Licensing MH Boarding Homes May Be Required Soon In Suffolk County

RIVERHEAD — The first county bill in New York State regulating boarding houses that rent space to released mental patients was passed last week by the Suffolk County Legislature.

The resolution was strongly backed by the Civil Service Employees Assn. Region I Mental Hygiene Task Force. Following its passage by the 18-member Legislature, the bill's sponsor, Legislator Martin Feldman (D-Dix Hills) called for staffing of adult homes and community facilities with state workers.

Before it goes into effect, however, the new law has to be approved by County Executive John V. N. Klein, who vetoed a similar measure earlier this year because it was "unenforceable."

The new law would be administered by the Health Department and provides civil and criminal penalties against those operators of adult homes who fail to secure a license or fail to observe standards set down by the Health Department.

More than 2,000 former mental patients have been released in Suffolk County during the past 15 years. Dr. Feldman began drafting the measure in 1975. (Continued on Page 3)

WENZL RECEIVES STANDING OVATION FOR AWARD

Theodore C. Wenzl, who served as president of the Civil Service Employees Assn. from 1966 to 1977, received a standing ovation from delegates when the union's current president, William L. McGowan, presented his predecessor with a plaque in recognition of his many decades of dedicated service to the CSEA, and its members. From left are statewide social chairman Mary Hart, of Education Local 657; Dr. Wenzl, and Mr. McGowan.

McGowan: Help Carry CSEA Message

By WILLIAM L. MCGOWAN
President, CSEA

About the biggest thing to happen to the Civil Service Employees Assn. membership since the initiation of payroll deduction of dues has been legislation creating an agency shop for your union in the State and permitting the agency shop in local subdivisions.

This means that in the State departments and agencies alone, more than 50,000 non-union members will now pay your Association the equivalent of CSEA dues. The argument is that these people have been receiving the fruits of millions of dollars of CSEA-negotiated benefits over the years and that it's only right they should carry their share of the financial load.

Here and there, some people have called this new money a windfall but that's not the way I look at it. Every union needs money to run on; but it also needs a loyal and dedicated membership. We want these people to become carded members of CSEA. At this writing I am truly gratified by the several thousand membership enrollments coming from former non-union members. But we have to carry the CSEA message to everyone.

If you know people on your job who still have not enrolled actively in CSEA, do your best to let them know what we are all about. For (Continued on Page 3)
Workers at Smithtown's new garbage disposal plant watch tons of refuse about to be put on conveyor belt. It will be eventually compacted into bales and stored in nearby landfill.

**Garbage Plant Is Going To Waste**

SMITHTOWN—Twenty Smithtown employees will be working in Long Island's largest and most expensive garbage disposal plant—if the state lets the $4.4 million facility operate.

The controversial structure is a 60,000-square-foot trash compacting-recycling plant on 86 acres in King's Park. It will process 350 tons of waste a day from residential and commercial carters.

The State Department of Environmental Conservation, however, is withholding a permit to bury processed trash there until the state determines whether or not the compacted garbage will pollute nearby groundwater. The decision could take as long as five months, say Environmental Conservation officials.

Smithtown is also suing the state, charging the state's offer to pay for only 50 percent of officials say the state promised the project's cost—represents a breach of agreement. Smithtown (Continued on Page 4)
Help With CSEA Message

(Continued from Page 1)

instance:

- All the employees Asso., has one of the finest records in the labor movement in terms of honesty and integrity.
- Those funds are dispersed for its membership, not to create privately controlled slush funds or make loans to shady business enterprises.
- That the business of CSEA is run by its board of directors and its delegates, not a handful of labor bosses. (Board members and officers are elected directly from the membership. Delegates are elected by local units.)
- That the motto of CSEA is "We Service" and its members can match the service we give our members, ranging from handling on-the-job problems to disciplinary charges to a legislative program fighting for salary, pension, fringe benefits and other job-related legislation.

Show them the convention issues of The Leader, which carry so many reports on the activities of the CSEA, delegates and committees who work all year long for your union.

Convince them that a strong CSEA can match them for your benefit as well as ours.

The cost to each insured member, per thousand dollars of insurance, increases starting at age 30, each five years, in accordance with the following table:

<table>
<thead>
<tr>
<th>Age</th>
<th>Annual Salary</th>
<th>Option A</th>
<th>Option B</th>
</tr>
</thead>
<tbody>
<tr>
<td>20-24</td>
<td>$1,000 less than $1,200</td>
<td>$2.50</td>
<td>$3.00</td>
</tr>
<tr>
<td>25-29</td>
<td>$1,200</td>
<td>$3.00</td>
<td>$3.50</td>
</tr>
<tr>
<td>30-34</td>
<td>$1,400</td>
<td>$3.50</td>
<td>$4.00</td>
</tr>
<tr>
<td>35-39</td>
<td>$1,600</td>
<td>$4.00</td>
<td>$4.50</td>
</tr>
<tr>
<td>40-44</td>
<td>$1,800</td>
<td>$4.50</td>
<td>$5.00</td>
</tr>
</tbody>
</table>

The above information will furnish any CSEA member who enjoys CSEA low-cost insurance with information as to why there has been an adjustment in deductions since his salary beginning with the first payroll in November and will eliminate unnecessary telephone calls or letters to CSEA Headquarters or to the payroll source concerning the matter.

West Endorses Candidates

CHEQUEWAGA — The political action committee of Region VI of the Civil Service Employees Asso., released endorsements for candidates for Erie County legislature and comptroller races as well as some town races, last week.

Ramon Gallagher, third vice-president of the Region and chairman of the political action committee, explained that the endorsements were made on the recommendation of Local 818, which represents white-collar workers in Erie County as well as those of many cities, towns and villages in the county.

Endorsed for the legislature are: first district, Raymond Gal- lagher (D); second district, Donald Tackett (R); third district, Richard Baltes (D); fourth district, Stan Yaniger (D); fifth district, Michael Asselin (D); sixth district, Joseph Fink (D); seventh district, Joseph Giovannetti (D); eighth district, Henry Cao (D); ninth district, Joseph Dominick (D); tenth district, Larry Yamashita (D); eleventh district, Edward Fairfield (D); twelfth district, Leonard Leman (D); thirteenth district, Danie Brown (D-C); fourteenth district, Joseph Fink (D); fifteenth district, Robert Grzywna (D); sixteenth district, James Secovne (D).

Region IV Endorsements

Hudson — The political action committee of the CSEA Region IV political action committee, announced the endorsement of the following candidates in the upcoming county supervisor races.

In Taughannock: Carl Carney (D); Donald Smith (D). In the city of Hudson: second ward, Bill Gony (D); third ward, Alan Donahue (D); Mark A. Solomon (D); Clavesack: John Hess (R); Champlain: Newton Perkins (D); Gilbert: Martin Turcinski (R); Germantown: Clyde Dreger (D); Suyssvant: James Secovne (D).

A "meet the candidates night" for CSEA region IV political action committee was scheduled by its chairman, Tom Haigh.

Region IV Backs Field For Super.

COLONIE — The political action committee of the Civil Service Employees Asso., Capital Region, announced the endorsement of Fred Field for the office of Town of Colonie Supervisor.

Joseph E. McDermott, CSEA Capital Region president, explained the information the program fighting for insurance, accident and health insurance and supplemental life insurance is available under the program. The premium rates for spouse and children, under the supplemental plan, also increase every five years starting at age 30.

Accident & Health Insurance

On November 1, 1977, a premium rate revision will be made affecting all CSEA members insured in the Accident and Sickness Insurance Plan. The payroll deduction changes will be made on the first payroll period ending on or after November 1, 1977, in accordance with a settlement to all policyholders.

Supplemental Life Insurance

Under the CSEA supplemental life insurance plan, starting at age 30 the cost of the insurance increases each five years in accordance with the following table, which shows premiums paid, the amount of coverage and the premium for the member. Those particular rates do not apply to coverage for spouse or children, which is available under the program. The premium rates for spouse and children, under the supplemental plan, also increase every five years starting at age 30.

CSEA Life Insurance

Effective on the first payroll in November of each year amounts of insurance issued are adjusted in accordance with the annual salary based on the following table:

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<th>Option B</th>
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<tbody>
<tr>
<td>Less than $1,400</td>
<td>$1,800</td>
<td>$2.00</td>
<td>$2.50</td>
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CSEA calendar

Information for the calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function, the address in Civil Service Leader, 233 Broadway, New York, N. Y. 10007. Add: CSEA Calendar.

OCTOBER

26 — Orange County Local 816 executive meeting: 7:30 p.m., local office, 255 Greenwich Ave., Goshen.

27 — Onondaga County Local 839 political action committee, George Rumley, 8th Ave., Armory, Marcy.

28-30 — Southern Region IV annual state and county workshops: The Pines, South Fallsburg.
Job Consultant Posts Are Opening

ALBANY—There are two principal employment consultant job openings in state agencies in New York City, the state Civil Service Department announced last week.

The G-21 level promotional posts are open to state Labor Department employees who meet certain requirements.

Applications must be filed no later than Nov. 21. The qualifying examination will take place at a date in December to be announced.

Applicants must have worked as senior employment consultants or associate employment consultants for at least a year.

Several Civil Service Employees Assn. leaders were on hand at the Smithtown plant's opening ceremonies. In photo, Ed Cleary, the union's regional field supervisor, and John Cuneo, a union field representative, confer with Duane "Dusty" Rhodes, Smithtown's sanitation commissioner.

Bridge Repairing

ALBANY—The State Civil Service Department established an eligible list for bridge repair supervisor II on Aug. 4 as the result of a April 16 open competitive exam. The list contains 16 names.

NEW C.B. & STEREO MOUNT

Meet the Dash-in Dash-out Mount, designed and manufactured to your specific needs in a real log! JUST $3.95 PER LETTER

38 names.

Applications must be filed no later than Nov. 21. The qualifying examination will take place at a date in December to be announced.

Applicants must have worked as senior employment consultants or associate employment consultants for at least a year.

Another employment consultant job opening is the New York City, state Civil Service Department established on Aug. 4 as the result of a April 16 open competitive exam. The list contains 16 names.

Principal employment consultants are required to have a minimum of two years' experience as a senior employment consultant, or to have earned a master's degree in educational guidance, guidance, vocational rehabilitation, or educational guidance, guidance, and student personnel administration, psychology, or social work.

Associate employment consultants without a master's degree, but with a minimum of two years' experience in the same fields, are also eligible to take the test.

The qualifying test—which will be given orally—is designed to evaluate a candidate's ability to reason clearly and make sound judgments, express ideas clearly and effectively and establish and maintain satisfactory rapport with others. For each year on the job, 3 seniority points will be added to the test score.

State officials warn that job hopefuls must submit a list of graduate courses taken including the number of credits earned, dates completed and names and addresses of the schools attended with each application. They say applications not containing this information will be rejected.

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A former accountant with the Nassau Social Services Department has won his five-year fight to regain the job he lost for refusing to certify as reimbursable to the county from the state and federal governments. $10 million spent for contraceptive devices. He claimed they were devices to promote abortions.

The victory came to the accountant, John L. Short, when the Brooklyn Appellate Division ruled his outright dismissal by the Nassau Social Services Department was a punishment so excessive "as to shock our sense of fairness."

Three of the court's four judges voted to reduce the penalty on charges that included insubordination and dereliction of duty to a one-year suspension. But because of the longevity delays in filing of the appeal, the judges sent the case back to Nassau Supreme Court to determine how much back pay the accountant executive should receive. He could receive pay to promote abortion, not contraception. Therefore, when it came time for the county to file for reimbursement of these costs under state and federal Medicaid programs, Mr. Short refused to certify that the funds had been used for contraceptive purposes. The county eventually received the $10 million when the Social Services Department certified the costs were reimbursable. But a disciplinary was reversed a State Supreme Court decision and ordered Lamont Edwards' lawsuit challenging his loss of job and inability to file for a pension reinstated. This means that the Police Department must explain to a judge the reason why it fired him, or more specifically whether it fired him after learning that he had applied for, or was awarded, a disability pension after less than a year on the job.

By discharging Mr. Edwards, the court pointed out, the Department prevented the Pension Board from considering his retirement application.

The court said it was well aware of the law that permits probationary officers to be discharged without a hearing and without being told why. But the law also requires that the department "act in good faith." Firing a probationary officer because he filed for a pension is not good faith. The four judges said.

Mr. Edwards still has a long way to go to win his lawsuit. Even if it turns out that the commissioner did in fact fire him only because he filed for retirement, this only means that he might be eligible for reinstatement. His pension is an entirely different matter, with no guarantee that his application would be approved by the Pension Board.

For one thing, the Appellate Division said in reviewing the case, three doctors who have examined Mr. Edwards found no evidence of a heart condition, describing his heart as "normal."

His application for disability retirement under the so-called "Heart Bill" was based upon an examination in November, 1974, by a district police surgeon who reported that there were "indications" that the officer "had suffered a heart attack" presumably a few days earlier while attending the Police Academy.

### Fired Rookie Cop’s Dismissal Case Reopened

An appeals court has ordered reopened the case of a probationary police officer who was fired shortly after he filed for a disability pension because of an alleged heart condition.

The Manhattan Appellate Division ruled that Police Commissioner Michael Codd may have ordered the probationary officer fired in April, 1975, only because the man applied for disability retirement benefits. And if this were true, it would mean the commissioner had acted in "bad faith."

The four appeals court judges reversed a State Supreme Court decision and ordered Lamont Edwards' lawsuit challenging his loss of job and inability to file for a pension reinstated. This means that the Police Department must explain to a judge the reason why it fired him, or more specifically whether it fired him after learning that he had applied for, or was awarded, a disability pension after less than a year on the job.

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### Seek Raises For DoFL Hourly Aides

BROOKLYN — The Metropolitan Department of Labor, Local 550, of the Civil Service Employees Association is seeking higher wages for Unemployment Division hourly workers denoted the 5 percent salary increase April 1.

William DeMartino, Local president, said hourly workers on the job the week of March 31 did not receive increases granted other state workers.

"This is ridiculous and is a violation of our contract," Mr. DeMartino said.

He contends that hourly employees were on the payroll when the increase became effective. Some of the affected employees have been on the job for 25 years. Mr. DeMartino says part-time or seasonal workers on a recurring job are entitled to the increase. He says the union is considering legal action in necessary to help the workers.
The Dissuader

SOME New York City officials were terribly unhappy last week. It seems they had expected a huge turnout of applicants for the upcoming firefighter qualifying exam. Fire department officials were also hoping that many black and Hispanic applicants would be banging down the doors at fire headquarters just for the chance to don firefighter blues.

Instead, the overall turnout was low and few minority people applied. The deadline for filing applications had been extended from Oct. 25 to Nov. 1.

The figures are revealing. As of Oct. 20, only 23,563 applicants filed for the exam, scheduled for Dec. 3. Fire Department officials were anticipating 50,000. Women are being given the chance for firefighter jobs this year, but only 6,400 applicants filed for the exam, scheduled for Dec. 3. Fire Department officials were anticipating 50,000. Women are being given the chance for firefighter jobs this year, but only 6,400 applicants filed for the exam.

Many people are trying to understand why it happened. There are a number of explanations. For example, Fire Capt. Robert Turner, president of the Vulcan Society, the black firefighter fraternal society, says there was insufficient effort to recruit blacks. Fire Commissioner John T. O'Hagan says more help from community leaders is needed.

But we feel Deputy Mayor Lucille Rose, who is in charge of a prospective firefighters tutoring program, which met little success, may have one answer to the dilemma.

City officials are charging a $9 fee for each application filed. They do this in an effort to cut back on the number of people who apply. Ms. Rose says the fee may have instead dissuaded many of the people the fire department officials hoped to attract.

We agree. Unemployment among blacks and Hispanics in the city and throughout the country is higher than ever these days and far higher than in other ethnic groups. For people in this kind of a pinch, a $9 fee can be a powerful dissuader, regardless of the stakes.

Your Social Security

Q. My doctor says I need part-time medical care at home, which may help keep me out of the hospital. Will my Medicare pay for this?

A. If you're confined to your home and have no skilled health care services, such as nursing care or physical or speech therapy, your Medicare medical insurance will pay the full cost for up to 100 days. After you meet the 100 annual deductible. For more information, please refer to Your Medicare Handbook.

Q. My 11-year-old daughter has a progressive disease of the nervous system, which is confined to a wheelchair. Are there any Federal or State benefits that might be payable? I'm 45 and my wife is 44, and we're both healthy.

A. Depending on family income and assets, your daughter may be eligible for Federal or State supplemental security income (SSI) payments. The State agency that provides services for crippled children may be able to help her. For more information, contact any social security office.

Don't Deny This

Political Experts Look With Interest To Nassau County

The political contest this year with the most significant long-range political consequences is the race for Nassau County Executive.

Hempstead Supervisor Frank P. Purcell, a Republican, Assemblyman James Landes, a Democrat, and the incumbent Ralph O. Caso, who lost in the Republican primary against Caso in an aggressive and determined campaign for re-election on an independent ticket, are the candidates.

Compiling the race somewhat is the fact that State Senator John Denne, who came in second in the Republican primary, but has since come out in support of Caso, may have one answer to the difficulties of Purcell against Landes, a powerful figure in Nassau County Democratic Party circles.

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**LETTERS TO THE EDITOR**

**More On Bikes**

Editor, The Leader:

If Mr. Dieter of Rochester (Leader, Oct. 14) had checked his facts first, he would have found out that snowmobiles must be registered and insured.

In my opinion, the state has always had a right to legislate in matters which affect all New Yorkers.

I don't think Mr. Dieter is concerned about the safety of snowmobiles in New York State. Apparently he must have had a run-in with a snowmobile on a snowy road in another state, and figures this would be a good way to get back at them.

Don Offhaus

**Still Waiting**

Editor, The Leader:

I have read your editorial comment on CETA in the Oct. 21 issue of the Civil Service Leader. I urge you to verify your belief that the CSA system clearly calls for renegotiating the current contract.

Many CSA delegates would be behind you in this belief, but I fear that you were not clear enough as to how some changes in the current contract would not be acceptable.

CSA delegates should not have to admit that they do not understand the federal rules and regulations governing CETA. They should be allowed to make changes when it is in the best interest of the workers and the agency.

Ronald B. Zeh

Albany

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**RETIRED NEWS & FACTS**

**Age Discrimination**

When one company takes over another and the new management pushes early retirement, what can you do?

First, try the nearest Labor Department wage hour office. Or, you can write to the Employment Standards Administration, Department of Labor, Washington, D.C. 20210.

The one thing that is clear is that the Department will have a strong interest in protecting workers who are over 40 years of age. They will investigate any complaints and take appropriate action.

You should also be aware that social security provides much more than retirement benefits. There is survivor and disability protection for the worker and his family during the working years. And there are benefits payable to a person's social security tax goes to pay for this kind of protection.

An interesting question arises where a mother is a dependant. Some mothers may be entitled to receive any benefits for a dependent on any job they hold.

When an employee is absent without leave and without an explanation, the employer is not required to grant the employee a recessive interest in the date of the commencement of any action.

The court stated that the above rule offered a means for summarily terminating employment based on non-performance of duty. Also, the employer required to be expected to give any notice to the employee before invoking the rule.

This the court concluded, falls in the face of one of the requirements of Section 73 of the Civil Service Law and therefore invalid. In part, the rule provides:

* * *

(Continued from Page 6)
Legal Committee Report

The report of the legal committee was presented by chairman Joseph Conway, at Workmen’s Compensation Board Local 671, at the 67th annual CSEA delegates meeting this month at the Concord Hotel. Other committee members are Andrew Placito, Richard Snyder, Judy Burgess, Ethel Ross, Nicholas Abbatiello, Michael Morella and Sid Grossman.

The Committee is pleased to report to the Delegates for the fiscal year October 1, 1976 through September 30, 1977, the Association has reduced the overall cost incurred pursuant to the Legal Assistance Program. This reduction was achieved while the actual number of cases processed has increased significantly. In the area of Court cases, CSEA spent less than $150,000.00 for attorneys’ fees. A significant number of the cases were brought by the General Counsel, Hoerner and Featherstonhaugh, and were included as part of the retainer agreement.

In the area of State Division disciplinary arbitration cases, it is estimated for the calendar year 1977 that the State will file in excess of 2,400 notices of discipline. This compares with approximately 2,100 filed in calendar year 1976 and 2,090 filed in calendar year 1975. It is significant to note that even though several hundred more disciplinary arbitrations will be filed this year, the cost of the Legal Assistance Program has diminished. For the information of the Delegates, attached to this report is a breakdown of the notices of discipline served by Local and Region from the period January 1, 1977, through September 30, 1977. Once again, the Committee wishes to take this opportunity to thank CSEA General Counsel, Hoerner and Featherstonhaugh, and staff members Jack Carey, Tom Linden, Joe Dolan, Tony Campione, Tom Collins and Dave Stack for the advice and guidance they have given the Committee in the past year. You may recall that only a few short years ago the kind of information we are able to provide you did not exist and it is only through the efforts of these individuals that the Committee can retrieve the overall figures which are presented in this report.

Arbitrations, Court, Cases, Disciplinary Proceedings and all disbursements for same for services to individual members
1976 1977
$794,414.51 $740,325.63
Retainer of General Counsel to Association including all expenses incurred by same
297,376.57 394,992.21
Retainer of Regional Attorneys
142,400.00 187,500.00

For the past year the Committee has scrutinized requests for legal assistance both from the point of view of the member or members requesting that Court action be initiated on their behalf and also from the point of view of our members who might be disadvantaged by such litigation. The Committee has attempted to grant legal assistance in those cases where important principles of the Civil Service system are being violated or misapplied. Once again, the Committee invites the Delegates to send it any information which might be useful in improving the CSEA Legal Assistance Program.

Arbitrations, Court, Cases, Disciplinary Proceedings and all disbursements for same for services to individual members

Memorial Plaque Report

The report of the special memorial plaque committee was presented by chairman Raymond G. Castle, retired, at the 67th annual CSEA delegates meeting this month at the Concord Hotel. Other committee members are William L. McGowan, Richard E. Cleary, Joseph J. McDermut, James J. Lennon, Solomon Bendis and Irving Plaumenbaum.

Since our last report in March 1976, no names have been submitted to this committee, consequently we have had no meetings since then.

However, this provides the opportunity to restate the past policies of the predecessor committees with respect to the John M. Harris Memorial Plaque which is permanently installed in the foyer of our Headquarters Building at 33 Elk Street, Albany, New York.

The Committee is prepared to receive any recommendations from our Chapters and Regions.

The purpose of the plaque is to honor deceased members who have performed meritorious and outstanding service to the Civil Service Employees’ Association. We would like to remind members and Chapters that full information may be obtained from 33 Elk Street, should the occasion arise, after an interval of at least six months following the death of a nominee. The Chapter shall submit such recommendation to the Conference (Region) and the Region to the State Association within six months following the death of the deceased member. Such nominations must be submitted on a regular application form for this purpose, supplied by the Association. The Committee invites the Delegates to send it any information which might be useful in improving the CSEA Legal Assistance Program.

Legal Committee Report

This cross-section of delegates during a vote taken at business session includes some from Southern Region III, in the foreground, and from Metropolitan Region II, behind them. Delegates were seated by regions.

Huddle of Transportation delegates intent on debate during Friday morning business session includes, from left, DOT Local 687’s David Biddle; the same Local’s president, Joan Tobin, and DOT District 1 Local 676’s president, William Lucas.

Memorial Plaque Report

Looking attentive during Monday morning training session for members of the CSEA Board of Directors are, from left, Nicholas Puzziferri, (Mental Hygiene, Region II), Richard Heims (Public Corporations), William DeMartino (Labor) and Richard Greico (Jefferson County).

CSEA CONVENTION REPORTS, PHOTOS

Civil Service Leader, Friday, October 29, 1977
Civil Service Report

The report of the civil service committee was presented by chairwoman Jean C. Gowan. Professional Headquarter Local 852, at the 87th annual meeting of CSEA delegates this month at the Concord Hotel. Other members are Robert Lattimer, Nicholas Abbatiello, Carmine Bernardi, Betty Duffy, Timothy McNerney, Peter Gowan, Frank Stelwel, Jack Weiss, James Welch and Jimmy Gamble.

Over the past year your Civil Service Committee has concerned itself with Civil Service Reform proposals which, if adopted, would be a threat to the State Legislature, and the Governor, and the meritorious employees. The interest shown in the merits of the proposals is evident in the following comments. The proposals in the following paragraphs will be reviewed in detail in the next meeting of the committee.

Many proposals have been made in recent months on the method of selection of eligibles from an eligible list. These proposals have ranged from block scoring and zone scoring to the use of an entire eligible list. We are opposed to any Civil Service Reform proposals which would make available to appointing officers a large number of qualified candidates which would open the way for political and favored employee appointments. CSEA has taken the position in the past that there should be a strict rank order of appointment from eligible list. At the very least, we urge the continuation of the rule of "One of three." The number of positions being designated for the unclassified service within the State University System has caused us great concern for almost a decade. The present law grants the Educational Fraternity (Commissioner of Education, Chancellor of State University and Boards of Community Colleges) too great a power in placing positions in the unclassified service. We are opposed to the use of any eligible list in the educational field. This expansion has ceased, and the need for them no longer exists. Furthermore, experience has indicated that the Educational Fraternity has abused the intent of these sections and has placed many positions which are competitive or non-competitive in other departments or agencies of the State, in a teaching category, where no audit or review of their operations. We strongly recommend that these Sections be deleted and the Educational Fraternity be treated like any other Department of Government subject to the review of the Civil Service Commission.

We were strongly opposed to the action of the joint legislative Fiscal Committees in recommending to the State Legislature the Civil Service Department Budget for examination services and directing that legislation. This has now been corrected, and no money has been provided for the Civil Service Department to train employees in the operating agencies to prepare and rate examinations, nor has any money been provided to the Civil Service Department to audit the examinations prepared by operating agencies. The Personnel Council in its own report has recommended that the Civil Service Department "Provide considerable support through consultative services and training." Third, this is not an economy move for the State. The cost of administrative and direct operating expenses in the individual agencies will far exceed the cost of a centralized examination program. Fourth, conducting promotion examinations by an operating agency for its own employees will open the door to favoritism. There will not be an independent review body. It will be extremely difficult and probably impossible for the individual employee who wishes to continue to work in the State department to appeal an examination prepared within his own department. The department will tend to defend its own actions and would be less objective than the Civil Service Department in conducting examination reviews. Fifth, money provided by the Federal Government for competitive examinations require appointment and promotion on merit principles.

The State Civil Service Department has been designated as the Merit System Agency for the State of New York. The decentralization of the examination function to the operating agencies will jeopardize the use of the Federal Government in such programs as Welfare, Health, and Mental Health. Seventh, the decentralization of the promotion examination to individual departments will eliminate interdepartmental promotion examinations. The interdepartmental promotion examination permits persons in dead-end positions to obtain promotions in other departments and work at their higher skills and abilities. For the foregoing reasons we are strongly opposed to the concept of a decentralized examination program.

The Joint Legislative Fiscal Committees also mandated the decentralization of the classification and compensation function to the operating departments. This, too, we strongly oppose. Classification by departments will be used to avoid existing eligible lists and to reward favored employees. Without any kind of controls or audits the present classification and compensation plan of the State will soon become a multiplicity of inconsistent titles and salary grades.

We believe that Civil Service Reform proposals previously discussed in the following section, if properly conceived and constructed, would be worthy of our support:

1. Increased training of employees
2. A broadening of the concept of opportunities through generic classification of position titles
3. Removal of the Director of the Budget's veto power on reclassification and recompensation requests approved by the Division of Classification and Compensation or the Civil Service Commission
4. Removal of the affirmative action concept designed to eliminate the imbalance which presently exist in the recruitment and employment of women and minorities at all levels of government in any manner which is inconsistent with the principles of merit and fitness

This report is not meant to be complete in terms of possible Civil Service Reform proposals. Additional comments will be made at a later time on further proposals which have been presented at the Civil Service Department Budget hearing as "Career Management Service." Additionally, CSEA staff are working on other proposals aimed at strengthening the Merit System.

Three of the CSEA's vice-presidents are viewed here as they prepare for opening sessions of full delegates meeting. From left are Metropolitan Region II president Solomon Bendig, Central Region V president James Moore and Southern Region III president James Lomn. Excellent CSEA vice-president Irving Flaumenbaum, who leads the Long Island Region, the union's largest, is shown here with Region I secretary Dorothy Guedes, of Suffolk County Local 832.

CSEA director Francis Miller, chairperson of the Civil Service Department Budget hearing, at the Board of Directors meeting which preceded delegate sessions. At far left is CSEA president William McGinn, as CSEA Secretary Irene Carr records minutes.
The New York Pop Arts Festival

SIBERNSTEIN AND MUSIC FAIR CONCERTS PRESENT THE GREAT JAZZ SOUNDS OF

The Crusaders

and his orchestra

and

Marlena Shaw

Wednesday Oct. 26 - 8 P.M.

TICKETS: $9.50 Orch. and 1st Mezz. $5.50 2nd Mezz. $3.50 3rd Mezz.

Tickets now on sale at Box Office. Charge phone with major credit cards.

California, N.Y. (212) 246-4600. For Group Information call Director of Group Sales. (212) 541-8436

The New York Pop Arts Festival

SIBERNSTEIN AND MUSIC FAIR CONCERTS PRESENT "THE BLUES SHOW" starrina the irresistible talents of

B.B. King•Bobby "Blue" Bland

Muddy Waters • Albert King

Friday

October 28 - 8 P.M.

TICKETS: $9.50 Orchestra and 1st Mezzanine $8.50 2nd Mezzanine $7.50 3rd Mezzanine

Tickets now on sale at Box Office. Charge phone with major credit cards.

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Muddy Waters • Albert King

Friday

October 28 - 8 P.M.
### Open Continuous State Job Calendar

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**State and County Eligible Lists**

- **ALBANY** — Gov. Hugh L. Carey has appointed state Civil Service Commission president Victor S. Bahou chairman of the state's newly formed Fire Fighting Personnel Standards and Education Commission.

- The new commission recommends rules and regulations for training programs for professional firefighters, as well as education, health and physical fitness requirements for firefighters.

- The Governor also appointed commission members: Kingston Mayor Frank B. Kimball, Batavia Fire Chief John J. DeCone, Chautauqua County Fire Chief John J. DeCone, and Oneida County Fire Chief John J. DeCone.

- Nominations to the unsalaried positions are subject to Senate confirmation.

### To Help You Pass

**GET THE ARCO STUDY BOOK**

<table>
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<th>BOOKS</th>
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<td>General Test Pract. For 92 U.S. Jobs</td>
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Leading some 250 car maintenance men, Henry (Hank) Kornbrekke, on table, donates a pint of blood at the Annual Blood Donor Days at the 20th St. car maintenance shop. Nurse Anniette Robinson of the Greater New York Blood Program attends him as assistant supervisor Ray Flaveno and assistant, attendant Joseph Calvin wash. Transit Authority personnel lead all New York City agencies in donations.

New Jobs Opening In Rensselaer

TROY—Rensselaer County Civil Service Commission officials have scheduled a series of exams for December to fill candidates for four open competitive jobs with county agencies.

Substitutes for the posts, school lunch manager, mental health social worker II, supervising physical therapist and senior engineer, range from $6,861 to $14,938.

Applicants for school lunch manager, a post paying from $6,916 to $8,740 for 10 months, must have a bachelor degree in management, hotel administration or restaurant management experience and at least two years experience; or four years experience with facilities for 500 to 2,000 students daily.

The written exam for this post, scheduled for Dec. 3, will consist of questions on mathematics, verbal ability, English and general knowledge.

For the post of school lunch manager, a $15,300-a-year post and must be eligible to practice social work in New York County.

There will be no written exam for the post of school lunch manager, a $15,300-a-year post and must be eligible to practice social work in New York County.

Applications for the supervising physical therapist job must be submitted by Dec. 4.

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The written qualifying exam for the post, scheduled for Dec. 3, will consist of questions on principles and practices of civil engineering and architectural engineering estimates and specifications, surveying (including computational), highway laws and highway safety, construction, maintenance and design of highways, bridges and other structures and supervision.

Senior civil engineers supervising the investigation, design and construction of public works projects must be licensed in the state in which they are employed.

Applications should be sent to the Rensselaer County Civil Service Department, Court House, Troy.

GO TO HEALTH

If you happened to be in New York City Sunday, Oct. 23, you might have noticed 5,000 plus marathons racing through five boroughs of the city. It was the largest marathon ever conducted on the East Coast.

If you have ever seen a long distance race perhaps you have noticed that the participants are not your average group. Some will run any distance that you have to be crazy or unemployed or both to do all that running. Most people cannot understand how anyone would consider running a marathon. They would consider running a marathon as running into running for recreation and health purposes.

People will argue that running is not a healthy activity. However, if you do not know what you are doing, it can prove to be deadly. Aerobic exercises such as jogging and running can prove, as many people have discovered, to have rave dramatic results. Like any medicine that has tremendous potential for good, if abused or administered incorrectly, it also has tremendous potential for harm. Good advice is to enter a jogging program with an understanding of what you are doing, and caution.

If you should decide to enter a jogging or running program, if you will find few, if any, smokers and people with weight problems.

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By WILLIAM R. WILLIAMS

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Community School Board District 6

Hershey of Harlem in this year's marathon, he has become so popular that participants now have to qualify for events such as the Boston Marathon. In San Francisco this year, over 12,000 people entered a race. It also might surprise some people with the number of executives, physicians, company presidents, lawyers, teachers, mechanics, plumbers, housewives, and entire families that are "getting into" running for recreation and health purposes.

Here are some suggestions for a successful jogging experience:

1. Do not wear rubberized or plastic clothing. This attire restricts evaporation of perspiration, causing the body to overheat, and results in possible heat stroke and heat exhaustion.
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If you are interested, contact your local YMCA, TWCA or Local Runners Club and ask about the "fun runs" which are stressed for everyone's ability.

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Non-Teaching School Employees

The report of the statewide non-teaching school employees committee was presented by chairman Edward Ferretti, of Nassau County Educational Employees Local 805, at the 49th annual CSEA delegates meeting this month at the Concord Hotel. Other committee members are vice-chairman Salvatore Magavero, of Erie County Educational Employees Local 808, Jacob Banas, Charles Luch, Howard Croper, Leslie Banks, Vincent DiBelenzo, Martin Chet, Cheryl, Irene Ito, Neil Gruppo and Carol Craig, with coordinator Danny Jinks.

The purpose of this report is to update the activities of the Committee since its last report to the Delegates at the Special Delegates Meeting in March of 1987.

During the time lapse between the aforementioned Special Delegates Meeting and the Annual Meeting which is to take place in October, the Committee, through its Coordinator, has continued to monitor the implementation of the provisions of Article 19A of the New York State Vehicle and Traffic Law and Article 9A of the New York State Transportation Law. The Committee's Coordinator, as well as the members of the Committee, have attempted to answer questions concerning the regulations established under these laws and to aid bus drivers who are adversely affected by such regulations in solving their problems. More recently, requests have been received by the Office of Local Government asking that follow up seminars be held to further discuss the regulations of Article 19A and Article 9A and the effects of these regulations on bus drivers in the State. The Office of Local Government and the Statewide Non-Teaching School Employees Committee is attempting to comply with these requests as they are received.

In addition to this endeavor, the Committee issued a report on state aid to the Delegates attending the County Delegates Meeting at the Grant Hotel in June of 1987. The purpose of the report was to explain how Operating Aid for School Districts was determined in the hope that a better understanding of the complicated state aid formulas would be attained by Non-Teaching Employees. Furthermore, the Committee has been quite concerned with school districts contracting out services. In particular, school districts have or are now investigating the use of outside Food Service and Transportation firms to take over the operation of these vital departments. Although the Committee has been successful in preventing the loss of district-run food service departments in the last few years, it feels that more must be done to prevent the further erosion of this department and other departments as district-run operations. If this cannot be done, then the Committee suggests that the employees of the firm who takes over the operation of a food service department, etc., should be considered quasi-public employees and an attempt should be made to organize them by CSEA.

Election Procedures Report

The report of the special election procedures committee was presented by Bernard C. Schmahl, of Taxation and Finance Local 690, at the 49th annual CSEA delegates meeting this month at the Concord Hotel. Other committee members are Genevieve Clarke, of State Employees Local 586; June Hays, of SUNY at Buffalo Local 607; Patricia Crandall, of SUNY at Cortland Local 605, and Edward Dudek, also of SUNYAB.

Since our last report filed in March, our Committee has met eight (8) times. Most of these meetings were in connection with the Statewide Officers election. The Committee conducted the contract ratification balloting.

The Committee received and reviewed approximately 65 election protests. Decisions have been made on all but six (6) of these protests. The uncompleted action on the remaining protests should be completed in the near future. Most of the protests filed were of a minor nature in that the filer of the protest did not have proof of the violations charged and very little knowledge of the requirements for filing a proper protest, mostly failing to file the protest within the time prescribed or failure to file with the proper people as required.

We have one (1) court action pending at the present time against the results of the Statewide Election.

Our Committee has found that in the majority of the protests filed communication between the chapter and the nominating and election committee has been very lax. In some instances we have found that the current chapter officers (even though they were candidates for re-election) have been interfering in the selection of both nominating and election committee members. This situation creates a region of distrust in the election procedure.

Our Committee is working on changes to be made in the mandated Chapter Constitution and By-Laws naming and election procedures. We hope these changes will make these procedures more workable and better defined so that there will be less chance of chapters failing to fulfill the requirements of a proper election.

We feel that with a little education to nominating and election committee Chairperson, future elections will be run in the proper manner. We hope to have this election program established before the next election period which is 1979.

The Committee wishes to thank all the members of staff of the Association for their assistance in the conduct of the statewide election and processing of protests. We also wish to thank the legal staff for their assistance in resolving several issues requiring legal interpretation.

The University's Education Employees Committee was presented by chairman Edward Ferretti, of SUNY at Stony Brook Local 614, standing left, and union collective bargaining specialist Jason McGraw.

Informal visitor at meeting of Authorities delegates. CSEA president William McGown, center, contributes to discussion as CSEA director and Universities committee chairman Albert Varacchi, of SUNY at Stony Brook Local 614, standing left, and union collective bargaining specialist Jason McGraw listen.

Taxation and Finance departmental meeting was chaired by CSEA director Jack Doucette, shown here chairing over his notes as Taxation and Finance Local 690 president Santa Ordine listens to speaker out of camera range.

Informal visitor at meeting of Authorities delegates, CSEA president William McGown, center, contributes to discussion as CSEA director and Universities committee chairman Albert Varacchi, of SUNY at Stony Brook Local 614, standing left, and union collective bargaining specialist Jason McGraw listen.
Federal Bill Awaits Conference Action

WASHINGTON, D.C.—The fate of two bills recently passed by Congress extending the mandatory retirement age from 65 to 70 depends on the action of a House-Senate conference committee.

Representatives of the two houses must settle differences between the two bills before it can be sent to President Carter for signature.

Both bills call for the higher age limit but the Senate version exempts tenured university professors and newly hired business executives. That means their employers would still be able to force them to retire at age 65.

The Senate, which acted on the measure last week, voted 86-7 to approve the bill. The vote to exclude professors and business executives from the bill's provisions was a slim 46-44.

Bill sponsors say they hope the conference committee can reach a compromise before Congress adjourns this year. Both houses are expected to end proceedings sometime before election day.

Abortion Enemy Wins Back His Job

(Continued from Page 5)

As a result, the accountant took it upon himself to decide that a State Court of Appeals decision prohibiting the use of public money for all abortions except those designed to save the life of the mother could be applied to the cases of intra-uterine devices because they were promoting abortions.

The court said, he never received any answer.

Three employee-organization-sponsored plans eliminating their low options. The American Federation of Government Employees' (AFGE) Health Benefit Plan, the Alliance Health Benefits Plan and the Government Employees Hospital Association (GEHA) Benefit Plan will discontinue them in January. Employees and employees whose pay and benefits are subject to negotiation, their low options. The American

Insurance Rates For U.S. Aides Are On The Rise

WASHINGTON, D.C.—New rates for 70 health insurance plans for federal employees will go into effect January 9.

The higher premiums reflect increases in the health care costs. The average annual health insurance premium for the two-government-wide plans, Astina and Blue Cross-Blue Shield, will rise 10 to 15 percent in 1978 and 1979, and premiums for the two-government-wide plans, Astina and Blue Cross-Blue Shield, will rise 11 and 12.5 percent in 1978, say officials. Many of the other plans in the program will have premium increases in the 15 to 16 percent range.

For annuitants and non-postal employees, the Government's contribution will be 60 percent of the average high option premium rate for six of the largest plans in the Federal Employees Health Benefits Program (Astina, Blue Cross-Blue Shield, National Association of Letter Carriers, American Postal Workers Union, Kaiser Foundation Health Plan of Northern California, and Kaiser Foundation Health Plan of Southern California). However, the government will pay more than 75 percent of any individual rate.

For postal employees, whose pay and benefits are subject to negotiation, the agency contribution will be 60 percent of the "high" or "extra," and the limit will be 83.75 percent of any individual rate.

Three employee-organization-sponsored plans eliminating their low options. The American

By contrasting approval of all new merit requirements, the commission says it aims to simplify and improve grant administration by ensuring uniformity in the federal approach to merit regulations which affect state and local governments. Merit requirements with vague and inconsistent language have been established in the past, leading to confusion among state and local governments as to precisely what was expected of them, says the commission.

For more information on the Standards for a Merit System of Personnel Administration and the Intergovernmental Personnel Act Merit Principles, contact the General Services Administration, Bureau of Intergovernmental Personnel Programs, 1900 E St., N.W., Washington, D.C. 20415, or any of the commission's 10 regional offices.

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CSEA Endorses Koreman, Pennock; Supreme Court

(Continued from Page 1) and the fair interpretation in enforcement of those laws, keep our court systems of 28 justices, and the soundness in the public interest of preserving and improving our society."

Justice Koreman's and Justice Pennock's third and fourth endorsements were by the CSEA, which has more than 5,600 members in state, county and local governmental units. The candidates endorsed by the CSEA were selected by the individual unit political action committees of the CSEA and approved unanimously by the regional legislative and political action committee, Nicholas Abelhanna, chairman, as well as the executive board of the union.

The political action committee studied analysis of the voting records of the candidates being considered and recommended candidates for their views on labor issues. The candidates endorsed for the November ballot are: county executive, Frances Pannell; (R-C); districts attorney, Greg Peterson; (R); supervisors: Glenn Cove, Vincent Ruffalo; (D); East Meadow, Michael Cross; (R); president supervisor, Alphonse D'Amato; (R).

Chances Made in Accident and Sickness Insurance Plan

A letter was recently mailed to all Accident and Sickness Plan policyholders explaining changes to the plan which were approved by the New York State Insurance Department and which will become effective Nov. 1.

The changes, which were explained in detail in the letter, include a revision of the premiums which will take into account the claim experience developed by age and sex, an option to select a rider improving the coverage of your policy, and a new $150 monthly premium benefit for those who qualify. In addition to these changes, the monthly benefit amount guaranteed to qualified new employees has been increased from $150 to $300. This increase was also made effective Nov. 1.

Those members who select the new 36-day waiting period option can realize savings of about $20 per month, depending on age, from the new rates which become effective Nov. 1.

If you are insured in the Accident and Sickness Plan and did not receive the letter explaining these changes, or if you have any questions concerning these changes, please contact the Plan Administrator, Teri Bush & Powell, Inc. F.O. Box 986, Schenectady, New York.