent. Jobs, however, for the unemployment will work in that direction. Any general economic improvement will most likely be reflected in the public sector."

Lydia Berrios, stenographer: "I do not think it will help very much. There is too much greed around the publically funded funds that aid the poor and disadvantaged. In 80 percent of the situations, there are many who work for their own interest and the poor continue to be short-changed. Carter is trying hard to improve the economy but this greediness is in people's hearts. No matter how hard he tries, the President tries, we will be affected by people who work only for their own interests and not for the masses."

Letters to the Editor

Editor, The Leader:
The editorial in your May 20, 1977 issue was great. Great, that is, if meant for ignoramuses, or yes-men. It was meant, however, to influence or calm down the angry letter writers who are being misled. You have failed miserably.

Can't you see that as a result of the recent insecurities, often and totally dishonest salary negotiations a good part of the membership just doesn't believe the CSEA and its history of obtaining?

The article mentions that Director Donald Welkie sent a letter to president Theodore Wendt, putting many rumors to rest. Not only did he not bring up the Smith Act, but also did a good job evading the only question the membership wanted answered.

I would appreciate direct and honest answers to the following questions:

1. Isn't it a fact that many employees will lose increments that are due them now, or in the future?

2. Isn't it a fact that the so-called 14 percent rate in effect includes these increments that are due them coming to them under previously negotiated contracts?

3. This being so, state employees are, in fact, getting 14 percent less the increments they would be receiving in any case, isn't this so?

These are the questions that angry letter writers want a straightforward answer to. They are angry because an analysis of the tentative agreement reveals that, in fact, they are merely receiving a slightly larger bonus than we received in 1975.

Any increase that doesn't come in the form of a raise in the salary scale cannot possibly be a raise. I am sure you are not going to publish this letter at all, because I have tried to set you straight.

NAME WITHHELD

Staten Island

EDITOR'S NOTE: To begin with, most state employees, in any given year, are not eligible for increments. Those who are eligible this year were given them, based on their March 31, 1977 salary; this fact has never been in contention. Next year's increments are a matter of dispute, however, and CSEA counsel has pledged to take the case to court if the State attempts to renege on them. The 14 percent increase is a minimum, and is not "less" anything, compared with $895 on alternate years from 1979 to 1985. In addition, the tax on the self-employed, now at 81 percent, would be reduced by $45. This year both employees and employers would be paying 8.35 percent of this amount and:

1. Inducing Congress to appropriate specific sums to fill the gap from general revenue.

Under the Carter plan, in any event, by next January the total contribution will be up slightly more than that for employers. The employers' shares would go up to 7.4 percent, gradually, until 1980. At the same time, the base wage on which taxes would be levied would increase by $1.50 to $2.00 for every person, and the base wage would go up $2.6 billion by 1982. It is estimated this will save $3 billion in the system. This year both employers and employees would be paying 8.35 percent of this amount:

2. Inducing Congress to appropriate specific sums to fill the gap from general revenue.

On the other side of the picture, the proposals would result in some of the dependency rules.

Letter Editor: Under recent Supreme Court decisions, men can claim benefits based on their wives' work records, whether or not they were dependents or not. The proposed regulation would require that only a selected few individuals receive any benefit claims. It is estimated this will save about $2.5 billion through 1983. The benefits side would be a cutback in the inflation adjustment formula for each newly retired individual. It would allow newly retired persons to collect more benefits than older retirees. It may result in all persons receiving out of older retirees who feel this is unfair. Under the Carter formula, formulas would be changed to work with the consumer price index.

Some bookkeeping changes also would be made. About $7.2 billion set aside to finance Medicare would go into the Old Age Fund.

As in most proposals, there has been a mixed bag of protests, and undoubtedly some modifications will be made by Congress.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Police Retirement Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Following is a listing of those individuals who have outstanding unclaimed checks. This list is derived from paragraph 1 of the Retirement and Social Security Law as of August 1, 1974.

Do you feel the reported improvements in the economy will improve public-employment job chances and working conditions?

Letters to the Editor should be less than 200 words.

The Leader reserves the right to edit or condense portions of letters that exceed those limits in 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, in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

Letters Policy

Letters to the Editor should be less than 200 words.

The Leader reserves the right to retain or delete any letters that exceed those limits in 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, in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.
## CSEA-Negotiated Training Courses Available

**Adirondack Community College**

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<tr>
<th>Course Number</th>
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<th>Days</th>
<th>Time</th>
<th>Credits</th>
<th>Start Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-2-90</td>
<td>Principles of Accounting I</td>
<td>TTH</td>
<td>6:30-8:100</td>
<td>60</td>
<td>8/30</td>
</tr>
<tr>
<td>B-2-90</td>
<td>Introduction to Sociology</td>
<td>TTH</td>
<td>6:30-8:100</td>
<td>60</td>
<td>8/30</td>
</tr>
<tr>
<td>C-1-150</td>
<td>Basic Conversational Spanish</td>
<td>MW</td>
<td>6:00-7:15</td>
<td>45</td>
<td>8/29</td>
</tr>
<tr>
<td>C-3-47</td>
<td>Techniques of Writing</td>
<td>W</td>
<td>6:45-8:00</td>
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**Bay Road, Glens Falls**

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<tbody>
<tr>
<td>A-2-90</td>
<td>Principles of Accounting I</td>
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<td>B-1-289</td>
<td>Psychology of Personal Adjustment</td>
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<td>6:15-9:15</td>
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<td>B-1-406</td>
<td>Introduction to Sociology</td>
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<td>8/20</td>
</tr>
<tr>
<td>C-1-150</td>
<td>Basic Conversational Spanish</td>
<td>MW</td>
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<td>8/29</td>
</tr>
<tr>
<td>C-3-47</td>
<td>Techniques of Writing</td>
<td>W</td>
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**ACC at Saratoga Springs - TRA**

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<tr>
<td>A-2-90</td>
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<td>TTH</td>
<td>6:30-8:100</td>
<td>60</td>
<td>8/30</td>
</tr>
<tr>
<td>B-1-111</td>
<td>Fundamentals of Electronic Data Processing</td>
<td>MW</td>
<td>6:30-8:00</td>
<td>45</td>
<td>8/29</td>
</tr>
<tr>
<td>B-1-406</td>
<td>Introduction to Sociology</td>
<td>TTH</td>
<td>6:45-8:15</td>
<td>45</td>
<td>8/29</td>
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<tr>
<td>C-1-47</td>
<td>Techniques of Writing</td>
<td>W</td>
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**ACC at Wilton Developmental Center**

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<tbody>
<tr>
<td>B-1-280</td>
<td>Introduction to General Psychology</td>
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<td>4:00-6:15</td>
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<tr>
<td>C-1-141</td>
<td>How to Write - A Basic English Course</td>
<td>TTH</td>
<td>7:00-8:15</td>
<td>15</td>
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<tr>
<td>C-1-151</td>
<td>Improving Reading &amp; Writing Skills</td>
<td>TTH</td>
<td>6:20-8:15</td>
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**ACC at Granville Local High School**

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**ACC at Cohoes Local High School**

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**ACC at Whitehall Local High School**

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<th>Start Date</th>
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<tr>
<td>C-1-47</td>
<td>Techniques of Writing</td>
<td>W</td>
<td>6:45-9:30</td>
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**Albany Business College**

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<thead>
<tr>
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<tr>
<td>A-2-90</td>
<td>Principles of Accounting I</td>
<td>MW</td>
<td>4:00-6:15</td>
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<td>A-2-95</td>
<td>Principles of Accounting II</td>
<td>MW</td>
<td>4:00-6:15</td>
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<tr>
<td>A-2-96</td>
<td>Review of Intermediate Financial Theory &amp; Practices</td>
<td>TH</td>
<td>4:00-7:00</td>
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<tr>
<td>B-1-22</td>
<td>Basic Statistics</td>
<td>T</td>
<td>4:00-7:00</td>
<td>45</td>
<td>9/33</td>
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<tr>
<td>B-1-47</td>
<td>Basic Mathematics</td>
<td>TH</td>
<td>4:00-6:15</td>
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<tr>
<td>C-2-52</td>
<td>Letter and Memo Writing</td>
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<tr>
<td>D-1-20</td>
<td>Beginning Typing</td>
<td>TTH</td>
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<td>9/33</td>
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<td>C-1-40</td>
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<td>D-2-20</td>
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<td>TTH</td>
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<td>45</td>
<td>9/33</td>
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<tr>
<td>C-2-40</td>
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<td>T</td>
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<tr>
<td>C-3-42</td>
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**Albany Business College**

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<td>5:15-6:15</td>
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<tr>
<td>B-1-402</td>
<td>Social Psychology</td>
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<td>5:00-6:00</td>
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<tr>
<td>B-1-430</td>
<td>Career Planning</td>
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<td>B-1-475</td>
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<td>B-2-40</td>
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<td>M</td>
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**COURSES OFFERED BY SUNY/ALBANY, COLLEGE OF GENERAL STUDIES**

**Bennington**

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<tbody>
<tr>
<td>A-2-91</td>
<td>Principles of Accounting II</td>
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**BUCC**

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<td>B-1-290</td>
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**Dutchess County**

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<tr>
<td>B-1-47</td>
<td>Basic Mathematics</td>
<td>W</td>
<td>3:30-5:30</td>
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<td>B-1-48</td>
<td>Introduction to the Metric System</td>
<td>M</td>
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<td>B-1-111</td>
<td>Fundamentals of Electronic Data Processing</td>
<td>M</td>
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**Schenectady**

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<tbody>
<tr>
<td>B-1-160</td>
<td>Basic Electricity I</td>
<td>M</td>
<td>3:30-5:30</td>
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<tr>
<td>B-1-165</td>
<td>Basic Arc Welding II</td>
<td>M</td>
<td>3:30-5:30</td>
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<td>9/12</td>
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<tr>
<td>B-1-185</td>
<td>Plumbing &amp; Heating II</td>
<td>M</td>
<td>3:30-5:30</td>
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<td>D-2-20</td>
<td>Beginning Shorthand</td>
<td>MW</td>
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**Rockfeller**

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<th>Start Date</th>
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<tbody>
<tr>
<td>B-3-165</td>
<td>Refrigeration &amp; Air Conditioning II</td>
<td>W</td>
<td>3:30-5:30</td>
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**Rockefeller County**

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<tr>
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<tbody>
<tr>
<td>D-1-150</td>
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<td>W</td>
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<tr>
<td>D-2-165</td>
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<td>40</td>
<td>9/21</td>
</tr>
<tr>
<td>D-1-40</td>
<td>Beginning Typing</td>
<td>T</td>
<td>3:30-6:00</td>
<td>40</td>
<td>9/20</td>
</tr>
<tr>
<td>D-1-40</td>
<td>Beginning Shorthand</td>
<td>T</td>
<td>3:30-6:00</td>
<td>40</td>
<td>9/21</td>
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### Many New Course Offerings This Semester

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<tr>
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<th>COURSE TITLE</th>
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<th>TIME</th>
<th>CREDITS</th>
<th>IF ANY</th>
<th>START DATE</th>
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<td>BOCES</td>
<td>B-1-160</td>
<td>BASIC ELECTRICITY</td>
<td>T.TTH</td>
<td>7:00-10:00</td>
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<td>MONROE</td>
<td>B-1-169</td>
<td>BASIC WELDING</td>
<td>M.TTH</td>
<td>7:00-10:00</td>
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<td>FREDERICK CENTER</td>
<td>B-1-175</td>
<td>HEATING AND AIR CONDITIONING</td>
<td>W.M.T</td>
<td>9:00-10:00</td>
<td>72</td>
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<td>FAIRPORT</td>
<td>B-2-169</td>
<td>INTERMEDIATE WELDING</td>
<td>W</td>
<td>7:00-10:00</td>
<td>50</td>
<td></td>
<td>9/26</td>
</tr>
<tr>
<td>BOCES (NORTHWEST TECH, I)</td>
<td>B-1-180</td>
<td>SMALL ENGINE WORKSHOP</td>
<td>W</td>
<td>6:30-9:30</td>
<td>36</td>
<td></td>
<td>9/7</td>
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<tr>
<td>OGDENSBURG</td>
<td>D-3-40</td>
<td>ADVANCED SHORTHAND</td>
<td>W</td>
<td>6:30-9:30</td>
<td>36</td>
<td></td>
<td>9/7</td>
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<tr>
<td>BROOME</td>
<td>B-1-160</td>
<td>BASIC ELECTRICITY</td>
<td>T</td>
<td>3:30-6:30</td>
<td>40</td>
<td></td>
<td>9/25</td>
</tr>
<tr>
<td>SARATOGA-WARREN</td>
<td>B-1-169</td>
<td>BASIC WELDING</td>
<td>T</td>
<td>3:00-6:10</td>
<td>40</td>
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<td>9/25</td>
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<tr>
<td>HAMMOND ROAD</td>
<td>B-1-180</td>
<td>SMALL ENGINE WORKSHOP</td>
<td>T</td>
<td>3:00-6:10</td>
<td>40</td>
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<td>9/25</td>
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<tr>
<td>SARATOGA</td>
<td>B-1-285</td>
<td>BEHAVIOR MODIFICATION</td>
<td>T</td>
<td>4:30-7:30</td>
<td>30</td>
<td></td>
<td>9/14</td>
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<tr>
<td>DEVELOPMENTAL CENTER</td>
<td>B-1-386</td>
<td>OCCUPATIONAL THERAPY</td>
<td>W</td>
<td>4:30-7:30</td>
<td>30</td>
<td></td>
<td>9/14</td>
</tr>
<tr>
<td>BAB FOUNTAIN AVENUE</td>
<td>B-1-388</td>
<td>DEVELOPMENTAL PSYCHOLOGY</td>
<td>W</td>
<td>4:30-7:30</td>
<td>30</td>
<td></td>
<td>9/12</td>
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<tr>
<td>C-1-35</td>
<td></td>
<td>UNDERSTANDING &amp; INTERPRETATION OF WRITTEN MATERIALS</td>
<td>T</td>
<td>4:30-7:30</td>
<td>30</td>
<td></td>
<td>9/12</td>
</tr>
<tr>
<td>BROOME COMMUNITY COLLEGE</td>
<td>B-1-111</td>
<td>FUNDAMENTALS OF ELECTRONIC DATA PROCESSING</td>
<td>M.W.T</td>
<td>4:30-7:30</td>
<td>45</td>
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<td>9/15</td>
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<tr>
<td>B-1-40</td>
<td></td>
<td>BEGINNING SHORTHAND</td>
<td>T</td>
<td>5:30-8:15</td>
<td>75</td>
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<td>9/15</td>
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<tr>
<td>B-2-199</td>
<td></td>
<td>ESTIMATING &amp; CONSTRUCTION PLANNING</td>
<td>M.W.T</td>
<td>5:30-8:00</td>
<td>60</td>
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<tr>
<td>D-1-50</td>
<td></td>
<td>SKILL REFRESHMENT FOR STENOGRAPHERS</td>
<td>T</td>
<td>5:30-7:30</td>
<td>20</td>
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<tr>
<td>BCC AT BROOME</td>
<td>B-1-295</td>
<td>BEHAVIOR MODIFICATION</td>
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<td>4:30-7:30</td>
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<td>9/13</td>
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<tr>
<td>DEVELOPMENTAL CENTER</td>
<td>B-1-500</td>
<td>INTRODUCTION TO PUBLIC PERSONNEL ADMINISTRATION</td>
<td>T</td>
<td>4:30-7:30</td>
<td>30</td>
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<td>9/13</td>
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<tr>
<td>BOC AT BINGHAMTON DOT</td>
<td>B-1-152</td>
<td>FUNDAMENTALS OF PROFESSIONAL ENGINEERING I - STRENGTH OF MATERIALS</td>
<td>T</td>
<td>4:45-6:15</td>
<td>45</td>
<td></td>
<td>9/13</td>
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<tr>
<td>BOC AT BINGHAMTON PSYCHIATRIC CENTER</td>
<td>B-1-295</td>
<td>ABDNORMAL PSYCHOLOGY</td>
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<td>5:30-8:30</td>
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<tr>
<td>B-2-315</td>
<td></td>
<td>BASIC COUNSELING TECHNIQUES</td>
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<td>5:30-8:30</td>
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<tr>
<td>BUFFALO PSYCHIATRIC CENTER</td>
<td>B-1-285</td>
<td>ABDNORMAL PSYCHOLOGY</td>
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<td>4:30-7:30</td>
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<tr>
<td>400 FOREST AVENUE</td>
<td>B-1-288</td>
<td>FUNDAMENTALS OF STATIONARY ENGINEERING III</td>
<td>T</td>
<td>4:30-7:30</td>
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<td>9/14</td>
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<tr>
<td>B-3-150</td>
<td></td>
<td>BASIC CONVERSATIONAL SPANISH</td>
<td>W</td>
<td>7:00-10:00</td>
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<tr>
<td>BUFFALO SUC</td>
<td>B-1-282</td>
<td>PSYCHOLOGY OF INTERPERSONAL RELATIONS</td>
<td>W</td>
<td>5:30-8:15</td>
<td>45</td>
<td></td>
<td>9/13</td>
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<tr>
<td>1500 CLAYWOOD AVENUE</td>
<td>C-1-125</td>
<td>BASIC CONVERSATIONAL SPANISH</td>
<td>T</td>
<td>7:00-10:15</td>
<td>45</td>
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<tr>
<td>CANTON AG. &amp; TECH. COLLEGE</td>
<td>B-1-169</td>
<td>BASIC WELDING</td>
<td>T</td>
<td>7:00-10:00</td>
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<td>CANTON</td>
<td>C-2-56</td>
<td>BASIC WELDING</td>
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<td>4:00-7:00</td>
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<td>C-1-35</td>
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<td>COMMUNITY PSYCHOLOGY</td>
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<tr>
<td>CENTRAL I.S.R.</td>
<td>B-2-203</td>
<td>COMMUNITY PSYCHOLOGY</td>
<td>W</td>
<td>4:30-7:10</td>
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<tr>
<td>PSYCHIATRIC CENTER</td>
<td>B-1-265</td>
<td>REFRIGERATION &amp; AIR CONDITIONING</td>
<td>T</td>
<td>4:30-7:10</td>
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<td>C-1-35</td>
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<td>EFFICIENT READING</td>
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<td>C-1-351</td>
<td></td>
<td>IMPROVING READING &amp; WRITING SKILLS</td>
<td>M</td>
<td>4:30-7:10</td>
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<td>9/12</td>
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<tr>
<td>CIVIL SERVICE</td>
<td>A-1-5</td>
<td>FUNDAMENTALS OF SUPERVISION</td>
<td>W</td>
<td>4:30-7:10</td>
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<td>9/12</td>
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<tr>
<td>BUILDING NO. 1</td>
<td>A-1-10</td>
<td>ADMINISTRATIVE SUPERVISION</td>
<td>M</td>
<td>4:30-7:10</td>
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<tr>
<td>STATE CAMPUS</td>
<td>A-1-11</td>
<td>WORK SIMPLIFICATION</td>
<td>T</td>
<td>4:30-7:10</td>
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<td>9/12</td>
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<tr>
<td>ALBANY</td>
<td>A-1-12</td>
<td>INTRODUCTION TO PUBLIC PERSONNEL ADMINISTRATION</td>
<td>M</td>
<td>4:30-7:10</td>
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<tr>
<td>C-2-35</td>
<td></td>
<td>CASE STUDIES IN SUPERVISION</td>
<td>W</td>
<td>4:30-7:10</td>
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<td>B-1-47</td>
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<td>BASIC MATHEMATICS</td>
<td>TH</td>
<td>4:30-7:10</td>
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<tr>
<td>B-1-46</td>
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<td>COMPUTER TECHNIQUES WORKSHOP</td>
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<td>4:30-7:10</td>
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<td>B-1-44</td>
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<td>FUNDAMENTALS OF ELECTRONIC DATA PROCESSING</td>
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<td>B-1-45</td>
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<td>RETIREMENT PLANNING</td>
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<td>B-1-46</td>
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<td>FUNDAMENTALS OF PROFESSIONAL ENGINEERING I - STATICS</td>
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<td>B-1-132</td>
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<td>FUNDAMENTALS OF PROFESSIONAL ENGINEERING - ECONOMICS</td>
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<td>CIVIL SERVICE</td>
<td>B-2-120</td>
<td>FUNDAMENTALS OF STATIONARY ENGINEERING II</td>
<td>T</td>
<td>4:30-7:10</td>
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<td>BUILDING NO. 2</td>
<td>C-1-33</td>
<td>EFFECTIVE READING</td>
<td>W</td>
<td>4:30-7:10</td>
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<td>9/14</td>
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<tr>
<td>STATE CAMPUS</td>
<td>C-1-2</td>
<td>DIAL COMMUNICATIONS</td>
<td>M</td>
<td>4:30-7:10</td>
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<tr>
<td>C-2-5</td>
<td></td>
<td>REVIEW OF ENGINEERING MATHEMATICS</td>
<td>M</td>
<td>4:30-7:10</td>
<td>36</td>
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WASHINGTON—Two recent studies by the Civil Service Commission reveal that relatively few persons move from political appointments to high-level jobs in the career civil service.

Conversely, career employees are selected to fill a substantial portion of high-level political positions, the reports say.

One study is "Career Patterns of Executive Branch Supergrades and Public Law Equivalents in the Federal Career Service," prepared by the Bureau of Labor Statistics. It studies by the Civil Service Commission reveal that relatively few persons move from political appointments to high-level jobs in the career civil service.

Conversely, career employees are selected to fill a substantial portion of high-level political positions, the reports say.

One study is "Career Patterns of Executive Branch Supergrades and Public Law Equivalents in the Federal Career Service," prepared by the Bureau of Labor Statistics. It


Both studies found that:

- A substantial proportion of non-career supergrades come from the career ranks.
- Comparatively few non-career appointees move into political positions.
- Non-career supergrades have markedly longer tenure than the 18-month average that has been reported for career appointees.
- The studies also say the median educational level of each group—career, non-career and other non-competitive supergrades—"is a masters or law degree, there is a heavier representation of doctoral level degrees among the career supergrades because of the larger proportion of scientific positions in this group."

Just over half of the career and non-competitive supergrades originally came to the federal service in the entry-level positions. The remainder entered government directly into supergrade ranks. This is true of 40 percent of the non-career supergrades and 5 percent of those in other non-competitive positions. Those that move career supergrades entered into the executive branch via occupational examination, reflecting the specialized nature of many career supergrade positions.

The junior management assistant and management intern examination and the Federal Service Entrance Examination, examinations. Upon death, redemptor, and inheritance, a limited partner shall receive 36 years and limited partners shall receive 36 years.

The junior management assistant and management intern examinations and the Federal Service Entrance Examination, these examinations. Upon death, redemptor, and inheritance, a limited partner shall receive 36 years and limited partners shall receive 36 years.
FIVE BUCKS SAYS YOU CAN'T GET ONE PERSON TO JOIN CSEA!

AND WE'LL PUT OUR MONEY WHERE OUR MOUTH IS!

The CSEA new membership drive is in full swing and now's the time for you to get off your duff and sign up non-members. With each new member you bring into the CSEA fold, you get five bucks cash! And there's no limit to how many new members (at five bucks each!) you can sign up.

But you've got even more than five bucks riding on the CSEA membership drive. The blunt truth is that the more public employees who belong to CSEA the stronger we all become. The opposition doesn't want to see us united because they know that our strength is in unity. With all of us on the same side we all will get the fair shake we deserve.

It's up to each one of us in CSEA to strongly impress every non-member that our fight is also the fight of every public employee in New York. And that if we don't work together—as equal and participating members—our future goals will be harder to reach.

So, if you're a member in good standing, get going and sign up your fellow workers who are non-members in CSEA. See your Chapter or Unit president for special sign-up cards which have all the necessary information. The five-dollar cash award is yours with each new member you sign up but more importantly, with every new member in CSEA, you are helping to insure the future. For all of us.

CSEA STRENGTH IN UNITY
Grieco Over Grieco
In Jefferson Vote

WATERTOWN—Richard J. Grieco defeated his uncle, Peter G. Grieco, in winning the presidency of the Jefferson County Civil Service Employees Association. The race between Richard and Peter Grieco was not a friendly vote, respecting each other’s CSEA contributions.

Richard Grieco has been third vice-president of the Local for five years. He served as president of the City CSEA unit for five years, stepping down last May to make his bid for countywide president. Peter Grieco, first vice-president of Jefferson Local, has been serving as interim president of the Local since April when the post was vacated by Eleanor S. Percy, a city court presiding officer who became a state trial court judge.

Election to the officers, six local members were elected as delegates to the New York State Association of Civil Service Employees, and secretary Sherry Redmond, treasurer Shirley Richardson in the contest.

 instal officers of Cortland County and Its six units

Newly elected officers of the Cortland County CSEA: from left: Richard Nigelli, vice-president; Peter Grieco, first vice-president; Doris Westover, treasurer. At the CSEA meeting, 670 members were elected as delegates to the New York State Association of Civil Service Employees.

TAXATION AND FINANCE LOCAL 690 OFFICERS

TAXATION AND FINANCE LOCAL 690 OFFICERS

SYRACUSE LOCAL 013

SYRACUSE—Following is the list of recently elected officers of the Syracuse Developmental Center, Local 424 of the Civil Service Employees Assn.: president, Donald Devito; vice-president, William Wyley; treasurer, Rose James; secretary, Sheila Lillis.

ONEIDA EDUCATION

UTICA—In an election where all candidates won by narrow margins, the Oneida County Educational Local of the Civil Service Employees Assn. elected its new officers for two-year terms in a vote of 53 percent of the Local’s members. The results of their ballots followed: president, Dolores Ferril; first vice-president, Ben Richmond; second vice-president, David Hughes; recording secretary, Betty Walker; corresponding secretary, Doris Rohnado; treasurer, Jacob Bach, and delegate, James Jolin.

SYRACUSE RETIRES

AUBURN—The following were elected officers of the Syracuse Retiree Local 915 for the term 1977-78: president, Thomas W. Ranger; vice-president, John Truss; treasurer, Andrew Anderson, and secretary, Hazel C. Raiser. The new officers were installed by Dora LeFever, past president of Syracuse Local.

HOUSING RENEWAL LOCAL

MANHATTAN—New officers of the Division of Housing and Community Renewal Local 268 of the Civil Service Employees Assn. were sworn in at a luncheon held last month at Miller’s Restaurant, Manhattan. Installed were: Thomas A. DiBiase, president; Frederick Malia, first vice-president; John Finner, second vice-president; Lawrence Soccola, third vice-president; Edith L. James, treasurer, and Sara Ettinna, secretary. The board members installed were: Robert J. Wall, Hugo J. Porre, James T. Westover, Robert Benson, Gerald Corbin and Seymour Bacher. Noel Harris was elected delegate.

INSTALL OFFICERS OF CORTLAND COUNTY AND ITS 6 UNITS

SYRACUSE DEVELOPMENTAL

SYRACUSE LOCAL 013

SYRACUSE—Following is the list of recently elected officers of the Syracuse Developmental Center, Local 424 of the Civil Service Employees Assn.: president, Sanito Devito; vice-president, William Wyley; treasurer, Rose James; secretary, Sally Ziller; executive council, Sherry Clarke, Tim McConnell, Kendrick Scott, Frank Loan, Dolores Bruce, and Mary Wheeler; Operational Unit delegate, Joseph Iwarledd; alternate delegate, John Sporkens; Professional, Scientific and Technical Unit delegate Victor Procomo; alternate delegate, Tom Cierny; Administrative Unit delegate, Mary Donnelly; alternate delegate, Ann Cook; Institutional Unit delegate, Elzbel Murphy, and alternate delegate, Mike Brown.

DOWNSTATE MED CENTER

BROOKLYN—The Downstate Medical Center Local of the Civil Service Employees Assn. has elected the following officers: president, Robert. Becker; first vice-president, James Wood; second vice-president, Pearline; treasurer, Donny Boudin; secretary, Linda Basta; corresponding secretary, Marie Langone; Administrative Unit delegate, Ruth Lander; Operations Unit delegates, Rupert Meyers and Lloyd Graham; Institutional Unit delegates, Al Davis and Franca DuBois, Professional, Scientific and Technical Unit delegate, Mary Robinson.

CSEA's New Leaders Installed Around State

The new officers were elected at a luncheon held last month at Miller’s Restaurant, Manhattan. The new officers were installed by Dora LeFever, past president of Syracuse Local. Newly elected officers of the Cortland County CSEA: from left, seated, Ms. Orrino, president; Dorothy Glass, secretary; Robert Keeler, first vice-president; Mary Jaro, treasurer; standing, first vice-president Carmine Bagnoli, second vice-president, and Robert Keeler; treasurer; Esther Warfield; secretary, and alternate delegate, Mike Brown.
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TOWN’S HERO

William B. Cook, a North Hempstead

employee, has been cited for heroism by town officials. He received a certificate of award from town Supervisor Michael J. Fagan for rescuing a helicopter pilot trapped in his damaged craft submerged in water June 14. Mr. Cook jumped into a pond near the Ronkin Inn to pull the pilot to safety.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking public employment in the city should file at the Department of Personnel, 49 Thomas St., New York, 16; applications may be submitted between 9 a.m. and 4 p.m. special appointments may be made at any time.

These requests for applications by mail must include a stamped, self-addressed envelope, to be returned by the Department of Personnel at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the IND Concourse (City Hall); Lexington IND (Brooklyn Bridge). For information on titles, call (212) 788-8060.

The Board of Higher Education advises teachers who have had successful careers to consider the individual retirement retraining program. Jobs are filled through the Personnel Department directly.

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 5, 55th floor, New York City (phone 78-1425); 10 a.m.-3 p.m.; State Department of Labor, Albany, 222 Broadway, Suite 700, 1 W. Reade St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing to the Albany office of Civil Service Commission, New York State, applicants should contact the Staffing Services Commission, New York State, applicants should contact the Syracuse Area Office, 1400 Davis Ave., Syracuse. Federal titles have no deadline unless otherwise indicated.

Veterans Administration

Information Service

Call (202) 399-3741

WASHINGTON, D. C. 20420

House For Sale—

Spring Valley, N.Y. 10977

Spring Valley, N.Y. 10977, March 20, 1977

Cottage For Sale—

West Palm Beach, Fla.

Cottage—2 Bedroom, Central Air & Heat, Carpet, All appliances, Pool, 825,000. Call use, 10 a.m.-5 p.m. in the Town of Palm Beach, 100 North Palm Beach, Fla. (305) 659-7097.

House For Sale—

Hampton Bays

Beach view 9 Br 21 1/2 baths Dutch Colonial on ocean 41/2 acres. Seaview, 1800 sq. ft., Detached garage, 2BR, bath. For $45,000. Galvin RE (516) 728-1231.
Pending Legislative Service Legislation

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

A.2928, DelToro*
A.2308, Nine multi sponsors
A.781A, Landes*
3.6564, Volker, multi.
A.140, Posner
S.126, B. Smith
S.3082, Flynn
A.1435, Solomon
A.8987, Rules Committee
3.6860, Rules Committee
A.4830, Greco
3.6835, Flynn
A.8040, Greco
3.6376, Anderson
(A new number for Agency Shop Bill)
3.2586, Schermerhorn
A.3849, Ama*cci
3.1148, Stafford
3.6244-A, Levy
9.851, Padavan, multi
S.6856.

Unpublished

BILL AND SPONSOR
S.2341, Schermerhorn
A.2929, Duffy*

SUMMARY OF PROVISIONS
This would allow local governments to negotiate disciplinary procedures with an employee organization.

A.2928, DelToro*
This bill amends Section 75 of the Civil Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.

A.3008, Nine multi sponsors
When person with lower rating on eligible list has been appointed to a position, the employee was passed over may request and receive from the Appointing Officer, the appropriate reasons.

S.126, B. Smith
This authorizes probation officer who has reason to believe a warrant exists for probationer, to take him into custody.

A.140, Posner
Deters it a public policy of the State to prohibit the use of professional strike breakers.

A.781A, Landes*
Prohibits State employees from being charged with absence or requiring the use of leave credits due to extreme weather conditions in the nine counties declared a disaster area between January 29 and February 5, 1977.

S.3082, Flynn
Continues until June 30, 1980, COESC. Retirement Plan.

S.126, B. Smith
This establishes a three-member Quality of Care Commission to oversee the reorganization and operation of the Department of Mental Hygiene.

S.6856, Levy
This would prevent an employer from withdrawing from the Social Security System.

A.2308, Nine multi sponsors
This would provide for an Agency Shop fee to be collected from non-union members employed by a local government.

A.2929, Duffy*
This would provide for an increase in unemployment insurance and worker's compensation benefits; in addition, this bill would provide for payment of unemployment insurance benefits to non-teaching school district employees if the negotiated agreement between the union and the employer did not specifically guarantee receipt.

A.4830, Greco
This bill would provide for the continuation until December 31, 1980, the names of people who appear on a Preferred List.

A.781A, Landes*
This bill would extend for one year to employees of the Dept of Labor, Div of Occupational, Safety & Health for the purpose of conducting a study to determine the best program for inspection of facilities where public employees are employed; this would include establishing of standards as well as providing for sanction.

A.3849, Ama*cci
This would provide an employer from withdrawing from the Social Security System.

A.8987, Rules Committee
This bill would Provide for on reorganization and operation of the Department of Mental Hygiene.

Rensselaer Local Retains Law Firm

RENSSELAER — The Rensse- laer County Local of the Civil Service Employees Assn. has recently entered into an agreement with a local law firm, Roemer and Peashebronthaugh, to provide local services at a substantially reduced fee to eligible members.

Effective as of January 1, this program is in addition to the previous one which added in employment hazards, and covers the spouse and dependent children of the member.

Roemer and Peashebronthaugh, a ten-man firm, is retained as general counsel to the CSEA.

Roemer and Peashebronthaugh, have been associated with the CSEA for several years, and are 1969 graduates of Albany Law School.

Salary Increase

7% Salary Increase

For Newark Schools

CHRISTOWAGA — Newark Central School workers, represented by the Civil Service Employees Assn., will receive raises of 7 percent as of July 1, under a one-year pact signed recently by Assistant Superintendent Merle Harrington, for the Rochester area school district.

The present one-year pact signed recently by Assistant Superintendent Merle Harrington, for the Rochester area school district.

For Newark Schools

Grievance Against Tompkins County

ITHACA — An improper practice charge and a grievance have been filed by the Tompkins County unit of the Civil Service Employees Assn. against the action of the Tompkins County Board of Representatives in raising the salaries of two hospital radiologists to $80,000 a year.

Visit President Louis Nayman charges the county "unilaterally altered a term and condition of employment without negotiating and said changes in good faith with the duly recognized representatives, CSEA."

Mr. Nayman has told the county that the union is willing to reopen negotiations to discuss the salary matter and other issues.

The new grievance follows the denial of PERB that Tompkins County violated the identical part of the Taylor Law by unilaterally instituting a policy to pay members of the New York State employee grouping for new labor relations specialists.

The County has been ordered to apologize to any such matter in good faith with the union. Mr. Nayman said he was confident, in view of the favorable PERB decision, that the CSEA would be upheld on the new grievance.

CAR INSPECTORS

ALBANY — The State Civil Service Department established on May 3, an open competitive mot- or vehicle investigator eligible list resulting from a Feb. 25 exam. The list contains 97 names.

Bills which no longer appear on this list have died in committee.