

Civil Service LEADER

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Unclaimed Checks

— See Page 5



Appearing at first of joint press conferences to alert public of waste in government, Assemblyman Andrew Stein, left, and CSEA Albany Region IV president Joseph McDermott face news media representatives last Friday in Albany. Additional press conferences were scheduled this week in New York City, Syracuse, Rochester and Buffalo.

CSEA, STEIN JOIN FORCES TO UNCOVER GOVERNMENT WASTE

ALBANY—The Civil Service Employees Assn. and Assemblyman Andrew Stein (D-L, Manhattan), have announced formation of a joint committee on waste and inefficiency in government "to identify the millions of tax dollars which are being lost to no-show, patronage positions and administrative fat in government each year."

no-shows who plunder our payrolls; the patronage positions (Continued on Page 9)

The committee, according to Mr. Stein and CSEA president Theodore C. Wenzl, will hold a series of public hearings in the coming weeks to hear testimony "from anyone who cares to come forth" to document actual evidence of uneconomical government practices at the state and municipal levels.

The CSEA thrust, Dr. Wenzl said, was mainly an effort to minimize the laying off of career civil service employees in the state work force.

"While this is our immediate concern in the face of the Administration's current threats of extensive personnel cutbacks, we are also strongly united with Assemblyman Stein's general objective of eliminating all waste and extravagance in government," he said.

In their joint announcement of the new committee, Mr. Stein and Dr. Wenzl said:

"This committee was formed to discover and document the millions of tax dollars lost each year by our state and local governments. We are looking for the

Lawsuit Filed To Halt Firing

ALBANY — Maintaining that it is illegal to lay off permanent and competitive civil service employees while the state retains provisional and temporary workers, attorneys for the Civil Service Employees Assn. will institute a lawsuit this week in the Albany County Supreme Court in an effort to protect career civil servants from this practice.

James W. Roemer Jr., counsel for CSEA, termed the layoffs of permanent state employees "a violation of the spirit and intent of the constitutionally protected merit system."

Gov. Hugh L. Carey and the State Department of Civil Service will be named as defendants in the lawsuit.

CSEA Suit Returns Jobs To Four DOT Employees

ALBANY—Four State Department of Transportation employees laid off last July 1 will be rehired as a result of an arbitrator's decision Jan. 6.

The Civil Service Employees Assn. began legal proceedings against the state last summer, when 255 permanent DOT employees were laid off. Of these, 35 were employees in the Professional, Scientific and Technical Bargaining Unit. CSEA maintained through months of litigation that its PS&T Unit contract with the state prohibits

reductions in staff while paid consultants remain on the payroll and whose function could be accomplished by those laid off.

In his Jan. 6 decision, arbitrator Maurice Benewitz found, "The state did violate . . . the Professional, Scientific and Technical Unit agreement between the . . . State of New York and the Civil Service Employees Assn. by laying off permanent employees in the Right-of-Way Agent Series in the Department of Transportation as the result of the exercise of its right to contract out in subcontracts negotiated since 1973, which require the perfor-

mance of appraisal work which the Right-of-Way Agents . . . were qualified to perform."

Mr. Benewitz found that eight (Continued on Page 9)

Markowitz To Moderate CSEA-PEF Debate This Week In Syracuse

SYRACUSE—Irving Markowitz, of the American Arbitration Assn., has accepted an invitation to moderate a debate between the Civil Service Employees Assn. and the Public Employees Federation, according to Richard Cleary,

CSEA vice-president who heads the union's Syracuse Region IV.

The debate, which is open to all Professional-Scientific-Technical employees of the state, will be Thursday, Jan. 15, at 7:30 p.m. at the Sheraton Motor Inn

in the Syracuse suburb of Liverpool. This is off Exit 37 of the Thruway.

The program is titled "A Challenge Debate: CSEA vs. PEF."

Heading the CSEA team will be the union's assistant executive director for the State Division, Jack Carey. Accompanying Mr. Carey will be collective bargaining specialist Paul Burch, chief negotiator for PST employees; CSEA vice-president Robert Lattimer, chairman of the union's PST negotiating team, and CSEA Region III treasurer Patricia Comerford, PST negotiator.

Leading the PEF delegation will be Fred Lambert, one of the top coordinators of the five-union collaboration that is seeking to unseat CSEA as the PST bargaining representative.

CSEA is prevented by law from proceeding with negotiations for PST employees until the challenge election has been disposed of. Results are slated to be known by Feb. 2.

Suffolk Facing A Court Date On Increments

HAUPPAUGE — The Suffolk County chapter, Civil Service Employees Assn., hauled the county before the State Supreme Court last week with a lawsuit challenging the county's failure to pay increments due Jan. 1.

Meanwhile, an Albany Law School professor was named mediator to attempt to revive the stalled contract negotiations with the county. He is John Sands, a veteran mediator.

Prof. Sands has scheduled a mediation session for Tuesday, Jan. 13.

(Continued on Page 3)

Suit Is Brought Charging 9-Month Increment Illegal

ALBANY — Attorneys for the Civil Service Employees Assn. have instituted a lawsuit in the Albany County Supreme Court which challenges the legality of the State Legislature's action last year when it mandated an increment schedule for state employees which covered only nine months of the current fiscal year instead of 12.

The lawsuit, filed on behalf of a state employee in the Professional, Scientific and Technical Bargaining Unit represented by CSEA and "all others similar" (Continued on Page 3)

INSIDE THE LEADER

- Yonkers Workers Will March See Page 2
- Postpone Greece Job Action See Page 3
- School Worker Court Victories See Page 10
- State Eligible Lists See Page 11



Governor's Program Needs Good Will Of Anderson, Marchi

IT is an article of faith among legislators that the Governor proposes and that the Legislature disposes. In (Continued on Page 6)

Yonkers Employees Will March In Protest Over Mass Firings

YONKERS—A protest demonstration, illuminated by candlelight, is set for 6:30 p.m. Tuesday, Jan. 13, as City of Yonkers school and other employees who have been laid off or who face threatened dismissals attempt to dramatize their plight.

Following a mass rally in front of the city's Board of Education administration building, the employees, bearing candles, will march to Yonkers City Hall.

The city, the state's fourth largest, is operating under Albany-imposed fiscal restraints as it seeks to hack its way through its current fiscal thicket. It will have lost 427 non-teaching school employees, many represented by the Civil Service Employees Assn., by next summer if present plans hold firm. More than 100 teachers have been

laid off and 263 will go Feb. 1 and July 1. In addition, last week, the city learned that its school system will have to operate with about \$2.3 million less than previously estimated over the next 18 months. This, school officials said, will involve the firing of an additional 175 teachers.

At Leader presstime, the result of a court appeal brought by CSEA to prevent the firing of

112 Yonkers school street crossing guards, members of the Yonkers Crossing Guard CSEA unit, was pending. CSEA maintains that the firings violate a job security clause in the Yonkers-CSEA contract.

The city, which had faced the possibility of default, was saved by the state Nov. 14. It has a population of about 200,000.

Commenting on the school crossing guard firings, Raymond Cassidy, president of the Westchester County CSEA chapter, said: "The Yonkers Emergency Control Board has violated an express contractual guarantee that the employees negotiated and by which they had given up other benefits in exchange for job security. One of the most sacred guarantees in our Constitution is that no state can pass a law which interferes with a contract."

Dolores Nyahay, president of the guards' unit, declared that Yonkers school children will now be left unprotected and their safety imperiled.

"The city should seek to cut costs without playing Russian roulette with the lives of children," she said. "My guards are very dedicated women; every guard is a 'mother' to the children she crosses. No one knows better than they that the intersections are extremely hazardous and dangerous if left unguarded."

The leader of CSEA Southern Region III, James Lennon, called the elimination of the guards "a tragic disgrace."

"The city has hit at the lowest-paid workers," Mr. Lennon charged. "They are the ones who do the job and keep the city running. The fat cats and political chiefs are not being fired. It is a simple solution to sacrifice or ax the jobs of the low paid. It takes guts to dump the supervisory and executive positions. I hope the Yonkers politicians have that kind of guts."

Nassau Now Seeking Custodians, Building And Lunch Managers

MINEOLA—Custodians, building managers and school lunch managers are currently being sought by the Nassau County Civil Service Commission for work in school districts, county offices and the Board of Education.

Filing will close Jan. 14 for all posts with exams scheduled for Feb. 7. To qualify, all candidates must be legal residents of Nassau County.

There is no formal education requirement for custodial worker II, a \$8,107 a year post. However, all candidates must have one year's custodial work experience.

Individuals with two years' experience in building cleaning and maintenance work or a year's experience as a carpenter, plumber, electrician or mechanic may apply for assistant head custodian. The post has a starting salary of \$8,835 a year.

Head custodian I is open to applicants with two years' experience in building cleaning and maintenance activities with at least one year as a working supervisor. Three years' experience will qualify candidates for head custodian II, while four years' experience qualifies for head custodian III. Salaries will vary depending upon job location.

For building manager I, with a beginning salary of \$10,606, candidates must be high school graduates with three years' experience in the custodial maintenance op-

erations of a public building including one year in a supervisory capacity.

A bachelor's degree with specialization in foods, nutrition and institution management; or an associate degree with specialization in food nutrition will qualify applicants for school lunch manager.

Detailed information on all positions may be obtained from the Nassau County Civil Service Commission, 140 Old Country Road, Mineola, N. Y. 11501.

Study A Contract To A Former Firm Of Carey Appointee

HAUPPAUGE — Attorneys for the Civil Service Employees Assn. are studying the award of a \$525,000 state contract for engineering services to the former firm of a recent high-level appointee of the Carey Administration to see if it violates the CSEA-Department of Transportation contract.

The contract was awarded, without bidding, last month to the former firm of Frederick Zurmuhlen, appointed last September as DOT chief engineer.

CSEA Long Island Region I officials said that all the work—a traffic control study on Staten Island—could have been performed, and in the past has been performed, by DOT personnel. The contract prohibits farming out jobs that can be performed "in-house" by DOT staffers.

Veterans Administration Information Service Call (202) 389-2741

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Increment Suit Brought

(Continued from Page 1)
situated," seeks to find the Legislature's mandate of a deferred increment to be "unconstitutional, inoperative, null and void and of no effect," according to the language of the CSEA complaint.

CSEA is basing its lawsuit on the legal grounds that specific sections of current New York State laws provide for the payment of increments while precluding the state from unilaterally reducing the increments of

its employees. CSEA is claiming that the Legislature's supplemental budget last year, which mandated increments for state employees effective on July 1, 1975, instead of at the start of the fiscal year on April 1, 1975, was in violation of these laws and the New York State Constitution.

Attorney General Louis Lefkowitz, representing Gov. Hugh L. Carey and the State of New York, defendants in the lawsuit, is expected to answer the complaint shortly.

Western Region VI Goes To Air In Giving A Public Employee View

CHEEKTOWAGA—Radio and television programs last week kicked off what are expected to be numerous presentations by the Civil Service Employees Assn. on its positions on contemporary public issues and their impact on the workers and the public, according to Robert L. Lattimer, CSEA Western Region VI president.

Mr. Lattimer, who appeared with Region third vice-president Ramona Gallagher on "Issues and Views" on WADV, Buffalo, told the radio audience that "while some people are putting the blame on career workers for

everything but plague and pestilence, the workers continue in their dedication to public service and we want the public to know this.

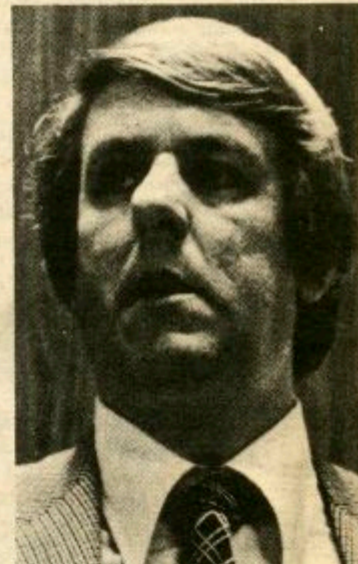
"We're sick and tired of being lumped together with the politicians and holders of patronage jobs," he said. "We do the work for little money while the politicians and those with political plum jobs get the big bucks and pass the buck."

Mr. Lattimer and Ms. Gallagher also detailed to the audience CSEA's disclosures of raises to Governor Hugh L. Carey's staff of over \$800,000 last year while the career workers got a \$250 "bonus." They also explained proposals made by CSEA president Theodore Wenzl to the Governor and the legislature in early December on ways the State could recover hundreds of millions of dollars now lost because of "poor accounting, billing and collecting procedures."

Dr. Wenzl had written the officials that better auditing of various taxes could result in the collection of an additional \$560 million; improvements in billing for various services could bring \$15 million; dropping some publications could save \$20 million, and that delays in deposit of receipts were resulting in losses of \$145,000 per day in lost interest.

Mr. Lattimer and Ms. Gallagher said public employees are not responsible for administrative mismanagement, "And must not become the scapegoats for things the State does."

The television appearance was on "Magazine," a daily program hosted by Stewart Dan on WGR-TV, Channel 2, Buffalo. It focused on "How Tax Increases Can Be Avoided," with a Buffa-



ROBERT L. LATTIMER
... informs public

lo-based state tax examiner who explained shortcomings in current tax audits including the misassignment of tax examiners to other duties.

Other programs scheduled by Regional VI personnel included Courier Cable Buffalo, Channel 8, Jan. 12, and Saturday, Jan. 17 at 5 p.m. and International Cable, Amherst, Cheektowaga, Hamburg, Lackawanna, West Seneca, Channel 10, Tuesday, and Thursday, Jan. 20, and 22 at 6 p.m.

Rochester and other Buffalo-area programs are planned and will be announced as they are scheduled.

All programs are intended to present a positive posture by public employees and will coincide with the legislative session. Some may include both CSEA and state executive department or legislative members.

Tables Are Turned: Teachers Want To Talk

SOUTH COLONIE—An exchange of letters between the South Colonie School Teachers Assn. and the Civil Service Employees Assn.'s Albany Region IV was intended as a friendly debate to compare the merits of two unions currently contesting for representation rights for the Professional-Scientific-Technical Bargaining Unit of state employees.

The exchange resulted, however, in an interest by the Teachers group in further discussing CSEA's role as a bargaining agent and its success in representing its members.

The South Colonie School Teachers Assn. is a member of the New York State United Teachers, one of the unions that is collaborat-

ing under the name of Public Employees Federation for PST representation rights.

The irony of the situation is that the letter exchange revealed that many SCSTA members have been dissatisfied with the United Teachers, because the South Colonie teachers have not received aid from the UT in litigation which the local undertook at its own expense.

It seems that the New York State United Teachers, in effect, told its local that it could not be bothered with such activities at this time.

Many of the SCSTA members said that they feel the United Teachers is too busy attempting to unseat CSEA as the PST bargaining agent to pay attention to its own members' needs.

Greece's Job Action Postponed, But Pact Issue Remains Muddled

(From Leader Correspondent)

GREECE—Possible job actions by members of the Civil Service Employees Assn. employed by the Town of Greece have been postponed.

The postponement was decided after CSEA and town negotiators met recently. Thomas Pomodoro, a union field representative and a negotiator for the 110 workers in the town's Public Works and Recreation Departments, said he "still can't figure out what happened at the meeting."

"I am still very pessimistic," he said. "We don't know what's going on."

Another meeting was set for this week. Mr. Pomodoro said both sides stated their positions on issues that remain to be set-

tled, in an attempt to clarify them. He added the Town asked whether CSEA could be flexible on several issues. He said he told town negotiators that the union could offer movement on some issues but not on the major one: The length of employee work weeks.

Employees have traditionally

worked at least a 45-hour week and received overtime pay for more than 40 hours. However, the Town wishes to reduce the work week to 40 hours.

Mr. Pomodoro said the Town did not offer to change any of its positions.

Employees have been without a contract since a two-year pact expired on the first of the year. The two sides have met about a dozen times before CSEA declared an impasse Dec. 1.

The State Public Employment Relations Board has appointed a fact-finder to assist in the dispute, but both sides have agreed not to call him in as yet.

"We're only looking for a fair and equitable settlement," Mr. Pomodoro said. We have no intention of raping the town."

A majority of the employees are paid \$4.86 per hour or about \$230 weekly for a 45-hour week. A change to a 40-hour work week would mean a reduction of about 16 percent in pay. Mr. Pomodoro said the town had offered the union a three-year contract with a 3 percent increase each year. He added the town wants to eliminate employees' extended sick leave benefits, which allow workers three-quarters pay for up to four months each year in addition to 12 days of regular sick leave at full pay.

He said the town also wants to take away the employees' 10 legal holidays and give them 10 days off on different dates.

"You tell me what employee wants to come in on Christmas and have a day off some Tuesday in March?" Mr. Pomodoro asked.

CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10007. Attn.: CSEA Calendar.

JANUARY

- 13—Pilgrim Psychiatric Center chapter general meeting: 8:30 p.m., Pilgrim assembly hall.
- 13—Madison County chapter meeting: 7 p.m., Fire Hall, Wampsville.
- 14—Orange, Ulster and Sullivan Counties Retiree chapter meeting: 2 p.m., Middletown Psychiatric Center, Middletown.
- 14—New York City chapter executive board meeting: 5:15 p.m., Miller's Restaurant, 233 Broadway, Manhattan.
- 14—Capital District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 19—Albany Region IV meeting: 5:30 p.m., Michael's Restaurant, Route 9, Latham.
- 20—Madison County chapter board of directors meeting: 7:30 p.m., Canastota elementary school.
- 21—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M&T Plaza, Buffalo.
- 23-24—Western Region VI meeting: Sheraton-Gatehouse Motor Inn, 4831 West Henrietta Road, Rochester (NYS Thruway Exit 46).
- 21—Oswald D. Heck Developmental Center chapter executive council meeting: 5:30 p.m., Heck DC Building Four, Consaul at Balltown Roads, Schenectady.
- 26—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 28—Nassau County Retirees chapter meeting: 12 p.m., American Savings Bank Building, Modell's Shopping Plaza, East Meadow.

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Suffolk Facing Increment Date

(Continued from Page 1)

In the court case, CSEA asked for a court order directing the county to pay the increments. The CSEA case was argued before Justice Henry Tasker in Riverhead, and an identical case by the Suffolk Patrolmen's Benevolent Assn. followed. Judge Tasker reserved decision.

Suffolk County Executive John V. N. Klein had ordered the increments withheld, and suggested that he would not consider the payments automatically retroactive when a contract is reached. Suffolk CSEA chapter president James Corbin protested that the move was an illegal ploy to tighten the pressure on negotiations.

Suffolk Seeks Librarians, Range Officers, Masters

HAUPPAUGE—Law librarians, range officers and range masters are currently being recruited by the Suffolk County Civil Service Department for positions in county departments. Starting salaries range from \$10,000 to \$17,000 a year. There are no residence requirements for the posts; however, appointing authorities may give preference to legal Suffolk County residents.

For the \$10,816 a year position of law librarian, exam 16-128, candidates must have a bachelor's degree and completion of a fifth-year graduate degree from a library school. Applicants, in addition, must have two years'

experience in library work. Filing for librarian posts will close Feb. 4. There will be no written test, with candidates being rated on the basis of their training and experience.

Filing will close Jan. 23 for the following titles: Applicants with one year's experience as a National Rifle Assn. instructor in rifle or pistol; or a federal,

police, military firearms instructor or a New York State Hunter Safety instructor may apply for range officer, exam 16-124. Beginning salary ranges from \$10,000 to \$13,000 depending upon location. Two years of the above experience will qualify applicants for senior range officer, exam 16-125 and four years' will qualify individuals for range master, exam 16-123. Candidates do not have to take a written test, but will be rated on their experience.

For complete information and applications, candidates should contact the Suffolk County Civil Service Department, H. Lee Denrison Executive Office Building, Veteran's Memorial Highway, Hauppauge, N.Y.

Westchester's Overtime Error

WHITE PLAINS — Westchester County may have to pay more than \$450,000 in accumulated overtime payments to 37 Parks, Recreation and Conservation Department staffers.

A computer error apparently failed to tally about 55,000 overtime hours over the past decade. In 1974, the county and the Civil Service Employees Assn. signed a contract providing that accumu-

lated overtime in most categories be paid in cash rather than compensatory time off. However, an error in programming a computer caused one payroll column to hold only three figures. Thus, if an individual posted a total of 1,234 hours of overtime, the computer would post only 234 hours.

The county said it intends to file a challenge on the payments noting that the 1974 pact was signed with flawed data.

Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

Agriculture

Title	Salary Grade	Exam No.
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02

Business

Computer Operator and Computer Technician	GS-5 to 7	NS-4-15
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Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6 to 9	NY-8-43
Technical Aide	GS-2, 3	NY-0-22
Technical Assistant	GS-5 to 15	421

General

Freight Rate Specialists	GS-7, 9	WA-6-13
Junior Federal Assistant	GS-4	411
Mid-Level Positions	GS-9 to 12	413
Professional and Career Exam	GS-5 to 7	
Sales Store Checker	GS-3	NY-3-07
Senior Level Positions	GS-13-15	408
Summer Jobs	GS-1 to 4	414
Technical Assistant	GS-4, 5	NY-5-07
Telephone Operator	GS-3, 4	NY-5-01
Teletypist	GS-3 to 5	NY-4-02

Medical

Autopsy Assistant	GS-4, 5	NY-9-05
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-5-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07

Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
Army Reserve Technician	GS-4 to 9	NY-9-26

Social And Education

Hospital Police Officer	GS-4, 5	NY-72-2
Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09

Stenography And Typing

Data Transcribers	GS-2	NY-4-05
Keypunch Operator	GS-2, 3	NY-3-01
Reporting Stenographer and Shorthand Reporter	GS-5 to 9	NY-9-17
Stenographer	GS-2 to 5	WA-9-01
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2 to 4	WA-9-01

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RETIREMENT NEWS & FACTS

By A. L. PETERS

Retirement Applications

Applications for 590 retirements were approved at the meeting of the New York City Retirement Board last Friday and one was returned for further study. Of the total, 194 retired without option; 170 under Option 1; 32 under Option 2; 86 under Option 3; 66 under Option 4; 14 under Option 4-2, and 29 under Option 4-3.

The Teachers' Retirement Fund is suing the U.S. Trust Co., one of its portfolio managers, for losses sustained through the purchase of securities of the Pennsylvania Railroad and the Singer Co. Notwithstanding this, the Board renewed its management contract for an additional month.

If you have worked for a government agency, and have had outside income, you are no longer permitted to establish a personal pension plan in addition to the one run by your employer. However, if you retired, and still earn money, you have two alternatives—to establish a Keogh Plan or to work under the new Individual Retirement Act created under the Pension Reform Act of 1974.

A little-known government bond that pays 6 percent interest is available just for this kind of a retirement fund. It is available in denominations of \$50, \$100 and \$500 from all Federal Reserve Banks or branches or from the Treasury Department. These bonds are redeemable at age 59½ or upon retirement or disability. If you want to redeem them earlier, there are some penalties. Although it is possible to get as much as 7¾ percent in a bank under the same deferred tax privilege, the 6 percent interest rate on these bonds is guaranteed until you redeem them—

even if this is 50 years hence. E bonds now carry 6 percent interest rates, and this rate is adjusted as interest rates go up. The new bonds will hold the 6 percent even if interest rates go back to the old 3.75 percent.

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

Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40, paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from last week)

Layton, Robert	Whitestone
Lewis, Ernest	Clyde
Lewis, Philip	Albany
Lokietz, Theodore T.	Centerreach
Luparello, Robert T.	Brooklyn
Luttinger, Yvonne	Bronx
Lynch, Richard T.	Peekskill
Lyons, Joseph K.	Long Beach, Calif.
Mack, Emil W.	Astoria
Mac Neil, John A.	Hawthorne
Mahaffey, James F.	New York City
Makowski, Rise	Rochester
Malmstrom, Edward J.	Utica
Markey, Jeremiah E.	Poughkeepsie
Markey, Jeremiah E.	Woodmere
Martin, Edward L.	Poughkeepsie
Martin, Joseph E.	Central Islip
Martinez, Helen	Staten Island
Mathews, Margaret T.	New York City
Mattern, Josephine	Rochester
Mawn, John	Rochester
McBee, Louise A.	Freeville
McCann, Joseph P.	Brooklyn
McCartney, William J.	Valley Stream
McGee, Charles	Ithaca
McGonegal, Robert W.	Bethpage

(To Be Continued)

What's Your Opinion

QUESTION

How do you react to Assemblyman Andrew Stein's demand for a political housecleaning by removing no-shows from the public payroll?

THE PLACE

Union Square, New York City

OPINIONS

Terry Dugan, social worker: "I believe that the political no-shows definitely are taking away from hard-working civil servants — the clerks especially, who actually run the city and keep it going. I agree with Assemblyman Stein. I would like to see the no-shows taken off the payrolls, and see the whole system of patronage dismantled. However, I don't think it is likely to happen in this two-party system we have now. So, unless Andrew Stein is willing to lead a revolution, I don't know how this can be prevented."



William Singer, former Parks Department employee: "I think the people who got their jobs through political appointments and who aren't doing anything that they're supposed to, should be canned. There should definitely be an investigation, and then they should be dismissed if they are found guilty of not doing the job. The city and the state should hire investigators to check these things out. These no-shows have a detrimental effect on the city and state. They spend money and waste it, when it could be put to good use."



Stan Leventhal, musician: "I'm against any hanky-panky in government. I'm for honest politicians who genuinely try to help the people. And especially those who try to help the economy improve. I think it's up to the people to elect politicians who are really going to help them, and not cater to their cronies. And that's what we have to try to strive for. It's in the hands of both the politicians



Rita Siragusa, retired receptionist: "I agree with Mr. Stein's challenge. I think things should be the way he wants to see them. I don't really know exactly how he can accomplish the housecleaning. But I'm all for Andrew Stein, and anything that he's for, I'm for. I've followed him closely, I like him a lot, and I think he can get those people who aren't doing any work and are being paid high salaries, out of their jobs."



and the people."

Wendy Siegel, teacher, New York City Board of Education: "Andrew Stein is entirely right in his challenge, and he's one of the finest we have. Working with the school system, I see a lot of patronage on the school boards — the whole political wheeling and dealing that's going on — and the no-shows are evident in my field. You have people coming into work and they're totally unqualified. The ones who are



James Simmons, sales representative: "From what I've learned, I think this whole matter should be straightened out. Everybody on the payroll should be doing a day's work. The kind of salaries these people are receiving have to be proven first. You first of all must have proof, and put it all down in black and white so that we can evaluate both sides of the picture. If Mr. Stein can come up with the answers and present them to the people the people should then make their decisions and go to those who can correct this situation."



qualified — it doesn't matter — they are the ones who wind up being laid off while the others stay. I hope Mr. Stein goes a bit further and really looks into it."

LETTERS TO THE EDITOR

Stick To CSEA

Editor, The Leader:

Civil Service workers better think twice before they vote another union to represent them statewide. Ballots in the runoff election between the Civil Service Employees Assn. and the other union, the Public Employees Federation, will be mailed Jan. 12. The other union, if in control, will strike and leave the sick in hospitals without care. This is the only way they can be heard. They have ruined New York City with their demands.

The civil service has always acted as the civil servant of the people, as they should. So stick to CSEA and be sure to vote and let's keep those paychecks coming in.

John M. VanDuser
President
CSEA Orange, Ulster and Sullivan Counties Retirees chapter
Middletown

Trusted System

Editor, The Leader:

I am one of the employees who trusted the system, referring to your excellent editorial in your

Dec. 16 edition concerning "Fewer Employees."

It might be of interest to look back on my job as a factory inspector and how it came about. The job notice came to my attention in July 1973. I applied and received notice of my eligibility to take the written test the following October. I took time to travel to Rochester for testing one Saturday morning and then waited several months to learn of the results.

After learning I had passed the test, I then waited until October 1974 before receiving my appointment to the Rochester office. When I gave notice to my employer, this ended my seniority rating at that concern. I then underwent a physical examination as well as a personal interview with my future supervisor. I was placed in training for a period of three months, after which I became a factory inspector on my own.

The time from the initial notice until the time I became a full-fledged Factory Inspector was over a period of 20 months. Two and one-half months after working on my own I received my notice of dismissal due to budget reductions!

I have been receiving unemployment compensation since that time which was almost seven months ago. Because of the continued unemployment in private industry other factory inspectors, as well as myself, do not feel encouraged about future prospects, to put it mildly. Unless the Civil Service Employees Assn. can establish a more stable employment policy in state service, I feel it will become increasingly difficult to obtain qualified employees in the future, since the security of such an appointment is definitely in question. If one received the salary of the Governor for several years, then such a lay-off would not be as severely felt as that of someone with a lower annual salary.

Richard W. Fletcher
Williamson

Police Layoffs

Editor, The Leader:

I would like to express my feelings to the public regarding the issue of the intended layoffs of Westchester County Parkway patrolmen with the eventual dissolution of the Department.

I feel it is a disgrace to the

County of Westchester and Department heads to even conceive of such a terrible inequity. The men in this Department are outstanding in all phases of police work. They have taken pride in their jobs, their appearance and most of all their service to the public. They are always there when you need them and are an asset to the County.

Even though they are a small Department in number, I have come in contact with many people who refer to them as the County's Police Department and they are highly respected. I do not know of one man in this Department who does not take pride in his work. Many of these men had been offered and have turned down other positions with local Police Departments in Westchester, just to become a member of an organization such as the Westchester County Parkway Police. The county will be doing a terrible disservice to the people of Westchester if they just sit back and do nothing.

As you are aware, 29 is the age limit for a patrolman under the Civil Service Law of the State of New York. Some of the men in this Department will be past the age where they can apply for police positions within Westchester or the State of New York, which is wholly unfair. These men cannot collect un-

employment benefits and will have no other alternative but to lose their homes and join the masses on the state welfare rolls.

I strongly feel the county will be the one who will suffer the most because they will never get the kind of men who now make up this small but important Department in Westchester County, who have the ability, respect and admiration of everyone in the County.

Cynthia Parent
Ossining

Attica Grant

Editor, The Leader:

I am writing, perhaps a bit belatedly, to express my approval of the move to contribute \$5,000 of Civil Service Employees Assn. money to help in the defense of the police officer who is now being persecuted by the politicians in Albany for the part that he played under their orders in putting down the vicious communist riot in Attica prison. I hope that if additional officers are also thus persecuted you will likewise come through with help for them in every way possible.

Keith Conrad
Waterloo

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TUESDAY, JANUARY 13, 1976



State Conflict Of Interest

WEST Seneca Developmental Center chapter of the Civil Service Employees Assn., has an internal publication—as do many other of CSEA's chapters—which provides a degree of personal communication for members of the 1,500-member local.

In the latest edition of the West Seneca chapter's "Informer," it is suggested that members write, telegram or phone their congressmen and legislators every time a newspaper carries an article that is harmful to state employees.

What we particularly liked, in their sample letter, is this sentence:

"If Carey wants the legislators to freeze our salaries for 1976-77, then let him also exempt us from increased taxes that we are supposed to pay just as any other New York State citizen."

This raises two thoughts in our mind:

One is the oft-repeated reminder that in this Bicentennial year, state employees are subject to the same taxation as private citizens although the state employees are greatly restricted as far as political involvement is concerned.

Second, though, is what we consider to be a new thought—possibly worthy of a United States Supreme Court decision. In a nation where separation of powers has a moral strength beyond the narrow confines of Executive-Legislative-Judicial in its traditional sense, we ask this question:

Specifically, does the State of New York have the right in its role as Government to tax equally all its citizens, when in its role of Employer it has selected out one group for a wage freeze?

This strikes us as a conflict of interest.

Union Independence

THE letter that New York State's Professional-Scientific-Technical employees received last week from George Meany is an indication of what would be in store for PST employees if they were taken in by opponents of the Civil Service Employees Assn. in the current representation.

Mr. Meany, president of the American Federation of Labor-Congress of Industrial Organizations, already has his hands so full keeping competing AFL-CIO unions in line in their opposing drives for public employees, that he can be forgiven, we suppose, for not even getting the name right in referring to the Civil Service Employees Assn. He left out the "Employees," which is probably the most vital word in the name, and the reason for CSEA standing head and shoulders above the other independent unions that Mr. Meany dismissed with a flick of his hand.

To begin with, the New York State Civil Service Employees Assn. is the largest independent public employees union in the world.

CSEA got that way because it has been uniquely successful. New York State employees have led the way for other civil service organizations in the nation, so it is little wonder that CSEA (or any portion of its members) is a prize much coveted by the AFL-CIO.

The real message inferred in the outside interference of Mr. Meany's letter, though, is that professional-scientific-technical employees, as a separate AFL-CIO union (under the Public Employees Federation heading) would be a tiny cog in the nationwide union. They are a powerful influence within the Civil Service Employees Assn. in New York State.

Don't Repeat This!

(Continued from Page 1)

his State of the State Message last week, Governor Carey painted a bleak picture of prospects for the year, proposing increases in taxes, retrenchment in the quantity and quality of public services, and a freeze on civil service employee salaries.

The focus of attention will now focus on the Legislature, which will have to come to grips with the issues framed by the Governor in order to dispose of them.

Key Roles

The legislative response will be shaped largely by Senate Majority Leader Warren M. Anderson, with an important but typically subdued role played by Senator John Marchi of Staten Island, the chairman of the powerful Senate Finance Committee.

During the past year, and particularly at the prolonged Special Session, Senator Anderson played a key role in working out an accommodation with the Governor, in mutual efforts to save New York City and the City of Yonkers from the specter of bankruptcy. Through his efforts, Senator Anderson clearly emerged as the second most powerful official in the State.

However, Anderson is anything but a yes-man to the Governor. What finally emerged at the Special Session was neither the Governor's program nor Anderson's program, but an amalgam and compromise of their separate views.

Senator Anderson will play an equally significant role in whatever emerges in the course of this legislative session. Since this is an election year, it will probably be more difficult than ever to isolate and agree upon areas of compromise. Politics will overshadow some of Senator Anderson's thinking, just as it inevitably must circumscribe the approaches of the Governor.

Creative Ideas

Since the critical problems facing the Legislature are budgetary in nature, Senator Anderson is in an excellent position to come up with creative ideas. Since he had previously been Chairman of the Senate Finance Committee, Anderson is thoroughly at home with the complexities of the state budget. Indeed, it is conceded that few people in Albany are as familiar with the state budget as Anderson.

In addition, Anderson has supreme confidence in the abilities of Senator Marchi, his successor in the Finance Committee post. While Senator Marchi did not make it as a candidate for Mayor of New York City, he impressed the voters of the City with his intellectual capacity and with his integrity and dedication.

While the Governor will not spell out the details of his fiscal program until Jan. 20, when he is required by the Constitution to submit his proposed budget to the Legislature, it is no secret his proposals involve recommendations for an increase in the sales tax, for extension of the sales tax to services not now subject to the tax, and an increase in the individual income tax. In addition, it is also known that the Governor will recommend reductions in state aid to localities.

Each of these proposals give rise to sensitive political considerations, which will have to be carefully considered by Senator Anderson, who has no desire to

(Continued on Page 10)



CAREY'S PLAN FOR A BALANCED BUDGET



Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

Tenure Permanency

In *Matter of Walter Lippmann v. Thomas Delaney*, 48 A.D. 2d 913 (1975), the court found that a public employee does not have such permanency of tenure that his position must be continued, and further, that a public employer is not bound to observe a provision in a collective bargaining agreement barring reductions in work force. The petitioner in this case worked in the office of the Sheriff of Westchester County as a deputy sheriff, crime laboratory technician. His duties consisted of performing qualitative and quantitative analyses of criminal evidence. Because of budgetary restrictions, however, the Westchester County Board of Legislators decided to eliminate the crime laboratory duties within the Sheriff's Department.

THE BOARD ELIMINATED three of the four laboratory technician positions, retaining only a ballistic expert. Petitioner brought this Article 78 proceeding to compel his reinstatement as a deputy sheriff, crime laboratory technician, or, in the alternative, to compel his reclassification and employment in a position he formerly had held, deputy sheriff, criminal investigator. Supreme Court, Westchester County denied the petition. The Appellate Division then granted petitioner a stay and required Westchester County to continue his employment pending determination of an appeal. Here, the Appellate Division terminated its stay and affirmed the decision of the Supreme Court, denying the petition.

THE CENTRAL issue discussed by the Appellate Division is whether the abolition of petitioner's position was in violation of the collective bargaining agreement entered into by Westchester County and the Civil Service Employees Assn. The court stated, first of all, that an appointing official has the power to abolish a civil service position when acting in good faith, and the motivations of the members of a legislative body were not the proper subject of judicial inquiry, absent evidence of fraud or corruption. The court then questioned whether Westchester County was bound to adhere to a collective bargaining agreement provision that barred reductions in work force. The court declared that provisions of a collective bargaining agreement were binding on a public employer only if they involve terms or conditions of employment. In this regard, the court noted with approval decisions of the Public Employment Relations Board finding that reduction of a work force for economic reasons does not constitute a term or condition of employment. With this support, the court concluded that the subject of reductions in work force was not a term or condition of employment; that it was not the proper subject of a collective bargaining agreement; and therefore, this provision of the collective bargaining agreement barring reduction in force was not binding upon the County.

MOREOVER, the court construed the pertinent provision (Continued on Page 10)

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Father Bilotta, pastor of St. Anthony's Church in Lackawanna, is introduced by Erie Educational Employees chapter president Salvatore Mogavero for the purpose of delivering blessing.



Thirteen school district units of Erie Educational Employees chapter 868 were represented at the holiday function. Salvatore Mogavero, front center, who heads the 1,755-member chapter, poses with presidents of the various units. In first row are, from left: Robert Bainbridge, Maryville; Mr. Mogavero, and Norman Lemke, West Seneca. Second row: Gene Karaszewski, Sloan; Thomas Messina, Eden; Joanne Ripstein, Iroquois; James Burgoyne, Williamsville; Ruth Walker, Lancaster, and state-wide delegate Harold Dobstaff. Top row: Ray Mommertz, Clarence; Steve Krupski, Akron; Dolores Tomcheff, Lackawanna, and Gilbert Lawrence, Cleveland Hill.



Dick Keane, Chairman of the Erie County Legislature, is greeted by Joanne Ripstein, chapter first vice-president. They were among the 580 CSEA members and guests at the chapter dinner-dance at John's Flaming Hearth, Lackawanna.

Erie Educational Employees...

...Have Happy Holiday



Salvatore Mogavero, right, in his role as president of the host chapter as well as chairman of CSEA's County Executive Committee, welcomes leaders from four county chapters. Being greeted are, from left, Erie chapter 815 president Victor Marr, Niagara chapter 832 vice-president Neil Gruppo, Cattaraugus chapter 805 president Jean Freeman and Chautauqua chapter 807 president Donald Maloney.



Erie Educational Employees officers, from left, are financial secretary Ruth Walker, secretary James Burgoyne, second vice-president Cecil Fluker, delegate Harold Dobstaff, first vice-president Joanne Ripstein, president Salvatore Mogavero and treasurer Kaye Smallback.



Among top-level guests at the function were these people at the head table. At left are CSEA assistant executive director Joseph Dolan and his wife, Mary Jane. From right are CSEA executive vice-president William McGowan and his wife, Jeanne; CSEA vice-president and Western Region VI president Robert Lattimer; Region VI third vice-president Ramona Gallagher, and Claudia Mogavero, wife of the Erie Educational Employees chapter president.



This group of guests from Akron School District unit are, from left foreground, Robert Schnitzer, Donald and Joyce Karcher, Felicia Lotz, Eunice Pohl, Gertrude, and Steve Krupski. Mr. Krupski is unit president. Largest delegation, however, was from West Seneca School District unit, which reserved 11 tables.



Ruth Walker, center, of Lancaster, was chairman of committee that arranged the successful event. Committee members, from left, were Mary Jane Messing, Lancaster; Gene Karaszewski, Sloan; Dolores Tomcheff, Lackawanna; Agnes Schnitzer, Akron, and Robert Bainbridge, Maryville.

Madison's Unit Accepts Report By Fact-Finder

WAMPSVILLE—A spokesman for the Civil Service Employees Assn. announced last week that the negotiating team for the Madison County White-Collar unit of CSEA voted to accept recommendations by a Public Employment Relations Board fact-finder in their entirety. According to Roger Kane, CSEA collective bargaining specialist, the recommendations include a two-year agreement, plus the addition of the 10-year longevity step.

"Although we were not happy with the fact-finder's report," Mr. Kane added, "we feel that due to the current fiscal problems in Madison County, this settlement is something that we would recommend to our membership."

If the Madison County Board of Supervisors accepts the two-year agreement, the county and union negotiating teams will meet to finalize the terms and conditions for the new contract.

"If the two-year agreement is rejected by the Board of Supervisors, the next step is to immediately call for a Legislative hearing," Mr. Kane concluded.

DOT Suit

(Continued from Page 1)

right-of-way agents who were laid off were qualified to do the work which the state had contracted out to paid consultants. However, the volume of work being done by the consultants permits the rehiring of only four of the eight, he determined.

The four rehired will receive back pay from the date of their layoff to the present. The back pay will be the difference between what each employee's salary would have been had he remained on the job, and the salary, or unemployment benefits, he actually received during that period.

Mr. Benewitz stated that since only four of the eight qualified employees can be rehired, the eight would be rated according to their qualifications and jobs would be offered to the top four. If any of them do not want the job, it will be offered to the employee with the next-highest qualifications, and so on.

A CSEA spokesman called the arbitrator's award "a significant decision" for the union in that it establishes a precedent for state employees.

"Our lawyers are already looking at additional areas where the same principles might apply," he said. "The decision that the state can't lay off qualified, permanent civil servants while paying consultants to do the same work is a victory for all union members."

CSEA had also tried to help more than 200 employees in the Operational Services Bargaining Unit who were laid off by DOT. However, Mr. Benewitz found that in their case, "The State did not violate the CSEA contract by entering into snow and ice agreements with municipalities and counties." Most of the Operational employees laid off were involved in snow removal jobs, and it was found that the consultants hired by the state to do their work are paid on a per-storm basis.

Motor Vehicles Party



Margaret Dittrich, president of Motor Vehicle chapter 674 of the Civil Service Employees Assn., and toastmaster Alfred Frakes, a former chapter member now in the management/confidential classification, greet crowd gathered for chapter's annual holiday observance last month.



Committee responsible for success of the event at Michael's Restaurant in Latham were, from left, Jean Myers, Muriel Miltrey, Linda Morrison and Gilda Velazquez.



Thomas McDonough, left, former MV chapter president now chairman of CSEA State Executive Committee, hosted this group of dignitaries at head table, left from Mr. McDonough, Mrs. Alfred Frakes, Motor Vehicle Office of Manpower director Allen Fine, Mrs. Bart Scott and Alfred Frakes.

(Leader photos by Brian Triller)



This group of holiday celebrants include, from left, Motor Vehicle chapter first vice-president Jean Book, her husband Charles, James Scripa and his wife Jan. From right are Marge Scanlon, who coordinates the Albany District MV office; Lillian Scripa, Richard Ford, and his wife Millicent (partially hidden).

CSEA, Stein Join Forces To Uncover Gov't Waste

(Continued from Page 1)

filled by persons whose only qualification is their political affiliations; the excessive luxuries for a few at the public's expense; the programs where money is lost through fraud, negligence or oversight.

"The ultimate purpose of the committee is first to show the extent of governmental waste and then to suggest ways of eliminating it. We are in the midst of a continuing fiscal crisis and are caught between an over-taxed population and an under-served public. It is obvious that before essential services are cut, before career government employees are laid off, and before taxes are again incurred, government must be stripped free of those people and programs which do not serve the public good.

"We expect to document tens of millions of dollars in no-shows and other forms of waste. We have the cooperation and support of the more than 300,000 govern-

ment employees statewide represented by CSEA, who work for their pay and who see hundreds of instances of waste every day. With this cooperation, we can be assured of the ultimate success of this joint venture, with the resultant savings to the people of millions of dollars and thousands of jobs in this state."

The joint committee has planned public hearings chaired by Assemblyman Stein in New York City, Albany, Binghamton, Syracuse, Rochester, and Buffalo during January and February.

Heck Exec Meeting

SCHENECTADY—The executive council of the Oswald D. Heck Developmental Center chapter, Civil Service Employees Assn., will meet Wednesday, Jan. 21, at the Center's Building Four, Consaul at Balltown Roads, Schenectady. The meeting will begin at 5:30 p.m., according to chapter corresponding secretary James D. Greenblott.



Among the guests at the affair were Motor Vehicle retiree Mildred Rodriguez and her husband, Frank. In background are Rosemary DeSanta and Linda Miltrey, both employees of the state Health Department.



At head table were, from right, Mrs. Thomas McDonough, Mrs. Allen Fine, Motor Vehicle administrative director Basil Scott and MV chapter president Margaret Dittrich.

Civil Service Law & You

(Continued from Page 6)

of the collective bargaining agreement and concluded that it did not prevent job abolition, but merely established a county policy to relocate a displaced employee in a comparable position if possible, and that such effort was made for petitioner, but no comparable position was found. Two Judges dissented in this 3-2 decision of the Appellate Division and found the collective bargaining agreement

provision on reductions in force to be legal and binding on Westchester County. The dissenting Judges recognized the broad scope of collective bargaining under the Taylor Law and submitted that the matter of saving positions in a governmental reorganization constituted a legitimate subject of bargaining.

**BUY
U. S.
BONDS!**

Don't Repeat This!

(Continued from Page 6)

expose members of his delegation in the Senate to the threat of political reprisal this November. It is not likely that the Senator will make his views public on the state's fiscal problems until after Governor Carey submits his budget.

Once that is done, Senator Anderson will assume leadership in the legislative determination of how to dispose of the Governor's proposals.

Two School Workers Win Court Victories With CSEA Backing

ALBANY—In two separate court actions, the Civil Service Employees Assn. won reinstatement for one school district employee and reversal of a lower court ruling suspending another school worker.

Reinstatement for William Cox, a senior custodian in the City School District of Peekskill, was won in State Supreme Court.

Mr. Cox had been placed on an involuntary leave of absence and was required, under Section 72 of the Civil Service Law, to undergo a medical examination. Subsequently, the superintendent of schools in Peekskill refused to comply with a psychiatrist's recommendation that Mr. Cox be returned to work as soon as practicable, contingent upon regular monthly visits for psychiatric care.

Justice Anthony J. Cerrato, citing a prior case where Section 72 had been held unconstitutional, directed that Mr. Cox be reinstated to his former job, "with full back pay and benefits retroactive to the date upon which he was involuntarily placed upon a leave of absence."

An Appellate Division proceeding involved John Scuderi, a janitor in the City School of Yonkers, who had been suspended. A lower court had ruled that Mr. Scuderi had not acted in a timely way in commencing an action after his formal demand for reinstatement had been denied. The law provides for a four-month statute of limitation.

The union's representative, acting in Mr. Scuderi's behalf,

had made several demands for charges, and, when refused by the City of Yonkers, demanded that he be reinstated to his job. This demand was denied on Oct. 17, 1973. The last day for commencing action for reinstatement was Feb. 17, 1974.

The Appellate Division, however, ruled that CSEA's commencing action on Feb. 19 was timely, since Feb. 17 was a Sunday and Feb. 18 was Washington's Birthday, a national holiday.

The justices said that these circumstances extended the time to commence proceeding to the next business day, Feb. 19, when the proceeding was in fact commenced.

In awarding Mr. Scuderi costs and disbursements to cover the appeals, the justices stated that the lower court erred, and that any delay in making formal demands for reinstatement was not the result of Mr. Scuderi's neglect.

CSEA attorney Arthur H. Grae appeared in behalf of both men.

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Levitt Reports Social Services \$ Distributions

ALBANY—State Comptroller Arthur Levitt announced the distribution of \$98,741,865.46 for January 1976, to 57 Social Service Districts in the state.

These monies represent approximately 97.5 per cent of the federal and state share of the anticipated welfare expenditures for January by the localities, as well as a settlement of claims for the month of October 1975. The federal share amounts to \$65,295,660.22.

In addition, the Comptroller announced the distribution of \$97,077,105.13 in federal monies to the City of New York for anticipated welfare expenditures for the period Jan. 1 to Jan. 15, as well as a settlement of claims for the months of September and October 1975. New York City was previously advanced about \$67 million in state funds for the month of January 1976. A payment of only federal monies will be made to New York City on Jan. 15, for anticipated expenditures for the last half of January. Federal regulation requires semi-monthly payments to New York City.

PICK DIRECTOR

ALBANY — Lou Glasse, of Poughkeepsie, founder of the Dutchess County Office of the Aging in 1973 and director of the organization, has been named by Gov. Hugh L. Carey as head of the State Office of the Aging.

"ONE OF THE YEAR'S 10 BEST!"

—Time Magazine, Cue Magazine, After Dark Magazine, WINS, Mademoiselle Magazine, WPIX-TV



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BURGESS MEREDITH · CHARLES DURNING · RICHARD A. DYSART
Music by DAVID SHIRE Based on the book by MICHAEL M. MOONEY
Screenplay by RICHARD LEVINSKY & WILLIAM LING
Directed by ROBERT WISE
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ON NEW JERSEY
UA CINEMA 46

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—Time Magazine

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—Newsweek Magazine

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JERRY ORBACH
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DIRECTED AND CHOREOGRAPHED BY
BOB FOSSE

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	8.00	9.00		

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—Douglas Watt, Daily News



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Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Tuesday, January 13, 1976

EXAM 35-706
DIR OF PERSONNEL B & C
OPTION A
Test Held Mar. 1, 1975
List Est. Aug. 4, 1975

- Condit Norman I Troy97.9
- Taggart Joseph Elnora95.1
- Fawcett Nathan Delmar91.3
- Degraw William Newburgh90.1
- Hecht Robert Bronx86.7
- Bonacci Noel P Albany86.4
- Guarnieri Paul Elnora85.4
- Brousseau R W Tupper Lk85.4
- Oulton Patricia Brooklyn84.6
- Leicher Jack M Tuntngtn Sta84.1
- Gagliano A J Schenectady83.8
- Costello Joseph Troy83.7
- Wolstegel John Cropseyville83.6
- Canuteson R P S Bethlehem82.6
- Lenhardt Albert Willard82.4
- Prindle Arnold Schenectady80.8
- McQueen Bruce D Schenectady80.2
- Vanhoesen M G Athens79.2
- Donahue Robert Schenectady77.9
- Fagan Lawrence Whitesboro77.6
- Anastasio S A Brooklyn77.5
- Murphy Mabel M Albany77.0
- Film Betty M Albany76.9
- Kearney Joseph Saratoga Spgs76.3
- McQueen Bruce D Schenectady75.1
- Menges Donald P Delmar75.0
- Boland E P Troy74.9
- Curran John P Centerreach73.6
- Hodgson John J Guilderland73.5
- Delamar George Schenectady73.2
- Barber Phyllis Voorheesvil73.1
- Sotherland D W Voorheesvil73.1
- Cohen Mollyo Albany72.8
- Portnoy Jay W Saratoga Spgs72.8
- O'Connor Leonard Poughkeepsie72.8
- Mencucci Daniel Saratoga Spg72.3
- McFerran Joseph Albany71.8

EXAM 35-685
DIR OF PERSONNEL B & C
OPTION A
Test Held Mar. 1, 1975
List Est. Aug. 4, 1975

- Condit Norman I Troy96.9
- Taggart Joseph Elnora94.1
- Calderon Martin Elnora93.6
- Fawcett Nathan Delmar93.3
- Oulton Patricia Brooklyn90.6
- Degraw William Newburgh90.1
- Hecht Robert Bronx87.7
- Costello Joseph Troy84.7
- Wolstegel John Cropseyville84.6
- Canuteson R P S Bethlehem84.6
- Bonacci Noel P Albany84.4
- Gagliano A J Schenectady83.8
- Guarnieri Paul Elnora83.4
- Leicher Jack M Huntngtn Sta83.1
- Boland E P Troy79.9
- Prindle Arnold Schenectady79.8
- Donahue Robert Schenectady78.9
- Barber Phyllis Voorheesvil78.1
- Film eBtry M Albany77.9
- Hodgson John J Guilderland76.5
- Vanhoesen M G Athens76.2
- Lenhardt Albert75.4
- Fowler Arthur W Albany75.2
- Fagan Lawrence Whitesboro74.6
- Mencucci Daniel Saratoga Spg74.3
- Kearney Joseph Saratoga Spg74.3
- Curran John P Centerreach73.6
- Delamar George Schenectady72.2
- McQueen Bruce D Schenectady72.1
- Menges Donald P Delmar72.0
- Cohen Mollyo Albany71.8
- Sotherland D W Voorheesvil71.1
- Portnoy Jay W Saratoga Spgs70.8

EXAM 35-803
SR ATTORNEY REALTY
Test Held June 21, 1975
List Est. Dec. 18, 1975

- Decotis Henry A Watervliet93.8
- Conduzio Arthur Albany92.8
- Michaele Ronald Elnora91.8
- Buss William E Rensselaer91.3
- Vawter Robert J Altamont91.3
- Dalton John K Albany91.0
- MacTiernan W S Schenectady89.2
- Perretta Joseph Ballston Spa87.1
- Casucelli J J Averill Pk85.8
- Mijares Anthony Delmar85.8
- Footo Charles F Kinderhook85.6
- Cantore Anthony Albany85.5
- Heller Douglas New City85.1
- Volk Helen D Albany83.8
- Munves Russell NYC83.7
- Dorfman Barry R NYC82.2
- Rowley Martin K Albany80.8
- Hmiel F J Albany80.6
- Goodman Martin Loudonville80.6
- Goldberg Paul A Somerset80.3
- Kelly Robert Amsterdam79.4
- Goldsmith W D Hewlett77.9
- Depasquale L Schenectady76.7
- Fink Arnold Richmond HI76.1
- Einzigler R S Bronx73.7
- Curtis George N Schenectady73.5
- Bandel Ralph W Albany73.3
- Balanis John P Albany73.2
- Muchnicki A L Yonkers73.0
- Shea John E Albany73.0
- Yanni Charles J Loudonville72.5
- Wannick Anthony Island Pk70.8

EXAM 35-703
SR YOUTH DIV CNLSR
Test Held May 31, 1975
List Est. Dec. 4, 1975
(Continued from Last Week)

- Jablonski T F Fonda84.0
- arnett oJhn A Plattsburgh84.0
- Simmons B A RedE Hook83.5
- Heenan Walter E Warsaw83.4
- Howard Ernest Brooklyn83.3
- Honig Harvey Albertson83.0
- O'Bryan Walter R Warwick82.9
- Honig Sylvia Nassau82.9
- Alia Jones Myrlene M Roihester82.8
- Hacker NaNhan R Liverpool82.6
- Benton Louis C Buffalo82.4
- Defrancesco J NYC82.1
- Lomax Martha J Teaneck81.4
- White Lawrence Syracuse81.2
- Stewart Willie Warwick80.9
- Grosseliffing N White Plains80.6
- Connell John J Greenville80.2
- Lacey Durwood B Perry80.2
- Mosses Beatrice Menands79.9
- Morett Joan A Hudson79.8
- LaColla Peter R Yonkers79.4
- NaNvasaitis S Brooklyn79.2
- Klein Jeffrey A UYC78.9
- Mack Lee A Newburgh78.1
- Fischer A Forest Hills78.1
- Foberts Juanita Ossining77.8
- Riccio Thomas R Albany77.7

DIR AGENCY MNPWR MNGT D E
OPTION B

- Pratt Amelia R Bronx88.8
- Pillsworth T G Loudonville87.3
- Gutowski James Schenectady85.4
- Greenberg G V Brooklyn80.1
- Schneider R P Old Chatham80.1
- Demarco Allen C Ballston Lk77.9
- Kolapakka B J Delmar77.7
- Mace Dorothy E Albany77.4
- Bowie David W Albany76.9
- Sucato David J Lagrangevil74.8
- Gordon E M Saratoga Spgs74.6
- Hogan Thomas F Albany74.0
- Kershaw Leonard Delmar72.8
- Reynolds Karl D Ballston Lk71.6

DIR OF PERSONNEL B & C
OPTION B

- Pratt Amelia R Bronx88.8
- Pillsworth T G Loudonville87.3
- Kenosian Martin Newtonville83.8
- Gutowski James Schenectady83.4
- Greenberg G V Brooklyn80.1
- Schneider R P Old Chatham80.1
- Demarco Allen C Ballston Lk77.9
- Kolapakka B J Delmar77.7
- Mace Dorothy E Albany77.4
- Bowie David W Albany76.9
- Sucato David J Lagrangevil74.8
- Gordon E M Saratoga Spg74.6

DIR OF PERSONNEL B & C
OPTION B

- Pillsworth T G Loudonville89.3
- Pratt Amelia R Bronx88.8
- Gutowski James Schenectady88.4
- Schneider R P Old Chatham81.1
- Kolapakka B J Delmar79.7
- Kershaw Leonard Delmar78.8
- Greenberg G V Brooklyn78.1
- Sucato David J Lagrangevil77.8
- Mace Dorothy E Albany76.4
- Kenosian Martin Newtonville75.8
- Demarco Allen C Ballston Lk74.9
- Gordon E M Saratoga Spgs73.6
- Hogan Thomas F Albany73.0
- Bowie David W Albany71.9
- Reynolds Karl D Ballston Lk71.6
- Humphrey Helen Delmar70.7

EXAM 35-731
SR STATE ACCOUNTS AUDITOR
OPTION A
Test Held May 3, 1975
List Est. July 30, 1975

- Tischler B D Albany95.1
- Donnelly Dennis Cohoes94.3
- Organ Paul J Schenectady94.3
- Biderman A Brooklyn92.2
- Weiss Joseph M Brooklyn90.3
- Wolfson Miriam Brooklyn90.2
- Dufresne M W Amsterdam87.8
- Francis Craig C Bayside87.2
- Lederman Harold Brooklyn84.3
- Hardiman P F Richmond HI84.3
- Wrobel Michael Buffalo84.3
- Bennett Tracy S Mayville83.2
- Cheser Linda Brooklyn83.2
- Safaras Alex W Latham82.9
- Frank Allen L Flushing82.3
- Hegt Ronald B Rego Pk82.3
- Chodorov M Bellmore82.1
- Rice David E Burnt Hills81.3
- Schuh Philip A Brooklyn81.3
- Butler Robert E Guilderland80.4
- Buchanan Thomas Bronx80.3
- Marco Larry Brooklyn80.3
- Griffin Robert Middle Vill80.3
- Borg Jerry J Queens79.5
- Tisser Alan H Bronx79.4
- Falk Anita R Forest Hills79.3
- Dimola Nicholas Lynbrook79.3
- Polirino Arthur Elnora79.3
- None78.2
- Weicher Mark J Brooklyn78.2
- Spinelli Paul J Brooklyn77.6
- Uzzi Ralph A Brooklyn77.5
- Gimberlein John Brooklyn77.2
- Cataldi Givlio Yonkers75.5
- Vanderwerken J Schenectady75.3
- Pisani Ronald A Albany75.2
- Mathews Thomas Williston Pk75.1
- Henry Gail M Guilderland74.2
- Carbonelli A W Massapequa74.2
- Greenberg Mark Flushing73.8
- Andrews Richard Amsterdam73.6
- Greenberg G V Bayside73.5
- Trypac Thomas Bayside73.3
- Nichols George Brooklyn72.5
- Okunevich L M Bronx72.4
- Austin Robert C Lindenhurst72.3
- Smith Arthur F Schenectady71.9
- Sturm Richard K Albany71.5
- Nuara Frank T Island Pk71.4
- Kriegel Howard Plainview71.4
- Albino Michael Latham71.3
- Dellalalla J J Brooklyn70.6
- Tessarzik S K Albany70.2

EXAM 34-745
SR CLERK
Test Held May 3, 1975
List Est. Sept. 2, 1975
(Cont. from Previous Edition)

- Murphy Theresa Farmingdale82.4
- Plaisted Linda Rochester82.3
- Oksa Patri S Mechanicvil82.3
- Bullock P W Latham82.3
- Dutka Joyce C Brooklyn82.3
- Bennisten S L Bladfield82.3
- Dow Thomas I Shoreham82.3
- Markel Marie M Brockport82.3
- Sager Beatrice Albany82.3
- Hacker Jean C E Greenbush82.3

EXAM 34-745
SR CLERK
Test Held May 3, 1975
List Est. Sept. 2, 1975
(Cont. from Previous Edition)

- Murphy Theresa Farmingdale82.4
- Plaisted Linda Rochester82.3
- Oksa Patri S Mechanicvil82.3
- Bullock P W Latham82.3
- Dutka Joyce C Brooklyn82.3
- Bennisten S L Bladfield82.3
- Dow Thomas I Shoreham82.3
- Markel Marie M Brockport82.3
- Sager Beatrice Albany82.3
- Hacker Jean C E Greenbush82.3

EXAM 34-892
SR OFFICE MACHINE OPR
Test Held Apr. 12, 1975
List Est. Aug. 5, 1975

- Duford Daniel M Waterford90.4
- Didomenico A Albany89.8
- Grugan Dean F Albany88.2
- Cushing Flora R St Johnsvil87.5
- Reynold L A Selden85.3
- Guest David A Schenectady85.2
- Voght Darlene D Clinton Cors84.0
- Lupe Thomas Albany83.7
- Hettich P A Lynbrook82.0
- Dimmer William Albany81.0
- Hull Barbara J Troy80.9
- Pearall R A Albany80.7
- Thompson Drew C Amsterdam79.4
- Newberry Robert Albany78.3
- Cicchinielli L Waterford78.2
- Henningson E E Troy77.7
- None77.2
- Zaloga Martin F Albany77.2
- Hughes Laura L Cortland77.1
- Hauenstein John Troy76.9
- Baird Sharon L Poughkeepsie75.4
- Netzer Francis Troy74.4
- Willey Ivan A Schenectady72.9
- Scanlon William Albany72.4
- Whitney Jean M Watervliet72.3
- Thompson George Albany72.2
- McLaughlin P A Albany71.5
- Fiaschetti M Troy71.0
- Green John P Cohoes70.3

EXAM 35-825
SR COMP CLAIMS CLERK
Test Held June 21, 1975
List Est. Aug. 11, 1975

- Pelkey Diane M Syracuse82.1
- Wheeler Janice Buffalo81.6
- Thompson Sharon Syracuse81.3
- Matthews M A Watervliet80.9
- Canty Paula R NYC80.7
- Belinfante A Bronx79.0
- Cox Sandra B Syracuse77.7
- Schweid Rose Bayside76.8
- Woodburn M H Brooklyn76.4
- Murray Miriam W Syracuse76.3
- Sutter K B N Tonawanda76.2
- Thompson B E Bronx75.9
- Perrotta J V Buffalo75.5
- Hunter Berniece NYC75.4
- None74.6
- Prior Rosemarie Syracuse74.6
- Griffo Sandra L Buffalo74.2
- Fleming Barbara Jamaica73.9
- Fitzroy Justin Brooklyn73.6
- Folks Vivian W NYC73.6
- Allen Adele V NYC73.5
- Holmes Barry NYC73.5
- Smith Dwayne NYC73.4
- Labarbera F Brooklyn73.4
- Simms James M NYC73.3
- Theodore Brady Brooklyn72.3
- Higgins Grace P Rensselaer72.3
- Jackson Ida E Bronx71.4
- Moag Susan D Rochester71.0
- Riccobono T G L I City70.6

EXAM 35-804
ASSOC ATTORNEY REALTY
Test Held June 21, 1975
List Est. Dec. 17, 1975

- Posner Albert Albany93.8
- Sternberg Henry Slingerlands93.4
- Meislisch Harry Albany90.4
- Mertik Irving Albany90.0
- Siegel Martin J Albany89.5
- Vanburnen Peter Loudonville89.1
- Rosenberg I H Albany88.7

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- Thompson B E Bronx75.9
- Perrotta J V Buffalo75.5
- Hunter Berniece NYC75.4
- None74.6
- Prior Rosemarie Syracuse74.6
- Griffo Sandra L Buffalo74.2
- Fleming Barbara Jamaica73.9
- Fitzroy Justin Brooklyn73.6
- Folks Vivian W NYC73.6
- Allen Adele V NYC73.5
- Holmes Barry NYC73.5
- Smith Dwayne NYC73.4
- Labarbera F Brooklyn73.4
- Simms James M NYC73.3
- Theodore Brady Brooklyn72.3
- Higgins Grace P Rensselaer72.3
- Jackson Ida E Bronx71.4
- Moag Susan D Rochester71.0
- Riccobono T G L I City70.6

A Boost Of 8% In Southampton

SOUTHAMPTON — A one-year contract providing an 8 percent wage boost plus step for the 150 Southampton employees has been approved by the town's Civil Service Employees Assn. unit.

CSEA negotiators included unit president Dave Ward, Barry Cain, Rick Vandekieft and union field representative Irwin M. Scharfeld, according to Suffolk County chapter president James Corbin.

NYC Board Meet

MANHATTAN—The executive board of the New York City chapter, Civil Service Employees Assn., will meet Wednesday, Jan. 14, at Miller's Restaurant, 233 Broadway near City Hall, Manhattan. Chapter president Solomon Bendet said the meeting will begin at 5:15 p.m.

LEGAL NOTICE

COVE COMMUNICATOR ASSOCIATES—Substance of Certificate of Limited Partnership filed in the office of the County Clerk of the County of New York on December 3, 1975. The name and principal office of the partnership is Cove Communicator Associates, c/o Mount Shipping Incorporated, 88 Pine Street, New York, New York 10005. Its business is to engage in the ownership and operation of ocean-going vessels and other activities relating to the shipping business. The term for which the partnership is to exist is from November 13, 1975 to November 12, 1976 and thereafter from year to year, unless sooner terminated pursuant to the terms of the Partnership Agreement. The names and residences of the General Partner and the Limited Partners, their cash contribution and the share of profit and income of each Limited Partner as follows:
Warren B. Pack, 870 United Nations Plaza, New York, New York
General Cash \$300.00 10%
Herzman Berke, 400 East 45th Street, New York, New York
Limited Cash \$1,350.00 45%
Samuel Kahn, 71 Muriel Avenue, Lawrence, New York
Limited Cash \$1,350.00 45%
No Limited Partner has agreed to make any additional contributions. The value of the contribution of each Limited Partner may be returned to him in whole or in part, as provided in the Partnership Agreement and shall be returned pro rata upon dissolution.

EXAM 35-825
SR COMP CLAIMS CLERK
Test Held June 21, 1975
List Est. Aug. 11, 1975

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- Woodburn M H Brooklyn76.4
- Murray Miriam W Syracuse76.3
- Sutter K B N Tonawanda76.2
- Thompson B E Bronx75.9
- Perrotta J V Buffalo75.5
- Hunter Berniece NYC75.4
- None74.6
- Prior Rosemarie Syracuse74.6
- Griffo Sandra L Buffalo74.2
- Fleming Barbara Jamaica73.9
- Fitzroy Justin Brooklyn73.6
- Folks Vivian W NYC73.6
- Allen Adele V NYC73.5
- Holmes Barry NYC73.5
- Smith Dwayne NYC73.4
- Labarbera F Brooklyn73.4
- Simms James M NYC73.3
- Theodore Brady Brooklyn72.3
- Higgins Grace P Rensselaer72.3
- Jackson Ida E Bronx71.4
- Moag Susan D Rochester71.0
- Riccobono T G L I City70.6

EXAM 35-804
ASSOC ATTORNEY REALTY
Test Held June 21, 1975
List Est. Dec. 17, 1975

- Posner Albert Albany93.8
- Sternberg Henry Slingerlands93.4
- Meislisch Harry Albany90.4
- Mertik Irving Albany90.0
- Siegel Martin J Albany89.5
- Vanburnen Peter Loudonville89.1
- Rosenberg I H Albany88.7

EXAM 35-703
SR YOUTH DIV CNLSR
Test Held May 31, 1975
List Est. Dec. 4, 1975
(Continued from Last Week)

- Jablonski T F Fonda84.0
- arnett oJhn A Plattsburgh84.0
- Simmons B A RedE Hook83.5
- Heenan Walter E Warsaw83.4
- Howard Ernest Brooklyn83.3
- Honig Harvey Albertson83.0
- O'Bryan Walter R Warwick82.9
- Honig Sylvia Nassau82.9
- Alia Jones Myrlene M Roihester82.8
- Hacker NaNhan R Liverpool82.6
- Benton Louis C Buffalo82.4
- Defrancesco J NYC82.1
- Lomax Martha J Teaneck81.4
- White Lawrence Syracuse81.2
- Stewart Willie Warwick80.9
- Grosseliffing N White Plains80.6
- Connell John J Greenville80.2
- Lacey Durwood B Perry80.2
- Mosses Beatrice Menands79.9
- Morett Joan A Hudson79.8
- LaColla Peter R Yonkers79.4
- NaNvasaitis S Brooklyn79.2
- Klein Jeffrey A UYC78.9
- Mack Lee A Newburgh78.1
- Fischer A Forest Hills78.1
- Foberts Juanita Ossining77.8
- Riccio Thomas R Albany77.7

EXAM 34-745
SR CLERK
Test Held May 3, 1975
List Est. Sept. 2, 1975
(Cont. from Previous Edition)

- Murphy Theresa Farmingdale82.4
- Plaisted Linda Rochester82.3
- Oksa Patri S Mechanicvil82.3
- Bullock P W Latham82.3
- Dutka Joyce C Brooklyn82.3
- Bennisten S L Bladfield82.3
- Dow Thomas I Shoreham82.3
- Markel Marie M Brockport82.3
- Sager Beatrice Albany82.3
- Hacker Jean C E Greenbush82.3

Audio-Visual Techs, Secretaries, Clerks Needed By Nassau

MINEOLA—Audio-visual technicians, secretaries and assistant county clerks are currently being recruited by the Nassau County Civil Service Commission for positions in county offices. Starting salaries range from \$7,558 to \$13,001.

Filing for all posts will close Jan. 14, with examinations to be held on Feb. 7. Filing is only open to Nassau County residents.

High school graduates with a year's experience in the repair of radio, television or projection equipment may apply for audio-visual technician, exam 62-582. Supervising audio-visual technician, exam 62-602, is open to high school graduates with two years of technical school involving the operation of projection, sound and video equipment. Candidates must also have four years' audio-visual experience.

For secretary to drug abuse coordinator, exam 62-638, applicants must be high school graduates with three years' experience as a secretary to an admin-

istrative chief in industry or a public agency. Secretary to superintendent of environmental control, exam 62-635, is open to individuals with four years of stenographic and secretarial work.

High school graduates with four years' experience in a New York State Motor Vehicle Bureau, may apply for assistant to deputy county clerk, exam 62-621. One year's experience must have been in a supervisory or administrative capacity.

For detailed information and application, candidates should contact the Nassau County Civil Service Commission, 140 Old Country Road, Mineola, N.Y. 11501.

Three Copiague School Units Approve Fact-Finder Report

COPIAGUE—Three different Civil Service Employees Assn. units representing non-teaching employees of the Copiague Public School District have accepted a fact-finder's report on their new contracts and now are awaiting acceptance of those reports by the school board.

The clerical, custodial, and supervisory-custodial units of CSEA, with a total membership of approximately 80 workers, each accepted separate fact-finding reports "by very close votes," according to CSEA field representative John Cuneo, who acted as chief negotiator for the units.

The recommendations of Public Employment Relations Board fact-finder Nathan Cohen called for two-year contracts, retroactive to July 1, 1975, for all three groups of employees. The three units had been negotiating since March 1975.

The custodians in the district, assuming the school board accepts the fact-finder's report, will receive a 7½ percent raise, plus increments, the first year of the pact, and will begin reopener talks on their second-year raise this March. Clerical employees will receive an 8 percent raise, plus increments, with the same provision for reopener talks in the second year. The supervisory-custodial group, all

of whom are at the top of their scale, will receive an 8½ percent raise the first year, and will also have reopener talks in March to determine their second-year raise.

Mr. Cuneo said that the most important improvement in the new contracts is that all three units received a new longevity-payment schedule. Non-teachers will receive \$150 after 12 years, \$250 after 15 years, \$400 after 20 years and \$600 after 25 years.

"This was very important to us because Copiague School District has so many senior employees," Mr. Cuneo said. "They've put in many years here and they really deserve the longevity increases."

The custodians and custodian-supervisors will receive an increase in life insurance coverage from \$2,000 to \$4,000 per employee. The clerical workers will also receive a \$4,000 life insurance policy; previously, they had none.

In addition, the custodians were given an increase to 20 days

vacation after 12 years on the job.

Clerical workers received two extra holidays in the first year of their contract.

Mr. Cuneo expressed the hope that the school board would ratify the three pacts, despite reservations about them held by some of the union members. "I know we didn't get everything we wanted in these contracts, but they certainly represent a step in the right direction," he said.

The president of the clerical employee CSEA unit is Vicki Rago. The custodians' president is Mike Curtin, and the supervisory-custodians' president is Mike Rubino. Mr. Cuneo had high praise for Mr. Rubino, Mr. Curtin and Ms. Rago and all three bargaining teams for the CSEA units.

"They put in a lot of long hours since negotiations began last March, and they deserve the credit for the improvements in the contracts," he said.

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Nassau To Give Five Courses In Management

CARLE PLACE—The Nassau County Vocational Education and Extension Board is offering several modular courses for individuals who have either been promoted recently to supervisory posts or who have been serving in an administrative management job.

The courses include The Manager's Job; Business Management; Personnel Management; Supervision, and Oral and Written Communications. The courses will be offered on different evenings from 6:30 to 9:30 p.m. and each 12-hour course is four weeks in duration. The tuition is \$50 per course or \$200 for the block of five courses.

Information and registration forms are available from VEEB, 200 Stonehenge Lane, Carle Place, N.Y. 11514. The telephone number is (516) 535-4778.

Southold Unit Wins 8% Hike

SOUTHOLD — Under the terms of a reopener provision in the two-year contract between the Town of Southold and the town's Civil Service Employees Assn. unit, employees there will receive a wage increase of 40 cents an hour, or about 8 percent, according to Suffolk County CSEA chapter president James Corbin.

The increase was effective Jan. 1 and the two-year contract will expire Dec. 31. The reopener negotiations concerned only wages.

Negotiating committee members included unit president Arthur Ruroade, Edward Hinderman, John Goodwin, Paul Gratton and CSEA field representative Irwin M. Scharfeld. About 60 workers are affected, Mr. Corbin said.

Rensselaer Seeking Tax Service Aides

TROY—Real property tax services aides at Grade 12 are currently being sought by the Rensselaer County Civil Service Commission for posts in the county's Bureau of Property Tax Service. Starting salary will range between \$9,131 and \$9,388 a year.

Filing for the open-competitive exam, which is open only to Rensselaer County residents, will close Jan. 28, with a written exam scheduled for Feb. 28. For complete details and applications, candidates should contact the Rensselaer County Civil Service Commission, Court House, Troy, N. Y.

Jewish State Workers Meet

MANHATTAN — The Jewish State Employees Assn. will hold a meeting Wednesday, Jan. 28, at 5:30 p.m. in Room 5890 of Two World Trade Center, Manhattan.

Rose Feuerman, JSEA president, will induct new members at the meeting and a film, "Yom Kippur War," will be screened. All state employees of the Jewish faith are invited to attend the meeting.

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Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Principal Actuary (Casualty)	\$22,694	20-417
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Varitype Operator	\$ 6,811	20-307

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

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Craig Developmental Center Chapter Members Have A Ball



At Craig Developmental Center chapter 405 dance recently, this table of Civil Service Employees Assn. members shared a good-humored moment. From left are executive council member Nick Rizzo, retiree Edna Carney, treasurer Evelyn Brown, president Charles Peritore, retiree Frank Lopez, retiree Lucille Mackey, corresponding secretary Joan Buchman and Mental Hygiene Employees Assn. delegate Eileen Cole.



Among the high-powered guests at the Craig social event, from left, are chapter first vice-president Dan Donovan, chapter president and CSEA director Charles Peritore, CSEA executive vice-president William McGowan, CSEA State Executive Committee chairman Thomas McDonough and CSEA vice-president and Western Region VI president Robert Lattimer. Craig Developmental Center, located in Sonyea, employs nearly 1,300 CSEA members.

Erie's Units Pose Suggestions In Battle To Prevent Layoffs

BUFFALO—Suggestions ranging from shutting down a penitentiary farm to using the backs of obsolete forms for notes have been offered as cost-cutting measures to Erie County government officials by the county's 5,400-member Civil Service Employees Assn. chapter.

The suggestions, compiled by CSEA in an effort to fend off threatened layoffs, were projected to save the county taxpayers millions of dollars, said Victor E. Marr, chapter president.

"We feel no one should be laid off; it's counter-productive," a union spokesman said about the cost cutting suggestions. "The budget people may not bother with \$5,000 here or \$10,000 there, but to us, that represents a job," he added.

In the formal presentation of the suggestions, no estimate of savings was given, but some CSEA officials feel the measures might cut about \$5 million from the county's budget.

The suggestions by the public employees union, believed a first in the state, came in the wake of a call for a 10 percent reduction in expenditures by County Executive Edward V. Regan.

Perhaps "several hundred" county employees might feel the effect of the reductions, adding to the number of persons receiving welfare benefits, food stamps and unemployment benefits, the CSEA spokesman said.

Mr. Marr told Mr. Regan in submitting the suggestions it was the first step in what he hoped was a continuing dialogue between employer and employee "to eliminate waste." Mr. Regan said he planned to submit the proposals to his department

heads for review, with particular emphasis in the social service department, where stricter economy measures were recommended by the CSEA.

"I will formally encourage the interchange between department heads and employees," Mr. Regan said.

The 16-page packet of proposals was gathered from presidents of the chapter's units, Mr. Marr said, adding he planned to seek further suggestions from employees in a chapter newsletter. He also recommended reviving the idea of suggestion boxes in county offices to encourage employees to submit cost-cutting ideas to their employers.

A union spokesman said most of the proposals submitted to Mr. Regan involve increasing productivity through more efficient scheduling of personnel and greater use of "in-house" capabilities. Some departments, he said, have contracted out work that could have been performed by other departments at one-tenth the cost, while in other cases county vehicles reserved for administrators remain parked all day while employees use their own cars on county duties and submit mileage vouchers of more than \$100.

Specific suggestions included:

- Shutting down the farm at

the county correctional facility, at an estimated savings of \$162,728.

- Rotating library closings to eliminate \$669,728 for unnecessary part-time employees.

- Levying an amusement tax on non-football events at county-owned Rich Stadium.

- Creating a four-day week of 10 hours for some divisions to cut down on overtime and improve efficiency.

- Imposing fees for restaurant permits and water-line inspections and increasing fees for checking home septic systems.

- Removing surplus telephones.

- Taking away county cars from department heads who use them only to drive to and from work.

- Tightening welfare administration to save \$2 million.

Roswell Park Experienced Busy 1975

BUFFALO — In the year just ended, Roswell Park Memorial Institute, the state's cancer research and treatment center here, received 201 grants totaling \$15,019,865 to fund studies ranging from investigations of the disease at the cellular level to new methods of treatment.

The Institute's 329-bed hospital admitted 6,369 patients during 1975 for treatment of various types of cancer. There were also 59,461 outpatient visits to the Institute.

A cervical cancer screening program, funded by the National Cancer Institute's assistance program and focussing on providing "Pap" tests for high-risk women in the state, screened about 20,000 individuals during the year, the State Department of Health reported. When a three-year program ends in June 1977, the Institute will have screened in the neighborhood of 110,000 women.

Pass your copy of
The Leader
on to a non-member.

Mahopac District's Unit Contract Holds A 12.8% Hike, Variety Of Fringes

MAHOPAC—The Mahopac Central School District unit of the Civil Service Employees Assn. has won a contract after nine months of negotiating.

The approximately 75 workers in the unit won an average 12.8 percent raise in the one-year contract retroactive to July 1, 1975.

Cafeteria workers get a minimum 9 percent raise while clerical staff got a minimum \$750 hike. Ten incremental steps for the clerical workers were reduced to three, and cafeteria workers' incremental steps went from five to two. The cost to the district was approximately \$50,000, according to CSEA field representative Lawrence Scanlon.

Unit president Mary Ellen Tulper noted, "I am quite pleased with the total contract. The bargaining team didn't panic when July 1 passed and were still without a contract. They stuck it out and waited until we had a package they thought was fair and equitable to all the members of the unit."

In the area of fringe benefits, the new contract guarantees cafeteria workers will be paid for 180 days a year, up one day from the last contract. Also, all employees will receive 13 paid holidays, an increase for 10-month and 11-month clerical workers. Longevity payments will be made on each employee's anniversary date, rather than at the end of the year in which it is due.

Emergency Pay

Vacation credits will also accrue on the individual's anniversary date.

The contract also provides that when school is dismissed early due to an emergency, anyone working beyond the dismissal time will be paid double-time. Ten-month employees got an additional two days of paid leave, bringing their total to 14 days. Other employees in the unit stay at 15 days of paid leave under the new pact.

The "special sick leave" provision in the contract gives an employee up to 30 days of sick leave

Shift Meeting

ROCHESTER—The site of the meeting of Western Region VI, Civil Service Employees Assn., on Jan. 23-24 has been shifted to the Sheraton-Gate House Motor Inn, 4831 W. Henrietta Rd., Rochester. The New York State Thruway Exit is Exit 46.

if he uses up all his accrued sick time. The district previously required 20 years' experience or 50 years of age, to be eligible for this benefit. The new requirements are 15 years' experience or 40 years of age. The union members will now be paid for half of their unused sick leave upon death or retirement, if they have more than 10 years' experience; and for 25 percent of their unused sick leave if they have less than 10 years' experience. This is a new section of the contract.

Promo Preference

The promotions procedure was changed to ensure that preference must be given to the most senior employee who meets Civil Service qualifications. Seniority shall also be the deciding factor in transfer proceedings, under the new contract. In another clause, non-competitive and labor-class employees are guaranteed the same rights as competitive employees regarding layoff and recall-procedures. Also, labor-class workers were given tenure after six months employment.

The uniform allowance went from \$25 to \$35, and mileage jumped from 12 cents to 15 cents a mile and part-time clerical employees will receive pro-rated benefits under the new CSEA contract. Finally, time worked after 190 days will be guaranteed overtime.

The contract also calls for binding arbitration on all contract grievances.

Additionally, any employee called upon to do out-of-title work will be paid at the higher rate from the first day of such work.

"All credit goes to the Mahopac CSEA negotiating team for this contract," Mr. Scanlon said. "They made all the right decisions through many months of negotiating."

Ms. Tulper pointed out that a fact-finder was called in, but his services were never required. "The mediator went in and spoke to the board of education for an hour and a half, and he must have convinced them that the employees were in the right," she said. "We settled the contract shortly after that."

STATE PROFESSIONAL EMPLOYEES:

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Psychiatrist Alleged Overtime Abuses Added To PST Demands

CENTRAL ISLIP—A demand for the correction of alleged overtime and compensation abuses suffered by psychiatrists in state facilities has been added to the list of employee demands that the Civil Service Employees Assn.'s Professional, Scientific and Technical Unit bargaining team will present to the state.

The union is using data supplied by Central Islip Psychiatric Center psychiatrist Leslie R. Eber, who alleged "unfair and possibly illegal" exploitation of psychiatrists around the state.

Dr. Eber submitted his data to CSEA in a five-page analysis including duty schedule and time and accrual record displays. Dr. Eber made his study on behalf of 35 psychiatrists at Central Islip

and psychiatrists at psychiatric centers across New York State. According to Dr. Eber, time and accrual records indicate that all professionals in psychiatric centers are supposed to work 35 hours a week. This standard is applied to doctors, unit chiefs and some psychiatrists in state hospitals. However, he said, duty schedules show that ward psychiatrists I and II's have to perform night duties twice a month. That means, he claims, that they perform 24-hours of uninterrupted work twice a month.

Ward psychiatrists work "seven hours—plus an hour for lunch—from 8:30 a.m. to 4:30 p.m. every day as well as two night shifts each month from 4:30 p.m. to 8:30 a.m. the next morning. That cycle can occur on weekdays, weekends, or holidays as assigned," Dr. Eber noted.

"We work 16 hours overtime on duty days twice a month. Prorated to a weekly basis that increases our weekly working hours to 42, the highest for any New York State employee," said Dr. Eber.

Workers in other categories occasionally work as much as 42 hours per week but they are paid overtime and/or holiday differentials, he claimed. Dr. Eber further stated that in the state hospitals, ward workers, nurses, psychiatric aides and others receive overtime payments and night and holiday differentials if they do such work. Psychiatrists I and II do not.

"If night duty comes after a full day's shift work, we are entitled to be off the next day's shift. That means that for the 16-hour double night shift over-

time, we receive only seven hours off. For the remaining nine hours we do not receive any compensation. In addition, psychiatrist II's do all the hospital administrative duties during all nights and on all weekends and holidays as unit chiefs, the regular administrators, are off during those periods of time," Dr. Eber said.

"We want just and fair compensation for the work we perform above the basic 35-hour week. We want the state to give us overtime pay, night differentials, holiday and possibly weekend differentials for the two 16-hour night shifts we perform each month. We do not object to the present working conditions if the compensation for the work we perform is adequate and equitable," Dr. Eber added.

Paul Burch, CSEA collective bargaining specialist and coordinator for the CSEA PS&T bargaining team, observed: "Dr. Eber's excellent documentation and analysis will be a great help when we bring this demand before the state."

Danny Donahue, president of the Central Islip CSEA chapter commented, "We are extremely pleased that more doctors are participating in the union's activities. We are setting up a special liaison with the doctors at Central Islip to insure future participation and to better serve their needs. Medical people are an important part of the CSEA membership and a key to our united front of employees from professional ranks and wards against the anti-state employee tactics of the present administration in Albany."

East Hampton Unit Pact Holds 34-Cent Increase

EAST HAMPTON—Following negotiations termed "the hardest to resolve in eastern Suffolk County in more than five years," the East Hampton Town Board approved a wage reopener contract provision boost with the town Civil Service Employees Assn. unit calling for a 24-cent-per-hour raise retroactive to Jan. 1 and an additional 10-cent-per-hour hike effective July 1.

About 80 employees are affected, according to Suffolk County CSEA chapter president James Corbin. The author of the description of the negotiations, CSEA field representative Irwin M. Scharfeld, said the Town Board was "playing politics with our members' salaries and tried

to take back an offer made to CSEA by the Town Board's negotiating committee."

The union refused to renegotiate the final settlement, Mr. Scharfeld said, "And the Board finally acted in good faith and approved the new salary settlement."

The unit's negotiating committee was headed by president Ronald Brubaker. Members were Lester Ross, Stanley Steckowski, Joseph DeCristofaro, Charles Smith and Preston Anderson.

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WILDER NAMED

ALBANY — Elmon Wilder, a Buffalo attorney, has been named a special assistant to the New York State Civil Service Commission by Commission President Victor S. Bahou. Mr. Wilder's responsibilities in the post will include researching and preparing appeals concerning job classifications and salary levels of state positions.

BUY U.S. BONDS I

Custodians, Firefighters, Stenos & Typists Sought By Westchester County

WHITE PLAINS — Secretaries, typists, custodians, and firefighters are currently being recruited for open-competitive posts by the Westchester County Personnel Office. Filing for the \$10,275 to \$15,135 a year jobs will close Jan. 14 with tests scheduled for Feb. 7.

For secretary I, candidates must be high school graduates with either two years of business or secretarial courses, or three years' stenographic or clerical experience. Secretary II is open to applicants with six years' experience or two years of business and secretarial courses and four years' experience.

To qualify for secretary-stenographer, candidates must be high school graduates with either five years' experience or two years of college and three years' experience.

Two years' experience in building and cleaning maintenance or one year's experience plus a year of carpentry, painting, electrical work, plumbing or heating experience, will qualify candidates for senior custodian. There are currently several vacancies in Westchester school districts.

For head custodian, applicants must have three years' building and cleaning maintenance experience or one year's experience plus two years' of electrical, carpentry or painting experience.

Principal typist with Westchester school districts is open to high school graduates with five years' clerical and typing experience or individuals with two years of college and three years' experience.

For firefighter, candidates must be between 21 and 32 years of age. In addition, candidates must possess a high school or high school equivalency diploma.

For detailed information and applications, candidates should contact the Westchester County Personnel Office, Room 100, County Office Building, White Plains, N. Y. 10601.

Employment Slips In State But NYC Posts Mild Gain

ALBANY — Industrial Commissioner Louis L. Levine, head of the State Labor Department, reported that total employment in New York State in November, the most recently compiled reporting period, was 6,853,200 as compared with 6,841,400 in October and 7,078,900 in November 1974.

Total unemployment in the state in November was 780,700, up 11,300 from October; in November 1974, the total unemployment was 511,000. The state unemployment rate for November was 10.2 percent, up 0.1 percent from October; in November 1974, the rate was 6.7 percent.

In New York City, total employment was 2,799,700 in November as compared with 2,780,300 in October and 2,920,900 in November 1974. Total unemployment in New York City for the

period was 365,000, down 2,500 from the October total. In November 1974, total unemployment was 233,200.

The unemployment rate for New York City in November was 11.5 percent, down 0.2 percent from October; in November 1974, the unemployment rate was 7.4 percent.

All but two labor areas in the state saw higher unemployment during the month. The largest increases occurred in Nassau-Suffolk, Buffalo and counties outside major industrial areas.

Top Suggestion Award Is Won By Staten Islander

ALBANY—Seventeen State employees won a total of \$925 in cash awards in December for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$6,700.

Amounts, award winners and their residences are:

\$200 — Jovanna Branham, Staten Island, an employee of the Division of Alcoholic Beverage Control.

\$100—David C. Mowbray, Albany, Department of Transportation; Theodore R. Diamond, Middleburgh, Department of Taxation and Finance; Rosetta L. Bowman, Albany, Department of Motor Vehicles; Victor L. Morelli, Albany, Taxation and Finance; Frank A. Sanders, New York City, also Taxation and Finance, and a joint award to Morton B. Heydrick, Fort Ann; Scott D. Huntington, Whitehall; Robert M. Lyman, Fort Ann, and Frank W. VanAlstyne, Fort Edward, all Department of Trans-

portation.

\$50 — Joint award to Sandra Luniewski, Gallupville, and Mildred E. Mattison, Latham, both Office of Drug Abuse Services.

\$25—Dorothy Sandberg, Menands; joint award to Dorothy O'Reagan and Philomena Rondinone, both Staten Island; joint award to George E. Dutcher, Nassau, and Doris A. Mahar, Troy, all employees of the Department of Motor Vehicles.

Cash award winners also receive certificates of merit. Certificates of merit also were awarded to Robert H. Irvin, Albany, Department of Audit and Control; Sylvia Margolis, Howard Beach; Anne Marie Taglione, Mechanicville, and Esther Felner, Belle-rose, all employees of the Department of Motor Vehicles.

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 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

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

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 488-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 264-0422.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 522-7407. Federal titles have no deadline unless otherwise indicated.

SUNY, DOT, Mental Hygiene, Labor Will Bear The Brunt Of Firings

ALBANY—The approximately 2,600 firings of state workers announced last week by Budget Director Peter C. Goldmark will fall most heavily on the State University of New York, Department of Transportation, Mental Hygiene Department and Labor Department.

Additional firings are anticipated, and an estimated 4,000 additional jobs are set to be eliminated through attrition. As many as 3,500 more terminations could come through other program reductions.

The cuts are being made at the direction of Gov. Hugh L. Carey in an effort to cut state expenses by approximately \$218 million in fiscal 1976-77.

Three-week termination notices went out to the discharged state workers last week on an agency-by-agency basis, according to a spokesman for the State Office of Employee Relations. All accumulated leave time is to be completed by Feb. 29, the Governor's office directed, and vacation time is to be either used or paid in cash.

According to Mr. Goldmark's office, some 845 SUNY employees will be fired. The Department of Transportation, the Department of Mental Hygiene and the Department of Labor will lose 401, 270 and 127 employees respectively.

Other affected departments and agencies and the number of firings are:

Correctional Services, 90; Commission of Correction, 1; Governor's Office, 8; Adirondack Park Agency, 1; Department of Agriculture and Markets, 23; Division of Alcoholic Beverage Control, 5; Council on the Arts, 2; Division of the Budget, 7; Department of Civil Service, 22; Department of Commerce, 12, and Consumer Protection Board, 3.

Crime Victims Compensation Board, 1; Division of Criminal Justice Services, 20; Division of Drug Abuse Services, 80; Department of Education, 78; State Board of Elections, 1; Office of Employee Relations, 1; Department of Environmental Conservation, 72; Board of Equalization and Assessment, 11; Office

of General Services, 82; Department of Health, 68; Higher Education Services Corp., 11; Division of Housing and Community Renewal, 9, and Division of Hu-

Binghamton Retiree Meeting Scheduled

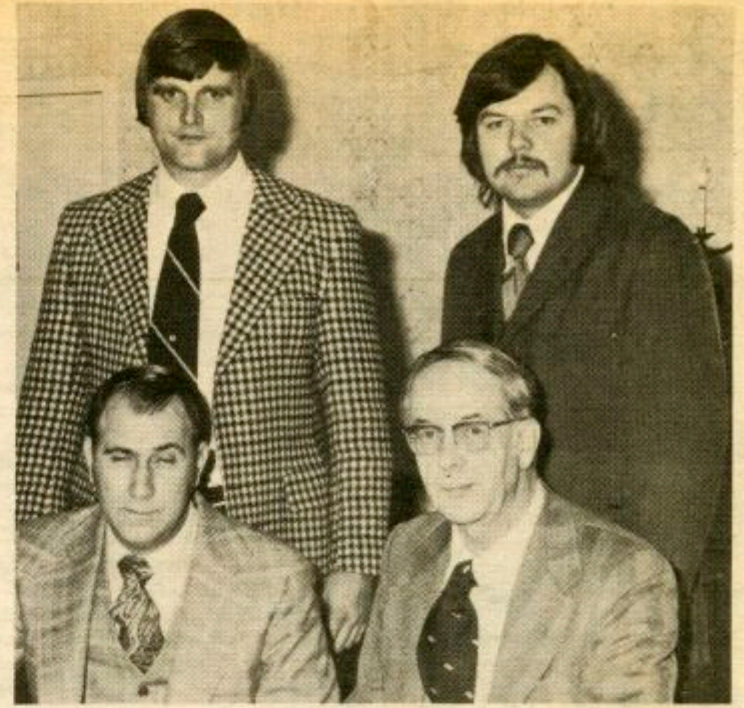
BINGHAMTON — Members of the Binghamton Area Retirees chapter, Civil Service Employees Assn., will meet Monday, Jan. 26, at 2 p.m. at Garden Village West, 50 Front St., Binghamton.

Chapter secretary Florence A. Drew said the guest speaker will be James Bresnahan, executive director of the Binghamton office of Action for Older Persons. All retirees from Broome, Chenango, Otsego and Delaware Counties are invited to attend.

man Rights, 6.

Division of Military and Naval Affairs, 28; Department of Motor Vehicles, 58; Division of Parks and Recreation, 63; Division of Probation, 2; Public Employment Relations Board, 2; Racing and Wagering Board, 13; St. Lawrence-Eastern Ontario Commission, 1; Department of Social Services, 41; Board of Social Welfare, 4; Department of State, 15; Department of Taxation and Finance, 111; Division of Veterans Affairs, 5; Division for Youth, 18; Law Revision Commission, 1, and State Commission of Investigation, 1.

No cuts will be made in the uniformed forces of the State Police and Department of Correctional Services and direct care personnel of the Department of Correctional Services and the Department of Mental Hygiene, the state said.



CHENANGO PACT — A two-year pact has been signed by Chenango County authorities and the county unit of the Civil Service Employees Assn. at Norwich. The contract, which allows discussion of wages only for 1977, generally grants employees one-and-one-half the amount of money for which they would have been eligible for under the 1975 unit-county contract. Workers earning the top rate in their job classifications were given increases averaging 5 percent. Above, seen at the signing of the contract, are, seated left, Ted Modzrejewski, CSEA field representative, and Chenango Personnel Administrator Herbert T. S. Ellison. Standing are Robert Loomis Jr., left, and Glenn Krouse, unit officers.

ELIGIBLE PS&T VOTERS: IF YOU DO NOT RECEIVE YOUR BALLOT BY JAN. 19

• Call the Public Employment Relations Board (PERB) collect on Jan. 19, 20, 21, 22 or 23 and request a replacement ballot.

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Ballots will be counted FEBRUARY 2.

Ag & Market Arbitration Is Set On Daily Report Filing Grievance

ALBANY—The Civil Service Employees Assn. will go to arbitration on a grievance filed against the State Department of Agriculture and Markets, according to CSEA Ag and Markets chapter president Franklin J. Hubbard.

The grievance, he said, concerns the right of more than 450 Professional, Scientific and Technical Unit employees in the department to go about their daily tasks "without filling out demeaning and time-consuming daily report forms."

Mr. Hubbard said the issue was settled originally in May 1974 when a similar grievance was decided in favor of the union.

Past practice and precedent within the department had established that Ag and Markets employees in such jobs as food and grain inspection and other types of consumer-law enforcement did not have to write up times of arrival and departure, mileage and other information on each field trip they made each day. When the department tried to institute such record-keeping on their part, the employees immediately filed a grievance through CSEA, which resulted in the May 1974 deci-

sion.

"But with the change in administration has come a change in commissioners and a change in policy," Mr. Hubbard said. "Now the department is trying to require all field employees to submit a daily report with arrival and departure times for each of their inspections or other activities."

Memo Issued

On Dec. 18, 1975, the department's director of administration, James L. Burnes, issued a memo to all department directors saying that the written arrival and departure times would be required of all field staff as of Jan. 5.

On Jan. 1, Mr. Hubbard filed a third-step grievance on behalf of his co-workers. Since Mr. Burnes was the official making the third-step decision, the

union, Mr. Hubbard said, was not surprised when he found against the union and in favor of his own department.

Mr. Hubbard stressed the importance of the issue to all state residents, as well as to department employees. "These people are loaded down with paperwork now," he said. "An inspector whose professional initiative leads him to put in long hours at one location so that he can thoroughly check the quality of milk sold to our children, now has that professional initiative inhibited because of the administration's 'change in policy,'" he said. "The department is imperiling the health and safety of all citizens with its new requirements in this area."

"We decided to take this matter straight to arbitration," Mr. Hubbard said. "CSEA attorney Marge Karowe is the lawyer who will represent us. An arbitrator will be assigned and we will get going very shortly."

Sent Letter

Mr. Hubbard appeared pleased with the response from CSEA on an issue that is so vital to his department and sent a letter to all CSEA Professional, Scientific and Technical Unit members in his chapter asking them to vote for the union in the on-going representation election.

It reads in part, "I cannot imagine that 18,000 PS&T members don't care who represents them. Right now a demand is being made for arbitration on an important issue to all PS&T employees of the Dept. of Ag. and Markets: Time Keeping on Daily Reports. This is only one of many important items being negotiated on your behalf. I want you to respond by getting off the fence and voting for CSEA."

Kolb Warned By McGowan On Shop Worker Layoffs

ALBANY—Civil Service Employees Assn. executive vice-president William L. McGowan last week warned Mental Hygiene Department Commissioner Lawrence C. Kolb that any layoffs of industrial shop employees in various state institutions "will result in violations of Article 25 of our CSEA-State Institutional Services Unit contract."

Should such violations occur, Mr. McGowan told Dr. Kolb in a letter, the situation "will require our filing a grievance and demanding arbitration to protect the interests of our members as guaranteed under the work contract referred to."

The shops produce mattresses, mattress covers, laundry bags, diapers, clothing, restraining garments, sheets, pillow cases and other items. They also perform unholstering and other work.

Mr. McGowan's letter ques-

tioned the economy of the layoffs.

"Aside from the state violating its contract with CSEA," he wrote, "we seriously question whether this is being done for economic purposes. From the advice we have received, we are convinced that it will cost the state more to purchase the items serviced and produced by the industrial shops in state institutions than it has cost the state to staff and maintain these shops in the past."

Mr. McGowan's letter urged Commissioner Kolb to investigate the matter, "and prevent the layoff and dislocation of employees who have labored for the state in good faith, believing they could make a career of such employment."

"We would hope that you would avoid violating the contract the state has with us and avoid the labor unrest that your action has and will produce."

State Analyst List

ALBANY — The State Civil Service Department established an associate research analyst (medical care evaluation) eligible list with 10 names, from open-competitive exam 27-438, Dec. 10.

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