

## Set Waste Hearing In Albany

ALBANY—The Civil Service Employees Assn./Stein Committee on Waste and Inefficiency in Government will hold a public hearing in room C, Legislative Office Building, Albany, Tuesday, March 30. It will begin at 10:30 a.m.

The committee has lined up witnesses to testify on alleged illegal subcontracting of work by the State Department of Social Services, abuses of state funds in the printing and supply expenditures of the Office of General Services, inefficient use of building space in Utica and other topics. CSEA is coordinating investigative efforts with Assemblyman Andrew Stein (D-Manhattan).

A previous CSEA/Stein hearing held in Syracuse turned up reports that tens of millions of dollars in public funds have been wasted in purchases of shoddy building materials for institutions, bridges and highways in New York State. It was also alleged that the director of the Newark State School, near Rochester, had three daughters on the school's payroll and held their jobs open for them while they were away attending school.



Further hearings in Albany, Buffalo and New York City by CSEA/Stein Joint Committee to Investigate Waste and Inefficiency in Government were announced by Assemblyman Andrew Stein, at right. He was introduced at CSEA Delegates Meeting by union president Theodore C. Wenzl as "a man willing to stand up for his principles." Mr. Stein also attacked state employee layoffs, saying, "We will not make New York a solvent state by putting people out of work."

## LOBA Hearing Is Scheduled

ALBANY—The Civil Service Employees Assn. announced that the Senate Civil Service and Pension Committee will hold a public hearing on Thursday, April 8, to examine the "Last-Offer-Binding-Arbitration" Bill, S-8200, introduced by Senator Richard E. Schermerhorn (R-C, Orange, Ulster, Rockland).

CSEA has been a leading proponent of this legislation.

Speakers from Wisconsin, Oregon and Michigan, where this type of arbitration is used, have been invited by CSEA to attend the hearing and present their views on its effectiveness as the final step in negotiations when an impasse occurs.

Representatives from various

New York State organizations, including the New York State Police Conference, the Conference of Mayors, the United Federation of Teachers, the American Federation of State, County, and Municipal Employees and the Public Employment Relations Board have also been invited to testify by Senator Schermerhorn.

The LOBA Bill would replace the current legislative hearing with an arbitrator's award as the final step when negotiations reach impasse. An arbitrator would choose either the union's last offer or the state's last offer.

CSEA has supported the bill as an expeditious, equitable measure that would tend to reduce the possibility of public employee strikes. At present, under the provisions of the Taylor Law, when an impasse is reached in negotiations, a specially constituted panel of legislators determines the settlement.

## Chautauqua Denial Of Pay Hike Brings Charge Filing

MAYVILLE—The Chautauqua County chapter, Civil Service Employees Assn., has filed an unfair labor practice charge against the county and has been given the authority by CSEA Headquarters for a job action.

The unfair labor charge was filed after county legislators voted 19-4 against a pay raise negotiated by county bargainers with the CSEA.

CSEA field representative Gary Johnson said CSEA Headquarters authorized the 800-member chapter "to take whatever action is deemed necessary, including a job action, to obtain a fair settlement."

The pay raise, totaling \$650,000 for the 1,000 county employees represented by CSEA, was turned down after county legislators claimed Chautauqua's budget was not sufficient to handle the pay hikes.

Mr. Johnson said the unfair labor practice charge, filed with the Public Employment Relations Board, (Continued on Page 14)

## Some Movement In Orange, But...

GOSHEN—Although there has been some movement toward resolution of the Orange County strike, employees voted overwhelmingly last Friday evening to stay off their jobs.

One of the major issues of dispute, increments, seemed to

have been won by employees as they entered the tenth day of their strike last Friday.

On the other hand, the percentage increase in base salary has yet to be agreed upon.

The strike situation had developed when the County Administration refused to negotiate

## Rumor Pact Ballot Confusion; Delay Seen For Tallying

ALBANY—The State Executive Committee of the Civil Service Employees Assn. met here March 29 to investigate reported irregularities in the current mail ratification vote being conducted among the union's state-employed members on a recently negotiated tentative contract.

The meeting was hurriedly called by president Theodore C. Wenzl in answer to petitions from numerous members of the committee concerned about claims from rank-and-file members that they had received the wrong ballot, no ballot at all, or that some other significant mistake had occurred in the balloting procedure.

Ballots were mailed out March 19 and 20 to the more than 115,000 CSEA members in the four State Negotiating Units represented by the union: Administrative, Operational, Institutional and Professional-Scientific-Technical. There are a total of 147,000 employees in the four units.

Ballots for all four units are identical, except for color, with each unit a different color. At least some of the reported problems involve recipients getting a ballot of the wrong color. This could change the voting results of one or more of the units.

CSEA spokesmen offered no estimates on the degree of seriousness of the alleged irregularities, but promised to review

them closely to determine if the overall validity of the voting might be affected.

Should the vote be thrown out, it would require at least another two weeks to repeat the whole process, one spokesman noted.

An immediate result of the meeting was to delay at least one day the counting of the ballots. The tally was to have

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## New York Primary: At Stake Is Second Largest Delegation

THE political eyes of the nation are now focussed on New York State. The Presidential primary here next Tuesday, April 6, may have

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## Injunction Sought To Bar Pension Fund Bond Buys

ALBANY—The Civil Service Employees Assn. was in State Supreme Court here late last week seeking a preliminary injunction which would prevent Comptroller Arthur Levitt from investing an additional \$397 million of public employee pension funds in moral obligation bonds of state agencies.

CSEA counsel Marge Karowe argued the union's case before Justice Harold J. Hughes. She cited a high risk potential if the pension funds are used as part of a state administration-legisla-

tive agreement to provide a total of \$2.6 billion from various sources to complete construction projects now under way by four state agencies. The four are reportedly near financial collapse.

Justice Hughes reserved im-

(Continued on Page 3)

a salary increase under terms of the three-year contract. The employees are in the second year of that contract, which specifies a reopener on salary only.

A fact-finder had recommended a 4 percent increase, and the Civil Service Employees Assn. negotiating team had attempted

to make the fact-finder's report even more acceptable by agreeing to 2 percent retroactive to Jan. 1 and the other 2 percent to take effect July 1. This would have amounted to a total increase of only 3 percent in the county payroll this year.

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# Anger & Dismay Are Seen NYC Region View Of Proposed Pact

By CHARLES O'NEIL

MANHATTAN—Anger and dismay appeared to be the dominant emotions held by leaders of New York City Region II, Civil Service Employees Assn., at a meeting called last week by Region president Solomon Bendet to determine reactions to the proposed State-CSEA contract.

The tentative pact was disclosed earlier this month at a CSEA statewide delegates meeting at the Concord Hotel, Kiamasha Lake. CSEA members will vote to accept or reject the package in ballots returnable March 30.

The proposed two-year contract generally extends the terms of the present CSEA-State agreement. It includes a guarantee of annual and longevity increments, layoff protection for non-competitive and labor class workers with one year of service, several job protection features and a reopener provision next November for a pay raise effective April 1977.

There is no provision for an immediate wage increase, however, and this is the sticking point for the Region's leaders.

"I am absolutely against the contract," declared Jack Weisz, president of the New York City Parole District chapter and a delegate to the CSEA Board of Directors. "The minute I arrived home (from the delegates conference), the telephone started ringing and at that time, the members didn't know yet about the dues increase. I still have to find one person who is for this thing."

Mr. Weisz described his members as "deeply distressed" by the proposed contract.

"If contract approval is based on a sampling of my people, it doesn't stand an iota of a chance."

The Concord Hotel delegates also approved a 50-cent-per-pay period dues increase and this came under discussion at the Region II meeting.

"People are asking me what CSEA has done for them," remarked Jimmy Fields of Manhattan Psychiatric Center. "There's no salary increase but there is a dues increase."

William Anderson of Bronx Psychiatric Center told the meeting that when word of the

contract's provisions reached his members, "They almost blew me out of the place. The people are terribly upset. They're saying it's ludicrous for CSEA not to get a pay increase for three years—and they don't regard the \$250 as a raise. The people are saying either strike April 1 or get out of CSEA."

Under the terms of a reopener clause in the existing CSEA-State pact, workers were granted a \$250 bonus last year, in lieu of a wage boost. The one-time bonus, which was subject to taxes, left the great majority of CSEA members dissatisfied.

Mr. Bendet noted that he has dispatched a letter criticizing the proposed contract.

"Visiting the World Trade Center (which contains a number of state offices and CSEA members), I can't get through the lobby without three or four people coming up and asking 'What the hell did you (delegates) do?'"

"If half of the people calling up Region headquarters threatening to get out of CSEA do so, we're in trouble."

Some of the Region leaders predicted their members will grudgingly accept the proposed pact, however.

"The feeling is, they hate it but they'll accept it sooner than go on strike," said William Cunningham of Kingsboro Psychiatric Center. Stella Williams of the State Insurance Fund chapter said her reading of her members' feelings is that if they can hold on to what they already have in a contract, they will approve the proposed pact. Dorothy King of Creedmoor Psychiatric Center concurred.

There was a brief skirmish in the continuing war between the sexes. Robert Keeler of Downstate Medical Center declared, "The women are going to accept it. They're worried about the benefits they're going to lose. And all their husbands are out

working." Ms. King flared back: "In my chapter, it's the women who do all the fighting—the men are all behind the door looking on and asking, 'What's happening?'" Ms. Williams suggested that age may be a factor in the vote on the contract. Employees with very little or very much seniority will not strike, she said.

Mr. Anderson pointed out, however, that a rejection of the state's contract proposals does not automatically mean a strike.

The union, he noted, has recourse to Taylor Law proceedings. "Declare an impasse, go to fact-finding, then go to the legislature," he said. "And this is an election year—it's the best time to go. But if we blow it this time, we're going to blow the membership."

In his letter, which called for the rejection of the proposed contract, Mr. Bendet said:

"Let's take advantage of every step of the Taylor Law that governs the collective bargaining process. If necessary, let the Legislature—each individual member—stand up and be counted on whether state workers should receive a pay raise this year. They are up for re-election this fall."

Ms. King and Ronnie Smith of Willowbrook Developmental Center suggested, however, that CSEA lacks the power to appreciably influence Legislators. Mr. Bendet disagreed.

"We have organization," he said. "Thus we are more of a significant factor than our raw numbers would appear to indicate."

At the Concord Hotel meeting, CSEA's Professional, Scientific and Technical Bargaining Unit joined Region II in recommending disapproval of the proposed contract. If one of the four CSEA-represented Bargaining Units turns down the proposal, only that Unit's members would be involved in further negotiations or possible strike actions.

# Suffolk CSEA Continues Campaign For Increments

MANHATTAN—The Suffolk chapter, Civil Service Employees Assn. was back at the Public Employment Relations Board last week in another round of a battle with the county to obtain 1976 increments and longevity payments for county employees.

James Corbin, president of the Suffolk chapter; William Griffin, CSEA field representative, and Robert Ziskin, of the law firm of Mirkin, Barre, Saltzstein and Gordon, met with PERB officials March 22 to discuss the status of an improper practice charge the chapter filed for the withholding of contractual payments while negotiating with CSEA for the 1976 contract.

CSEA contends that Suffolk County, under existing PERB law, must continue to maintain the status quo and the provisions of the contract while negotiating for a new contract.

The County froze increments and longevity Jan. 1. Talks between CSEA and the County are presently deadlocked. A fact-finder is being sought by both parties.

In addition to the unfair practice charge filed with PERB, the Suffolk chapter went to the Supreme Court in Suffolk in January for a preliminary injunction to stop the County from

withholding the monies. Judge Henry Tasker declined to grant the injunction. That decision is now on appeal in the Appellate Division.

"We intend to continue both our legal actions in the courts and in PERB until satisfaction for members is obtained," said Mr. Corbin.

# Nassau Guards Will Hold Meet

MINEOLA—Elizabeth Martin, president of the Nassau County School Crossing Guard unit, Civil Service Employees Assn., announced the unit's next meeting will be Tuesday, May 11, at 8 p.m. at police headquarters building, Mineola.

# Rockland PC Sets Dinner-Dance Date

ORANGEBURG — The Rockland Psychiatric Center chapter, Civil Service Employees Assn., will hold a dinner-dance to honor recent retirees Monday evening, April 26. The event will be held at the Colonial Manor, Old Tappan, N.J. Tickets are \$18.50 each and reservations may be made through chapter treasurer Edna Knightly.

# OK Bill To Give Muni Employees Unemployment \$

ALBANY — State unemployment insurance for municipal employees will be provided by a bill approved by the Assembly Labor Committee, said committee chairman Seymour Posner (D-Bronx). Current benefits provided by the federal government are scheduled to expire in January.

The bill, A-7790, introduced by Mr. Posner, requires municipalities and other governmental subdivisions to contribute to the Unemployment Insurance Fund, thus assuring unemployment benefits for workers they lay off. Under current law participation is voluntary and 99 percent of municipal workers are not covered.

Since the bill allows local governments the option of reimbursing the Unemployment Insurance Fund only for benefits actually paid to their former employees, municipalities that suffer no layoffs will incur no increased costs.

### CHIEF ANALYSTS

ALBANY—A chief transmission facility analyst eligible list, resulting from open-competitive exam 24-320, was established March 16 by the State Department of Civil Service. The list contains three names.

### EXAMINER LIST

ALBANY — A compensation claims examiner eligible list, resulting from open-competitive exam 24-289, was established March 16 by the State Department of Civil Service. The list contains 320 names.

### AUDITOR LIST

ALBANY — A compensation claims auditor eligible list, resulting from open-competitive exam 24-325, was established March 16 by the State Department of Civil Service. The list contains nine names.

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## Ed Chapter's Scholarships Now Expanded

ALBANY—The scholarship program of the Education Department chapter, Civil Service Employees Assn., has been expanded, according to chapter president Nicholas E. Fiscarelli.

The base of the program, Mr. Fiscarelli said, has been broadened into two groups and the name of the program has been changed from the scholarship awards program to the CSEA educational awards program.

Henceforth, up to six Group A awards of \$330 each will be given to chapter members of at least one year's standing, their sons or daughters attending full-time at a two, three or four-year accredited post-secondary school. Up to four Group B awards of \$300 each will be available to a member's spouse, brother, sister, niece, nephew or grandchild attending a full-time program requiring at least one academic year to complete.

Awards will be granted after the institution verifies that the student has completed one semester.

The changes came about after an ad hoc committee studying the awards submitted its suggestions on them.

## Injunction

(Continued from Page 1)

mediate decision on the motion but Ms. Karowe said he promised a ruling "soon" on the issue.

The lawsuit by CSEA was ordered at the union's Delegates Meeting earlier this month at the Concord Hotel, Kiamesha Lake.

The Legislature had authorized Comptroller Levitt to invest up to \$450 million in public employee pension funds as part of the \$2.6 billion package to ball out the Housing Finance Agency, Dormitory Authority, Environmental Facilities Corporation and Medical Care Facilities Finance Agency. The Comptroller immediately invested some funds and the CSEA lawsuit is designed to prevent the investing of the additional \$397 million still outstanding.



**NEW PACT** — A new two-year contract has been signed between the Schenectady City Schools and the system's Maintenance and Operational unit, Civil Service Employees Assn. The new contract holds an 8 percent wage boost in the first year and a 6 percent hike in the second. Above, seated from left: Charles Abba, Schenectady superintendent of schools, Ron Teller, unit president, and Fred Reinshagen, schools business administrator. Standing are negotiating team unit members Frank DeBlase and Betty Mack. Not present is a third negotiating team member, Art D'Anello.

## CSEA Moves To Prevent A Proposed OGS Layoff

ALBANY—The Civil Service Employees Assn. is planning a double-pronged attack to prevent the layoff of about 200 state employees in the Design and Construction Group of the Office of General Services.

CSEA's legal and lobbying staff met recently with employees of the D&C Group, including OGS grievance chairman Duane Cunningham. The union decided to lobby for the reinstatement of a \$2.5 million cut the state legislature made in the D&C budget and to file a contract grievance if and when state employees in the group are laid off and their jobs contracted out to private consultants.

### Many Face Layoffs

Mr. Cunningham said that unless the cut is restored in the state's supplemental budget, about one-third of the 620 D&C employees would be laid off. Ninety percent of the D&C group's work involves the repair and rehabilitation of some 7,500 existing state buildings, such as Mental Hygiene institutions, Department of Transportation garages and others. Their work also includes emergency repairs of roofs and other structural damage.

"The work we do is work that must be done," Mr. Cunningham

explained. "If the projected layoffs go into effect, the work will have to be contracted out. And the state's own figures show that it would cost over 20 percent more to contract the work out to a private consultant than it costs to have us do it."

CSEA will concentrate on demonstrating to Senators and Assemblymen that these layoffs would have a drastic economic effect in their own home districts.

The union will also stress that the \$2.5 million could easily be taken out of the capital construction budget, which totals about \$60 million.

"The capital construction budget could be reduced by \$2.5 million with no cost to the taxpayers," he said. "This would save the jobs of hundreds of state employees, thereby preventing the unemployment and reduced purchasing power that would otherwise result."

CSEA attorney and lobbyist Bruce L. Martin will make the attempt to have the \$2.5 million restored to the D&C Group in the supplemental state budget, which will probably be voted upon shortly.

In the event that the state goes ahead with the projected layoffs, and then hires private consultants to do the work that could have been done by the laid-off employees, CSEA attorney Richard Burstein would handle the institution of a contract grievance against the state.

CSEA last year successfully defended the principle that state workers cannot be laid off and their jobs contracted out to private firms. In that case, Department of Transportation em-

## Kelleher Promises A Continued Fight On Lottery Issue

ALBANY — Assemblyman Neil W. Kelleher (R-Troy) continued to maintain an adamant position on the transfer of state workers formerly employed by the now-defunct Lottery Commission to positions in a new lottery division in the Department of Taxation, despite rumors last week that a compromise between Gov. Hugh L. Carey and Senate Majority Leader Warren M. Anderson would still leave room for patronage staffing.

"If what I'm hearing about this compromise is true, the leaders of this legislature are still playing games with the lottery," Mr. Kelleher said. "While this haggling is going on, the state continues to lose approximately \$6 million a month in revenue from the lottery's suspension, and many of the state workers whose jobs were abol-

ished last December remain unemployed."

Spokesmen for Governor Carey and Mr. Anderson claim that their staffs are involved in serious negotiations for a new lottery commission. Mr. Kelleher, whose amendment to a current Assembly lottery bill provides for the transfer of state employees from the old lottery into equivalent positions in the proposed lottery, has demanded that civil servants receive priority in staffing in the new lottery.

"I favor the Civil Service rehiring principle completely," Mr. Kelleher said. "Regardless of who's sponsoring the new compromise bill, it has to spell out a provision for re-employing these former lottery workers. If it doesn't, I'm going to hang in there and fight until it does."

The Governor's original bill would have placed the appointment of lottery personnel in the control of a lottery director, appointed by the Governor, allowing the lottery to be staffed exclusively with patronage jobs. Mr. Kelleher's amendment and strong opposition from the Senate's GOP majority are said to have all but eliminated the Governor's proposal.

The new compromise was expected to be completed late this week.

## There's Some Movement In Orange County But...

(Continued from Page 1)

This was turned down, and the County Legislature went even further by voting by a 16 to 4 margin to reduce increments to only \$65. Under terms of the contract, the increment range at step one ranged from \$395 for an employee at Grade 1 to \$2,230 at Grade 23.

At Leader presstime, a general membership had been called to determine what further course of action would be followed.

A number of county legislators, including Anthony Barone, chairman of the Personnel Committee, have stated that increments would be restored in full if employees went back to work.

### Barone Statement

Although written agreement on this point had not, at Leader presstime, been approved by the Legislature, it is presumed that Mr. Barone's statement, on a local radio station, has some authority.

During the course of the week, a number of meetings and confrontations have taken place. Among these were a candlelight vigil March 25 by members who awaited the outcome of a negotiating session.

While members, joined by CSEA statewide president Theo-

dore C. Wenzl and Southern Region III president James Lennon, kept the vigil, Frank McGowan, a super conciliator appointed by the Public Employment Relations Board, sought to find an accommodation between the two sides.

Mr. McGowan shuttled back and forth between the CSEA unit negotiators and the legislators, but reportedly without success.

All the pressures of the strike are not on the picket lines or in the negotiating sessions either.

Sheriff deputies and County Infirmary nurses, by agreement, have remained on the job.

The nurses are reported to be working around the clock in order to maintain basic services. At one point, picketers took up a collection among themselves in order to send corsages to the nurses in appreciation of their efforts.

CSEA public relations specialist Randolph Jacobs, who has been acting as liaison with members of the local news media, also praised the work of chief negotiator Manny Vitale and staff coordinator John Deyo for their ever-present efforts. The staff members, including numerous field representatives and Albany-based officials, have been headquartered at the Holiday Inn here since the strike began.

Mr. Vitale, as well as unit president Carol Dubovick and statewide president Wenzl, are under court order not to participate in the strike action.

## Ⓛ 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.

### MARCH

- 31—Capital District Retiree chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 31—Orange County chapter executive board meeting: 7:30 p.m., Dikeman's Firehouse, New Street, Goshen.

### APRIL

- 5—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.
- 2—Metro Armory Employees chapter post-convention meeting: 6 p.m., 71st Infantry Regiment Armory, 125 W. 14th St., Manhattan.
- 8—CSEA/Stein Committee hearing: 10 a.m., 125 Main St., Buffalo.
- 10—SUNY at Buffalo chapter 602 dinner-dance: Pellamwood House, Transit Road, West Seneca.
- 12—CSEA/Stein Committee hearing: 9:30 a.m., 2 World Trade Center, Manhattan.
- 20—Syracuse Area Retirees chapter spring meeting: 1 p.m., Raphael's Restaurant, State Fair Blvd., Syracuse.

## Cleary Wins Prize At Convention

KIAMESHA LAKE — Richard Cleary, president of Syracuse Region V, Civil Service Employees Assn., was the winner of the

prize given by the Basic Research chapter, CSEA, at the union's delegates' convention here March 14-18.

# Projected Tolls, By Agency, Of Layoffs

**ALBANY**—The following is an agency-by-agency breakdown of proposed job layoffs in the state's 1976-1977 revised budget. These layoffs, which include many employees in the exempt class, are to be effective April 1.

**AGRICULTURE AND MARKETS DEPARTMENT** loses 15 jobs: one principal stenographer, two senior stenographers, two stenographers, one agricultural resource specialist, one senior attorney, one typist, one senior administrator, one personnel officer, one statistician, two key-punch operators and two clerks.

**ALCOHOLIC BEVERAGE CONTROL DIVISION:** four deputy commissioners.

**COUNCIL ON THE ARTS:** two arts program associates, two arts program assistants, an assistant director of arts programming, a stenographer and an arts representative.

**AUDIT AND CONTROL DEPARTMENT:** an administrative assistant, an assistant public relations officer, 22 entry data positions.

**BANKING DEPARTMENT:** an assistant counsel and an assistant to the superintendent.

**CIVIL SERVICE DEPARTMENT:** special assistant to the president of the Civil Service Commission and two management development program staffers.

**COMMERCE DEPARTMENT:**

an assistant counsel, nine business consultants and two stenographers.

**CONSUMER PROTECTION BOARD:** an assistant to the executive director, an assistant public relations officer, a coordinator and a senior chauffeur.

**CORRECTIONAL SERVICES DEPARTMENT:** director of special projects.

**CRIMINAL JUSTICE SERVICES DIVISION:** an assistant commissioner and a senior chauffeur.

**DRUG ABUSE SERVICES OFFICE:** 100 administrative positions, 67 local services positions, 40 state services positions, and 43 in the program and research section. Many of these jobs are unfilled and would not be direct layoffs.

**EDUCATION DEPARTMENT:** four assistant commissioners, two associate commissioners, an assistant to the commissioner, an associate counsel, an assistant public information director and a senior chauffeur.

**ENVIRONMENTAL CONSERVATION DEPARTMENT:** an executive assistant, executive secretary, director of investigations, senior investigator, 16 researchers, three senior attorneys, a general counsel, three solid waste managers and a senior chauffeur.

**OFFICE OF GENERAL SERVICES:** a deputy director and an assistant director of South Mall and a claims analyst.

**HEALTH DEPARTMENT:** a senior chauffeur.

**INSURANCE DEPARTMENT:** deputy superintendent.

**LABOR DEPARTMENT:** two senior public relations specialists, one special assistant, one senior chauffeur and a confidential investigator.

**MENTAL HYGIENE DEPARTMENT:** a special assistant to commissioner, four public relations officers and a senior chauffeur.

**MILITARY AND NAVAL AFFAIRS DIVISION:** assistant public information officer, assistant legal officer, assistant fiscal officer, assistant personnel officer, management unit chief, assistant logistics officer, logistics officer, senior mechanical engineer and a data processing supervisor.

**PARKS AND RECREATION OFFICE:** three deputy commissioners, three special assistants, one director, four officers of the Hudson River Valley Commission.

**SOCIAL SERVICES DEPARTMENT:** coordinator of intergovernmental relations, assistant to the commissioner, two special assistants and a senior chauffeur.

**DEPARTMENT OF STATE:** executive deputy, administrative assistant, public relations officer, athletics activities assistant, two secretaries, a bureau chief, a communications specialist and a senior chauffeur.

**TAXATION AND FINANCE DEPARTMENT:** special assistant, assistant director, public relations

officer, secretary and a director.

**TRANSPORTATION DEPARTMENT:** secretary, assistant public relations officer, 10 positions in management improvement, 13 positions in electronic data processing, 13 positions in business administration, two recruitment officers, three highway maintenance and operations positions, 14 waterways engineers, four hearing examiners, 43 executive

directors, planning and research officers, electronic data processing workers and project development officials, nine positions in direction and administration, 13 positions with appraisal and negotiations, 99 central office positions.

## ANALYSIS LIST

**ALBANY**—A chief generating facilities analyst eligible list, resulting from open-competitive exam 24-319, was established March 6 by the State Civil Service Department. The list contains four names.

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## 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
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

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

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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CSEA president raps gavel as he calls to order the Special Delegates Meeting this month at the Concord Hotel.

## Report of the President

In the long, successful history of the CSEA, these times, no doubt, will be recorded as the most difficult ever.

Today, we direct ourselves to a ravaging mix of internal financial difficulties, multi outside-union bombardment and an extended adverse economic climate. Coupled with all this, we have an uncooperative governor, few tried-and-true friends in the legislature and a public that generally has been misled by the political powers-that-be to believe that the culprit responsible for the taxpayers' burden is the public employee.

The political powers and the public press have accomplished a tremendous

"overkill" at the public employee's expense. The pendulum has swung too far.

How do we fight all this? Public employees are not responsible for the state's economic plight. Far from it. Who are the managers of government? Are they not responsible? Public employees must not be the scapegoats.

The public and the legislators must come to realize that required public service is deteriorating at an alarming rate. Layoffs are unnecessary and must be stopped. In the past two years, it can be readily established that through attrition (deaths, terminations of employment and retirements) and with no signi-

ficant replacements thereto, a hundred-million dollars have been saved by the state. All this results in extraordinary added burdens upon the remaining workers. Irritations and anger are being spawned at an alarming rate.

The state does have adequate fiscal resources—let's not be brainwashed with the "zero-base" hogwash.

There needs to be a reordering of priorities in the state's fiscal structuring and operations. Better and more effective income-producing methods can and should be clearly effected from the top down rather than as is happening, from the bottom up. (But not all the way up!) Whatever happened to example? "Lulus" and "no-shows" should be wiped out first!

The CSEA must enlighten the general public, in their best interests, as to the correct way to straighten out the current state fiscal mess. Together with effective political action, the CSEA can help get the job done.

With courage and resolution and in full confidence in the CSEA, I close this report—ever onward!

## Social Services Report

The statewide social services committee report was prepared by chairman Richard Tarmey, of Montgomery County, with committee members Patricia Spicci, Grace Vallee, Rose Pandozy, Geraldine McGraw, Alan Shanks, E. Ben Porrier and Haward Quann.

The Social Services Committee was originally created in 1971 as a temporary ad hoc committee in order to deal on a statewide level with issues related to social services. Chaired by Charles Guarino, the first committee included seventeen CSEA members representing various areas of New York State. Initially, the committee concerned itself with gathering and disseminating information. The first substantive issue to be dealt with at that time continues to be of major interest—the "separation of services."

Following the initial aftermath of "separation," the Social Services Committee became one of three permanent ad hoc committees within the CSEA. Almost immediately the objectives and methods of operation of the committee changed. In 1971 and 1972, for example, the committee involved itself in negotiations in a number of counties. Negotiations have since been conducted on a number of issues in various areas throughout the State.

In addition to a concern with issues on

the local level, the committee continues to involve itself more in the area of legislation. Early in 1972 representatives of the CSEA were invited to testify in Washington before the Senate Finance Committee. On February 3rd our representatives testified on the controversial HR-1 Bill (Title 16 of the Social Security Law involving the federal takeover of A.A.B.D. categories). Since that time we have involved ourselves on several occasions with proposed statewide legislation.

Most currently, the concerns of the committee have included:

1. legislation proposing to change Social Services Law as it applies to family services;
2. the effects on employees of leasing out work currently performed by civil service employees;
3. new job series designed to replace already existing jobs including a consolidation of functions;
4. suggested changes in the overall concept of "separation of services."

We are also pleased to report that within the last year we have been able to visit and conduct meetings throughout the State in all but one region. While attendance was somewhat disappointing in some areas, the meetings were quite helpful to our committee members.



Mary Lou Burnell, left, and Connie Colangelo, both of Schenectady County chapter 847, fill out registration forms soon after their arrival at convention headquarters at Kamesha Lake, Sullivan County.

## Legislative and Political Action Committee Report

The legislative and political action committee report was prepared by Martin Langer, of Rockland Psychiatric Center, with committee members Richard Grieco, Vincent Rubano, Eleanor Korehak, Ralph Natale, Earl Bivins, Howard Cropsey, Martin Koenig, Ramona Gallagher, Ruth Braverman, John Vallee, Canute Bernard and Patrick Mascholl.

The Niagara Falls convention mandated three activities for our Committee. In substance, our group has centered all of its activities around the carrying out of these mandates. The first area of concern was in ascertaining the voting records of incumbent Legislators in order to arrive at logical future endorsements. The second area was the preparation and introduction of legislation which would elevate the standard of living for our Retirees. The final and prime directive was clearly to amend the Taylor Law in order to either, once again, allow public employees the right to strike or else find an alternative designed to end collective bargaining disputes in a more equitable

fashion through some form of binding arbitration.

After consultation with our counsels and lobbyists, discussions with the membership and our statewide officers, and after much discussion within our own Committee, we have decided to attempt to amend the Taylor Law through a method known as Last Offer Binding Arbitration, among ourselves, and as Final Offer Evaluation among the Legislators. Although the names are somewhat different, they are, in fact, one and the same. We discussed at length the possibility of removing the no-strike provision, but ultimately had to conclude that the chances of securing this type of legislation at this point in time was so remote as to have made it an exercise in futility. The alternative, LOBA, is designed, however, to have the dramatic force of a strike situation in its operation and intrinsically has the power to impose reasonable settlements on both sides without ever reaching the last offer selection stage.

As of this writing, this bill has been sent out of the Civil Service Committee

in the New York State Senate and is currently being sponsored by the Chairman of that Committee, Senator Richard Schermerhorn. Shortly, public hearings will be held on this bill in order to explain its relative merits for labor and management. It is at this point where we will attempt to carry out one of the other convention mandates, the polling of individual Legislators. While the review of past voting records has merit and usefulness, our feeling currently is that this is a new political year and we are sponsoring legislation which will revolutionize collective bargaining in the public sector in this State. Clearly then, our primary objective in our current poll is to determine our future rather than simply to review our past.

Offensively, we will sponsor, primarily, only the legislation regarding LOBA and our Retirees. Defensively, however, we will, through our lobbyists, be monitoring legislation at all times and we hope to exert both positive and negative pressure on all bills relating to our employees. The key ingredient, however, is you, the membership. Only our members can exert

the necessary pressure and it must be exerted in two ways: Voting Strength and Economics.

The voting strength is developed through being informed, that is the job of our Committee and the Regional Committees. No longer can party lines be adhered to when far more relevant issues are at stake. If we are to accomplish our goals, we need solidarity at the polls.

The economics, once again, can only come from you, the members. CSEA cannot contribute its members' dues money. Political Action Funds have been established within each of the Regions. The struggle we are in is an expensive one to wage. Only through massive advertising and public education can we hope to succeed. Our primary question is simply what is it worth to no longer be intimidated by an oppressive law.

Thus, then, in our report, we speak only of goals and of methods. At this point we can do no more. With the concerted efforts of our members, however, our future reports will speak of results.

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TUESDAY, MARCH 30, 1976

## Trouble In Orange

**S**TRIKES are a nasty business whether they happen in the public or the private sectors. The week-and-a-half long strike by Orange County employees is no exception.

Last summer, Dutchess County employees staged the first major county strike in the state's history. It ended in victory for the employees when the County Legislature there finally agreed to approve the contract that its own members had negotiated.

Even though the employees in Dutchess had the backing of the County Executive and of the fact-finder, they still were penalized under the mandatory Taylor Law punishment of two days' pay docked for every day of strike action. The County nicely managed this to fall during the December holiday season to boot.

It should be obvious to one and all that it takes extreme provocation for Civil Service workers to resort to illegal action, such as a strike in defiance of the one-sided Taylor Law.

Thus, when Orange employees, taking their lead from fellow workers in neighboring Dutchess, resort to such drastic action, you know the cause has got to be very strong.

In the Orange situation, it was partly the County's refusal to negotiate a wage increase as stipulated in the salary reopener clause of the current contract, but more insultingly the violation of an important provision in the contract concerning increments.

The County Legislature voted by a four-to-one margin to cut the increments to a mere \$65 for everyone—and this represented a loss of hundreds of dollars in anticipated wage improvements. For some, the loss was in the thousands.

Prior to the strike action in Orange, Civil Service Employees Assn. negotiators even offered to compromise on the fact-finder's recommendation. Their attempts at good-faith bargaining fell on deaf ears, however, and the strike began March 17 as freezing winds and snow blanketed the area.

Nevertheless, marchers took to the picket lines. The continuing strike action was reaffirmed at a general membership meeting last Friday, the tenth day of the job action.

Sooner or later, the injustice of the Taylor Law will have its effect on the State Legislature. When the day finally arrives when this law is modified, the strikers in Dutchess and in Orange may be able to take some pleasure in remembering that they played some part in dramatizing to the public that a one-sided law is as evil as the "crime" it seeks to prevent.

In the meantime, their struggle continues.

## Questions & Answers

**Q.** I plan to work from April 15 until about mid-June. I've never had a social security number. How do I get one

**A.** You can get information about applying for a social security number by calling or writing any social security office. Since you've never had a number before, you may be asked to prove your age, identity, and citizenship. You should apply for a number several weeks before you actually need it.

**Q.** I think my aunt might be eligible for supplemental security income payments. Should she take any special papers when she goes to the social security office to apply?

**A.** She should take her check-books, savings account books, stocks and bonds, life insurance policies, auto registration cards, latest real estate tax statements, last year's income tax returns and W-2 forms, evidence of all other income, and her social security card.

## Don't Repeat This!

(Continued from Page 1)  
a decisive impact in the selection of its nominee by the Democratic Party at its convention in New York City in July.

The special significance of the primary rests not only on the large number of convention delegates at stake, but even more significantly on the huge bloc of Presidential electors who will be elected here. In addition, the earlier primaries have already served the function of eliminating some aspirants, so that the race here is largely limited to the present frontrunner: former Georgia Gov. Jimmy Carter, Washington Senator Henry Jackson, and Arizona Rep. Morris Udall.

Gov. George Wallace of Alabama and former Oklahoma Senator Fred Harris also have a number of limited delegates in the campaign, but even their most spirited partisans do not hold out much hope for either of them.

### Humphrey A Factor

Of potentially greater significance is the fact that a handful of delegate slates on the ballot, although running theoretically as uncommitted, are publicly all but committed to the possible candidacy of Senator Hubert Humphrey.

Most political observers regard Senator Jackson as the most probable winner. In many respects, their judgment is based on the fact that the Jackson campaign headquarters here is clearly the best organized, the support that he generally anticipates receiving from the powerful labor leaders in the state, and the fact that Jackson runs well in Jewish districts, especially those in which the residents are in the middle ages or older, because of the Senator's friendship for Israel. Another factor that seems to favor Jackson is that both Governor Carter and Congressman Udall are also involved in a tight primary fight in Wisconsin on the same day.

Thus, while both Udall and Carter will have to divide their resources and personal campaign activities between the two states, Jackson is in a position to devote all of his efforts and energies here.

On the other hand, there is a tendency on the part of the political experts here to hedge their bets. Obviously all detached political experts here have been impressed by the extent to which Carter has demonstrated his singularly attractive qualities in the primaries that have already taken place. Thus Carter is riding the crest of his momentum, particularly in light of his overwhelming victory over Governor Wallace in North Carolina.

Also, Representative Udall, who in the earlier stages of the primaries looked like a possible also ran, has developed substantial strength since the withdrawal of Senator Birch Bayh from the campaign. Udall now has the support of the New Democratic Coalition and other liberal groups in the Democratic primary.

### Diversity Within State

The professional politicians who follow these things closely will be interested not only in the final results, but also how each candidate will do in the individual districts within the state, because of the wide diversity of  
(Continued on Page 10)



## 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.

## Job Exam Appeal

Two months ago the U.S. Circuit Court of Appeals for the Second Circuit in New York City issued its opinion and decision in a case involving the New York City Human Resources Administration. The case had been tried in the United States District Court for the Southern District of New York, which decided in May 1975 that certain civil service examinations had a disproportionate impact on minority applicants and that the defendant, Human Resources Administration, had not carried its burden of showing that performance on the examination reflected qualification for the job. The court held the five tests that were involved in the litigation to be unconstitutional and joined the defendant from making appointments based upon the results of the tests. In addition, the defendant was directed to develop lawful and more non-discriminatory selection procedures in accordance with the EEOC guidelines. The court also denied the plaintiff's request for attorney's fees.

**BOTH SIDES APPEALED** to the Circuit Court. The defendant admitted that the District Judge correctly stated the legal principles involved in the case. The plaintiff was required to make a prima facie showing that the examinations have a racially disproportionate impact. Once the plaintiff makes such a showing, the burden shifts to the defendant to establish that the challenged examinations are job-related. Concededly, the burden of defendant is a heavy one, but that burden is discharged if the defendant comes forward with convincing facts establishing a fit between the qualification and the job. Defendant argued that the factual findings of the District Judge to the effect of a disproportionate racial impact and non-job relatedness were clearly erroneous. The plaintiffs, on the other hand, appealed from the court's denial of attorney's fees.

**THE APPELLATE COURT** examined the statistical analysis made by the District Judge, and while it agreed that the data were somewhat incomplete, it also pointed out that the incompleteness of the data was not fatal to the District Court's findings, and that the plaintiffs had made out a prima facie case of the disproportionate impact. It boiled down to the fact that the District Judge listened to expert testimony from both the plaintiff's and defendant's witnesses and after evaluation, chose to believe the plaintiff's experts rather than the defendants'. The Circuit Court saw no reason to disturb that finding. The Court said, "While not all of us might have made the same factual finding on the question of job-relatedness as the District Judge did, his finding was not clearly wrong."

**WITH REGARD** to the question of attorneys' fees, the court said, "It is quite clear that the Second Circuit has not accepted the view that attorneys' fees are routinely available in Section 1983 suits (suits under the Federal civil rights statute)," but pointed out that the award of fees is within the discretion of the District Court, and the Circuit  
(Continued on Page 10)

# What's Your Opinion

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Report Aftermath

The first effects of the report of the Permanent Commission on Public Employees and Retirement System was the proposal of Mayor Abraham Beame last week to withdraw New York City employees from the Social Security system. This was expected to save the City the 5.85 percent of salaries up to \$15,000 and the employees their contribution of 5.85 percent. The City figured it would save \$200 million in this way. If the City proceeded with this withdrawal—a procedure that requires at least two years—city employee retirement benefits would be cut to the extent of social security—\$400 to \$500 a month. Even more vital would be the loss to city employees of the special coverage which social security offers to children of a deceased worker in cases of disability and a whole gamut of coverage — perhaps even involving Medicare—which is now taken for granted by most people who work. Moreover, the City would find itself in a position where it would have to provide disability coverage for many employees, an insurance cost which would eat up substantially the anticipated saving. Of course a pull-out from Social Security could not be effective until July 1, 1978. And payments made into the Social Security system would already have established a base for those employed for 10 years. The effect would be most substantial for new employees who would never be able to get into the Social Security system if they spent a lifetime in government service.

If you earned more than \$2,520 in 1975, and you received one or more monthly retirement dependents' or survivors' checks during the year, you must submit a report of earnings to the Social Security Administration before

April 15. There are penalties involved if you don't.

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)

- Abraham, Elizabeth B .....Spring Valley
- Ackert, Mary O .....Rhinebeck
- Allen, Joseph R .....Albany
- Anderson, Linda .....Sayville
- Atkins, Arabella .....Poughkeepsie
- Babcock, Frances .....Garnerville
- Bailey, James W .....Lockport
- Barron, Dorothy A .....New York
- Barrow, L'Ouverture .....New York
- Bassler, Harold J Jr .....Albany
- Beckwith, Albert C .....Massapequa
- Bienick, Bonnie M .....Schenectady
- Bogusz, Joseph .....Pearl River
- Bonanno, John .....Albany
- Boots, Donald A .....Central Square
- Brackman, E Richard .....Surfside, Fla.
- Bradley, Louise .....Brooklyn
- Brennan, Anna .....Beacon
- Brooks, John V M .....Newark
- Brown, Esther K .....Brooklyn
- Brown, Gary W .....Rochester
- Brown, Willie M .....New York
- Bryant, Vaneta J .....Binghamton
- Buckley, John J .....Valley Stream
- Burgess, Mary A .....Whitesone
- Canteruccio, Anne M .....Brooklyn
- Carroll, Patricia H .....Jamacia
- Carroll, Thomas H .....Albany
- Carter, Frank L .....Poughkeepsie
- Carter, Joyce .....New York
- Casler, Edna M .....Albany
- Carlett, Glen L .....Poughkeepsie
- Charlton, Mayco S .....Bronx
- Clark, Walter J .....Verona
- Clark, Warren .....Cato
- Coan, Thomas E .....Bayport
- Conway, Ethel E .....Mount Vernon
- Corrigan, Danny .....Rochester
- Crary, Jesse D .....White Plains
- Creque, Marvin O .....Bronx
- Daly, Alfrieda .....E Elmhurst
- Dec, Francis E .....Hempstead
- Dentel, Donald H .....West Islip
- Devoe, Norma J .....Buffalo
- Dimick, Howard J .....Binghamton
- Dolan, Hugh J .....Springfield
- Driscoll, Mary Rita .....Long Island C
- Dudzinski, William .....Clay
- Dyche, John E .....Binghamton

(To Be Continued)

## LETTERS TO THE EDITOR

### Assail Kinzel

Editor, The Leader:  
In reference to State Pension Commission Chairman Otto Kinzel's news releases concerning the merging of all pensions, and a vast reduction of benefits, I would like to offer the following.  
First of all, Otto Kinzel should be man enough to inform the public exactly which pension plan he belongs to and the exact amount that his huge payments will be.  
If he is a real man and not just a political windbag, he will demand that the Executive Pension system be merged into the same total system with the same minute benefits to be paid.  
Anyone would admit that abuses exist in the system to some degree, but Mr. Kinzel would reduce state employees to indentured servants.  
Now, to set it straight once and for all, without qualifications: ALL PEOPLE EMPLOYED BY THE STATE OF NEW YORK ARE NO MORE OR NO LESS THAN "STATE EMPLOYEES,"

AND THIS MEANS THE GOVERNOR AND EVERYONE ON DOWN THE LADDER. LET US NOT FORGET THIS FOR ONE MOMENT. Too often public office holders and appointees believe that they are the masters of the people and tend to push aside the fact that they are the servants of the people who elected them. In reality the people are the employers and the office holders and appointees are being employed by the people.  
Kinzel, by the fact that he is employed by the people, must include all "STATE EMPLOYEES," Governors, etc., in this great plan of his. If he doesn't, he will have submitted proof that he is genuinely a political windbag.  
The (New York City) Daily News should in all fairness investigate Executive Pension systems and then they will see where the real leeches are who are causing the state fiscal anemia. If you are going to operate for cancer, cut deep so that you remove all of the malignancy.  
(Name Withheld)

### Refuses Strike

Editor, The Leader:  
As a civil service employee for the Clarkstown Highway Department, I feel that if there should be an all-out strike, all our other men will just refuse to go out on strike.  
We get nothing, we got nothing and we refuse to strike.  
Charles Burgie  
Congers

### Pact Complaint

Editor, The Leader:  
Regarding the tentative two-year contract between the Civil Service Employees Assn. and the State of New York: I guess the old adage "We learn by our mistakes" was overlooked by our negotiators.  
We just went through a traumatic experience in our current contract with a wage reopener clause and these people go right into another contract with the same clause; only this time they pulled the wool over the state's

eyes by including a "guaranteed wage increase."  
I must add that the improved job security written into the contract is a fine piece of work. Governor Carey gets his wage freeze and we get improved job security that is, the State must give six months notice of any layoffs instead of three.  
What do our CSEA representatives in Albany take the rank and file members for? A bunch of dopes?  
Arthur Nordby  
Moravia

### Praise Workers

Editor, The Leader:  
Employees at Craig Developmental Center, Sonyea, braved the ice storm on March 3-4 and provided adequate coverage in all work areas. No resident suffered any discomfort due to extreme adverse weather conditions. Chapter No. 405, Civil Service Employees Assn., wishes to thank all these dedicated employees, especially at a time when the State of New York refuses to negotiate a new contract.  
Edward H. Roberts  
President, Chapter 405, Sonyea

### OWIG 'Alive'

Editor, The Leader:  
In "Short Takes," in the issue of Tuesday, March 16, 1976, you referred to the State Department of Social Services' plans to launch a special fraud and detection unit to "ferret out incorrect welfare and Medicaid payments." The Office of Welfare Inspector General commends this effort and hopes it will be highly successful in reducing welfare waste.  
The item, however, refers to "former functions" of this Office as if we have lost the vitality of our watchdog role. Nothing could be further from the truth. The Office of Welfare Inspector General is alive and vibrant. There are no "former functions" since all the functions vested in this Office when it was established in 1971 were continued by 1975 legislation which appropriately transferred OWIG to the Department of Audit and Control where it could function more effectively as a watchdog of public funds expended on the State's welfare program.  
Ralph Katz  
Manhattan

By ALAN BERNSTEIN

### QUESTION

What can be accomplished by a strike?

### THE PLACE

Goshen, N.Y.

### OPINIONS

Glen Swenson, Orange County Real Property Tax Service: "If the employees come out in masses, you can accomplish anything as far as I am concerned. As long as you have the backing of all the people who work in the county, many things can be accomplished, including raises, better working conditions and similar goals. As far as we are concerned in Orange County, we want our increment and our 4 percent increase across the board and if we don't get what we deserve, we are going to stay out. If we stay out long enough the county will give in and I'm sure we'll get what is right."



Evelyn Sosler, Orange County Probation Department: "I think that it is unfortunate that it has to come to a strike, but I believe it reaches a point where you have no alternative. Nobody enjoys striking. I like my job and serving the public and I really don't want to strike. However, there comes a time when you're just forced. I firmly believe we can get what we deserve, not what we want, if we stick together during a strike. A lot has been accomplished by other strikes and I think we can win here too. Among the main accomplishments, after monetary gains, is a feeling of unity among all employees in a strike."



Dave Score, Orange County Health Department: "All strikes may not accomplish something, but this one here will. I say that because we are determined to win. I and the rest of the strikers will stay out until hell freezes over because we believe we're right and should get what is coming to us. If people stay together much can be accomplished. It is the only way to strike. Any dissension or breaking of ranks will hurt the cause and may bring defeat. To accomplish anything in a strike there must be unity first of all."



Bill Sherwood, Orange County Sheriff: "It would be hard to give an answer on that question. Here in Orange County we're in the middle. We have our duty to do as sworn peace officers and must uphold the law. By the same token, most of my people are in sympathy with those on the picket lines. Strikes can accomplish many goals, but they can also hurt employees. In this particular instance it's been very difficult for both sides. However, I have no choice in this matter and must carry out my job. If I violate the law, I'll have to answer to the courts."

Linda Rice, Orange County Health Department: "Nothing will be accomplished if workers don't strike for their rights. Here in Orange County, we'll do it again next year and the year after, until we get a fair and equitable agreement from the county. We have to fight for the rest of our lives to keep our jobs and if it takes a strike that's what must be done. With the strike I'm sure we'll get our increments and we'll get our raise. Here, the county was only allowing a \$65 increment. I'm not due for one, but other workers are and the county still didn't give it. We have to strike."



Pauline Jones, Orange County Real Property Tax Service: "Apparently strikes have accomplished higher wages in the private sector such as in construction and so forth. I think that it seems unfair what is happening to the workers in Orange County. If things were cut down a little all over, I would be willing to cut down my salary in proportion. County leaders should not just cut employee salaries and forget about everything else. The increment for the county workers will be accomplished by this strike because we are ready to fight and have staunchly stuck together."



Bill Sherwood, Orange County Sheriff: "It would be hard to give an answer on that question. Here in Orange County we're in the middle. We have our duty to do as sworn peace officers and must uphold the law. By the same token, most of my people are in sympathy with those on the picket lines. Strikes can accomplish many goals, but they can also hurt employees. In this particular instance it's been very difficult for both sides. However, I have no choice in this matter and must carry out my job. If I violate the law, I'll have to answer to the courts."



# CSEA CONVENTION REPORTS, PHOTOS



CSEA director Richard Helms (Public Corporation), left, reviews issues here with Public Service chapter 675 president Richard Doucette during one of general business sessions.



Manhattan Developmental Center chapter 443 president Jacqueline Walker, center, gets opinions of other chapter delegates Jacqueline Battle, left, and Margaret Meaders.



Paul Levine, of Woodbourne Narcotic Rehabilitation Center chapter 165, tries to amend motion for dues increase.



Marti Coluccio, of Fort Stanwix chapter 422 at Rome Developmental Center, opens pouch containing reports and other pertinent materials furnished to each of the registered delegates at the five-day CSEA Special Delegates Meeting at the Concord Hotel earlier this month.

## Probation Committee Report

The statewide probation committee report was submitted by chairman James Brady, of Erie County, with committee members Alan Greenfield, Peter Grieco, Joseph Gilligan, James Mattei, Harold Fanning, Eulis Cathey, Sr., John Whalen and James Frisina. CSEA collective bargaining specialist Nels Carlson is committee coordinator.

Since our report to the 65th Annual Convention at Niagara Falls, New York, in October 1975, our committee has met three times, on October 27th and 28th in Binghamton, New York, on November 16th and 17th in Albany and again on January 15th and 16th in Albany.

At our Binghamton meeting, besides offering an ear to the complaints of the probation officers in this area, the committee took a stand in backing Robert Sullivan for State Director of Probation (Mr. Sullivan is presently Acting Director). Our endorsement was communicated to Dr. Wenzl who, in turn, wrote Governor Carey backing the appointment of Mr. Sullivan.

At our meeting in November, Mr. Sullivan was our guest, and the problems of probation departments throughout the State were discussed. The tight money policy of the Carey administration, we were told, could affect probation departments in that state aid to probation departments could be reduced.

Our committee took a stand against the new complaint procedure which had been proposed. We were particularly

against Rule (c), which stated all probation clients shall be specifically advised of the complaint procedure at the time of their initial contact with the probation agency and a notation of this transaction shall be made part of the case file. This was like having a medical doctor advise his patient that he could sue him for malpractice if he wasn't satisfied with his treatment. Later, Mr. Sullivan advised the committee that his part of the procedure had been deleted.

At our January meeting, we met with members of the Board of Directors of the New York State Probation and Parole Officers Association. They assured our committee that they were a professional organization and not competing against CSEA to be the union representative of the probation officers. They, however, agreed to cooperate with CSEA in getting effective legislation regarding probation officers passed by the legislature.

Our committee will continue visiting various areas of the State, hearing the problems confronting probation officers, and keeping the State Probation Department informed. In regard to the tight money policy of the State and also in local governments, our committee must prevent this policy from becoming "Penny-Wise and Pound-Foolish." The cutting of probation services in various areas can result in the greater need for institutional placement of juveniles and adults. The cost of institutional placement for one person for one year generally pays the annual salaries of two probation officers.

## Education Committee Report

The education committee report was submitted by chairman Celeste Rosenkranz, of Buffalo, with committee members Irene Amaral, Stanley Briggs, Virginia Colgan, Richard Fila, Mary Lauzon, Marie Romanelli, Patrick Timineri, David Wall and Stephen Zarod.

The Statewide Education Committee has been very active in developing and rendering educational services to the general membership since our report last Fall. There has been a steady increase in the number of workshops, seminars, and Conferences in all Regions with special emphasis on grievance procedures, shop steward's role, and duties of Chapter Officers. The Committee has been successful in

having Education Committees appointed in each Region, and is now encouraging the appointment of an Education Committee in each Chapter. In this way, it will be possible to have an effective articulating from Chapter to Region to State, making common programs available to members.

A noticeable increase in interest in College Labor Studies programs by our members has been evidenced, and enrollments in courses and programs continue to increase regularly. We urge all members who are willing to serve their chapter, to avail themselves of the opportunity to receive Education and Training programs available to them through Regional funds.

Our Statewide Committee has been busy in carrying out Delegate Mandates to expand the Shop Steward's Manual, to update the Chapter Officer's Manual, as well as to develop a guide to Procedures for Picketing. The Delegates' Handbook has been reprinted and will be distributed for the March Convention.

The Committee has arranged for two programs for the Special Delegates Meeting at the Concord. Monday evening will feature a symposium on Health Maintenance Organization, and Tuesday evening the program will be devoted to a discussion of Workmen's Compensation. In addition, there will also be a session for delegates on Parliamentary Procedures, and an orientation for new delegates on Sunday evening.



Nassau County chapter 830's Doris Kasner takes her turn at microphone during one of the convention's hotly contested debates.



## Election Procedures Report

The special election procedures committee report was submitted by Bernard Schmahl, of Tax and Finance, with committee members Genevieve Clark, Anthony Giannetti, Harold Goldberg, William McConvell and Raymond Pritchard.

The functions and duties of this committee are, to investigate and review protests filed against elections held for chapter officers and to determine the effects such protests have on the outcome of the elections, then, to make a decision as to whether the protest be disallowed and the election upheld or if a new election should be held. We also supervise the statewide elections held for statewide officers, regional officers and members of the State Executive Committee on the Board of Directors, including interviewing prospective independent agencies to conduct such elections. We also conduct elections ordered by the Board of Directors.

During the last year, the committee supervised the election of statewide officers, regional officers and members of the statewide executive committee held June 1975. We also supervised a special election held, because of a protest filed for the office of 1st Vice President of Region 4. Our committee held elections at the direction of the Board of Directors to fill two (2) vacancies on the Board.

This has been a very busy year for the committee, in addition to the statewide elections, we received approximately 65 protests filed against chapter elections. Most of these protests were of a minor nature, and were settled after a review and investigation by members of the committee located in each of the six (6) regions of the Association. However, fifteen (15) of the protests were serious enough to warrant an extensive investigation, of these, six (6) were settled to the satisfaction of all parties concerned. All fifteen (15) cases were discussed at committee meetings held in Albany, and the decision in each protest that was settled was made by the committee. The nine (9) protests remaining (after being

discussed by the committee) were found to be in serious violation of the members' rights for a fair and equitable election as prescribed by the Model Chapter Constitution election procedures, and new elections were ordered. Of these, five (5) new elections have been completed, one (1) has been completed but a protest has been filed, the election has not been validated. One (1) election is being held now. Two of the committee's recommendations to hold new elections were challenged in court. A favorable decision has been made on one (1) of the cases, we are waiting to ascertain if the chapter is going to file an appeal on the decision. No decision has been handed down by the court on the other contested case.

The committee feels that sufficient information is not given to the nominating and election committees of the chapters concerning the procedures set up (for nominations and elections) in the Model Chapter Constitution (Article IX, pgs. 8 through 11).

The committee recommends that before the next elections are held, an educational seminar be held in each of the six (6) regions, at a regular regional meeting, to discuss with and instruct the various chapter presidents (state, county and education chapters) on the intent of the election procedures.

The Committee was also instructed to review and act on VII of the Restructuring Committee Report, submitted to the delegates at the September 1975 meeting, that has to do with elections. Our committee has discussed all the items included in this section, and will present them to the delegates (amendments to the constitution and by-laws and also changes in election procedures) at the March 14-18, 1976 meeting of the delegates.

Our committee wishes to thank the attorneys and the headquarters staff for their assistance in carrying out the duties of the committee.

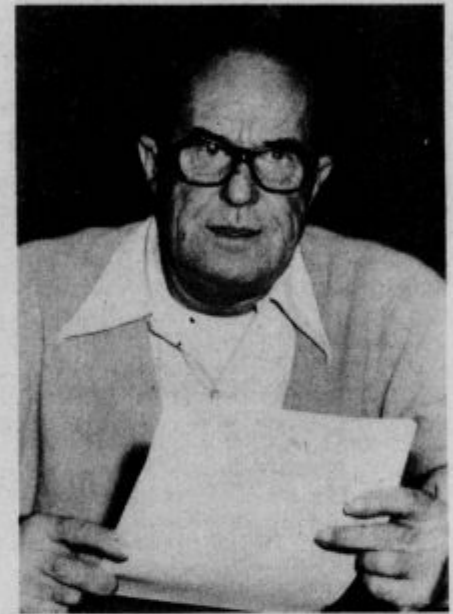
The committee met seven (7) times during the past year.



State Division delegates hold session on second day of Convention to discuss problems of interest to their members. At the same time, County Division delegates were having separate meeting.



CSEA director Ronnie Smith (Mental Hygiene, Region II), president of Willowbrook Developmental Center chapter 429, talks matters over with Eleanor Jackson, of Bronx Psychiatric Center chapter 401.



Operational Services Bargaining Unit chairman Edward McGreevy, president of Hamburg chapter 514, reviews notes prior to meeting with delegates to discuss tentative agreement.

## Joint State-CSEA Layoff Unit Committee Report

The joint State-CSEA layoff unit committee report was submitted by Victor Pesci, Nicholas Cimino, James Currier, Jon Schermerhorn, John Clark, William Blom, Thomas Coyle, Paul Burch and John Conoby.

CSEA staff and members representatives on the Joint State-CSEA Layoff Unit Committee has continued to monitor State layoffs through the Association's Research Department.

A summary of layoff statistics through February 18, 1976 indicates that 2,364 employees who were laid off are still out of State service. As of that date there were a total of 3,891 employees laid off with 1,527 of them subsequently rehired.

The CSEA Research Department has prepared a booklet entitled "The CSEA Layoff Information Booklet for New York State Employees" which has been distributed to each Regional Office with a copy sent to each State Chapter President. A copy of this booklet is attached to this report.

Victor Pesci, a member of CSEA's side of the Joint Committee, explained to each of the four State bargaining unit negotiating committees the problems involved with layoffs and the Joint Committee's recommendations for resolution of such problems. Among the recommendations made to the negotiating committees for inclusion as the CSEA's demands were the following:

1. That CSEA negotiate tenure for State labor class employees and non-

competitive class employees measured from the first date of permanent appointment in the classified service of the State.

2. That the dual definition of "veterans" with respect to Section 85 and

86 of the Civil Service Law be resolved through legislation in accordance with the definition contained in Section 86.

3. That CSEA negotiate a standard procedure to be used by all State agencies upon the reassignment of person-

nel prior to layoff, wherein the least senior employee, holding an abolished title in a given location, be designated as the employee to geographically relocate, if necessary, to maintain his position rather than requiring the most senior employee to relocate.

4. That CSEA negotiate an amendment to the layoff procedure that would require the termination of all temporary, provisional, contingent permanent, and probationary employees, regardless of position title or layoff unit, prior to the laying off of a single permanent State employee when positions are abolished.

5. That the Joint State-CSEA Committee on Layoff Units be continued to function in the area of correcting inequities in the layoff procedure and establishing more equitable layoff units where needed.

We are recommending that the following items be accomplished as soon as possible:

6. That Counties and other political subdivisions of the State seek the provisions of Section 80-a of the State Civil Service Law for non-competitive employees in such jurisdictions, and further, seek a similar tenure provision for labor class employees as recommended for State labor class employees in item 1.

7. That State Department Representatives on the Statewide Board of Directors survey their membership as to suggestions on the composition of layoff units and any other inequities which they feel exist in the present layoff procedure.



Drug Abuse Control Commission chapter 696 president Patricia Miller, left, and vice-president Stella Clifford voiced concern for scheduled layoffs within their department.

## Civil Service Law & You

(Continued from Page 6)

Court held that on the record it could not find that the District Court abused its discretion in failing to award fees to the plaintiff's attorneys. The issue of defendant's bad faith as justifying counsel fees, the court pointed out that the District Judge found that the defendant had made reasonable efforts to comply with

constitutional requirements and did so in good faith, although those efforts fell short of satisfying the job-relatedness requirements. The court therefore affirmed the decision of the District Court. **Jones v. Human Resources Administration**, U.S. Court of Appeals, Second Circuit, New York, Jan. 26, 1976, 12 FEP cases 284.

## Don't Repeat This!

(Continued from Page 6)

the state's population and industry. Thus, we have rural and suburban districts just as we have urban areas. The ethnic breakdown of our population is substantial, with large blocs of religious and nationality groups.

We also have a wide diversity in the state's industry, and while many throughout the country are not fully aware of this, New York also is an important farming state. Thus, the politicians will be able to analyze the voting results in relation to a great many factors.

Also, from a national point of view, if the vote here is closely divided among Carter, Jackson, and Udall, the result may give added impetus to the prospects for a non-candidate such as Senator Humphrey, and for can-

didates who have recently entered the picture but have not yet participated in any primaries. Gov. Edmund G. Brown of California and Senator Frank Church of Idaho.

Primary day will be almost exclusively a day for the Democrats. The Republican delegation for the state is largely uncontested and remains at this time uncommitted. Some delegates will be running as delegate for former California Gov. Ronald Reagan, but neither their election or defeat will have any meaningful impact on the race between Reagan and President Ford.

P. S. Don't Repeat This April forecast considers a Humphrey-Carter or a Humphrey-Carey ticket among the most viable possibilities.

## Supreme Court Rules On Jobs, Residency Rule

The Supreme Court announced two separate rulings last week, concerning residency requirements and retroactive seniority, that could have major implications for the public employees. ployees.

The court said a local government can require municipal employees to live within the city limits. It also decided that blacks and other minorities who prove they were victims of discrimination when job hunting can get seniority status dating to when they were originally rejected.

In the first decision, the court rejected a challenge by a Philadelphia fireman who was dismissed because of a residency requirement when he moved to New Jersey.

New York City has been pushing for a law requiring new public employees to live within the five boroughs.

In the other case the court overturned a ruling by the U.S. Circuit Court in New Orleans refusing to grant retroactive seniority to black truck drivers working for Bowman Transportation Company. The drivers were originally turned down for jobs by the company because of race.

## Emeralds Elect Ferguson

Det. James "Barney" Ferguson is the new president of the Grand Council of United Emerald Societies following elections March 17. His election adds to an already impressive list of service to Irish-American organizations.

The Grand Council oversees 26 Emerald Societies on municipal, state and federal levels of public service and some from private firms.

Also elected were vice-presidents Thomas Doyle (Fire Department Emerald Society), William Conklin (Suffolk County Police), Peter McGeough (MAB-

STOA), James Waters (Post Office) and Archie McCormack (Housing Police). Others are recording secretary James McLaughlin, corresponding secretary Dr. Philip Bolger, treasurer Dorothy Cregan and financial secretary Thomas O'Dwyer.

Mr. Ferguson, 37, an NYC police officer since 1957, is with the Fourth Homicide Assault Squad. A resident of Pelham Manor, he helped organize and found seven Emerald Societies including those in the Police Department, Board of Education and the Telephone and Communications Workers.

**Give a pint of blood. You may not be dying to give blood, but some day you may be dying to get it.**

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### Rights Explained

New York City's Human Resources Administration and Social Services Department officials will explain citizens rights over the WNYC-TV (Channel 31) program "Frontline New York City" Tuesday, April 13 at 3 p.m. and Thursday, April 15 at 7 p.m.

### Seek Psych Head

Another promotional exam will be open for filing April 6 through 26, for a high-level post with the Health and Hospitals Corporation.

**Chief psychologist**—Exam 5508 —is open to senior psychologists who have been with HHC at least six months. Former city employees on the senior psychologist preferred list may also apply for the technical-oral test scheduled for June 14. The job pays \$22,900 a year.

**Medal of Honor Rag**



His country gave him the Congressional Medal of Honor... A Detroit grocer gave him five bullets in the chest.

Regular Prices: Tues. thru Thurs. Evgs. at 8:00 P.M. Sun. at 3:00 P.M. & 7:00 P.M. \$7.50, 6.50, 5.50. Fri. Evgs. at 8:00 P.M. Sat. Evgs. at 7:00 P.M. & 10 P.M. & Opening Night Sun. Evg. March 28 \$8.50, 7.50, 6.50. Please enclose a stamped, self-addressed envelope with mail order. Kindly list alternate dates.

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# Need Therapist, Secretary, Auditor, Others

**MANHATTAN** — The following is a simulated radio broadcast by the New York State Department of Labor's Manpower Services Division. The positions cited, however, are real ones.

**ANNOUNCER:** Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 488-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor—Job Bank.

If you find that today's openings aren't suitable for you, keep in mind that there are many other kinds of work available at our New York State Employment Service Offices. And re-

member, there is never a fee to you or to the employer who lists his job with us. Now the listing.

**SPEAKER 1.** A hospital in Manhattan is seeking a **PHYSICAL THERAPIST** who has a New York State license or is eligible for licensing. Applicant should have some college background and one-two years of experience, especially with chest therapy. The position pays \$260 a week plus excellent fringe benefits.

2. Also in Manhattan, there's an opening for a **SECRETARY** in the public relations department of a copper manufacturing firm. Must be able to take steno at 80-90 words a minute and type 60 words a minute. Two to five years of similar experience is preferred for this job paying \$200 a week.

3. Here's another hospital opportunity. This one calls for a **COBOL PROGRAMMER** who has two-four years of 360/30 DOS

experience. Salary \$12,000-15,000 a year, depending on the applicant's background.

4. This next position is for a **NIGHT AUDITOR** with a Manhattan hotel. Will work in accounting department using NCR 2000. Must have two-five years of experience. The employer is offering \$159 a week plus a shift differential and a promised pay increase on June first.

5. Up in the Bronx, an **ANIMAL CARETAKER** is needed to groom dogs in a pet shop. Applicant must have one-two years' experience in this work. It's a five-day, 40-hour week with Sundays and Mondays off. The pay is \$125 a week.

6. A manufacturer of tags is calling for a **CUTTING MACHINE OPERATOR** with two-five years of experience. Must be familiar with Seybold 45 paper cutter, have worked previously on tags and also have a knowledge of drills. The firm is in Manhat-

tan and is offering \$175 a week to a qualified candidate.

7. Out on Long Island, a **SHIRT PRESSER** with previous laundry experience is wanted today. Must use machine. Join union in 30 days. The job pays \$104 a week.

8. Elsewhere on the Island, a **RADIOLOGIST TECHNICIAN** is being sought. Must have a four-year college degree, five years of nuclear experience and two years of supervisory background. The position pays \$13,000-16,000 a year, depending on the job-seeker's experience.

9. A Manhattan contractor is looking for an **ELECTRICIAN** with at least 10 years of experience to do residential, industrial and commercial repairs. Must be able to work independently. The pay is \$5.50 an hour.

10. There's a position available in Queens for a **Singer SEWING MACHINE OPERATOR** to do sectional work on ladies sportswear. The job pays \$2.75 an hour

and up, depending on experience.

11. A manufacturer of electrical parts in Brooklyn is trying to locate a **DIE MAKER** to work on a diecasting operation. Will set up and repair tools, make molds for injection machine. One to two years experience in this or related work is required. The pay is \$5-5.82 an hour, according to the worker's ability and experience.

12. In Manhattan, there's an opportunity for a **CLERK-TYPIST** with two-five years in the field. Must be able to type 50 words a minute accurately. Will also answer phones. The salary ranges from \$130 to \$160 a week, depending on the applicant's ability.

13. In Westchester today, an employer is hunting for a **REFERENCE LIBRARIAN** with a BS in the sciences, an MS in library science, and three years of experience. Will assist in scientific corporate library, handle acquisitions, catalog and do technical processing. The salary is \$1,000 a month.

14. Elsewhere in Westchester there's a position waiting for an **ELECTRONIC ENGINEER** with an engineering degree and 10 years' experience as an engineering executive. Will direct programs, budgets, schedules and technical performance. The employer will pay \$20,000-25,000 a year to a qualified candidate.

15. We return to the city for today's final opening, this one for a **CORSET FITTER** with a retail shop in Manhattan. The job calls for alteration work primarily, but fitting experience would also be helpful. The job pays \$4 an hour and up, and can be full-time or part-time, according to the worker's preference.

**ANNOUNCER:** The phone number again for New York City jobs is (212) 488-7330. For the jobs we've noted outside the city, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor.

## Gnondaga Sets Two Promotions

**SYRACUSE**—Filing is open until March 31 for promotional examinations as operating engineers and custodians in county, town and school district offices in Onondaga County. Salaries range from \$9,101 to \$12,600 a year. Applications and detailed information may be obtained from the Onondaga County Department of Personnel, 105 County Office Building, Syracuse, New York.

## Sanit Meeting Set

The Hispanic Society of the Department of Sanitation will meet Wednesday, March 31 at the City University Graduate Center, Room 1437, 33 West 42nd St., Manhattan at 7 p.m.



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**PRESIDENT'S ADDRESS** — Irving Flaumenbaum, president of Long Island Region I, Civil Service Employees Assn., gestures while bringing home a point in remarks delivered to a meeting of the Suffolk County Educational chapter, CSEA. Mr. Flaumenbaum, who is also chief of the Nassau County CSEA chapter, delivered his talk at Middle Island. Sharing the dais are, from left, Suffolk Educational chapter president Walter Weeks, chapter secretary Millie Vassallo, and Region I supervisor Edward Cleary.

## State And County Eligible Lists

<p><b>EXAM 35-828</b>  <b>SR COMP CLAIMS AUDITOR</b>                  Test Held Oct. 4, 1975</p> <p>1 Spinner Janice Brooklyn .....87.4                  2 Majchrowicz P R Brooklyn .....85.1                  3 Kenyon Katrina Staten Is .....82.2                  4 Beardley R W Clay .....80.6                  5 Bart Michael Brooklyn .....79.6                  6 Feld Leonard B Flushing .....79.4                  7 Shaw Robert H Bellerose .....76.3                  8 Silverstein R M Brooklyn .....75.4                  9 Franz James G Brooklyn .....75.4                  10 Weinstein B S NYC .....74.5                  11 Hunt Alberta M Albany .....74.0                  12 Williams Luther NYC .....72.7                  13 Engel Peck B Flushing .....72.4</p>	<p>14 Collins Michael Bronx .....71.6                  15 Lloyd Dorothy C NYC .....71.2                  16 Kovner Howard Brooklyn .....70.4</p> <p><b>EXAM 35-829</b>  <b>ASSOC COMP CLAIMS AUDITOR</b>                  Test Held Oct. 4, 1975                  List Est. March 10, 1976</p> <p>1 Bell Alvah F Val Stream .....77.0</p> <p><b>EXAM 35-834</b>  <b>SR WORKMENS COMP EXMR</b>                  Test Held Oct. 4, 1975                  List Est. Feb. 24, 1976</p> <p>1 Bertoni Anne B Endicott .....88.0                  2 Lewis Natalie R Brooklyn .....87.8</p>	<p>3 Bernstein B B Bay Shore .....86.6                  4 Suarez Gilbert Staten Is .....85.0                  5 Devine Ellen C Buffalo .....85.0                  6 Lafreniere T Johnson City .....83.0                  7 Horowitz Sylvia Glen Gdn .....81.4                  8 O'Connor Patrick Rochester .....81.3                  9 Dogias Nicholas Liverpool .....81.0                  10 Miller Barbara NYC .....80.0                  11 Rogers Julia Brooklyn .....79.0                  12 Welikson Ralph Brooklyn .....78.1                  13 Ragusa Nicholas Pt Pleasant .....78.0                  14 Weitzman Walter Far Rockaway .....77.7                  15 Alonzo Lenore Bronx .....77.6                  16 Jennings Lorell Brooklyn .....77.5                  17 Weiss Sylvia Howard Beach .....77.5                  18 Jurusik Donald Cohoes .....77.5                  19 Roberts Edith Laurelton .....77.0                  20 Fivash Gladys L Sprngfld Gdn .....77.0                  21 Horowitz David Glen Gardner .....76.6                  22 Foster Mammie S NYC .....76.2                  23 Singletary J Y N Babylon .....75.1                  24 Vinti Rose M E Rockaway .....75.0                  25 Stern Sharyn R Ozone Pk .....74.9                  26 Dubois Adele A Brooklyn .....74.7                  27 Cerrone Annette Petersburg .....74.0                  28 Kirby Francis J Albany .....74.0                  29 Ockrin John NYC .....73.6                  30 Zwicker Walter Island Pk .....73.1                  31 Smith James P Hollis .....72.6                  32 Schlein Evelyn Lawrence .....71.6</p>
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# SHORT TAKES

### AGE CURB UPHELD

State workers who have received permission to continue working beyond age 70 may have that permission revoked after 60 days' written notice, the Appellate Division Court ruled recently in Brooklyn. The court decided unanimously in upholding the state's age limitation provisions and noted there is a "general relationship between advancing age and decreasing ability to respond to the demands of a job."

### ASK TAYLOR OVERTURN

Utica Mayor Edward Hanna has petitioned a federal court to overturn the Taylor Law which mandates binding arbitration when negotiations are deadlocked in public union contract talks. Mayor Hanna asked the federal court in Utica to void the law since it "places power in the hands of individual arbitrators and not the elected officials who represent the voters and taxpayers." The contract expired last year. The Mayor has had a running battle with Utica's public sector employees.

### URGE BUMPING BUMP

The Legislative Fiscal Committees, responsible for the state's revised budget, have recommended that the Department of Drug Abuse Services not permit laid-off workers to "bump," or exercise job-retention seniority rights, over other employees at other drug abuse facilities. The recommendation notes that because of the deep cuts envisioned for DAS, the department should not permit "the continued bumping rights across various institution barriers with the resultant destruction of ongoing services."

### INMATE LEGAL AID

A federal grant of \$1,117,510, to fund a new program to provide free legal aid to inmates of New York State prisons, has been awarded to the New York State Bar Assn. by the state Division of Criminal Justice Services. Prisoners' Legal Services, to be in operation this summer, will be formed as a non-profit corporation. It is intended to assist indigent prisoners with sentence and parole problems, prepare writs, investigate prison conditions and receive civil complaints. A staff of 34 attorneys and 12 legal aides will work in New York City and in six field offices near major correctional facilities. Michael A. Feit, an Albany attorney who is also chairman of the Bar Assn.'s committee on the correctional system, said "the overwhelming majority" of persons now in prison will qualify for the services. The state now has a prisoner population of around 17,000.

### JUDGES' MERIT SYSTEM

Constitutional amendments for merit appointments of judges plus a second attempt to establish an office of chief administrator for New York State courts have been proposed in a court reorganization legislative package. The measures were sponsored by Senator Bernard G. Gordon (R-C, Peekskill), chairman of the Senate Select Task Force on Court Reorganization.

### WOMEN FORM WISG

Women employed by state agencies in Albany have formed a group called Women In State Government intended to work for better jobs and higher wages for women. At a recent organizational meeting, the group was addressed by Catherine Samuels, author of "Women In Public Employment: The Forgotten Five Million," and a member of the New York City Women's Action Alliance. Ms. Samuels said the forming of WISG is "almost unprecedented among female public employees. The public employees are far behind the private employers in eliminating sex discrimination. Discrimination against women is pervasive and institutionalized in state government." She urged the group to "identify the ways in which you are discriminated against and be ready to go to court if necessary."

### CHARGE FED FUND LOSS

A hiring freeze imposed by the Carey Administration could cost the state about \$330 million in federal grants for water and sewage projects while spiking plans to create many new jobs, according to the State Federation of Utility Contractors Assns. Association president Frederick Compagni said the failure of the Environmental Conservation Department to fill 20 sanitary engineer posts could involve missing a deadline for federal aid as part of the state's \$3 billion public works project. "The state is saving \$400,000 in salaries and risks the loss of \$328 million in federal aid," Mr. Compagni charged.

### DATA ENTRY LIST

ALBANY—A data entry positions eligible list, resulting from open-competitive exam 24-327, was established March 17 by the State Department of Civil Service. The list contains 108 names.

### LEGAL NOTICE

#### OAK ASSOCIATES,

A Limited Partnership, 40 Wall Street, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office January 28, 1976. Business: Trading in commodities future contracts, or commodities spreads and straddles, and in commodities options, puts calls and straddles and conduct all business related thereto. General Partner: Paul I. Willensky, 1065 Park Ave, NYC; Marc S. Sherman, 73 Jane St, NYC. \$7500.00 each Limited Partners, Cash Contributions and Share of Profits: Osias Biller, 10 Park Ave, NYC; ABC Industries Inc., 258 Broadway, NYC, \$50,000 each; Warren D. Manshel, 2 E 67 St, NYC; Anita Manshel, 2 E 67 St, NYC, \$25,000 each. Term: January 28, 1976 to January 28, 1986. Limited partners shall contribute their share of profits as additional contributions unless they are withdrawn. Contributions to be returned upon termination or upon request at end of any quarter. Additional limited partners may be admitted by general partners.

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Substance of Certificate of Limited Partnership of Stowe Associates, filed in the New York County Clerk's Office on Feb. 11, 1976. Business: To deal in machinery and equipment. Address: c/o Roger W. Schmidt, Assoc. Inc., 654 Madison Avenue, N.Y. N.Y. General Partner: Roger W. Schmidt, 50 E. 89th St., N.Y. N.Y. Limited Partner, cash contribution and share of profits: Carol Conover, 425 E. 79th St., N.Y. N.Y., \$90,000. 90%. Term: Feb. 10, 1976 to Dec. 31, 2030 unless sooner terminated. No agreement to make additional contributions. Additional limited partners may be admitted Limited Partner may substitute an assignee as provided.

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No written test is required. Candidates will be rated on training and experience.

For GS-5 positions, applicants must have two years' general experience and one year of specialized work. General experience for both posts means experience operating electric accounting machines, sorters, tabulators, calculators, card punch and other wired equipment.

Specialized experience for computer operators means experience operating a computer system or peripheral devices used in support of computer operations. Work in translating actions into computer languages, heading and interpreting program charts, or other work requiring comparable knowledge of computer techniques will qualify for technician specialized experience.

GS-6 candidates must have two years' general and two years' specialized experience, while GS-7 candidates should have two years' general and three years' specialized.

Two years of study above high school may be substituted for two years' general experience. Four years' study past high school, including 12 semester hours in data processing may be substituted for all GS-5 requirements.

Additional information and applications are available at federal job information centers at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-40 161st Street, Jamaica, Queens.

Complete forms should be sent to Syracuse Area Office, U.S. Civil Service Commission, 301 Erie Boulevard West, Syracuse, N. Y. 13202.

## Six Onondaga Exams Are Set

SYRACUSE — The Onondaga County Department of Personnel is accepting applications until March 31 for open-competitive exams for control clerk, computer aide, claims examiner, custodian III, operating engineer I and power plant worker. Starting salaries range from \$6,140 to \$12,630 a year.

Examinations are tentatively scheduled for May 1. Additional information and applications may be obtained from the Onondaga County Department of Personnel, 105 County Office Building, Syracuse, N.Y.

## Air Fire Dept. Film

"Transportation of Injured," a New York City Fire Department training film will be broadcast April 12, 14 and 16 on WNYC-TV, Channel 31. The program will be aired at 7 p.m. on April 12 and 14, and can be seen at 6:30 on April 16.

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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
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
Variety 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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Dutchess chapter 814 leaders, from left, Ellis Adams, Bernie Viet and Ann Boehm, express appreciation to Frank Seminara, vice-president of Transportation District 10 chapter 508, for contribution to Dutchess Welfare Fund. Chapter had set up locked box in lobby of Concord Hotel during recent CSEA Convention in effort to solicit donations to replenish fund that was used to aid employees penalized for strike action last summer.

## Dutchess Unit Will Man Telephones To Replenish CSEA's Contingency Fund

FISHKILL—The drive to replenish the statewide Civil Service Employees Assn. contingency fund swings into high gear this week as the Dutchess County unit, CSEA, begins a three-Region telephone campaign for donations.

The 1,000-member unit was the recipient of a \$52,000 advance from the fund last year when Dutchess County employees struck at the climax of a contract dispute. Under the state's Taylor Law, the workers were fined two days pay for each day on strike, but the union's contingency fund paid those fines, as well as picket-line pay of \$20 per day to each striker. Hundreds of individuals and CSEA chapters and units also contributed to the Dutchess Strike Fund.

### Ask For Pledges

Now the unit is soliciting donations to help repay the union.

"We are beginning a telephone campaign in which we will call all CSEA chapter presidents in Long Island Region I, New York City Region II and Southern Region III of CSEA, and ask them for pledges from their chapters," said Ellis Adams, president of the Dutchess County chapter.

"A donation of just 25 cents from every CSEA member in the state would completely wipe out our debt to the CSEA contingency fund, and ensure that other units or chapters that strike will have the same financial security the Dutchess unit had."

The telephone team, led by

Pat Robins of the Dutchess County unit, will be headquartered at CSEA Southern Region III office in Fishkill.

### Appreciation Awards

The Dutchess County unit collected about \$750 from CSEA delegates at the recent statewide convention at Kiamesha Lake, Mr. Adams said. About \$200 of these donations was in cash and the rest in checks.

Checks from individuals or chapters or units should be made payable to: Dutchess Strike Fund, c/o CSEA Region III, Old Albany Post Rd. North, R.D. No. 1, Fishkill, N.Y. 12524.

Those who contribute \$25 or more to the fund will receive an award of appreciation from the Dutchess County chapter. A form appears in this issue of the Leader which can be used for mailing contributions.

Representatives of the Dutchess chapter and Southern Region III have been traveling around the state making personal appeals for donations in recent weeks. This aspect of the fund drive will continue, and the telephone campaign will be extended to include the other three Regions of CSEA in the near future, Mr. Adams said.

In appreciation of the financial support given to the Dutchess County Unit of the Civil Service Employees Association during its 1975 strike, and in recognition of the fact that my own CSEA unit or chapter may some day need the same kind of financial support, I enclose

\$.....

to help replenish the statewide CSEA Contingency Fund.

(Signature) .....

Make checks payable to Dutchess Strike Fund.  
Mail to: Region III CSEA, Old Albany Post Rd.  
North, R.D. 1, Fishkill, N.Y. 12524.

## ASK MEMBERS' VIEWS ON SERVICES PROVIDED BY CSEA FIELD STAFF

ALBANY—The Civil Service Employees Assn.'s ad hoc committee studying field services is appealing to the membership of CSEA to respond to the following questions regarding the quality and availability of services delivered by the union's field staff.

WHAT SERVICES DOES CSEA'S FIELD STAFF PRESENTLY PROVIDE IN YOUR REGION, AND WHAT FUNCTIONS ARE THEY EXPECTED TO PERFORM? \_\_\_\_\_

AT PRESENT, IS THERE SUFFICIENT STAFF TO FULFILL THOSE FUNCTIONS? \_\_\_\_\_

WHAT SERVICES SHOULD THE FIELD STAFF PROVIDE THAT IT IS PRESENTLY NOT PROVIDING? \_\_\_\_\_

WOULD ADDITIONAL STAFF BE NEEDED TO CARRY OUT THESE ADDITIONAL DUTIES? \_\_\_\_\_

WHAT RECOMMENDATIONS OR SUGGESTIONS DO YOU HAVE FOR IMPROVING THE LEVEL OF FIELD SERVICES IN YOUR REGION? \_\_\_\_\_

Committee chairman Martin Langer asks that all members send their responses to him c/o CSEA 33 Elk St., Albany, N. Y. 12207, by April 5. Responses may also be sent to any of the other committee members. They are: Andrew Placido, 601 Loew Bldg., Syracuse, N.Y. 13202; Genarro Fischetti, 42 Rose Ct., Staten Island; Ramona Gallagher, 46 Raintree Island, Tonawanda, N.Y. 14150; Thomas Devanny, 31 Iroquois Lane, Commack, L.I. 11755; or Anne Kearney, 57 Oakwood St., Albany, N.Y. 12208.

The same questions are being asked of CSEA administration and staff, Mr. Langer said. He stressed that the April 5 deadline is final.

## First Corning Pact Holds A 16% Minimum Wage Hike

CORNING—City of Corning School District non-teaching personnel elected last summer to have the Civil Service Employees Assn. as their collective bargaining representative. Today it's a safe bet that most of the more than 300 employees in the CSEA unit are glad that they did.

The Corning School District CSEA unit has just ratified its first contract under CSEA, a two-year agreement that provides salary increases in both years along with substantial changes that strengthen the contract.

CSEA collective bargaining specialist Gary Johnson organized the unit last summer and helped negotiate the new contract, which calls for a 10 percent salary increase retroactive to last July 1 along with paid shift differential and a special \$400 stipend for custodians. The second year calls for an increase of one percent more than the cost-of-living with a 6 percent minimum plus increments along with creation of an additional step for custodians and cleaners.

The new contract provides for seniority right, job posting and bidding, a new disciplinary procedure with binding arbitration for grievances and a past practices clause to protect all existing benefits. Under the CSEA-negotiated contract, Blue Cross/Blue Shield coverage is 100 percent employer paid, an additional week of vacation was won, and employees were changed to the 20-year (75I) retirement plan. The new contract also pro-

vides for overtime pay to any employee working outside the normal work day or work week, two hours minimum call-in time paid at the overtime rate, a new longevity schedule with incre-

## Contract Ballot Confusion

(Continued from Page 1)  
started March 29.

According to Bernard Schmahl, chairman of CSEA's special election procedures committee which is charged with the tally, the

## Chautauqua Pay Denial

(Continued from Page 1)  
tions Board, accused the county of bargaining in bad faith by not giving county negotiators the authority to make an agreement with CSEA.

The \$650,000 in pay hikes came after five months of negotiations in the third year wage-reopener of the CSEA contract with the county. It worked out to an immediate 4 percent pay raise retroactive to Jan. 1 and a 1 percent hike July 1.

County officials said meeting the raises meant exhausting the county budget surplus by the end of the year.

ments at 15 and 20 years, and 15-cent mileage reimbursement.

Members of the unit's negotiating team were William Kocher, president, William Ford, Edward Mayer, Daniel Ginnan, Jean Pierson, Winifred Gurnsey, Rex Colegrove, Shirley Brownell, Arthur Howell and Milton Gurnsey.

Mr. Johnson called the first agreement obtained under CSEA representation "An outstanding contract that certainly justifies the confidence placed in CSEA by the Corning School District employees when they chose to be represented by us."

counting has been rescheduled to start March 30. This is the deadline for submission of ballots. The final tally will be reached either March 31 or April 1, Mr. Schmahl added.

After the County Legislature's vote against the agreement, Donald C. Maloney, president of the CSEA chapter, requested support and authority for a job action from CSEA Headquarters.

He emphasized that the authority to call the job action "does not necessarily mean we will use it."

Mr. Johnson said CSEA Headquarters offered to pay all expenses of a job action including strike benefits to the Chautauqua County CSEA members.

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





As the situation worsened, Orange unit negotiators and other officials explained problem to membership at general meeting on March 12. Chief negotiator Manny Vitale is at mike, with field representative John Deyo



standing at left. Seated, from left, are negotiating team members Harry Gass, Everett Remington, regional attorney Bart Bloom, unit president Carol Dubovick, negotiators Marion Drake, Gertrude McNally and Esther

Arvanites. Strike action was voted. Four days later, on eve of strike, members again rallied at mass meeting, and learned that County was still in defiance of contract with employees. Picketing was slated to begin March 17.

# Union Rallies To Support Orange Employees

Orange County employees were due to get salary increase last Jan. 1, according to terms of three-year contract now in its second year.

The salary increase was left open, subject to negotiations.

Instead, the County Administration slapped a wage freeze on employees, and County Legislature went a step further by reducing all increments to \$65—a potential loss in the hundreds of dollars for many employees.

In desperation, employees voted strike action.

The Orange employees' cause was pleaded to Civil Service Employees Assn. delegates as they were meeting in nearby Sullivan County. Statewide CSEA support was expressed, and volunteer picketers joined protest lines outside county offices as job action began on March 17.

News update on Orange labor battle appears on Page 1.



Orange unit president Carol Dubovick explains to Civil Service Employees Assn. delegates at Concord Hotel meeting that their fellow employees need support—which was granted. Standing behind Ms. Dubovick is CSEA vice-president James Lennon, who heads Southern Region III, which includes Orange County. At left of photo are CSEA vice-president Solomon Bendet, president Theodore C. Wenzl and executive vice-president William McGowan.



Orange County unit officials Andy Hall and Carol Dubovick, from left, discuss problem with CSEA staff officials Joseph Dolan, assistant executive director for counties; John Deyo, field representative, Patrick Rogers, director of field services, Thomas Luposello, Southern Region supervisor, and Manny Vitale, collective bargaining specialist.



Three busloads of fellow CSEA members from other county and state chapters provided support in manning picket lines outside various county offices. Busses left Concord Hotel at 6:30 in the morning.



Not afraid to show where he stands, David Bechtie, of the Orange County Health Department, carries hand-lettered signs as he marches outside one of the county facilities in Goshen.

(Leader photos by Ted Kaplan)



Strike breaker is waved through picket line by Sheriff's deputy as marchers disapprove. Wearing sign is Oswego County chapter president Fran Miller, among those who braved the sub-zero weather to aid fellow members.