Monroe County Legislators Approve Pact

ROCHESTER — A new three-year contract giving county government employees an estimated $9.6 million in new wages and back pay was approved unanimously Aug. 30 by the Monroe County Legislature.

The contract, negotiated during a two-day strike Aug. 22-23 by the Monroe County Local of the Civil Service Employees Assn., calls for: a 3 percent wage hike in January, followed by another 2 percent increase in July; and a 6 percent raise in January 1979. Increments worth another .5 percent of wages also will be paid in 1978 and 1979.

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Islip Files Zoning Suit To Halt Mental Patient Family Placing

AMITYVILLE — The New York State Department of Mental Hygiene's goal of deinstitutionalization ran into solid opposition from the Town of Islip last month when the town brought suit against 41 families for violating its zoning code by housing mentally patient from Pilgrim Psychiatric Center without first obtaining special permits.

The statewide implications of the local action by a community like Islip from which the state must have cooperation if deinstitutionalization is to work, was underscored when the state Attorney General Louis Lefkowitz agreed to defend the 41 families against Islip.

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CSEA Questions Validity Of PS&T Unit Challenge

ALBANY — An organization that the Civil Service Employees Assn., which is not even a legitimate union has filed what the CSEA also claims are "questionable and probably insufficient" signatures with the State Public Employment Relations Board seeking to mount a representation election against the CSEA in the Professional, Scientific and Technical Unit of state employees.

The organization, calling itself the Public Employees Federation, consists of the New York State United Teachers and the Service Employees International Union. It filed on Aug. 31 with the PSERB what it claimed were approximately 15,000 signatures on cards and petitions purporting to be from state employees in the PS&T bargaining unit represented by CSEA.

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Polls Don't Really Predict Outcomes In Primary Races

The tumult and shouting of primary campaigns have reached their climax, but at Leader presstime, the ballots had not yet been cast.

---

Consider Lockout

BY KENNETH SCHEPPE

ALBANY — Felton King, president of the Willowbrook Developmental Center Local of the Civil Service Employees Assn., was planning a demonstration last week scheduled for Sept. 7 at the Governor's Albany office, to demand restoration of staff cutbacks at the Staten Island institution and assurances that more state employees will not be laid off there.

If this week's protest does not produce the hoped-for results, Mr. King indicated, in a telephone interview, that he was prepared to proceed immediately to "either a lockout, sitdown, or a strike, depending on the authorization I receive from the membership."

Such action, which could follow the day after the Albany demonstration, would be step four of a plan which began with a demonstration on the Willowbrook grounds, followed by picketing in front of the United Cerebral Palsy Headquarters in Manhattan two weeks ago, and the action, Wednesday, at the Governor's office.

Mr. King said that he did not oppose UCP involvement at Willowbrook, but rather, "the character of that involvement." UCP has assumed responsibility for patient care in seven Willowbrook buildings in the past month. Mr. King said, "not taking over state employee jobs."

The Albany demonstration

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Carter Initiates Management Intern Plan

WASHINGTON—President Carter has signed Executive Order 12088 creating the Presidential Management Intern Program.

Science Teachers

ALBANY — The State Civil Service Department established an eligible list for Science Teachers on June 30 as the result of a Feb. 28 open competitive examination. The list contains 108 names.

Preceding President Carter said the interns will bring along with a fresh approach and energy, several years of training plus experience directly relevant to high priority management problems solving.

"There is a large free flow of knowledge and thinking that is unprecedented in universities from Texas to Minnesota and East to West," the President said. "This fund of thinking can be harnessed to bring the government new ideas."

The program will be administered by the U.S. Civil Service Commission's Bureau of Inter-governmental Personnel Programs, which is developing and implementing processes for nominating, screening and selecting individuals to participate in the program. The first participants will be those who receive graduate degrees in public management during 1978.

Civil Service Commission Chairman Alan K. Campbell said CSIC will rely heavily on recommendations of deans and faculty of graduate schools of public affairs and public administration and business schools that offer public management programs.

Interns will be paid $14,007 a year.

Business Teachers

ALBANY — The State Civil Service Department established an eligible list for Commercial Subject Teachers on June 30 as the result of a Feb. 28 open competitive examination. The list contains 177 names.

Open Continuous State Job Calendar

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary Range</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actuary (Casualty), Associate</td>
<td>$18,369</td>
<td>20-416</td>
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<tr>
<td>Actuary (Casualty), Principal</td>
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<tr>
<td>Actuary (Life), Principal</td>
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<tr>
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<tr>
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<tr>
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<td>Dental Hygienist</td>
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<tr>
<td>Dietetic Trainees</td>
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<tr>
<td>Dietitian</td>
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<td>20-124</td>
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<tr>
<td>Dietitian, Supervising</td>
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<td>20-167</td>
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<tr>
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<tr>
<td>Engineer, Assistant Sanitary</td>
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<tr>
<td>Engineer, Junior</td>
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<td>20-127</td>
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<tr>
<td>Engineer, Senior Sanitary</td>
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<tr>
<td>Food Service Worker</td>
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<tr>
<td>Medical Record Administrator</td>
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<td>Hearing Examiner</td>
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<td>Historian, Technical</td>
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<td>Librarian, Public</td>
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<tr>
<td>Medical Specialist II</td>
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<td>Nurse II</td>
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<td>Nurse II (Psychiatric)</td>
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<td>Nurse II (Rehabilitation)</td>
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<td>Physical Therapists</td>
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<tr>
<td>Psychiatric Technicians</td>
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</tr>
<tr>
<td>Physical Therapy Assistant I &amp; II</td>
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<tr>
<td>Physical Therapist</td>
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<tr>
<td>Psychiatric Consultant</td>
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<tr>
<td>Physical Therapist</td>
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<tr>
<td>Psychiatric Consultant</td>
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<tr>
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<tr>
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<tr>
<td>Stationary Engineer, Assistant</td>
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<tr>
<td>Stationary Engineer, Senior</td>
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</tr>
<tr>
<td>Stationary Engineer</td>
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<tr>
<td>Variety Operator</td>
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</tr>
<tr>
<td>Vocational Rehabilitation Counselor</td>
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<tr>
<td>Vocational Rehabilitation Counselor</td>
<td>$11,983</td>
<td>20-140</td>
</tr>
</tbody>
</table>

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

State Office Building Campus, First Floor, Building I, Albany, New York 12235; (518) 457-6216.

2 World Trade Center, 55th Floor, New York City 10047 (212) 488-6060.

Suite 750, Gansevoort Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4261.

Details concerning the following titles can be obtained from the Personnel Offices of the agencies shown:


Specialist in Education—NYS Education Department, State Education Building, Albany, New York 12234.


You can also contact your local Manpower Service Office for examination information.
Ilsip Files To Halt Mental Patient Placement

(Continues from Page 1)

The residents and families of the Ilsip Township on August 24 in Supreme Court in Riverhead, charging that the local community was not complying with a town ordinance requiring a special $150 permit for, providing housing for the patients in the Ilsip township area, filed a suit for preliminary injunctive relief in the Supreme Court in Riverhead, prior to providing housing for the patients in the Ilsip township area.

Robert Sporer, a Department of Mental Hygiene public relations spokesman, said the state can simply "supercede local ordinance powers granted the department in the last legislative session. Supervisor Oohen and the rest of the county board were given the New York State constitution "specifically reserves the zoning powers for home governments." The unprecedented entry of the state's attorney general on behalf of the 41 families was requested by the Department of Mental Hygiene. The move was hailed by Morton Pomer, executive director of the Federation of Parents Organization, who commented that "the fact that the attorney general is willing to enter adds a tremendous amount of legal clout to our case. On behalf of the patients, this is a singular recognition of their rights."

The outcome of the case will affect the state's plans to place thousands of mental patients in communities throughout New York State. If the state argument that communities rather than the state has power over zoning is upheld, deinstitutionalization will have received a serious blow because communities have been generally reluctant to accept mental patients.

The inspectors' reports described "dirty refrigerators," "black meal," "reaches in pots in sinks, on floors, walls: food stored on soiled shelves or on the floor, prepared in filthy stores and served on dirty carts, covered with soiled towels."

The homes cited in the report were among the 16 adult homes operating in Long Beach. Rent payments, according to the monthly payment of almost $400.00 paid to the elderly and disabled over the federal Supplemental Security Income Program. There is no medical care, limited personal care, at the homes which only provide rooms, board, and recreation for the inhabitants.

Moreover, because of mounting community resistance, Pilgrim State has already forced its way into the Bayville and Bay Shore areas. Also, Suffolk Social Services Commissioner James Kirby last week declared "a moratorium" on the placement of released mental patients in the communities of Bay Shore and Islip in response to pressure brought through Suffolk County Legislators on the County Human Services Committee. The move was seen as a symbolic initiative to prevent the placement of mental patients still in the purview of the state, unless that is challenged by the courts in the Islip case.

According to Richard Lambert (D- West Islip) chairman of the Suffolk Human Services Committee, the concentration of mental patients in the communities of Bay Shore, Bayville and other Islip villages is "deleterious to both the community and the people."

Irving Plaumann, Region 1 president of the Civil Service Employees Assn, commented: "the tragedy is that under the present program of deinstitutionalization, mental patients will be dropped into communities with the least political clout to resist the state. Because of the lack of facilities in these communities, mental hygiene ghettos will be created where patients will receive less care than in the most understaffed institutions."

"If the state is really serious about the welfare of patients and the people who care for them, it will build or fund community care facilities and will relinquish our dedicated state employees to staff them. As the community placement program is now structured, it's a sure bet that the communities across the state will not turn their teeth and tail to prevent the dumping of patients into their neighborhoods."

| CSEA Calendar |

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, address and name of the function. The address in Civil Service Leader, 222 Broadway, New York, N. Y., 10007. Abb.: Calendar.

SEPTEMBER

8—Kings Park Psychiatric Center Local 411 PEP committee meeting: 7 p.m., B's. Point Jefferson.
9—Public Service Commission, Albany Local 675 meeting: 1 p.m., Scott's Restaurant.
9—Reception for Nick Abbatiello, president of Nassau Local 830, 6 p.m., Savini's Crystalbrook Restaurant, East Meadow.
9—Kings Park Local 411 Administrative Workshop: 9 a.m.—5 p.m., Kings Park Psychiatric Center.
11—Onondaga County Local 834 clambake: 1 p.m., Hinerwade's Grove, North Syracuse.
11—Honeoye Falls: Picnic: 1 p.m., Almond Dam Recreation Area, Kanakadea Park, Honeoye.
13—CSEA Region V presidents' meeting: 6:30 p.m., Midtown Plaza Hotel, Albany.
14—Utica Psychiatric Center Local 425 clambake dinner: 7:30 p.m., Moose Club, Maynard Drive, Marcy.
14—Hudson Valley Regional: Picnic: 1 p.m., Almond Dam Recreation Area, Kanakadea Park, Honeoye.
14—CSEA Region V presidents' meeting: 6:30 p.m., Midtown Plaza Hotel, Albany.
17—Slhough River Psychiatric Center Local 410 meeting: 8 p.m., Cheney Conference Room, Poughkeepsie.

Question PS&T Challenge Legality

(Continued from Page 1)

PS&T, president, told us that the CSEA contends there is not a local challenge period in existence since the CSEA has a contract with the state covering the PS&T's employees until March 31, 1979.

"The state agreed with that position during the PERB hearing on a related issue, but the PERB hearing officer did not address the challenge period question because it was not the issue of the hearing," Mr. McGowan added. He said the CSEA will fight the issue, and others, in court if the PERB hearing officer does not rule in favor of the CSEA. This is clearly a case where no election should be held under the law.

The rival organization, considering a challenge period exists, filed its petition on the very last day allowed, if a challenge period did exist, just getting in under their own established deadline. With the PS&T Unit consisting of 44,128 employees, a total of more than 15,200 valid legitimate signatures would be necessary to meet the 30 percent requirement of the Taylor Law. "We know there were probably thousands of signatures that were never examined by the CSEA and of probably hundreds more of people not even in state employment, many of whom they came even close to getting the required 30 percent even if there was a legitimate challenge period in existence," the CSEA president said.

"We call on CSEA officials to take extra care in examining the validity of each and every signature presented. They have a certain responsibility to determine the validity of a challenge petition to prevent fraudulent challenges and the foreheading of a Union into an illegal and expensive election campaign," Mr. McGowan added.

Aside from this, however, he said the CSEA has appealed an earlier decision by PERB that PS&T meets, technically, the requirements of being recognized as a legitimate labor union in this state. The appeal is being made in the full PERB Board, and a reversal could halt any possible representation election. If that action fails, the CSEA undoubtedly will institute a court action challenging the issue of whether or not the challenge period actually exists.

So, although a petition was filed, it appears that the question of whether or not an actual election will be held will not be known for some time or more hearings and legal proceedings are conducted. We can only hope that the court action will be decided as soon as possible, if necessary, but the point is that this is not an illegal election and the State Civil Service Employees Assn will probably suffer enormous amounts of money, time and energy in an election that, at some point in time, will undoubtedly be declared illegal," Mr. McGowan said.
Women victims... caught in the bottomless glass trap of alcoholism... Yes, caught... inescapably trapped... lonely... frightened, confused and secretly desperate. Perhaps she's a troubled housewife... a fearful mother... a pressured teenager... or a burdened business woman no longer youthful... an unneeded grandparent... sister... sweetheart... somebody's someone—someone trapped within today's Number Three Killer-Disease. She drinks too much... too fast and too often... and all too soon—it will be too late. Can this tragic person be you—or perhaps a someone you know well? Well, whoever—there's help and there's hope for her now. We of Brunswick House have developed a very special program to meet the very special needs of the woman problem drinker. She is treated primarily by women professionals who have the sympathetic understanding that only a woman can have of another... understanding of those sensitive feminine attitudes that make women victims of alcoholism so very different from men. While Brunswick House continues to advance its already outstanding reputation for the effective treatment of problem drinkers, we now extend a welcome to that type of woman whose drinking problems are out of the ordinary. Supported by the professional expertise of specialized personnel throughout our five completely accredited hospitals, the new women's residential treatment program is so unique that there's no other like it—anywhere. Further, we are approved by Blue Cross, Medicare, and most major medical health insurance plans. So, no matter who she is... what she does... or wherever she lives... immediate help and hope are just a phone call away at: (516) 264-5000/Extension 361. And call anytime—24-hours, seven days weekly.

Brunswick House ALCOHOLISM TREATMENT CENTER
In Amityville, Long Island

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DEPT. CSL, 125 West 14th Street, New York, N.Y. 10011

NAME
ADDRESS
TRAINING/STRESS, INTEREST

LENNON HONORED

New Rochelle Mayor Vincent Rippa poses with James Lennon, president of Civil Service Employees Assn.'s Region III. The Mayor had just presented the union leader with a certificate of gratitude at Veterans Service Agency, where he volunteered service to the Westchester County Recreation and Parks Society. Mr. Lennon worked with senior citizens, teenagers and young children. He is chairman of New Rochelle Advisory Committee on Parks and Recreation and former city recreation commission chairman.

SHORT TAKES

CORRECTION—DED WORKERS DO CONTRIBUTE

The Leader incorrectly stated in a recent issue that federal workers do not contribute to their pension funds. They have always contributed. The present rate is about 8 percent. The Leader apologizes for the error.

WHO WILL SUCCEED BURKE?

Governor Carey's secretary, Dr. David W. Harries, has returned to become a vice-president of ABC News. The new post pays about $20,000 more than he receives.

GI BILL INCREASED

Full-time students attending college under the GI Bill currently receive $292 a month. The Senate Veterans Committee has voted to give veteran-students an increase of just over $19 a month, a 6.8 percent increase.

SAYS PROTECTIVE LAWS PROMOTE INEFFICIENCY

Rep. Morris K. Udall, D-Arizona, second ranking majority member of the House Post Office and Civil Service Committee, says there are "several truly shocking stories about the difficulty experienced by federal managers in attempting to remove employees who either fail to meet acceptable performance of the agency's mission." He feels "incompetent" employees enjoy too many protections.

FEDERAL JOB LETTER

Bi-monthly, includes over 700 current Federal Vacancies. Choose either: Washington, D.C. or
Southeast, Federal Region IV (Ga., Ala., S.C., Texas, N.C., Fla.)
Send $18.00 today for six issues. (See leaflet for list of cities and post offices. "WE PAY MAILING"

Teachers Of Art

ALBANY — The State Civil Service Department established an eligible list for Art Teacher June 30, as the result of a 26 open competitive exam. The list contains 171 names.

B U Y  U S.  B O N D S!
Civil Service Leader

America's Largest Weekly for Public Employees
Member Audit Bureau of Circulation

Jerry Finkstein, Publisher
Paul Kyer, Associate Publisher

FRIDAY, SEPTEMBER 9, 1977

Left Out In Monroe

It was admittedly a partisan vote when Monroe County Legislature declared Monroe County employees not to be covered in the CSEA bargaining jurisdiction. The Republican viewpoint was that the other Monroe County employers are expected to resort to such drastic action, too?

And what is the particular item that we are discussing here?

On a statewide point of view, the most significant primaries are those in New York City. Governor Carey has still much of his political prestige, both at the county and at the state level. The main issue in the primary is the nomination of Mario Cuomo, Carey's secretary of state. The primary in Nassau involves the power of former Assemblyman Joseph Margiotta, the Nassau Republican county chairmanship. Margiotta is supporting Francis Purcell, supervisor of the Town of Hempstead, for county executive against Ralph Caso, the incumbent, who some years ago was Margiotta's favorite. In addition, town collector John Dunne is making a spirited three-way contest out of the Nassau County Board of Supervisors office.

We could say it served them right for not belonging to the CSEA, but let's face it. No one bargained to slash the salaries, so how is it now that they are supposed to bargain to get something back they should have not lost in the first place?

Your Social Security

Q. I'm a student looking for a summer job but haven't found one yet. Any tips on getting a social security card if I'm not sure of a job?

A. There sure is. Since it takes several weeks to get a social security card, apply now so you'll have it when you land a job. Apply at any social security office and bring some identification (such as a student card) and your birth certificate.

Q. If I cannot afford my college, may I claim the loss on my Federal income tax return?

A. Your deposit, if you lose it, would be a nonbusiness bad debt. This type of loss is subject to certain limitations, and is reported in Schedule D of Form 1040. To claim a bond debt deduction, you must have given good evidence that you will not be able to get back the deposit, and make an effort to collect. Bankruptcy usually is indication that at least part of the debt is worthless.

Q. Once a debt is determined uncollectible, the bad debt deduction is taken in the tax year the debt becomes worthless. For more detailed information, see IRS Publication 946, Tax Information on Deduction for Bad Debt, available at many IRS offices.

Don't Repeat This!

(Continued from Page 1)

Don't Repeat This!

Hearing Overlooked

A recent decision of the Appellate Division, Second Department, involved an Article 78 proceeding brought to compel petitioner's reinstatement with back pay to his position with the New York City Transit Authority.

On Nov. 4, 1974, petitioner was arrested on the charge of criminal sale of a controlled substance in the first degree, and therefrom, effective Dec. 2, 1974, he was suspended from his position without pay. Inasmuch as petitioner's disciplinary hearing was postponed over his objection and at the request of the Office of the District Attorney of Bronx County, petitioner commenced the instant proceeding for back salary pursuant to Section 75 of the Civil Service Law.

Special Term granted the petition and the Appellate Division, in a memorandum decision, modified the judgment by directing that petitioner's back salary award be offset, "by the amount of compensation which he may have earned in other employment . . . during the period of his suspension" and remanded the proceeding to Special Term to determine the amount of such award. This appeal is from the judgment which computed that award following the hearing at Special Term.

The Transit Authority argues on this appeal that Special Term failed to reduce petitioner's award by not taking into account that petitioner had wrongfully delayed his concurrent criminal proceeding in order to effect a greater award. The Transit Authority would have succeeded on its appeal to offset the award if it could have demonstrated on the record that petitioner obtained adjournment of his concurrent criminal proceeding for frivolous reasons, or in bad faith merely to increase his award. The Transit Authority foreclosed re-examination of this question since it did not set forth any subsequent evidence or a change of law.

The Transit Authority's further argument that Special Term should have offset other delays in the disciplinary hearing as attributable to the conduct of the petitioner also did not stand up under close scrutiny. The record reveals the delay between Aug. 11, 1976, and Sept. 10, 1976, was properly occasioned by petitioner's motion to change hearing referees, since the original hearing referee had been named a technical defendant in the Article 78 proceeding, and, as such, was under the obligation to grant the motion to avoid impropriety. Also, further delays occasioned by counsel's actual engagement at trial were not considered attributable to the conduct of the accused. The court stated, "It is not every ordinary delay which falls within the proscription of the admonition; rather the intent is to protect against undue or extraordinary delays for the purpose of increasing an award." Yeampierre v. Gutman, 394 N.Y.S.2d 450 (A.D. 2nd Dept., 1977)
The rights of smokers versus nonsmokers are increasing as a source of conflict between employees who must work in close proximity to one another.

Nonsmokers are becoming much more assertive in speaking up for their right to work in a smoke-free environment. At the same time, smokers, feeling cornered, have begun aggressively defending their right to smoke. It appears that a social movement is gathering momentum that will not longer passively tolerate the smoking of cigarettes.

Much to the dismay of my smoking friends, the nonsmokers are winning. The 1975 "Adult Use of Tobacco" survey conducted by the National Institute of Health clearly indicates that the average smoker II percent of the adult population) is really in the best interest of everyone’s health. As smoking becomes less acceptable in social and work situations, more people will find it easier to quit. Already, more than 30 million adult Americans have kicked the cigarette habit. More and more adults are making the decision that a one or two-pack-a-day habit is not worth the personal consequences of poor health and premature death.

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**REAL ESTATE VALUES**

**New York State**


*For Lease: 5 BR, 4.18 acres, 6 BR, 1860 sq ft, lease or rent. Contact: 914-677-3604.

*For Sale: Beautiful 4 BR, 2 bath, wrap-around deck, panoramic view. $400,000. Location: 36 Millbrook, NY. 16 acre estate.

*For Sale: Completely renovated 7 rm, 3 full baths, house fully insulated. $400,000. Location: 358 Riverside Blvd, N. Y. 10021. Contact: 212-633-5410.

*For Sale: Beautiful 3 BR, 2 bath home, 2 acres, New Milford, NJ. $225,000. Contact: 908-236-5720.

*For Sale: 5 acre horse farm, 7 BR, 4 bath, all appls. $165,000 to $40,000. Must be seen to appreciate. Location: 1610 Camelot Rd, Wilton, CT. 06897.

**Westchester Co.**

*For Sale: 5 BR, 4 bath home, all appls. + more. $400,000. Location: 1815 Old Boston-Newport, R.I., etc.

**New Mexico**

*For Sale: Beautiful 4 BR, 2 bath home, all appls. + more. Must be seen to appreciate. Location: 3201 Avenida De Las Lomas, Santa Fe, NM. 87506.

**Real Estate - Penna.**

*For Sale: Beautiful 3 BR, 2 bath home, all appls. + more. $250,000. Location: 1212 W. 4th St, Allentown, PA. 18102.

*For Sale: Beautiful 3 BR, 2 bath, wrap-around deck, panoramic view. $250,000. Location: 2002 College Ave, Scranton, PA. 18510.

**Dix Hills**

*For Sale: Unusual 6 BR home, 4 acres, 3 BR, 2.5 baths. $499,000. Location: 1244 Blue Hill Rd, Dix Hills, NY. 11746.

**Country Home - N.Y.S.**

*For Sale: Beautiful 4 BR, 3 bath, wrap-around deck, panoramic view. $400,000. Location: 1234 Country Lane, N. Y. 10021.

**Dutchess Cty.**

*For Sale: Beautiful 4 BR, 3 bath, wrap-around deck, panoramic view. $400,000. Location: 1234 Dutchess Ave, Poughkeepsie, NY. 12601.

**Lakes & Acresage**

*For Sale: Beautiful 4 BR, 3 bath, wrap-around deck, panoramic view. $400,000. Location: 1234 Lakeview Dr, Canandaigua, NY. 14424.

**DEER SEASON IS ONLY 75 DAYS AWAY**

*For Sale: Beautiful 4 BR, 3 bath, wrap-around deck, panoramic view. $400,000. Location: 1234 Deer Trail, Verplanck, NY. 12583.

**Pine Plains**

*For Sale: Beautiful 4 BR, 3 bath, wrap-around deck, panoramic view. $400,000. Location: 1234 Pine Plains Rd, N. Y. 10021.

**Real Estate - Penna.**

*For Sale: Beautiful 4 BR, 3 bath, wrap-around deck, panoramic view. $400,000. Location: 1234 Real Estate Rd, N. Y. 10021.

**Pennsylvania**

*For Sale: Beautiful 4 BR, 3 bath, wrap-around deck, panoramic view. $400,000. Location: 1234 Pennsylvania Ave, N. Y. 10021.

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MOST OF THE PEOPLE IN MY OFFICE BELONG TO CSEA...

ISN'T THAT ENOUGH?

NO.

The Strength of CSEA is in UNITY. The Unity of all public employees covered in CSEA's bargaining units.

The goal of those who would destroy the rights and benefits for which you've worked so hard is to divide and conquer. They would like to see department against department, office against office and unit against unit.

While CSEA is the most powerful public employee union in the country today, there is much more to be done to give public employees a fair shake. And the only way we will all succeed is with unity.

That's why it's so important for you to make every effort to sign up non-members in CSEA. We must show them that their future is on the line, too. CSEA needs their ideas, their participation, and their votes. EVERY ONE COUNTS!

During our membership drive, for each new member you sign up in CSEA, you'll get a $5 Cash Award. The Cash Award rules are easy.

1. You must be a member in good standing.
2. The new member you sign up must be on the payroll for a minimum of four (4) biweekly pay periods or equivalent.
3. New members must work in a governmental unit represented by CSEA.
4. There is no limit to the number of new members you can sign up. Of course, you'll get the $5 Cash Award for each one.

See your Chapter or Unit president for special sign-up cards.

We've come a long way—but there's a long way still to go. United as one, we'll get there!
Monroe Legislature Approves Accord

(Continued from Page 1)

daily on CSEA business and still receive full pay from the county. Other CSEA leaders may spend a combined 1,956 hours annually on CSEA business.

Howard Cropsey, vice-chairman of the County Executive Committee, said he did not have any comment on the recent 10-day strike of workers in Watertown between 9 a.m. and 4 p.m., the first Friday of every month.

Richard Grice, president of CSEA, field zone coordinator, Local 823, announced that arrangements for the retirement representation to make regular appearances in Watertown starting Sept. 2 were the result of cooperative efforts with Assemblyman Robert Norris, 114th District.

CSEA members, and other public employees wishing to avail themselves of the retirement counseling service, are requested to contact the building superintendent, State Office Building, Watertown, for the assigned room number.

CANTON—Two state representatives of the Civil Service Employees Assn. told the St. Lawrence County Legislature's health committee they strongly supported a state proposal authorizing greater use facilities for outpatients from state hospitals.

Robert Guild and James Moore, Region V president, said they are concerned about job security for CSEA members but also stressed their interest in delivering quality service to mentally handicapped persons. They criticized "deinstitutionalization" of mental patients as a practice that has come to mean "dumping patients in unprepared communities," and argued that this proposal be restored to the statewide board in the upcoming legislative session.

BUY U.S. BONDS

BENEFITS FROM THE PROPOSED Accord would include: Payment to be raised from 15 to 16 cents per mile in 1978 and from 16 to 17 cents in 1979 for county employees using their own cars on county business. Certification to himself and about 100 others top administrators who are not part of any bargaining unit.

Democrats said it was not fair to restore the administrators' lost pay without restoring the pay to another 1,000 county workers who are not members of the CSEA. Republicans replied those workers belong to other unions and must bargain just as the CSEA did.

An amendment to restore the previous wage levels automatically to all other county employees was defeated on a party line vote, 17 to 15.

Honor Letchworth Workers with Long Service

Employees of Letchworth Village Developmental Center with 25 or more years of service were honored last month at a testimonial dinner. From left are the center's director Oleh M. Wolansky, Stella Scott, Raymond Smith, Estelle Turk, Mary Rose Roberta Morin, Jesse Halpin, Matthew Taiti, Marie Novak, Civil Service Employee Association president William McGowan, and president of the Board of Visitors Anne Sneed Deane.

North Country Retirement Information Center Opens

WATERTOWN—Civil Service Employees Association members, and other public employees in the North Country area, interested in obtaining information regarding retirement, may contact the representative from the New York State Retirement System at the State Office Building in Watertown between 9 a.m. and 4 p.m., the first Friday of every month.

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Can't Fire Without Hearing: Judge

BY MARTIN FOX
BROOKLYN — Attorneys for civil service unions always keep a close watch on rulings by the Court of Appeals, the state’s highest court, because of the future impact they can have on pensions, tenure and job security.

Since the court has the last legal say, what the judges rule in a case is in line with similar disputes.

An example of this occurred late last month in Brooklyn Supreme Court. A correction officer with the State Drug Abuse Control Commission was fired without a hearing because he was absent from work without authorization for more than 10 days.

Noting that the Court of Appeals had recently decided a similar case, Judge John Montelone ruled that the higher court’s decision was binding upon him and he ordered the correction officer, Lloyd Flimmer, reinstated with back pay to the date of his dismissal.

The judge based his decision upon the fact that a rule of the State Civil Service Commission had been declared invalid by the state’s highest court. That rule had permitted state agencies to summarily fire any employee who was absent from his job without authorization for more than 10 days.

Judge Montelone, following instructions from the Court of Appeals, said the rule was in conflict with a section of the Civil Service Law which requires that employees facing discharge must be given a hearing.

Since Mr. Flimmer had not been granted a hearing, the judge said, his constitutional rights had been violated and his discharge was illegal.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should go to the Department of Personnel, 48 Thomas St., New York 10013, open weekdays between 9 a.m. and 1 p.m. Special hours for Thursdays are 1:30 a.m. to 4 p.m.

Those requesting applications by mail should send a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By railway, applicants can reach the filling office via the IND (Chambers St.); BMT (City Hall); and the Long Island Rail Road (Brooklyn Bridge). For information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 68 Court St., Brooklyn 11201, phone: 566-8090.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 55th floor, New York 10048 (phone 486-4426); 75 Broadway State Building Campus, Albany 12239; Suite 750, 1 W. Geesee St., Buffalo 14202; 10 a.m.-4 p.m. Appellate Court Systems throughout New York State should file at the Department of Civil Service are located at the World Trade Center, Tower 2 55th floor, New York 10048 (phone 486-4426); 75 Broadway State Building Campus, Albany 12239; Suite 750, 1 W. Geesee St., Buffalo 14202; 10 a.m.-4 p.m.

Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

Various State Employment Service offices can provide applications in person, not by mail.

For positions with the United Nations, contact the United Nations, 3041 Main St., New York 11207, phone 566-8090.

For positions with the United States Government, contact the Syracuse Area Personnel Office, 301 Morgan St., Syracuse 13202. Toll-free calls may be made to (800) 323-4607.

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By MARVING RAXLEY

ALBANY — Checking his watch, Civil Service Employees Assn. president William McGowan apologized for cutting off the interview.

“My hour is up for lunch, and I’ve got to set a good example,” he said as he finished keeping an appointment and left the Ambassador Restaurant to return to his office.

The restaurant, next door to the union offices, has long been named as an afternoon watering hole for CSEA staff members (as well as politicians and newspaper reporters).

During the interview, McGowan bedecked himself with an elaborate pinstriped tie that particular afternoon. It was conspicuously lacking any members of the CSEA staff. That, perhaps, tells a lot about what is happening during the first 100 days of the McGowan Administration.

If there are problems, I want to hear about them

Although he had served for six years as a CSEA vice-president and as the acknowledged leader within the union for Mental Hygiene, which accounts for approximately 20 percent of the total membership, it is no easy task to assume the presidency following the record-setting 11-year tenure of his predecessor.

Consequently, the outwardly low-key president has been moving firmly to establish his authority from the beginning, when he casually has a degree of residual goodwill to ease their way through the difficult transition period.

The interview had begun in the CSEA president’s office, which was necessarily spartan without the furniture and wall decorations that had distinguished it when McGowan served there.

“I’m going to have a conference table brought in,” Mr. McGowan noted, explaining that he preferred to meet with people at a hands around a table than to be ensconced behind his desk with the other persons “too far away to talk eyeball to eyeball.

The office already held one general staff meeting in his office, and had minutes taken of the proceedings. Minutes-taking is a practice he intends continuing to avoid tendencies to momentarily appease the boss in hopes that a commitment might be lost in the shuffle of events.

When compared to CSEA director Bernard Dwyer, McGowan, Service representative on the union’s Board, Mr. McGowan said he regarded it as a compliment and had told Mr. Dwyer to keep up his habit of keeping track of unfinished business.

(Mr. Dwyer has established a reputation at Directors, Delegates and Capital Region IV meetings, where, toward the end of a meeting, he stands up and lists issues that were left dangling from previous sessions.)

If there are problems, I want to hear about them,” Mr. McGowan said. In fact, in so many different words, it was a sentiment he expressed several times during the interview.

He explained how he is making it a policy to send letters to staff members for explanation of complaints, for follow-up requests for help or to get specific information. I’m keeping a log to make sure that the letters are answered,” he said. It was evident that one

No Response might merit an official frown during the transition period, but that three unacknowledged letters meant trouble.

He added that he makes it a point to answer all his own mail, and that he wants the union’s members to feel free to express their opinions to him.

As the union’s chief officer, he has also taken on some of the administrative tasks that might normally be carried out by the executive director, a position left vacant since the retirement this summer of Joseph Locner.

“When I heard reports that two key staff people were needed out of the office for personal pleasure, I went immediately to their office to see for myself. They were both at work. I have made it plain that I will not tolerate rumormongering or bickering by staff members,” he said.

“We have a first-class staff and all our energies must be directed toward providing services for our members,” he explained.

“Now that we have the Agency Shop, we cannot afford to rest on our laurels. We must continue to improve the benefits of union membership. The fee-paying non-members and the unemployed are the ones that we fail to provide services for. We want them to want to join CSEA voluntarily. If they are happy, they will be a fifth-column of discontent that can be used against us for challenges by other unions,” he explained.

It is his concern for the continuation of the rank-and-file membership that Mr. McGowan credits for much of his victory margin in the recent election.

He pointed out an instance when a member told him that he didn’t have the education to be the CSEA president. “That may be true, but I’ve been for Labor all my life,” Mr. McGowan had responded. “The man pledged me his vote,” he said proudly.

“I love my work. I’m here by eight in the morning and stay till 20 minutes after five,” he declared.

‘Our energies must be directed toward providing services for our members

Of course, this does not include the countless obligations that are part of the job during evenings and weekends when Mr. McGowan officiates at chapter installations that make just-plan appearances at meetings to keep in touch with the membership. And as time goes on, there will undoubtedly be more obligations like the Inauguration at the State University at Oswego last month when he spoke on the Taylor Law.

In truth, it should be stated that this interview was not an official ‘for print’ interview. It is based on an informal meeting with Mr. McGowan last month.

Well, you say many interesting things while we talked that I’d like to write a story about it.”

“Sure, go ahead.

There was no hesitancy; there were no qualifications; there was no effort to question the content.

It is an attitude in keeping with the man who, on previous occasions, when asked if he would stand by controversial statements, had responded: “If I said it, you can print it.”

CSEA MEMBER WINS VETERAN’S AWARD

An employment service representative for the State Department of Labor, Michael Currier, Fort Schuyler Local 014 president; Thomas Poole, state commander. CSEA member LaGatta is up for a similar national VFW state civil service and employment committee chairman, standing, left, and Earl Slack, VFW membership coordinator and past commander of the Utica Post 121, received the national VFW honor for his work with firms holding federal contracts, and for certain techniques he developed which have been copied outside his nine-county Utica district.

Who Are CSEA’s Most Influential Leaders? State Reps Among Them

By MARVING RAXLEY

When names of Civil Service Employees Assn. leaders are mentioned, the people pictured on pages 8 and 9 of this issue would be prominent.

This membership of unions has nearly 500 people who can reasonably claim chain inclusion in any listing of the CSEA’s most influential leaders. There are the 10 statewide officers, the 38 regional officers, the 108 elected directors and the 315 local presidents.

Another thousand or so could be mentioned if delegates and local officers and committee workers and representatives were included, too.

To help the membership understand the structure of the CSEA, the Leader periodically presents an update on the various components of the union’s collective leadership.

This week, attention is directed toward the State Executive Committee, whose members are elected if delegates and local officers and committee workers and representatives were included, too.

Election to the State Executive Committee is considered, however, to be one of the prae- tendous responsibilities within the union.

The CSEA Constitution states: “The power and authority to transact business relating to state employees shall, except as provided by law, be vested in the CSEA’s State Executive Committee, whose members are elected if delegates and local officers and committee workers and representatives were included, too.

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Or (Continued on Page 14)