Tax Employees Get 'Dolled Up' For Christmas

ALBANY — In the true spirit of Christmas, employees in the State Taxation and Finance Department have for many years worked from September to November making clothes for hundreds of dolls which the Salvation Army distributes to children in hospitals, social services and individual homes. The women pay for all their own materials and dress from one to many dolls each. Among (Continued on Page 9)

Dec. 31 Deadline For Tier 2 Plan

ALBANY — Dec. 31 is the deadline for filing for membership in Tier Two, the non-contributory plan of the public employees retirement system. All public employees who were eligible to join, or rejoin, the retirement system prior to June 30, 1976, but did not, due to no fault of their own, now have the opportunity to sign up, according to Bernard J. Ryan, director of legislation and political action for the Civil Service Employees Association.

This reopening, part of a bill signed into law by Gov. Jimmy Carter this summer, following the strenuous backing of the CSEA, affects public employees on their payrolls prior to June 30, 1976, who may have been prevented from entering the retirement system before July 1, 1976, because of reasons "not ascribable to their own negligence," according to the language of the bill.

Don’t Repeat This!

Statewide Tax Cut New Rallying Cry In The Legislature

Tax reduction is emerging as the principal issue of the next session of the State Legislature, scheduled to convene in January for its 201st session (Continued on Page 6)

Judiciary Merger Update — See Page 8

Safety At South Mall — See Page 9

CSEA Regards Agency Shop As Serious Responsibility

This is my first opportunity to address those of you who are now paying the equivalent of the annual dues of the Civil Service Employees Association as the result of legislation passed this year in Albany.

The fact that more than half of you quickly decided to enroll as active union members is very heart-warming, and I hope deeply that this message will convince the remainder of you of the great value of joining along with the rest of your fellow workers.

I do not intend to make this column a history lesson in past accomplishments. My aim is to demonstrate that active unionism is more than the headline-making accomplishments that occur from time to time. Rather, it is a living, day-to-day task in serving the membership.

We seek to respond to the needs of today's members.

Throughout the state we are doing a battle to win work contracts, grievances, job discrimination, unfair labor practices, pension problems, violations of the Civil Service Law, attempts at job favoritism, inroads attempted against the Merit System—and this just lists a very few of our activities.

In another area, I can say with complete confidence that the Employees Association has done more to raise both the public image and acceptance of the public employees as a professional person serving the people than any other labor union in the state and, perhaps, the nation. The second-class-citizen status imposed for so many years on public employees has been eradicated.

Future editions of The Leader will explain in greater detail the many benefits of active enrollment in CSEA. This newspaper will also give you a weekly record of those big and little things that go on to which we referred above.

We regard your payments to us as a serious responsibility, and we intend spending that money on services for you. With your active participation, we can accomplish even more, because the bigger the enrolled membership the bigger the clout.

We’ve done a lot for you. Won’t you help us do more by giving us the benefit of your active participation?

If you haven’t liked us in the past, then join us now and we’ll change together with your help.
MANHATTAN—New York City can give its employees raises, says the Citizens Budget Commission in a December report but at the cost of one city employee for every $16,000 in increased wages.

"The reason for this," the report states, "is the city does not and will not have any net additional funds whatsoever to add to its present personal service cost base."

The conclusion says that continued federal aid is necessary for the city's financial survival. The way to insure this aid is forthcoming, according to the report, if the city establishes a "financial control mechanism" to make sure the city starts the year with a balanced budget, operates on a balanced budget basis, accounts honestly for the financial consequences of contractual obligations and repays any deficit within three months after the close of the fiscal year.

A "financial control mechanism," as conceived by CBC, would take the general shape of today's Emergency Financial Control Board, Municipal Assistance Corporation, or some such committee made up of state and private economic advisors.

The Citizens Budget Commission is an independent watchdog group founded in 1932 by business and civic leaders and supported by the business community.

Met Boosters

MINCOLA—Choice seats at the annual Long Island Mets Boaster winter dinner may be secured from Irving Flamenbaum, president of the Civil Service Employees Association Long Island Region 1 and a past president of the Boosters. The dinner will be Jan. 27 in the Crest Hollow Country Club, Woodbury, and tickets are $12 each. New York Mets players, coaches and front office officials will speak.

CSEA Suing Nassau

MINCOLA—Going to bat against alleged abuses of the CETA program, Nassau Civil Service Employees Association Local 830 has filed a lawsuit against Nassau County demanding that former CETA workers promoted to regular civil service jobs be granted increments provided under the CSEA contract.

The suit affects several hundred former CETA workers promoted since the day they were hired under CETA. He noted that the CETA program provides federal funds to the County to hire and train workers. The CETA employees are clearly not federal employees, he said.

Mr. Abbatiello said the case revealed a county attempt to cheat a group of workers "who would have no power to resist except for the CSEA."

Says State Court

A State Supreme Court judge last week ordered state court officials to schedule a new senior court officers civil service examination as soon as possible and to make appointments to that rank quickly.

Judge Edward J. Greenfield ruled that State Administrative Judge Richard J. Bartletti and the courts administrative agency were violating state law by refusing to schedule the exam, last offered in 1973.

The ruling came in response to a lawsuit by the State Supreme Court Officers Association on behalf of 69 of its members serving under provisional appointments.

Many of the officers have been holding these appointments for more than nine months and some as long as two and three years, Judge Greenfield noted. He said this is a clear violation of the time-limitation rule of the Administrative Board of the Judicial Conference—which controls the court system—"calling for civil service exams "in order to prevent the provisional appointment from continuing for a period in excess of nine months."

Judge Bartletti had maintained it would be "impracticable" to schedule an exam now because a new job classification for the courts is under study. He said the senior court officer title "may not exist" when the reclassification is completed.

He added, the State Civil Service Department has not drawn up an examination.

Judge Greenfield said Judge Bartletti's arguments are "without merit."

"Even if the title is abolished," he explained, "individuals can still be appointed to the title of judges that court officers from the eligible list and then be reclassified according to whatever plan is eventually adopted."

He added, "The court is confronted with a situation where there has clearly been an undue delay in making a new examination for the title of senior court officer."

Judge Greenfield conceded there was insufficient time for the exam to be offered by Dec. 17, the tentative date for the test, but he said he should be held within 60 days after a formal request has been made to the Civil Service Department. The request for the exam should be made "as soon as possible," he ruled.

He ordered the Administrative Board to establish senior court officer eligibility lists within 20 days after the exam and to fill the vacancies quickly.
File Improper Practice Against Clifton Park

ALBANY—Capital Region IV of the Civil Service Employees Association has filed an improper practice charge against the Clifton Park Town Administration for attempting to persuade the town employees not to affiliate with the CSEA.

Earlier this month the town supervisor, attorney, and some members of the Town Board attempted to coerce employees not to join the CSEA. Capital Region IV, represented by James J. Moore, filed the charge.

The CSEA filed a formal Petition for Certification with the Public Employment Relations Board with all necessary information on November 29.

According to Gregory Davis, CSEA field representative, the PERB will assign a trial examiner to determine if a unit is needed and will hold a hearing between the Town Board and the CSEA where the Board will again be asked to grant voluntary recognition. If it refuses, said Mr. Davis, the PERB will then hold an election among the employees to determine if they want representation.

The Clifton Park employees currently have no union, but have the right under the Taylor Law to be represented by a bargaining agent of their own choosing.

(Continued on Page 8)

Syracuse—Committee appointments for Civil Service Employees Association Central Region V have been announced by Region V president James J. Moore.

Although chairmen and committee members were named for 17 committees, names are still being accepted for social service and civil service committees, Mr. Moore said. For these, each county local has been requested to designate its own representatives.

Mr. Moore grouped the committees under three headings: departmental, standing and special.

The departmental committees are:


The standing committees are:


Wins Arbitration Rights For Non-Member Clerk

ALBANY — An upstate teachers union has won support from the state's highest court in its fight to protect the job of a non-union member fired for honoring a picket line during a 12-day strike.

The State Court of Appeals unanimously ruled in favor of the South Colonic Teachers Association. It said the validity of the discharge of the clerical employee, a provisional, must be submitted to binding arbitration, part of a contract negotiated after the September 1975 strike.

At issue was a no-reprisal clause in the contract, binding both the school board and union not to take reprisals against anyone on either side considered disloyal during the strike.

Some honored the teachers' picket line and refused to work or reported to work during the strike. After the strike ended, the

South Colonic District, located near Albany, fired the provisional clerical employee, Carol Landau. The union, even though it did not represent Ms. Landau, invoked the grievance procedure and demanded binding arbitration to determine the legality of the discharge based upon the no-reprisal clause of the contract.

The school district countered (Continued on Page 11)

Plan Basketball Charity Game

BROOKLYN — Brooklyn Developmental Center Civil Service Employees Association Local 447 will play a charity basketball game against a NBC-TV team, on Dec. 28, with all proceeds going to the Brooklyn Developmental Center Civil Service Employees Association. The game will play a charity basketball game against a NBC-TV team, on Dec. 28, with all proceeds going to the Developmental Center Civil Service Employees Association. The game will be held at the Brooklyn Developmental Center gym, number 5.

Tickets are $1.

For further information call Jimmy Opper at (212) 642-6394, or Jackie Wilson at (212) 642-6394.

(See picture, page 13)

Police Widow Benefit

Comedian-pianist Victor Borge, left, and WNEW's Ted Brown, center, joined New York City Police Honor Legion president Edward McDonough and a cast of stars at Shubert Theatre recently to raise money for wives and families of police killed in the line of duty.

Women, Minorities In Top U.S. Jobs:

More Jobs, But Slow Progress

More minorities and women are in middle and upper grades of federal employment but their progress has been slow, says Civil Service Commission Chairman Alan K. Campbell.

Mr. Campbell identified two factors which contribute to the rate of growth. First, most jobs at the middle and upper grades are filled from within the federal government, where the source is largely non-minority and male. Second, the size of the federal work force has remained fairly stable since 1972, and it is difficult to achieve affirmative action objectives when there is no expansion in the work force, no matter how much emphasis is applied, he says.

A comparison of the participation of minorities in the federal and private sectors shows that the federal government is well ahead in overall employment of minorities in professional, administrative, technical, and clerical jobs. The private sector, however, has higher percentages of women.

Findings of the study showed that:

1. Minorities accounted for 21.3 percent of all full-time federal civilian employees in November 1976 compared with 21.5 percent in 1975 and 14.1 percent in 1969.

2. Women accounted for 29.1 percent of all full-time federal employees in 1976, compared with 29.9 percent in 1975.

3. From 1969 to 1976, General Schedule (white-collar) employment of minorities rose 37 percent, compared with a 5 percent increase for non-minorities. In the same period, minority employment in wage systems (blue-collar) jobs decreased to 24 percent of 1969 totals and postal service minority employment fell to 82 percent of 1969 levels, but these decreases were smaller for minority than for non-minority employment in the same period.

Comparing federal white-collar employment in 1976 with private sector employment compiled by the Equal Employment Opportunity Commission in 1975, the following results were noted:

1. In professional occupations, the federal group has a lower proportion of women (39 percent) than the private sector group (43 percent), while there are higher percentages of blacks and American Indians in federal professional employment than in private employment. The other minorities have higher percentages of professionals in the private sector.

2. In administrative occupations, the federal service has a higher proportion of women (30 percent) than the private sector (14 percent). The federal service also has higher minority percentages in these occupations.

(Continued on Page 11)

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(Continued on Page 11)
GIVING CREDIT WHERE IT'S DUE—Approximately 140 employees who work for the New York State Workmen's Compensation Board in offices around the state received awards this month—for 25 or more years of service; or for cost-saving suggestions. Here WBC Chairman Arthur Cooperman presents merit award to senior examiner Ralph Wellington in Dec. 9 World Trade Center ceremonies.

With Concern

Al Dente, Local president, described the official viewpoint, although he disparaged, as being that the greatest number of persons benefited from the recent agreement on putting increments and promotion increases in the basic state salary schedule.

The congressman, however, approved a resolution strongly disapproving relinquishing longevity increases after April 1978.

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Buffalo officials will appeal a recent state Supreme Court ruling that struck down the city's residency ordinance.

SEX, RACE QUESTIONS ON JOB FORMS RETURNING

Questions about race, sex and ethnic background will again appear on federal job applications for federal civilian service, according to the Washington Post. The new system has the approval of President Carter and many civil rights groups that were opposed to such questions 10 years ago. Affirmative action requirements of more women and minority groups members—prompting the change. It is necessary to keep track of how many people in these categories are being hired by any federal office.

425 ASSEMBLY AID TO GET MERIT PAY HIKES

About 425 State Assembly administrative employees are in line for merit pay increases, Assembly Speaker Stanley G. Sorkin announced last week. Salaries for Assembly employees earning $35,000 a year or more were frozen through 1978.

BULLETPROOF VESTS FOR DEPUTY SHERIFFS

The Erie County Legislature has authorized $15,000 in surplus funds for new patrol cars, snowmobiles and lightweight bulletproof vests for deputy sheriffs. Sheriff Kenneth J. Brown had requested that the funds earlier for the 1979 budget be rejected. Last month, the legislators agreed to shift some of the funds to accommodate the sheriff.

BUFFALO FIGHTING TO KEEP RESIDENCY ORDINANCE

The promotional test for trans-segment examination no. 4453 to be given Feb. 18, has drawn 1,737 applicants. Filing closed Nov. 23 for the written test, which will count 75 percent in determining final list status.

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OF THE STATE OF NEW YORK

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Ralph Welikson in Dec. 9 World Trade Center ceremonies.
Conspiring Against New Yorkers

The "impoverished" members of the New York City Council, hardly able to make ends meet at $20,000 a year for their one-week-or-so efforts on behalf of the city, have voted themselves a $10,000 raise.

The Christmas gift they handed themselves has created a furor throughout the city and is felt in many places outside what used to be called Pun City.

Some dissenting city council members are also outraged. City labor union leaders, whose members were recently subjected to bashing and wage freezes because of the city's fiscal crisis, are also angry. Some congressional leaders who soon will have to decide whether or not to grant the city another big loan are reportedly having second thoughts about it.

We must vent our anger too. Arrogant, selfish, greedy and unaccountable are just a few of the words that come to mind when we review this measure.

Perhaps if they were paid far less than city councilmen in other large U.S. cities, there would be an excuse for their action, but they are already compensated as well as some of the best paid part-time officials in the country.

We are also displeased with Mr. Beame's conduct in the controversy. True, the Mayor opposed the measure from the start and says he will veto it. But we cannot help feeling he really does not mean it. His reasons for utilizing the conventional veto, knowing full well it will be easily overridden, are not clear.

Mr. Beame himself says there are legal uncertainties in the pocket veto, which is accomplished by merely doing nothing with a bill, and we agree this is true. Lawyers and City-Hall observers seem divided on the matter. One presumes legalities for becomes law after a mayor sits on it for 60 days. We feel, however, that Mayor Beame could better serve New Yorkers by taking the uncertain approach rather than the road leading to certain override.

He has little to lose by pocket-vetoing the bill. His comment that a pocket veto is an improper way of approaching the issue is indeed a sorry exit from City Hall.

There seem to be powerful forces, headed by some of the city's leading politicians, who conspire against the already hard-pressed citizens. We feel the council should reconsider this unwise move, but we are realistic enough to know it won't. We urge the Mayor to take a more courageous stand, that the council has no legal responsibility, but we do not believe he will. New Yorkers, we fear, are at the mercy of many of those they trusted enough to elect but whose greed causes them to forget the rules of accountability.

May we presume the City will treat its civil service employees as well in their contracts next year? (H.A.T.)

The Perfect Christmas

One day soon, we hope, at Christmas time, the world will truly be in the Christmas spirit.

It will be a time when all wars have ended, race hate and religious bigotry will have vanished, and corruption and labor strife, which will also be history.

It sounds utopian, of course. We realize it will probably never occur; nevertheless, we hope the world will make real strides towards this dream and that people will never give up trying.

We hope everyone has a perfect Christmas, in spite of it all. (H.A.T.)

(Continued from Page 1)

There is almost universal agreement among political leaders, economists and organized labor that action to reduce taxes is imperative to improve the state's economy. So the upcoming confrontation in the Legislature will be marked by attempts to gain political credit for the relief that undoubtedly will be forthcoming.

Separateko{

What is clear is that the state will wind up its fiscal year with a budget surplus, the unalleviated effect of which is to rob a federal relief plan of a promising prospect. On the other hand, while no one is believed to be opposed to tax reduction, there will be demands by municipalities like New York, Buffalo, Tonawanda, school boards and other local government agencies for greater state aid appropriations to relieve the worsening local revenue crisis.

Whatever merits there may be to arguments for increased state aid to localities, any reduction has been promised by the Governor and by Senate Majority Leader Warren M. Anderson and Assembly Minority Leader Perry B. Duryea, Jr. Both Anderson and Duryea are expected in the Republican nomination for Governor against Carey.

Beame could better serve New Yorkers by taking the unseemly override. He has little to lose by pocket-vetoing the bill. His consideration of the Senate action remains a problem. Obviously, Senate Republicans are prepared to attack the Governor's program to the extent that it may fall short of the Senate program.

The special Senate session is a political event all too common these years. During the years that Nelson Rockefeller was governor, Senate Democrats expressed frustration because Rockefeller vetoed many bills and when the legislature had adjourned, leaving the Legislature without an opportunity to overrule the Governor, the Senate passed the Democratic legislative reform program. That when the Legislature finished its work, the Governor called a special session. Under the recess procedure, the presiding officer of each house could proceed with the pending matter until the next session.

Governor calls a special session.

There will be demands by municipalities like New York, Buffalo, Tonawanda, school boards and other local government agencies for greater state aid appropriations to relieve the worsening local revenue crisis.

The Supreme Court, Appellate Division, Second Department, affirmed the lower court's decision and stayed the arbitration. The court noted that the collective bargaining agreement limited the arbitrator's power "only to interpret what the parties ... intended by the specific clause in the agreement which is at issue" and prohibited him from adding to, subtracting from or modifying the provisions of the agreement... If the state had even though failed to settle an arbitration clause, since there was no specific clause in the contract covering the subject matter at issue, the court concluded that there existed no valid agreement to arbitrate the subject disputes and arbitration was properly stayed.

The Civil Service Labor Law Committee of the Nassau County Bar Association recommended that the Appellate Division, Third Department, held that there was no merit in petitioner's contention that he was improperly denied rehiring on the subject of penalty. The court stated that when some, not all, charges are dismissed by the reviewing court, it is proper to remit the matter for reconsideration of the penalty, since the reviewing court (Continued on Page 7)
WHAT'S YOUR OPINION

By DEBORAH CASSIDY

THE PLACE: State Campus, Albany

QUESTION: Out of approximately 230,000 Civil Service Employees Association members, only 45,000 voted in the recent statewide elections. What do you think are the reasons for the low turnout and what can be done to encourage more voter participation?

Eleanor Clow, senior clerk: "The main reason is that people feel that the candidates are not doing anything for them. It's just a case of 'meh.'"

Steve O'Connor, senior statistician: "The old administration caused apathy among the members. It was a general feeling among the people that if it did not do good to voice your opinion because the administration was just going to do what it wanted anyway. No one was encouraged to try to change things. However, I think that the defeat of Mr. Wexl is an example of what can be done if the members care. I also think they should use voting to voice their opinions because they have the right to vote and to have a say in what happens."

Barbara Maples, senior clerk: "I think that over the years the members have lost faith in the union leadership. They broke a lot of promises. In turn, the members have become apathetic and don't care about voting. Also many are skeptical about the union's ability to do anything about the situation. Now we have a new leadership who should do all that they can to rekindle faith in the union and make the members care. I also think they should use voting booths and more modern methods of counting."

LETTERS TO THE EDITOR

Our Good Name

Editor, The Leader:

As a retired federal employee, I protest the campaign of some sections of the media that smeared our image, portraying us as parasites who selfishly live off the public treasury, tax free and part of the gravy train.

I urge all concerned to refute this lie. The media seems to be guilty of this injustice to us. Your paper, of course, is certainly one of our most trusted champions.

The foregoing charges are pure bunk, goe without saying.

Federal pensions, unencumbered at every level of government, regardless of age or working status. A few aides have given us partial exemption to ease the burden of state taxation. The only time a federal pensioner is tax free from the federal government is for about 18 months, when the employee is required to recoup his contribution to the retirement fund but he or she is still subject to state and city taxes. Contributions made to the fund by active employees every month are taxed just the same.

While federal employees may seek employment in the private sector, we must remember that in order to receive 80 percent of their salary as pension, they must have put in at least 42 years in the service. For this salary or pension, every penny that is paid is taken off for survival annuities, a hefty premium on health insurance, plus taxes for the federal, state and city governments, leaving the remainder of our pensions far from "advantage." After 41 years in the federal service, many retirees are receiving about $134 per week or less, still subject to taxes on three government levels. Is it so exorbitant a pension, when rents for a three-room apartment run about $300 or more per month, and inflation and the high cost of living is still running wild?

The Civil Service Retirement Fund, established in 1921, has had Local elections, Region elections, statewide elections this year. But now, it is up to the new leadership to have more open forums to educate the members and to make them more aware of campaign issues.

James Nuttle, tax auditor: "There are two reasons why the members don't vote: apathy and too much to vote on. Also, they are against something than when they are for something. In our past elections there have been very many real issues; not enough waves to get people interested. I also say we did have a higher return percentage-wise than the national percentage. But now, it is up to the new leadership to have more open forums to educate the members and to make them more aware of campaign issues."

Let's get the people voting. The union must set the tone for change and to encourage more voting — even if they have to have a separate campaign for that."
Some Questions And Answers That Affect Judiciary Workers

The following questions are being published by the Civil Service Commission in an attempt to answer those inquiries of judiciary employees from counties and cities who were merged with the state on April 1, 1977. Although many meetings have been held between CSEA-appointed employees and city officials, in many instances employees may be directed to Pat Manchinio, CSEA collective bargaining specialist for the Judiciary. CSEA headquarters, 23 E 28th Street, Albany.

Q. How does Judiciary Law 220 affect me?

A. Basically, you became a state employee effective April 1, 1977. This means that county and city judiciary employees are now state employees. If you were covered under your county or city contract, then your represented union still represents you. If you were covered under your county or city contract, then your represented union still represents you. If you were covered under your county or city contract, then your represented union still represents you.

Q. Who represents me as a new state employee?

A. You are now represented by the Office of Court Administration. CSEA has negotiated a new contract with the Office of Court Administration.

Q. What happens to my county/city contract?

A. Judiciary Law 220 provided that employees who were merged into the state effective April 1, 1977, would have new state contracts as of April 1, 1977. Your local contract will continue until it expires or a subsequent state contract is negotiated with the Office of Court Administration. When these negotiations occur, your contract will be subject to negotiation. The new state contract will supersede your local agreement.

Q. What happens when my local contract expires and negotiations are in progress between the CSEA and the Office of Court Administration?

A. Your "old" agreement will continue to be in effect until a new contract is negotiated with the Office of Court Administration.

Q. What happens if there is a negotiated agreement with my local contract and I will receive the pay raise?

A. As a rule, the Office of Court Administration will approve all contracts which have been negotiated with the pay raise for payment by the State of New York after April 1, 1977. If a subsequent contract was negotiated with the CSEA and the Office of Court Administration, the Office of Court Administration will approve such contracts only if the terms and salaries contained therein are considered to be reasonable and retroactive to any date prior to April 1, 1977. To be specific, if your contract expires prior to June 30, 1977, employees merged will not receive the pay raise. The expired contract will continue until a new state contract is negotiated.

Q. When will CSEA negotiate a new collective bargaining agreement with the Office of Court Administration?

A. Under Judiciary Law 220, several factors had to be settled before negotiations could begin. As you are aware, there were 131 separate jurisdictions identified and each separate jurisdiction was considered to be a bargaining unit. Judiciary Law 220 allowed these jurisdictions to further merge and form larger bargaining units. The final establishment of bargaining units could only come about through mutual agreements between the CSEA and the Office of Court Administration. The Public Employment Relations Board (PERB) has been officially recognized by the Office of Court Administration as your official bargaining representative.

Q. What happens to my current state contract?

A. Judiciary Law 220 provided that employees who were merged into the state effective April 1, 1977, would have new state contracts as of April 1, 1977. Your local contract will continue until it expires or a subsequent state contract is negotiated with the Office of Court Administration. When these negotiations occur, your contract will be subject to negotiation. The new state contract will supersede your local agreement.

Q. When the new collective bargaining agreement is in effect, what happens to my current state contract?

A. The CSEA has represented state employees prior to April 1, 1977, and represents the following:

(a) schedule—the original salary schedule that both employees merged into the state on April 1, 1977, and their findings were turned over to the Office of Court Administration and the firm was discharged.

The CSEA was in charge of reviewing the classifications approved by the Judicial Administrative Board. Once the Board gives its approval, then funds are approved, pay is approved, and your contract is approved.

Q. What is the classification I am affected by?

A. The state is considering the classification of all the employees involved. The classification is used to determine the pay raise you will receive. The classification is based on the job and the responsibilities of the position.

Q. What is the process for determining the pay raise?

A. The process for determining the pay raise involves several steps. First, the CSEA reviews the job description and establishes a classification. Then, the classification is reviewed by the Judicial Administrative Board. Once the Board gives its approval, then funds are approved, pay is approved, and your contract is approved.

Q. What is the pay increase I will receive?

A. The pay increase you will receive is determined by your classification and the responsibilities of your position. The pay increase is based on the job and the responsibilities of the position.

Q. What is the process for determining the pay increase?

A. The process for determining the pay increase involves several steps. First, the CSEA reviews the job description and establishes a classification. Then, the classification is reviewed by the Judicial Administrative Board. Once the Board gives its approval, then funds are approved, pay is approved, and your contract is approved.

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What Price Safety At Albany's Mall Offices

CSEA Committee Exposes Potential Hazards At Lab Facilities

By DEBORAH CASSIDY
ALBANY—With the move of some 11,000 state employees, mainly from rented quarters in and around the Albany area, to the new Empire State Plaza beginning in 1973, the question of safety has become a major concern of the Civil Service Employees Association in Capital Region IV.

Under the direction of Jack Corcoran, regional vice-president, individual committees representing the various agencies have been formed to study safety problems. The committees work with state safety committees to locate the safety heads in each department.

Started In September

According to Mr. Corcoran, several improvements have been made since the committees first started in September. At one time, he pointed out, there was no fire equipment in Albany to handle a fire in the new mall, but, upon the insistence of the CSEA, several mini-engines were purchased and housed in the mall. The State is also conducting safety programs for employees on a regular basis, which include films and other materials paid for by CSEA-negotiated funds.

A major area of concern is the Department of Laboratory and Research where Ernst Stroebel, Local 664 president, is vice-chairman of a committee consisting of Joseph Samson, Labs Local 664 executive vice-president; Al Mead, Health Department Local 846 president, and Aaron Wagner and Joseph Bakerian, field representatives. According to Mr. Stroebel, no serious problems have arisen, but he and other members of the committees pointed out a number of situations in which they could develop.

Escape Difficult

Most of these exigencies are found within the labs themselves: some lack space, some others have wasted space; most have one or no window, making escape difficult or even impossible; others have no locks at all.

Security is another issue. For a while, anyone was able to walk through the main corridor and into the lab section. Since the CSEA has expressed concern about this, all visitors are now compelled to check in with a receptionist in the main corridor and are escorted by a staff member to enter a lower door that is left unguarded.

The committee has requested that a guard be placed at the door and that employees and management be allowed to enter only with an ID card. The management has rejected this idea, however, due to the cost factor and the possibility of an employee forgetting or losing his ID. Still pushing the plan, Mr. Stroebel commented, "These are not cost-cutting reasons. If you have to work, you should be responsible enough to keep track of an ID card."

Mr. Stroebel mentioned the usual problem of pilferage, but added that employees have no place to lock up valuables. Lab doors have locks with no keys or no breaks are given.

Air Duct Clogged

The State has provided an outside sitting area, known as the central core, for employees to use in the nice weather, but they are not able to take advantage of it because workers throw down stones and other refuse from an upper level wall.

"The area is guarded," said Mr. Stroebel, "but not enough to prevent this. The kids are tossing down marble chips which stick in the State paid a great deal of money for to decorate the gardens." A large air duct in one corner of the core, which supplies fresh outside air to the building, has become clogged with the chips.

Robert Weinbloom, a chemist who is Professional, Scientific and Technical unit vice-president for the Labs Local, explained, "We work with several chemicals. The effect on the human body is subtle. You cannot see or smell blankets and stretchers and exit stairways that lead up instead of down. "In a fire, people will go for the stairway and naturally head down. They would be led to the basement where there are no exit doors. We really need an extensive retraining and fire drill程序."

Where does the blame lie?

Committee member Joe Samson commented, "The guys at the upper levels and those at the bottom are truly concerned and are trying to change things. But, it's the middlemen who are holding things up; it's the management." He continued, "Management is placing more importance on other matters. I guess it's just human nature not to do anything until an incident occurs."

In some cases employees themselves are to blame. The committee feels that because they have worked in the same environment for so long, the employees just don't question the hazards that have developed.

"For the most part," concluded Mr. Stroebel, "the safety committee has been very cooperative, but there are so many small matters to take care of that we have to keep at them."

In the past, Mr. Samson spoke of a case where a woman developed a hernia from lifting boxes and almost died in an operation, where she developed complications. Since the incident was never reported the woman received no compensation.

"The committee has to push management to be more cooperative on the part of the employees," said Mr. Samson. "But we can't lead them by the hand." All employees know where to report accidents and how to contact the safety committee with any problems.

The committee stressed that the safety of the employees should be a high-priority item.

Franklin Officers To Train

MALONE—Franklin County Local 817 of the Civil Service Employees Association, Inc., plans for an Officers Training Course and Seminar to be held at 7 p.m. on Tuesday, Jan. 30, at the Williams Mansion Nursing Home here.

Donald Brouse, CSEA field representative, and Robert Plowy, president of the Franklin County Local, will coordinate the informational meeting which will be open to all unit and chapter officers.

CSEA regional officers and staff members from the State headquarters will attend the evening session include James J. Moore, president of Central Region; Dr. Edward C. Diamond, director of education, Albany Headquarters; Francis A. Markello, regional supervisor, and Charles McGeary, regional public relations specialist.

RE Appraisers

ALBANY—The State Civil Service Department has established an eligible list for real estate appraiser on Oct. 17 as the result of a September 17th open competitive exam. The list contains 46 names.
Suffolk Crossing Guards
Age Limit Raised to 70

HAUPPAUGE—Claiming it is no longer able to recruit workers to work as crossing guards because of retirement salary and benefit cuts, Suffolk County announced that it is raising the age limit from 19 to 70 for 350 crossing guards.

Police Commissioner Donald DiWitt said last week that the raised age limit would “give retired persons more of an opportunity to work as crossing guards in the part-time employment program.”

The new guards would be expected to work about three hours a day, beginning that time in the morning and half again in the afternoon, and would be paid $2.00 per hour. However, there would be “no minimum time guarantee and no fringe benefits,” Mr. DiWitt said.

The county has approximately 360 permanent crossing guards and about 35 guards working under the jurisdiction of the police department.

Last year, the Civil Service Employees Association Suffolk County Local 852 agreed to give up a guarantee of four hours work daily, and fringe benefits including insurance and hospitalization to keep the guards as part of the county government.

“The inclusion of Suffolk to recruit guards proves our contention that guards perform a dangerous, tough and valuable service working in traffic to guarantee the safety of our youngsters,” commented William Lewis, president of Local 852.

He added that the guards who have already left the service because of salary and fringe benefit cuts were right when they claimed that a private security company would have the job not be able to attract qualified personnel through a minimum wage.

For the past two years, Suffolk County, under the leadership of County Executive John V. N. Klein, has tried to subcontract crossing guard services to private contractors. The Suffolk County Legislature, after a vigorous campaign by the crossing guards and the CSEA, rejected the proposals and retained the guards.

Mr. Lewis said that by extending the eligibility age the county was misleading and taking advantage of the senior citizen.

"Our senior citizens are a proud group who will do anything to prove their usefulness," Mr. Lewis said. The county, guarding school crossing is dangerous and the county is misleading senior citizens if it sets it up. The cold and the danger of speeding traffic, to say nothing of children being in on-coming traffic, are among the problems they will face," he said.

Meanwhile, in New York City, 74 new school crossing guards were sworn in recently. They will be paid $2.00 an hour under the Comprehensive Employment and Training Act. The city plans to hire 1,000 guards, thus freeing police officers assigned to school crossing to perform other duties.

The school-crossing guards were eliminated in 1975 during the city’s fiscal crisis. New York has experienced problems with CETA personnel using the crossing guards. Two public school security guards were arrested on felony charges in May.

"This just proves another point. School guards who are part of the civil service system are dedicated and of a higher caliber because they are subject to discipline," Mr. Lewis said. "Most of our guards are long-time residents of the neighborhoods they serve and are well-known to the children," he added.

Nominating Unit For L.I. Courts Local Appointed

MNRKLA—A nominating committee has been appointed and charged with presenting a slate of candidates to the new Long Island Courts Local.

An election for the first permanent officers was scheduled for early December, according to Hyde Smith of Nassau Supreme Court Local 634, president of Suffolk Family Court, who has been guiding the new local since it was created last spring out of the Nassau and Suffolk Family Courts.

Named to the nominating committee were:

Robert C. Dennis of Nassau Supreme Court; Frank Griffin of Nassau Family Court; Carol Dorey of Suffolk Family Court, and Melanie Amari of Suffolk Family Court.

Candidates in Region 1 may expect to receive ballots by mail from the Long Island Region headquarters.
Arbitration Rights

(Continued from Page 4)

that the grievance machinery did not apply to her because she was not a union member.

The school district asked for a stay of arbitration in State Supreme Court and before the Appellate Division. Both times it failed. As a last resort, it appealed to the state court of Appeals, with the same result.

Judge Jacob D. Fuchseberg said the school district "vainly" violated the collective bargaining agreement. "A union may invoke grievance and arbitration procedures only when it is a party to the collective bargaining agreement.

It was also determined that the satisfaction of the arbitration tribunal that reason for dismissal was not in violation of the no-repeat clause, the court concluded, "this violation would form the basis for dre-termination that the discharge was wrongful.

Job Progress Is Slow

(Continued from Page 4)

* In technical occupations, the percentage of women in federal employment is slightly higher in the private sector than in the public sector (23 percent). The federal service has a higher percentage for all minority groups except Oriental.

* In clerical occupations, women account for half of federal employees and four-fifths of the private sector group.

Job Progress Is Slow

(Continued from Page 4)

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employer may adversely affect the position of its own members."

He said the no-repeat clause had a direct bearing on "membership morale, future bargaining and the potential impact of these terms on the conditions and employment of its membership."

The court also rejected the school district's claim that Ms. Landau, because she was a pro- fessional employee, is subject to "removal at will" and outside any contractual protection.

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At meeting of Operational Services delegates, collective bargaining specialist Joseph Reedy responds to question as Bargaining Unit chairman Ed McGreevy, of Hamburg Local 514, scans audience.

Dan Grygas, of SUNY at Albany Local 691, shows on his face the intensity with which he took part in debate on vital issue.

Buffalo Local 003 president Peter Biaaboor bends down toward microphone to make sure his point is well heard by delegates.

Central Region V president James Moore, center, airs his views as two CSEA Board of Directors members from the Region seem to give approval. Maureen Malone (Madison County) and Carlo Guard (Region V Education Locals) take notes.

Social Services committee meeting was chaired by Richard Tarmey, CSEA director representing Montgomey County Local 819. Committee members at right are Rensselaer Local 842 delegate Grace Valler and Nassau Local delegate Howard Quann. At far end of table is collective bargaining specialist Philip Miller, committee staff coordinator.

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Sensible Dieting

If you are thinking about starving off those post-holiday pounds, read on.

First, if you are fat it's probably not the result of what you ate from Thanksgiving to New Year's but rather from New Year's to Thanksgiving. Simply stated, you didn't get pleasantly plump overnight and therefore don't expect to lose pounds, and keep them off, with the latest wonder diet.

We are a nation of diets. Those that are the most popular and sell the most books are the ones that promise quick results and are simple to follow. For example, when hungry, eat grapefruit. The latest in the fast diet parade couldn't be simpler—don't eat. As the months go by, what could be faster than fasting. Fasting is now the in thing to do whether or not you are fat.

So what should you know about fasting?

It works! It also can be dangerous. Jean Mayer, a renowned nutritionist, states, "The body, designed for physical activity, simply not meant to cope with long periods of complete abstinence from food." G. O. Duncan, of Philadelphia, studying fasting patients, found a high level of uric acid in the blood plasma, a condition that can lead to kidney or bladder stones. A few of his patients developed ulcerative colitis and mental depression.

Another negative side to fasting is that the body begins to break down its own muscle and tissue proteins to get glucose (the body's source of energy). One study reported that after a one month fast, subjects lost an average of 14 pounds of lean body tissue. The goal of the diet should be to burn up fat tissue, not any other extreme diet, can present serious health problems.

The key to a good diet, as with many things in life, is moderation!

GO TO HEALTH

by WILLIAM R. WILLIPOD

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Finally the End of The Cockroach

A new scientific development, tested and proven over a period of years, can now make the roach extinct. This product is so effective retail stores will not stock it because there is very little reason to reorder. The manufacturer states that "RO-CHECK" is a dry powder which is very effective and attracts all species of roaches. It also kills roaches, and during that time they spread the powder inside the nesting place. When the roaches die, the powder remains inactive until roaches come to it as a food source. The insecticide is effective against all species of roaches, including the German, American, and oriental species. The product is not toxic to humans or pets, and is safe to use around food and water. It is also effective in controlling other pests such as ants and fleas.

Albany—Oral and written exams for a batch of new state promotional jobs has been scheduled for February and January. State Civil Service Commission officials say applicants for total of 35 positions are needed in various areas of state government, including education, health, and finance.

There is a Dec. 22 filing deadline for drug abuse treatment specialists. I.E. and II.

Supervisor of Civil Service security operations applicants must file by Dec. 30.

Two open continuous jobs, speech pathologist and audiologist, are also listed. Applications for these jobs have no filing deadline.

The salaries for the jobs range from $20,000 to $60,000.

For details and job applications, contact the State Civil Service Commission, 130 Broadway, World Trade Center, New York. Phone: 984-4161.

Seek Transporters

Applications must be in by Jan. 25.

Applications will be accepted for these job openings by the State Civil Service Commission, Albany, or New York City.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special hours for Thrusdays are 9:30 a.m. to 4 p.m. and for Fridays 7 a.m. to 11 a.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, which will be received by the Department at least five days before the deadline. Assessments are not valid only during the filing period.

By subway, applicants can reach the filing office at the IND (Chambers St.) and BMT (City Hall); Lexington IND (Brooklyn Bridge); Forest IND (Chambers St.); BMT (City Hall); and IND (Chambers St.).

Several City agencies do their own recruiting and hiring. They include the Board of Education (Teachers only), 45 Court St., Brooklyn 11201, phone: 984-9700.

The Board of Higher Education advises teaching staff applicants to contact the individual school board for information on teaching positions.

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STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 6th floor, New York 10046 (phone 481-6766; 10 a.m.-5 p.m.); State Building, Albany 12228; Suite 705, 1 W. Genesee St., Buffalo 14201; 8 a.m.-4 p.m. Applications may obtain assistance by writing the (Albany office or by applying in person anytime except on the day of the test.

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 1306, Office of Court Administration, 25 Broadway, New York, N.Y., phone 481-4141.

FEDERAL — The U.S. Civil Service Commission, New York City, runs a Job Information Center at 26 Federal Plaza, New York, N.Y. 10007, open weekdays 8:30 a.m. to 4:30 p.m., by appointment only. Telephone 264-0582.
Conditions Still 'Poor' At L.I. State Offices

HAUPPAUGE—Rejecting alleged stalling by state representatives on Civil Service Employees Association demands that the state correct polluted air conditions at State Office Buildings here, the CSEA has submitted its grievance to arbitration.

The move came after lengthy negotiations with officials of the state Office of General Services, which operates the buildings, in which OGS officials had repeatedly promised corrective measures, according to union leaders.

Pollution caused by glassfiber filters in air-conditioning ducts had been corrected with the installation of dacron filters during the negotiations.

However, CSEA officials said building temperatures continued to be at wide variances from normal working temperatures. In some areas, temperatures were near 60 degrees and in others over 80 degrees.

The State agreed to install emergency heating devices in the lobby area, where a six-story glassfiber facade collapsed last winter, and has still not been replaced.

The state also agreed to immediate continuing to repair heating-cooling systems on the second floor, to remove gasoline pumps at the rear of the building which gave off fumes that found their way into the air conditioning system, sweep broken glass from the parking lots and establish a new parking procedure.

L.I. Education Holds Workshop

WEST ISLIP—More than 100 shop stewards, members of executive boards and non-instructional school unit presidents attended the recent Suffolk Education Local 970 workshop of the Civil Service Employees Association.

Hosted by the West Islip High School complex, the CSEA audience heard three guest speakers: George Meyer, commissioner, Suffolk County Civil Service, who discussed civil service rules and regulations; Edward DiSano, CSEA director of education, who spoke on school district negotiations, and Frank Abshe, research analyst from the Long Island regional headquarters, who discussed the role of CFITA programs in school districts.

Nassau Holidays

Nassau County Institutions working on a 24-hour basis include: Nassau County Medical Center: A. Holly Patterson Home; Nassau County Jail; Nassau County Community Center; and several of the Department of Public Works.

Help Abandoned Children

A project of Civil Service Employees Association members of Putnam County Local 810 is their annual drive to collect toys for Hopetown, a home for abandoned, disabled children. Harry Bryan and Irma Kobbe, employees of the County Highway Department, box some of the gifts.

Region IV Plans Support For Salvation Army Fund

ALBANY—As chairman of a labor committee set up to assist the Salvation Army building fund campaign, William McGowan, president of the Civil Service Employees Association, is asking all public employees to support the campaign through a payroll deduction program.

Pension Deadline

(Continued from Page 1)

n 14 day on Dec. 30, because Dec. 31 is a Saturday. The forms, furnished to various employers by the retirement system, are also available from the office of the director of member services at the Alfred E. Smith office building in Albany and should be returned there when completed before Dec. 31.

Mr. Ryan also urged employers to allow for delays in mail service caused by the holiday season when filing affidavits by mail.

AN OLD-FASHIONED CHRISTMAS

At the John Jay Homestead in Katonah, civil service workers decorate Christmas tree for enjoyment of eighteens at Westminster Home of First Chief Justice of United States Supreme Court. Putting on the menorah strings and other ornaments are, from left, historic site manager Enrico Gould, site assistant Jane Begos and curator of history Lino S. Liptinsky de Griv.

(Leader photo by Hugo Unger)