Delegates Vote Dime A Payday In Political Fund

No Increase In CSEA Dues

SYRACUSE—Civil Service Employees Assn. delegates adopted important changes to the union’s constitution and by-laws at a one-day special delegates meeting here Aug. 17, paving the way for the CSEA to be eligible to receive Agency Shop fees from certain non-members when the new Agency Shop law becomes effective Sept. 2.

And, in another major amendment, delegates adopted the concept of establishing a political action fund derived by appropriate

(Continued on Page 3)

Promised Fight To Prevent More Willowbrook Layoffs

STATEN ISLAND—Civil Service Employees Assn. Local 429 met in emergency session last week to protest the layoff of 40 temporary and provisional teachers at the Willowbrook Developmental Center and promised to fight further layoffs resulting from the takeover of seven buildings at Willowbrook by United Cerebral Palsy of New York.

Felton King, president of Local 429, told an audience of 186 employees that the union had information that as many as 1,300 employees would be terminated because the Department of Mental Hygiene had slashed its budget for Willowbrook after promising the CSEA and parents’ groups that no employee layoffs would result because of the UCP takeover.

“We are not going to take this lying down. The State has pushed us against the wall and we’re going to fight,” Mr. King told his audience.

Bella Abzug, New York City mayor candidate, attended the CSEA meeting after touring Willowbrook by United Cerebral Palsy of New York.

Abzug said that if elected mayor she would oppose the dumping of mental patients and the firing of employees. She added that she had received a telephone call from the Department of Mental Hygiene before her visit to Willowbrook to assure her there would be no layoffs. “People like you need job security, especially if you have shown such dedication to helping the mentally retarded.” Ms. Abzug added. She said that employees who lose their jobs because of the UCP takeover should be retrained and

(Continued on Page 5)

Assail Blackout Plan

ALBANY—Another ranking state lawmaker has come out in opposition to penalties against state employees who missed a day’s work because of the July 13-14 blackout in the Metropolitan New York City area.

Senator John Flynn (R-Vernon) urged Gov. Hugh L. Carey to reconsider plans to charge employees for the lost time. Senator Owen Johnson (R-West Babylon) criticized the plan last week.

Senator Flynn says the state workers feel such punishment would be unfair, because state employees feel such punishment would be unfair, because state

(Continued on Page 14)
The Battle Over Taylor Law Still Rages

OSWEGO—Although a few verbal flurries erupted over provisions of the Taylor Law, most of the 100 persons attending a two-day conference here last week appeared to agree that New York State's law governing public employment labor negotiations helps create a climate in which issues involving public employees can be resolved.

"Decade of the Taylor Law: Review and Preview" was the title of the conference. It was sponsored by the Continuing Education Office of SUNY Oswego. Principal speakers at the final conference, which cost about $600, were: Edward Michael, president of the Civil Service Employees Association (CSEA); John K. Higgins, chairman of the Senate Civil Service Committee, and James W. Van Schaack, chairman of the New York Conference of Mayors; State Sen. Richard E. Schermerhorn, chairman of the Senate Labor Committee, and Assemblyman John B. Bausman, an Assembly Labor Committee member.

Deals Made Over Dinner

ALBANY—The Division of Laboratories and Research Center of the Civil Service Employees Association keeps communications problems to a minimum by inviting individuals from the state administration and state regional or statewide boards to a monthly dinner meeting.

Every three months, the local invites the personnel manager from the state and finds that most differences can be resolved with very few grievances having to be filed. Local president Bruce Z. Strope said, "I have seen more deals made over a dinner table than anywhere else."

Conference director Herbert Van Schraack, a mediator and consultant for the CSEA, said the conference was attended by members through regular release paid on bulletin boards or mailed.

Manager of the Conference said, "CSEA will never be satisfied after management has three quarters of the apple, then gives CSEA the quarter with the worm," he said.

Mr. McGowan expressed fear that under the Taylor Law, supervisors may be placed in a conflict of interest, by being torn between union and management responsibilities. He called for removing supervisors from the same bargaining units in which they supervise.

Mr. Galligan also urged an end to the Triborough Doctrine, which prevents pay by the hour and benefits when a contract runs out, keeping public employees from finding "ground zero" in their contract offers.

Both Sen. Schermerhorn and Mr. Zagaanse upheld the anti-union provisions of the Taylor Law. They said they were concerned over use of new amounts of money available to public employee unions through the new Agency Shop Law. The law mandates non-voluntary union dues contributions by state employees, whether or not they are union members. Neither politician wants the money used for political contributions.

Mr. Zagaanse and Sen. Schermerhorn said they foresaw no great changes for the Taylor Law, "If we allow the same common sense and refrain from demeaning each other, the Taylor Law can work," Sen. Schermerhorn said.

Another conference participant took issue with Taylor Law supporters. "The worst legislative labor law in the country," said Larry Husthine of the Waterford Public Employee Relations Center of the New York Educators Association.

The conference brought together representatives of all public employee unions, elected officials, and the officially neutral Public Employee Relations Board. Conference participants came from all over the state.

Dr. Van Schaack said the Taylor Law was like a child—an adopted child, since no legislator in 1945 would allow his name to be attached to the law. It is named for George Taylor, a university professor, who provided the blueprint for the bill.

"As with any child, there are growing pains," said Dr. Van Schaack. "All of us wish to help the child, not through fear, but through the concerns we share for it."

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Some do even better immediately... and, with little experience, cash earnings of $50.00...$100.00 and more in an hour are possible for YOU!

Without a minute of previous selling experience, men and women all over America are discovering a new way to make almost unbelievable amounts of extra cash, through the National Jewelry Company. Robert Shapiro, company president, said, "Buyers pay $150.00 in orders in 30 minutes, $100.00 profit. In one hour Mrs. Mary A. Merrin of South Dakota had $121.50 in orders for $81.00 profit. Mr. Willie Stewman of Missouri took orders for 7 rings his first day, without a display! How much money can YOU make, right from the start?"

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National Gem Company Jewelry is so beautifully fashioned and so reasonably priced that it sells to men and women on impulse at first sight! All you have to do is show the breath-taking creations in the National Jewelry Showcase Catalog (your free) or actual jewelry samples and people want to order from you. Instantly every effortless order you take at low suggested retail prices, you make 200% or more profit.

No real selling at all...our jewelry sells itself...literally.

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Every National Jewelry Creation is of the highest quality that we dare to supply a satisfied order. Your customer need not be a jeweler. Every item is complete, with all parts, in superior quality that we dare to supply a completely satisfied order. Your customer need not be a jeweler. Every item is complete, with all parts, in superior quality that we dare to supply a completely satisfied order. Your customer need not be a jeweler. Every item is complete, with all parts, in superior quality that we dare to supply a completely satisfied order. Your customer need not be a jeweler. Every item is complete, with all parts, in superior quality that we dare to supply a completely satisfied order. Your customer need not be a jeweler. Every item is complete, with all parts, in superior quality that we dare to supply a completely satisfied order. Your customer need not be a jeweler. Every item is complete, with all parts, in superior quality that we dare to supply a completely satisfied order. 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Sign Contract For 1,700 Judicial Employees

Participants in signing of contract for Judicial employees were seated from left, CSEA president William McGowan, Court Administration employee relations director Howard A. Rubenstein and CSEA Judicial representative Ethel Ross. Observing the ceremony, standing from left, are John Casey, attorney for Mental Health Information Service; Julie Drew, president of CSEA's Court of Claims Local 604; Richard J. Bartlett, state administrative judge, and Patrick J. Monachino, CSEA collective bargaining specialist.

ALBANY—A new contract covering some 1,700 state Judicial employees was signed today by representatives of the Civil Service Employees Assn., which represents the employees, and the State Office of Court Administration. CSEA, which represents the employees, and the State Office of Court Administration. CSEA has now emerged as a real political force in New York politics.

The contract will affect about 1,700 state employees, but makes Agency Shop a negotiable item for contracts covering all other public employees in New York State.

Establishment of the political action fund in reality represents a reallocation of dues collected by the union, and does not involve any additional payments by members. Dues remain at $38.50 per year, and that amount the union will set aside 10 cents biweekly, or $2.60 per year, to a special political action fund. Details of the administration of that fund, which will total upwards of $700,000, will be worked out by delegates attending the annual October delegates meetings. It is expected that details as to political action activities, including endorsement and contributions from the fund, will be established at that meeting.

Establishment of the fund, however, immediately makes CSEA a major political force that must be reckoned with. Coming off its most successful political action and legislative action year ever, CSEA has now emerged as a potenter factor for consideration by political parties and political candidates from the governor's position right on down to local offices.

On the rebate question, the CSEA constitution and by-laws now provide that any dues-paying or Agency-Shopping-fee-paying employee who objects to the use of that portion of dues or fee for political or ideological purposes that the individual employee believes the CSEA has proportionate amount for political or ideological purposes that the individual disagrees with.

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Town Of Bolton Highway Aides In CSEA Fold

BOLTON LANDING—Town of Bolton highway workers have organized, been recognized as a unit of the Civil Service Employees Assn., Warren County Local 837. A presentation for 50 cents. It was announced by Nicholas Abbatiello, president.

Tickets are still available for the same Aug. 27 with the New England Oceangoes at Hotstra University Stadium, Uncindale, at 8 p.m.

Abbatello Urges Teen Bill Signing

HEMPSTEAD—Civil Service Employees Assn. Nassau County Local 669 has urged Gov. Hugh L. Carey to sign the Bruno-Griffith Bill which would permit high school age youngsters to distribute schoolpapers (publications containing mostly advertisements).

"It is inconceivable that these young people should not be permitted to do this work and at the same time earn money to help themselves and their families," wrote Mr. Abbatello in a telegram to the Governor. "This stand by the New York State Department of Labor is hypocritical and irresponsible. In the face of all attempts to get everyone to work so that our economy could be helped."

Apollos Soccer Tickets On Sale

MINOLEA—Regular $500 ticket for New York City professional soccer games are available for all CSEA members through the Nassau Local 830 for $90 for 50 cents. It was announced by Nicholas Abbatello, president.

Tickets are still available for the same Aug. 27 with the New England Oceangoes at Hotstra University Stadium, Uncindale, at 8 p.m.

_TO THE RESCUE_

Donald Schmitt, left, and Philip Bono were recently awarded citations for the daring rescue last March of two fellow workers trapped in a cave-in at a work site at Craig Development Center, Somes. Richard Cox, executive council member of Civil Service Employees Assn. Local 669, makes presentation. Men were also praised by center's director, Mr. Hunter.
Courts Name New Equal Opportunity Employment Head

MANHATTAN—Sarah E. Curry of Brooklyn is the new director of the equal employment opportunity office of the Office of Court Administration (OCA). Richard J. Bartlett, the state director of the office, made the announcement last week.

Ms. Curry will plan and direct OCA’s affirmative-action programs to expand job and promotional opportunities for women and minorities in the court system. She will work with Supreme Court Judge Jawn A. Sandifer, a deputy New York City administrative judge and the court’s equal employment opportunity officer.

Ms. Curry was with National Urban League since 1976. She (Continued on Page 5)

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With Each Child’s ADMISSION TICKET TO CATSKILL GAME FARM ON WEDNESDAY’S ONLY

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CATSKILL GAME FARM
OPEN DAILY 9-6 P.M.
N.Y. THRUWAY, EXIT 20, THEN NW ON RT. 32

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SHORT TAKES

PAY RATE HIKES SLOW DOWN

Wage and salary rates rose less this year than they did in 1978, according to the U.S. Labor Department. It attributed the 4 percent decrease to a smaller number of collective bargaining settlements.

SPECIAL SESSIONS POSSIBLE

The State Legislature adjourned without approving the $28 million it promised to five cities. To remedy this situation, Governor Carey might call a special session of the Legislature to unfreeze the municipal overtures and fund for Rochester and other cities.

FIREFIGHTERS WITHOUT EXAMS

Three men were certified as eligible for firefighter jobs in Buffalo by the City Civil Service Commission on the basis of their participation in the federally-funded “New Careers” program. The usual way of certifying fire-
Civil Service Reform: Still Alive

By JANE BERNESTEIN

After a year of hearings and heated debate over the controversial Civil Service Reform bill, the issue has been tabled. But it won't be long before it is served up again when the 1977-78 legislative session begins.

The Civil Service Employees Assn. has, until recently, maintained a position of bitter opposition to the proposals that went into the legislation.

In order to get an idea about where things stand in the reform arena at this point, the Leader spoke with Commission chairman Mayor G. Prucher, a former civil servant himself.

"What the changes in the civil service should do is put merit back into the Merit System," Mr. Prucher said. "There is presently no reward for individual performance in public employment. Employees are judged by what you do. In civil service, you're judged on a test you take."

Mr. Prucher said that now the union's initial hostility has been erased toward the Commission, there will be a working relationship in which both parties try to find areas of agreement.

One of these areas is definitely a better way to evaluate an individual's performance, so that he or she may be rewarded for good work. But as mentioned, union officials fear that allowing a supervisor to judge one's work could lead the way to political favor being passed around.

The question, then, is how may subjectivity be avoided when evaluating for promotion is made?

"If our founding fathers wanted us to get from promotional exams, we would have had our presidency selected from civil servants," Mr. Prucher joked. "But seriously, it is a political world; however that does not mean that there must necessarily be an abuse of power of the start of a patronage system. In the private sector, managers are given the discretion of rating their employees' performance on the job. People should be judged by their competence.

He said that managerial supervisors should go through training programs to prepare them for their tasks that the union should have a definite input into the training.

Bernard Ryan, head of political action for the CSEA, agrees.

"If management is not prepared to operate more effectively, that's really productivity, and that's what it's all about," Mr. Ryan said. "We want to preserve the concept of appointment based on merit and promotion based on true ability. With this in mind, we'll review the examination, appointment and promotion process so that the ranking can be an advantage for a worker who is outstanding."

Another area covered in the study bill, which will probably arise later this year, is the proposal to create an executive management corps. This would be open to those within the civil service system through promotion, and also to those who are not yet a part of the system. Its controversial nature includes the fact that workers within the corps would not have tenure, but would, rather, be subject to the terms of a three-year contract.

Mr. Prucher defended this aspect of the proposal because the order for the system to be good at that level, it must be dynamic. There must be a mechanism to insure that those who are good stay, and those who can't do the job are not kept on."

That is not an area where union agreement is expected, and the question arises as to whether the proposal is that much more unpalatable coming from an individual who is himself a top-level manager.

"I hope the union sees my role in this whole thing as an honest broker seeking for positive reform and change," Mr. Prucher said. "We need a system that has the ability to bring in good managers and good permanent employees."

Mr. Prucher and CSEA officials say they are not sure, but are open to discussion on the matter.

"Reform mean that an approach is possible for any opportunity to be judged on performance for advancement," Mr. Ryan.

This does not become even a top-level manager.

"I hope the union sees my role in this whole thing as an honest broker seeking for positive reform and change," Mr. Prucher said. "We need a system that has the ability to bring in good managers and good permanent employees."

Mr. Ryan agrees that the Commission is taking a sincere look at the Civil Service Law in an effort to simplify its procedures.

What will the coming year bring in terms of a new reform bill?

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Name Director To Court Post

(Continued from Page 4) was director of the Minority Business Opportunity Program, assistant director of the economic development department, the league's largest unit, and most recently, director of its new national skills bank program.

Before joining Urban League, she was assistant field director of the Federal Reserve, city co-op, and was also an intern, in the office of the Governor of Tennessee.

Mr. Curry received a B.A. in urban planning, administration and management from the University of Massachusetts. She did graduate work as a community fellow at the Urban Institute at Massachusetts Institute of Technology and took specialized training at the IBM School of Data Processing, Nashville, Tenn., the Arizona State University School of Business Administration, and the IBM Behavioral Center (telecommunications for executives).

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What will the coming year bring in terms of a new reform bill?
The Battle of Willowbrook

OF TEN we become so convinced of the righteousness of our viewpoint, that we lose sight of the fact that there may be other viewpoints. Such an instance can be made of the battle by Civil Service Employees Assn. leaders to save the jobs of an estimated 1,300 employees at the Staten Island facility to care for the mentally retarded.

Maxwell Lehman, Editor

Many of the employees at Willowbrook who are the typical person at Willowbrook who is involved in the care of the mentally retarded, people who are not necessarily mental patients, are not necessarily mentally ill people, are not necessarily sick people, are not necessarily sick mentally ill people; they are people who work at Willowbrook in various capacities, from the casual, friendly relationship that the patients have with them, to the professional relationship that the patients have with them.

Orrin Judd has ordered that the number be further reduced to 250 per month from October to next April and 100 per month thereafter.

There are several buildings over to the United Cerebral Palsy Foundation for administration, which would be enough to concern anyone. Willowbrook employees, however. They installed earlier this month a new slate of union officers (some holdovers and some newcomers) under the leadership of Charles C. McGinn, president.

Maxwell Lehman, Editor

While we areaja is controversial issue, and we would like to know what you think, too.

(Continued on Page 7)
Looking At Estates

This is a good time to take a new look at your estate plan. The changes in the law will affect many decisions you have made before. The new laws are complex and present both new opportunities and challenges. It is a good idea to speak to a lawyer if you think you want to make any changes. Here are a few things you should pay attention to:

- If you have an estate worth more than $120,000 and expect to have more than $175,000 in 1981, you should consider a tax liability.
- If you are married and your estate is worth $75,000 or less, you may be able to reduce the tax by $45,000 by 1981, so there are important changes in the law affecting estates.

Take a new look at the law if you and your spouse own property jointly. You need changes if joint ownership is the only form of property you own. You need changes if you are planning a substantial benefit to a heir or to a charity during your lifetime, and some changes may be necessary.

Under the old law there were exclusions from gift and estate taxes. The new law provides for a credit that takes into account both lifetime gifts and the size of the estate. The law exempts $125,000 from federal gift and estate taxes of 1977 and more each year until it is $175,000 in 1981. But net estates of more than this amount are subject to a tax at 28 percent to 70 percent on a gradual scale.

The old rules in effect permit a spouse to leave one-half of the estate to the surviving spouse without tax. The new law provides that $30,000, or one-half of the estate, whichever is greater, will pass to the spouse without tax. On the other hand, the law allows the surviving spouse to take only a credit against the estate tax at a rate of 18 percent.

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- If you have an estate worth more than $120,000 and expect to have more than $175,000 in 1981, you should consider a tax liability.
- If you are married and your estate is worth $75,000 or less, you may be able to reduce the tax by $45,000 by 1981, so there are important changes in the law affecting estates.

Take a new look at the law if you and your spouse own property jointly. You need changes if joint ownership is the only form of property you own. You need changes if you are planning a substantial benefit to a heir or to a charity during your lifetime, and some changes may be necessary.

Under the old law there were exclusions from gift and estate taxes. The new law provides for a credit that takes into account both lifetime gifts and the size of the estate. The law exempts $125,000 from federal gift and estate taxes of 1977 and more each year until it is $175,000 in 1981. But net estates of more than this amount are subject to a tax at 28 percent to 70 percent on a gradual scale.

The old rules in effect permit a spouse to leave one-half of the estate to the surviving spouse without tax. The new law provides that $30,000, or one-half of the estate, whichever is greater, will pass to the spouse without tax. On the other hand, the law allows the surviving spouse to take only a credit against the estate tax at a rate of 18 percent.
Fight To Prevent Layoffs At Willowbrook

(Continued from Page 1) placed in other jobs by the State.

Under an agreement signed on March 10, the State Department of Mental Hygiene said it would terminate its agreement with the non-profit Cerebral Palsy organization to operate seven buildings at Willowbrook, which contain more than 300 retarded patients between the ages of 16 and 17. United Cerebral Palsy will completely staff four buildings and will share staffing with the CSEA in the other three buildings.

Mr. King said that when UCP takes over the seven buildings, the jobs of 700 employees presently staffing the buildings will be terminated. "And according to hourly, there are another 600 so as well," Mr. King said.

According to William McGowan, CSEA statewide president, "the Department of Mental Hygiene will use a budget made up of Medicare, Medicaid and other state subsidy monies to pay UCP $30,000 for the care of each patient housed in the Willowbrook facility. "This is approximately two to three times more than the state now pays to care for its patients using state employees."

Mr. King said that the local will picket the UCP headquarters in Manhattan Aug. 26 in a protest against "UCP's lack of expertise in handling mentally retarded children and the State-UCP agreement, which will result in layoffs of state employees."

He added that officers of Local 429, the Metropolitan Region II and headquarters staff experts will meet in the next few weeks to map strategy to "block the state's plans to subcontract care of mentally retarded patients and to fire our members."

"Mr. King said.

ALBANY—The Civil Service Employees Assn. has begun a massive mail campaign to inform every local in the organization of a recent change employees' Retirement Systems.

CSEA statewide president William L. McGowan has sent a letter to every CSEA local president noting the changes and urging that this information be disseminated as widely as possible.

The changes come as a result of legislation backed by the CSEA and passed during the last legislative session. It allows certain employees who were on the public payroll as of June 30, 1976, to become members of Tier Two of the Retirement System, rather than Tier Three.

Many individuals who fall into this category were "nesters out" of Tier Two because their employer failed to file the necessary documents with the Retirement System on time. Mr. McGowan says in the letter.

He adds, "Neither I nor CSEA can guarantee that any particular employee would receive better benefits under Tier Two than under Tier Three. Those questions would have to be answered by the Retirement System. However, I should point out that individuals who joined the system prior to July 1, 1976, are not subject to the 3 percent salary deduction."

"Tier Three" is a term generally applied to employees who began their public employment on or after July 1, 1976. Such employees, since Jan. 1, 1977, have been subject to the new, mandatory contribution to the system of 3 percent of their annual salary.

Mr. McGowan included in his mailing a copy of a letter from the Retirement System to all public employers who participate in that system, explaining the change. The employer's letter notes that, to qualify for return to Tier Two, those employees wrongfully grouped into Tier Three must file an affidavit with the Retirement System on or before Dec. 31, 1977. Such affidavits are being forwarded to all participating employers.

For employees who submit acceptable affidavits, membership in Tier Two of the Retirement System will be retroactive to June 30, 1976.

Questions regarding this change should be directed to the Employees' Retirement System's Member Services Bureau at (518) 474-3244 or 474-2069.

For Clerk Exam

Amityville CSEA headquarters, 740 Broadway, North Amityville, Long Island, on Aug. 24 at 7 p.m.

Sign-up at the door will be accepted at both locations, but CSEA members have preference. Mr. DeMartino has cautioned non-members to contact CSEA member beforehand to determine if they can be accommodated. Ms. Minard may be reached at (312) 855-7600.
Hear Union View At State Women's Conference

ALBANY—Jean C. Gray, former first vice-president of Chaplin Region 14 of the Civil Service Employees Assn., was nominated, at the recent New York State Women's meeting, to represent the state at the Houston conference planned for the fall. She, and other women union leaders attending the conference, discussed a variety of issues relating to working women.

Lillian Roberts, of the American Federation of State, County and Municipal Employees, chairing the meeting held here at the Empire State Plaza, Ms. Roberts explained that women unions have improved the life style of Americans by fighting for a shorter workday, workweek, social security, human dignity, better wages, training and development of skills.

Cornsell School of Labor Relations representative, Althea Cook, a participant in the labor movement since the early 1920's, explained the role that women have played in the history of unions. Ms. Cook indicated that women still have a way to go since they occupy the lower levels of most jobs and have the lowest earnings.

Joy Hipk of the AFSCE, indicated that only one in four working women belong to unions. There is a need to educate and train women so they can qualify for better jobs, she said.

Catherine Schrier, also of the AFSCE, spoke on the need to have women leaders in unions. Women, to obtain their rights, must believe in themselves, be willing to assume leadership and have the time required. In order to provide women with more opportunities, since many hold dual roles of workers and mothers, unions should negotiate better child care center provisions, personal leave and maternity leave classes, Ms. Schrier said.

United State Workers vice-president Ida Torres spoke on the fact that women should, if they choose, be able to be trained in various trade occupations since those are the highest paying jobs. Robbia Crainina, national job developer, also had nothing to do with women's organization for Women president Norma Counsel spoke briefly on seniority vs. affirmative action. She mentioned there was a need for women to learn that together they can fight sex harassment and discrimination.

Bez Lemenon, Capital Region education committee chairman, reported on the conference to the executive board of SUNY at Plattsburgh Local 612.

The following proposals were approved by the conference:

- Translation and publication of workshop proceedings into Spanish
- Non-support of those companies that participate in the Arab boycott
- Support of those companies that participate in the Arab boycott
- Support of the Humphrey/Hawkins job bill
- Support of a state's right to assume their duties soon.

CIVIL SERVICE LEADER, Editor, Friday, August 25, 1977

The Civil Service Employees Assn.'s Board of Directors mandated that its women board representatives and top officers of each region attend New York State's first women's meeting at union expense. The meeting, which attracted more than 10,000 New York women, highlighted the achievements of women, identified their problems in gaining full and equal employment opportunities and elected 88 delegates to represent New York's views at a National Women's Conference to be held in Texas later this year. Pictured is part of the CSEA display booth.

Offers Conversion Of Insurance Until Sept. 7

ALBANY—The Civil Service Employees Assn. has announced that certain members who are insured under CSEA's group life insurance program will be allowed to convert part of their coverage to permanent form of individual life insurance which contains cash and paid-up values, without medical examination. The deadline for this offer is Sept. 1, 1977.

The offer provides that only actively employed insured members of the group life insurance plan who have attained or will attain the age of 50, 55 or 60 during the calendar year 1977 may convert $1,000 or $2,000 of this group insurance to a permanent individual insurance.

Group insurance would be reduced by the amount converted, and the payroll deductions of such insurance would be reduced accordingly.

The conversion plan features many other items of interest to group life insurance members.

All of those interested may request information on the conversion privilege by writing to the Civil Service Employees Assn. at 33 Elk St., Albany, N.Y. 12207 prior to Sept. 1, 1977. The effective date of the converted insurance will be Nov. 1, 1977 contingent on the premium payments for the converted insurance to be made directly to the Travelers Insurance Co.

Civil Service Employees Assn., Inc.
33 Elk Street
Albany, New York 12207

Please send me information concerning the "conversion privilege" of CSEA group life insurance.

NAME
(Please print) Last First M.I. Maiden Name

HOME ADDRESS
City State Zip Code

DEPT. EMPLOYED DIVISION OR INSTITUTION PAYROLL ITEM NO.

DATE OF BIRTH SOCIAL SECURITY NO.

CSEA Southwestern Local Celebrates Anniversary

OLEAN—The 30th anniversary of Southwestern Local 107 of the Civil Service Employees Assn., was observed by members last month at the Olean Country Club, and Castle Restaurant here. The occasion, marking the 30th anniversary of the Allegany State Park and Recreation Commission, held its organizational meeting on Nov. 30, 1947, and became a part of the statewide organization on Jan. 30, 1947.

Among the guests were: Noel P. McDonald, first president of the Southwestern Local, who provided a brief history. David Morrison, another past president who served from February 1971 until May 1974, the present chairman of the Allegany State Park and Recreation Commission; Roland B. Hawkins, regional administrator of the Allegany Commission; Dann B. Drivin, assistant regional park manager; James M. Carr, general park superintendent, and Jerry Bromley, vice-president of Southwestern Local 107, were also featured speakers.

CSEA Southwestern Local 107

CSEA Southwestern Local 107 of the Civil Service Employees Assn. in Albans, New York, 12207.

According to Dave Harrison, Cornell's Capital District Extension director, the program offers 12 labor relations courses in such areas as law, collective bargaining, communications and arbitration. Upon successful completion of the courses, students will receive a certificate of labor studies.

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For further details and applications Albany-area CSEA members may contact Dave Harrison at 1918-465-3518.
Leader, Friday, August 26, 1977

CIVIL SERVICE

Australian Calls CSEA Democracy 'A Rarity'

Mr. Armstrong was chosen from a field of about 3,500 candidates, for a coveted Winston Churchill Fellowship, which enabled him to begin his study of comparative labor relations in Great Britain, Norway, Sweden, and Germany, all of which he has already visited, and Canada and New Zealand, which he will visit after he leaves the U.S. His journey began last March. In each country, he is visiting with members, officers and staff of the leading unions, finding out what makes for successful working relationships and labor peace.

Mr. Armstrong first heard about the CSEA at the offices of the Trade Union Training Authority in Melbourne, Australia, where the International Directory of Labor Unions indicated that New York's largest public employees union bore a strong resemblance to his own AGWA.

"CSEA has a reputation for being run democratically, which makes it a rarity," he said. "Also, the exception that AGWA represents no supervisory personnel makes it a rarity." Also, he said. "Workers are a dynamic force in the national government. They describe the method by which labor's opinion is solicited, as a 'cooperative process that results in laws that are largely favorable to unions.'

Union involvement in the government decision-making process has led to a record of relatively few strikes by West German workers—"one sign that the West German system is a good one," he says.

CSEA observers note that Mr. Armstrong's call for increased union participation in the legislative process to a large degree, he said. "Workers are a dynamic force in the national government."

Civil Service Employees Assn. president William McGowan, left, welcomes Australian civil service leader Hugh Armstrong to CSEA headquarters in Albany. CSEA staff heads in background are field services director Patricia Rogers and education director Edward Diamond.

Latest State and County Eligible Lists

Find Dropping Benefits
Not Such a Good Idea

WASHINGTON—Twenty-seven state and local governments with about 350,000 workers, including over 300, New York City employees, have cancelled plans to end social security coverage for their employees, says James B. Cardwell, Commissioner of Social Security.

"We at social security are gratified that the governing bodies of these state and local government entities have reconsidered second thoughts about taking a stap wrench, in most cases, would have seriously eroded the income security protection of their employees," the commissioner said. "In many cases, these governmental entities decided to continue their social security coverage after they received advice from independent actuaries that they could not duplicate social security benefits through private insurance at comparable cost."

Unlike most American workers, who have mandatory coverage, state and local employees are covered by social security through group—voluntary agreements between states and the federal government. States can ask for cancellation of coverage for a group after the group has been covered for five years. The State must give notice is New York City.

The largest municipality to give notice is New York City. Terminations notices were filed in the spring of 1976 for workers in ten New York City employee groups. All but three of these groups cancelled termination notices during June and July. The New York City Board of Higher Education, with 2,600 employees; the Health and Hospitals Corporation, with 2,300; and the City University Construction Fund, with two employees, have not yet cancelled their notices.

Alaska, which had filed a termination notice in December 1975 for its 12,500 state employees, cancelled that notice May 31, 1977.
Court Rocks Teacher Tenure Boat

By MARTIN FOX

ALBANY—Teachers who initially secure their jobs through federal funding programs have no guarantee that their hiring dates will mark the start of their three-year probationary periods leading to tenure. A state court system learned as much this month when the Albany Appellate Division ruled that a teacher was only a "probationary one" during 1972, the year she worked under funding provided by the Federal Emergency Employment Act.

Instead, four of the court's five judges said, her probationary period did not begin until a year later, in January 1973, when the Oneida Board of Education formally appointed her a reading teacher. As a result, the court majority said, the school board could legally deny her tenure in November 1973, because she was still a probationary teacher, six months short of the required three years.

The teacher, Mary Lou Durr, originally challenged the board's refusal to grant her tenure in an appeal to the court, but her case was consolidated with a similar one from another teacher, Edward R. Nyquist. He ruled in favor of the upstate teacher on the grounds that he had been continuously employed since January 1972, not January 1973, and ordered the board to grant her tenure.

The court's majority maintained the three-year probationary period begins when an "appointment" is made. The judges said when Ms. Durr obtained her job in January 1972, she worked for the school district as an employee of the education act of the U.S. Congress and the school board was acting as "an employer-employee relationship" with that teacher. The court majority said, the school board's say, her probationary status was only temporary.

The school board "did not appoint Ms. Durr to serve in any capacity, whether temporary or permanent," the four judges said. "She owed her position and salary for the year 1972 to an act of the U.S. Congress and not the school board."

One judge, Lou M. Greenblatt, disagreed. "An employer-employee relationship," he wrote, "between the school board and Ms. Durr began in January 1972, when she assumed her job as a salaried level a position of that to other teachers," wrote Judge Greenblatt. He criticized the board for relying upon "a formalistic technicality to deny her the protections intended to be available under the Education Law."
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.
Eiss Elected President
Region VI Largest Local

BUFFALO—John Eiss of the Erie County Health Department has been elected head of the Erie Local of the Civil Service Employees Assn., the largest Local in the union's Western Region VI.

Mr. Eiss easily defeated his two challengers, Edith Cathy and Arthur Tomasz. The final mail-in vote total was 502 for Mr. Eiss, 181 for Mr. Cathy and 181 for Mr. Tomasz.

The 2,300-member Local represents 5,000 white-collar employees of Erie County.

Also elected were:
Sal Castro, first vice-president;
Mike McGee, second vice-president;
Patricia DelContino, third vice-president; Robert Dobstaff, fourth vice-president; Richard Cruz, fifth vice-president, and William Borreodino, sixth vice-president.

Also, Joseph Healy, financial secretary; Rose Marie Saunders, treasurer; Neal Hodgson, sergeant-at-arms; and George H. Clark, executive representative.

LABS AND RESEARCH LOCAL

ALBANY — The Division of Laboratories and Research Local of the Civil Service Employees Assn. installed new officers at a monthly dinner meeting held recently at the Casa Bella Restaurant in Albany. Installed by Capital Region president Joseph McDermott were:

Joseph E. McDermott, president; Allen Cole, PS&T unit vice-president; Jerry Riehle, administrative unit vice-president; Eliot Lynch, PS&T representatives; Dick Ryanski and George Wernske, operational representatives; Larry Esler and John Wakefield, delegate-at-large (Spruce Mountain), Mike Ray, and delegate-at-large (Downtown), Mary Costello.

The Local, which represents 37 state offices in the Buffalo area, has more than 1,300 members.

SUNY OSWEGO CSEA OFFICERS TAKE OATH

Newly elected officers for 1977-78 of Civil Service Employees Assn. Local 611, SUNY Oswego, take oath of office. From left are Jack Gallagher, statewide treasurer; Dale Dusharm, Local president elected to third term; Charlotte Murray, Local treasurer; Donald Sawyer, delegate; Rosemary Ketone, secretary; Mary Jean Flieischman, alternate delegate, and David Schwartz, vice-president. Members of the Local attended formal dinner-dance installation at Vona's Restaurant in Oswego.

HELEN HAYES HOSPITAL LOCAL

The Helen Hayes Hospital Local 393 of the Civil Service Employees Assn. held an installation picnic recently at Krucker's Pondera. From left are Southern Region president James Lennon, the installing officer, alternate delegate Jerry Dragola; PS&T representatives Angela Biaheka, treasurer Jerry Frazzano, operational vice-president James Oste, vice-president Bee Pie, delegate Marge Foust, and president Pat Comerford.

SARATOGA EDUCATIONAL LOCAL

Officers of the Saratoga County Educational Employees Local 884 of the Civil Service Employees Assn. were sworn in recently during a dinner held at the Scott-Mar Restaurant here. From left are Installing officer Jack Gallagher, statewide CSEA treasurer; vice-president Robert Hall, first vice-president Lester Cole, president Charles Lorch, secretary Myrtle Majors and treasurer Sandra Flipsejtath.

SYRACUSE DC CORRECTION

SYRACUSE—William P. Dwyer is the newly elected vice-president of the Civil Service Employees Assn. Local 424 at Syracuse Developmental Center. An incorrect name was listed in the July 22, 1977, issue.

BUFFALO LOCAL 003

BUFFALO—Buffalo Local 003 of the Civil Service Employees Assn. has re-elected Peter K. Blaubooer as president, to serve a two-year term expiring in June 1979.

Also elected by the local were:
Chuck Gross, executive vice-president; Frank DeGeorge, PS&T vice-president; Patricia A. Proctor, administrative vice-president; Ronald Szymanski, operational and non-assigned vice-president; Stanley Jarosz, treasurer; Christine K. Nakayama, recording secretary, and Ethel Dickinson, corresponding secretary.

The Local, which represents 37 state offices in the Buffalo area, has more than 1,300 members.

INSTALL ERIE EDUCATION OFFICERS

New officers of Erie Educational Local 656 of the Civil Service Employees Assn. were installed July 18, by Western Region VI first vice-president Genevieve Clark. Pictured, from left, are Ruth Walker, treasurer; Jack Schienken, president; Deiteres Tocheff, vice-president; Jim Burgavey, secretary. Standing: Charlotte Macha, financial secretary; Cecil Fluker, third vice-president; Henry Bigil, proxy for Joe DePalmo, second vice-president; Bob Bainbridge, county delegate, and Genevieve Clark.

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SYRACUSE LOCAL 013

Syracuse Local 613 mixed business with pleasure recently at its annual clambake. The Local took the occasion to swear in its new officers. Taking part in the swearing-in ceremonies were, from left, Claire McGrath, second vice-president; Anne Concel, third vice-president, Richard Cheray, former Regional and Local president; Dick Bemis, former acting president; Frank Wilson, president; Alan LeNia, treasurer, and Nancy Morrison, first vice-president.
THANKS, SENATOR

Civil Service Employees Assn. Region III political action committee chairman Pat Maselli, right, thanks State Senator John Fryon of New York, for his report on Agency Shop law in State Legislature during the just-concluded session. The Westchester Republican was a principal sponsor of the measure which made it possible for the union to collect the equivalent of dues from non-union state employees since they too benefit from union activities.

GO TO HEALTH

By WILLIAM R. WILLIFORD

Cheer up all you hemorrhoid sufferers and start saving those rubber bands. Dr. B. Bartal and Rosenberg of Loyola University in Chicago report that hemorrhoids can be safely and effectively removed by ligation with rubber bands instead of by conventional surgery. The cost of the "rubber band surgery" is approximately $170 as compared to $1,400 for the conventional method.

The Archives of Surgery (April, 1977) reports on 670 patients who underwent 2,300 rubber band ligations for internal hemorrhoids. The pads are put in place in the physician's office. The rubber bands cut off the blood supply and the tissue sloughs off in a few days. Ninety-eight percent of the patients got rid of their hemorrhoids with no complications sufficient enough to interfere with daily activity. Only 2 percent of the 670 patients required hospitalization.

I wonder how long it will take to market the $25 rubber band? The above little story is significant for two reasons. First, hemorrhoid sufferers are more prevalent than you think. It's refreshing to read about a procedure that can drastically reduce the cost of health care. Adequate insurance coverage. A hospital stay which cost $16 a day is now taken to reach the filing office via the mail.

The Archives of Surgery (April, 1977) reports on 670 patients who underwent 3,208 rubber band ligations for internal hemorrhoids. The bands are put in place in the physician's office. The rubber bands cut off the blood supply and the tissue sloughs off in a few days. Ninety-eight percent of the patients got rid of their hemorrhoids with no complications sufficient enough to interfere with daily activity. Only 2 percent of the 670 patients required hospitalization.

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Today, the best way to write your own story, if you're lucky enough to have any, is to be hospitalized a few days without adequate insurance coverage. A hospital stay which cost $16 a day in 1956 costs $185 per day now and is predicted to cost $94 a day in 1980. Wise President Mondale recently commented on rising health care costs stated: "At these rates, it will soon be cheaper to fly to the French Riviera and lie in the sun than to stay overnight in an American hospital." It certainly does pay to stay healthy. And who knows, with some rubber bands and a little luck you might be horseback riding in no time.
CHEEKTOWAGA — Contrasting Governor Carey's various "public relations postures" with his prevailing "public employees be damned" practices, Robert J. Lattimer, president of Western Region VI of the Civil Service Employees Assn., this week unleashed a blistering attack on the "man who takes out on both sides of his mouth."

Mr. Lattimer's latest attack on the Governor followed his veto of CSEA-sponsored legislation which would have restored up to five days of accruals to state employees who were forced to work such accruals during the "Blizzard of '77." when they were unable to work for days in Buffalo due to impossible conditions and travel restrictions.

"During the record-breaking blizzard," he made a groundswell inspection of the impossible conditions, making sure his "concerns" were recorded by TV, radio, and the newspaper. Mr. Lattimer recalled, "Now, he says to the only relief the workers sought. Everyone has forgotten and forgotten his complete disregard for the plight of public employees during or of his failure to either command or thank the large percentage of them who labored to maintain or restore services to the public during the ordeal."

Lattimer continued, "But the only reason for the veto is negative."

**Compares Private Industry**

Mr. Lattimer then recalled the many forms of emergency relief available to workers in private industry, who received unemployment insurance, free food stamps and other assistance.

"Our workers who couldn't get to work because of road conditions, or for any reason, would have been arrested for public travel, were told to use accruals."

"This is top of the list of being forced to use accrued hours during snow storms in November and December, and an earlier March free storm, means that many workers had to use as many as 11 days worth of credits," he said.

Pointing out that the area was designated a "federal disaster area," he added, "We're reminded of hurricanes, "after a snowstorm," Mr. Lattimer said that this prompted the CSEA to sponsor the relief legislation "probably the only area legislators backed the bill overwhelmingly," he explained.

The Governor's veto fits the pattern he also has displayed in other areas concerning public employees, Mr. Lattimer said.

State School at Industry

"For a period of years, various groups including CSEA have tried to tell him and his officials of problems at the School Board at Industry and potential dangers. There is no response until a disaster occurs. Reason then is through media and a quick trip to the facility. Never at any time were there any words to evidence concern for the employee."

**Attest**

"Problems at Attica were brought to his attention by CSEA. No relief was given to the situation: tragedy occurs; still no contacts with employees."

SUNY at Buffalo

"We would probably have been asked to resume construction, etc. now, he says no to the state employees, says "over to their problems even when he doesn't have anything." As in the restoration of accruals."

Mr. Lattimer then recalled that this relief would have been cost-free because "items are never back-filled."