

Civil Service LEADER

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PST Members — Have You Voted Yet?



Vincent Speciale, president of Onondaga County chapter 833, and Janet McEwen, of Cortland County chapter 812, work with other CSEA members during one of several small group training sessions for Syracuse Region V leaders. (Other photos on page 8.)

Wenzl: CSEA Set To Meet On PST Pact

ALBANY—Civil Service Employees Assn. president Theodore C. Wenzl last week advised New York State's chief negotiator Donald Wollett that the union stands ready to begin negotiations for its Professional, Scientific and Technical Bargaining Unit of state employees on Feb. 3.

In a letter to Mr. Wollett, Dr. Wenzl said, "We think it is important that you be notified that members of our team have been designated for some time now, have met on a number of occasions to prepare demands in behalf of the employees in this unit and stand ready to begin negotiations on Tuesday, Feb. 3, 1976."

April 1. CSEA also represents three other state Bargaining Units whose contracts expire April 1.

The negotiating teams for the Operational, Institutional and Administrative Services Units have already submitted all of their demands to the state, according to John M. Carey, CSEA's

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Leaders Train In Syracuse Region V

SYRACUSE — Sixty-five hardy souls braved severe up-state weather conditions recently to attend the second part of a Civil Service Employees Assn. Syracuse Region V leadership training program at the Sheraton Motor Inn here.

The program is sponsored by a CSEA advisory committee headed by Richard E. Cleary, Region V president.

Mark Fitzgibbons, FitzGibbons Associates training consultant, said the two-day program was the continuation of an earlier session in which 25 persons trained as program leaders.

These leaders were in turn put in charge of their own groups so that they could pass on their knowledge of leadership, training and education, morale and commitment, communications and public communications.

The first day of the training session was concerned with attitude development and practice in working groups.

This included the use of basic communications as practiced in group sessions, brainstorming in problem sessions, group interaction, and utilization and control of time in which activities are planned.

The program's second day was

concerned with theory and practice training as related to problem solving and later moved on to recruiting and motivating CSEA workers.

The program is set up as a continuing one, with those trained expected to go on and train others.

McGowan Rips Carey Over AFL-CIO Links

ALBANY—A top official of the Civil Service Employees Assn. accused Gov. Hugh L. Carey last week of "being in bed" with a rival labor organization which is challenging CSEA's representation rights for more than 40,000 state employees.

CSEA executive vice-president William McGowan said the rival labor group, the Public Employees Federation, has consistently refused to attack the Governor on such important issues to state employees as the Govern-

The PS&T Unit has been delayed in presenting its demands to the state because of a challenge of CSEA's right to represent it. A coalition of labor groups, whose number has dropped from five to two, has challenged CSEA. Mail ballots in the representation election will be counted by the Public Employment Relations Board Feb. 2.

The 40,000 state employees in CSEA's PS&T Unit are working under a contract which expires

nor's attempted raid of state employees pension funds, legislative lull and no-show jobs. "PEF is AFL-CIO, and everyone knows that Carey and the AFL-CIO have been holding

(Continued on Page 14)

PST Phone Lines

ALBANY—The six Civil Service Employees Assn.'s Regional offices will be open until 9:30 p.m. Monday, Feb. 2, so that staff can answer telephone inquiries on the outcome of the union representation election in the state Professional, Scientific and Technical Bargaining Unit.

The telephone numbers of CSEA's Regional offices are: Long Island: (516) 691-1170; New York City: (212) 962-3090; Southern: (914) 896-8180; Albany: (518) 459-5595; Syracuse: (315) 422-2319, and Buffalo: (716) 634-3540.

CSEA Headquarters in Albany will also have a person on duty until 9:30 p.m. Feb. 2 to answer phone inquiries. The number there is (518) 434-0191.

CSEA, the present PS&T representative, faces a challenge by the Public Employees Federation, an amalgam of several AFL-CIO unions and a Teamsters' local.



Women Gaining Influence In State Political System

THE turndown last November by the voters of the state of the proposed Equal Rights Amendment reflects

(Continued on Page 6)

Wenzl Elated By Reaction On Waste Investigation

ALBANY — Civil Service Employees Assn. president Theodore C. Wenzl congratulated Assemblyman Andrew Stein and the presidents of the six CSEA regions for their initial successes in alerting the public to formation of the CSEA/Stein Joint Committee to Investigate Waste and Inefficiency in Government.

"The excellent coverage by newspapers and television media has been gratifying to us," Dr. Wenzl said. "It indicates that

(800) 342-3697

is the toll-free number to call if you have a lead of interest to the CSEA/Stein Joint Committee on Waste and Inefficiency in Government. The number is operational 24 hours around-the-clock with a recording device to receive messages. All information will be confidential, but callers should leave a name and telephone number for follow-up.

we have an issue here that the public-at-large in this state is interested in. I'm sure that the committee, with the cooperation of state employees and public officials at all levels, will justify the trust being placed in them to produce results.

"The result that we are particularly looking for," Dr. Wenzl continued, "is for the state to be made aware of ways in which it can save money that is being spent unwisely, so that jobs of vital state employees can be pro-

duced.

"Once the public is made aware of areas of waste and inefficiency in the government, I'm sure that their collective opinion will encourage the Government to redouble its efforts to weed out unessentials in order to preserve vital public services, and, consequently, jobs of state employees."

Merit System

Dr. Wenzl also described the committee's efforts as being important to the preservation of the Merit System.

The committee chairman, Assemblyman Stein, had held highly publicized press conferences earlier this month in the state's major metropolitan areas. In each of the press conferences, different CSEA officials had shared the spotlight with Mr. Stein. The schedule was Jan. 9, Albany, with Region IV president Joseph McDermott; Jan. 12, New York City, with Region I president Irving Flaumenbaum, Region II president Solomon

(Continued on Page 14)

Urge More Kings Park Staff

MINEOLA—In a telegram to Peter Goldmark, director of the budget, Irving Flau- menbaum last week urged the hiring of additional person- nel at Kings Park Hospital.

The telegram from the presi- dent of the Nassau County chap- ter, Civil Service Employees Assn., who is also chief of CSEA's Long Island Region I, said: "All of our employees in the Mental Hygiene Department in Nassau and Suffolk Counties urge you to approve the Mental Hygiene Department plan to provide addi- tional employees for the Kings Park Hospital.

"This can be accomplished by budgeting an additional \$6,000,- 000 over the next two years which, incidentally, would assure accreditation for Kings Park Hospital. If the hospital does not receive accreditation, as you

well know, it will lose \$13,- 000,000 per year for the next two years for a total of \$26,000,- 000 in Federal government grants.

"We feel it is in the best in- terest of the State of New York, of the patients of Kings Park Hospital, and the employees that this Mental Hygiene Department plan is approved."

New Rochelle Seeks Community Official

NEW ROCHELLE—An as- sistant community develop- ment administrator is cur- rently being sought by the New Rochelle Civil Service Com- mission.

Information is available from the Municipal Civil Service Com- mission, City Hall, 515 North Ave., New Rochelle, N. Y.

Bendet To Legislators - Defend The Pension Fund

MANHATTAN—In testimony here last week before the State Assembly Minority Task Force on Security of State Pension Funds, Solomon Bendet suggested that the funds might be better administered by a body composed of state government and state employee repre- sentatives. Presently, the State Comptroller has sole discretionary power in the use of the fund.

"Why should the Comptroller be the sole trustee?" asked the president of the Civil Service Employees Assn.'s New York City Region II. "Why shouldn't we have, as in private industry, em- ployer and employee trustees? They said there was no big deal about that because we have con- fidence in the Comptrollers and we still have confidence in Comptroller Arthur Levitt — so much so that the CSEA institu- ted, with his knowledge and consent, assistance to stop him from investing in the Big Mac bonds.

"We had no objection, how- ever, when he bought state bonds and then wanted to use that money on behalf of the State of New York to buy Big Mac bonds. That puts the whole citi- zenship into the bag, not just re- tirees and prospective retirees."

Mr. Bendet, who is also a CSEA vice-president and leader of the union's New York City chapter, said, however, that this confidence may have been mis- placed.

"I'm only basing my remarks now on newspaper reports be- cause I haven't had a chance to discuss it with him (Mr. Levitt) or with any responsible indi- vidual, but the recent newspaper reports bother us!"

Citing a New York Times ar- ticle, Mr. Bendet said, "He is now reputed to have said, 'I am considering investing money in these moral obligation bonds providing two things happen: the banks will buy \$4 billion worth of state bonds and a con- stitutional amendment is passed prohibiting future moral obliga- tion agencies.'

"This raises a question in my mind," Mr. Bendet continued. "If he wants the banks to buy state securities, why don't they do it? Why must he buy these moral obligation bonds with money from people who are depending on it for their retirement; why doesn't he make a deal so that banks will buy his securities?"

In earlier hearings, CSEA's state programs administrator Bernard J. Ryan appeared to spell out the union's "unalter- able opposition" to the indis- criminate investment of the

funds. Citing Municipal Assis- tance Corp. bonds, Mr. Ryan de- clared that such investments "in areas that cannot reasonably be considered sound is to deprive employees of the confidence that they have had in their retire- ment plan."

Mr. Ryan expressed confidence in Comptroller's Levitt's fiscal acumen, but noted, "Mr. Levitt will not be Comptroller forever." Mr. Ryan told the task force that the proposed Assembly Bill 8015, which would oblige employees who joined or rejoined a public retirement system after July 1, 1973, to contribute 8 percent of their gross annual salary toward the cost of the system is prob- ably unconstitutional.

Mr. Bendet, in his testimony, noted that, "if these moral obli- gation bonds are good now, why do we have to have a constitu- tional prohibition against them in the future? If they're not good in the future, they're no damn good now.

"We want these monies kept to pay retirees' benefits. That's

what they were put there for and it's our money. We don't, at this stage, desire to have Comptroller Levitt buy moral obligation bonds with the money that should be going into pension checks."

Don't write off the retiree, Mr. Bendet implored.

"Hell, most of them are de- pending on what they put into this thing; don't solve other so- cial problems using the backs of the retirees."

The chairman of the task force is Assemblyman L. Stephen Riford. Other members are As- semblymen Neil W. Kelleher, Christopher J. Mega and Ar- mand P. D'Amato. In addition to Mr. Bendet, others testifying be- fore the group last week included Peter Goldsmith, director of fixed income research for the New York City brokerage firm of Loeb Rhoades & Co.; Mary Earhart Dillon, vice-president of the Queens College Retirees' Assn., and John Theobald, the asso- ciation's honorary chairman and consultant.

Creedmoor, Pressed By CSEA, Rescinds Employee Evictions

QUEENS VILLAGE—The on-grounds homes of about 100 low-salaried employees of Creedmoor Psychiatric Center have been saved through the efforts of the Civil Service Employees Assn.

Around the turn of the year, an order was issued by the Creedmoor administration that the employees—porters, food ser-

vice aides and other supportive personnel—would have to vacate their on-ground apartments within a year. Following a meet- ing last week between Creedmoor deputy director Nicholas Dubner, Creedmoor CSEA chapter presi- dent Terry Dawson and field representative Bart Brier, how- ever, the order was rescinded and the employees' homes saved.

Ms. Dawson, head of the 3,000-member chapter, noted that most of the employees who have on-grounds residences earn between \$6,000 and \$8,000 a year. The two-room apartments at the Long Island facility rent for \$53 a month and this relatively low rental helps to make up for the low wages of the workers. It was estimated that similar accom- modations near Creedmoor would cost in the neighborhood of \$200.

Doctors attached to the Creed- moor staff also pay \$53 for their on-ground apartments. Ms. Dawson earlier posed the ques- tion: "If the workers have to go, why not the doctors, too?" They were not included in the eviction notice.

The rescinded order was thought to be prompted by Creedmoor's loss of accreditation last October by the Joint Com- mission on Accreditation of Hos- pitals. The Chicago-based JCAH is a private organization which advises the government on the state of hospitals. It is believed that one of the principal reasons JSAH pulled its accreditation of Creedmoor is the alleged lack of privacy for patients, especially in washroom areas.

C. S. E. & R. A.

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CSEA VS. PEF DEBATE



Civil Service Employees Assn. team members for the Syracuse debate were, from left, CSEA vice-president Robert Lattimer, chairman of the union's PST negotiating committee; CSEA collective bargaining specialist Paul Burch, chief PST negotiator, and Dr. Frank Dougherty. At right is Dr. Irving Markowitz, who served as moderator.



Public Employees Federation viewpoint was presented by Fred Lambert, right, regional director for PEF. In background, from right, are moderator Dr. Irving Markowitz and CSEA debate team member Dr. Frank Dougherty. The open debate took place at the Sheraton Motor Inn in Liverpool.

Argue For Right To Represent PST Unit

LIVERPOOL—About 100 persons braved snow and freezing weather to attend a debate between representatives from the Civil Service Employees Assn., and Fred Lambert, regional director for the Public Employees Federation, the coalition challenging CSEA as representative for the more than 40,000 state Professional, Scientific, and Technical-Unit employees.

Irving Markowitz, a LeMoyn College professor of industrial relations and a member of the American Arbitration Assn., served as moderator and set the rules

for the debate. Representing CSEA were Robert Lattimer, Western Region VI president and a member of the PS&T negotiating team, Paul Burch, chief negotiator for CSEA, and Frank Dougherty, director of the Outreach Program at Hutchings Psychiatric Center.

Following introduction by Dr. Markowitz, Mr. Burch and Mr. Lambert opened with statements limited to 10 minutes. According to rules mutually agreed upon, both sides answered questions from presubmitted lists. Mr. Lambert questioned CSEA's ability to prevent lay-

offs and contended that "the PS&T contract should cover layoffs." He also questioned the CSEA "no contract, no work" strike deadline of April 1.

In remarks directed to Mr. Lambert, Mr. Burch repeatedly called attention to "the evasiveness of Mr. Lambert when asked about PEF dues structure and AFL-CIO mandatory assessment directives for locals in distress."

"In truth," Mr. Burch said, "PEF is a myth. It has no members, no officers, no structure or constitution." (Continued on Page 14)

Layoff Of Counselor Of Blind Raises Ire

WESTBURY—Eighty blind people on Long Island will go without aid or help from either the state or federal governments because of the latest round of cuts made by Gov. Hugh L. Carey.

Michael Stefanic, a rehabilitation counselor who works for the State Department of Social Services on Long Island and who helps the visually handicapped, is the only person in his title being laid off by the State. That he was laid off at all, say Civil Service Employees Assn. experts and other watchdog groups, is an example of waste and inefficiency in state government.

Mr. Stefanic, who earns \$15,000 a year, handles 85 clients. Eighty percent of his salary is federally funded. His job consists of mak-

ing life easier for the visually handicapped: taking them to job interviews, helping them enroll in schools and to fill out forms and generally aiding them in dealing with their disability.

Mr. Stefanic uses the resources of the Supplementary Social Security Income funds for the special equipment, books, training aids and living expenses for his clients. In so doing he generates monies for his clients, the areas they live in, and the state.

Mr. Stefanic is one of three counselors who work with the blind and visually handicapped in Suffolk County. When he left his job last week he left behind a large group of clients who are virtually helpless without aid. His clients will be transferred to the two other counselors when he leaves. These counselors, however,

are already working full case loads.

"That's what I'm most concerned about," Mr. Stefanic said. "What is going to happen to my clients after I leave?"

What is worse, Mr. Stefanic said, is that he requested a transfer to White Plains 18 months ago. The State denied his request and he bought a home in Suffolk County to be close to his clients. After the cut, the state offered Mr. Stefanic the choice of a transfer to White Plains or a layoff. He talked with his wife, Patricia, who is expected to give birth to her first child next month, and decided to seek another job on Long Island instead.

Irving Flaumenbaum, president of CSEA Long Island Region I, said, "The layoffs don't make

sense. The job is 80 percent federally funded and the state is saving practically nothing by laying him off. Here is a case that points up our reasons for going to Supreme Court to stop the layoffs."

Assemblyman Andrew Stein, (D-L, Manhattan), chairman of the Joint Committee on Waste and Inefficiency in Government now investigating the case, commented, "It's because of this type of situation—where competent, skilled persons working in important areas dealing with the public are being laid off—that we are going into the whole question of no-show jobs."

And Assemblyman Milton Jones (R-North Merrick), who represents the Westbury District where Mr. Stefanic's social service office is located, said, "I intend to go to the Governor's office about this. It seems outrageous: an area so vital with people so helpless."

Mr. Stefanic's own Assemblyman, John C. Cochrane (R-Bayshore), sent a letter at week's end to Stephen Berger, New York State Department of Social Services Commissioner, noting, "In view of the federal funding of 80 percent, it seems that the final effect upon the State for the services of a counselor are minimal as compared to the need which this position fills."

"I would appreciate your com-



IRVING FLAUMENBAUM
... "layoffs don't make sense"

ments as to whether Mr. Stefanic's position will be filled or whether these visually handicapped persons will be left unassisted."

Ed Cleary, Long Island Region I field supervisor, commented: "As the absurdity of these mindless cuts sinks in to the public, we may well see a groundswell of resentment toward Governor Carey."

"The cuts are the effects of a temper tantrum the Governor had because the Legislature won't give him the taxes he wants. Trying to take out his resentment on civil servants and on the essential services that people need and demand will backfire on Carey."

Binghamton School Pact Brings A Hike Of 8.5%

BINGHAMTON—The Binghamton School District and the Civil Service Employees Assn. have reached agreement on a one-year contract after eight months of negotiations.

The contract is retroactive to July 1, and covers about 200 workers.

Carlo Guardi, president of the CSEA Broome County Educational chapter and Binghamton School District unit, said that the contract includes an 8.5 percent increase for on-step employees and an 8 percent increase for off-step salaried employees, those that have reached their

top step. He said that all daily paid and hourly paid employees also will receive a rate increase of 8 percent.

In addition, he said, prosthetics were added to the district's dental plan and there will be no loss of pay for jury duty.



GETTING OUT THE VOTE — Putting the finishing touches on a giant, detailed chart that depicts the geographic assignments of more than 70 headquarters and field staff personnel of the Civil Service Employees Assn. for the duration of the current PS&T representation election are, from left, Mae Richardson, Dianne Fitzgerald and Barbara Steinberg, CSEA secretaries. The wall-to-wall chart, located at CSEA headquarters in Albany, has been used this month as a visual indicator of the personnel, services and materials requested by the staff in each area to reach more than 40,000 PS&T state employees represented by approximately 300 CSEA chapters and units statewide. Ballots for the current representation election were mailed out by the Public Employment Relations Board on Jan. 12. Votes will be counted on Feb. 2.

Seek Nurse, Secretary, Sales Rep, Others

MANHATTAN—The following is a simulated radio broadcast by the New York State Department of Labor's Manpower Services Division. The jobs noted, 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 remember, there is never a fee to you or to the employer who lists his job with us. Now the listing:

SPEAKER 1. A used car dealer in the Bronx is looking for an **AUTO BODY REPAIRER** with two-five years' experience. An applicant with a driver's license

and some familiarity with mechanics, tune-ups and brake jobs is preferred. Tools are not required. The pay is \$200-\$500 a week, could go higher depending on experience.

2. In Brooklyn, there's a hospital seeking a **LICENSED PRACTICAL NURSE** who has at least a year of operating room experience. A New York State license is also required. The job calls for rotating shifts and pays \$221 a week.

3. A **SECRETARY** is in demand at a buying office in mid-Manhattan. Must be able to take steno at 100 words a minute,

type 60. The position pays up to \$190 a week and also offers a 20 percent discount on clothing purchases.

4. A **CABINETMAKER** is also on the demand list today. Will use woodworking machines and hand tools. No blueprints needed. The job is in Brooklyn and the pay is \$4.50-\$5 an hour, depending on the job-seeker's ability and experience.

5. An air conditioning firm in Queens has an opening for a **MATERIAL HANDLING SUPERVISOR**. Should have at least five years' experience as a parts department manager. Will su-

pervise four workers, order stock, keep inventory. Must be able to use fork lift. The salary is \$12,000 a year.

6. There's a position available for a **SALES REPRESENTATIVE** to sell slide and motion picture presentations for use in the advertising and communications fields. Must have similar or related experience or a background in advertising sales. The position is in Manhattan and offers a salary of \$175 a week.

7. Taking a look at Westchester now, a firm there is trying to locate an **ADMINISTRATIVE ASSISTANT** to coordinate existing programs and carry out special projects in the field of marketing. Applicant must have MBA degree and two-three years' of experience. The salary is \$1,500-\$1,800 a month.

8. Another Westchester opening requires the talents of a **PROGRAMMER**. Must have college degree, two-five years' in the field, and a knowledge of FORTRAN and BAL. Will use Univac 9400 equipment. The pay: \$15,000 a year.

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.

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Civil Service Activities Association

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RETIREMENT NEWS & FACTS

By A. L. PETERS

More Liberal Pensions?

There is a move, resulting from the Government Accounting Office report of inequities between the retirement provisions of civil servants and comparable jobs in industry, which may result in even more liberal pension plans for some employees. A Bureau of Labor Statistics survey shows that 75 percent of the pension plans, even with the liberal formulas, increased in vested values only 29 percent in the period from 1970 through 1974, less than the figure of 30.4 percent and in the Consumer Price Index.

The problem with pension funds is that, although the rate increases with the cost of living, the value of the basic equity in the fund does not rise proportionately. Someone in service for 20 years may have his annual benefits increased but the reserves themselves decrease in value as a result of inflation. Thus, where the fund is not vested, the payment can be substantially reduced.

The last day to set up a Keogh Plan was originally set up as Dec. 31, 1975. The law allows monies up to 15 percent of income earned under self-employment to be set aside for a retirement plan under the Keogh law, and this amount is a deduction from income on your 1975 return. Apparently, because of the public confusion, the time for setting this aside has been extended to April 15, or later, if you received an extension of time to file your 1975 return.

There are now 605,800 men and women who work for government agencies in New York, about 18 percent of the total employed labor force. In the

New York-New Jersey Metropolitan area, 1,100,000 work for a government agency. This is just a little under 16 percent—one out of every six of the working population.

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)

Norris, Barbara	.....New York City
O'Donnell, John J.	.....Brooklyn
O'Keefe, Kathleen M.	.....Bronx
Ordanski, Frank	.....Huntington Station
O'Sullivan Mary C.	.....Troy
Parinello, Joseph S.	.....Rochester
Pegeese, Frances V.	.....Englewood, N. J.
Petrie, Georgia L.	.....Lyons
Pettit, Helen E.	.....Schenectady
Phillips, John G.	.....Keesville
Pickett, William E., M.D.	.....Albany
Pittman, Hannah	.....Brooklyn
Posa, Janice	.....Hempstead
Powell, Robert F.	.....Cortland
Procopio, Cecelia	.....Brooklyn
Provencher, Edward	.....Newburyport, Mass.
Pugh, Robert H.	.....Rochester
Purnhagen, Barbara	.....Deer Park
Ragusa, Anthony	.....Brenwood
Rich, Marilyn A.	.....Manlius
Rider, Edwin C.	.....Orchard Park
Rizzo, Bruce H.	.....Rochester
Robilotto, James G.	.....Williamsville
Rugendorf, Edith	.....New York City
Rund, Joseph	.....Haverstraw
Ruocco, Carol A.	.....Hartsdale
Russell, Arthur B., Jr.	.....Ravenna
Ryan, Alan L.	.....Rouses Point
Sage, James D.	.....New York City
Savarese, Joan C.	.....Coram
Sawyer, Alice M.	.....Ithaca
Schafer, Allen	.....Pawling
Schenck, Clarence S.	.....Buffalo
Schenk, Candace B.	.....Sarasac Lake
Schwartz, Mildred	.....Brooklyn
Scott, Harold	.....Venice Center
Sells, Glen	.....Greenport
Shaw, Ernestine	.....New York City

(To Be Continued)

What's Your Opinion

QUESTION

What do you think of Gov. Carey's proposal to cut \$100 million in New York City aid in his new budget?

THE PLACE

State Office Building, New York City

OPINIONS

Steven Cruz, student: "I disagree with the cuts totally. I think it is a campaign and diversionary tactic by the Governor to take the spotlight off him which was caused by Maurice Nadjar's investigation. Also by cutting aid to the city, it makes Mr. Carey look good to the politicians in Washington because it shows he is trying to tighten his belt. It might help his political career. He's got long-range plans — so he's showing the big Democrats that he will be able to fill a higher post in the national organization."



Constance Davis, telecommunications worker: "The city is in terrible shape now, so it would be even more detrimental to city workers and all citizens of New York City. With less money coming into the city, the only outcome will be a lot less jobs and a lot more unemployed people. As the unemployment comes, it will hit the lower income people the hardest and that will cause a strain on welfare. So the city and state will probably lose more than the \$100 million in aid. The Governor could have raised taxes, but since they are already terribly high, that isn't the answer."



Harry Starr, senior attorney: "I'm not too familiar with the budget details, but my general view is that the Governor should not have cut money out of the budget. I'm sure that there was some understanding with Mayor Beame previously and there was probably no anticipation that the \$100 million would be taken away. The Mayor probably depended upon it. I think it is very unfair to the city and to Mayor Beame to cut the money from the budget, when I'm sure the Mayor had specific plans to use the money on special projects."



Edith Mathews, state Personnel Department: "My feeling is that with the monetary cutback in the budget, it is not going to do any good for either the city or the state. The people who have to lose their jobs will have to go on welfare or get other supplemental assistance, so it is really six of one and a half-dozen of the other. It does not balance the budget at all. Instead of cutting money, the government, both city and state, should be restructured. In this they would be able to get more services from the money they have to spend and this would make government more efficient."

Frances John, secretary: "I think it is a pretty miserable time for the Governor to start cutting anyone's aid, especially New York City's. The economy is in terrible shape, there are tens of thousands of people who have no jobs; it is just a pretty rotten deal he's pulling off. I'm sure Gov. Carey thought he had a good reason for cutting city aid, but I can't imagine any. Raising people's taxes are not the answer either, but there must be something that can be done to help the city out of its fiscal plight."



Louis Baltet, unemployed: "I think the new budget is a plan that has to be done because of the economic climate of the country. I don't think Gov. Carey had very much choice. Services certainly will have to suffer, and unfortunately, until the federal government can come up with more assistance, it is going to be a tough road for all of us in New York City to travel. Nobody realizes that the Governor is having his own problems running state government and to try to alleviate some of them he has to take money away from New York City and use it for his state purposes."



Dorothy H. King, Creedmoor Psychiatric Center Chapter, CSEA Queens Village

LETTERS TO THE EDITOR

On PEF's Promises

Editor, The Leader:

The officers of South Beach chapter, Civil Service Employees Assn., urge you to vote for CSEA in the upcoming run-off election between CSEA and the Public Employees Federation. Separating ourselves into two different unions in these difficult economic times can only benefit the Governor, who can then push a regressive contract on a divided membership.

We are well aware of CSEA's shortcomings. But do you really believe that PEF's promises are worth anything more than those Gov. Carey made when running for his office? If you carefully examine PEF's literature, you will see that they appeal to elitism and emphasize your differences from other state employees. This is a terrible distortion of what professionalism really constitutes. True professionalism reflects itself in the skills you have developed and refined and the manner in which you apply these skills. Differences between your abilities and those of a skilled electrician do exist and should be reflected in

special provisions of the respective contracts, but our common human needs—for a decent wage, humane working conditions, recognition of our particular abilities, etc.—these common needs strongly argue for our joint effort.

Furthermore, on a very practical level, only seven weeks remain after the election in which PEF, were it to win, would have to elect officers and a negotiating team, prepare demands for a new contract, and begin negotiations. If PEF were really concerned with your interests, they would not have chosen this time to challenge CSEA. With so many professionals not organized into any labor union and with every private and public administration attempting to withdraw existing benefits, PEF's challenge can only be viewed as a bureaucratic power play that will ultimately gain nothing, only weaken us all. In order to obtain a fair contract which reflects the work we do and helps to maintain or create humane working conditions, an investment will be required from each of us—of our ideas, our energy, and especially our unity.

We hope you will consider these ideas before casting your ballot. Thank you. YOUR VOTE CAN MAKE A DIFFERENCE—PLEASE VOTE.

Tom Bucaro
George Boncoraglio
Marie Genatempo
Joe D'Amore
Barry Markham
Rose Marie Truscello
Staten Island

More On Attica

Editor, The Leader:

I was quite distressed by a recent letter to the editor condemning the Civil Service Employees Assn. for contributing to the Attica defense fund for state troopers.

The people who signed their names to that letter seem to lose sight of the fact that the state troopers were called there to defend innocent people who were being held hostage by murderers, rapists and various other violators of the law. They also seem

to forget it was after all other avenues were explored in trying to end the rioting that the state troopers were ordered to seize the prison. Now they expect them to be punished for doing their jobs.

They did not condemn the State of New York for giving financial aid to the defense of the prisoners (which was substantially much higher than the CSEA contribution); yet they deem it necessary to condemn CSEA.

I hope they can find some

sympathy in their hearts for the families who lost loved ones while performing their duties. I guess we can all be thankful that there aren't too many people who share their thinking.

Maybe if others would take a leaf from the pages of CSEA and support law and order, there would be a little less fear in this country today.

LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Lengthy letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

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Harcourt Tynes City Editor Charles O'Neil Associate Editor Alan Bernstein Features Editor

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TUESDAY, JANUARY 27, 1976 ★10

The Indian Sign

AH, YES—sunny New Delhi! The pearl city of the Indian subcontinent! The spicy curry! The wonderful, exotic vistas! The vibrant panorama of the constantly changing scene!

Now what, you might ask, has New Delhi, India, got to do with public sector employees? Good question.

According to a recent story in The New York Times, the State of New York maintains an office there.

No kidding.

The office, according to Budget Director Peter Goldmark, is used from time to time by the traveling staff from Albany. The Times story said that Education Department office director Ward Morhouse spends about half his time in the Indian capital "preparing curriculum materials about India for institutions in New York State."

Whether these materials include information about the... interesting... experiments Indira Ghandi is conducting in the democratic process was not disclosed. What the Times story did say, however, is that there is a New Delhi office director—the post pays \$33,000 a year—plus an assistant director and three staffers who are paid from state funds.

Gov. Hugh L. Carey is firing state employees left and right. Thirty-three grand, plus the salaries for the other staffers and office rent plus miscellaneous charges would keep many people on the state payroll. But the State of New York keeps this absurd Indian outpost—and, we wonder, how many others—while firing people.

Ah, yes—sunny New Delhi.

Questions & Answers

Q. I'm 69 and I'm considering applying for supplemental security income payments. The money I had saved from my husband's life insurance is just about gone and I have no other income. Will I have to spend all of the money from my savings account to get payments?

A. Not necessarily. Your eligibility for supplemental security income will depend on whether your resources, including your savings, amount to \$1,500 or more. If you are eligible, the interest on your savings may affect the amount of your supplemental security income payments. Call or write any social security office for more information.

Q. My uncle has worked all his life as a street vendor. I know he isn't making what he used to, and I think he might be eligible for supplemental security income payments. Can you tell me what the requirements are?

A. The supplemental security income program makes monthly payments to people with little or no income and limited resources who are 65 or over or blind or disabled. People with

some other income may be eligible for reduced payments. Your uncle can get information about applying for supplemental security income payments by calling or writing any social security office.

Q. I am 70 years old and have no income at all. My neighbor told me I could probably get supplemental security income payments but they'd be reduced because I live with my son. What does my living arrangement have to do with it?

A. Under the supplemental security income program, the basic payment amount may be reduced depending on a person's income and living arrangements. If an eligible person is living in another person's household and receiving support and maintenance in kind from that person, the basic payment amount is reduced by one-third. The reduction takes the place of determining the dollar value of support and maintenance and considering it income.

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Don't Repeat This!

(Continued from Page 1)

an ambivalent approach of the voters with respect to the rights of women. The voter opposition to that proposed amendment reflects the fears of many that such a proposal would impair their rights to alimony, or would undermine their preferred status with respect to custodial care of children in the event of divorce.

Three Women Senators

On the other hand, it is also clear that the voters do not discriminate against women when they are candidates for public office. For example, now serving in the Senate are three women, Senators Carol Bellamy, Karen Burstein and Linda Winikow. This is the largest contingent of women serving simultaneously in the Senate in the history of the State.

Also on the Assembly side, there are six women members Assemblywomen Jean Amatucci, Elizabeth Connelly, Estelle B. Diggs, Mary Goodhue, Rosemary Gunning and Marie Runyon. This is a record for the number of Assemblywomen serving simultaneously.

To this record of progress of women in politics, it is obviously necessary to add the name of Lieut. Gov. Mary Anne Krupstak, who first won in the Democratic primary before she was successful again on election day. And just across the border in Connecticut, former Congresswoman Ella Grasso was elected Governor, the first woman holding so high a political office in her own right, as distinguished from inheriting such a high post based on her husband's previous political activities.

Senator Carol Bellamy represents a district which spans the lower part of Manhattan into the Williamsburg section of Brooklyn. Now in her second term in the Senate, her last time around the election circuit, she won a primary victory over former Senator Paul E. Bookson, both of whom were thrown into the same Senate district because of legislative reapportionment.

Enviably Record

A member of the Bar, Senator Bellamy has developed an enviable record for her interests in judicial reform, and particularly with respect to changes in the administration of the criminal justice system to put an end to the high rate of repeaters among criminal defendants. She has also been a leader in proposed changes in the election laws to make the procedure more democratic, as well as in programs for improved health and housing resources throughout the state.

Like Senator Bellamy, Senator Burstein also represents a district that straddles two counties, in her case Queens and Nassau, a circumstance that obliges her to deal not only with the urban problems of the city but also with the suburban problems that arise in the Nassau area of her constituency. From the point of view of her suburban constituents, Senator Burstein has been active in legislation to improve the certiorari proceedings, that homeowners may institute when they feel that their properties are being unfairly or inequitably assessed.

From the point of view of her Queens constituency, Senator Burstein has been particularly interested in legislation to improve health and hospital ser-

(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.

Death Benefits

On June 30, 1973, a tenured teacher in the City School District of Peekskill was terminated from his employment because his position was abolished. He commenced a proceeding in State Supreme Court pursuant to Article 78 of the CPLR in which he sought reinstatement and back pay. While that case was pending, the teacher accepted a position with the New York City Board of Education. He died on Jan. 2, 1974 while employed by the City of New York. After his death, his widow applied to the New York State Teachers' Retirement System for death benefits. She was advised, however, that she was entitled only to her late husband's accumulated contributions but not to the statutory death benefit by reason of his employment with the New York City Board of Education after he ceased to be on the payroll of the City School District of Peekskill.

On March 20, 1974, a stipulation was entered into between decedent's attorney and the attorney for the Peekskill School Board, providing for reinstatement of petitioner to his position as of September 1973. Back salary was waived as a result of his earnings with the New York City Board of Education after he ceased being a member of the Peekskill School System. It was further stipulated that the decedent's estate was entitled to all retirement benefits accruing as a result of his employment as a part-time teacher in the Peekskill City School District. The petitioner's case was dismissed by the Justice sitting at Special Term, Albany County, who held that the stipulation referred to above was void and of no legal effect. Petitioner took an appeal to the Appellate Division, Third Department, which rendered its decision in this case of Dec. 11, 1975. Petitioner argued that she was entitled to receive the death benefit because the decedent was in service when he died, or had been on the payroll in such service and paid within 12 months prior to his death and had not been otherwise gainfully employed since he ceased to be on such payroll.

The law is settled that if the teacher was wrongfully terminated, he was entitled to reinstatement *nunc pro tunc*, and he would, therefore, be "in service" as of the date of his death within the meaning of Section 512-b(2) of the Education Law. Although the deceased teacher, during his lifetime, commenced an Article 78 proceeding in an effort to obtain reinstatement to his position, his death and the following stipulation rendered that lawsuit academic. The stipulation speaks of reinstatement, but the record is not clear whether the decedent was actually restored to his position in recognition of a wrongful discharge, or whether he was given a different and perhaps lower position which had become available but which he did not hold at the time of his death.

The Appellate Court, therefore, remanded the case to Special Term to make a determination as to whether decedent was "in service" at the time of his death. In the Matter of Gross v. New York State Teachers' Retirement System.

The best car in the world for under \$3500.*

Road & Track Magazine, June 1975

ROAD & TRACK

The Rabbit is something special in a small economy sedan and its price is quite attractive in the context of today's inflation.

Its space for passengers and luggage is remarkable for such a small and light car, so is its ride and quietness. It comes as a two or four door sedan; either one has a hatchback and a folding rear seat for extra utility.

And something you don't necessarily expect from a little economy sedan—it is delightful to drive with peppy performance and first class handling.

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And in the Rabbit, what you get for the money is a totally new car from the wheels up. With virtues that you can't get in other cars at any price.

First you get stunning performance and incredible economy in the same car at the same time. In 8.2 seconds, you whip from 0 to 50 miles per hour (that's 20 faster than the fastest Chevette). You also whip right past gas stations because you get a snappy 39 mpg on the highway 25 in the city.

(We must tell you that the Rabbit, with stick-

Rabbit has more glass area.

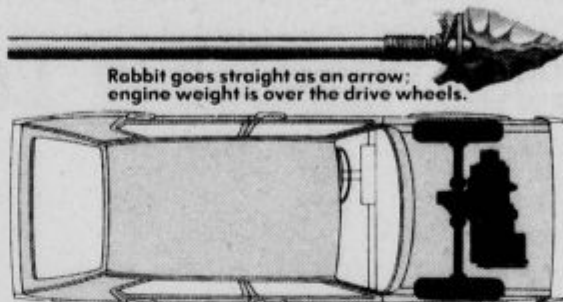
If you've sized up "bigger" cars, you should know that the Rabbit has the head and leg room of some mid-sized cars.

A thermostatically controlled fan goes on only when the engine actually needs cooling. That means less power is used for cooling. No Detroit car offers that kind of efficiency.

If you're an automotive engineer, you'll appreciate the unique combination of dual diagonal brakes and negative steering roll radius. If you aren't, you'll marvel at the precise way the Rabbit handles and stops. Standard on the Rabbit, not available on most other cars. If you buy the deluxe

Rabbit, you get seat belts that literally put them-

Rabbit goes straight as an arrow: engine weight is over the drive wheels.



selves on as you sit yourself down. Only we have it.

We've been told that "safety doesn't sell cars." We're not impressed. We've kept safety uppermost in our minds since the Rabbit was a gleam in our eyes. The fact that the hood slopes down so dramatically in front is no accident: you can see an egg on the road 10 feet ahead of the car.

Nothing on the Rabbit is an accident: the way it goes, the way it handles, the way it stops, even the way it looks. Only a car designed

from scratch could be so right for its time. The Rabbit was designed from scratch. The Rabbit has been received with enormous acclaim. It's the most successful foreign car introduction in history. Most people who try them buy them. Most people who buy them, love them.

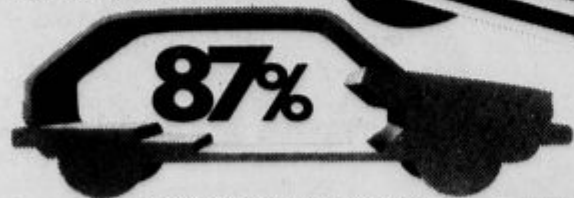
The Volkswagen Rabbit

One of the 10 best cars in the world.

Newspapers and magazines have been tremendously enthusiastic.

A true world car. The others have a long way to go. It is almost sinfully enjoyable to drive. And, of course, The best car in the world for under \$3500.

Thank you.



A huge 87% of the Rabbit is sheer space.

shift, got this much mileage in 1976 EPA tests. The mileage you get can vary, depending on how and where you drive, optional equipment, and the condition of your car.)

Don't waste your time looking elsewhere for this much economy with this much performance; no other car has it.

If you've been considering a Cadillac Fleetwood, you should know that the VW Rabbit (with the rear seat folded) has more trunk space.

If you've looked into a Lincoln Continental Mark IV, you should know that the



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Eleanor Korchak, president of Binghamton 002 chapter, talks here with Dorothy Moses, regional first vice-president and a member of the Willard PC chapter, and Jackie Burgess, secretary Binghamton 002 chapter.



Dick Marley of the Oneida chapter, and president of the Mohawk Valley Community College unit, looks over the shoulder of Judie Doyle, Oswego County chapter representative. David Furrow of the Binghamton Psychiatric Center chapter, where he's executive secretary, has a look, too.



Chester P. Palega, Canal chapter 503 president and a member of the statewide DOT committee, has caught the attention of James Cayey, a steward from the Canton ATC chapter, and Steve Douglass, also a Canton ATC chapter steward.

Syracuse Region V Leadership Training Session



Dale Dusharm and Jim Moore list the pluses of CSEA representation put forth by their group at the leadership training conference. The group next decided what means the most.



Loretta Rodwell, Canton ATC State University chapter president, makes a point with Richard Cleary, Region V president.



Mary Lauzon, of Potsdam SUNY chapter president, has caught the attention of her group in this session.



Here enjoying lunch at the conference are, from left, Mary Battista, Broome County chapter president; Harold Stupp, Cayuga County canals steward; Anne Maywalt, Broome County Educational chapter secretary; Jennie Posemato, Broome County chapter treasurer, and Carlo Guardi, Broome County Educational chapter president.



Sitting in a circle, awaiting the small group discussions here are Claire McGrath, Syracuse chapter educational representative; Helen Hanlon, corresponding secretary of Region V; Mary Clary, SUNY of Oswego chapter secretary, and Richard Grieco, president of the City of Watertown unit of Jefferson chapter.



Mark Fitzgibbons explains what's up for the afternoon session of a roomful of Central New York CSEA leaders.



Glancing at the program for the day are Vic Procopio of Syracuse Developmental Center; Audrey Snyder of Hutchings Psychiatric Center; Helene Callahan, treasurer of Region V, and James Cawley, of the Syracuse chapter.

Aide Claims Assault By Sagamore Chief

MELVILLE—A female ward attendant has charged the director of the Sagamore Childrens Center here with criminal harassment; the Civil Service Employees Assn. has filed a grievance on her behalf.

Maria Pomaies, a mental health therapy aide at Sagamore Childrens Center, worked the midnight to 8 a.m. shift Jan. 15. Just before going off duty, she had to separate two retarded children patients who were fighting. Following the incident, Ms. Pomaies stepped into the hall to fill out a report as one of the children was bruised. Other employees, aroused by the disturbance, were helping her fill out a report which is required by law as witnesses.

Ms. Pomaies alleged in her



LEE FRANK

Frank Is Named Regional Super

ALBANY—Lee Frank, formerly a statewide organizer with the Civil Service Employees Assn. and recipient of the union's "President's Award for Distinguished Service," has been named regional field supervisor for CSEA's Western Region VI, headquartered in the Buffalo suburb of Cheektowaga.

Mr. Frank began his employment with CSEA in 1970 as a field representative, following several years' work as an international representative with the International Union of District 50, Allied and Technical Workers of America. He was promoted to the position of collective bargaining specialist with CSEA in 1971 and two years ago assumed the position of statewide organizer with CSEA.

During this time, Mr. Frank handled arbitration cases and negotiated contractual agreements for counties, cities, towns and villages, school districts and colleges. He has also been involved in representation elections on state and local government levels and was named coordinator of the successful Dutchess County strike last July.

He received the "President's Award for Distinguished Service" in 1971 when, driving home from a chapter ratification meeting one evening in Syracuse, he and Donald Brouse, another CSEA field representative, discovered a house on fire and rescued three people from the blaze. In presenting Mr. Frank with the award, CSEA president Theodore C. Wenzl cited him for his "heroism and great courage in thinking of those that needed help."

complaint that Mary Hagamen, director of Sagamore Childrens Center, accosted her and other employees in the hallway. Ms. Pomaies said that Dr. Hagamen yelled: "Why aren't you on the ward?" The director then allegedly grabbed her arm and threw her bodily into the ward, inflicting bruises and abrasions.

The next day, Ms. Pomaies went to First District Court in Hauppauge, Suffolk County, where a criminal harassment summons was signed and issued by Judge John O'Donnal against Dr. Hagamen.

Coincidentally with the filing of the civic action, Joseph Love, Sagamore first vice-president, grievance chairman Joe Emond, second vice-president, and Jim Dolan, Sagamore representative to CSEA, launched an investigation of the incident. A grievance was filed in behalf of Ms. Pomaies.

CSEA Law Suits To Be Pursued

ALBANY—The Civil Service Employees Assn. assured its members last week that it will continue to move ahead with all legal cases in which it was involved prior to the recent resignation of its former law firm.

A CSEA spokesman said arrangements were under way to have its present counsel take over as "attorneys of record" in various cases which were in progress when the Albany law firm of DeGraff, Foy, Conway and Holt-Harris, the union's legal representative for the past four decades, resigned earlier this month.

Included in the pending cases are CSEA's suit charging that last year's extra legislative "lulus," or added recompense for legislators, were unconstitutional, and a more recent action to restore automatic payment of annual increments to state employees. CSEA won the "lulu" suit in State Supreme Court; it is now under appeal. Court action on the increment case is imminent.

Following the resignation of its former counsel, the union's Board of Directors appointed James Roemer to direct CSEA's legal affairs until a decision is reached on whether to retain an outside law firm or maintain a staff of attorneys on an "in-house" basis. A decision on the matter may be reached at the Board's next meeting Feb. 12.

Two other attorneys from the previous legal staff, Richard Burstein and Marjorie Karowe, will continue to serve with Mr. Roemer in the interim.

Buffalo Dinner

BUFFALO—The Buffalo chapter, Civil Service Employees Assn., will hold a dinner meeting Wednesday evening, Feb. 18. The meeting, according to chapter corresponding secretary Sue Porpiglia, will be at 6 p.m. at the Statler Hilton Hotel, Buffalo.

BUY U.S. BONDS

KEEP CSEA INFORMED ON MAILING ADDRESS

Below is the Change of Address form used by the Civil Service Employees Assn. in maintaining its mailing list for The Civil Service Leader, statewide elections, contract ratifications and other general mailings. This form is postcard size, and may be clipped, glued and mailed to: The Civil Service Employees Association, Inc., P.O. Drawer 125,

Capital Station, Albany, N.Y. 12224. The form is also available from chapter presidents, but is reproduced here as a convenience. It is to be used only by those CSEA members who are currently employed as civil service workers or by those retirees who are paying full active membership dues.

Change of Address

Change of Address for 'The Leader'

My Present 'Leader' Label Reads Exactly As Shown Here

(Please print or type)

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(Street) _____

(City) _____ (State) _____ (Zip Code) _____

My Social Security Number is _____

STREET _____

CITY _____ STATE _____ ZIP CODE _____

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Syracuse Meeting

SYRACUSE — The Civil Service Employees Assn.'s Syracuse Region V, in conjunction with the CSEA Syracuse chapter, will hold a Regional conference Friday and Saturday, Feb. 20 and 21.

Region president Richard E. Cleary said that the conference will be held at the Syracuse Hotel and extended an invitation to all area CSEAs to attend.

Stony Brook President Is On The Mend

STONY BROOK—Al Varacchi, president of the Stony Brook University chapter, Civil Service Employees Assn., is recuperating at home following hospitalization brought on by exertion and bitter cold weather in the chapter's campus picket-line demonstration Jan. 2.

Mr. Varacchi suffered a hiatus affecting the upper stomach. Earlier fears of a heart attack were unfounded. Mr. Varacchi was hospitalized for two weeks and is to continue his recuperation for another two weeks before returning to duty at the university.

The protest was called to dramatize the chapter members' opposition to a recent administration decision to arbitrarily assign days off following some holidays.

Two Bad Breaks

ALBANY—Pauline Wenzl, wife of Civil Service Employees Assn. president Theodore C. Wenzl, is reported to be recovering in satisfactory condition after breaking her arm in a fall last week.

MANHATTAN — Icy weather also took its toll last week with Leader editor Marvin Baxley, who fractured his elbow in a fall. Mr. Baxley will be forced to curtail his schedule of activities during recuperation.

N.Y. Social Service Report Being Studied By CSEA

ALBANY—The Civil Service Employees Assn.'s statewide social services committee is currently studying a series of recommendations regarding programs and staffing patterns within local departments of social services. The study was recently issued by the Temporary State Commission to Revise the Social Services Law of the State of New York.

According to Phil Miller, collective bargaining specialist for CSEA's county division, the proposals include recommendations to revise the food stamp program, extend the AFDC-UF program to people not presently covered and reduce Medicaid coverage for non-public assistance recipients.

Mr. Miller cited the commission's recommendations involving productivity levels of employees, management standards and practices, and the creation of a centralized information system as of particular interest to the CSEA committee. The group is anticipating that these recommendations will be translated

into proposed legislation to effect these and other changes.

The statewide social services committee has, in the past, been successful in working toward the defeat of legislation involving changes in staffing which would adversely affect employees of local departments of social services.

Rochester Meeting

ROCHESTER — Members of the Rochester chapter, Civil Service Employees Assn., will hold a meeting Thursday evening, Feb. 5. The meeting, according to chapter program chairman Larry R. Cohn, will be held at 8 p.m. at the 40 & 8 Club, 933 University Ave., Rochester.



PROBATION REPRESENTATIVES — Members of the Civil Service Employees Assn.'s statewide probation committee met with representatives of the New York State Probation and Parole Officers Assn. Jan. 15 in Albany to discuss upcoming legislation affecting probation officers. From left are Nels Carlson, collective bargaining specialist for CSEA's County Division; James K. Brady, chairman of the CSEA statewide probation committee; Bill Fritsch, president of the New York State Probation and Parole Officers Assn., and Joseph Dolan, assistant executive director for CSEA's County Division. The groups explore the possibility of eventually working together to mutually benefit all probation officers throughout the state.



LAYOFF CONFERENCES — Deep concern was apparent in conferences held to discuss the layoffs of more than 100 City of Yonkers school crossing guards. Children there have been crossing streets near their schools without the protection of the guards since the first of the year. The layoffs are part of the city's fiscal retrenchment. Top photo shows CSEA field representative Joe O'Connor in conference with Dolores Nyahy, president of the Civil Service Employees Assn.'s Yonkers School Crossing Guard unit. The lower photo shows another conference between CSEAs Priscilla Royman, Mike Moravsky and Kathleen McDonnell.



Latest State And County Eligible Lists

EXAM 35-787
ASSOC TAX COMP AGENT
 Test Held May 31, 1975
 List Est. Sept. 2, 1975
 (Continued from last week)

28 Alexander R J Brooklyn77.6
 29 Mankowski D M Alexander77.2
 30 Devane Willis P NYC77.1
 31 Edelman S Elmhurst76.7
 32 Model Martin Rego Park75.2
 33 Hughes Richard Bellerose74.9
 34 Teplitzky Louis Flushing74.7
 35 Prince Max Rochester74.7
 36 Williams Albert West Islip73.5
 37 Zlatner Leon Jericho72.2

EXAM 35-820
SUPVG ELECT CMPTR OPR
 Test Held June 21, 1975
 List Est. Sept. 5, 1975

1 Vannordstrand D Scotia99.0
 2 Constantine C J Amsterdam98.2
 3 Kelly Thomas F Valatie96.8
 4 Barr Gail A Stillwater96.2
 5 Fuller Thomas A Albany95.0
 6 Buechler David Schenectady93.6
 7 Hmura F William Saratoga Spa93.5
 8 Smith Caleb T Latham93.4
 9 Guggisberg F C Waterford91.9
 10 Rider Paul M E Pembroke91.7
 11 Cobble Phyllis Endicott91.6
 12 Church Thomas R Albany91.1
 13 Smicinski R J Amsterdam90.9
 14 Sullivan James Troy90.0
 15 Desroches B L Waterford89.9
 16 Teschke James E Albany89.7
 17 Searles R A Oneonta89.7
 18 Jankowski M J Cheektowaga89.5
 19 Speenburgh Donna South Cairo88.8
 20 Hayes John T Troy88.7
 21 Crowley Edward Schenectady88.2
 22 McGinnis M Schenectady88.0
 23 Bartkowski F A Saratoga Spg87.9
 24 Conticelli A Smithtown87.7
 25 Fisher Robert M Ballston Spa87.6
 26 Sherry Robert V Elnora87.2
 27 Hura Edward J Buffalo87.1
 28 Clancy Joseph F Albany87.0
 29 Fasolino Louis Schenectady87.0
 30 Ornoski Frank Albany86.9
 31 Vanderwerken J Albany86.9
 32 Goad Nancy L Albany86.8
 33 Westgate Sue A Hinsdale86.6
 34 Jones Elijah J Albany86.6
 35 Sheldon Kenneth Watervliet86.0
 36 Knipping David Selden85.8
 37 Matrizzo Louis Guildernd Ctr85.7
 38 Phelan David J Ballston Spa85.5
 39 Dagastine James Schenectady84.9
 40 Buckley Robert Albany84.4
 41 Rohloff Michael Averill Park84.3
 42 Carl Patricia A Altamont84.0
 43 Reinhart Robert Ballston Spa83.6
 44 Gates Andrew S Vestal83.6
 45 Servidone T Schenectady83.1
 46 Francavilla C G Cheektowaga82.3
 47 Hedlung Edward Albany81.6
 48 Crogan Andrew Albany81.5
 49 Adams George A Jonesville81.4
 50 Crall James H Slingerlands81.3
 51 None
 52 Smith William R Schenectady80.4
 53 Cipra Christine Tonawanda79.7
 54 Stoliker John D Melrose79.5
 (To Be Continued)

EXAM 35-811
OPTION B
 1 Lanahan M P Elnora72.1

EXAM 35-713
SUPVG CAMPUS SEC OFFCR
 Test Held Mar. 22, 1975
 List Est. July 14, 1975

1 Newman Pamela R Wappinger Fls 87.7
 2 Cebula John P Amsterdam87.1
 3 Britt James E Buffalo87.1
 4 McDonald W J Rochester86.6
 5 Walgate Daniel Williamsvil86.6
 6 Radesi Anthony Mt Morris85.1
 7 Mulvey Allne R Fulton84.6
 8 Brown Gary L Binghamton84.6
 9 Kalisz Gary M Buffalo84.6
 10 Agen Donald M Lancaster84.5
 11 Marchese Joseph Otego84.5
 12 Kendall Alan G Endicott83.6
 13 Ruotolo George Middleburg83.6
 14 Boas Richard B Champlain83.5
 15 McCarthy James Buffalo83.5
 16 Murray Rusell Norwood83.5
 17 Lalla Peter D Cortland82.6
 18 Fraser Carlton Chazy82.5
 19 Abram Terry L Grand Is82.4
 20 Budney Leonard Unadilla82.0
 21 Sprague William Milford82.0
 21A Polli Gus Grand George81.6
 22 Bollman Harry L Buffalo81.5
 23 Evans Frederick Shirley81.0
 25 Scripp Charles Cheektowaga79.8
 26 Reed Charles W Ctl Islip79.7
 27 Pesesky William Oswego79.6

28 Ashley Timothy Ogdensburg79.5
 29 Kane Ronald P Cheektowaga79.5
 30 Mojicki John E Amsterdam79.2
 31 Moss William T Hornell79.0
 31A Morgan Loretta Apalachia78.5
 32 Garcia Eugene Binghamton78.0
 33 Yates Norman C Syracuse77.6
 34 Reynolds Edward Ogdensburg77.6
 36 Ploss Charles F Richmondvil77.3
 37 Gough Karl Cortland77.3
 38 Harris Malcolm Waterville76.6
 39 Robinson Waynt Williamsvil76.6
 40 Green James R Buffalo76.1
 41 Denny Gerald J Cheektowaga75.9
 42 Malinowski R A West Seneca75.9
 43 O'Brien Thomas Lk Ronkonkma 74.4
 44 Brown Michael D Lockport74.2
 45 Puffer Terry E Walton74.2
 46 Coppola Frank Cheektowaga74.2
 47 Gauthier W J Fulton73.6
 48 Hoppe Joseph W Smithtown73.6
 49 Tanner Lauren B Cortland73.1
 50 Graham Thomas F Cohoes71.7
 51 Rider Norman J Kerhonkson71.0
 52 Bennett Henry A Ogdensburg70.8
 53 Dennin David J Albany70.6
 54 Donaldson James Hermon70.6

EXAM 35-704
SUPVG YOUTH DIV CNSLR
 Test Held May 31, 1975
 List Est. Dec. 4, 1975

1 Eichelberger S Warwick98.2
 2 Winoski Frank Wappinger Fls95.4
 (Continued on Page 11)

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EXAM 35-811
ASSOC PUBLIC INFO SPEC
OPTION A
 Test Held June 21, 1975
 List Est. Dec. 3, 1975

1 Tarlton Frances New Baltimore97.0
 2 Cahill John M Delmar93.2
 3 Bendel Peggy R Scotch Plns92.6
 4 Dadd Stephen L Albany92.3
 5 Golden Leon Guilderland84.5
 6 O'Connor Don B Voorheesvil83.8
 7 Spargo Mary Elsmere82.6
 8 Kennedy P A Albany82.5
 9 Johnson Mark L Schenectady81.6
 10 Schuff Joan A Albany78.5
 11 Zeh Graham W Albany78.2

Don't Repeat This!

(Continued from Page 6)

vices in that borough.

Active Worker

Senator Linda Winikow of Spring Valley in Rockland County was an active civic worker in her community before she was elected to the Senate. She was also a member of the Temporary State Commission on Living Costs and the Economy, of which Assemblyman Andrew Stein was chairman, and participated actively in the program developed by the Commission which resulted in the exposure of nursing home frauds and irregularities. Since Senator Winikow represents a suburban area, she has been particularly active in legislative programs to reduce local property taxes as well as programs for improvement in the planning procedure of local planning and zoning agencies.

In light of their community needs, each of these women members of the Senate has represented her district in exemplary fashion. The same is true of the women members of the Assembly.

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COMMISSIONER CITED — Ersu Poston, member of the New York State Civil Service Commission, holds a special citation for distinguished citizens award given her by the U.S. Civil Service Commission in Washington, D. C., at ceremonies marking the 93rd anniversary of the signing of the Federal Civil Service Act. Ms. Poston was cited "for outstanding leadership as chairman of the President's Advisory Council on Intergovernmental Personnel Policy." She is the former chairman of the state commission. At left is CSC Chairman Robert E. Hampton who presented the award. At right is CSC Commissioner Ludwig J. Andolsek.

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GUARD LIST

ALBANY — A building guard elevator operator list, resulting from open-competitive Exam 24-272, was established Jan. 16 by the State Civil Service Department. The list contains 680 names.

REC THERAPIST LIST

ALBANY—A recreation therapist list, resulting from open-competitive exam, 27-528, was established Jan. 16 by the State Civil Service Department. The list contains 570 names.

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LEGAL NOTICE

SUPREME COURT, NEW YORK COUNTY.—In the Matter of the Judicial Settlement of the Fourth and Final Account of Proceedings of MORGAN GUARANTY TRUST COMPANY OF NEW YORK, as Trustee under Trust Agreement dated May 25, 1940, as amended, made by DAISY SETTENHEIM, Deceased as Grantor, for the benefit of Walter Lippmann, Deceased, TO: FANNY LIPPMANN LAURENT, ESTATE OF FANNY LIPPMANN LAURENT, CHILDREN OF FANNY LIPPMANN LAURENT, HEIRS AT LAW AND NEXT OF KIN OF WALTER LIPPMANN IN DECREE EQUAL TO OR GREATER THAN FIRST COUSIN AND THE ESTATES OF SUCH HEIRS AT LAW OR NEXT OF KIN.

PLEASE TAKE NOTICE, that this notice is served upon you pursuant to an order of Hon: IRVING H. SAYPOL, a justice of the Supreme Court of the State of New York, dated the 14th day of January, 1976, directing that you show cause at a Special Term Part 1 of this court to be held at the County Courthouse, 60 Centre Street, in the City and State of New York, on the 20th day of February, 1976, at 9:30 o'clock in the forenoon of that day or as soon thereafter as counsel can be heard why; an order should not be made judicially settling and allowing the final account of Morgan Guaranty Trust Company of New York, as trustee under a certain trust agreement made by Daisy Stettenheim, as Grantor, for the benefit of Walter Lippmann and dated May 25, 1940, covering the period from October 14, 1970 to December 14, 1974; allowing petitioner's attorneys, Messrs. Kelley Drye & Warren, as their fee for legal services rendered in connection with this proceeding an appropriate amount to the requested before the completion of this proceeding; determining who among Herbert Lippmann, Fanny Lippmann Laurent, the Estate of Fanny Lippmann Laurent, the children of Fanny Lippmann Laurent, any heirs at law or next of kin of said Walter Lippmann in degree equal to or greater than first cousin or the Estates of such heirs at law or next of kin if they survived said Walter Lippmann is entitled to the principal of the Trust Estate and directing payment thereof in accord with such determination; and for such other and further relief as to the Court may seem just and proper. A Copy of the petition, account and exhibits, in this proceeding may be examined at the offices of Kelley Drye & Warren, attorneys for the petitioner herein and at the office of the Clerk of Special Term, Part II, Supreme Court, New York County Courthouse, 60 Centre Street, New York, New York.

Dated: January 14, 1976.
KELLEY DRYE & WARREN,
Attorneys for Petitioner,
350 Park Avenue, New York, New York 10022. Tel (212) PL 2-5800.

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- EXECUTIVE Secretary**—to Administrator. Civil Rights organization. "fee paid" \$200. Archer Personnel Agency, 301 Madison Ave. YU 6-7373.
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LEGAL NOTICE

MID-PINES ASSOCIATES, 460 Park Ave., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office December 2, 1975. Business Acquire title to motion picture "The Ones Who Count" for U.S. and English speaking Canada. General Partner: Ira M. Pichal, Trails End, Harrison, NY. Limited Partners, Share of Profits and Capital Contribution: William Hayes, 22-25 Steinway St., Astoria, NY, 34.542%; \$100,000; Mark E. Rosenberg, 7803 Crossland Rd., Baltimore, Md., 7.125%; \$20,625; Bert Padell, 405 Park Ave., NYC, 5.18%; \$15,000; Bernard L. Gottlieb, 50 Sonn Dr., Rye, NY, 5.043%; \$14,583; G. Edward Reahl Jr., 411 N Charles St., Baltimore, Md.; Joseph B. Francus, 25 Walker Ave., Baltimore, Md.; Richard Rynd, 3222 Midfield Rd., Baltimore, Md.; Melvin A. Steinberg, 13 Stone Hollow Ct., Pikesville, Md.; Renee Zales, 2030 Woodland St., Allentown, Pa.; 4.75%; \$13,750; Packard Graphics Inc., 575 Madison Ave., NYC; David Dembrozio, 305 E 40 St., NYC, 3.454%; \$10,000; Sidney Fox, 9 Rushfield Lane, Valley Stream, NY, 3.17%; \$9,167; Stuart Seiden, 3 Pond Rd., Smithtown, N.Y.; Joseph A. Plataras, 7 Swan Lane, Hauppauge, NY, NY, 2.59%; \$7,500; Irwin M. Miller, 724 Secor Rd., Hartsdale, NY, 2.375%; \$6,875; Katherine McCallum, 40 E 62 St., NYC; Country Pleasures Productions, Inc., 405 Park Ave., NYC, .8635%; \$2,500. Term: Dec. 2, 1975 to Dec. 31, 1993 unless sooner terminated. Bert Padell has contributed brokerage services with an agreed value of \$15,000. No time agreed upon for return of contributions. Limited partners may assign interest with consent of general partner. No additional limited partners admitted after capitalization reaches \$275,000. No priority among limited partners as to contributions or as to compensation by way of income. No additional contributions to be made. No limited partner shall demand property other than cash in return for his contribution.

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c/o Robert L. Wickser, 250 E 43 St., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office December 11, 1975. Business Acquire and operate oil and gas leasehold interest. General Partners: Robert L. Wickser, 250 E 43 St., NYC; Yale Oil Corp., c/o Robert L. Wickser, 250 E 43 St., NYC; Limited Partners: Cash Contributions, Share of Profits on first \$200,000 and Share of Profits thereafter: Eugene Marton, 14 Eihat Allen Ct., Grandburg, NY, \$20,000, .8118%; Robert L. Marks, 75 E 45 St., NYC, \$10,000, .3673%; Roger L. Clark, 10 Moss Ledge Rd., Westport, Conn, \$10,000, .3673%; Robert P. Goetz, 11-0 Morris Park Ave., Bronx, NY; Stanley G. Goetz, 6019 Innes Grace Rd., Louisville, Ky; Robert Nicholas, 15 Queens Ln., Darien, Conn; Gerald J. Goetz, 2000 104th St., Longwood, NY, \$15,000, .5509%; \$49,432, each; Joseph A. Bach, 396 Walnut St., Englewood, NJ; George DeGennaro, Palmer's Island, Old Greenwich, Conn; James J. Ferretti, 201 St. Pauls Ave., Jersey City, NJ; Lester Gottlieb, Plerson Dr., Greenwich, Conn; Robert J. Kilgore, 58 Loraine Ave., Upper Montclair, NJ; Sven J. Koster, 181 Ft Washington Ave., NYC; Albert J. Manganello, 1224 Anderson Ave., Ft Lee, NJ; Fred J. Partridge, 210 River St., Hackensack, NJ; Robert P. Ryder, 1221 Anderson Ave., Ft Lee, NJ; Anthony Schenkel, 1021 Inwood Terrace, Ft Lee, NJ; John Schenkel, 440 Palisade Ave., Englewood Cliffs, NJ; Carl Schlemann, 109 Birchview Dr., Wyckoff, NJ; Gerald Toomey, 23 Autumn Lane, Middletown, NJ; Richard C. Weidenbaum, 1224 Anderson Ave., Ft Lee, NJ; Robert L. Wickser, 418 2nd Spry Ave., Palm Beach, Fla, \$10,000, .3673%; \$15, each; Richard M. Blanton, 43 Fairview Ave., Woodcliff Lake, NJ; Norman Weinstock, 13 Kenwood Dr., Woodcliff Lake, NJ, \$7,500, .2750%; \$23,206, each; Howard Brownstein, 2515 Fourth Ave., Brooklyn, NY; Lore Brown, Woodhollow Rd., Colts Neck, NJ; Michael J. Ferro, 210 River St., Hackensack, NJ; William S. Howland, 445 E 69 St., NYC; John Pyron, Dana Ln., Colts Neck, NJ; John J. Arlino, 83 Sylvanore Lane, Skillman, NJ, \$5,000, .1827%; \$10,157, each. Term: December 24, 1975 to December 31, 2003 unless sooner terminated. No additional contributions to be made. Limited partner may assign interest with consent of general partner. No additional limited partners to be admitted. No priority among limited partners as to contributions or as to compensation by way of income. No limited partner shall demand property other than cash for their contributions.

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

(Continued from Page 1)
Bendet and Region III president James Lennon; Jan. 13, Syracuse, with Region V president Richard Cleary; Rochester, with Region VI supervisor Lee Frank, and Buffalo, with Region VI president Robert Lattimer.

Following the initial round of press conferences, Mr. Stein reported to the CSEA Board of Directors via a letter addressed to Dr. Wenzl.

Contents of the Stein letter are:

Broad Base Of Support

"I am very happy that our efforts to eliminate waste in government and no-show jobs has gotten off to such a fine start. I am sure that our continued hard work will produce the desired effect of saving millions of

dollars for the state, protecting the merit system for state employees and defeat the corruption of no-show jobs.

"However, I would like to suggest at this time that you contact as many public officials and private citizen leaders as possible to join our battle. It is important to have broad base support

if we intend to propose and pass remedial legislation in this fight.

"Please don't hesitate to call on any other federal, state, county or city official that can be helpful to our cause.

"I am delighted that you came to me first in this matter, but I have no pride of authorship and the more people that join this

battle the better. Of course, my staff and myself will continue to give this cause the highest pri-

ority to insure that the work is done and that we achieve the success we are looking for."

CSEA Is Set To Deal — Wenzl

(Continued from Page 1)
executive assistant director for the State Division.

Dr. Wenzl admonished Mr. Wollet: "As you know, time is short. We hope that representatives of the state will be ready to participate with us in this endeavor on Feb. 3 and for a continuing term of time so that

agreement can be reached on a contract."

The union, which represents over 147,000 state employees, has already begun planning regular, ongoing negotiating sessions for the Operational, Institutional and Administrative Services Units.

McGowan Rips Carey Links

(Continued from Page 1)
hands ever since he became a candidate for Governor," Mr. McGowan asserted. "An AFL-CIO union representing state workers would be nothing more than a company union, and there would be no one to stand up to the Governor and the Legislature on behalf of the workers themselves."

"A Cozy Relationship"

Mr. McGowan also charged that the Governor's announcement of layoffs of several thousand state workers immediately prior to the union representation election between CSEA and PEF "was influenced, at least in part, by the cozy relationship between Carey and the AFL-CIO. We see it as a political payoff to PEF in an attempt to influence votes in their favor in the forthcoming election."

A mail ballot representation election is presently being conducted between CSEA and PEF for representation rights to the

40,000-member Professional, Scientific and Technical Bargaining Unit of state workers, one of four bargaining units of state employees represented by CSEA. Ballots for the election, being conducted by the State Public Employment Relations Board, were mailed to the PS&T Unit employees Jan. 5 and will be counted by PERB on Feb. 2.

"PEF has remained silent on every major issue in this election because it is afraid to attack the Governor and the Legislature on the key areas of concern to state workers," Mr. McGowan said. "CSEA fought Carey, the most anti-public employee Governor this state has ever had, and beat him on such important matters as preventing the raid of public employee pension funds, halting the granting of illegal lulas to favored legislators, and we've joined forces with Assemblyman Andrew Stein (D-L, Manhattan) to investigate waste, inefficiencies and 'fat' in state

government. PEF has stood mute on all of these matters."

Noting that the Governor had taken off on an extended vacation after ordering the layoff of state workers, Mr. McGowan blasted Governor Carey for "basking in the Bahamas sunshine while thousands of state employees are preparing to line up in the unemployment lines."

CSEA this week will file a suit in State Supreme Court contending it is illegal for the state to lay off permanent and competitive civil service employees while retaining provisional and temporary workers. Governor Carey and the State Department of Civil Service will be named as defendants in the lawsuit.



GRIEVANCE SEMINAR — Top photo shows Civil Service Employees Assn. field representative Thomas B. Christy responding to a question posed at a grievance handling seminar held at the West Seneca VFW Post by members of the West Seneca Developmental Center CSEA chapter. The event was conducted by CSEA statewide education committee chairman Celeste Rosenkranz, seated center. At right, chapter president James Bourkney listens intently. Lower photo shows attendees at a similar seminar for shop stewards from West Seneca, Buffalo Psychiatric Center and Buffalo Labor Department.



Rensselaer Contract Talks Break Off

TROY—"If we didn't get out of there, we would have wound up owing the county money!"

Joseph Lazarony, president of the Rensselaer County unit, Civil Service Employees Assn., gave that sardonic explanation for the break-up of contract talks between unit and county negotiators this month. The Public Employment Relations Board is now expected to name a fact-finder in the pact dispute.

"It was a nightmare, an absolute nightmare," said Mr. Lazarony in describing the contract talks. He said that County Executive William J. Murphy, at the most recent bargaining session, disclosed for the first time that \$739,654, which had been earmarked in the 1976 budget for a wage settlement, will now have to be spread around the unit members, the Rensselaer Sheriff's Department, represented by a separate CSEA unit, and about 400 non-union employees.

Mr. Lazarony noted that the county executive said the money

would also be used to pay the county's share of Social Security increases resulting from any wage hikes, 1976 increment payments, health insurance increases and longevity benefits.

Observing that the increment payments were supposed to be previously guaranteed, Mr. Lazarony said Mr. Murphy "told us that what is left (of the \$739,-

654) would have to be divided among 1,600 workers."


Mr. Murphy said that the union is "ignoring reality" and that the county has only "a limited amount of money with which to work." Any additional salary hikes, he added, would force the county to either borrow money or lay off workers. Both alternatives are unacceptable, he said.

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Return your election ballot promptly -- they will be counted on February 2.



Don't wake up on February 3 and find yourself represented by a collection of AFL-CIO unions you know nothing about.

Keep Your Independence in '76

Two Rivals Square Off In PST Debate

(Continued from Page 3)
And, after the runoff election, its so-called staff will dissolve back into New York State United Teachers to reappear later in another disguise."

Throughout the two-hour session, questions and remarks from the audience were interspersed

between the prepared questions and remarks from the speakers' table.

Dr. Markowitz closed the debate following closing statements by Mr. Burch and Mr. Lambert.

The debate is believed to be a first for this area involving two unions involved in an election. PEF is an amalgam of several

AFL-CIO unions, including NYSUT, and a Teamster local. CSEA is the present representative of the PS&T Unit. Ballots are in the mail to Unit members in a runoff election between the two unions and are due to be tallied by the Public Employment Relations Board Feb. 2.

CSEA calendar

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

JANUARY

27—Tax chapter meeting: 6 p.m., IBS Hall, Exchange St., Albany.

28—Nassau County Retirees chapter meeting: 12 p.m., American Savings Bank Building, Modell's Shopping Plaza, East Meadow.

29—Orange County chapter directors' meeting: 7:30 p.m., Dikeman's Firehouse, New Street, Goshen.

31—Chemung County unit dinner-dance: Elmira Heights Legion Home.

FEBRUARY

2—Counting of ballots in CSEA-PEF PS&T Unit runoff representation election.

2—West Seneca DC chapter general meeting: 8 p.m., Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.

5—Rochester chapter meeting: 8 p.m., 40 & 8 Club, 933 University Ave., Rochester.

18—Buffalo chapter dinner meeting: 6 p.m., Statler Hilton, Buffalo.

20-21—Syracuse Region V delegates meeting: Syracuse Hotel, Syracuse.

MARCH

1—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.

Latest State And County Eligible Lists

(Continued from Page 11)

- 9 Crelot Robert N Syracuse88.6
- 10 Syposz Chauncey Tonawanda88.1
- 11 Klunkowitz R J Brooklyn88.1
- 12 Cohen Alan I Centereach83.4
- 13 Dileonardo A M Lindenhurst82.8
- 14 Giordano Louis Farmingdale82.6
- 15 Pittinaro P L Buffalo82.1
- 16 Behrman Phineas Plainview81.6
- 17 McHale Francis Albany80.6
- 18 Wu Tung L Little Neck77.0
- 19 Heneghan John T Rochester77.0

- 20 Ostheimer S J Plainview75.6
- 21 Goodman Arnold Smithtown74.1

- 10 Parker Harold E Plainview78.1
- 11 Wilkts Edward F Liverpool77.0
- 12 Best William J Lansingburgh70.5

- 15 Brown Richard C Mechanicvill71.2

- 1116 Nothnagle T R Rochester81.3
- 1117 Plant Donna F Smithtown81.2
- 1118 Ennis Benjamin L I City81.2
- 1119 Sprawka G M Gowanda81.2
- 1120 Vincent Mary L Altamont81.2
- 1121 Wheeler Janice Buffalo81.1
- 1122 Grogan J Brooklyn81.1
- 1123 Harrison R L Beaver Dams 81.1
- 1124 Ferber Janet C Dover Plains 81.1
- 1125 Sponable W M Albany81.1
- 1126 Sweeney Madelyn Mechanicvill 81.0
- 1127 Wilder Mark A Albany81.0
- 1128 Isdell Kathleen Mechanicvill81.0
- 1129 Arey Gail P Holbrook81.0
- 1130 Stewart Ruth S Ozone Pk81.0
- 1131 Schaible David Buildrind81.0
- 1132 Deichman Elvira Horseheads81.0
- 1133 Cetnar Cathy F Amsterdam81.0
- 1134 Fanelli Dorothy E Northport 81.0
- 1135 Sargent Helen A Rensselaer81.0
- 1136 Mangold A G Albany81.0
- 1137 Vanbramer C L Cohoes81.0
- 1138 Dupras Nancy L Dannemora 81.0
- 1139 Atkinson Laura Syracuse80.9
- 1140 Ruth Annamae Schenectady80.9
- 1141 Zoller Jeanne Walden80.9
- 1142 Judd Gerardi F Rensselaer80.9
- 1143 Jenkins Barbara A Albany80.9
- 1144 Boggs Michael C Albany80.9
- 1145 Scherer Martha Rexford80.9
- 1146 McLane Carolyn Millerton80.9
- 1147 Bolton Robert J Schenectady 80.9
- 1148 Dickinsonbrwn L Oswego80.9
- 1149 Hickey Frank Rensselaer80.9
- 1150 Weglarz Joan Troy80.9
- 1151 Reynolds Debra Fredonia80.9
- 1152 Schichtel E A Hamburg80.9
- 1153 Smith Kathleen Gibeskill80.9
- 1154 Kramm Wallace H Troy80.9
- 1155 Billen Stella Verbank80.9
- 1156 Enfield Eileen Albany80.9

(To Be Continued)

EXAM 35-861
PRIN MED FACILITIES AUD
Test Held Nov. 1, 1975
List Est. Jan. 13, 1976

- 1 Wydyst Richard Cheektowaga94.6
- 2 Plummer Dabvis W Williamsvill 88.4
- 3 McGrath Kevin J L I City86.1
- 4 Ellis Lawrence Brooklyn83.8
- 5 Brown Donald D Syracuse83.4
- 6 Vandermark John Latham83.8
- 7 Abraham Oscar Brooklyn81.8
- 8 Phillips Howard Kenmore79.5
- 9 Nachamkin E M NYC78.4

EXAM 35-794
ASST CIVIL ENGR STRUCTURS
Test Held Oct. 4, 1975
List Est. Jan. 7, 1976

- 1 Kaknes Jay H Nassau100.4
- 2 Farina Nicholas Loudonville96.4
- 3 Killele Ronald Albany94.4
- 4 Planert William Rochester91.2
- 5 Doyle Duane F Latham89.8
- 6 Giles Keith E Latham86.0
- 7 Navaretta Fred Schenectady84.9
- 8 Kifoyle George Westerlo80.5
- 9 Ralys Stanley Amsterdam78.7
- 10 Burgett Robert Woodstock76.5
- 11 Hamm Jeffrey H Hyde Park76.2
- 12 Crowley Daniel Loudonville76.0
- 13 Brizzell John T Albany73.4
- 14 Smith Paul D Albany70.4
- 15 Obuckley Kevin Alfred Sta70.4

EXAM 35-795
SR CIVIL ENGR STRUCTURS
Test Held Oct. 4, 1975
List Est. Jan. 9, 1976

- 1 Christian G A E Greenbush105.0
- 2 Sadowski John F Albany95.0
- 3 Izzo Joseph A Mechanicvill93.5
- 4 Eignor James A Feura Bush89.2
- 5 Stieve Raymond Albany86.9
- 6 Pirro Norman A Schenectady83.4
- 7 Bigos Andre C Albany83.0
- 8 Manthei Karl A Albany81.5
- 9 Dietlein R A Latham80.4
- 10 Singer Bernard Albany80.0
- 11 Casali Richard Ballston Lk78.5
- 12 Hart Edward J Albany78.5
- 13 Giles Keith E Latham77.0
- 14 Martin Bernard Albany71.6

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

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

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

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

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

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

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

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

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- The coming negotiations will be the toughest ever. If P.S. & T. switches unions now, all four bargaining units will suffer a loss of "clout" — especially P.S. & T. You can't afford anything less than a solid front.
- CSEA went to court to stop the state from raiding your pension fund. The opposition was silent.
- CSEA went to court to stop illegal "lulus" for legislators. And won. Once again, the opposition was silent.
- A total of \$45.50 a year, and one quarter of that goes back to your local chapter. The opposition has no announced dues structure, but the present range within the coalition is from \$100 to more than \$200 a year — before special assessments.
- CSEA is a visible entity, with nearly 200 full time professional staff members all over the State, a large modern headquarters in Albany, and full time regional offices in its six geographic regions. The opposition has no permanently assigned staff or facilities.
- CSEA operates under legally binding constitutions with democratically elected officers at state, regional and local chapter levels. The opposition has no constitution, no elected officers — apparently, nothing at all. In fact, a lot of folks feel that "PEF" has to mean Phantom Employees Federation.

COMMENT: As far as we can determine, the opposition in this election is a sort of mish-mash of teachers, construction and transportation oriented groups who seem to have little relationship to public employees. It looks simply like another attempted "raid" to swell the coffers of the various unions involved.

VOTE

