Members of the Monroe County Local of the Civil Service Employees Assn. demonstrate their support for a strike during a meeting held at the Auditorium Theater, Rochester. Several days later, they returned, victorious, to the same location to ratify the new settlement with the county. (More photo coverage of the strike effort on page 16.)

Settle Monroe Strike Prompt Workers Win Pay Hike, Benefits

ROCHESTER—A two-day strike of workers against Monroe County has resulted in restoration of pay cuts, an 11 percent pay increase and strengthening of job security.

Martin Koenig, president of the Civil Service Employees Assn.'s Monroe Local said, "The county has a right to walk. He said, "We had been pushed for months, and it finally came time to stand up for our rights."

Only about 10 of the 1,000 Local members who attended a rally on Sept. 1, said they would support the CSEA contract when the legislature votes on it this week. After the vote, a settlement will be put into effect for the new three-year contract. The Local has worked closely with community groups to expose the problem.

The county's 4,300 workers.

County legislator J. Richard Wilson, D-Brighton, the minority leader, said if a majority of the legislature will support the CSEA contract, when the legislature votes on it this week. After the vote, a settlement will be put into effect for the new three-year contract. The Local has worked closely with community groups to expose the problem.

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Charge That Firing Result Of Employee Court Action

SARATOGA SPRINGS — The Upstate Transportation Consortium has fired Al Skillos, a former employee of the Saratoga Springs City School District Transportation Department, after Mr. Skillo lost his job to a transportation agent. Second, he said they will push for a labor contract. The county wanted to implement temporary

(Continued on Page 16)

File Contract Grievances Against Manhattan Psych.

WARD'S ISLAND — Larry Colson, the president of the Manhattan Psychiatric Center Local of the CSEA, announced the filing of a series of facility-wide contract grievances demanding that the Department of Mental Hygiene hire additional staff, and end on-call work and correct the serious fire code and other health and safety violations.

ACL

The Local has worked closely with community groups to expose the poor quality of care provided to residents at the facility. Following a series of newspaper articles and television interviews, Congressman Ed Koch called the Department of Health, Education and Welfare to investigate conditions at the Manhattan Psychiatric Center.

The event was covered by radio and television as well as the daily print media because of the steady mounting campaign against the UCP takeover being waged by the Willowbrook CSEA Local 429 and the CSEA New York City Region II.

Earlier in the morning, Solomon Sundmark, chairman of the grievance committee at MPC, delivered a "scathing indictment of the Department of Mental Hygiene's operation of the center." Among the conditions cited in the HEW report were a shortage of professional nurses, Mental Hygiene therapy aides performing nursing and phar- maceutical duties, defec- tive medical recordkeeping, insufficient number of pharmacists, social workers and professional therapists.

The HEW report also mentioned various violations of building and fire safety codes such as overcrowding of residents on wards, deficient smoke evacuation systems and other health and safety violations.

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Don't Repeat This!

Will New Primary Date Effect Vote? Politicos Worried

It is in the nature of the profession for campaign managers to be nervous. Those who are experienced
### Open Continuous State Job Calendar

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
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<td>20-140</td>
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</table>

You may obtain a copy of the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above, as well as examination for Stenographer and Typist.

### Labor Post With State Is Opening

ALBANY—State Civil Service Department officials will hold an oral promotional exam at a date to be announced later this month for candidates for the $19,420-a-year associate agency labor relations representative post. State Department of Taxation and Finance personnel administrators with at least a year's experience in the post are eligible to take the test. The filing deadline is Sept. 14.

Prospective candidates should contact the State Department of Civil Service at the State Office Building in Albany, 2 World Trade Center, New York City 212-306-4000, 6 West Genesee St., Buffalo.

### Female, Minority U.S. Job Chances Improving

State and local governments are improving job opportunities for minorities and women with the help of Intergovernmental Personnel Act (IPA) grants made by the U.S. Civil Service Commission, say commission members.

Some of the innovative personal improvements that state and local governments have developed with IPA funds are described in "Fair Treatment," a new publication issued by the commission.

"If government is truly for all the people, then the government work force, at all levels, must be composed of all the people," said Civil Service Commissioner Erna Pezon. "Improving job opportunities for women and minorities will continue to be an important goal of the IPA grant program."

The 28-page report, titled in full "Fair Treatment: Grants Projects in Equal Employment Opportunity," was published by 34 projects in affirmative action, improving recruitment and selection, equal employment opportunity (EEO) training and technical assistance, and career development. These projects help meet the IPA's congressional mandate to improve job opportunities for "handicapped persons, women, and members of disadvantaged groups whose capacities are not being utilized."

State and local governments can use the booklet to get ideas for their own equal employment opportunity programs. Three appendices provide further information: A catalog of 84 IPA grants made to date, addresses and phone numbers to contact for further information; a list of other U.S. Civil Service Commission publications on EEO; and a rundown of organizations which can help on EEO matters.

### Rensselaer Jobs To Open Shortly

TROY—Rensselaer County Civil Service officials hope to fill four senior sewage treatment plant operator posts soon.

They have opened up the $23,388-a-year promotional job to county sewer district type I sewage treatment plant operators with at least a year's experience. The filling deadline for the Oct. 15 test is Sept. 14.

Officials also listed three open competitive job openings. These jobs also have Sept. 14 filing deadlines and Oct. 15 test dates.

The job openings are supervising sewage treatment plant operators, senior sewage treatment plant operator (type A plant), and senior sewage treatment plant operator (type A plant).

Supervising sewage treatment plant operators earn $23,388 a year. Senior sewage treatment plant operators earn $23,388 and principal sewage treatment plant operators, $19,795.

For supervising plant operator, candidates need a B.S. or engineering degree and one year's experience as a sewage treatment plant operator or an associate degree and three years' experience or a combination of both.

Senior plant operators must hold a high school diploma and one year's sewage plant operating experience or four years' experience or a combination of both. Principal plant operators must be senior plant operators with two years' experience.

Candidates must also be citizens of the United States.

Job applications should be sent to Rensselaer County Civil Service Commission, Court House, Troy.
Dutchess County Worker Wins Increment Back Pay

POUGHKEEPSIE—A Dutchess County employee, represented by the Civil Service Employees Assn., won a lengthy legal battle which resulted from her grievance when she was denied back pay for increments originally awarded to her but by county in January 1976.

The county had contended that Patricia O'Gelby, employed in the county court building, had no claim to the increments because she was an hourly employee and not entitled to increments for a minimum 35-hour work week.

Thomas M. Mahan, Jr., an attorney for O'Gelby, maintained that since Ms. O'Gelby is a permanent employee with more than 50 percent of her time being prescribed for a normal work week and is in the county's bargaining unit, she should receive increments as set forth in the 1975-1977 CSEA contract with the county.

While the county had argued that no hourly employee had ever been granted an increment, CSEA contended that, regardless of the method of computing salary increments, Ms. O'Gelby is holding a permanent appointment and works more than 50 percent of the time prescribed for a normal work week and is therefore entitled to all the increments and benefits of full-time employment. In his decision, arbitrator Dale B. Beach upheld the CSEA's position and awarded Ms. O'Gelby the back pay and retroactive increments to be included in her salary based on her hourly rate.

CSEA Negotiates in Rensselaer, Despite SEIU

TROY—What will be perhaps the most important negotiations in the history of the Rensselaer County unit of the Civil Service Employees Assn., SEIU Local 917, concluded the day before they were scheduled to begin, as a result of the actions of a group of employees International Union.

Joseph Baker, CSEA Regional Director, negotiated in Rensselaer County, explained the situation: "SEIU lied. It's clear that SEIU lied to a small group of county sewer workers represented by the CSEA and compiled a petition. Then the SEIU lied to the Public Employment Relations Board when it filed its original petition when it knowingly failed to inform the PERB that the CSEA is the certifiable bargaining agent. That's why I'm sure that the SEIU representatives were well aware."
DENVER—Alan K. Campbell, U.S. Civil Service Commission chairman, last week outlined to American Legion members major reforms in civil service practices, including changes in the law that gives preference to veterans.

Addressing the National Economic Commission on the eve of the legion's national convention, Mr. Campbell said:

"The changes being considered will not only serve the interests of those young veterans who are in greatest need of employment assistance; they will help to meet the equally pressing employment needs of women and minorities."

He continued: "The fundamental accommodation between principles of merit in employment and the needs of special groups such as veterans lies in the fullest implementation of affirmative action — and veterans' preference is one form of affirmative action.

He maintained that among people qualified for any job, it is "entirely permissible" to establish priorities for preferential treatment. What is not permissible, he emphasized, is "a dilution of the competency of the work force through preferential treatment of less qualified workers."

"My recommendations derive from two fair prepositions. First, that our society demands a reconfirmation of the steady treatment of women and minorities by institutional procedures that have excluded them from opportunity; second, that any such procedures should not alter the reasonable and legitimate obligations we have to those who serve their country under arms."

Veterans comprise 50 percent of the federal work force, compared to 25 percent of the total national work force, he said.

Under the Professional and Administrative Careers Examination (PACE), he observed, veterans comprise 19 percent of those rated eligibles and 20 percent of those selected. Women account for 41 percent of the eligibles and 31 percent of the selections.

Veterans also account for a larger percentage of selections for higher level jobs, he said: they represent 60 percent of the selection for higher level (grades GS-13 through GS-15) and midlevel (grades GS-9 through GS-12) positions, he added.

He asked the Legion and other veterans' organizations to consider proposals for change now being considered by the Federal Personnel Management Project as part of a major review of the federal personnel system. They are:

• That veterans entitled to five-point preference be limited either in the time frame within which they can use veterans' preference, or in their ability to benefit from existing law which provides that a manager must select from the top three names on a list of eligibles but may not select a non-veteran over a veteran.

• That veterans entitled to 10-point preference on the basis

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New Vet Hiring Plan Under Study

Trip To N.Y. By Campbell Is Scheduled

U.S. Civil Service Commission

Chairman Alan K. Campbell has scheduled a visit to New York City Aug. 31 and Sept. 1, to solicit views and recommendations for changes in federal personnel policies and practices. Mr. Campbell scheduled visit in July was cancelled because of the New York City power failure.
ORDER DIRECT—MAIL COUPON

CSEA Offering $1,000

Who Will Win ‘Son Of Sam’ Rewards?

By HARcourt TYPES

MINOLA — It may be many weeks before Civil Service Employees Asso.
officials decide who will receive the $1,000 reward for the Son of Sam capture.
That's because there has not been a conviction in the cele.
bated case, and it may be many weeks before the investigation is close to the case may never go to trial.

Another reason is that CSEA officials plan on going along with the decision of other or-
ganizations that posted rewards for capture and conviction of the Son of Sam killer and it is not expected that the other or-
ganizations will decide on a reward winner for quite some time.

Whoever is designated the winner stands to collect about $25,000 in rewards. The leading candidate is believed to be a Brooklyn woman, Chelita Davis, who police say supplied the tip that broke the case.

Ms. Davis came to police after the last shooting attributed to the Son of Sam sus-
temt and told them she may have been within a few feet of the killer and saw him get into a car parked in front of a fire hydrant. It had a parking ticket on its windshield, she said. A check of parking tickets issued in that area—Brooklyn's Benson
hurst—led them to a suspect.

David Berkowitz, 24, of Yonkers, was indict-
ed for the November 1976 killing of Ms. Davis and 22 other suspects were

GO TO HEALTH

By WILLIAM R. WILLIFORD

More and more evidence indicates that drinking during preg-
nancy is risky.

Studies have confirmed that women who take more than two alcoholic drinks daily increase their chances of giving birth to men-
ter boys or girls. The most dangerous period for the im-
born child of a heavy drinker is from three to four-and-a-half months after conception and during the

R E D A C T I O N A L  M E D I C I N E

by grand juries in the Bronx, Queens and Brooklyn in all six murders. He is undergoing psy-
chiatric examination in prison.

CIVIL SERVICE LEADER, September 2, 1977

SHORT TAKES

By HELEN WEHRENB

HE NEEDS DISABILITY INSURANCE?

Federal civil service disability pensions can be obtained merely by showing medical inability to perform one or more parts of his job. The definition of disability is so broad and vague that almost any ailment can be considered grounds for a pension. Nearly 90 percent of those who apply for disability are awarded it. One for-
timer federal civil servant earned $117,500 in a new job in 1974 and 1975 while collecting a disability retirement pension.

WHEN CONGRESS IMPOSES TAXES ON LIQUOR

The federal government is considering a tax on liquor to raise revenue. The tax would be levied on each gallon of alcohol and would be in addition to existing state and local taxes.

The proposed tax is estimated to raise $5 billion annually, of which about $4 billion would come from the sale of liquor to non-
residents. The remaining $1 billion would be collected from the sale of liquor to residents.

FEDERAL EMPLOYEES DISABILITY INSURANCE

Most federal employees are covered by the Federal Employees Disability Insurance Program, which pays a weekly benefit of up to $150 to workers who are disabled and unable to work.

The program covers full-time, part-time and temporary federal employees who have met certain eligibility requirements.

APPLICATIONS AVAILABLE

Applicants should apply for the program as soon as possible after becoming disabled. Applications can be obtained from the nearest Social Security Administration office or by writing to:

Federal Employees Disability Insurance Program
Social Security Administration
Washington, D.C. 20203

Disability Pensions

To be eligible for a federal employees disability pension, an applicant must have worked for at least five years in the federal service and have earned at least 1,000 points under the Federal Employees Disability Insurance Program.

The pension is calculated based on the average of the highest three years of earnings during the five-year period.

The maximum pension is 75 percent of the average of the highest three years of earnings, subject to a maximum of $10,000 per year.

The pension is payable for life or for a period of 12 months after the applicant reaches age 70, whichever is later.

ALBANY COUNTY COST ATTICA 

Albany County has the highest percentage of provisional em-
ployees of any local civil service agency in the state. Low finances and poor salaries have resulted in a high turnover of Albany County’s trained technicians. County Commission secretary William Crevity attributes the high turnover to the lower sta-

ty Commission is starting a new case processing system to encourage early settlement of complaints. This is only one feature of a major reorganiza-
tion process designed to make the agency more efficient.

MURDER AT ATTICA DRIVES AWAY WORKERS

As a result of the killing of a prison guard, allegedly by an Attica inmate, the facility is losing personnel, many state penal officers. About nine persons so far have decided to leave. Further delays there, re-

DISPARITY IN CIVIL SERVICE AGENCIES

The results of a recent study (Medical Tribune, March 16, 1977), as yet not understood. For pregnant women who take more than two alcoholic drinks daily, the risk of giving birth to a baby with abnormalities is from three to four-and-a-half months after conception and during the

Abstinence or very light occasional drinking appears to be the best policy to follow during the entire pregnancy.

EDUCATION PREP COURSE FOR NASSAU

CLASSES: Saturdays—September 10-October 22, 1977

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THE TEST FOR

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Marc L. Ames

Attty at Law

113 Park Pl., N.Y., N.Y.

482-3200
Examination By Taxation

W e thought that governments had learned a basic lesson in American democracy when the Supreme Court, a few years ago, struck down poll tax laws that had served to limit who could vote in elections of certain states, especially in the South.

New York City has now come up with a plan to tax job-seekers. We consider this to be every bit as incisive and un-American as the poll tax.

To us, the right to seek government employment is as much a right as is the obligation/privilege to vote. It is inherent within the Constitution whether or not it is spelled out in the Constitution or merely taken for granted because it is considered to be The American Way.

Under the city's new regulation, a sliding scale from 5 dollars to 10 dollars will be charged for the right to take a civil service exam.

We found objectionable when a straight 5-dollar fee was imposed a year ago. That the fee will now be increased for higher-paying jobs does not disturb us so much as the essential fact that the fee is being levied.

Although the city reputedly collected $300,000 in fees since the test tax was instituted last October, a spokesman said the new increase is necessary because of the rising cost of administering tests. Supposedly the cost of giving a test has gone from $90 a person several years ago to approximately $145 today.

We say such paper-shuffling figures are beside the point. Nor is ability to pay the real issue.

What is important is that another move is being made against the Merit System: by setting up additional qualifications standard other than Merit.

We can see no difference between the graft of a spoils system and the tax of an un-American poll tax.

We regard the government's primary responsibility in obtaining employees, by whatever means, as being to set up a system where applicants are not being told to put a little something in the kitty for the opportunity to take a civil service exam—and it doesn't even guarantee that they will pass the exam, much less get the job.

Most people agree that the Merit System could stand a little shaping up. Like in most venerable institutions, there are those who know their way around the system better than others and, thus, they buy the system. But it is not the basic structure of the Merit System that is sound, though. It needs to be better enforced as intended, with the nooks and crannies cleaned up.

Once you start chipping away at the foundation of any structure, however, you are hastening the day of its eventual collapse. The day you allow the first chip to be hacked away, it may not seem like much, but the precedent is then set for future destruction.

We regard the government's primary responsibility in obtaining employees to be the hiring of its best citizens to serve the public.

In the business of selling tests, even if the collected fees supposedly go to defray the cost of the tests. The next step is to charge the full cost of the tests: this year it's $145, next year who knows?

But it is not the money that we find objectionable. It is the morality of the Merit System that we defend.

It is every citizen's right to compete equally for public service jobs, public service jobs.
WHAT'S YOUR OPINION

By PAMELA CRAIG

QUESTION: What action do you think the union should take to save the jobs of mental health employees?

Larry Coletti, recreational therapist: "The union should make sure that the employees have the right to participate in any procedures for retirements. The USP contract is only for retirees. The union must make sure that the union's responsibility to maintain the employees. The rehab-program must be monitored to see if they are complying with the rules and the residents. The union must make sure to keep the employees at their present grade when the takeover occurs."

Joanne Mavliga, teacher: "I think the union should force the employees to join the union. They should do so immediately. They should be monitored to find if they are superior or inferior. We should follow up on family care. Who will be held accountable if the care is inferior? How can people who are untrained and have little experience perform as good as the union? The union must make sure that Carer doesn't keep his job or any of the other politicians who favor this takeover by UCP."

LETTERS TO THE EDITOR

It Hurts

The enclosed piece, "How To Hurt An Organization" could certainly apply to CSEA members. Maybe you'd like to reprint it in some future Leader issue. If you do, please give a special thanks to Frank Rafferty, board member and chairman of the CSEA Public Relations Association of New York."

Larry Nilan, therapy aide: "I think the only that the union can do is hold the state to the contract that permanent employees will not be laid off because of the UCP contract. The union must make sure that the state finds jobs for all of the permanent employees in other employer situations. The state should not be allowed to find jobs which are not necessarily be arbitrarily

Gloria Fred, therapy aide: "The union must unify the employees for one and fight for the rights of the public. The public must be shown facts. This can only be done by negotiations, media coverage or strike. Also, the union must make sure that it stays. It's my responsibility to fight for the residents and the union. The rehabilitation programs would be segregated to organize the community."

If people in the neighborhood were to visit the facility, the patients participating in gardening work in their own area, they can learn to relate to the residents as human beings."

Richard Nilan, therapy aide: "I think the only that the union can do is hold the state to the contract that permanent employees will not be laid off because of the UCP contract. The union must make sure that the state finds jobs for all of the permanent employees in other employer situations. The state should not be allowed to find jobs which are not necessarily be arbitrarily

Jeanne Mavliga, teacher: "I think the union should take every possible action to ensure the employment and the health of the employees. We've had many general meetings, we've been to the buildings, we've made rounds, we've talked to the people, we've talked to every employee. We've contacted the parents, we've contacted other chapters and everyone is willing to help. We've been to the Wil-slowbrook but Willowbrook em-
ployees have not been united. I guess the employees have suffered from the past union administration and resist the present effort to unify.

Gerald McCarthy, occupational therapist: "If we should invest UCP and see how they are functioning and if it's a good deal with the court decree. They should be monitored to find if they are superior or inferior. We should follow up on family care. Who will be held accountable if the care is inferior? How can people who are untrained and have little experience perform as good as the union? The union must make sure that Carer doesn't keep his job or any of the other politicians who favor this takeover by UCP."
State's Plan Central Topic At MHEA Meeting

By KENNETH SCHEPP

CRISPANY—The reorganization of the state's Mental Hygiene program and problems of expanding membership were the main topics of discussion at the annual meeting of the Mental Hygiene Employees Assn. held earlier this summer at the Trinkhaus Manor here. The MHEA president, Irene Hills, of Willowbrook Developmental Center, conducted the meeting of the Mental Hygiene Employees Assn. are held earlier this summer at the Trinkhaus Manor here.

The problems of expanding membership were the main topics of discussion at the annual meeting of the Mental Hygiene Employees Assn. The MHEA contributed about $5,000 to the publication of that report, a critical evaluation of planned changes in the state's Mental Hygiene program. Ellen Cole, MHEA second vice-president, from Craig Developmental Center, suggested that the membership actively publicize what were seen as the negative consequences of the Governor's Mental Hygiene plan. She cited statements published by members of the Craig CSEA Local.

One statement read in part: "If a resident can function and take care of himself in the community setting that he or she can't cope with...this is unjust and inhumane treatment." CSEA collective bargaining specialist Robert Guild discussed the possibility of slowing down the transfer of patients from the institutions to the community. He, too, expressed concern that patients might not receive proper care.

Mr. Guild answered questions about the $5 million reallocation fund contained in the union contract. He suggested that members make known what adjustments are deemed necessary. Nursing service in New York City was specifically mentioned as a possible recipient of money to upgrade salaries.

Among other questions discussed was the accountability of working time for professional staff. Some professionals were charged abuse their flexible lunch periods and starting times, while non-professionals were penalized for minor tardiness.

Manhattan PC

(Continued from Page 3)

MHEA third vice-president Sal Butero, from Psychiatric Institute, announced a hypertension study being conducted by Psychiatric Institute that, he said, could benefit the members if they participated. He also commented on a workweek study citing abuses by professional staff.

Several members of the MHEA met over lunch to discuss plans for improving the organization's newsletter. From left are MHEA public relations head Audrey Snyder, from Hutchinson Psychiatric; second vice-president Eileen Cole, from Craig Developmental, who distributed copies of a statement opposing Mental Hygiene reorganization plan, "We may lose jobs," Mr. Guild said. "But worse, patients will not receive the care to which they're entitled."

Nicholas Puzziferri, of Rockland Psychiatric, and Joseph Unsterfer, of Utica Psychiatric, listen to CSEA collective bargaining specialist Robert Guild discussing the effects of the Governor's Mental Hygiene reorganization plan. "We may lose jobs," Mr. Guild said. "But worse, patients will not receive the care to which they're entitled."

Several members of the MHEA met over lunch to discuss plans for improving the organization's newsletter. From left are MHEA public relations head Audrey Snyder, from Hutchinson Psychiatric; second vice-president Eileen Cole, from Craig Developmental, who distributed copies of a statement opposing Mental Hygiene reorganization plan, "We may lose jobs," Mr. Guild said. "But worse, patients will not receive the care to which they're entitled."

Conferring during meeting are, from left, Josephine Pfeffer, Hudson River Psychiatric; Marie Donaldson, retired from Newark Developmental; Dorris Pierrepont, retired from Mary Psychiatric, and Rebella Esfren, Rockland Psychiatric, who suggested that the members contact legislators and discuss the recommendations of the CSEA Mental Hygiene White Paper.

Offer Hypertension Control Program

MANHATTAN — Workers in the state's Department of Mental Hygiene have been invited to participate in a Hypertension Control Program being conducted by Leslie Baer, an associate professor of medicine at Columbia University.

Free hypertension detection centers will be set up at many work locations throughout the state, Dr. Baer said. He urged participation, calling hypertension a major risk factor for stroke, heart and kidney disease, "a silent killer with few or no symptoms."

According to Dr. Baer, the condition can be easily detected by repeated blood pressure determinations and effective treatment is available.

Civil Service Employees Assn. president William McCowan called the program an important preventive health care tool and urged members to participate. Commissioner of Mental Hygiene Lawrence C. Kolb also announced his support.

Dr. Baer cited the following as the program's goals:

- to educate medical and paramedical personnel at New York State Mental Hygiene facilities in techniques of hypertension detection and follow-up of employees with hypertension;
- to establish an onsite nurse-practitioner and physician-supervised hypertension treatment program.

A schedule of times and places where the detection service will be available will be published in a future issue of the Leader.
Too Many Management Cars

In Empire Plaza Lot: CSEA

ALBANY — The Civil Service Employees Assn. and the Office of General Services for the State are currently involved in talks stemming from the CSEA's allegation that management is taking more parking spaces than it is entitled to in the Empire State Plaza.

According to Errett Stroebel, head of the State Executive Committee for the CSEA, the talks are the result of an agreement that management is taking more parking spaces than it is entitled to in the Empire State Plaza.

Stroebel said, "Parking is a very special situation; maintaining constant surveillance is difficult for the OGS and CSEA. The ratio set forth in the Letter of Agreement, which set up a ratio to determine the number of parking spaces to be allotted to employees and management, is not in keeping with the ratio. And many employees dispute the ratio." He added that since the construction workers have left the mall, there should be more spaces available.

Joseph Reedy, collective bargaining specialist, said Mr. Stroebel had complained of employees who transfer and do not cancel out spaces or who falsely claim they have enough spaces for those who do not deserve them.

Rensselaer Aides Lose Bonus Fight

TROY — The Appellate Division of State Supreme Court recently overturned a Rensselaer County Supreme Court ruling in favor of the Rensselaer unit of the Civil Service Employees Assn., ordering the county to acknowledge a grievance filed by CSEA requesting back payment of the $230 bonus to employees who re-signed as of July 1.

According to Bae Root, unit president, the county is refusing to pay these employees, although they were employed at the time the Rensselaer County Legislature imposed the one-year contract containing the bonus.

The unit is scheduled to begin negotiations this month for a 1978-80 contract.

Act To Settle Four Disputes

ALBANY — The State Public Employment Relations Board (PERB) has appointed a mediator and three fact-finders to settle disputes between the Civil Service Employees Assn. and several municipalities.

The fact-finders are William Curtis of Utica who is assigned to the dispute with the Town of Greenwich and town employees, Thomas Heftich of Schenectady, assigned to the dispute with the Niskayuna Public Schools and school employees, and Fimman Mackenzie of New York City, assigned to the Village of Sea Cliff — village employees dispute.

CIVIL SERVICE LEADER, Friday, September 2, 1977

New Leaders Of CSEA's State, County Divisions

By MARVIN BAXLEY

ALBANY — At the first meeting of the Civil Service Employees Assn.'s State and County Executive Committees following the statewide elections, new chairmen were elected.

Heading the State Executive Committee is William Deck, of Marcy Psychiatric Center Local 414, with Patricia Crandall, of SUC-Cortland Local 605, as vice-chairman.

Chairing the County Executive Committee is Joseph Lazaroni, of Rensselaer Local 442, with Mary Sullivan, of Herkimer Local 822, as vice-chairman.

These positions rank just below the 10 statewide officers in importance since they are, in effect, the chairmen of the two major legislative bodies of the statewide Association.

The State Executive Committee and the County Executive, in combination with the 10 statewide officers and the 11 appointed standing committee chairmen, comprise the Board of Directors.

The chairmen preside at meetings of the Executive Committees as well as State and County Division delegate meetings and general workshops sponsored for general membership of the respective Divisions.

Although the four chairmen are not elected by the general membership, they are elected to their respective executive committees; as departmental representatives for the State Executive Committee and as local county or regional education chapter representatives for the County Executive Committee.

Mr. Deck is serving his third term as a Mental Hygiene representative for Central Region V, and Ms. Crandall is beginning her second term as a University representative.

Mr. Lazaroni has made a dramatic comeback as County Executive Committee chairman, a position he held three years ago until he lost his local election.

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LITTLE THINGS ARE IMPORTANT, TOO

Salary increases, pension benefits and grievance procedures are all vitally important matters to be resolved in contract negotiations, but sometimes incidents can have a big effect on employees' morale, too. This group here seems pleased about the new coffee urn and other items they now have as the result of an allocation for improvement in working conditions as part of Article 22.6 of the Institutional Services Unit contract. Smiling garage workers at St. Lawrence Psychiatric Center, represented by Civil Service Employees Assn. Local 433, are, from left, Pete McLaughlin, William Heron, Howard Richards, William Kreger and Ed Bush, with assistant business officer Mary Ricebono, business officer Thomas Murphy and maintenance supervisor Irving Robinson.

WILLIAM DECK
.
. . . . State Division Chairman

PATRICIA CRANDALL
. . . . State Vice-Chairman

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Judge Rules

Union Must Represent Both Sides

The delicate question was answered in Nassau Supreme Court this month when a judge ordered the East Meadow Teachers Association to either provide an "independent" lawyer to represent the challenged teacher or else pay his legal fees if he retains his own lawyer.

If the union did neither, Judge Douglas F. Young ruled, then the union lawyer already representing the teacher would have to be removed from the case.

The dispute between the two teachers involved a tenure issue. Sharon Jacobs brought a lawsuit after her job was abolished last year by the East Meadow Board of Education, claiming she had more seniority than Paul Dreska, who was kept on the payroll.

Since Ms. Jacobs belonged to both the East Meadow Teachers Association and the New York State United Teachers, she got as her lawyer the general counsel for NYSUT.

Mr. Dreska, who automatically became involved in the case because his job was at stake, brought his own lawsuit to disqualify Ms. Jacobs' lawyer or have the union provide him with his own lawyer. As he told Judge Young, "A labor organization to which he pays dues should not champion the cause of a fellow teacher who seeks to be reinstated to his position at his expense."

Judge Young summed up Mr. Dreska's argument this way, "NYSUT should not favor one member over another."

The judge, in ruling that the issues had never before been raised in court, rejected the NYSUT lawyer's claim that the union was under no "contractual obligation" to provide Mr. Dreska with legal assistance.

"It seems incongruous," he said, "for a union to sponsor or to support the attack of one member against the job security of another member in what can be termed a 'one-on-one' dispute. I believe this issue involves considerations of public policy."

If this conduct is permissible and becomes a regular practice, it holds the possibility of a proliferation of lawsuits spawned by the union on behalf of some of its members against the other members. This could lead to serious intra-union dissension and fragmentation of the union.

But most disturbing to Judge Young was the prospect of a union member not only finding himself out in the cold as far as legal assistance goes, but also seeing "the power of the union" appealing for support of a crucial contract for jobs endangered.

MEETING THE CANDIDATE

Civil Service Employees Assn. members meet their state senator at recent political meeting at Rainbow Grill in New York City. Re's State Senator Joseph Pisani of New Rochelle, second from right. The meeting was arranged to help him raise funds for race for statewide office next year. With him, from left, are his wife, Joan, CSEA Southern Region president James Lennon; Eleanor McDonald and Pug Lanza, of CSEA's Westchester Local 856, and Pat Mascia, the union's Southern Region political action chairman.

CSEA Southern Region president James Lennon; Eleanor McDonald and Pug Lanza, of CSEA's Westchester Local 856, and Pat Mascia, the union's Southern Region political action chairman.
New York State

ANCRAM 2 HRS NYC
Owner does not need cash but is moving west & wants to sell 286 magnificent 8ACRES
County. Beautiful views, pond 12 ft. for 2 years and Interest reduction if tax roads, excellent development potential. $70,000. 914-855-5165.

MONTROSE-5 OF 1000
ANCRAM 2 HRS NYC
DEPOSIT-BROOAAE COUNTY
13, 2-BR RANCH. 914-677-3604.

POCONOS, A-FREEBIE-Rental agreement now. 3 BR, 100% Owner is leaving to go to the Carolinas. $75,000. Call owner 914-322-2333.

Three year old on 3 acres for $29,200. 914-677-3604.

DEPOSIT-BROOAAE COUNTY

POCONOS—1000 2 BEDROOM 2 1/2 BATH
ANCRAM 2 HRS NYC
DEPOSIT-BROOAAE COUNTY

CLUB ESTATES WITH CLUB FACILITIES. LOW TAXES. ATTRACTIVE PRICING.

BROADWAY—For sale or rent. 3ACRES on private lake. All the comforts of modern living with a feel of the past. $175,000. Call owner 914-322-2333.

BEAUTIFUL FARM 20 acres, pond, cellar, hay meadows, 1200 feet on county road. $120,000. For Info. 201-729-3487.

BEAUTIFUL FARM 36 acres, wooded, 2 running springs & stream runs through property, new complete fin avail to qualified buyers. $225,000. Call owner 914-677-3604 for appointment.

POCONO MOUNTAINS Real estate agent on community. Clubhouse, tennis, pool, lakes for sale, 2 BR, 2 1/2 BATH, $75,000. Call 914-322-2333.

E.E. - Hamden-Southingtown

SMITHTOWN, Custom-Built. 3 Bedrooms, 2 1/2 Baths, 2 car garage. Finished basement. $230,000. Call 516-938-7700.

BEAUTIFUL FARM 36 acres, pond, cellar, hay meadows, 1200 feet on county road. $120,000. For Info. 201-729-3487.

BEAUTIFUL FARM 150 acres. Pond, cellar, hay meadows, all fenced. $325,000. Call 914-677-3604. Estate ends 3-14-87 or 3-15-87 or 3-16-87. POCONO MOUNTAINS

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BEAUTIFUL FARM 36 acres, pond, cellar, hay meadows, 1200 feet on county road. $120,000. For Info. 201-729-3487.
The CSEA new membership drive is in full swing and now's the time for you to get off your duff and sign up non-members. With each new member you bring into the CSEA fold, you get five bucks cash! And there's no limit to how many new members (at five bucks each!) you can sign up.

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

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

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

CSEA
STRENGTH IN UNITY
Name Group To Review Retiree Complaints

NEWBURGH — A better deal for the retirees, the people who faithfully serve the Civil Service Employees Assn., was asked for by George Celentano, Westchester-Rockland Retirees president, at a special meeting of the Southern Region III executive committee at the Holiday Inn recently.

“We don’t get enough recompensation on the Board of Directors; we don’t get any part at the state convention; we don’t have the right to vote for state officials; we don’t get any publicity from CSEA and we are not even mentioned in the Bylaws,” was the complaint voiced by Mr. Celentano.

Southern Region president James Lennon said the complaints should be looked into. He appointed Mr. Celentano, John VanDuzer, Orange-Ulster-Built ex Retirees Local 917 president, and Terry Schwartz, Dutchess-Putnam Retirees Local 919 president, as a committee to meet before the October convention with Nellie Davis, statewide representative chairman, in order to draw up some resolutions on the question that could be introduced on the convention floor.

Mr. Lennon noted that the retirees in the Southern Region now have two members on the Board of Directors and they may be elected to as many as four members on the board. He also said he would speak to CSEA president William McShane about the problems of the retirees.

Mr. Celentano said he would like to see a program for the retirees presented on a Tuesday morning at the October convention. He also urges that letters be sent out to the Governor and the Legislature on the high cost of living and that negotiations be undertaken to continue health insurance for the spouses of retired public employees.

Retirees average about $4,500 a year on their pensions and if a retiree dies, his or her spouse is given $31 days to get costly private insurance.

Retirees pay $4.80 a year in dues and can’t vote in CSEA elections. Mr. Celentano pays the full $58.50 in dues even though he is retired. He believes that all retirees should have the right to vote in the elections without paying the full dues.

He also claimed that only 11 people in the state CSEA get the right to select the statewide retiree chairman and vice-chairman and he believes this privilege should be given to all the retirees.

The Westchester-Rockland Retiree Local has encouraged Rep. Benjamin Gilman (R-26th District) to introduce a bill in Congress to set a $6,000 income tax exemption for all people receiving pensions. “The retirees wield a lot of political clout and can do a lot for CSEA,” he said.

In another action, Region president Lennon said he and Long Island Region president Irving Flamnanbaum are going to be honored by the Federation of Italian-American Democratic Organizations in New York City on August 31.

A tentative calendar for 1977-78 for the Southern Region was announced at the meeting. It includes the following dates: Sept. 28, a delegates meeting; a workshop at the end of October; Nov. 14, a regional officers meeting; Dec. 16, a Christmas party; Jan. 11, officers meeting in Fishkill; Jan. 25, Regional officers meeting.

Honor Morrisville Retirees

Retirees of Local 618 SUNY Plattsburgh of the Civil Service Employees Assn. were recently honored at a banquet. From left are Ernie Wood, Bill Campbell, Roma Noel and Maynard Beauregard.

Cat’skill Retirees

Meeting Sept. 14

MIDDLETOWN — There will be a meeting of the Orange, Ulster, and Sullivan Counties Retiree Local 917 of the Civil Service Employees Assn. at 2 p.m., on Wednesday Sept. 14, at the Kiner Building, Middletown, Local president John M. VanDuzer announced recently.

He expressed his appreciation to those who supported the 14 percent pension increase recently won for retirees who left state service before April 1, 1969.

“It is the kind of accomplishment which should encourage re- ti rees to join the CSEA if they are not members already,” Mr. VanDuzer said.

Honor Morrisville Retiree, Noble

MORRISVILLE — Doris Noble, vice-president of the Morrisville Local of the Civil Service Employees Assn. was recently honored by friends, co-workers, and officers of the local at a banquet celebrating her nine years working at SUNY Morrisville and actively participating in union activities.

Nassau Retirees

MINOLA — There will be a meeting of the Nassau County Retirees Local of the Civil Service Employees Assn. on Aug. 23 at 11 a.m. in the American Savings Bank, Modello Shopping Center, Hempstead Turnpike, East Meadow.

Meetings are held the last Wednesday of every month.

PSYCHIATRIC INSTITUTE HONORS RETIREE

The New York State Psychiatric Institute Local of the Civil Service Employees Assn. recently honored two of its members who retired after many years of service. From the left are: Donald Bilissen, who presented the retirees with gifts; H. Donald Dunton, who retired after 18 years; his wife, Bunny Dunton; Vivienne Cole, with 35 years of service, and Arthur Cole, her husband. At right is Salvatore Butera, Local president. The presentations were made during a dinner dance at the Astoriana Manor, Jamaica.
Trip To N.Y.
(Continued from Page 4)
Washington, D.C.
"In the New York City Civil Service Region alone, we have 238,000 Federal employees," said John J. LaFerty, commission regional director.

"When each federal agency department is engaged in the delivery of some service to the people, we want to make certain that any changes in personnel practices will result in better delivery, at the point where services are delivered."
Monroe Strike Over Quickly, Successfully

(Continued from Page 1)

A secret ballot determined that the members of the Monroe County CSEA Local would strike. The vote was overwhelmingly in favor of job action.

CSEA vice-president Robert Latimer met with top county officials to help arrange quick settlement of local strike.

CSEA collective bargaining specialist Gary Johnson and Monroe County Local president Martin Koenig address the membership regarding the issues separating the county and the union, at a meeting held prior to the strike at the Auditorium Theater, Rochester.

Cortland's Crandall Wins 2 Grievances

CORTLAND—Ask Pat Crandall, executive vice-president of Central Region V, SUNY-Cortland Local 605 president, and a State University representative of the Civil Service Employees Assn.'s Board of Directors, what good news CSEA delivers today, and you will quickly get a smile and the traditional victory sign. It is her way of saying she was recently notified of two favorable Step Three grievance decisions from SUNY officials in Albany. Ms. Crandall's grievances included a charge of management harassment and another involving additional pay for out-of-title work. Regarding the harassment grievance, Ms. Crandall contended her many CSEA responsibilities required absences from her work station as an DMT, SC-4 in an office where she was the only secretary. Written and verbal harassment by faculty members and others prompted the grievance action. In the decision the reviewer stated: "When possible, grievant should be transferred to a multiple-person office. Meanwhile, the office supervisor should inform all affected employees that grievant's absences on CSEA business is both appropriate and necessary." The second favorable decision involved Ms. Crandall's temporary assignment to senior stenographer rank Jan. 10, 1977. Management contended that the Department of Civil Service would only allow payment for 60 days in that position. The grievant contended she should be paid for the full period of time worked since January. In part, the decision declared: "The Administration acknowledges that the grievant is doing the work of the incumbent of the position, who is on leave. To the best of this reviewer's knowledge, there is no civil service law or rule preventing the payment for out-of-title work for more than 60 days. The college is hereby instructed to pay the grievant at the senior stenographer rate for the entire time she has filled the duties of that position." Naturally, I'm delighted with the decisions," Ms. Crandall said. "The grievances were justified and the decisions bear out the need for Grievances. Again we proved the effectiveness of CSEA support to its members," she concluded.

SUNY-Cortland employees are represented by Terry Mosley, CSEA Central Region V field representative.

Cortland's Strike Over Quickly, Successfully

SHERIFF'S DEPUTY DONATES $3,000 TO STRIKERS

The first donor to a Monroe County striking workers welfare fund came forward on the very first day of the successful 2½-day strike.

Herman F. Hartman, a sheriff's deputy assigned to the court, reached into the savings account he started three years ago for a trip to Australia and New Zealand and handed a $3,000 cashier's check to picket captain Robert Trimmer of the county's Justice Department.

"My department was not involved, he said. Word of the unsolicited donation from Mr. Hartman spread throughout the more than 30 picket sites and served to harden the strikers determination. "I've been a strong union man since before World War II," explained Mr. Hartman, and that was his way of showing "solidarity" with the strikers even though his department was not involved, he said.