CSEA Opposes Changes In Probationary Rules

ALBANY—The Civil Service Employees Association has come out solidly against the proposed changes in the probationary-service rules now being considered by the state's Civil Service Commission.

The union's research director, William L. Blom, told the Commission at a public hearing Dec. 20 that the current system would work if it were strictly enforced, adequately funded, and supervised by better-trained administrators.

The proposed changes, Mr. Blom said, would, among other things, require each employee to serve the maximum probationary period; double the maximum probationary period for some employees; redefine the terms "transfer" and "reassignment" so as to require probationary periods where they are not now required, and restrict reassignment possibilities within a department or agency.

Instead of the proposed changes, Mr. Blom suggested to the Commission that "the present rules be strictly adhered to; that supervisory personnel be better trained to implement the provisions of the current rules, and that any additional funds be made available through the state Department of Civil Service and the operating state departments and agencies for such training and implementation."

Mr. Blom's remarks follow.

"Much has been said and written recently attacking New York State's present civil service system. The system, and its procedures for the recruitment and retention of qualified civil servants, has been described as archaic, slow-moving, inflexible and inefficient. Such criticism is considered by the state's Civil Service Commission president Victor S. Bahou to be a "search for genuine reform.""

Mr. Bahou has agreed to furnish Mr. McGowan with copies of the studies which are purported to contain recommendations for sweeping reforms of the entire New York State civil service system.

Mr. McGowan criticized Mr. Bahou for not making the reports available to CSEA officials before news of the studies were published by an Albany newspaper.

In his letter, Mr. McGowan also cited the CSEA's "willingness to cooperate in a search for genuine reform" as evidenced by the union's joint efforts with Democrats and Republicans in the Legislature and the staff of the Temporary Commission on Management and Productivity to secure civil service reform. Mr. McGowan expressed the CSEA's firm opposition to any unilateral changes imposed by the Civil Service Department without negotiations and "any secret schemes" to abolish the Merit System of employment.

Mr. Bahou responded by reaffirming his commitment to the Merit System, explaining that he was seeking "to achieve some improvements in the Merit System to make it more responsive to today's needs and more consistent with Merit principles."

Mr. Bahou also maintained that the publication of the contents of the report in the newspaper was done without his or his department's knowledge. He said that the reports were probably obtained by the press following the mandatory filing of the reports with the Department of State.

Mr. Bahou said that the continued existence of the Merit System depends on its ability to "adapt to meet today's and tomorrow's needs. I know that both CSEA and the Civil Service Department without negotiations and "any secret schemes" to abolish the Merit System of employment."

The text of Mr. Blom's remarks follows.

"We are willing to cooperate in a search for genuine reform"

WILLIAM L. McGOWAN

CSEA To See Merit Study: McGowan Blasts Secrecy

ALBANY—In response to a heated letter by Civil Service Employees Association president William L. McGowan charging the state Civil Service Department with preparing secret reports, Civil Service Commission president Victor S. Bahou has agreed to furnish Mr. McGowan with copies of the studies which are purported to contain recommendations for sweeping reforms of the entire New York State civil service system.

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"We are willing to cooperate in a search for genuine reform"

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Agency Shop People As Regular Members Means Strong Union

ALBANY—The dollar amounts are the same, and both members and non-members reap the benefits of representation and negotiations expertise, but beyond these points there really is very little similarity between being a dues-paying union member and simply paying an agency shop fee.

Civil Service Employees Association dues are $58.50 a year, the lowest annual dues of any major union in the country, and under legislation passed and signed into law earlier this year, agency shop fees are also $58.50 a year. But the simple fact remains, paying an agency shop fee does not make an individual a member of the CSEA.

Non-union members receive the same CSEA-negotiated increases as dues-paying members. Since the Taylor Law, non-union members also receive the same representation. The Agency Shop established that non-members should pay an annual fee to offset the cost to the union of representing and negotiating bene-

HOLIDAY GREETINGS FROM THE LEADER STAFF

Members of the Leader editorial staff, representing the newspaper's business staff and reporters through the state, send greetings for the holiday season to their readers. It also provides an opportunity to reveal the people behind the brilliance; from left, Marvin Baxley, Jane Bernstein, Harry Berkowits, Ronald Karnes, Harcourt Tynes, Kenneth Schepi, Eva Feller, Joe Rodrigues and Pamela Craig. They are gathered on the mainline of New York City's Westbeth Building, where the Leader offices are located, to wish everyone a peaceful and prosperous New Year.
Fire Building No Place To Work, Says CSEA

BAY SHORE—Civil Service Employees Association officials have warned the state not to attempt to move about 45 employees from a fire-ravaged building back into a fire-proof building caused by discrimination and be able to assemble facts and write clearly; or hold a bachelor's degree and have a year's graduate study in a directly related field; or a combination of both. They must also know the basis of discrimination and have other abilities.

The other jobs are railroad motive power and equipment safety inspector, railroad track safety inspector and budget analyst.

Details are available at federal job centers. In New York City, the center is at 26 Federal Plaza, Manhattan.

State Civil Service Department officials have scheduled a Jan. 31 filing deadline for the $21,554-a-year assistant director of tax compliance post.

The issue was reignited when CSEA learned that the owners were refurbishing the structure and had demanded that state resume occupancy. It was understood that the refurbishing had not occurred at two-state and made the state Civil Service Department files. The state withdrew orders for the new building before it was hit by a fire. Later, employees were moved to what CSEA leaders called even worse conditions in a temporary location across the street until a showdown in which workers reported for duty but refused to work in a dispute over matters quarters.

The state Civil Service Department officials have scheduled a Jan. 2 filing deadline for the $13,844-a-year assistant director of tax compliance post.

The test for the job will be held later in January. The exam is open to state Department of Taxation and Finance employees.

Applications are available at state Civil Service Department offices at the State Office Building in Albany; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

WARNS OF TROUBLE IN ROCKLAND

Warning that a strike by Rockland County employees is "a real possibility," Patsy Spicci, president of the county unit of Civil Service Employees Association Local 844, tells the union's Southern Region protesting against work conditions before it was hit by a fire. Later, employees were moved to what CSEA leaders called even worse conditions in a temporary location across the street until a showdown in which workers reported for duty but refused to work in a dispute over matters quarters.

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State Promotional Job Calendar

FILING ENDS DEC. 30
Supervisor of Civil Service Operations

FILING ENDS JAN. 3
Associate Budget Examiner Principal Budget Examiner

Chief Clerks

Medicaid Claims Examiner Trainers

Senior Drafting Technician Treatment Assistant

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus; 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.
CSEA Opposes Probation Rules Changes

(Continued from Page 1) change the present system and its procedures than to concentrate efforts on what is its procedures than to concentrate efforts on what is the reassignment of employees. In doing so, flexibility is already built into the present system. The sortBy the elimination of a reassignment clause it would be substantially increased. We do not feel that such restrictions are in the best interest of either the state or the employee. PROBATION EXTENDED With respect to proposed revisions of Section 4.5 of the Rules for the Classified Service, the following comments are appropriate:

"Section 4.5 (a) 1) extends the probationary period for each permanent appointment from a competitive, and each original permanent appointment to the non-competitive, exam or below class of not less than 26 nor more than 82 weeks. Under this proposal, the maximum probationary period has been doubled and as such creates a chain reaction resulting in tying up promotions, increasing the length of exposure for probationary lay personnel with a resultant change in the time limits on temporary and provisional appointments. Additionally, this proposed change, wherein a fifty-two week probationary period was imposed, results in a violation of Article 12 of the contracts between the State and CSEA covering the Administrative Services Unit, Operational Services Unit, Institutional Services Unit, and the Professional, Scientific and Technical Services Unit.

"Article 12 states as follows: 'A man holding a position in the competitive or non-competitive class who accepts an appointment from an open competitive eligible list to a position within his own agency or in a different State agency is not considered to have served a period of probation from his former position for a period not to exceed 26 weeks but the period of probation, whichever is less.'

"With respect to the proposal for Section 4.5 (a) (1), this provision is made here for the requirement of a double probationary term to be served by varying employees in many cases. The training is undertaken while the person is employed and may continue beyond the initial probationary period. "The proposed rule change states that the probationary term must begin upon the completion of a formal training period. It is therefore possible that the employee may complete a full year or more as a probationary employee for one year and then required to successfully complete a second year as a probationary employee.

"The proposal for Section 4.5 (a) (2), which states that each promotion to a position of Grade 13 and below shall be subject to a probationary period of not less than 12 nor more than 26 weeks; and each promotion to a position of Grade 14 and above shall be subject to a probationary period of not less than 26 weeks nor more than 52 weeks. We see this as an indication of a lack of absence of equal length in order to hold a position. The present re-employment promotion process but obviously holds up permanent appointments.

DOUBLE JEOPARDY "The proposal for Section 4.5 (a) 3), when taken in conjunction with the proposed re-defined definition of "transient," could result in double jeopardy for employees transferred to lower level positions in the same or similar promotion series.

"We suggest that the current rule be strictly adhered to and further that supervisory personnel be better trained to implement the provisions of the current rule.

Charge Clinton Park Anti-Union Actions

ALBANY — Clinton Park Town Supervisor Charles C. McIlvain reportedly offered to have union designation cards distributed by the Department of Transportation almost two years ago will be held in the week beginning Monday. The hypertension detection campaign, we will not be stopped.

Region VI Worker Wins 20 Thousand Backpay

CHEEKTOWAGA — A laborer laid off by the state Department of Transportation had after February 1976, was told by Paul Battaglia, of Buffalo, a member of the State Employees Association, central council for the Civil Service Employees Association, that he would be laid off.

The decision in favor of Paul Battaglia, of Buffalo, upheld a ruling by Judge James B. Kane in June 1976 that the State violated the Civil Service Employees Association, central council for the Civil Service Employees Association.

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The period of service rendered in the higher level position should be considered in the completion of the probationary period in the lower level position.

"Per reasons already pointed out, we must seriously object to the proposal which carries a new proposed Section 4.5 of the Rules for the Classified Service. In this proposal, we suggest that the present rule be strictly adhered to and further, that supervisory personnel be better trained to implement the provisions of the current rule, and that any additional necessary funds be made available through the State Department of Civil Service and the operating State Departments and agencies for such training and implementations."
HAUPPAUGE — A New York State commissioned study of the air quality at the State Office Building in Hauppauge has found the building free of fiber glass or rock wool contamination.

The Office of General Services delivered a copy of the report to the Civil Service Employees Association last week, fulfilling a promise the State made to the union to order a complete air-quality survey in the six-story complex.

The testing was conducted Nov. 17 between 12 noon and 11 p.m. by the American Can Company. John J. Naughter Jr., CSEA collective bargaining specialist, was on hand during that period.

“Our basic assignment was to measure and/or test ambient indoor air for possible contamination by glass wool and/or fiber glass particulates,” said James P. McVeigh, American Can laboratory manager. “This type of contamination was alleged to possibly arise from the flow of air across glass wool insulation batts or through fiber glass filters. Our findings indicated that only an occasional glass wool fragment was evident in our samples. Similar type and quantity of glass wool fragments are found in our own office and laboratory, recycled air systems. Consequently, our findings are negative for fiber glass or rock wool type contamination.”

The study followed complaints last July and August about an unresolved labor department report on carcinogenic effects of fiber glass particles suspected of being in the air. Fiber glass filters used in the air circulation system were replaced by dacron filters. David Rings, employee relations officer for the State Office of General Services, promised Irving Flamenbaum, CSEA’s Region I president; Arbie Altmann, president, and Bob Poli, grievance chairman of Region 10 Transportation Local, the Largest CSEA group in the building, that the state would conduct a study of the air quality and give the results to the union.

“We want to thank Dave Rings and his department for their cooperation in getting this matter squared away,” said Mr. Flamenbaum. “We will study the findings but we want Mr. Rings to know that we will take advantage of his good nature if we have any further problems.”

Sr. Real Estate

ALBANY—The state Civil Service Department established an eligible list for senior real estate appraiser on Oct. 17, 1977, as the result of a September 1977 open competitive exam. The list contains 88 names.

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Harenberg, Carey Split Over Patient 'Dumping' Dispute

MANHATTAN—Assemblyman Paul E. Harenberg is angry at Gov. Hugh L. Carey.

The Bayport Democrat and the Governor are at odds over published reports about alleged dumping of mental patients into local communities. Governor Carey has been quoted denying the dumping charges. Assemblyman Harenberg, Chairman of the Assembly Subcommittee on Aftercare, which has been holding hearings across the state on the issue, has other ideas.

"He (the Governor) must be looking in the wrong places," said Assemblyman Harenberg. "He made his remarks during the second day of his Manhattan public hearings.

"Our hearings around the state have shown that there are selected pockets of concentrated placements into flophouses with little or no provisions for aftercare," said Mr. Harenberg. "On the other hand, there are communities who have dealt successfully with this issue or have experienced no problems at all. If the newspaper reports are accurate, the Governor is talking about Bay Shore or Sayville, then he is way off base. Mr. Harenberg’s Fifth Assembly District includes four of the state’s mental institutions including the world’s largest, Pilgrim Psychiatric Center.

"Because of our proximity to these hospitals, communities in my district have long suffered under the State’s policy of dumping patients," he said. "Many of the former patients have been dumped in Sayville. He has to face the ugly reality of this problem," he said. "He (the Governor) has to face the ugly reality of this problem."
GO TO HEALTH

Healthy Workers

How would you like it if your employer paid you to stop smoking? And then, how would you like it if that same employer paid for your membership in an exercise program?

You might be thinking that an employer who does it is either very rich or very crazy. However, the opposite is true. Many businessmen are discovering that it is simply good business to develop employee fitness programs.

The following article describes one employer who realized that healthy employees make for a healthier business:

"Ottawa—Sometimes it literally pays to quit smoking. Mr. Ruel told In-Put '77, a conference on occupational health, after they had abstained for a year. He has also spent $150 the past three years on each office staff of 15 a no-smoking course and a $500 bonus after they had abstained for a year. He has also spent $150 the past three years on each office staff of 15 a no-smoking course and a $500 bonus after they had abstained for a year.

"Mr. Ruel, a 41-year old non-smoker, said he has made the no-smoking and fitness program mandatory for all new employees because it makes such a difference in the quality of their work."

SMOKING ABSTAIN

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CARTER ENDS REORGANIZATION FIRINGS, DEMOTIONS

President Carter has ended firing federal employees because of agency reorganizations. The plan also restores grade and pay levels of employees, estimated in the thousands, who have been through reorganization efforts. According to the Washington Post, most of the demotions were caused by routine shifts that follow a take-over by a new administration.

166 WIS PAYS HIKES IN BUFFALO

One hundred sixty-six Buffalo civil service white-collar employees have won pay increases totaling $130,000 annually. The city's common council voted 13 to 1 for the raises recently which are effective.

SENIORITY CONTINUES DESPITE PREGNANCY

The U.S. Supreme Court has ruled that an employer may not deny seniority to female employees because they take leaves of absence to give birth. But the high court also ruled the Civil Rights Act does not require an employer to use accumulated sick credit to keep the job of an employee who temporarily leaves to have her baby.

STATE BUDGET SURPLUS RESET AT $18.1 MILLION

State officials still estimate a budget surplus for the end of the year despite a reduction of earlier estimates of what that surplus would be. Comptroller Arthur Lurie and Director of Budget Director Philip Toia say the surplus will be about $18.1 million. Earlier, however, state income was exceeding expenditures by $400 million. A spokesman for both officials cited the problem in part, to additional welfare expenditures. The new figures are not expected to affect the tax cuts planned for next year.

Say State, City Discriminating Against Women

MANHATTAN — New York State and New York City civil service systems used qualification standards that discriminate against women, a city Assemblyman Jerrold Nadler (D-Man.) has charged.

Mr. Nadler, speaking at a recent hearing of the state Commission on the Status of Women at New York City Hall, announced that he will propose the following legislation to change the situation:

• A requirement that part-time experience be considered just as seriously as full-time experience.
• A mandate that old experience—work done before a person interrupted his career—not be considered irrelevant;
• A requirement that government agencies provide maternity care coverage (now only required of private employees) in employee health insurance plans.

"Our male-oriented laws in this area are anti-woman and anti-family," Mr. Nadler said. "Why shouldn't men be able to qualify for the same care that women are getting?" By this criterion, Eleanor Gugener (New York City's first woman judge) would not have qualified for civil service position, Mr. Nadler said.
Welcome To New Members

Civil Service Employees Association leaders and members from the Utica area seem to be earnestly trying to make life easier for new members who joined the CSEA because of the state's new Agency Shop law.

An article in the CSEA Monitor recently makes note of the new members, facing the fact that some of them may feel they were almost forced to join, and welcomes them.

"In the past," says the Monitor, which reports on activities of Fort Schuyler Local 014, there has been a certain amount of just below the surface hard feelings between people paying dues and those who are not paying. Now that Agency Shop law is in effect, the intent of your local to make everyone realize that it was an important principle to us, getting dues money from non-members does not mean we stop there and go no further. We would like everyone to feel that they belong. There is a place for conscientious people in CSEA and you are a welcome part of the strength of your union.

To do this and to pledge that the union will not merely take the money of non-members or new "Agency Shop members" is praiseworthy. Our discussions with union leaders across the state convince us there is a real effort to heal the wounds of a struggle between union members and non-members allowed to continue too long.

The CSEA has long been in support of the Agency Shop Law, which finally made it through both houses of the State Legislature after several earlier efforts failed. It gives public employees the right to collect dues from non-members. Union leaders and most legislators reasoned this is fair, because non-union employees benefit equally with members when union negotiators win pay raises and new worker rights from municipalities.

The Agency Shop Law was never intended to be a bludgeon hanging over non-members or a means of picking up some easy cash for the union treasury. Supporters of the law merely wanted to bring about more equity for both sides.

Many former non-union members were prompted to join the CSEA following passage of the law. Many of them must have wondered whether old-time union members resent them. Would the new members be discriminated against because they joined only on account of the new law?

We hope not. There is no place in unionism for that kind of vindictiveness. There is no room for "second-class" members. We don't believe there is, but if so, unions should move a lot faster than with "all deliberate speed" to eliminate it.

Local 014 seems to have the right idea. It is also urging its new members to participate in union activities, make suggestions and complaints and speak out.

"It goes without saying," the Monitor article continues, "but there are things that you can do about your union in ways that you like. But you have an option- sit back and bitch about it or get involved and do something about moving the union in the best direction possible."

We urge getting involved. It sounds like good advice for all union leaders and new union members.

(R.A.T.)
LETTERS TO THE EDITOR

Another Term

Editor, The Leader:
On Dec. 10, 1977, CBS showed how patients were kicked out of a psychiatric center. Now they live in some hotel with no heat, and worse than Watergate, because of the patients who are free on the streets. They are in every city in New York State.

Governor Carey would not sign the death penalty, but he lets people die out there on the street. Instead of running again, Governor Carey should resign. I think that what he is doing is worse than Watergate, because hundreds of people are dying in mental hospitals, in institutions for the aged.

All the Governor is doing is raising taxes and driving business out of New York. Then he wants another term.

JOHN M. VANDEKIERE
Middletown

Yelling 'Fire'

Editor, The Leader:
With reference to the recent discussion of the ICC, I would like to say that the right to free speech and free assembly does not include the right to holler "Fire" in a crowded theater. This would bring serious harm to innocent people.

People who want more information about social security disability benefits or vocational rehabilitation services can contact the New York State Department of Social Services. The address and telephone number of the nearest office can be found in the telephone directory under "New York State Government Administra-

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of New York State Employees' Retirement System and the State Policemen's Retirement System.

The Leader may be contacted for information as to how to obtain the funds.

(Continued from Page 6)

LETTERS POLICY

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PETER MACHANAN
Third Vice-President
SAM FUCHSELL
Secretary

IRVING FLAUMENBAUM
President

metropolitan region II

GeORaphIC area includes state, county, educational and authorities chapters within New York City that encompassesBronx, Kings, New York, Queens, Richmond counties, and certain state entities within Nassau, Rockland, Suffolk and Westchester counties.

REGION OFFICE
11 Park Place (Room 1210)
New York City, N.Y. 10007
telephone: (212) 962-3090

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DOROTHY KING
Second Vice-President
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Third Vice-President
JAMES FLAUMENBAUM
Secretary

DOROTHY GOETZ
Secretary

CIVIL SERVICE LEADER, Vol 27, December 26, 1977
Westchester Honors 29 Employees

WHITE PLAINS—Twenty-nine Westchester County employees, representing 14 departments, were honored for 25 years of service at a special ceremony recently in the conference room of the Health and Social Services Building, 85 Court St., White Plains.

County Executive Alfred B. DelBello presented pins to the women and tie tacks to the men, as well as certificates of appreciation. James W. Dolan, county personnel officer, and division and division heads, and guests and relatives of those honored were on hand.

Carey, Harenberg

In Disagreement

(Continued from Page 4)

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No.1 Best-Seller

THE CHOIRBOYS

CONTAINS STUFF YOU WON'T SEE ON TV

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WHAT'S BEST FOR YOUR BODY.
This page contains a list of jobs with their respective salaries and descriptions. The jobs range from various fields such as accounting, auditing, and computer programming to more specialized roles like police officers, nurses, and engineer trainees. The salaries vary from $4,000 to $26,716, reflecting the diverse nature of these positions.

One of the specialties highlighted is the open continuous State Job Calendar. This section lists various job opportunities available, with details such as titles, salaries, and exam numbers. There are several contact numbers provided for further information or application processes.

The page also includes a section for ordering the Arco Study Book, which contains previous questions and answers, as well as other suitable study material for preparing for exams. The order direct mail coupon is available at the bottom of the page.
Deaths Point Out Danger Of Nurse Cut Backs

(Continued from Page 16)

CSEA's 6 Diverse Regions

(Continued from Page 1)

Service Department share a common concern that the Merit System will, and must, survive. I hope we can cooperate to that end.

At the present time, all of the reports had not yet been received by Mr. McGowan, but he expressed hope that the proposed changes would agree with the union's concept of civil service reform.

Plan Region VI Meet Jan. 13, 14

CHESTOWAGA—Region VI of the Civil Service Employees Association will hold a meeting Jan. 13 and 14, at the Sheraton Inn—Buffalo East, 4040 Walden Ave, Buffalo. Workshops and a general business meeting are planned. Enrollment guarantees are optional and the CSEA director of the office of

Asst. Appraiser

ALBANY—The State Civil Service Department, released an eligible list for non, real estate appraiser on Oct. 17, 1977, as

FIRST NOEL AT NIAGARA EDUCATION

The entertainment committee of Niagara Educational Local's first Christmas party surrounds Civil Service Employees Association president William L. McGowan and CSEA's June 6 up and down.

"It's inconceivable that the state refuses to recognize that we are talking about possible life and death situations involving about 300 people in Building 9, or refuses to correct the situation if they do recognize the hazard," Mr. McGowan said. "Once again, as CSEA has done in the past, I am asking management to correct this situation before another tragedy occurs."
Federal Job Calendar

These jobs are open in New York City or surrounding counties until further notice. Applicants should contact U.S. Civil Service Commission's New York City Area Office. Requirements vary.

GENERAL SCHEDULE POSITIONS
Written Test Required At Same Grade Levels

<table>
<thead>
<tr>
<th>Title</th>
<th>*Salary Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communications Technician</td>
<td>5</td>
</tr>
<tr>
<td>Data Transcriber</td>
<td>2.5</td>
</tr>
<tr>
<td>Dental Hygienist</td>
<td>4</td>
</tr>
<tr>
<td>Electronic Accounting Machine Operator</td>
<td>4</td>
</tr>
<tr>
<td>Electronics Technician</td>
<td>5.6, 7, 8</td>
</tr>
<tr>
<td>Engineering Technician</td>
<td>5.6, 7, 8</td>
</tr>
<tr>
<td>Examiner (Intermittent)</td>
<td>4</td>
</tr>
<tr>
<td>Firefighter (Structural)</td>
<td>4</td>
</tr>
<tr>
<td>Fiscal and Accounting Support Positions</td>
<td>4</td>
</tr>
<tr>
<td>Hospital Police Officer</td>
<td>4</td>
</tr>
<tr>
<td>Medical Aid (Sterile Supplies)</td>
<td>2.1</td>
</tr>
<tr>
<td>Nuclear Medicine Technician</td>
<td>5.6, 7</td>
</tr>
<tr>
<td>Photographer</td>
<td>4</td>
</tr>
<tr>
<td>Physical Therapy Assistant</td>
<td>4</td>
</tr>
<tr>
<td>Reporting Stenographer</td>
<td>5</td>
</tr>
<tr>
<td>Salas Store Checker</td>
<td>4</td>
</tr>
<tr>
<td>Shorthand Reporter</td>
<td>7.9</td>
</tr>
<tr>
<td>Tractor Operator</td>
<td>6</td>
</tr>
<tr>
<td>Travel Clerk (Typing)</td>
<td>5</td>
</tr>
</tbody>
</table>

TRAVES AND CRAFTS
No Written Test

<table>
<thead>
<tr>
<th>Title</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blacksmith</td>
<td>Quality Inspection Specialist</td>
</tr>
<tr>
<td>Chief Engineer (Ferryboat)</td>
<td>Refrigration and A/C Equipment</td>
</tr>
<tr>
<td>Chief Engineer (Marine Diesel)</td>
<td>Operator</td>
</tr>
<tr>
<td>Electronics Technician</td>
<td>Operator</td>
</tr>
<tr>
<td>Shipwright</td>
<td>Electronics Technician</td>
</tr>
<tr>
<td>Master (Ferryboat)</td>
<td>Shipwright</td>
</tr>
<tr>
<td>Shipbuilder</td>
<td>Ordinance Equipment Mechanic</td>
</tr>
<tr>
<td>Welder</td>
<td>Welder</td>
</tr>
</tbody>
</table>

For further information, contact a federal job information center at either 26 Federal Plaza, New York, 10007 (Telephone (212) 264-0422); 593 Grand Concourse, Bronx, 10451 (212) 292-4666; 271 Cadman Plaza East, Brooklyn, 11201 (212)230-7671.

The salary grades pay as follows: grade 2 pays $7,035; grade 3 $7,920; grade 4, $8,902; grade 5, $9,035; grade 6, $11,101; grade 7, $12,336; grade 8, 12,662; grade 9, $15,090.

Seek Rensselaer TV Tech

TROY—Rensselaer Community College needs a television technician.

Several City agencies do their medical evaluations are now conducted only with individuals' ability to perform essential duties.

The new procedure was adopted as an affirmative action measure to benefit the handicapped.

Medical evaluations were formerly required for all handicapped candidates (sometimes, before medical evaluations were completed, other people were hired for the jobs).

The new procedure applies to all competitive class titles except jobs like correction officer, building guard or institution safety officer for which a qualified candidate is not being considered as part of civil service requirements.

**Erase Handicapped Employment Rules**

Handicapped people who pass civil service examinations should find it easier to get state jobs because of a new State Department of Civil Service medical review procedure.

Starting Dec. 1, medical evaluations of handicapped job seekers were conducted only after individuals were interviewed by state agencies, and even then only if requested by the agencies or the individual. The medical examinations now are concerned only with individuals' ability to perform essential duties.

**Unanimous Vote Re-elects Piller Unit's President**

BELLMORE—Joseph N. Piller has been unanimously re-elected president of the Board of Cooperaive Services Employees (BOCES) unit of the Civil Service Employees Association.

Mr. Piller, a member of the Long Island Region I audit committee, was elected to a two-year term.

Others elected were Salvatore A. Alberts, first-vice president; Beverly Berger, second vice-president; John B. Spadaccini, treasurer; and Maria V. Pepeh, secretary-treasurer, and John Hopper, sergeant-at-arms.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Civil Service, 26 Federal Plaza, New York 10007, open weekdays between 9 a.m. and 4 p.m. Special hours for Thursdays are 8:30 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. Applications are available only during the filing period.

By appliance, applicants can reach the filing office via the IND (Chambers St.): BMT (City Hall); Lexington IND (Brooklyn Bridge); or by information on titles, call 566-8700.

Several City agencies do their own hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8000.

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

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone 356-8500); State Building Complex, Albany 4232; 700 7th Ave., 1 W. Cenness St., New York, 10003; 2 p.m. Applications are accepted only during the filing period. Applicants may obtain announcements by writing to the office of the day's list only) or by applying in person at any of the three.

Various State Employment Service offices can provide applications in person, but not by mail. For positions with the Unified Civil Service System throughout New York State, applicants should contact the Staffing Services Unit, Room 1009, Office of Court Admin., 270 Broadway, N.Y., phone 488-4144.

TROY — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m. weekdays. Federal entrants living upstate (North of Dutchess County) should contact the Schenectady Area Area Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 223-1607.

Full Employment Is The Key To Prosperity.
**CSFA's 6 Regions: Strength Through Diversity**

**What Do They Do?**

**When Do They Act?**

**Where Are They Located?**

**Why Are They Important?**

**How Do They Differ?**

By MARVIN RAXLEY

Although all Gaul was divided into three parts, as many students of Latin know, the Civil Service Employees Association is divided into six regions for administrative purposes.

Each of the Regions contains a chapter of CSEA membership, although Metropolitan Region II does not include any local government workers.

Each Region is headed by an elected president and other officers, operates with a staff of representatives, field representatives, a public relations specialist, a membership analyst and a secretarial staff.

Meetings are held on a regular basis. Occasionally, some take place at the local government offices of the region, metropolitan regions in some cases in a general meeting. The regional delegates may be elected by their localities especially to attend regional meetings or they may be doing as state-wide delegates.

**Open Meetings**

Each regional delegation may be open to the public, especially to regional-sponsored workshops, which are held once or twice a year, depending on the region.

Public relations is probably the most important of the regional functions, although support action may be discussed in the event of a strike, such as a strike by one of the member Locals. The Regions do not have authority, however, to authorize a strike.

In addition, the Regions "pay through collective a & v", which they may wish to take on a wide union policy. This usual occurs just prior to a state wide delegation convention, and familiarizes regional delegates with controversial issues that may come to statewide decision-making. The individual regions may come to different conclusions.

Two of the regions, Central Region V and Western Region VI, have County Workshops to give local government employees at different locations within the region. These most state workers in the Capital Region are located either at the State Campus or the Empire State Mall, that Region even has an Uptown and a Downtown meeting place! That pay attention to general needs of employees within their specific areas. In addition, there is an Ad Hoc committee for Region IV's North Country.

Three northern regions. Capital Region IV, Central Region V and Western Region VI, have the most territory, ranging over a 48-county area. Within the three regions, there are approximately 58 Locals.

Whereas only 48 Locals are located within the nine counties and five New York City boroughs of the three other regions, Region I, Metropolitan Region II and Region III, the majority of the union membership is within their relatively compact area.

The three northern regions, Region I, in fact, with its nearly 40,000 members, is far and away the largest single interest for segments of the membership, and to seek advice on similar problems. Both these Regions, especially Region V, have an extensive committee setup to deal with other areas of special interest for segments of the membership, such as University, Mon penchant, School Districts and Correction employees.

**Agency Shop People Receive The Leader**

**ALBANY—Last week the circulation of this newspaper, the largest newspaper for public employees in the country, jumped by several thousand. That's because the Civil Service Employees Association elected to send copies to all those non-members who, under the law enacted earlier this year, now pay agency shop fees.

"I believe strongly in a good communication program, and although the union was not required to do so, I believe our agency shop people should receive the weekly newspaper as one means of opening lines of communication to all the people we represent," said CSEA President William L. McGowan. "In the past, this has been to remain non-members, in fact, this people, limited the flow of communication about union activities, but, most importantly, it greatly reduced the volume of information that we are able to supply them.

"I hope that by becoming an important link in the union's lines of communication, they will realize the tremendous range of areas in which CSEA is involved, as well as the benefits of joining and supporting their union."**

**Promote Kennelmen**

MANHATTAN — After four years of labor-management battles between the Town of North Hempstead and the Civil Service Employees Association, the Kennelmen have been promoted to animal wardens.

Edward Cohnkath, CSEA, unit president, said that the Town was forced to lower the grade levels of the Kennelmen to a laborer, but that the persistent effort by the union finally won out at the Town's position.

WILLIAM McGOWAN
President

THOMAS MODLOUGH Executive Vice-President

JACK GALLAGHER Treasurer

IRENE CARR Secretary

**CSFA Membership Rolls Increase 2,000 Per Week**

**ALBANY—Every week since early September, an average of about 2,000 new union membership applications have come in from the members of the Civil Service Employees Association here. And the overwhelming majority of these applications flooding in are from former non-members affected by the recent establishment of the agency shop legislation.

"There was a lot of misunderstanding surrounding the agency shop legislation," Mr. McGowan said, "and the vast majority of employees had always joined and retained their membership voluntarily, most of those who did not join simply did not understand the benefits of union membership. Agency shop sort of had the effect of forcing former non-members to learn more about their union, and also of forcing the union itself to make a more concerted effort to reach every non-member.

"I don't believe most new members signing up are doing so because of agency shop itself. I believe the inception of agency shop caused them to make a decision now that they had not, for whatever reason, remained non-members of their unions before. Early August, when the bill was signed, until early September, when it became effective, we reached every single non-member, and the result show me that our message was received and believed."

Mr. McGowan explained, "I have always had a theory that, while the vast majority of employees had always joined and retained their membership voluntarily, most of those who did not join simply did not understand the benefits of union membership. Agency shop sort of had the effect of forcing former non-members to learn more about their union, and also of forcing the union itself to make a more concerted effort to reach every non-member."**

**Strong Union**

(Continued from Page 1) the better "buzz," a union spokesmen said. He called CSEA membership the obviously better choice, which explains why some 2,000 former non-members every week have been joining CSEA rather than simply pay the agency shop fee.