ALBANY—The news media referred to it as "labor day in August" while Civil Service Employees Association officials were calling it one of the highlights of a very successful legislative program. It was Wednesday, August 3, and Gov. Hugh L. Carey put his signature to several key bills supported heavily by CSEA and other labor unions.

One of the major bills signed was the long-sought agency shop legislation for which CSEA had fought for years, joining this year in a coalition of public employee unions for an all-out campaign that ended in success. The bill, which becomes effective in early September, provides that non-members who still reap the benefits of union representation, must pay to that union the equivalent of union dues annually to help offset the cost of representation of all employees within the bargaining unit involved.

Under the bill, the agency shop concept is applied automatically to state employees and becomes a negotiable item for bargaining involving all other public employees in the state. In addition, certain counties where the CSEA already represents the employees have "trigger" clauses extending the concept automatically when it becomes effective for state workers. (Continued on Page 3)

ALBANY—Gov. Carey, left, exchanges greetings with CSEA president William McGowan at Aug. 3 ceremony when Governor signed Agency Shop bill into law. In foreground is stack of pros used by Governor in signing bill, and given as memorabilia to dignitaries. In photo above, Assembly Speaker Stanley Steingut is thanked by Mr. McGowan for his role in helping gain bipartisan support for bill, which provides that non-union members pay their fair share for benefits achieved through democratic bargaining process.

Ax Falls At Pilgrim Psychiatric

BRENTWOOD—Little more than a week after an official of the State Department of Mental Hygiene admitted the need for 1,600 additional employees in Long Island's four mental institutions, 65 temporary and provisional employees were given notice of termination on Aug. 3.

The terminations were part of an overall reduction of 381 Pilgrim employees by March 31, 1978, ordered by the State Department of Mental Hygiene. State officials estimate that the remaining 216 employees will leave state service through normal attrition by the March 1978 deadline.

The Civil Service Employees Asn.'s Long Island Region is contemplating legal action against the Mental Hygiene Department, saying that the cuts make it impossible for the state to provide adequate treatment for patients. The suit would be based on the Union Assembly subcommittee report on patient abuse released last June, which said that much patient abuse results from budget cuts and understaffing.

In addition, Joseph Noya, president of Pilgrim CSEA Local 418, working with Dr. John Iafrate, Pilgrim director, and the Pilgrim personnel department has managed to place almost 24 of the terminated employees in other jobs in the Long Island area.

Irving Plamann, president of Long Island Region, said: "The staff can only keep patients' custodial care now. How do they expect us to do our jobs when we are, by their own admission, understaffed and unable to prevent one patient from hurting another."

On July 26, David Reynolds, Long Island regional director of the Department of Mental Hygiene, said that Central Islip, King's Park and Pilgrim Psychiatric Center were understaffed by 1,350 to 1,600 employees "for a perfect program of patients care." He said also that Suffolk Developmental Center needed an additional 200-250 employees.

In addition, Robert Spoor, public relations director for State Mental Hygiene Commissionaire Lawrence Koehl, said that the shortage of staff members exists throughout the state. Another 9,000 workers are necessary to bring patient care up to standards, but this would cost $95 million: "and we just don't have the budget for that," Mr. Spoor said.

A one-to-one ratio of staff to patient has been recognized by the Joint Committee on Accreditation and the state as a goal for providing minimum necessary care in hospitals to keep medical accreditation. Mr. Spoor added that present ratios (Continued on Page 16).

Increase Appears In State Paychecks: Some Problems

ALBANY—Some 140,000 state employees in four bargaining units represented by the Civil Service Employees Asn. got that long-awaited retroactive pay raise negotiated by the CSEA, but some problems have cropped up that undoubtedly will result in grievance action by the union.

State employees on the administrative payroll got their paychecks with the 5 percent hike retroactive to April 1 during the first week in August, and the institutional payroll people got theirs this week. A second increase, this one for 4 percent, will be in paychecks effective October 1. A third general increase of 5 percent will also be applied next April 1.

Under the negotiated contract, all employees are to receive minimum increases of $500, $450 and $500 at increase time, with a total contract increase of 14 percent and a minimum of $1,450.

However, certain increases already received are less than that for a small number of employees including those paid on a guaranteed minimum of $8,000 and $6,500 but who have an actual base salary of something less and many people promoted since April 1 to higher salaried positions are also receiving less than the 5 percent or $500 minimum because the increase is figured on salaries as of March 31, 1977. The CSEA is compiling data on each individual case it becomes aware of to prepare grievances, and anyone adversely affected in any way by the new salary increase should immediately contact their union representative.
Day Not Docked As Trade Center Closes

MANHATTAN—The evacuation of more than 100,000 people from Manhattan office buildings because of bomb threats last week is a well-known fact by now. But many state employees whose offices are in the World Trade Center—one of the buildings evacuated—may still be curious about whether last Wednesday's four-hour work day will be docked from their annual leave time, as was the day of the blackout.

According to Thomas Gibbons, assistant director for the Governor's Office of Employee Relations, which negotiates statewide contracts, it won't.

Mr. Gibbons said a clause in state employees' contracts provides that it, "Who has reported for duty, and because of extraordinary circumstances beyond his control, other than those related to weather conditions, is directed to leave work, shall not be required to charge such directed absences during such day, against leave credits."

Why will this time not be deducted from annual leave, but the day of the blackout will? It appears that one must first show up for work, and then be ordered to leave. In the case of the blackout, although employees were directed not to come to work, they were held responsible for that time because they did not report for duty before being told to leave.

"It's a matter of contractual language," Mr. Gibbons said. "Those employees who show up are not charged, but those who don't aren't."

Frank Berdett, chief personnel services representative, said, "Employee emergencies have been going on for hundreds of years. They've had annual leave deducted because of snowstorms, fires, heat failures and the like."

Workers evacuated from the World Trade Center mill around the building as bomb squad members and other New York City police search the building. It was not immediately clear to state employees working in the Trade Center whether or not they were expected to return to work. Work was finally cancelled for the day. One died and many were injured in terrorist bomb blasts in other parts of the city.

Protest Overcrowded World Trade Office

MANHATTAN—Overcrowding and excessively noisy conditions existing in the Social Services Dept. on the 29th floor of the World Trade Center have resulted in a strong protest by state employees working there.

Four units of 56 persons each, comprising analysts, clerks and typists have been crammed into space originally occupied by 82 persons. This, according to Miriam Campobasso, an analyst, has created an intolerable situation and unbearable working conditions.

She reported that the desks are so closely spaced that analysts interviewing claimants over the phone cannot conduct a normal conversation over the din of the typewriters and the ringing of telephones. In addition, she said, due to the overcrowding, personnel are continually bumping into desks and tripping over phone wires. Also, presenting a potential fire hazard are filing cabinets which give little access to aisles.

Ms. Campobasso said that for the kind of work done by analysts, federal guidelines recommend 90 to 100 square feet per worker. "We have been allocated 50 to 60 square feet which obviously is insufficient, and because of the noise, employees complain of headaches."

The Civil Service Employees Association, grievances, handling disciplinary cases, and generally enforcing CSEA state contracts.

Minimum requirements are a high school diploma, three years of satisfactory public-contact business experience, or a college degree. CSEA members must have a car for business use, and be in good health.

Applications must be sent by Aug. 19 to: T. S. Whitney, personnel director, The Civil Service Employees Association, 33 E St., Albany, N.Y. 12207.

CSEA is an Equal Opportunity employer.

Nassau Local Offers Reward In Battle To Find Son-Of-Sam

MINEOLA—Nassau Local 839 of the Civil Service Employees Assn. last week offered a $1,000 reward for information leading to the arrest and conviction of the 44-caliber killer who is terrorizing the New York City area.

According to a press release, received widespread attention in the media.

"Perhaps his next stop is Long Island," Mr. Abbatiello told the news conference.

"Regardless of where he strikes, we in civil service should do all that we can to stop him. Our offer will help lead to the capture of this sadistic and deranged person," Mr. Abbatiello said.

CSEA Job Open

ALBANY—The Civil Service Employees Assn. has an opening for a field service assistant in the Metropolitan Region.

The starting salary is $12,475. The job entails serving CSEA State Division Locals; it includes such responsibilities as processing contract grievances, handling disciplinary cases, and generally enforcing CSEA state contracts.

Minimum requirements are a high school diploma and two years of satisfactory public-contact business experience; or a college degree. CSEA members must have a car for business use, and be in good health.

Applications must be sent by Aug. 19 to: T. S. Whitney, personnel director, The Civil Service Employees Association, 33 E St., Albany, N.Y. 12207.

CSEA is an Equal Opportunity employer.
CSEA has scheduled a special meeting for August 17 in Syracuse to change the unemployment insurance and workmen's compensation benefits that, in addition, provides for payment of unemployment benefits to non-teaching school district employees if the negotiated agreement between the union and the employer does not specifically guarantee reimbursement after vacation or holiday periods. The CSEA represents thousands of non-teaching school district employees across the state and has pushed very hard to achieve this legislation.

CSEA president William L. McGowan was among top labor leaders in the state personally invited by the Governor to attend the formal bill signing ceremony in the Capitol on August 17. The Governor presented Mr. McGowan with one of the pens he used to sign the important labor legislation, strongly supporting the legislation.

November Is Time To Change Option Of Health Insurance

ALBANY—During November 1977, enrollees under the New York State Health Insurance Program will be permitted to change coverage options. Under another option, enrollee status under the new option on the effective date of the transfer will be the same as that of a new enrollee in that option. This means that the waiting periods for existing enrollees will be entirely eliminated once enrollees change to the HIP plan. The employee's sta-

Rabies Survivor Wins Funds With CSEA Help

ALBANY—The Civil Service Employees Assn. has been successful in obtaining state funds for medical expenses incurred by the family of Jerome Andrulonis, a New York State Health Department biologist, who became the second American ever to survive a bout with rabies.

Mr. Andrulonis, it is suspected, contracted the deadly disease from experiments which he was conducting recently, coming out of a coma which had lasted several days. Mr. Andrulonis, who was subsequently transferred to a hospital in Queens, is now doing well, according to Dr. Edward Corcoran, regional field supervisor, is a regional field supervisor.

Mr. Andrulonis and his daughter, Johanna, were treated at home for several days to remove the virus. Mr. Andrulonis' wife, Rosemary, was confined to the hospital for three days, with Ms. Andrulonis' daughter, Johanna, six, having been on home care.

The illness began with flu-like symptoms in April and medical tests revealed the disease at first. Mr. Andrulonis took several days off from work to fight it, but was rushed to the hospital when his condition worsened and he displayed signs of nervous disorder.

When tests were diagnosed, Mrs. Andrulonis and her daughter, as well as several hospital personnel, were under suspicion of having the disease, and were subjected to immunization treatments as a result of their exposure to him.

State and federal health authorities are conducting an extensive investigation to determine how Mr. Andrulonis could have contracted the disease, despite the fact that he had no contact with any animals, and was not in a position to come in contact with rabid animals.

Governor Signs Agency Shop Into Law

Governor Hugh L. Carey has signed into law the bill that establishes the Civil Service Employees Assn. as the exclusive bargaining agent for non-teaching school district employees in the city of Waterbury, Conn.

Mr. Kane’s blast was levelled at Joseph H. Gravelle, leader of the firefighters union which is the Watertown CSEA Unit and let the CSEA handle the city’s city plans.

Information for the Calendar may be submitted directly to THE LEADER. Please make sure to include the date, time, place, address and city for the function. The address is: Civil Service Leader, 233 Broadway, New York, N.Y. 10007.

November Is Time To Change Option Of Health Insurance

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The CSEA is also providing Mrs. Andrulonis with legal aid for any financial problems which might arise with the collection of worker's compensation or in case there are residual effects from the disease.

If you wish to change from the current coverage, be sure to carefully read all of the literature made available by the HMO. The Statewide Plan and the GHI Option are available to all enrollees, regardless of residence.

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SHORT TAKES

ALBANY—The New York State Civil Service Department has announced that five state civil service promotional exams to be held in September and October. Filing closing dates to determine eligibility for senior accountants, guidance counselors, reading teachers, and social workers. These cuts are being implemented to meet the $108.7 million budget for next year. This ceiling may drop hopes to receive do not come through. In that event even result, the county's 4,000 member public workers' union is launching a campaign to “fight back” against the Monroe County Department of Civil Service for an in-lieu-of-dues payment in the fall elections.

OREGON STATE WORKERS WIN 14 PERCENT HIKE

In the new contract that provides for an in-lieu-of-dues payment to do this by defeating the majority Republican lawmakers 2-year collective bargaining agreement. The increase will be paid to fight against the Monroe County Department of Civil Service for an in-lieu-of-dues payment to do this by defeating the majority Republican lawmakers.

UB FISCAL CRISIS IMPAIRS RESEARCH

Budget reductions at the State University of Buffalo have been felt not only by the senior employees with two years of experience but also by the summer students. The cutbacks are so severe that the library acquisition budget has been reduced. So has the library acquisition budget.

DISMISSAL FOR FIGHTING INEFFECTIVENESS AND WASTE

Benjamin Johnson, a social service representative in the Department of Human Resources in Washington, D.C., has been threatened with dismissal from his job because of his protests against Department of Human Resources in Washington, D.C., has been threatened with dismissal from his job because of his protests against.

NY LOTTERY OPENS TO NATION

The New York Lottery, formerly open only to New York State residents, will now be open to all United States residents. Under the new program, out-of-state players will be able to “subscribe” for periods of 6 and 12 months for $248 and $496, respectively. The money put into the New York Lottery will be taxed as income.

MILITARY TO BE UNIONIZED

The military committee of the American Federation of Government Employees is considering unionizing members of the armed forces. The AFGE will be voting through Oct. 1 on whether or not to organize the military. Should the union decide to admit the military the uniformed members will be required to pay the same dues as the union's civilian members.

SUFFOLK TO HOLD Lifeguard Exam

HAUPPAUGE — The Suffolk County Department of Civil Service announced three lifeguard exams to be held this month.

An ocean lifeguard performance examination will be held at Town Beach, Hauppauge, Aug. 15 at 10:30 a.m. An ocean lifeguard performance exam will be given at Village Point Park, Shirley Aug. 18 at 10:30 a.m. at former lifeguards only may apply.

Applicants should enclose a stamped, self-addressed, legal size manila envelope in order to receive applications.

ADVISORS

ALBANY—The State Civil Service Service has opened an open competitive police force job announcement to all U.S. residents. Candidates must be residents of New York State and have a high school diploma or equivalent. Applications can be received at the County Office Building, Westablitz, N.Y.

ANNOUNCED

The Madison County Civil Service Commission has announced an open competitive police officer exam Oct. 29 with filing closing Sept. 28. The salary varies according to village. There are six vacancies throughout the county. Candidates must be residents for at least four months to apply. Between 18 and 24 years of age and have a high school diploma or equivalent. Applications can be received at the County Office Building, Wampsville, N.Y.
**GO TO HEALTH**

BY WILLIAM R. WILLFORD

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

If you drink, have you ever wondered whether you consume more than the average drinker? Do you drink more than 928 bottles of beer or 44 fifths of whisky last year? Actually there is no such thing as the "average" drinker. The average I refer to is based on the tax-paid alcoholic beverages consumed in 1970 by the two in three adults in the United States who drink. Computed daily, the average US drinker downs three ounces of whiskey a day, or its equivalent which could be one cocktail, one glass of wine and a bottle of beer. However, it should be stressed that roughly 90 per cent of the people who "indulge" do not drink at all, or on a daily basis as much as the previously indicated. The average male drinker consumes three times as much as the average female drinker, and the average alcoholic consumes about 11 times as much as the average nonalcoholic who happens to drink. Consequently, the 9 million alcoholics distort upward the statistical average and can give a false sense of security to one concerned about their drinking habit.

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The court concluded that since Mr. Sedita "voluntarily" returned to state employment, the department, comptroller Levitt had no other choice but to award the widow the regular death benefits which go to all beneficiaries of on-the-job state employees.

**W. Seneca Worker Wins Reinstatement And Pay After Long Court Fight**

CHEEKTOWAGA—A four-year court battle waged by the Civil Service Employees Assn. has resulted in the reinstatement of a West Seneca Developmental Center laundry worker who lost his job and a backpay award of more than $32,000 under an order signed last week in state Supreme Court in Buffalo.

Back on the job at the West Seneca Developmental Center is Roy Brauch, of East Aurora, whose net proceeds from Supreme Court Justice Joseph B. Mattlin's award, after deduction of unemployment insurance and other earnings during the period covered, will be more than $200,000.

He was represented in the litanies case, involving several Supreme Court and Appellate Division decisions by CSEA attorney Ronald L. Jaros, Buffalo.

 Charged with insubordination, following his refusal to lift heavy laundry bags because he was suffering from a work-related back injury, Mr. Brauch was fired in June 1973, while awaiting a hearing.

The center's administration took the view under a civil service rule, then in effect, which allowed such dismissals after ten days' unexcused absence, though action was immediately taken by CSEA field representa tive Thomas Callahan, whose order was affirmed.

Mr. Brauch was entitled to a hearing. Judge Kusyanski noted in his order that there was a "lack of real communication" and confusion over a leave of absence granted Mr. Brauch due to the earlier injury, and Mr. Jaros argued that this confusion constituted a one-day unauthorized absence.

The administration claimed the center did not constitute a resignation.

Judge Kusyanski's decision was overruled by a three-judge panel of the state to the Appellate Division Aug. 5, 1976, but the center's administration appealed to the Court of Appeals before Supreme Court Justice John J. Calabihan, naming center administrator Dr. Louis J. Huzella in violation of Judge Kusyanski's order.

While this case was pending the state's highest court, the Court of Appeals, in another CSEA lawsuit, declared illegal the "ten day rule" first cited in the Brach firing.

Judge Mattlin's order followed.

For L.I. Receptionist MINEOLA—The Nassau County Civil Service Commission has announced two open competitive exams for Sept. 19 with filing closing Aug. 19.

Exam 8640 will be given for receptionist in North Hempstead and Oyster Bay. Applicants must have a high school diploma and three years of office-related experience. The salary is $3,684 a year.

Open competitive exam 66-528 for tile searcher II will be given in the county. The starting salary is $10,484.

Candidates must have a high school education and four years experience in a law office or real estate office.

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Importance of Opinions

EDITORIALS usually express the collective opinion of a newspaper. The leader often follows that tradition, and we can rise in righteous indignation with the best of 'em. It's just as likely, though, that a given editorial may be disagreeable. That is part of the reason that Leader opinion, although it would be written by the staff editor, is set up and be counted as a newspaper staff composed of dedicated, hard-working journalists, we can appreciate the feelings of civil service workers.

It is all too common to throw low blows at civil servants' efforts to serve the public.

For one reason, they are exposed to public criticism because it is taxpayer money that pays for public services. It is human nature to be sensitive to regard small share of contribution toward the government's funding as an excuse to think that everything the government does should be seen with a pair of thinking glasses.

Collective thinking, however, is expressed only periodically at the ballot box, and it is too poorly defined by the subject being discussed.

For the same reason that we think it is good to stand up and be counted, a newspaper staff composed of dedicated, hard-working journalists, we can appreciate the feelings of civil service workers.

Elections are an on-going process in America. Many unions are in the process of determining their leadership, or have recently completed their selection. This year in New York, the government officials are laying their careers on the line.

Among the unions, there have been some major changes already this year. In the state, William McGowan defeated Willie Pep-Sandy Saddler featherweight boxing champion.

In New York City, in a personal rivalry reminiscent of the battles for elective office are among the most intense of unchallengeable dominance. Nassau's County Executive. Al Andes, who ran for the legislature after the primaries are settled. Buffalo City Council chairman, Joe Adams, is in the midst of the final night before designating petitions.

The State Legislators hit campaign trail for new positions.

As usual at this time of year, some members of the State Legislature are hitting the campaign trail. These legislators are entertaining the hope that with a little hard work and a little bit of luck, they will not be forced to face a recall vote. They may not have to return to Albany when the Legislature meets again in the regular session in January.

Odd-numbered years are good ones for legislators to make their bids for higher office. A defeat is not fatal to their political careers, since their consolation prize is retention of their seats in either the State Senate or Assembly.

Among those hitting the campaign trail, Assemblyman Arthur C.李某 is making a determined effort to win the Democrat nomination for mayor of Buffalo. He was defeated 20 to 50 times for legislators to make their bids for higher office. A defeat is not fatal to their political careers, since their consolation prize is retention of their seats in either the State Senate or Assembly.

Black Candidate

Dunne, is chairman of the Senate Committee on Corporations and has been the Legislature's most vigorous proponent of no-fault automobile insurance plans.

John Dunne is in the midst of a hot and bitter three-way race on his way to making the standard for Nassau County Executive. Dunne is chairman of the Senate Committee on Banking and Insurance; he has also been the sponsor of legislation to expand the availability of legal services to those persons through prepaid legal insurance plans.

If Dunne wins the Republican primary, he might find himself in a race with a legislative colleague. Assemblyman Irwin Landsberg, who is the Assembly Committee on Education.

With the reports broken off, the campaign for the position of New York City mayor in the State of New York, where he has been a leading figure in the Caucus of Black Legislators. He makes it all the way, he will be the first black mayor in the State of New York, and union officers that honor him as the candidate for the presidency will back Dunne.

As the campaign trail, Assemblyman Arthur C.李某 is making a determined effort to win the Democrat nomination for mayor of Buffalo. He has long been a figure in the state, in Nassau, Senator Dunne is chairman of the Senate Committee on Corporations and has been the Legislature's most vigorous proponent of no-fault automobile insurance plans.

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If Dunne wins the Republican primary, he might find himself in a race with a legislative colleague. Assemblyman Irwin Landsberg, who is the Assembly Committee on Education.
Ralph Bova, court officer: "No. There have been countless cases of a man saving his partner's life by being there to back him up. If you kill the bad guy, the police partner will lose his life. What if the partner is too injured to call for help? I really feel that more police cars are not effective weapons against crime. I feel it's the manpower that reduces crime and when an incident happens, there will be reduced manpower and increases. What can a car do without its driver? If they plan to implement this, I hope they work out an effective piggy-back system."

Kevin Mahoney, court officer: "I believe there are advantages because it makes for more visibility on the streets. I also feel that two cars can cover more ground than one car with two men in it. I believe it will cut down response time of the police to calls or incidents, yet to be successful there must be an excellent back-up system. The system whereby another car would be responding to an incident at the same time is working well in other parts of the United States. It's an essential part of the system and without a perfect backup buddy system, there are no advantages."

Sam Friedlander, senior court officer: "I'm in favor of it, using comparable stations in other cities. It's important to place men in the high-crime areas and those who are available for that purpose. It has been used successfully in suburban and rural low-crime areas. The mechanics would be worked out by the police department so the system would be instituted in low-crime areas. This is not a reckless or haphazard approach. It should be flexible, if circumstances and manpower show that the benefits of the new system outweigh the advantages, especially when my safety as a citizen is concerned."

George Holmes, senior court officer: "I think that in a city the size of New York, with its dense population, it is highly desirable to have a police force that protects and properly, not to duel one-on-one against the lawbreaker. Due to the traffic conditions in the city, a backup unit might never arrive in time to save the life of the lone police officer. The success in other cities is due to the open police department to work out logistically related problems inherent in any complicated system. Just as one police officer to the force might be for the drivers of the captains to drive patrol cars instead."

Letters to the Editor should be less than 200 words. The Leader reserves the right to excerpt or condense portions of letters that exceed the maximum length. Meaning or intent of a letter is not changed. Letters that cannot be edited to a reasonable length are not used. The Leader is not responsible for the opinions of contributors. Letters are subject to editing and may be returned. Copies of replies to letters should be submitted with the original letter. The Leader reserves the right to refuse to print letters for reasons of space. Names will be withheld upon request.

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Many individuals of the Capital Region participated in the series of meetings and panel discussions held during the weekend workshop at Lake George. From left are Thomas McDonough, executive vice-president of the CSEA; Joseph Tobin, of the Rensselaer County unit; Betty Collins, of Insurance Local 666; Albany radio news director Glen Withiam commenting during Sunday morning's round-table discussion; Jimmy Gambino, Environmental Conservation Local president; Dan Campbell, Capital Region public relations associate who organized most of the weekend's business; Harry Arthur, of the Essex County Local, and Paul St. John, of the Main Office DOT Local.

Topics included: the responsibility of a Local president, grievances, the agency shop, strikes, retiree, arbitration, the role of the steward, cooperation between the CSEA and other unions.

After discussing the assigned
(Continued on Page 9)
"Communication efforts, concise writing, positive public relations all add up to a better public image for the organization, the region, the local, the unit and the individual member."

JOSEPH McDERMOTT

Early Sunday morning the completed newsletter arrived: 10 pages, two columns to a page, with a blue cover and articles signed by many, perhaps most, of the members who attended the workshop. In a front page column, Mr. McDermott explained the importance that public employees play in government.

"Hopefully, you can use the knowledge you gained to add you in all future communication/public relations situations." Sunday morning's meeting, chaired by Mr. McDermott, was titled "Public Image of Public Employees." Panel members were Albany radio news director Glenn Withiam, Leader Capital correspondent Deborah Cassidy, and Leader associate editor Kenneth Schept.

The discussion focused on describing how and why CSEA news is reported differently, by the regional public relations department, by the Leader, and by an independent news station. Mr. McDermott explained the importance of developing regular media coverage of union activities and views since the main alternative, paid advertising, was prohibitively expensive.

Mr. Withiam said that part of his job was to distinguish between a solid news story and other union promotional efforts that Mr. Campbell tries to convince him are solid news stories. Ms. Cassidy explained that it was her goal to help expand the coverage of the Region in the Leader. Mr. Schept discussed the problems of publishing union news during periods of internal union debate, such as during the recent contract negotiations, when the members' right to know facts must be balanced against the reality that the newspaper is also read by those with whom the union is negotiating.

"I think the workshop was a success," Mr. McDermott said. "I think the members learned something about communications and produced a newsletter of which I'm proud."

CAPTIVATING REGION IV ANNUAL MEETING

The Capital Region of the Civil Service Employees Association will meet to be held at the Albany.

The program Sunday morning was a round-table discussion on the "Public Image of Public Employees" moderated by Capital Region public relations director Dan Campbell. Participants discussed the presentation of the public employee image by union public relations, the Leader, and outside media. From left are Albany radio news director Glenn Withiam, Leader Capital Region correspondent Deborah Cassidy, and Leader associate editor Kenneth Schept.

The focus of the weekend was to educate the members about public relations and the news media so that individuals would be more effective in communicating information about public employees. Development and publication of a newsletter covering the weekend's events and other topics of public employee interest, was an educational tool that allowed everyone to participate and learn. Above is the cover of the publication which was 10 pages long and contained signed articles from many, perhaps most, of the members.
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<th>Jobs In Metropolitan Area</th>
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<td>23 Federal Trade And Craft Jobs In Metropolitan Area</td>
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<td>MANHATTAN—The U.S. Civil Service Commission has 23 trade and crafts jobs and 103 general schedule positions vacant in the metropolitan area.</td>
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<td>There are vacancies for air-conditioning equipment mechanic, boat repairer and builder, chief engineer (ferryboat), chief engineer (marine diesel), electronic mechanic, fabric worker and general utility operator.</td>
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<td>Vacancies must also be filled for jobs as heating and boiler plant equipment mechanic, master (ferryboat), refrigeration and air conditioning equipment operator, plasterer, shop helper and utility systems operator.</td>
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<td>Candidates who apply for some vacancies will have to take written tests. Test will be given for communications management, data transmitter, dental hygienist, electronic accountant, and electronic technician.</td>
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<td>Anyone who applies for some trades will have to take written tests. Test will be given for communications management, data transmitter, dental hygienist, electronic accountant, and electronic technician.</td>
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<td>Applications can be received from the application section at 28 Federal Plaza, New York. Residents of Suffolk, Dutchess and Orange counties may call (080) 742-1887 or (080) 742-1888 for application information.</td>
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<th>LEADER BOOKSTORE</th>
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<td>You may send me a copy of &quot;The Complete Guide to Retirement.&quot; I enclose $3.95 plus 32 cents Sales Tax — or total of $4.27. I understand mailing is free.</td>
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**LIMITED PARTNERSHIP**

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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 Leaders Installed Throughout State

METROPOLITAN RETIREES

BROOKLYN — At a recent meeting of The New York Metropolitan Retirees Civil Service Employees Assn. Local 910 the following officers and members of the executive board were elected: president, Alfred Robinson; first vice-president, John S. Chuslin; second vice-president, Nathan Goldstein; third vice-president, Eugenie A. Chester; recording secretary, Amelia Cichlew; corresponding secretary, Celi Malkin; treasurer, Mickey Chok; executive board members Henry Gonsman, Eithor Perota, Edward Powers, Caleb Racah, Israel Silverberg.

ROCHESTER LOCAL

ROCHESTER—Samuel Grossfeld, who retired in March 1976 from State Employment Service, has been re-elected president of the Rochester Local of the Civil Service Employees Assn.

Others elected were Kathy O'Brien, Unemployment Insurance Office, first vice-president, Diane Ham, Department of Labor, second vice-president; Patrick O'Connor, Workmen's Compensation Board, treasurer; Dorothy E. Johnson, second vice-president.

ESSEX COUNTY LOCAL

WESTPORT—At a buffet dinner at the Airport Inn in Westport recently, the following officers were installed for the Essex County Local of the Civil Service Employees Assn.: president, Harry Arthur; first vice-president, Gail Swedes; second vice-president, Gloria Cross; third vice-president, Jean Flera; secretary, Edith Rand; treasurer, Nancy Lewis; delegates, Helen Shedd and Scott Rithell.

INSTALL NEW OFFICERS OF ONEONTA LOCAL 635

At a recent dinner meeting held at the Oneonta Moose Lodge, officers of the Oneonta Local 635 of the Civil Service Employees Assn. were sworn in by union executive vice-president Thomas McDonough. From the left in the front row are Operational Unit representatives Harry L. Cook, secretary Joyce B. Shults, treasurer Dorothy E. Johnson, second vice-president Malra B. Greiner, and Administrative Unit representative Donna J. Whitmore. In the second row is delegate Albert K. Church, Institutional Unit representative, Ronald W. Whitemore, delegate Frances M. All, first vice-president William F. Reilly, and president Nellie M. Handy. At extreme right, standing, is Mr. McDonough. No representative from the P.S. and T. Unit was selected. Ernest J. Hilborm, also an Operational Unit representative, is missing from picture.

INSTALL WILLARD PSYCHIATRIC OFFICERS

The installation of new officers of Willard Psychiatric Center, Local 435 of the Civil Service Employees Assn., includes: from left, Phil Shaw, Operational Unit representative; Richard K. Chary, former Regional V president, who served as installation officer; Doris Dickens, Administrative Unit representative; Joseph McDonald, first vice-president; Marga Semo, treasurer; Hugh McDonald, Local president; Connie Helkeri, delegate. Nearly 100 people attended the dinner-dance held at the Seneca Falls Country Club recently.

HAVERLING UNIT

BATH—Robert Harrington has been re-elected president of the Haverling unit of the Civil Service Employees Assn. The CSEA unit is the bargaining agent for the non-teaching personnel in the school district.

At the meeting held on May 4, 1977, other officers also elected were: vice-president, Robert Smith; secretary, Berneke Meink; and treasurer, Sylvia Espinola.

Mr. Harrington introduced Bill Kochaar, president of the Corners School District unit and candidate for Local president. A report was given about the nominating committee of the Local.

Mr. Harrington is a candidate for a delegate position to the Local.

SAVE A WATT

CLARKSTOWN SWEARING IN

John Mauro, left, president of Rockland Local 844 of the Civil Service Employees Assn., swears in Charles Masner, newly elected president of the Clarkstown unit, as retiring president Arthur Higgins looks on.

INSTALL SUNMOUNT OFFICERS

Officers of the Sunmount Developmental Center Local 431 of the Civil Service Employees Assn., are seated left, president Joseph Langle, and first vice-president Walsh Moody. Standing from the left are third vice-president Loris Harris, second vice-president Donald DeVincent, recording secretary Freda Wright, corresponding secretary Debby Dehler, and treasurer William Turner.

INSTALL SUNMOUNT OFFICERS

Newly elected officers of Civil Service Employees Assn. Local 455 received the oath of office from state representative Jack Gallagher, at an installation held recently at Greg's Restaurant, Syracuse. From left: Mr. Gallagher; Dick Badger, president for a third term; Nate Gambuzza, second term as vice-president; William Wren, Jr., second vice-president; Wendell Murphy, treasurer; Delores Newman, Bruce Bash, corresponding secretary; Terry Musky, CSEA field representative; William F. Reilly, and president Nellie M. Handy. At extreme right, standing, is Mr. McDonough. No representative from the P.S. and T. Unit was selected. Ernest J. Hilborm, also an Operational Unit representative, is missing from picture.
Court: Union May Not Require School Boards To Pay Raises As Parties Bargain New Accord

By MARTIN FOX

MANHATTAN—For the second time in three months, teachers unions have been told by the courts that they require no pre-arranged collective bargaining agreements while negotiations continue for a new contract.

The latest setback came last month from the Brooklyn Appellate Division in- volving the Wadando Teachers Assn. in Inwood, a lower Manhattan neighbor- hood four-judge court ruled that the payment of salary increases under expired contracts was invalid even if the contracts contained a provision stating that such increases would be paid as of last Sept. 1, the day after the expiration of a three-year contract.

What brought the case into the court's language was the decision in a suit brought by the Brooklyn Teachers Federation against the State Public Employment Relations Board in a case involving Rockland County teachers, where the PERB had said the school boards may pay salary increases during negotia- tions for a new contract, and not to do so was a violation of the duty to bargain in good faith.

In the Wyandanch teachers case, the Board of Education had said the reasoning used by the state's highest court applied as well. As a result, the school board won its appeal to upset a lower court ruling which ordered arbitrators to abrogate a union grievance claiming failure to pay increases was a violation of the terms of the expired contract.

In ruling that no issue ex- ists for arbitrators to decide, Judge Frankel's ruling in the U.S. District Court for the Southern District of New York came in a suit by the Buffalo Teachers Federation against the State Public Employment Relations Board.

The union was threatened with having its dues check-off privileges revoked because it had ceased in an illegal strike. The judge held that under the language of a section of the Taylor Law, the unions found themselves willfully under PERB's control suffer more severe punishment for engaging in prohibited work stoppages than do unions under local control.

The union is represented by Paul E. Klein and Deborah A. Warnatz, of the New York City Law Firm, and the state counsel is Kilmer Shapero, an attorney general. Secretary Named

ALBANY—State Tax Commissioner James H. Tully, Jr., announced the appointment of Bertrynn Jeanette Davis as secretary to the Tax Commissioner. Miss Davis will be the first woman to hold this important position.

Commenting on Ms. Davis' appointment, Commissioner Tully said: "This is the most recent and most important in a continuing series of appointments of women to high-ranking positions within the department. Women lawyers have been appointed as estate tax attorneys in both Niagara and Livingston Counties. A few more months should see a woman tax investigator appointed in the tax fraud unit."

A native of Buffalo, Miss Davis graduated from the State University of New York at Buf- falo Law School in 1973 and re- ceived her J.A. from the State University College at Buffalo in 1973. During law school, she was active in the Black American Law Students Association.

Pugh

No Dues Check-Off For Buffalo Teachers: May Have Wide Effect

MANHATTAN—a state court revoking the dues check-off bar against strikes by public employees had a far greater effect in allowing a union but also might affect the open competitive titles.

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Pugh

No Dues Check-Off For Buffalo Teachers: May Have Wide Effect

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In the Wyandanch teachers case, the Board of Education had said the reasoning used by the state's highest court applied as well. As a result, the school board won its appeal to upset a lower court ruling which ordered arbitrators to abrogate a union grievance claiming failure to pay increases was a violation of the terms of the expired contract.

In ruling that no issue ex- ists for arbitrators to decide, Judge Frankel's ruling in the U.S. District Court for the Southern District of New York came in a suit by the Buffalo Teachers Federation against the State Public Employment Relations Board.

The union was threatened with having its dues check-off privileges revoked because it had ceased in an illegal strike. The judge held that under the language of a section of the Taylor Law, the unions found themselves willfully under PERB's control suffer more severe punishment for engaging in prohibited work stoppages than do unions under local control.

The union is represented by Paul E. Klein and Deborah A. Warnatz, of the New York City Law Firm, and the state counsel is Kilmer Shapero, an attorney general. Secretary Named

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Grievance Win Allows Provisional Workers To Review Evaluations

UTICA—Jean B. Treacy, an employment interviewer with the State Department of Labor and a longtime activist with the Civil Service Employees Assn., apparently thought it was wrong that a confidential evaluation form used by management whenever an employee was employed in a provisional position was never made available to the individual being evaluated. He filed a grievance against the procedure.

And Mr. Treacy won his grievance at the third step to keep alive his right of review, but lost any grievance he has filed. As a result of his latest victory, as of October 1, 1977, affected individual employees in the Department of Labor will have the right of review, upon request, the PT-30 form used to evaluate employees applying for a provisional position. Mr. Treacy's case may set a trend. His favorable decision could affect some 13,000 employees in the Department of Labor.

In his grievance of the evaluation procedure, Mr. Treacy complained that the evidence that the PT-30 form is forwarded to the personnel bureau by his supervisor, that his name is certified to the hiring officer. Mr. Treacy also complained that an employee is completely unprotected against slander by the supervisor preparing the confidential evaluation form. He requested that the evaluation discouragement be made to the supervisor/employee communications. Mr. Treacy also complained that the grievance procedures violated the collective bargaining agreement offering employees a right to grievance at the third step to keep alive his record of never having been disregarded by the supervisor.

By DEBORAH CASSIDY

TROY—After nearly a year of stalled negotiations, the Hudson Valley Community College unions, CSEA and the administration have come to an agreement offering employees a total of $1100 in across the board raises over the next year.

The raise will be granted in three installments: $400 retroactive to September 1, 1978, $350.00 as of September 1 and $350 as of February 1, 1978.

The employees gained back two sick days which they had lost when switching from county jurisdiction, and summer hours were renegotiated. The county has agreed to continue paying 100 percent for a single health insurance plan for 89 percent for a family plan.

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In July, the two sides were divided over the interpretation of some of the contract language, causing disagreement on three major points. After granting the first raise of $400, the administration denied making a promotion to supply the raises to over time accumulated during the year. In another, they refused to revoke the Christmas and New Year's Eve holidays, and to restate the general overtime structure. The CSEA and management accordingly.

The CSB office and employee communications (Continued from Page 1) includes many employees in support functions such as cooks, maintenance and laundry work. Many of these workers who are not engaged in direct patient care.

Ideal care, said Mr. Spoon, would involve a relationship of one clinical staff member—doctor, psychologist, or therapy aide—for every patient in psychiatric centers and a clinical ratio of 1.5—1 for development centers.

Troy unit president, said, "It was not a generous settlement by any means. We still receive far less than what most people in our categories do."

However, he added, "I feel that it is the best available for my employees."

Meanwhile, according to Samuel Ciraulo, president of the Rensselaer County Local and an employee of the City of Troy, since July 1975, the city has been insisting that workers accept a wage freeze for 1977 and a 6 percent increase in the second year.

With a 6.4 percent increase in the cost-of-living index over the past year, Mr. Ciraulo said, "I think the administration expects us to get along on 3 percent per year over two years and to wait until next year to get it.

In a recent statement, Mr. Ciraulo said for strong action against the city, "All we have been getting is in place of increased wages has been excuses and there is not a single grocery store in the entire county that I know of that will exchange excuses for groceries."

If the fact-finder cannot bring the two sides together, the city council will be called upon to impose a one-year contract.