Praise Greco, Steingut Role
In Labor Bills

ALBANY—The Civil Service Employees Assn. last week praised the efforts of the Assembly leadership for its crucial role in the passage of many pro-labor bills during the 1977 legislative session.

"Speaker Stanley Steingut's, (D-Brooklyn) active interest paved the way for the enactment of amendments to the Taylor Law, the State-CSEA contract implementation bill, the occupational safety and health bill, pension-increases and retiree-earnings bills, and improvements in unemployment benefits for public employees," said CSEA's director of legislation and political action, Bernard J. Ryan. "It is clear that the success of this legislation hinged on the close working relationship that the Speaker has cultivated between the Assembly majority and public labor."

Mr. Ryan also noted that another friend of public employees, Assemblyman Stephen R. Greco, (D-Buffalo), helped the CSEA cause this year by sponsoring among other bills, the Agency pension Increases of 14 percent this year—agency shop, the pension-increases, the pay raise bill," Mr. Ryan said. "But we spent an almost equal effort in getting this bill passed, and we prevented from passing were the union members pay only a portion of dues, not an equivalent fee used for activities or causes of a political or ideological nature that the individual disagrees with."

The constitution and by-laws committee recommends adoption of the following amendments to Article IV of the By-Laws in order to comply with the provisions of the Agency Shop legislation. This report will be delivered at the special delegates meeting in Syracuse.

ARTICLE IV (DUES) FINANCE

SECTION I. FY YEAR. The fiscal year of the Association shall commence on the first day of October, and end on the thirtieth day of September.

SECTION 2. (COMPUTATION) DUES AND AGENCY SHOP FEES

* (a) (1) Delete entire section and add following new material. The annual membership dues and agency shop fee of the Association shall be fifty-eight dollars and fifty cents ($58.50). Membership dues and agency shop fees collected by bi-weekly payroll deduction shall be at the rate of two dollars and twenty-five cents ($2.25) each bi-weekly amount. Members who elect to pay dues by direct payment may do so by paying the annual amount of the dues to the Association on or before October 1 of the fiscal year for which such dues are paid. A member who elects to pay dues by direct payment may pay such dues in two equal semi-annual installments on October 1 and April 1 of the year for which such dues are paid. A member who elects to pay dues by direct payment may pay such dues in two equal semi-annual installments on October 1 and April 1 of the year for which such dues are paid. Members who do not elect to pay shop fees collected by bi-weekly payroll deductions shall be at the rate of two dollars, fifty cents ($2.50) each bi-weekly amount. Members who elect to pay dues by direct payment may do so by paying the annual amount of the dues to the Association on or before October 1 of the fiscal year for which such dues are paid. A member who elects to pay dues by direct payment may pay such dues in two equal semi-annual installments on October 1 and April 1 of the year for which such dues are paid. Members who elect to pay dues by direct payment may do so by paying the annual amount of the dues to the Association on or before October 1 of the fiscal year for which such dues are paid. A member who elects to pay dues by direct payment may pay such dues in two equal semi-annual installments on October 1 and April 1 of the year for which such dues are paid. Members who elect to pay dues by direct payment may do so by paying the annual amount of the dues to the Association on or before October 1 of the fiscal year for which such dues are paid.

* (a) (2) Delete entire section and add following new material. Members and persons paying an agency shop fee who are employed for an average of four hours or less per day or an

(Continued on Page 3)

Ryan Views Defeated Bills
As Measure Of CSEA Success

(Special To The Leader)

ALBANY—As leaders of the Civil Service Employees Assn. considered the consequences of the Agency Shop Bill and the membership prepared for larger pay checks as the result of the pay-raise bill, Bernard Ryan and James Featherstonbaugh, lobbyists for CSEA, reviewed other legislative victories measured by the number of bills defeated because of union influence.

"Everyone knows about the big, beneficial bills that passed this year—agency shop, the pension increases, the pay raise bill," Mr. Ryan said. "But we spent an almost equal effort in getting many bills killed that would have hurt public employees tremendously."

Among the bills that the union's watchful lobbying team prevented from passing were the following:

--S4642, the Governor's omnibus bill on the Taylor Law. This bill would have discontinued all contract provisions upon the reaching of an impasse in negotiations for a contract for public employees. "This would have made it desirable for management to fail to bargain in good faith," Mr. Ryan pointed out. "Upon reaching impasse, they could then suspend all benefits and increments until the whole matter was resolved."

The same bill would have required "supervision" so as to remove thousands of public workers from eligibility for union membership.

Finally, the bill included a watered-down version of the Agency Shop Bill. For example, it would have provided that non-union members pay only a portion of dues, not an equivalent amount. Also, it would have made Agency Shop negotiable on the state level, not mandatory.

(Continued on Page 3)

CSEA STATEWIDE OFFICERS SWORN IN BY MCGOWAN

William L. McGowan, president of the Civil Service Employees Assn., swore in recently elected statewide officers. In line from left are Metropolitan Region II, president Glennson Bendes; Southern Region III president James J. Lennon, statewide secretary Iris Carr, Central Region V president James J. McRae, statewide executive vice-president Thomas McDouglas, Capital Region IV president Joseph M. Dermott, statewide treasurer Jack Gallagher, and Western Region president George L. Lattimer. Long Island Region I president Irving Fromanhaus is absent.

(Continued on Page 3)

Retiree News

See Page 16

Course Offerings, Locations

Fall 1977 semester courses and the locations where they are offered throughout the state for public employees participating in the employee training benefits plan are listed in this edition of the Leader. The free courses are part of a benefits package negotiated by the Civil Service Employees Assn. See Page 8.

(Continued on Page 3)
Filing To End This Week For Secret Service Agent

MANHATTAN—August 5 is the filing deadline for agent jobs with the Secret Service, Customs, IRS and other U.S. agencies. The U.S. Civil Service Commission has opened enforcement agent in New York State and New Jersey and at the OS-5 level and $11,322 at the GS-7 level.

There is a wide variety of ways to qualify for taking the four-hour written examination, a test used for memory, powers of observation, vocabulary, arithmetic, logic, writing ability, investigative aptitude and judgment.

College education can be substituted for experience requirements, according to certain rules. For instance, applicants at the GS-8 level need one year's general experience and two years' specialized experience, consisting of criminal investigative work. But four years' college education or a CPA certificate can be substituted as fully qualifying.

At the GS-7 level, an additional year of specialized experience is required, but graduate work can be substituted.

For special agent, applicants at the GS-8 level need three years' experience in positions requiring a knowledge and application of commercial accounting and auditing principles and practices. Four years' college education that includes accounting courses can be substituted.

At the GS-7 level, a year of specialized criminal investigative work is also needed. Graduate work in a law enforcement or business administration-related field can be substituted for the specialized work. Superior college performance can also be fully qualifying.

For further information, contact any Federal Job Information Center. Completed forms should be mailed to U.S. Civil Service Commission, New York City Area Office, 26 Federal Plaza, New York, N.Y. 10007.

Varacchi Heads SUNY Committee

ALBANY — Albert Varacchi, president of the State Board at Stony Brook Local 615 of the Civil Service Employees Assn., was elected chairman of the university chapters' labor-management committee here last week.

Mr. Varacchi, veteran president of his university local, was chosen to head an eight-member panel assigned by the university chapters to deal with labor-management committee affairs, along with the four departmental representatives.

Mr. Varacchi said all indications were that the panel would meet with management representatives in early September.

ALBERT VARACCHI

CIVIL SERVICE LEADER

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For details, phone (212) 592-2781

NEW YORK UNIVERSITY

School of Continuing Education

Security Training Programs
326 Shinshin Hall, New York, N.Y. 10003
Special Delegate Meeting For Agency Shop Draws

(Continued from Page 1) average of twenty hours or less per week shall pay dues or an agency shop fee at a rate of one-half of the annual amount. Members or persons paying an agency shop fee must submit proof of qualification for this benefit to the Board of Directors of the Association.

(continued on Page 1)

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 323 Broadway, New York, N. Y. 10013. Attn: CSEA Calendar.

AUGUST

5—Syracuse Local 013 testimonial dinner honoring Richard E. Cleary and Richard A. Bersani: 6:30 p.m., Sheraton Motor Inn, Thruway Exit 37, Syracuse.

6—Syracuse Local 293 Overbrook Inn.

7—SUC Oneonta Local 635 picnic: 12 noon, Oneonta College Camp, Oneonta.

11—New York City Local 010 executive committee meeting: 5:15 p.m., Miller's Restaurant, 233 Broadway, Manhattan.

13—Willowbrook Developmental Center Local 429 installation dinner dance: 9 p.m., The Nelson Terrace, Staten Island.

14—Erie Educational Local 888 meeting: 7:30 p.m., union headquarters, Cambridge Square, Cheektowaga, 7:30 p.m.

17—CSEA Delegate Meeting: Onondaga County War Memorial Auditorium, Syracuse.

20—Onondaga County Local 818 clambake: 1 p.m., Bayshore, Oswego.

24—SUC Parody Local 615 20th anniversary celebration and installation of officers: 7 p.m., Ward's Hotel, Route 11, Brasher Falls.

26—Hutchings Psychiatric Center Local 435 clambake: 4:30 p.m., Herriman's, North Syracuse.

SEPTEMBER

2—New York Metropolitan Retirees Local 910 membership meeting: 1 p.m., 2 World Trade Center, Room 5890, Manhattan.
Blame Staff Cuts For Manhattan Psych Problems

JOBS GO BEGGING IN MONROE COUNTY

Monroe County received far more federal money, $7.2 million, than it expected to operate its public service jobs programs until the end of 1978. It seems, however, that because of strict federal guidelines concerning who can fill the jobs, the county probably won't have enough eligible applicants. An unemployed person living in the suburbs who meets tough federal income standards.

6.5 PERCENT RAISE FOR FEDERAL WORKERS PROBABLE

An average pay raise of about 6.5 percent seems to be in store for federal workers. Members of the Federal Employees Pay Council are holding out for additional stipends, which they hope to use to argue for another increment than this proposed one, but it looks like the Carter Administration will institute the 6.5 percent raise as of Oct. 1.

56,000 FEDERAL JOBS CUT

By Sept. 30, 1978, there will be 56,000 less full-time federal jobs than there are now. The largest cuts will be in the Defense Department and the National Aeronautics and Space Administration. The same amount has been reported by the Federal Times that Office of Management and Budget Director Bert Lance has lifted a partial hiring freeze in effect since Feb. 28 of this year.

FEDERAL RETIREES RAISE

Retired federal civil servants and military personnel and family survivors will receive a 20 percent raise, or increase. The raise will be effective Oct. 1, 1978.

Sensational New Item—A Custom Made Panty Hose

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This Item Caters To The Professional Woman. It Has All The Custom Features Of Panty/Panty Hose, Support, Large Soft Comfortable Waist Band, Very Sheer Looking And Feeling Support, Fitted Ankle (No Sagging), Protective Crotch & Foot/Toe Area, All These Very Custom Features Wrapped Up In One Panty Hose!

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At Sundmark, Civil Service Em- ployee Assn. grievance officer, chairman at Manhattan Psychiatric, talks with television reporters, during the tour of the facility, and ex- plains how staff cuts have caused problems in the delivery of patient care.

Congressman Ed Koch, left, during his tour of Manhattan Psychiatric to publicize "deplorable conditions," visits part of the facility with Dorothy Miller and Larry Conlon, president of the Civil Service Employees Assn. Local at the hospital.

Open Continuous State Job Calendar

Actuary (Casualty), Associate $18,369 20-416
Actuary (Life), Associate $18,369 20-520
Actuary, Casualty Principal $22,484 20-417
Actuary (Life), Principal $22,484 20-521
Actuary (Life), Senior $14,142 20-519
Actuary (Casualty), Supervising $26,516 20-418
Actuary (Life), Supervising $26,516 20-522
Dental Hygienist $8,523 20-107
Dentist $10,714 20-116
Dietitian $12,760 20-107
Dietitian, Supervising $17,208 20-117
Engineer, Associate $14,142 20-122
Engineer, Junior $11,337 20-109
Engineer, Senior $11,337 20-123
Food Service Worker $9,527 20-252
Hearing Reporter $11,337 20-211
Hygienist $8,523 20-105
Legal Career $11,164 20-113
Librarian $10,155 and up
Librarian, Medical $11,337 20-348
Medical Specialist II $33,704 20-408
Mental Hygiene Therapy Aid Trainee (Reg & Spanish Speaking) $7,204 20-394
Nurse I $10,118 20-587
Nurse II $11,337 20-390
Nurse II Psychiatric $11,337 20-586
Nurse II (Rehabilitation) $11,337 20-587
Nurse, Health Services $11,983 20-333
Nurse, Licensed Practical $9,051 20-106
Nutrition Services Consultant $31,404 20-139
Occupational Therapy Assistant I & II (Reg & Spanish Speaking) $9,029-$10,714 20-174 20-997
Occupational Therapist (Reg & Spanish Speaking) $11,337 20-398
Occupational Therapist Senior (Reg & Spanish Speaking) $12,670 20-496
Pharmacist II $27,942 20-177
Physical Therapist $12,760 20-138
Physical Therapist, Senior $27,942 20-177
Physical Therapy Assistant I & II (Spanish Speaking) $9,029 20-174
Physician, Assistant Clinical $25,161 20-413
Physician I, Clinical $27,942 20-177
Physician II, Clinical $31,055 20-415
Physician, Compensation Examining $29,742 20-420
Psychiatrist I $29,742 20-390
Psychiatric Nurse Practitioner $33,704 20-391
Radiologic Technologist, Radiologic Technologist (Therapy) $8,051-$10,274 20-334
Stationary Engineer $9,546 20-100
Stationary Engineer, Assistant $14,142 20-101
Stationary Engineer, Senior $12,580 20-100
Stationary Engineer, Senior $10,118 20-101
Vocational Rehabilitation Counselor $14,142 20-140
Vocational Rehabilitation Counselor $11,983 20-139

You may 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 examination for Stenographer and Typist.

State Office Building Campus, First Floor, Building 1, Albany, New York 12229 (518) 457-2531
2 World Trade Center, 55th Floor, New York City 10047 (212) 488-6600.

Suite 750, Genesee Building, West Genesee Street, Buffalo.
URGE MH COALITION TO SAVE PATIENTS AND JOBS

BY JANE BERNSTEIN
MANHATTAN—The end of the 1977 New York State legislative session saw the passage of three bills, effective April 1, 1978, which will directly affect the Mental Hygiene system as it now exists.

Although the bills will effectuate major changes in the state system, they will not produce an immediate transfer as had an earlier bill, known as "Article 27," which was successfully killed in 1976.

The first part of the legislation calls for the reorganization of the central Department of Mental Hygiene into three offices of Mental Hygiene, Mental Retardation and Alcohol and Drug Abuse. Each office will be headed by a commissioner.

There is fear on the part of Civil Service Employees Assoc. officials and Mental Hygiene workers that money will be diverted from care to cover additional administrative costs arising from the change.

In response to a letter articulating this concern, however, Gov. Hugh Carey wrote, "I would not propose nor would I favor the expense of reduced funding for the mental health and retardation and alcohol and drug abuse agencies."

"We feel this legislation will look for ways in which to shift the responsibility for Mental Hygiene from the state to the local communities," Dr. Cohen said. "There is a potential for a quicker change than at first appears. The public will look at the commission's work and say, 'they're saving us money,' and it will be harder to point out that they may not have the best answers to improve patient care."

The third bill that passed provides for the development of three or more Mental Hygiene demonstration projects to illustrate new forms of funding and planning.

At least one of the projects must be set up through a program with private control; the rest may be administered by a county.

If any of the proposals for demonstration projects in any way affect public employees, CSBA must be consulted.

A plan must be developed in consultation with CSBA for the retaining and continuation of employment of the workers involved," Dr. Cohen said. "We want to insure that their rights and benefits be continued."

With those three bills on their way to the Governor for his signature, Mental Hygiene workers felt that they had to develop their function toward political action, Dr. Cohen said.

He said there must be a campaign to defend state-run programs, possibly with demonstration projects on the state level which show an effective delivery of service and also save money.

"We've now got to build on the coalition of workers, consumers and providers in mental health and retardation who helped kill the original reorganization bill."

The second bill creates a state commission on quality of care for the mentally disabled, to be run by three commissioners, one of whom will be designated as chairman.

Its function will be to investigate all areas of Mental Hygiene, including care costs, education and training of workers, internal management of facilities, and patient abuse. The commission will oversee the entire Mental Hygiene system, making recommendations on policy and procedures to the Governor.

"We feel this legislation will look for ways in which to shift the responsibility for Mental Hygiene from the state to the local communities," Dr. Cohen said. "There is a potential for a quicker change than at first appears. The public will look at the commission's work and say, 'they're saving us money,' and it will be harder to point out that they may not have the best answers to improve patient care."

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He said there must be a campaign to defend state-run programs, possibly with demonstration projects on the state level which show an effective delivery of service and also save money.

"We've now got to build on the coalition of workers, consumers and providers in mental health and retardation who helped kill Article 27," Dr. Cohen said. "We have to develop a potent political force which will prevent the dumping of patients into communities that are not equipped to handle them, and stop the loss of state jobs."

He said that Senator Frank Pedavon (R-Queens) and his staff were instrumental in holding up the reorganization legislation for weeks so that certain amendments could be included in it that were recommended by the commission.

"We need that kind of help now," he said. "We've got to work on the regional level to insure that we are not adversely affected by the legislation."

GO TO HEALTH

By WILLIAM H. WILLIFORD

Mr. Williford is a health and alcohol consultant with the New York State Division of Alcoholism and directs the New York State Employee Health Service Health Maintenance Program.

Laughter is generally considered to be good for you. Like anything else, you can overdo it and end up under custodial care with people watching your every move.

A genuine belly laugh is a good tension release and a recommended activity for your overall health. That is, of course, unless you have a hernia or are under doctor's orders not to laugh!

Unfortunately some people take themselves and others so seriously that they fail to see the humorous side of life. These people, like many others, are unhappy with themselves and can't appreciate the fact that others are human and often do things that are comical. We all know what a "delight" it is to be out socially with old "iron faces."

So to cheer up the unhappy and to get you involved in a healthy activity I found a story called "Inspiration To The Unhappy."

Once upon a time there was a little sparrow who hated to fly south for the winter. He dreaded the thought of leaving home so much that he decided to delay the journey until the very last minute. After bidding a fond farewell to all his sparrow friends, he went back home and stayed there an additional four weeks. Finally, the weather became so bitterly cold that he could no longer delay. As the sparrow took off and started to fly south, it began to rain. In a short time ice formed on his wings. Almost dead from cold and exhaustion, he fell to earth in a barnyard. When he was breathing what he was sure was his last breath, a horse walked out of the barn and covered the little bird with a bale of hay. When the horse breathed his last breath, the little sparrow could think of nothing except that this was a horrible way to die. But as the fertiliser began to sink into his feathers, it warmed him and life began to return to his body. He also found that he had room to breathe. Suddenly the little bird was so happy that he began to sing. At that moment a large cat came into the barnyard and seeing the chirping, began to dig into the fertilizer to find out where the sound was coming from. The cat uncovered the bird and ate it.

This story has three morals:

-Not everyone who "dumps" on you is your enemy.
-Not everyone who gets you out of a mess is your friend.
-When you are warm and comfortable, even though you are up to your eyeballs in you-know-what, keep quiet.

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CHART 1

Cutback of State-Operated Services through DUMPING
OF PATIENTS & STAFF FROM STATE MENTAL HYGIENE FACILITIES

PATIENT DUMPING

STAFF REDUCTIONS.

Patients are left without adequate care.

CIVIL SERVICE LEADER, Friday, August 5, 1977

GO TO HEALTH
Early Warning

The state's largest public employee union isn't going to take any more guff from politicians, from rival unions or even from dissident members. That's the message from the two newly elected union officials now running the Civil Service Employees Association.

This was the lead of a recent column by Arvis Chalmers in the Albany Knickerbocker News in which the highly respected journalist reported on his interview with CSEA president William McGowan and executive vice-president Thomas McDonough.

"Our union is going to be politically active at the state, regional and local level, and if we have anything to say we'll send a notice to the AFL-CIO that CSEA will now challenge you at every level of government," Mr. Chalmers quoted the McGowan-McDonough team, which is facing a challenge by a rival union. "We will challenge you at every level of government," Mr. Chalmers quoted the McGowan-McDonough team, which is facing a challenge by a rival union.

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Mr. Chalmers notes that the AFL-CIO challenge is being made under the name of the State Public Employees Federation, and that a petition drive to get sufficient signatures is currently under way.

Mr. McGowan is already on record in a letter to state politicians and to the press. In the letter he says: "Our membership is as vast and varied that I believe we have not yet been able to make our voice heard."

The Knickerbocker News article comes on the day that Mr. McDonough intimated that the state that Mr. McGowan intends to appoint a rank-and-file committee to investigate the situation.

Mr. Chalmers' column continues with an explanation that Mr. McGowan plans to go ahead with a union shakeup, even though his 38-vote victory margin out of a union membership of more than 200,000 is still being contested by the rival group. Theodore C. Wenzel.

"There will be organizational changes to provide better service to our members," Mr. McGowan was quoted as saying, adding: "We now have 127 union committees with some 1,500 members and we will reduce them to actual working committees." It was also stated that Mr. McGowan has no plans at present to fill the union's top staff position of executive director, vacated by the retirement last month of Joseph Lochner.

In his interview with Mr. McDonough, the second-ranking officer, Mr. Chalmers paraphrases his expectations that the coming reorganization will give greater power to the union's regional officers and expulsion of a shop steward system to handle employee grievances.

The interview, as reported, concludes with a quote that "CSEA is ready to challenge all other public employee unions on their records and if there is any improvement they will be added to subsequent discussions." It was also stated that Mr. McGowan has no plans at present to fill the union's top staff position of executive director, vacated by the retirement last month of Joseph Lochner.

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Don't Repeat This!

Agency Shop Bill, PERB; Major CSEA Legislative Wins

The longest regular session of the Legislature in more than half a century proved to be a source of frustration not only to its members but also to the public. On the other hand, the bills should be credited for doing rather well in responding to the needs of the civil service employee.

Over the years, the Civil Service Employers Assn. has played a major role at the state level in programs to improve the salary scales and working conditions of the civil service employees. The process made during this session of the Legislature stands as a tribute to the vigilance and to the qualities of leadership that characterize the CSEA.

Agency Shop Approve

One of the bills approved by the Legislature establishes the Agency Shop. It mandates that non-members of civil service employee organizations be required to pay a service charge that is equivalent to the dues that are assessed to members.

Under law, the CSEA, as well as other civil service representative organizations, is required to negotiate with the state agencies. They receive all the benefits of better salary schedule, improved work environment, benefits that are hammered out at the collective bargaining table by the union members and staff professionals.

Since non-members share in the benefits that their union seeks, they should pay a fair share of the cost of representation, which includes not only the attorneys' fees and accountants, but also for extensive research throughout the state. The agency pays for the free time that is spent on the bargaining table by union members and staff professionals.

As the state's largest public employee union is going to be politically active at the state, regional and local level, and if we have anything to say we'll send a notice to the AFL-CIO that CSEA will now challenge you at every level of government," Mr. Chalmers quoted the McGowan-McDonough team, which is facing a challenge by a rival union. "We will challenge you at every level of government," Mr. Chalmers quoted the McGowan-McDonough team, which is facing a challenge by a rival union.

The officers, directors and staff (Continued on Page 7)

(Continued on Page 7)
I am very optimistic about the new system. By hand are going to be done by computer and I believe in hope and with hope on my side, this knowledge of the new budget so my feelings are covered for them and their cronies.

Otto Freler, electrical engineer: "My feeling is believable. They are able to about get over whatever or not their retirement income will be enough to pay the day-to-day living expenses, and for some or all of the luxuries they had hoped to enjoy in retirement.

Many people continue to do some work after retirement. For some this is the best of both worlds. They get the benefit of a slower pace and extra income during their retirement years while avoiding the trauma of being associated with dropping out of the working world. For others, of course, it is grim.

If you continue to work after retirement, your social security benefit could be affected in one of two ways. If your earnings go above a certain amount during the year, you must report the earnings to social security and some benefits may be withheld. Your earnings after retirement may increase your monthly payment for future years.

In 1977 people who are under 72 can earn $3,000 a year without affecting the benefits they receive. Above $3,000 in earnings, $1 in benefits must be withheld. But, there's a kicker. For any month in which you neither earn wages of $200, nor do substantial work in your occupation, you get your full monthly payment, no matter how much you earn the rest of the year.

This means that it's possible to work and still get your full social security checks every month or partial payments for some months. Let's look at some examples.

If you are receiving an average retirement benefit currently being paid to a worker retiring in 1977, assuming no change in your earnings, you can earn another $3,000 and still get your full social security check every month, and in that year, you would earn $12,000. Is there a penalty for not earning your full social security payments for the remaining six months? If you decide to work for more than 250 or render substantial services in your own business only during some months of the year, say from March through August, and you earn $10,000, you could collect your full check for the remaining six months. If you decided to work for more than 250 or less or do not do substantial work in your own business. If you work during the summer months you can earn $12,000 and have $9,000 withheld as your social security payments would be withheld.

If you decide to work for more than 250 or render substantial services in your own business only during some months of the year, say from March through August, and you earn $10,000, you could collect your full check for the remaining six months. If you decide to work for more than 250 or less or do not do substantial work in your own business. If you work during the summer months you can earn $12,000 and have $9,000 withheld as your social security payments would be withheld.

Make a fried you'll never Join the mainstream of good meet. Dozette blood soon, guys, who deose blood.

[Continued from Page 6]

The Appellate Division, Second Department has ruled that since a petitioner made no application for reconsideration of his "claim to his position" pursuant to Rule XXIX of the Nassau County Civil Service Commission, there was no final determination which could be reviewed by the court.

The petitioner was a field investigator employed by the Nassau County Department of Probation. He commenced a grievance proceeding against the County Civil Service Commission, alleging that the Civil Service Commission, County Department of Probation and of the entire membership of the CSEA. The subject matter of such a claim is for the review of the Civil Service Commission.

The petitioner did not challenge the denial of the grievance, nor did he go through the proper procedure, but submitted his grievance pursuant to Rule XXIX of the Civil Service Commission. He instigated a bitterness against the administrators in the Department of Probation. It was found that this action on petitioner's part did not comport with the administrative determination of an arbitrary and capricious nature. The case is reversed and remanded to the Supreme Court for further proceedings. The Appellate Division affirmed this judgment. Bradley V. Nassau County Civil Service Commission, 283 N.Y.S. 2d 768 (A.D. 3d Dept. 1977).
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<tr>
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<th>TIME</th>
<th>COURSE HOURS</th>
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<td>B-1-285</td>
<td>BEHAVIOR MODIFICATION</td>
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<td>B-1-280</td>
<td>INTRODUCTION TO GENERAL PSYCHOLOGY</td>
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<td>SOCIOLOGY OF INSTITUTIONS</td>
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<td>CONCEPTS OF MODERN PUBLIC ADMINISTRATION</td>
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<td>PIVER</td>
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<td>PSYCHOLOGY OF INTERPERSONAL RELATIONS</td>
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<td>MIDDLETOWN</td>
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<td>C-1-35</td>
<td>UNDERSTANDING &amp; INTERPRETATION OF WRITTEN MATERIALS</td>
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<td>B-1-48</td>
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<td>POUGHKEEPSIE - DEPARTMENT OF TRANSPORTATION 4-BURNETT BLVD.</td>
<td>B-1-192</td>
<td>FUNDAMENTALS OF PROFESSIONAL ENGINEERING II - STRENGTH OF MATERIALS</td>
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### Many New Course Offerings This Semester

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<td>A-2-21</td>
<td>Advanced Supervision - Institutional Setting</td>
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<td>West Brentwood, L. I.</td>
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<td>Behavior Modification</td>
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<td>Understanding and Interpretation of Written Materials</td>
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<td>Interviewing: Approaches &amp; Attitudes</td>
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The following table lists the names, occupations, and locations of various individuals:

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<thead>
<tr>
<th>Name</th>
<th>Occupation</th>
<th>Location</th>
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<td>Kenneth</td>
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<td>Stanley</td>
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The table continues with similar entries for individuals with different names, occupations, and locations.
Rensselaer County Civil Service officials have scheduled Sept. 24 for four job qualifying exams, two promotional and two open competitive.

There is one opening each for staff development assistant, staff development supervisor, and two open positions for manager of administrative and two open positions for manager of social work.

The Rensselaer County Department of Social Services has scheduled Sept. 24 for four job openings.

The supervisor post pays $12,901 a year, the staff development assistant post pays $11,502 a year, the general social worker post pays $11,502 a year, and the maintenance man post pays $8,063 a year.

Case workers with at least two years experience are eligible for the assistant's post and case supervisor with at least one year's experience can qualify for the supervisor post.

For aging services specialist, an $8,063-a-year post, two-year college graduates with associate degrees in human services, high school graduates with two years community organization or training in social work, or people with a combination of both are eligible. Candidates must also be Rensselaer County residents.

For Feeding Office Worker, anyone interested should write to Regional Personnel Office, 100 Main St., Feeding Office, Rensselaer, N.Y., 12148.

The filing deadline for all applications is Aug. 31.

**Electronics Tech Opening At JFK**

**MANHATTAN — The Federal**

General Services Administration has an opening at John F. Kennedy Airport for electronics technician from GS-9 to GS-11. Applications must have experience in maintenance of cryptographic communications equipment. Salary is $16,651.

**To Retiremenl**

To Retiremenl, 100 Main St., Feeding Office, Rensselaer, N.Y., 12148.

You may send me a copy of "The Complete Guide to Retirement," enclose $3.95 plus 32 cents Sales Tax — or total of $4.27. I understand mailing is free.

**Regulating  exams, two pro-**

**motional and two open competi-**

**tional, and aging serv-**

**ices specialist, and senior fiscal**

**analyst, the open competitive**

**Titles.**

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ADIRONDACKS — Chateaugay, N.Y. 35 min. from both Lake George & Lake Placid. All are in the Adirondack Park. The city rests in a forest preserve. 134 rooms including 62 suites, 1500 sq ft. Feet away from skiing property. Call owner 212-734-7971 or 618-997-7000.

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Horse Farm Antique 12 room Resi-

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

WRONG!

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

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

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

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

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

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

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

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

We also have great voluntary group insurance programs available that'll save you many times your dues on your home, auto, life and disability insurance. That's worth the price of admission alone.
CSEA-Negotiated Training Courses Available

**Siena College**
- A-3-90: Governmental Accounting
- A-2-90: Principles of Accounting III

**Lowestville**

**South Beach**
- B-1-160: Introduction to Public Personnel Administration
- B-1-283: Behavior Modification
- B-1-221: Principles of Accounting III

**Psychiatric Center**
- B-1-160: Introduction to General Psychology

**State Island**
- B-1-280: Introduction to General Psychology

**College of St. Rose**
- B-1-160: Introduction to General Psychology

**Albany, N.Y.**
- B-1-160: Introduction to General Psychology

**Suffolk County**
- C-1-41: How to Write - A Basic English Course

**West Campus at Suffolk**
- C-1-140: Introduction to General Psychology

**Syracuse Developmental Center**
- A-1-177: Public Budget and Finance Administration
- A-2-5: Team Supervision
- A-2-5: Case Studies in Supervision

**Utica College**
- A-1-160: Introduction to Public Personnel Administration

**State University College**
- A-1-160: Basic Counseling

**Utica**
- B-2-315: Report Writing

**Watertown Developmental Center**
- D-0-110: Fundamentals of Stationary Engineering I

**Watertown**
- C-1-53: Efficient Reading

**World Trade Institute**
- C-1-135: Understanding & Interpretation of Written Materials
- C-1-135: Basic Conversational Spanish - Section 1

**Syracuse**
- C-1-135: Basic Conversational French - Section 1

**One World Trade Center**
- C-1-135: Intermediate Conversational Spanish - Section 1

**New York City**
- C-1-135: Intermediate Conversational French - Section 1

**Cornell Hosts MH Leadership Conference**

ITHACA — Civil Service Employees Association officers and delegates from statewide Mental Hygiene facilities attended a recent leadership conference at Cornell University.

The five-day workshop, conducted by the New York State School of Industrial and Labor Relations and CSEA headquarters, focused on "Building an Effective Local Union." With special attention to education and membership, legislative and political action, grievance procedures, communications and public relations, locals enjoyed a statewide level of arbitration, layoffs, job security, and other topics useful to strengthening locals.

Representing statewide Mental Hygiene facilities and departments were: John Andrews, Banghamton PC; Mary Atwood, Arthur Gietz, Alice Pope, Don Neuburger, Central Islip PC; Bob Love, Craig DC; Dorothy King, Charles Bell, Mary Edmonds, Marjorie Reeves, Henry Sarno, Barbara Smith, Clinton Thomas, Ned Votler, Creedmoor PC; Carol Hill, Lois Grooman, Ernest Pe, Louis Adisas, Sam Grey, Gowanda PC; Robert Scott, Atkinson Valley PC; Albert Johnson, Richard Benward, Hudson River PC; Dick Haltom, Robert Ose, Jr., Hutchings PC; Robert Baser, Alfred Rush, Kingsboro PC; Martha Benson, Florence Murphy, Phyllis Blake, Carl Penwell, Greg Beurkens, King's Park PC; Ray Caruana, Maiden Park Rehabilitation Center; Randy McDonald, Monroe DC; Charles Crabtree, Betty Duffy, Paula Luvra, Charles Singleton, Sylvia Wiedeotte, Pilgrim PC; George McCarthy, St. Lawrence PC; Victor Ponsine, Syracuse DC; Doris Praz, Willard PC; Ed Osgood, Governor's Office, and Marilyn Dam, Mental Hygiene Central Office. CSEA-Negotiated Training Courses Available

Staff of the Civil Service Employees Association, and members representing Mental Hygiene facilities from across New York State assembled at Cornell University, Ithaca, where a five-day leadership conference was held.
The New York State Department of Civil Service now has openings for open competitive exams in a wide variety of titles, with salaries ranging from $8,531 to $32,878.

Heading up the list of 68 titles is senior stenographer, exam 20-951, paying $8,531 a year. Vacancies exist in all counties of the New York Metropolitan Area. Applicants must have had one year of secretarial or stenographic experience or completed a two-year secretarial course from a business or technical institute. Applications must be in no later than Aug. 22 to be eligible for the Sept. 14 written exam.

Senior radiology technologist, exam 24-581, pays from $8,545 a year to $11,022 a year, depending on where the job is. There are openings throughout New York State. Applicants must have a license to practice general radiology technology in the state, and have had two years of full-time experience to be eligible to take the open competitive exam given Sept. 14. No written test. File no later than Aug. 22. Candidates may file until Oct. 17 for employment counselor, exam 27-681, paying $11,835 a year; and pharmacy technician, exam 28-576, paying $13,406 a year.

Candidates must have a valid New York State pharmacist's license (a fact that was inadvertently omitted in an earlier story) to be eligible to take the exam for narcotics investigator, exam 24-576, paying $13,406 a year. Additional experience of two years as a practicing pharmacist and one year in the manufacture of drugs or in law enforcement and investigation activities is required. The filing deadline is Aug. 22 for the Sept. 24 written test. Positions exist in the State Department of Health, which has offices in several locations around the state.

Other Aug. 8 filing deadline jobs are: medical social worker A, exam 27-683, paying $11,835; social worker I, exam 27-703, paying $11,835; medical television specialist I, exam 27-971, paying $11,337; and mental hygiene assistant, exam 27-1001, paying $11,337.

There is one vacancy in Rensselaer County Office of Labor Relations, exam 74-672, paying $11,337 a year. Promotion exam 74-672 for senior caseworker will be held Aug. 24, there are two vacancies in Rensselaer County Department of Social Services, exam 74-672, paying $11,337 a year. Salary is $7,139 a year.

TROY—Rensselaer Civil Service Commission has announced three open competitive and three promotional exams. Open competitive exam 66-810 for senior clerk will be given Sept. 24 and filing will close Aug. 24. Salary is $5,563 a year.

Candidates must be county residents for four months before the test date and must have a high school degree; an associate or bachelor's degree is not required. To register, candidates must have two years of business-related experience. An open competitive exam will be given for support collector (66-705) Sept. 10 and filing will close Aug. 10. Salary is $8,390 a year.

Filing will close Aug. 24 for open competitive exam 66-630 for feederweight and measurement to be held Sept. 24. Applicants must have two years of experience in trade or business measuring and weighing and measuring device or one year in the sale of such devices.

The salary is $6,352 a year to start, then one vacancy in Rensselaer County exam 66-582 for municipal personnel payroll specialist to be held Oct. 15 and filing will close Sept. 14. The salary is $11,022 a year.

Candidates must have a bachelor's degree or at least four years administrative or managerial experience, or an equivalent combination of education and experience.

There is one vacancy in Rensselaer County Office of Labor Relations, exam 74-672, paying $11,835 a year. Promotion exam 74-672 for senior caseworker will be held Aug. 24.

The salary is $9,388. Rensselaer Social Service caseworkers have two years' experience are eligible to transfer. County clerks qualify for promotional exam 74-787 for senior clerical assistant, exam 34-951. Filing will close Aug. 24.

There is one vacancy in Rensselaer County Department of Health. Salary is $9,563 a year to start.

Filing will close Aug. 10 for promotional exam 74-787 for county officer to be held Aug. 24. There are two vacancies in Rensselaer County Department of Social Services, exam 74-672, paying $11,337 a year. Salary is $7,139 a year.

Candidates can be obtained from the Civil Service Commission, third floor, Court House, Troy, N.Y. 52018.

New York Retirees Elect New Officers

At the meeting of the New York Metropolitan Social Service Employees Asso. Local 910 held on Tuesday, June 21, the following officers and members of the executive board were elected: president, Alfred Robinson; first vice-president, John S. Oertman, Edith Perola, Edward Livengood; second vice-president, Nathan Goldstein; third vice-president, Eric Hair; treasurer, Mistlee Cies; recording secretary, Amelia Chichio; corresponding secretary, C. M. H. M. Katz; executive board: Henry Gersten, Edith Perola, Edward Powers, C. M. H. M. Katz.

New York City...Persons seeking jobs with the City should file at the Department of Personnel before Aug. 26, 1977.

WHERE TO APPLY

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By THOMAS GILMARTIN JR.
CSEA Coordinator of Retire Affairs

Now is the time for retired public employees of New York State to evaluate the results of efforts made this year to improve their financial situation by the only means available, legislation. Generally it has been an outstandingly successful year, notwithstanding certain keen disappointments.

On July 8, Gov. Hugh Carey signed into law, chapter 497, the legislation that provides a cost-of-living increase ranging from 14 percent to 28 percent for those state workers who had retired before April 1, 1969, and had attained age 68 before June 1, 1972. This enactment will go down as a milestone in the history of supplementing this state's retired public employee pensions. It represents an across-the-board increment of 14 percent to the supplement already being received by those who meet the eligibility requirements.

The Civil Service Employees Assoc. also supported legislation which passed into law raising to $3,000 the amount a retiree could earn upon returning to public service, without diminution of his pension allowance. This amount will be in the future be equivalent to Social Security's limit.

The union was also pleased to see passage for the second time of legislation which would amend the state constitution to pass on to a retiree's widow or widower any supplemental increases that were received by the deceased spouse. This proposed legislation must now be approved by referendum in the state's next statewide elections.

CSEA is providing a survivor's benefit of $2,000 to beneficiaries of those who retired after Oct. 1, 1966, did get out of the Senate Finance Committee and was then passed by the Senate. At the time the Legislature recessed, however, this bill remained lodged in the Assembly's Governmental Employees Committee. When the Legislature convenes on Oct. 25, we will do whatever is possible to get the bill through the Assembly in a hurry.

RETIREE MEMBERS of the CSEA are virtually unanimous in their pleasure that the Agency Shop Bill was passed by the Senate and is expected to be signed into law by Governor Carey. Many feel that it is unfortunate that so many non-member retirees profited by benefits gained by the CSEA's hard work for retiree legislation, without their lifting a finger to help or without paying the low retiree dues to join the members in their organized efforts.

The fact is that only 20 percent of the 106,000 retirees drawing a monthly check from the Employees Retirement System are CSEA retiree members. There is no way to force non-member retirees to join, as an Agency Shop law cannot apply. It is possible that many non-member retirees do not know about the CSEA's retiree division and what is being done for them. A statewide retiree recruitment campaign will soon be launched, thanks to the interest of our dynamic new president, Bill McGowan.

EVALUATION of the retiree legislative program for 1977 seems to lead quite naturally to the formulation of retiree legislative goals for 1978, with no time allowed to celebrate or to rest. For that purpose the retirees statewide committee will meet at CSEA headquarters in Albany on Sept. 6. They will be joined at this important meeting by CSEA's president, Mr. McGowan, and by James Featherstonhaugh, the union's chief lobbyist.

All retiree local presidents have been asked for their suggestions and recommendations to assist the committee in arriving at legislative goals that will be expedient, realistic, and in the best interest of all present and future retirees. In the CSEA retirees' history, the year 1977 will not soon be forgotten, but there is still very much that remains to be done for all our retirees.

HONOR THE LIFE OF REILLY

A retirement dinner was held by the City of Poughkeepsie unit of the Civil Service Employees Assoc. recently, to honor Gerard W. Reilly, who retired after serving nine years as the unit's president. The event was held at the Italian Center, Poughkeepsie. From left are Al Gallo, current unit president; Patricia Lasd, treasuerer; Mr. Reilly and his wife, Irene; Mary DiGilio, first vice-president.

Joseph Lochner retires

Family, friends and formalities were all part of the festivities that marked Joseph Lochner's 46-year career with CSEA. In top photo, the former CSEA executive director is surrounded by members of his family; at lower left, he trades greet with Theodore C. Wenzl, whose 11 years as CSEA president made him Mr. Lochner's longest-time boss, and, at lower right, he accepts inscription plaque presented by CSEA president William McGowan. Dr. Wenzl presided him with $350 gift certificate, which was based on a dollar per person from attendees at function. Dr. Wenzl spoofed that in actually there had been 388 guests at the affair, so that there was a $38 difference and, by coincidence, that was the same number of votes by which Mr. McGowan had won the union presidency in the latest election. Master of ceremonies John Rice received one of the biggest laughs of the evening, when he pointed out the CSEA's penchant for hyphenated names, referring to the long association with his law firm, Heltt-Harris, and then introducing CSEA's president McGowan-Wenzl. (Dr. Wenzl claims irregularities in the election, and is seeking a new vote.) Mr. McGowan and Dr. Wenzl were seated near each other, and were obviously cordial. Nearly 36 presentations were made to Mr. Lochner. When he had his chance to acknowledge his appreciation, he noted that when he began with the CSEA in 1931, it had less than 10,000 members and its principal purpose was to advance the cause of the Merit System. The organization now has nearly a quarter-million members in state and in local government employment and has the right of collective bargaining, but is still engaged in protecting the Merit System.