CSEA Gains Full Salary On Increments, Promotions

$17 Million Assures Backpay As Well

ALBANY — Settlement has been reached between the Civil Service Employees Assn. and the State of New York on two class action grievances, guaranteeing promotional and incremental salary increases for those state employees represented by CSEA eligible to receive such increases.

It is estimated that the agreement will add an additional $17 million to the existing contracts for state workers.

CSEA president William L. McGowan described the settlement as "an achievement of major proportions" and said "hopefully it initiates a new era of respect and cooperation between labor and management leading to a higher level of labor peace in New York State." Mr. McGowan said representatives of both the CSEA and the State "worked together to resolve a very serious issue and achieved an equitable settlement on behalf of state employees without the intervention of outside arbitrators."

Settlement of the two class action grievances filed by the CSEA against the State resolves a targeted situation that developed shortly after the signing of new 3-year contracts last April by CSEA and the State for the 140,000 state workers in four major bargaining units represented by the union.

That agreement, which provides for three salary increases during the life of the contracts totaling 14 1/2 percent with $1,400 minimum increases guaranteed, did not provide for any increases in the state's basic salary schedule.

Shortly after tentative agreement was reached on April 17, and before the tentative contracts had been sent out for ratification voting to union members, the State announced it intended to adhere strictly to the im-

To Go Home During NYC Blackout? You'll Be Paid

ALBANY — State employees who reported to work during the July 14 power outage in the New York City area and actually worked, but were later told to go home, are urged to contact the Civil Service Employees Assn. Metropolitan Region office if they have not yet been paid for that day.

According to Stephen Wiley, an attorney for Roemer and Featherstonhaugh, the union's law firm, an agreement reached recently between the State and the CSEA will allow employees in this category to be paid for the day, if they haven't already received payment for the time.

Mr. Wiley urged these employees to "get the full benefit of their contract's protection" by giving the following information to their CSEA regional office, Room 1210, 11 Park Place, Manhattan: their name, address, work location and name of their supervisor. The union will pass this information on to state officials.

State employees who stayed home that day, heeding the warnings of city officials, or those who reported to work but were prevented by police and armed guards from entering their building will, according to the State, have the time taken from their leave and vacation credits.

CSEA has filed a grievance against these penalties, but it is still pending.

In a recent development, Mr. Wiley reported that a proposed stipulation of facts written by the state Office of Employee Relations has been rejected by the union on the grounds that it doesn't adequately present the facts and is slanted toward the employer's interests. The stipulation of facts is a written effort by both sides in a dispute to agree on the facts of a situation before testifying to an arbitrator. Mr. Wiley said that he would prepare another stipulation to present to OER.

Gov.'s Low Rating Prompting Others To Challenge Him

The question is whether candidates who bloom in the fall can survive the rigors of

(Continued on Page 16)
WASHINGTON, D.C.—The U.S. Civil Service Commission will soon be receiving applications for its new Presidential Management Intern Program aimed at hiring new college graduates for federal management training programs.

President Carter signed an executive order Aug. 30 making available each year to new college graduates 250 two-year internships in federal executive branch posts.

"I am confident that all agencies will plan to employ an appropriate number of interns in relation to the agency's size and the type of positions in the agency," said commission chairman Alan K. Campbell. Preliminary agency hiring estimates exceed the maximum number of available federal posts.

Interns who successfully complete two-year, non-career appointments under the program may be granted career status with the federal civil service without further competition.

Student application forms are available from university dean's offices, program directors and the commission. More than 650 graduate programs offering advanced management degrees have been contacted about the program. Inquiries to the commission can be addressed to any of the 10 CRC regional directors or to Norman Beckman, director, Bureau of Intergovernmental Personnel Programs, U.S. Civil Service Commission, 1900 E Street N.W., Washington, D.C., 20415.

The first candidates will be nominated by their deans no later than Jan. 12. Finalists will be chosen in early 1978 and will begin their internships during the spring and summer. Assignment of all 250 interns is expected to be completed by July 1978.

A panel picked by the commission will make the selections.

NEW YORK—Harold Newman, a labor negotiator who helped settle school strikes in New York City, Yonkers and Lakeland in recent years, is awaiting Senate confirmation as the new chairman of the state Public Employment Relations Board.

Mr. Newman, 59, PERB's director since October 1968, was nominated for the post last week by Gov. Hugh L. Carey. He is not certain how soon the Senate will act.

Mr. Newman replaces Robert D. Helsby, who has resigned the post. He said he found it "extremely difficult to work as a consultant for the Carnegie Foundation to public boards across the nation."

Mr. Newman was also director of PERB's New York City office for a year in 1967 and was a State Human Rights Division aide for 10 years. He has lectured on labor relations subjects at several universities and was visiting lecturer at Cornell University's School of Industrial Relations.

He was a master sergeant in the Army Air Corps during World War II and attended Brooklyn College, the New School for Social Research and the School of Radio and Television Technique in New York City.

He and his wife, the former Rita Cruz, live in Albany.

How do you collect an OTB payoff worth $8.53?

Just live in New York City.

This year all you have to do to collect an OTB payoff worth $8.53 is live in one of the city's five boroughs. That amount represents the individual New Yorker's share of the $65,200,000 profit that the New York City Off-Track Betting Corporation earned for the city during its 1976-77 fiscal year.

No, OTB won't be handing out cash or mailing checks to each and every New Yorker. Instead, we're turning that $65,200,000 in profit to the city's hard-pressed treasury. To help the city government pay for the things all its citizens need and use. Police and fire protection. Sanitation and health services. Education and recreational facilities. All told, since 1971 OTB has earned more than $250,000,000 in profits to help pay for these vital needs.

Of course, with all the talk about the fiscal crisis, you probably didn't notice the financial contributions OTB was making. But think what might have happened in New York without OTB's $250,000,000.
By JOSEPH LAZARONY
Chairman, CSEA County Division

Communications

During the election campaign for CSEA officers (Spring 1977), one of the most discussed issues was the need to improve communications within our union. I was involved in that campaign and can confidently agree that improved communications makes for better unionism, especially in a member-operated union like the CSEA.

So, since that time, I have tried to recognize the channels of communications that every CSEA member has available now. It comes to more than most of us realize. As will be seen, we seem far more capable at sending information to than we are at getting information from members. Part of the problem may be our poor use of these channels by members. As you check the list below, evaluate your local or unit in terms of how much of this list is available, and how often you have used it.

Current Communication Channels

1. Civil Service Leader — delivered weekly to you. The newspaper carries all general information of current concern, and much more in the area of local interest than one realizes. To my mind this is one of our best available information channels, and also one of our least used. What could be improved is the communications from the units for publication and more thorough reading of the end product.

2. Membership Meetings — the best source of direct communications to members. Chapter presidents receive large amounts of mail from statewide and regional offices. Much of this information mailed to us is of concern to each of us. (legal judgments, membership benefits, meetings, etc.). Membership meetings, including the Presidents report, are vital for communications to our members. So would a state report — where information coming from your statewide Board of Directors could be given to you directly.

Meetings should also be the basic means of communications from members. What needs improvement, I suspect, is attendance at these meetings.

3. Regional and Local Publications — In traveling the state, I was surprised at the high number of regional and local publications of quality that we are publishing. Here is an even more direct resource for communications of local interest, assuming that all of us are reading and responding to the reports or news letters.

4. Conventions — By this I mean our workshops, regional meetings, statewide conventions, County Workshops, Mental Hygiene workshops and others. The quantity of information received at these meetings varies. Statewide conventions receive reports from all committees (these are also printed in the Leader) and make major policy decisions for our union. Regional workshops often concentrate on a specific area of concern (negotiations, grievances, etc.) and give educational programs on the subject. The obvious opportunity to communicate at these workshops has never been fully used.

Most locals are looking for interested members who will attend these affairs, listen, learn and contribute! Contact your local officers and become a real part of CSEA.

If there is a main point to be made here, I feel it is this — We are much better at sending out information than we are in the reverse. Communications that fall in one direction are often not effective.

Any one who wants to comment on a means to improve communications from our rank and file, I'd like to hear from you.

See you soon!

Pickets Return At Adam DC To Protest Understaffing

PERRYSBURG—Civil Service Employees Assn. members returned to the picket lines recently to demonstrate their concern for understaffing at the J.N. Adam Developmental Center.

Members of CSEA Local 600 at the center were joined by fellow CSEA members from psychiatric centers in West Seneca and Gowanda for the demonstration.

Claring signs reading "We need direct-care staff!" and "Two people cannot make a care of 28," the CSEA members marched to call attention to a lack of response by J. N. Adam administrators to the understaffing problem.

PICKETS RETURN AT ADAM DC

ACCORDING to Joseph lazaron, Chairman, CSEA County Division, "the CSEA members marched to call attention to a lack of response by J. N. Adam administrators to the understaffing problem."

The CSEA first marched at the center Oct. 3. Employees from Gowanda and West Seneca, like their fellow CSEA workers at J. N. Adam, picketed during their off-duty hours. Mr. Christopher explained.

He said three attendants were needed for "bare minimum" care in sections housing 26 to 28 residents. Often, he explained, one of the three attendants must accompany patients on out-of-town trips for clinic appointments.

Also, Mr. Christopher added, staff members assigned to administrative, community-service and other support services have been decreased while direct-care attendants have been reduced.

Chautauqua Pact OK'd

MAYVILLE—A three-year work contract that provides 28-cent-an-hour pay increases the first year and 5 percent the second and third has been ratified by the Chautauqua County Local of the Civil Service Employees Assn.

The agreement covers 1,000 county employees.

Members of the local had rejected a county work contract proposal in August. The pact that was accepted now was formulated with fringe-benefit changes and improved health insurance.

The contract means an additional $300,000 in the county budget, which does not currently contain provisions for the pact.

Organize Tryon School Aides

JOHNTOWN — Capital Region IV of the Civil Service Employees Assn. has organized a new Local in the Tryon School District near Johnstown.

In his first general meeting in October, Local president Anthony Caruso told the members that his goal is to keep the membership informed and knowledgeable about all areas of CSEA policies and decisions.

As the main speaker of the evening, John Cummings, field representative and organizer, spoke to the members about the CSEA's function and guidelines and answered several questions from members.

Officers are: president, Anthony Caruso; vice-president Jeannie Brauns; secretary, Joanne Bean; and treasurer, James Thorpe.

Members of the board of directors are Lorna Deluca, Robert Georgia, Thomas Jablonski, William MacFarland, Ralph Sammarco, Donald Santars, June Woodley and Evelyn Montgomery.

Morrisville Yule

MORRISVILLE—The annual Christmas party for Civil Service Employees Assn. Local 600 at the State University College at Morrisville will be held Dec. 3, according to Local president Stephen M. Zarod.

The party, at the Nolin Inn, will start at 6:30 p.m. with a social hour. This will be followed by a buffet at 7:30 and dancing from 8 to 1 a.m.
State High Court OKs Klan Membership For Jail Guards

A state appeals court has declared unconstitutional a directive from Commissioner Benjamin Ward that called for the disbarment of any employee belonging to the Ku Klux Klan. The directive was aimed primarily at prison guards.

In a 4-1 decision, the Albany Appellate Division said the 1975 directive was unconstitutional because it called for "guilt by association," which is illegal in New York.

A state appeals court has declared unconstitutional a directive from Commissioner Benjamin Ward that called for the disbarment of any employee belonging to the Ku Klux Klan. The directive was aimed primarily at prison guards.

The majority opinion, which upheld a similar conclusion reached in Albany Supreme Court last year, pointed to a U.S. Supreme Court decision striking down a federal law that prohibited public use of government property to promote or advance the interests of the Klan.

The Appellate Division said a specific "threat" has to be shown. It said Mr. Ward's directive seeks to exclude all Klansmen, even those who are not productive citizens. The court said a "compelling state interest" must be established based upon reliable evidence and not speculation for the directive to be legal.

Mr. Ward has a reputation for racism and a majority of prison inmates are members of minority groups isn't enough, the ruling said.

Judge Greenblott applauded the Albany court's ruling and said it will go straight to the New York Court of Appeals. He said the ruling would make it impossible for a state court to issue an order violating the constitutional rights of an individual.

The court agreed with Mr. Ward that the new evidence might be needed by the commissioner and that the Klansmen have a right to have the issues decided by the court.

"He would have to mount a very strong case for the court to support his ban," the ruling said.

Ten Suffolk Posts Open

HAUPPAUGE—Suffolk County Civil Service officials have begun open continuous tests to be established based on jobs with either the county or Suffolk villages and towns.

The tests, which are held weekly at the agency's East Northport test center and at other locations, have been established based on the results of previous examinations.

The tests, which are held weekly at the agency's East Northport test center and at other locations, have been established based on the results of previous examinations.

There are no minimum requirements for four of the jobs, which are engineering aide and engineering aide and engineering aide and engineering aide.

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

State Office Building Campus, First Floor, Building I, Albany, New York 12232.

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

New York 12234.

State Office Building Campus, First Floor, Building I, Albany, New York 12237.

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

State Office Building, Empire State Plaza, Albany, New York 12237.

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Family Disease

Alcoholism leads the list of diseases that threaten the stability of the family. It is a complex and progressive condition that not only affects the health of the sick individual but also the health of spouses and children.

Alcoholism is recognized as a family disease. Often, members of the family get as sick or sicker than the alcoholic. The traditional scars a young child develops watching his drunken father beat his mother take a long time, if ever, to heal. The spouse of the alcoholic many times becomes confused, anxious and guilt-ridden from living with all the lies and rationalizations used to protect the alcoholic.

As the disease progresses, there will be more suffering for the entire family unless changes occur. Often the change is divorce. The New York City affiliate of the National Council on Alcoholism reports that alcoholism is a major factor in 25 percent of all divorces and accounts, directly or indirectly, for 40 percent of the problems brought to family courts.

• Is excessive drinking a central theme of many family arguments?
• Have the kids indicated they hate to bring friends home because of excessive drinking?
• Have holidays and birthdays been ruined because of drinking?
• Is the like's house too full to invite friends home because of excessive drinking?
• Have promises about drinking been made, only to be broken?
• Do you wonder just how much of these situations are not going as well as you would like. A little effort now might prevent a lot of sorrow and suffering in the future. Many communities have programs designed to aid victims of alcoholism. Your local Council on Alcoholism or AA group will be able to provide more information. Al anon is for the spouses of alcoholics. The resources to help are there but that most difficult and sometimes painful first step is up to you.

End Jobless Pay Program

ALBANY—New claims for federally funded emergency unemployment assistance have declined from 171 county job slots.

Raymond Cassady, president of the Westchester Local 680 of the Civil Service Employees Union, said he would have to wait for a breakthrough of the job eliminations before commenting. Mr. Cassady added, however, that he considered the 171 county job slots being affected will be CSEA members.

The DelBello announcement came last week. The County Executive Department, following the DelBello statement, announced the proposed cuts as a way to reduce county programs in light of the fiscal situation and personnel were told that severe cuts were necessary. Mr. DelBello, who was re-elected to a second four-year term in office Nov. 8, also proposed a uniform 8 percent county sales tax. The proposal was introduced from community to community in the county, from 5 to 8 percent.

"The budget calls for a total reduction in the county work force of 171 positions with half years' service, and reducing the majority of more than half the county's 35 departments and offices below 1977 levels," said Mr. DelBello.

"You can handle my budget," Mr. Delaney said, referring to Mr. DelBello, "but not my department."

The budget totals $410,213,883, a 3 percent increase. It represents an $11.97 million increase over the 1977 budget. County officials say it is the smallest increase in two decades.

County legislators must either approve or disapprove of the budget.
An Outstanding Beginning

I n office less than six months, as president of the big state-wide Civil Service Employees Assn., William McGowan put the stamp of his personality and strong will on his new administration by getting the State Administration to amend recently negotiated work contracts in a fashion to assure full incremental and promotional salaries.

A grave problem arose after the contracts— which cover employees in most state agencies— were signed. CSERA bargainers and the final pay raise, which averaged 14½ percent over the two-year period of the new contracts, were to be amended into the basic state salary schedule. The State immediately denied that this was the case, and said it would rewrite the unchanged salary schedule in effect as the basis for determining increment and promotion salaries. The result of this stance was that thousands of state workers, who approved the new contracts, would get less money than they had been led to believe.

Mr. McGowan put everything else aside and stepped out to do battle as soon as he learned the State's interpretation of the new agreements. After weeks of intense arguments, debate and meetings, the feisty CSERA President won his point and the Carey Administration accepted the union's interpretation of the negotiated agreements.

The battle being over, Mr. McGowan engaged in no crowing but, rather, generously announced that “this, hopefully, initiates a new era of respect and cooperation between labor and management, leading to a higher level of labor peace in New York State.”

Not Their Doing

EDWIN JENNINGS, president of the Uniformed Fire Officers Association in New York City, recently expressed concern over the state of the pension fund covering his constituents.

We share his alarm.

He reported that many fire officers may lose out on their pension rights because of several twists of fate not of their doing. Their pension fund is about $700 million in debt, says Mr. Jennings, and the deficit is growing each year.

There are several reasons, he says. One can be traced to the city's fiscal crisis. Much of the money used to pay for overtime firefighting duty that, in turn, was caused by lay-offs, came from the pension fund. Higher contributions, another residue of the fiscal crisis, also placed a greater strain on the fund than was originally expected. Disability retirement, which provide even higher pension benefits to the injured ex-firefighter, also rose.

Those are just a few of the reasons Mr. Jennings cited. They all paint a bleak picture of firefighters someday opening their pension envelopes and finding them empty. We hope and pray it never happens.

But much more than hoping and praying will be required to avert such a catastrophe. We do not pretend to know the solution, but we urge city and union officials to quickly get about the business of finding a solution before the city finds itself in another crisis that should never have occurred.
Mary Jarocki, inventory clerk: "No, Regionalization has separated us into six separate unions. The Region can only handle certain problems, and we have to go to Headquarters anyway. It would be better if we could just go straight to INC."

Arthur Burt, bus driver: "Yes. The Region is more geared to individual needs, and does not get caught up in overall problems. Also, the close contact with the Regions is the main factor in being 100 percent responsive."

Bill Mapol, bus driver: "With the creation of Regions, members have been able to get closer to their representatives. They can make contact with the officers. A good way to handle grievances: procedures are handled faster and more efficiently now than before."

John Caruselale, maintenance worker: "Of course. The Region is closer to members and the staff is easier to get a hold of when you need them. Regions only have to be concerned with local lines, whereas the members get more attention."

Waren Maleoney, electrician: "No way. We would be better off if we could go straight to Headquarters. The Regions are just unable to handle all problems."

Daniel Gyrgyas, computer operator: "No. If you cannot get cooperation from the Region, you are in trouble. Where do you go then?"

Charles Knox, bus driver: "Not really. The Region is helpful to some extent but should really be improved. I don't believe the Regions have a large enough staff."

Peter Daniels, power plant operator: "No. There was more representation in the Regions when they were closer and the atmosphere was homier."

John Miner, bus driver: "Yes. The Region provides more representation locally. Staffs are easier to contact with. When they just had satellite offices, they were more difficult to reach."

What's overlooked
With the social security privileges closed to federal employees for two years, there is a continuing uproar over how much federal employees actually receive.

Most people forget that much of the money federal employees receive is not derived from their own contributions. The average federal annuitant receives $12,315 a year, for instance. Most contributions are made by the government.

Over the last 15 years, the retirement benefits for federal employees are subject to federal income taxes while social security benefits are exempt. Social security becomes a matter of political debate and is often the excuse for 'determining a retirement age because of age, now against the law..."

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unchecked checks from the New York State Employees' Retirement System and the State Police and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain these payments.

Continued from (Page 7)

No More Cuts

Editor the Leader:

Dr. Howard Hurwitz's plan to solve an alarming increase in school truancy and the attendant problems thus created as revealed in his column in Parton column Oct. 21, captioned "Cut Truant Officers" is, at least, a case of poor circular reasoning.

Dr. Hurwitz acknowledges that the New York City Board of Education has cut the attendance staff from 550 attendance teachers to 200 with a resultant saving of $60 million. The problem, he feels, is not a new one: earlier recommendations have been ignored.

Dr. Hurwitz offers a solution to the problem: a new system of Attendance staff to be established. He believes that the number of police officers in our city is sufficient so that the Police Department has difficulty coping with an increase in crime.

What Dr. Hurwitz recommends is that the number of police officers be cut and that the Attendance staff be increased. His reasoning is that the Attendance staff is better able to deal with truancy and other problems of overcrowded schools.

School attendance, Dr. Hurwitz, even at a time when the school system is losing vast sums of money as the result of widespread absenteeism, proposes that the attendance staff be cut further. Can New York City afford to lose $60,000 a year?

Would Dr. Hurwitz recommend that the number of police officers be increased to the point where the Police Department has difficulty coping with crime? Would he recommend that the Attendance staff be increased to the point where it cannot handle its present problems?

Dr. Hurwitz recommends that the number of police officers be cut and that the Attendance staff be increased. He feels that the Attendance staff is better able to deal with truancy and other problems of overcrowded schools.

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Central/Western County Workshop

SYRACUSE—The county workshops of the Central and Western Regions of the Civil Service Employees Assoc. met jointly Nov. 4 and 5 in Syracuse to discuss topics ranging from the Taylor Law to the art of negotiations.

William Prame, research analyst at the Region V headquarters in Syracuse, opened the weekend series of programs with a historical overview of the labor movement and unionism.

Terrye Moxley, a Region V field representative, and Frances A. Martello, Region V supervisor, noted that civil servants have just ended their first decade under the Taylor Law. They both stressed the need for CSWU to seriously consider working for binding arbitration to settle contract disputes.

Since strikes by public employees are forbidden under the Taylor Law, and since the Public Employment Relations Board is not appointed by the Governor, "binding arbitration may give us a much fairer shot than going the PERB route," Mr. Martello said.

Both Mr. Moxley and Mr. Martello pointed to problems inherent in binding arbitration, but exhorted the membership to explore more fully its possible advantages in the bargaining process.

"Be neat," he advised. "And first file and increase the quality. If you see a problem, you have the right to demand without explaining when it's filed. It also helps, Mr. Moxley also told the members to be proud of their union whose contracts stack up favorably with those of the private-sector unions.

Tom Pomidoro, a field representative from Region VI, addressed county workshop members on the art of negotiating. He emphasized the need for the union to have a united front before management, to impress management with its knowledge. "Be neat," he advised. "And make sure when grievances are first filed all necessary questions are answered.

"All supervisors are different," Mr. Pomidoro said, "and you would do well to get to know these differences.

Ron Smith, a Region V field representative, stressed the importance of the steward in the union. "It's a tough job," Mr. Smith said, "but it can be rewarding.

"You have got to have the facts—in black and white. You must see the grievance through from beginning to end." He, too, stressed the need for the CSEA to stick together in meetings with management—"don't look like a divided group.

Mr. Smith said the CSEA would do well to decrease the quantity of grievances now being filed and increase the quality.

Jack Miller, a Region V field representative, discussed in some detail the duties of a negotiating committee. Most importantly, he said, "know what your members want included in that contract, you'll be negotiating." Mr. Miller also told the members that they would do well to get to know these differences.

Although this is the heart of negotations, Mr. Miller said, "the data or facts to substantiate these demands are the foundation.

Adequate preparation is crucial, he said. And remember, he said, that no substantive statement should be made to management or media during the actual negotiations.

It also helps, Mr. Miller advised, to remind the membership that these are final negotiations.

(Continued on Page 9)
Central/Western Workshop
(Continued from Page 8)

any accord that is reached between the union and management. Therefore, they cannot be "sold down the river" at a negotiating table behind closed doors.

Mr. Miller summarized by saying that it helps if one thinks of the negotiating process as somewhat of a "horse-trading" game.

Region VI field representative Robert Young referred to the "doozies" FERE often assigns to CSEA disputes. There are some good ones, he said, "but I, personally, hate to go to impasse unless I absolutely have to. With fact-finding, too, a lot often depends on who PERB sticks you with."

Meanwhile, Joseph Watkins, retired municipal director of civil service and now CSEA consultant on civil service affairs, was telling his gathering that the CSEA had no objection to the state streamlining services, "but we are strongly opposed to politicking classification. There's a lot of ways to create a lot of false titles to get Suzy Q more money."

Mr. Watkins warned against the powers of a personnel czar and proposals for changes in merit pay increases. "It's all open to a lot of favoritism. There must be real controls and real objective ratings."

With regard to high pay for specialized skills, he explained, "No one knows what that means. All people should be treated alike if they are doing the same work."

If there is a difference, then create a new classification."

The CSEA also is opposing the decentralization of exams. As Mr. Watkins put it, "What if each department had its own steno exam? A person may have to take 17 different exams. Moreover, operating staffs don't have the people to prepare exams—it's un economical. If they have any money around, let it go for employee benefits."

Revived probationary periods also came under attack. Mr. Watkins explained that it's like living in purgatory. They want a one-year probation for all employees. I can tell a good typist in five minutes. We'll fight this to the bitter end."

Other topics at the conference included retirement plans and options and Section 19-A of the Motor Vehicle and Traffic Law, relating to the added responsibilities being placed on bus drivers and the new rules and regulations pertaining to the drivers. (More on this subject will be included in next week's issue of the Leader.)

Francis Miller, Region V County Workshop president, coordinated the activities.

Mr. Miller was flanked by Region V vice-president James Moore, Region V executive vice-president Paulette Changrall, Region V supervisor Francis Mantello, Region VI supervisor Lee Frank, and statewide County Division chairman Joseph Lazarony.

CSEA director Robert Gallor, left, president of Cortland Local 812, talks with two members of his delegation: county unit president Joel Prezioso and negotiator Peggy Combs, as they mull over information gained during session on negotiating procedures.

The usual, large delegation of Oneida Local 833 is typified here by, from left, delegate Rosemary Baker, steward Bernice Nemo, second vice-president Ralph L. Young and secretary Dorothy Pyne. Mr. Young is also Central Region V third vice-president.
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*Continued on Page 11*
They are free to members of the
professional, Scientific and Techni-
cal, and Operational. Hundreds of courses are offered,
ranging from such topics as
"beginning sign language" to
"thermodynamics."

APPLICATION DEADLINE
Nov. 30 For Training

ALBANY—Nov. 30 is the deadline for state employees
to apply for the free training courses negotiated for them
by the Civil Service Employees Asn.


They are free to members of the
four statewide bargaining units
represented by CSEA: the Ad-
mnistrative; Institutional; Pro-
fessional, Scientific and Techni-
cal.

We thought that headline
grab you. Interestingly
enough, it’s true.

The Dasher
Sedans are our
most
sumptuous
cars; they
classy
some very class
machines in some
very surprising ways.

If you own a Mercedes-Benz 280E, you’ll be
depressed to discover that
The Dasher 2-door Sedan with
standard transmission not
only goes from 0 to 50 miles
per hour quicker than the
Mercedes; but carries
more in its trunk.

If you’re about to spring
for a Rolls-Royce, hold the
phone. The Dasher holds
more in its trunk than the
Rolls, too.

DASHER
OUTCLASSES
MERCEDES 280E
AND ROLLS-ROYCE
IN SURPRISING
WAYS.

Fine as they may be, neither the Mercedes nor
the Rolls has front-wheel drive. The Dasher does,
and it makes all the difference
in poor driving conditions.

The Mercedes, the
Rolls and the Dasher do
have their similarities.

All 3 have dignified
interiors, with handsome,
thoughtful appointments
like reclining bucket seats,
remote control outside mir-
rors and quartz electric
clocks.

But only the Dasher has
right there up front.

VOLKSWAGEN
DOES IT AGAIN

We thought that headline
might grab you. Interestingly
enough, it’s true.

The Dasher
Sedans are our
most
sumptuous
cars; they
outclass
some very class
machines in some
very surprising ways.

If you own a Mercedes-Benz 280E, you’ll be
depressed to discover that
The Dasher 2-door Sedan with
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Sabbatical Fight
By L.I. Teacher
Loses In Court

An example of this came about last month in a lawsuits against
the Babylon Board of Education. The teacher
claimed the refusal was a griev-
age subject to arbitration. 
He claimed that the board
maintained the issue was
not subject to arbitration
under the collective bargaining
agreement.

The Babylon board won the first round in February when a Suffolk Supreme Court judge
ruled that arbitration was not
required. The Babylon Teachers Association, representing the
teacher, identified only as Mr. Kalms, appealed to the Brook-
lyn Appeals Division. The re-
sult was the same. The four-
judge court also ruled against the
teacher. But the appeals
court used a "different reason-
ing," based upon its own in-
terpretation of the contrast.

After analyzing the numerous articles, sections, subdivisions
and paragraphs of the contract,
the court said that because the
grievance was a "personal" one
affecting only the teacher him-
self, the school board’s refusal
gave the teacher no
a claim for arbitration.

However, the appeals court,
the state’s second highest tribunal, pointed out the refusal to grant
sabbaticals could be decided by
arbitration if the denial was not
required. The court said that because the
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The court went on to explain
that this section of the contract
could be illegal under state law,
which requires arbitration of
grievances a "bargained-for-rights.

Unfortunately for the teacher,
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sabbatical was final because an
arbitrator “would be without
jurisdiction” to consider a "per-
sonal" grievance.
This week's advertised speed is only $19,900.
Methods And Procedures (Restructuring) Committee Report

The report of the methods and procedures committee was presented by chairman Al Meal, of James E. Christian Memorial Health Local 604, at the 47th annual meeting of CSEA delegates last month at the Concord Hotel. Other committee members are William McManus, Ed Ferrerl, Nicholas Pazzafiori, Carmine DeBattista, Martin Horan, Robert Dzak and William Crimm.

Since the Special Delegates Meeting in March, 1977, the Committee has held one meeting, August 13, 1977, at Albany. The following is a summary of the actions of the Committee on the proposals that were submitted:

PART I

1. With the commencement of any future negotiations, the Officers of CSEA, Inc. and any employee (s) of CSEA, Inc. shall provide gratuitous retiree membership to any retiring member who has been a full-dues-paying member for a minimum of ten years.

The Committee recommends adoption of this proposal in order to avoid any possibility of internal conflict arising during the conduct of a CSEA election. Adoption of this proposal will also assure the orderly continuation of staff operations during any transition in leadership. Furthermore, the resolution is designed to prevent any advantage, or disadvantage to the parties involved.

Delegates Action: defeated.

2. CSEA Inc. shall provide gratuitous retiree membership to any retiring member who has been a full-dues-paying member for a minimum of ten years.

The Committee recommends adoption of this proposal as an incentive for expanding our retiree membership and keeping our members active in CSEA.

Delegates Action: defeated.

3. All standing committees shall report at meetings of the Delegates immediately following the reports of Officers.

The Committee recommends adoption of this proposal so that the Delegates will be provided the opportunity to set the business of such committees in an orderly manner.

Delegates Action: defeated.

4. Chairpersons of all CSEA committees shall report quarterly, in writing, to the President on the activities of the Committee. The President shall provide copies of such reports, including a listing of those delinquent, to the Board of Directors.

Delegates Action: defeated.

PART II

(Proposals referred to the Constitution and By-Laws Committee for amendment.)

1. Independent nominations (petitions) shall only be accepted from members not placed on the election ballot by application to the appropriate Nominating Committee.

The Committee's position is that individuals who desire to seek elective office have ample opportunity to obtain nomination through a nominating committee and that failure to apply for such nomination prevents the nominating committee from making its selections from the most qualified candidates.

2. Candidates for Statewide President shall select their own candidate for Executive Vice President. At the time of application for nomination to the office of President, each candidate shall submit the name of the nominee, or nominees, for Executive Vice President. The Nominating Committee shall announce the candidates for President and the nominees approved for Vice President by March 1. The Candidate for President shall, if necessary, announce the nominee selected by March 20.

The Committee's position is that the office of Executive Vice President is designed to be primarily that of an executive level assistant to the President. Therefore, in order to provide assistance and cooperation necessary for the leadership to implement its goals and objectives the incumbent must be compatible. The Committee believes that there is a sufficient enough balance of power within the CSEA organisation structure to dispose of any concern for potential abuse. The Committee has worded this resolution so as to insure that all nominees for Executive Vice President must also obtain the approval of the Nominating Committee.

3. The term of office for all elective CSEA officers shall be three (3) years.

The Committee tabled this proposal.

4. Prior to debate, each statewide officer shall be provided the time determined by the rules of the convention to address the delegates on any printed resolution submitted for consideration.

The Committee tabled this proposal.

Thursday evening banquet was attended by many dignitaries who came to show their interest in civil service. From left are Assemblyman Joan Amato (D, White Lake), Leader business manager Nathan Mager and Senator Richard Schermerhorn (D, Newburgh).

This attentive group from Binghamton Local 602 was photographed at one of the special evening seminars that were scheduled throughout the convention for the education and benefit of all committee leaders. From left are Joan Adams, Fran Goodwin and Suzanne Snyder.
Deinstitutionalization Denounced

HAUPPAUGE—The state’s deinstitutionalization program was the target of a recent day-long denunciation here Friday by a number of public officials, including Assemblyman Paul Harenberg (D-Bayport), chairman of the Assembly’s mental health subcommittee.

The attack by Long Island officials was keynoted by John W. Komanoff (D-Long Beach), town supervisor, who charged that the plan was bad for the patient, the community and the state.

Komanoff was joined in testimony by Danny Donahue, president of the Nassau County chapter of the American Federation of State, County and Municipal Employees (AFL-CIO), Greg Searles, Mental Hygiene Department representatives and president of the Kings Park Local 411, and other public officials.

Mr. Komanoff declared that the plan was bad for the patients, the community and the state.

Local support for the state program of "dumping" mental patients into the community appeared to be non-existent.

Mr. Harenberg was joined in testimony by Assemblymen Arthur J. Kreyer (D-Long Beach), supervisor of the Indio State Mental Hospital, and Twin Supervisor Peter Fox (Brooklyn, R-Kips). The officials were cited "dumping" of ex-patients into their areas.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking public jobs here should file at the Department of Personnel, 45 Thomas St., New York 10013, Monday through Friday between 9 a.m. and 4 p.m. Special hours for Thursdays are 6:30 a.m. to 4 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope to be received by the Department at least five days before the deadline. Announcements are made only in the local newspapers.

By subway, applicants can reach the filing offices at the IND (Chambers St.); SMTI (City Hall); Lexington BRT (Brooklyn Bridge). For information on telephones, call 488-4141.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 45 Court St., Brooklyn 11201, phone: 566-8800.

The Board of Higher Education advises teaching staff applicants to contact the college or university which they desire to teach at. Non-faculty jobs are filled through the Personnel Department.

STATE — Regional offices of the State Department of Civil Service are located throughout the state.

Trade Center, Tower 2 South, 5th floor, New York 10048 (phone (212) 860-2424; 10 a.m.-4:30 p.m.), asked.

Building, Albany 12299: Suite 250, 1 W. Genesee St., Buffalo 14202: 9 a.m.-4 p.m. Applicants should file for positions by writing to the Albany office only or by applying in person at any of the other offices.

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

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1259, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 16 Federal Plaza, New York 10005. The hours are 9 a.m. to 5 p.m., weekdays only. Telephone 264-6422.

Federal inmates receiving allowances for your service (North of Dutchess County) should contact the Syracuse Area Office, 801 S. Bald American, Syracuse 13202. Toll-free calls may be made to (800) 133-7407.

Federal inmates receiving allowances must call their local warden unless otherwise indicated.
Meet With President One-To-One

BY MARVIN BAXLEY

ALBANY—Keeping one of his campaign promises, Civil Service Employees Assn. president William McGowan has been going out to meet the union members to get their views.

He has already held open house in three of the union's regions, and has scheduled similar events in the remaining three regions.

On Nov. 10, he was available on a walk-in basis at the Albany State Office Building in Albany for the remaining three regions.

Informal atmosphere enabled CSEA president William McGowan to give his attention to comments from Transportation Region 10 employees who are current employees and from the Transportation Region 11 office.

CSEA regional office managers.

Form Oswego Local Blue-Collar Unit

MEXICO—A blue-collar unit has been formed within the structure of Oswego County Local 838, Civil Service Employees Assn.

The new unit will represent more than 150 Department of Public Works and landfill operation employees in Oswego County.

The initial unit meeting, held in the Social Services Building, in Mexico, was well attended by employees from both departments. Also present to answer questions and explain CSEA information were Francis C. Miller, president of Oswego County Local 838; Raymond Wallace, representative of the National Labor Relations Board; and Charles McGeary, CSEA regional public relations specialist.

The tentative agreement, reached after 12 bargaining sessions since September, goes into effect Jan. 1. It approved by the employees and the Erie County Legislature.

No terms were disclosed pending final manuscript to detailed elements of the proposal to CSEA members.

Field representative Robert E. Young and Erie Local President John P. Ellis headed an 11-member bargaining team that negotiated the pact for the employees.

The negotiating team, headed by Ellis, said, recommends acceptance of the contract.

The conceding unit represents 4,800 county white-collar workers. They constitute about 60 percent of the county payroll.

Binghamton Retirees Hear Longer Speak

BINGHAMTON—Martin Langford, chairman of the legislative and political action committee of the Civil Service Employees Assn., will speak at the Nov. 28 meeting of the Binghamton Area Retirees Local 962, at 3 p.m., Garden Village West, 60 Front St., Binghamton.

Troy Contract Includes ‘Me-Too’ Clause

By DEBORAH CASSIDY

TROY—A year and a half of negotiations between the City of Troy and the Civil Service Employees Assn. has resulted in a three-year contract granting employees a 6 percent wage increase in 1977 and a total of 75 percent increases for 1978.

Based primarily on a Public Employment Relations Board fact-finder's recommendation, the contract contains no raise for 1977, but includes a clause granting an increase if any is given to the police and firemen, who are currently in binding arbitration.

The schedule for the increase will be 6 percent on January 1978, 5 percent on January 1979 and 5 percent on July 1979. Increment steps will be doubled, for most employees, and added into salaries before figuring the percentage raise.

Through the implementation of double jumps, the negotiators expect to bring lower-paid employees more quickly up to salary levels in tune with today's cost of living.

Additional benefits include $100 increase in longevity bonuses, Agency Shop and the 230 death benefit.

Edward LaPlante, City of Troy unit president, commented, "The contract offered employees a decent wage for the next two years. Though we would have liked to obtain more benefits, the members liked the proposal."

Though he remains optimistic about this contract, Mr. LaPlante stressed that next time the negotiating committee will be seeking a better benefit package, including increased sick time and more extensive health coverage.

CSEA Wins Increments, Promotions

(continued from page 1)

In the negotiation table was in error, CSEA contended that no eligible employee would lose any increments or incur any reduced salary increase upon promotion during the life of the agreement, which run through March 31, 1979. CSEA promised to the grievance and defend its position through arbitration if the State refused with its interpretation.

With that promise of legal action, state employees overwhelmingly approved the new two-year contract.

When some state workers became adversely affected due to reduced increases upon promotion, CSEA filed a class action grievance against the State covering all employees affected and to be affected in the future. And, in anticipation of a loss of increments for some eligible workers in 1977, and because the two issues were closely related, CSEA filed a second grievance on the incremental increases due in 1977. Both grievances were filed and were not affected by the state's position.

Shortly after the two grievances were filed by the union, representatives of CSEA and the State Office of Employment Relations entered into what developed into several weeks of intensive discussions in an effort to resolve the problems short of third party intervention. "It became clear to us that we could not consider the issues concerned about the situation and both sides entered into the prolonged effort to solve the issues," Mr. McGowan noted.

Under terms of the settlement, Mr. McGowan announced, the State has agreed to treat all state employees on the payroll as of March 31, 1977, exactly as though the basic salary schedule had been increased for purposes of promotion and incremental eligibility. "That means that in terms of promotional increases during the life of the agreement and incremental increases next fiscal year, those eligible employees will be treated exactly as though the basic salary schedule was increased by the amounts of the individual increases, that is, 5 percent retroactive to April 1, 1977, an additional 6 percent retroactive to Oct. 1, 1977, and an additional 5 percent next April 1," Mr. McGowan said. Payment of 40 percent of salary increases for those promoted since April 1 will be retroactive to the date of promotion.

And, the union leader reported, the State has agreed to issue a salary schedule for employees on the payroll effective as of April 2, 1978, that is increased by 5 percent over the existing schedule, dropping the two longevity incremental payments for those new employees only. Mr. McGowan noted that increments are subject to negotiation and would have to be renegotiated for the next contract anyway. "Increments will be items of negotiation in the future," he promised.

The CSEA president said that technical amendments to the law are necessary to accomplish the resolution, and the parties have agreed to jointly sponsor legislation to accomplish this goal early in the 1979 legislative session.