

Civil Service LEADER

America's Largest Newspaper for Public Employees

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Breaking with precedent, the editorial on Page 6 this week has been signed by the editor of The Leader. Since it deals strongly with Governor Carey's budget as it affects state employees, the editor feels that it is best to distinguish that these are his views and not necessarily those of the Civil Service Employees Assn., currently in contract negotiations with the state under a news blackout. We believe, however, that it is a significant statement worthy of comment. It is made in the fear that if we are right, it would be wrong to remain silent.



REMEMBERING GLORIA — Moving ahead with plans for CSEA participation in a Cerebral Palsy Telethon in Albany Feb. 15 and 16 are, from left, Robert Martin, Telethon executive director; Thomas H. McDonough, CSEA executive vice-president and Albany Motor Vehicles chapter president, and Cosmo Lembo, Region 4 activities chairman and General Services chapter member. CSEA participation is intended to provide a memorial for Gloria Lembo, whose unexpected death last December shocked her co-workers in the Commerce Department. This organizational meeting last week in Mr. McDonough's office will be followed up this week by a meeting of regional committee chairmen to coordinate their efforts for the Telethon.

Wenzl, In A Demand To Carey, Insists State Continue Exams

ALBANY—Deploring the State's unilateral postponement of Civil Service tests, originally scheduled for Feb. 8, Theodore C. Wenzl, president of the 230,000-member Civil Service Employees Assn. last week dispatched a letter to Gov. Hugh Carey seeking clarification of the postponement and a demand that guarantees promotional opportunities for employees will be continued by holding future tests as scheduled.

Faulting the state for not consulting "with the employee representative for 140,000 State employees," Dr. Wenzl called such action "deplorable and inconsistent with sound labor management policies and practices."

"Prior to further implementation of actions regarding these matters, we strongly advise that you consult with us and consider

implementing our recommendations which would be in the best interest of the employees whom we represent as well as in the best interest of the State," his letter said to Ersa H. Poston, president of the New York State Civil Service Commission.

Eligible Lists Demand

Among his recommendations for continuance of promotional opportunities was his demand that current eligible lists be ex-

tended for the duration of any freeze, insofar as the law allows.

CSEA had issued a statement on the heels of the States' cancellation of the Feb. 8 tests, explaining that career civil servants depend on both the promotional and open-competitive examinations for advancement.

Dr. Wenzl also pointed out that the State depends on the lists to provide a ready pool of quali-

(Continued on Page 9)

PERB Holds Pre-Hearing In Suffolk Labor Dispute

MANHATTAN—A pre-hearing was held at Public Employment Relations Board offices here Jan. 30 on an unfair labor practice charge brought by the Civil Service Employees Assn. against Suffolk County for failure to pay increments to its employees while a new contract is being negotiated.

Negotiations following an impasse, on a contract to replace one which expired Dec. 31, 1974,

are now at the fact finding stage, following an impasse, with a decision expected shortly.

CSEA was represented by James Corbin, president of the Suffolk County chapter, and Warren P. X. Smith, regional attorney for the union. Mr. Smith, in his presentation, referred to several previous decisions by PERB which ordered increments to be paid while new contracts were being negotiated, and maintained that Suffolk County's failure to pay the increments consti-

(Continued on Page 9)



Foresee Blood Bath In Battle of Budget; State Policy At Issue

PREPARATION and adoption of the Budget is the most significant problem that every year confronts both the Governor and the State Legislature. While the Budget is a weighty document that is comprehensible only to a relatively small number of experts, it is nonetheless the blueprint for State action and policy in the coming fiscal year.

(Continued on Page 6)

Nominating Guideline Issued

ALBANY—The chairman of the committee to nominate candidates for statewide offices in the Civil Service Employees Assn. in elections next summer has reminded interested parties to submit nominations in time for consideration

before the March 1 deadline.

The union's constitution and by-laws, said Nicholas E. Piscarelli, requires that the statewide nominating committee submit no later than that date, to the secretary and executive director of CSEA, a list of at least two qual-

ified candidates for the positions of president, executive vice-president, secretary and treasurer.

The same nominating deadline applies in the selection of candidates for seats on CSEA's State Executive Committee. These are

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'Have Patience,' Wenzl Tells Albany Delegates

By MARVIN BAXLEY

ALBANY—Exhorting the membership to have patience and confidence in the negotiating teams, Civil Service Employees Assn. president Theodore C. Wenzl renewed his pledge that CSEA would insist on wage increases for state workers and would not accept layoffs as the price.

Speaking before nearly 200 delegates attending meeting of CSEA's Albany Region 4, headed

by CSEA vice-president Joseph McDermott, the union chief said: "We have the facts and the figures, and we are going to come out all right."

CSEA assistant executive director for the State Division, Jack Carey, expanded upon Dr. Wenzl's statement:

"It may appear to you," Mr. Carey said, "that we are lagging, but let me assure you that this is not so. The difficulty we have had to date has been the delay by Governor Carey in naming his representative."

Mr. Carey explained that the

(Continued on Page 8)

Region 4's State Workshop Agenda Detailed By Moore

SYRACUSE — The State Workshop of the Civil Service Employees Assn.'s Syracuse Region 5 will cover procedures to follow during bargain-

(Continued on Page 3)



NEGOTIATIONS BEGIN — Theodore C. Wenzl, leader of the Civil Service Employees Assn., rises to present the organization's position in contract negotiations now underway in Albany with state authorities. The contract talks are taking place under the terms of a reopening agreement between the union and the state for conditions during the third year of the CSEA pact.

FIRE FLIES.

By Paul Thayer

The following guest article was written to make the public aware of the urgent need of a medical facility that will be capable of delivering complete, up to date burn treatment to any one seriously burned.

- A child's birthday party ends in tears.
- A summer barbecue turns suddenly into a tragedy.
- A sleek motor boat burns to ashes.
- A pleasure drive becomes a holocaust.
- An oven explodes when a mother is preparing the Thanksgiving turkey.

One never knows how or when a person might be burned, but it is known that, due to insufficient medical facilities, many burn victims die or are disabled for life. Whether the victim is a relative, friend, or just a name in the paper is not important. What is important, is that with proper treatment at a burn center, many of these deaths and disabilities could be avoided. To die from a burn injury is a tragedy, to die unnecessarily because of insufficient medical treatment borders on a crime.

Nobody is "fireproof"! Today, burns are epidemic in every age group, from infants to

oldsters. It's a silent epidemic! The incidence of burn injuries in the United States has been quietly, but steadily climbing in all age groups. In fact, deaths and crippling due to burns are considerably greater than those due to polio during the peak epidemic year of 1954. This is even more frightening when we realize that the New York State Area is far above the national average. Last year, in the U. S., more than two million persons sought treatment in hospitals for burns, and none of these patients thought, "it could happen to them." But it did, and is happening!

Two New York firefighters, Jack Meara, Ladder 61, and Joe Hickey of Engine 63, have been pleading with and warning everyone in the New York Area of the conspicuous absence of a burn center. It is a disgrace to both the City and State of New York that they are standing idly by while serious burn victims get less than quality burn care, or are forced to solicit help from a burn center in some distant city. The people living and working in the New York Area have a right to comprehensive burn care and rehabilitation. How many more sacrifices have to be made? How many more tragedies do we have to endure? How many more "Phantoms-of-the-Opera" do we have to hide in our tenements?

(Continued on Page 5)

Johnson Resubmits Pension Exemption Taxation Measure

ALBANY—State Senator Owen H. Johnson (R., Nassau-Suffolk) has amended and prefiled a bill to grant an exemption from New York State income tax for the pensions paid by other states where "reciprocal" exemptions are offered. A similar measure was vetoed last year.

"I am firmly convinced that this revision will meet with approval here in the Senate and that it will overcome the objections raised in the 1974 veto message," he said.

The new bill excludes public pensions received from other states for New York State income tax purposes on a mutual agreement basis. Those states which will grant an exemption to New York State retirees' pensions

only if some sort of reciprocal tax agreement is offered are North Carolina, Hawaii, Massachusetts, Illinois, and Pennsylvania.

Senator Johnson explained, "If a New York State public employee should decide to retire in any of these five states, his pension would be taxable under that state's tax laws, simply because New York State taxes pensioners from their states. By removing the income tax on the pensions of those public employees from other states who relocate in New York State, we are insuring that our retirees will be able to take full advantage of this tax break offered by other states. I hope that this legislation will encourage additional states to adopt similar mutual tax exemptions for public pensioners."

Westchester Sheriff, County Accused of Improper Practice

WHITE PLAINS—An improper practice charge has been filed by the Westchester chapter, Civil Service Employees Assn. against the sheriff and the County of Westchester, alleging acts of discrimination against the union's shop steward and interference with the administration of the employees organization.

The improper practice charge was filed with the Public Employment Relations Board by Michael Morella, president of the Westchester County CSEA unit, which represents all the employees in Westchester County including the deputy sheriffs.

The documentation charges that Sheriff Thomas Delaney, knowing that CSEA had called a meeting of the deputy sheriffs on Jan. 27 at 5:00 p.m., scheduled a meeting of the deputies for the same date and hour, insisting that the deputies attend and forcing CSEA to cancel its meeting.

On Jan. 20, CSEA conspicuously posted notices of its meeting. This was followed on Jan. 23 by Sheriff Delaney's notices of his meeting.

Mr. Delaney is charged with having made repeated inflammatory remarks at the meeting

about the kind and type of representation afforded the deputy sheriffs by their collective bargaining representative. He was reportedly to be highly critical of certain actions taken by CSEA on behalf of their members. Mr. Delaney is alleged to have stated, "You people should start up a new organization and get yourself new officers and do something about this."

Mr. Morella said that Sheriff Delaney refused to acknowledge the president of the section of deputy sheriffs as the official CSEA representative and repeat-

edly referred to a Police Benevolent Assn. delegate present as the individual who should answer any questions of the deputy sheriffs, rather than the CSEA section president.

"This type of arrogant union-busting tactics will not be tolerated by CSEA," Raymond Cassidy, president of the Westchester chapter, said. "Through the filing of these charges, Sheriff Delaney is being put on notice that he will not be permitted to interfere with the representation the deputies are entitled to by their recognized union."

Brotherhood Award Going To Governor

MANHATTAN — The New York City chapter, Civil Service Employees Assn., will join with 11 other New York State employee organizations at the 22nd Annual Brotherhood Symposium and Award Luncheon Thursday, Feb. 6, at the Americana Hotel here.

The organizations will honor Gov. Hugh L. Carey for his accomplishments in the field of brotherhood. Pamela Friedman, vice-chairman of this year's Brotherhood Committee, commented, "Governor Carey, throughout his career in public service, has demonstrated a professional and personal involvement in the principles of brotherhood and better understanding among all persons."

Also to be honored will be Geneva Winston Lynes, an employee with the Department of Motor Vehicles. Ms. Friedman said Ms. Lynes will receive the Civil Service Career Employees Brotherhood Award "for her activities in promoting the principles of brotherhood. An energetic worker for charitable, civic and community causes for many years, she is most deserving of this award."

Postpone Police Exams In Westchester County

WHITE PLAINS—The New York State Department of Civil Service has postponed both the town and village hall police examination and the parkway patrol examination from February to October 1975, Westchester County Personnel Officer James W. Dolen announced last week.

Persons interested in taking these exams must submit a stamped, self-addressed business envelop to Room 100, County Office Building, 148 Martine Avenue, White Plains, 10601, Att.: exam request. For more information call (914) 682-2000.

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Nassau Legislative Chief Condemns Pilgrim Critics

HAUPPAUGE—The presiding officer of the Suffolk County legislature said he was "shocked and amazed" to learn of some of the activities of a group critical of the staff and administration of Pilgrim Psychiatric Center, Brentwood.

In a letter to Lawrence Kolb, commissioner of the State Department of Mental Hygiene, Michael J. Grant, the presiding officer and 10 District legislator, observed: "Recently I had the opportunity of attending a meeting of the employees of Pilgrim State Hospital and a group calling themselves 'Concerned Citizens.'"

"During the course of this meeting, I was shocked and amazed to learn of some of the activities of these 'Concerned Citizens.' These include the physical abuse of patients, interference with the feeding of patients, and allowing members of the news media to enter the various wards of the hospital with cam-

eras and microphones, totally unannounced.

Freedom To Roam

"These actions on the part of the 'Concerned Citizens' were a direct result of the fact that they have been given complete freedom to roam the hospital grounds and were given keys to enable them to enter the various wards at any time they wish.

"To say the least, their actions have completely disrupted the day-to-day activities of the hospital, crushed the morale of the employees, and severely hampered the care and treatment of the hospital patients.

"To correct this situation and to prevent the recurrence of these actions, I would like you to consider taking back the keys from the 'Concerned Citizens' and to keep them off the hospital grounds other than when they visit their friends or relatives who are patients.

"I know of no other State or County agency that allows an outside group to have the freedom of the grounds and freedom to disrupt the day-to-day activities of a governmental institution that this group now has."

A copy of the letter was sent to Betty Duffy, president of the Pilgrim chapter of Civil Service Employees Assn.

Sincerity Challenged

At the meeting between the outside group and Pilgrim staffers, held last month, a number of the more than 200 workers who attended challenged the sincerity of their critics and described their methods as both irresponsible and destructive. It was alleged that one of the "Concerned Citizens" assaulted a patient at Pilgrim, forcing staffers to file a report on the incident

so as to protect themselves from charges of brutality. Other employees questioned whether or not "Concerned Citizens" is working in behalf of private nursing-home operators in hopes of destroying state institutions and forcing patients into private, profit-making facilities.

During the meeting, Ms. Duffy warned the three visitors—Michael Kaplan, president of the group; Desmond Schwagerl, vice-president, and Pauline Altman—that "You've got a lot of undoing to do. The employees feel that they have been insulted and maligned and depreciated by 'Concerned Citizens.'"

Visitors Cautioned

Noting that a review of the hospital's two-year accreditation had been completed on the day of the meeting, the CSEA leader noted, "If we lose our accreditation, this hospital would lose \$30 million in Medicare and Medicaid reimbursements. If we lose that money, we won't be able to take care of our patients."

Another CSEA officer, Greg Szurnicki, vice-chairman of the CSEA Mental Hygiene Council, put it this way to the visitors: "You have created an organization that seeks to destroy just what you need—the employees."

At the end of the meeting, Mr. Grant noted that "Concerned Citizens" "is disruptive . . . doesn't really have a program . . . (and) I think they're just out to get publicity. It irked me to see a group like that, no matter what their goals are, take on dedicated employees.

"They ought to focus on (released former patients) outside and pray that their relatives are not put out where there is no therapeutic program and no nutrition."

Region Four Workshop

(Continued from Page 1)

ing challenges, according to James Moore, Workshop chairman.

The sessions will kick off Friday evening, Feb. 8, preceding the regionwide meeting the next day of representatives from all state and county chapters in the 20-county area, largest of CSEA's six regions.

Agenda for Friday evening, Mr. Moore announced, is for a State Workshop meeting at 6:30 p.m., followed by the seminar on bargaining challenges at 7 p.m., and a training session on the CSEA organizational setup at 8 p.m.

CSEA participants in the bargaining challenges seminar and their topics are: assistant counsel James Roemer, "Rules and Regulations Pertaining to Challenges"; Syracuse Region 5 supervisor Frank Martello, "Meeting the Challenge on the State Level"; Long Island Region 1 supervisor Edwin Cleary, "Mounting a Counteroffensive in the Political Subdivisions"; assistant director of public relations Roger Cole, "The Role of Public Relations During a Period of Challenge," and executive director Joseph Lochner, "Summary Review — Unifying the Total Effort." CSEA's director of education, Edward C. Diamond, will be program moderator.

Discussion on CSEA organization at the 8 o'clock session will be led by CSEA's two assistant executive directors, Joseph Dolan, who is responsible for the County Division, and Jack Carey, for the State Division.

Region 2 Winter Meeting

MANHATTAN — Solomon Bendet, president of New York City Region 2, Civil Service Employees Assn., said the Region will hold its winter

meeting Saturday, Feb. 15, at Luchow's Restaurant, 110 E. 14th St., Manhattan.

Luncheon will be served at 12 noon and will be followed immediately by a business meeting. Tickets are \$10.50 each.

Each chapter in the Region will receive two free tickets plus an additional free ticket for each 1,000 members or major fraction thereof in excess of the first 1,000 members.

Mr. Bendet, who promised "a very informative and interesting meeting," said reservations should be received at Region 2 headquarters by Feb. 13. The address is 14 Park Place, New York, N. Y. 10007.

personnel in the Hicksville School District, also in Nassau. The challenger in the Hicksville election will be the Service Employees International Union, also an AFL-CIO affiliate.

Next week, CSEA will again be in action against SEIU in a representation election for non-teaching employees on Feb. 13 in the Monroe-Woodbury District.

election for non-teaching employees in the Farmingdale School District in Nassau County. The challenge to CSEA comes from the Farmingdale Federation of Teachers, an organization affiliated on the national level with the AFL-CIO.

The following day, Feb. 6, CSEA will be involved in an election involving non-teaching



V-P IS STRAIGHT A — Agnes Earl, first vice-president of St. Lawrence County chapter, Civil Service Employees Assn., appeared last week on Television Channel 8, WRWK-TV, in a program that profiled the union leader's activities as a night student at State University of New York at Canton. In addition to Ms. Earl's CSEA activities and a full-time job in St. Lawrence County's Department of Social Services, she is a straight-A student at Canton. The program was intended to show educational opportunities available to area residents interested in earning degrees.

Nassau Schools Political Group Meeting With State Lawmakers

HICKSVILLE—Six state legislators from the Long Island area have agreed to meet with members of the political action committee of the Nassau Educational chapter, Civil Service Employees Assn., to discuss a seven-point program supported by the group.

The seven points include: binding arbitration on contract disputes; agency shop; regional negotiations; penalties for school boards deemed not negotiating fairly; no effect for non-instructional personnel given school budget cuts; more state aid for plant operations, and all school budgets must contain finalized contracts for non-instructional personnel.

Chairman of the committee is Ronald Harris; members are Clark Champy and Vincent Gelbert. The chapter represents about 4,000 employees in 26 Nassau school districts.

Twenty-one legislators were contacted by the committee. Those who have responded to date are State Senators John R. Dunne (R-6th District) and Ralph J. Marino (R-5th District) and Assemblymen Phillip Healey (R-C, 11th District), Joseph Reilly (R-14th District), John S. Thorp Jr. (D-19th District) and Arthur J. Kremer (D-20th District).

Mr. Harris said that the committee has previously met with State Senator Owen Johnson (R-4th District).

"Senator Johnson assured the committee that he would be happy to lend his support to the proposals and would be happy to work for them in the future," Mr. Harris said. "He said also that he could support agency shop legislation, providing that an employee would be able to work without actively participating in CSEA affairs, but would have to pay an agency shop fee comparable to CSEA dues."

CSEA calendar

FEBRUARY

- 3—West Seneca Developmental Center chapter; general meeting.
- 5—CSEA nominating committee meeting: 1 p.m., conference room, 33 Elk St., Albany.
- 6—Metropolitan Armory Employees chapter meeting: 2 p.m., 69th Regiment Armory, 68 Lexington Ave., Manhattan.
- 7-8—West Seneca Developmental Center chapter seminar on grievance procedures: 299 Leydecker Rd., West Seneca.
- 7-8—Syracuse Region 5 meeting: Sheraton Syracuse Motor Inn, Liverpool.
- 8—Syracuse chapter 38th Annual Dinner-Dance: 6:30 p.m., Sheraton Syracuse Motor Inn, Liverpool.
- 13—CSEA Board of Directors meeting: CSEA headquarters, 33 Elk St., Albany.
- 13—Central Islip Psychiatric Center chapter meeting: 8 p.m., American Legion Hall, Elmore St., Central Islip.
- 15—Western Region 6 special meeting to discuss OSHA with CSEA-endorsed legislators: 2 p.m., Treadway Inn, Batavia.
- 15—New York City Region 2 meeting: 12 noon, Luchow's Restaurant, 110 E. 14th St., Manhattan.
- 19—Oswald D. Heck Developmental Center chapter meeting: 5:30 p.m., Library, Building One, Balltown at Consaul Roads, Schenectady.
- 19—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M&T Plaza, Buffalo.
- 21-23—Albany Region 4 ski weekend: Washington Irving Lodge, Tannersville.
- 22—Albany Region 4 mini-workshop on discipline problems and union challenges: Queensbury Hotel, Glens Falls.

MARCH

- 5—Kings Park Psychiatric Center chapter meeting: 8 p.m., York Hall, Kings Park.

School District Fights Looming

ALBANY—The representation election spotlight will focus on the school district scene this week and next as the Civil Service Employees Assn. takes on challengers seeking representation rights for non-teaching personnel in three school districts.

On Wednesday, Feb. 5, CSEA will be engaged in a representa-

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Beginning Office Worker	\$5,2225 & up	various
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Dental Hygienist	\$ 8,523	20-107
Dietician	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Medical Specialist II	\$33,704	20-408
Medical Specialist I	\$27,942	20-407
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Nurses Services Consultant	\$15,684	20-405
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
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Varitype Operator	\$ 6,811	20-307
Supervising Veterinarian	\$14,880	20-313/314
Vocational Instructor I-IV	\$9,546/\$12,670	20-131/134

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

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

CENTRAL ISLIP

WEST BABYLON—Yale M. Murov, of West Babylon, has been appointed to the Board of Visitors of Central Islip Psychiatric Center for a term ending Dec. 31, 1977. There is no salary.

ELLISON AT ELMIRA

ELMIRA—Patricia S. Ellison, of Watkins Glen, has been named to the Board of Visitors of Elmira Psychiatric Center for a term ending Dec. 31, 1976. There is no salary.

State Promotional Job Calendar

Applications Accepted To February 10

Written Exams March 22

Interdepartmental Promotion Exams		
Purchasing Agent	G-18	35-715
Senior Purchasing Agent	G-23	35-708
Senior Radiologic Technologist	G-12	35-699
Drug Abuse Control Commission		
Dir. of Drug Abuse Fiscal Management (March Oral Exam)	G-31	39-067
Office of General Services		
Asst. Building Construction Manager	G-19	35-689
Mental Hygiene		
Assistant Business Officer	G-23	35-515
Business Officer	G-27	35-514
Dept. of Public Service		
Associate Valuation Engineer	G-27	35-710
Principal Valuation Engr. (March Oral Exam)	G-31	39-066
Senior Valuation Engineer	G-23	35-709
SUNY		
Campus Security Officer II	G-12	35-711
Campus Security Specialist	G-15	35-712
Supvg. Campus Security Officer	G-15	35-713

Applications Accepted To February 18

Written Exams March 22

State Insurance Fund		
Senior Payroll Audit Clerk	G- 8	35-707
Senior Underwriting Clerk	G- 8	35-707
Dept. of Mental Hygiene		
Deputy Director for Institution Admn.	G-31	39-031
Dept. of Labor		
Employment Service Aide	G-12	39-063
Unemployment Service Aide	G-12	39-064

Applications Accepted To March 3

March Oral Exams

Dept. of Labor		
Employment Service Aide	G-12	39-063
Unemployment Service Aide	G-12	39-064

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Federal News

Propose Federal Advisory Board To Fight Unemployment

WASHINGTON—A bipartisan group of U.S. Senators and representatives last week proposed legislation to create an independent, federal advisory job board in the nationwide battle against rising unemployment.

The action came on the heels of a rally staged on the Capitol steps attended by several hundred unemployed workers from New York and 14 New York and New Jersey legislators. The group included Sen. Jacob Javits (R-N.Y.) and New Jersey Senators Harrison A. Williams, Jr. (D) and Clifford P. Case (R).

The Senate bill calls for the President to appoint five full-time board members who would propose annual programs to achieve full employment. In the House, Rep. Bella S. Abzug, introduced a bill greatly increasing unemployment benefits—up to two-thirds of a worker's weekly pay with a maximum of \$300 a week.

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(Continued from Page 2)

How many more names have to be listed in the obituary columns, especially those who died indirectly from severe burn assaults? These questions have to be answered, and soon!!!

A bonafide burn treatment center is the answer. Every hospital, from Maine to California, treats burn injuries, but they are not geared to handle severe burn cases. They all do the best they can, with what they have, when they can, with, of course, the option of selectivity. This is commonly referred to as "the best

available care," but it is a far cry from quality care. A genuine burn center takes the position "that all burn victims should live; and if they die, something is lacking in the care given," as they are prepared to give expert treatment to all serious burn victims at all times. A burn center guarantees the burn victim immediate and expert attention, plus a quick evaluation of the extent and severity of his or her condition, and the sequential rehabilitation therapy that follows. The burn center concept is one of total responsibility for the care of the patient from the moment of admission to definitive reconstruction.

The delivery of this highly specialized medical care requires

the coordination of specialists in surgery, internal medicine, neurology, pediatrics, psychology, plastic surgery, physical and occupational therapy, in addition to a dedicated and skilled nursing staff. All of these specialists also have to be experienced in burn medicine and learn all the up-to-date burn treatments, techniques, medications, and therapies.

A burn facility has to have all of the vital back-up equipment of a surgical intensive care unit; including cardiac machines, dialysis apparatus, operating room, etc., plus equipment unique to the care of the burn patient, such as special electric beds, Hubbard tanks, dermatomes, hyperbaric chambers, and many other

sophisticated machines necessary to a rapid and complete recovery of serious burn patients.

It can be readily understood because of the many specialists required, the elaborate equipment, and the need for long therapy, that treatment of burn injuries is particularly uneconomical. Hospitals shudder at the thought of a serious burn victim asking for admittance, and that is the reason why they so readily refer them to other hospitals. This is also the reason why care of serious burn victims has to be centralized for peak efficiency and quality care. The New York Area has some of the best and largest hospitals in the world, and they serve us admirably from heart transplants to the mumps, but they cannot do the job of a burn center. We cannot expect our hospitals to do things they are not geared for, and neither is it right to compromise our burn patients.

The New York Area has all sorts and types of health and welfare agencies—you name it, we've got it. To list just a few, there are agencies for: dope addicts, alcoholics, allergies, arthritis, blind, cancer, deaf, cripple, dental problems, diabetes, epilepsy, heart, planned parenthood,

abortion, social health, gamblers, etc., but there are no provisions for serious burn victims, whether they are the very old, or the very young. The corporations and foundations readily recognize and sanctimoniously acknowledge the extreme need for a burn center in this area, but they do absolutely nothing to establish one. They are very proud of cultural programs they sponsor, such as "Belly Dance" programs, the construction of useless statues, and research work on the sex life of a bee, but burn victims are not their concern. It is no wonder, in view of the foregoing, why burn victims are the most neglected of the handicapped. It is ironic to think that years ago primitive men worshipped the God of Fire, and even today we still extend our offerings . . . in the form of burn victims pleading for expert care. Our offerings, now, are not of sacrifice to the mysterious, but from neglect and apathy.

The New York Area certainly has the capabilities of establishing and operating a burn center. The achievement of making quality burn care available to people in the New York Area with peak efficiency, and the greatest effectiveness, should come from the integration of medical and administrative staffs and facilities of both City and voluntary institutions, supplemented by State, Federal, and especially private funding. The centralization of a highly specialized facility such as this, would be a tremendous cost savings to the City and every hos-

(Continued on Page 13)

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TUESDAY, FEBRUARY 4, 1975

'Zero' For Employees

AS much as we would like to believe that Governor Carey is merely taking the usual pre-negotiation stance, we are becoming increasingly concerned with what strikes us as a hardening attitude toward state employees.

In making his budget presentation last week to a select group of newspaper editors and media representatives, he said that he had provided "Zero for state employees, and we are proceeding (with negotiations) on that basis." He went on to explain: "The law prohibits propagandizing on negotiations beforehand, but as you can see there is no provision for it (salary increases) in the budget."

A degree of cynicism seems to be developing around the Governor's call for austerity, though. In the Legislature, both Democratic and Republican leaders have callously announced high-paid additions to their staffs and multi-thousand-dollar salary increases for others. The timing of Lieut. Gov. Mary Ann Krupsak's request for a hefty increase for the operation of her office also lends to the incredibility, despite her eloquent explanations of the uses she would make of the allotment.

Since most civil servants are in the lower and lower-middle income categories, we can only assume that the Governor's intention is to aid them by not taxing them as heavily as those people who have snared the lucrative political plums.

The Governor has called for reduction of the state work force by attrition. In our view, that is just another way of increasing the work load. Is this what he meant when, during campaign speeches, he tied in career ladders with increased productivity?

As the Governor currently states his position, our interpretation is that he intends to have state employees work harder at the same pay—and inflation be damned. As everyone knows, the escalating cost-of-living has already substantially reduced the real earnings of state employees.

In our view, it is an abrogation of good faith with state employees who approved a three-year contract with provision for renegotiation of the third year. These negotiations are ready to proceed.

In the meantime, other unions, albeit with smaller memberships than that of the Civil Service Employees Assn. which represents the bulk of state employees, are already tied into long-range contracts that will gain increases for their members during the coming year.

By no stretch of the imagination can it be conceived that the CSEA leaders or their membership would have approved their current contract had there been the slightest supposition that the administration would break faith with the intent of the accord.

The greatest damage, however, may be the pressure that will mount for CSEA to abandon its traditional neutrality in state political contests.

It is our contention that former Governor Wilson would have received CSEA endorsement if an actual vote had been taken at the CSEA Convention last October, although Carey forces worked strongly for his endorsement.

The feeling was strong among the delegates that it would be wrong for state employees to vote an endorsement, when they must face the Administration in negotiations.

Many people will now feel that CSEA is being penalized for its integrity, and that the Governor is showing more concern for the New York City unions that were free to support him.

If the Governor truly intends to refuse to negotiate, the future course of civil service and of politics in this state may be one of rapid change—for the worse. **Marvin Baxley**

Don't Repeat This!

(Continued from Page 1)

Moreover, since approximately two-thirds of the Budget involves appropriations for local governments, the Budget also shapes the policies and programs of the counties, cities, villages, towns, and school boards. In view of its significance, the Budget annually becomes the rope in a tug of war between those who would spend more and those who would spend less, between those who would tax more and those who tax less.

Battle Of The Budget

The tensions that develop at the legislative level during the two-month interval between submission by the Governor of his proposed budget and March 31, the last date on which the Legislature must act, have generally been described as the Battle of the Budget.

This year, though, things will be a lot different. What in past years has been described as a battle will appear to have been a charade compared to the blood that will flow before the Budget is adopted this year.

Unfortunately for Governor Carey, his first budget is a product and a reflection of the economic ills that afflict the nation—skyrocketing costs, mounting unemployment, business sluggishness, and declining public revenues. Thus, Governor Carey's budget shows increased appropriations to meet rising costs, and higher taxes to offset declining revenues.

Now that the Governor has submitted his budget, standing at front and center are Staten Island Republican John Marchi, chairman of the Senate Finance Committee, and Bronx Democrat Burton Hecht, chairman of the Assembly Ways and Means Committee. This, of course, is the most sensitive problem that Governor Carey will have to cope with: a state legislature that is divided with the Republicans controlling the Senate and the Democrats the Assembly. It will require a high degree of statesmanship on the part of both Senator Marchi and Assemblyman Hecht to conciliate political and ideological differences to enable the state government to continue to function.

Gasoline Tax

Senator Warren M. Anderson, the Senate Majority Leader, has already made clear his opposition to the proposed increase of 10 cents a gallon of the gasoline tax. Democrat legislators have been more circumspect about criticizing that proposed tax increase. On the other hand, it is no secret that the Democratic caucus would oppose this tax increase virtually unanimously. If a secret vote were taken among Democratic legislators.

In New York City, Mayor Abraham D. Beame is concerned mostly about the threatened cut-back in state revenue sharing with local governments. It is generally understood that Mayor Beame would go for such increased revenue sharing, even at the cost of supporting a 10-cent-a-gallon tax increase. Such a posture by Mayor Beame will make things hot for the Democratic contingent in the Legislature. This is particularly so since the American Automobile Association is launching a full scale lobbying effort through its thousands of members against the gasoline tax hike.

(Continued on Page 13)



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.

Taylor Law Coverage

In a recent decision by a hearing officer of the New York State Public Employment Relations Board, the hearing officer dismissed, as a matter of law, certain charges of improper practices filed by an employee of the Board of Education of the City of Syracuse against the Board and the Syracuse Teachers Association. The charge alleged that the employee's rights to freely participate in the Association and to freely participate in an election for president of the Association as a candidate in the election were infringed upon by the respondents.

The Board of Education filed an answer addressed to the charge, but the Association moved to have the charges particularized. This motion was granted in part. When the particulars requested had been received, the Association filed its answer. On July 30, 1974, a hearing was held at which all parties were present and represented by counsel. At this hearing, the Association and the Board of Education moved to dismiss the case on the ground that PERB lacked jurisdiction of the subject matter of the charge. The respondents both contended that the misconduct alleged concerned purely internal union affairs and were matters that the Act was never intended to cover. The charging party opposed the motion and the hearing was adjourned without date pending the disposition of that problem.

THE FIRST QUESTION raised by the charging party was whether or not a hearing officer was empowered to dismiss a charge based solely on the pleadings. The charging party argued that once the Director of Public Employment Practices determined that a charge may constitute an improper practice, the hearing officer may not dismiss it prior to a hearing on the merits.

In her decision, the hearing officer stated: "The original charge has been amplified by additional particulars, issue has been joined, and the hearing has commenced. I am now asked to decide whether (the employee) has any chance of success in establishing a violation. If, as a matter of law, the answer is no, because the alleged acts are not within the compass of the Act, I have an obligation to avoid fruitless litigation by terminating the proceedings at this point."

Without the necessity of going into great detail, the basis for the charge involved alleged improprieties which the charging party argued arbitrarily and unreasonably favored the incumbent president of the Association against an opposition candidate. These allegations had to do not only with difficulties encountered because of restrictions contained in the Association's constitution and by-laws, but also alleged stumbling blocks placed in the path of the challenging candidate by the Board of Education, such as a refusal to permit the candidate to use the inter-school mails and teacher mail boxes.

The relief sought from PERB was an order setting aside the election and directing that a new election and a new nomination in accordance with due process and equal protection standards be held.

"WHETHER THE ACT was intended to regulate such internal operations of employee organizations as the election of officers is the issue of first impression present in this case. I find, in agreement with the Association and the Board, that it was not." None of the legislative background leading to the passage of the Taylor Law involved itself in attempts to regulate the internal workings or structures of employee organizations. The hearing officer said that the Taylor Law was clearly designed to protect only employee rights to organize and be represented in the determination of employment condition and was not meant to control or regulate the internal relationship between the organization and its members.

"As long as employee organizations and employers do not impinge upon basic organizational or collective negotiation rights in dealing with employees as union members, their conduct is not within the purview of the Act." This resulted in the dismissal of the charge as a matter of law. **In the Matter of Board of Education of the City of Syracuse School District and Syracuse Teachers Association, Inc., Respondents, and Samuel S. Willey, Charging Party, Case No. U-1187 (7 PERB 4539).**

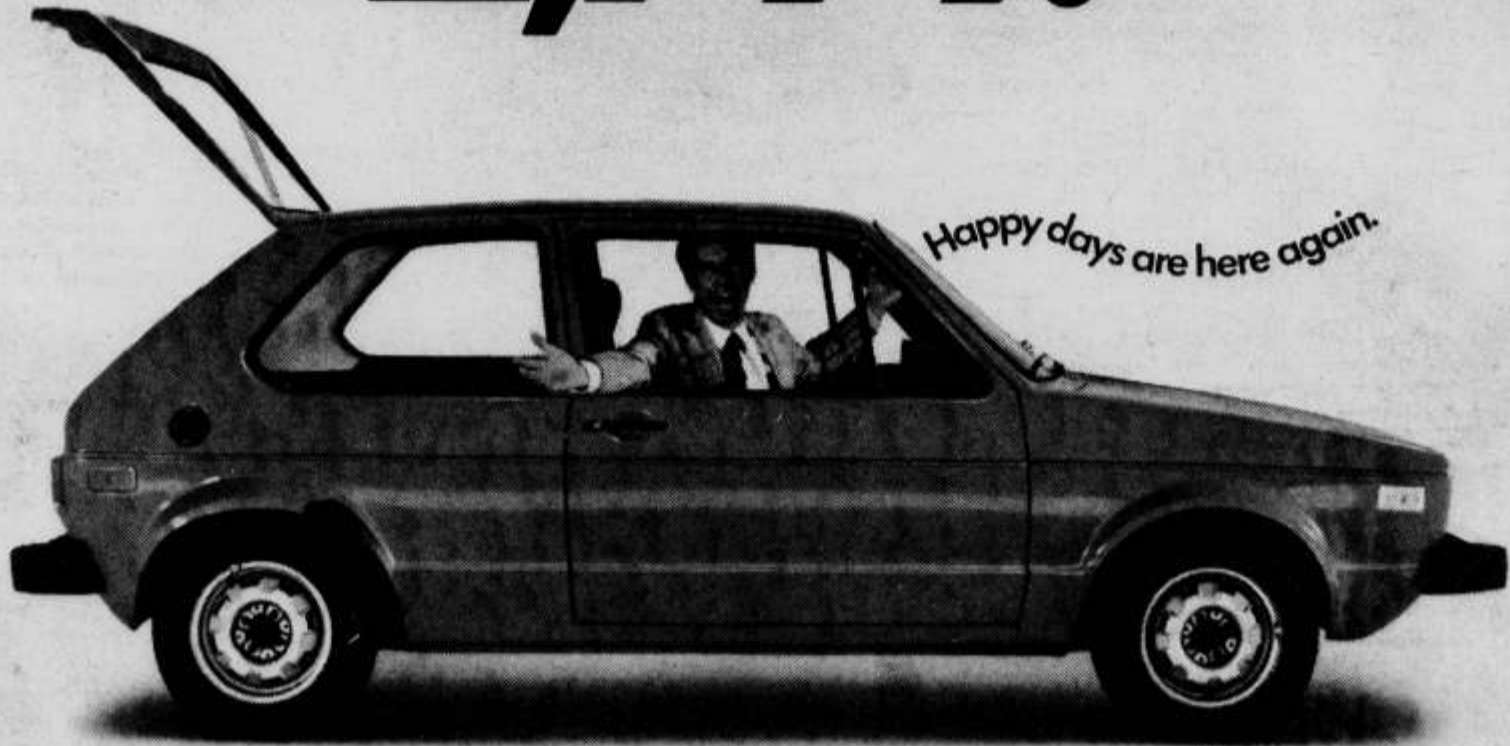
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Have Patience Wenzl Asks Albany Region 4 Audience

(Continued from Page 1)

designee is presumed to be James Northrup, assistant director of the Office of Employee Relations. "He's a tough guy, and it's going to be tough—but I think you all know that," he said.

Mr. Carey predicted that serious negotiations would begin soon after the Governor's budget has been submitted to the Legislature. (The Governor's budget was officially presented last week after the Albany Region 4 meeting.)

The regional president, Joseph McDermott, warned delegates that they will face "an arduous job in negotiations, because they will have to overcome the opposition of the public, which is generally unaware of the services provided by state employees.

"The public is led astray by stories about high-paid political patronage jobs. Attention is not given to the fact that the state employees we are most concerned about are those people who have earned their positions through the Merit System, and these workers are primarily in lower salary brackets," he said.

CSEA executive vice-president Thomas H. McDonough addressed himself to the subject of challenges. "We are going to be challenged in all four bargaining units," he said. "You are the leaders and you are going to have to stop it."

Procedures for regional elections were outlined by John Weidman, who was recently elected chairman of the Albany Region 4 nominating committee.

Mr. Weidman noted that letters have already been sent to all incumbent regional officers, asking whether they intend to

run for re-election. They will have until Feb. 13 to notify the committee, Mr. Weidman said. Incumbents are considered as automatic candidates, if they wish to run again, he explained.

Deadline for the committee to formalize the nominations is March 1. Mr. Weidman continued, although nominees have until March 20 to withdraw by notifying the nominating committee chairman in writing. April 15 is the deadline for filing of independent nominations. To do this, petitions must be submitted bearing signatures of at least 4 percent of the members in the region. In Albany Region 4, this would amount to 900 signatures (with their social security numbers so they can be verified against CSEA records).

Region president McDermott announced that a hearing panel had been appointed to handle disputes that might arise during the elections. Named to the panel are: Jack Daley, Howard Crosey, Timothy McInerney, Richard Doucette, Fred Farone, Al Halle, Carole Badore, Chet Sadowski, Patricia Miller, Walter Ducharme, Michael Hitchen and Jean Meyers.

Mr. McDermott also named Fran Bessette, president of Clinton County chapter, as chairman of a committee to investigate sites for a regional satellite office. Serving with her will be Ed Gardephe, Jackie Williams, Phyllis Duval, Frank Gurben, John O'Connell and Nancy Lewis. All are leaders of North County chapters.

The regional president acknowledged several new chapters and chapter presidents attending the meeting. He introduced William Goodwin, representing Racing and Wagering Board chapter,

and Joyce Ruso, acting president of a proposed chapter at Capital District Psychiatric Center.

He also introduced three new chapter presidents: Joan Tobin, of Transportation Main Office; Al Halle, of Teachers' Retirement, and James Minahan, of Mental Hygiene Central Office.

Betty Lennon, co-chairman of the region's education committee, announced that a special six-session course in oral communication for union women is being presented on consecutive Monday evenings, Feb. 24

(Continued on Page 9)



CSEA president Theodore C. Wenzl is flanked by the two principal women in his life, CSEA secretary Dorothy MacTavish, left, and his wife, Pauline, at the Albany Region 4 meeting late last month.



Proof that beauty and ability do go together, this threesome is viewed during an attentive moment. From left are Karen White, Social Services representative to CSEA Board; Licette Walker and Sandra Sokolowski, treasurer and secretary, respectively, of Ag and Markets chapter.



Any organization would be happy to have a pair of skillful secretaries as these two officers of Region 4. Recording secretary Nonie Kepner Johnson, left, and corresponding secretary Carole Trifiletti are shown here taking minutes. Ms. Trifiletti was also co-chairman of arrangements for the meeting.

Region 4 Hitting Slopes

TANNERSVILLE—The Albany Region 4, Civil Service Employees Assn., will host a ski weekend Feb. 21-23 that will be based at the Washington Irving Lodge here.

The weekend will cost \$45 per person and includes four meals in an American-Armenian cuisine. Prospective skiers should make their ski slope reservations through Orville Slutzky at Hunter Mountain. The telephone number is (518) 263-5223. Guests will make their own arrangements for transportation.

A deposit of at least \$10, together with name and address, should be sent by Feb. 5 to Mary Lynch, 273 Western Ave., Albany, N. Y. 12203. Ms. Lynch may be reached by telephone at (518) 449-7279. Checks should be made payable to the Albany Region 4, CSEA.

BELOW: New participants in the affairs of Albany Region 4 are these leaders from SUNY at Cobleskill, from left, Doris Michel, Esther Bond and Peter Snopskey. Cobleskill is located in Schoharie County.



CSEA executive vice-president Thomas H. McDonough shares some of his knowledge with members of the Region 4 negotiation coordinating and political action committees. From left are Jack Daley, Joan Tobin, (Mr. McDonough) and John Weidman, all members of the regional negotiation coordinating and resolutions committee, and Jon Schermerhorn, a member of the regional political action committee. Mr. McDonough served as chairman of CSEA's statewide political action committee during the 1972 campaign and is currently serving for the third time as chairman of the Administrative Unit negotiating team.

Albany Region 4 Holds Workshop

GLENS FALLS — Albany Region 4, Civil Service Employees Assn., will hold a mini-workshop Feb. 22 at the Queensbury Hotel here.

The morning session will cover disciplinary action situations and will feature a videotape of a simulated action. The tape was a highlight of a recent Department of Transportation CSEA workshop. Following a luncheon, the afternoon session will deal with problems encountered in challenges from outside unions. Arrangements for the mini-workshop will be handled by the Region's education committee.



John Vallee, left, Region 4 third vice-president and its ranking County leader, welcomes Fred Farone, new president of Schenectady County chapter, as the chapter's executive representative Eugene Nicoletta introduces them.

Patience

(Continued from Page 8)
through March 31, from 6:15 to 8:30 p.m.

Cost of participation is \$10. The registration fee should be sent to NYSSILR—Cornell University. Information should be included as to the participant's name, address and telephone.

Special recognition was given to James Cooney, a member of CSEA's field staff, for having signed up the most new members in competition by the region's field representatives. Jon Schermerhorn, a member of the state-wide membership committee, noted that Mr. Cooney had personally recruited 829 new members for CSEA.

Status of a proposed Day Care Center for employees was discussed by Nicholas Fiscarelli, chairman of the region's downtown committee. Mr. Fiscarelli noted that the committee was not satisfied with what the State had so far offered, but noted that they would now be dealing with a new Administration, "so we will see what develops."

Delegates then approved a motion by Jack Dougherty, Tax and Finance representative to CSEA's Board of Directors, that all information on the Day Care Center be forwarded to the statewide negotiating committee. It was noted that provision for the Center was included in the current contract with the State.

Constitution and bylaws committee chairman Ernest Wagner updated delegates on certain proposed changes. Included was a proposal to create the additional regional office of executive vice-president. Discussion on the matter was tabled.

Committee reports were also given by activities chairman Cosmo Lembo, social chairman Ronald Townsend and finance chairman Timothy McInerney.

Another important portion of the meeting was given over to general discussion of negotiations, portents of layoffs and exam postponements. Since this is information that could tip CSEA's hand in negotiations, The Leader will not report on the details here, other than to credit Loretta Morelli, State representative to the CSEA Board, and Karen White, Social Services representative, for their contributions of information to the delegates.

In the educational session prior to the business meeting, presentations were made by William Blum, CSEA director of research, and by Anthony Campione, assistant to Joseph Dolan, assistant executive director for the County Division.

Next full meeting of the region is scheduled for March 24 at Vallee's Restaurant in Albany.

Hatch Act Inclusion

In an article appearing in the Jan. 28 issue of Civil Service Leader dealing with the Hatch Act and its implications on political campaign contributions by employees who work for agencies funded wholly or in part by the Federal Government, it was noted that no individual can contribute more than \$25,000 in total gifts during any calendar year. In addition to this restriction, it should be noted that no such individual can legally contribute more than \$1,000 to any one candidate.



AL FRESCO INSTALLATION—In an outdoor setting, the officers of the Nassau County Social Services unit, Civil Service Employees Assn., were sworn into office by CSEA Long Island Region 1 president Irving Flaumenbaum. The new officials, from left, are: Eleanor Hammerl, treasurer; Carman Buschemi, sergeant-at-arms; Fred Jordan, president; Shirley Taylor, first vice-president; Rosemarie Ferrante, second vice-president; Claire Sordi, financial secretary; Marie Johnson, recording secretary; Eileen Stone, fifth vice-president, and Betsy White, corresponding secretary.

Kings Park Has May 22 Ballot

KINGS PARK—Election of officers for the Kings Park chapter, Civil Service Employees Assn., will be held May 22. Anyone interested in running for office in the chapter should submit their name to Vincent Pucci, nominating chairman, Ward 18, Building 93B, no later than April 2.

Offices to be filled include president; executive vice-president; second vice-president, inst. unit; second vice-president, PS & T; second vice-president, administrative unit; second vice-president, operations unit; second vice-president, NE Nassau Hospital; secretary; treasurer, and two delegates and two members of the board of directors.

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Nominating, Election Rules Are Outlined By Fiscarelli

(Continued from Page 1)
also considered statewide offices, but nominations for them are handled only by the state-employed members of the committee rather than by the whole body.

Review Time

In the case of all statewide candidates, Mr. Fiscarelli said, nominations should be in sufficiently prior to March 1 so that his committee has adequate time to review them. Nominations not filed early enough will be considered in the event vacancies remain on the slate because persons nominated originally may decline to run, he added.

Those nominees selected as candidates by the committee are so notified at the same time their names are filed with the Association on March 1. If they wish to decline, they then have until March 20 to notify the committee of their intention. New candidates are then selected by the committee from among late-filed nominations and submitted to the CSEA secretary and executive director on or before April 15. Again, the new candidates are also notified of their selection at the same time.

Nominating Procedures

Parties wishing to submit nominations should do so by certified mail addressed to Mr. Fiscarelli at Statewide Nominating Committee, Civil Service Employees Assn., 33 Elk Street, Albany, N. Y. 12207. Special forms are available for nominating statewide CSEA candidates, including representatives to the union's state executive committee, and can be obtained at any regional office of the Civil Service Employees Assn. at the following addresses:

Long Island Region 1, 740 Broadway, North Amityville, N.Y. 11701; New York Region 2, 11 Park Place, Rm. 1210, New York, N. Y. 10007; Southern Region 3, Old Albany Post Rd., North, R.D. 1, Fishkill, N. Y. 12524; Albany Region 4, 10 Colvin Ave., Albany, N. Y. 12206; Syracuse Region 5, Midtown Plaza, Rm. 118, 700 East Water St., Syracuse, N. Y. 13202; and Buffalo Region 6, 4122 Union Rd., Cheektowaga, N. Y. 14225.

Mr. Fiscarelli also noted that all incumbent statewide officers have been notified by certified letter that an intention to decline candidacy must be made known to the nominating committee at CSEA headquarters in Albany no later than Feb. 13. Lacking this notification, the committee will enter the incumbent's name on the ballot.

Bellacosa Sworn As Appeals Clerk

MANHATTAN—Joseph W. Bellacosa, of Syosset, was sworn in as chief clerk of the Court of Appeals here Jan. 29 by Chief Judge Charles D. Breitler.

A member of the bar since 1961, Mr. Bellacosa has been teaching criminal law at St. John's University Law School since 1970. As chief administrative officer and legal advisor to the court, his salary will be \$46,000 annually.

EMPIRE STATE JOBS

More than 7,000,000 persons are employed in New York State, according to the State Commerce Department.

Wenzl: Continue Exams

(Continued from Page 1)
fied candidates to perform essential and expected state services, and called for a rescheduling of the cancelled tests "on that date or as close to that date as possible with all acceptable candidates being notified accordingly."

About 30,000 applications had been received for 26 different tests. Most of these tests could offer promotional opportunities for current career civil servants, although about half the applicants sought to take the entry level Professional Careers Test in various professional and ad-

ministrative specialties generally attracting imminent or recent college graduates.

Decrying the lack of any official word on a "job freeze," Dr. Wenzl concluded: "Your immediate official action and consultation with us on these matters is of great importance and I hope will be forthcoming."

Copies of the letter were also addressed to State Civil Service Commissioners Charles F. Stockmeister and Michael N. Scelsi and John J. Mooney, administrative director of the Department of Civil Service.

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Beame Proclaims New Work Hours

February will be "Staggered Work Hours Month" in New York City.

Mayor Abraham D. Beame made the designation in a proclamation issued last week. It's part of the mayor's drive to convince business firms to stagger daily work shifts so that workers will leave and arrive at work half an hour earlier or later than the traditional nine to five schedule. Mayor Beame estimates the program has already reduced congestion around Grand Central Station by 30 percent. In two-years over 400 Manhattan firms have signed up.

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AT LAST-



A realistic look at legal opportunities for minorities / through the eyes of minority lawyers — professionals who have made it through the system as small-town practitioners / law firm partners / corporate counsel / government attorneys / judges / law professors / lawyer-politicians /

Here is the complete story of the minority lawyer — from law school to law firm — in the words of those who have successfully completed the trip... the lawyers themselves. Each distinguished contributor honestly tells his own exciting and, at times, painful journey toward acceptance in a field that, until recently, had only a handful of minority practitioners.

CONTRIBUTORS* AND THEIR CAREER INSIGHTS

- A Puerto Rican Perspective
José A. Cabranes, Associate Professor of Law, Rutgers University Law School
- Chicano and Other Spanish Descended Groups
Law Students Civil Rights Research Council
- Go South, Young Advocate
C. B. King, Esq., Albany, Georgia
- Black Advocate in the North
Samuel R. Pierce, Jr., partner, Battle, Fowler, Lidstone, Jaffin, Pierce & Kheel, New York City
- The Chicano in Private Practice
Herman Sillas, Jr., senior partner, Sillas and Castillo, Los Angeles, California
- The Black Lawyer as Law Teacher
Derrick A. Bell, Jr., Professor of Law, Harvard University Law School
- Teaching in a Black Law School
Paul E. Miller, former Dean, Howard University Law School
- Puerto Rican Lawyer in Politics: An Interview with Herman Badillo, Congressman
By Christine Philpot Clark, editor
- Black Advocate in Politics: An Interview with Basil A. Paterson (Vice-chairman, Democratic National Committee)
By Christine Philpot Clark, editor
- The Black Bureaucrat
Ruby Martin, Assistant to Rep. Diggs of Michigan
- The Legal Services Attorney — Comment from California
Philip Jimenez, Directing Attorney, California Rural Legal Assistance
- Social Activism and Legal Services
Martie L. Thompson, General Counsel of Community Action for Legal Services, New York City
- Working for a Foundation: An Interview with Christopher F. Edley (Executive Director, United Negro College Fund, formerly with the Ford Foundation)
By Christine Philpot Clark, editor
- The Puerto Rican Judge
Judge John Carro, Criminal Court, New York City
- Opportunities for Blacks in the Law: Perspective of a Federal Judge
Judge Constance Baker Motley, U.S. District Judge, New York City
- The Bar Examination: Hurdle or Help
Christine Philpot Clark, editor
- The Role of the Black Bar in Black People's Struggle for Social Justice
W. Heywood Burns, Director, National Conference of Black Lawyers

*Allegations are those at time articles were written.

APPENDICES:

- 1) Financial Aid Programs for Minority Group Students in Law Schools
- 2) CLEO — Regional Summer Institutes 1973
- 3) 1971 Survey of Minority Group Students in Legal Education
- 4) Graduate and Professional School Opportunities for Minority Students (1972-73)
- 5) Minority Writing and Majority Reading: The Problems of CLEO Students, by Norman Brand
- 6) The Black Lawyer — A New Day, But Slow in Dawning, by Christine Philpot Clark and LeRoy Clark

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 - Perspectives from the Bench
 - Ethnic Perspectives

ABOUT THE EDITOR

Christine Philpot Clark is an attorney with the Columbia Broadcasting System, Inc. She has been Consulting Dean and Lecturer in Political Science at Bryn Mawr College. She has written a monograph on "Young Black Americans," co-authored a book on "How to Get Along With Black People," and is the author of numerous articles on legal subjects.

Ms. Clark is a graduate of Yale Law School. She lives in New York City with her husband LeRoy Clark, a Professor at New York University School of Law, and her two children.

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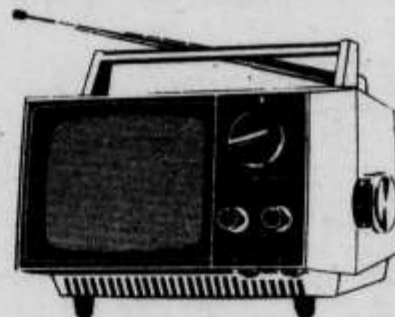
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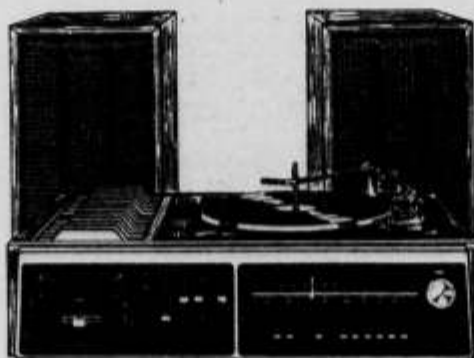
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Federal News

Fed. Unions Promise Fight On Proposed 5% Pay Lid

Government union leaders have promised an all out war to stop President Ford's proposed 5 percent cost-of-living payment lid (until July of 1976) on blue collar workers, and the more than one out of five Americans who depend on their monthly social security, civil service, or military retirement checks.

One reason for their concern is the possibility that the President's comprehensive program, which includes a petroleum tax to force cutbacks in oil usage, may force up the nation's monthly inflation rate an additional 2 percent, according to many government sources.

Federal blue collar workers,

whose wages are usually adjusted according to local private industry rates, will be held to the 5 percent limit, during the 18 month program, no matter how much private industry rates have gone up in that interim.

For persons under social security, it would mean that they would be limited to the 5 percent increase no matter what the current rate of the nation's inflation is. For two million federal military retirees it would mean no increase at all, in spite of the higher living costs, until (at the earliest) July, 1976.

In addition, the President has said that neither retirees nor active duty civilian military personnel would be entitled to catch up raises until after the controls are lifted.

Programs Affected	1975 Outlays	1976 Outlays		Difference 1975-1976
		Without Ceiling	With Ceiling (with ceiling)	
Social security	64.5	74.3	71.8	plus 7.3
Railroad retirement	3.0	3.4	3.3	plus 0.3
Supplemental Security Income	4.7	5.5	5.4	plus 0.7
Civil service and military retirement payments	13.5	16.2	14.0	plus 1.4
Foreign Service retirement	.1	.1	.1	*
Food stamp program	3.7	3.9	3.6	-0.1
Child nutrition	1.3	1.8	1.6	plus 0.3
Federal salaries:				
Military	23.2	23.1	22.5	-0.7
Civilian	35.5	38.0	38.0	plus 2.5
Coal miner benefits	1.0	1.0	1.0	*
TOTAL	150.5	168.2	162.1	plus 11.7

Park Specialist List

ALBANY—An associate Adirondack park project specialist eligible list, resulting from open competitive exam 27-429, was established Jan. 16 by the state Department of Civil Service. The list contains three names.

Facilities Auditor List

ALBANY—An associate medical facilities auditor eligible list, resulting from open competitive exam 24-117, was established Jan. 16 by the state Department of Civil Service. The list contains 11 names.

City Green Book Issued

Mayor Abraham D. Beame last week received the first copy of the long-awaited Green Book—the official directory of the City of New York, from Municipal Service Administrator John T. Carroll.

The Green Book, which lists City, State, Federal officials and departments, was last published in 1972. The new 1974-75 issue is on sale at the Hall of Records, 31 Chambers Street. Mr. Carroll said administration changes in the City, State and Federal governments, and a new format, has delayed the printing.

Negro Society Meet

MANHATTAN — The Negro Benevolent Society of the Department of Sanitation will meet on Feb. 5 at 220-13 Merrick Blvd. in Queens at 8 p.m.

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LEGAL NOTICE

STEWART HOUSE — Substance of Certificate of Limited Partnership signed and acknowledged by all the partners and filed in the New York County Clerk's Office on December 31, 1974. Name and principal office of the partnership is STEWART HOUSE, 745 Fifth Avenue, New York, New York. Its business is to hold, operate, improve and lease the real property known as Stewart House, located at 15 Stewart Place, White Plains, New York, to be acquired by the partnership pursuant to the terms of the Contract of Sale dated December 18, 1974. The term for which the partnership is to exist is from December 31, 1974 to the close of business on December 31, 2014. The names and residences of the General Partners and of the Limited Partners and the cash contribution (no other property being contributed by any Limited Partner) and the share of profits and income of each of the Limited Partners are as follows:

General Resources Associates, Incorporated a New York Corporation with its principal office at 745 Fifth Avenue, New York, New York
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 70 Magnolia Avenue .005%
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 Betty Garcia Limited Partner \$50
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Blue Cross-Shield Accident Benefits Reduced By State

ALBANY—A new State regulation makes Blue Cross and Blue Shield coverage generally invalid for health services provided as a result of auto injuries, according to an announcement from Blue Cross and Blue Shield of the Rochester area.

The State Insurance Department, according to the announcement, "despite strong opposition from the Blue Cross and Blue Shield Plans," has ruled that effective Feb. 1 the nonprofit plans are prohibited from paying for the care of auto accident victims until after "No-Fault" benefits under their automobile insurance policies have been exhausted.

Blue Cross and Blue Shield, the statement continued, "opposed the regulation on the grounds that it is discriminatory, inflationary and administratively illogical.

"It places the primary responsibility for payment on commercial casualty insurers who traditionally retain a far larger share of the premium dollar than Blue Cross and Blue Shield Plans do.

"It transfers a benefit from the tax-exempt Blue Cross and Blue Shield contracts to the taxable commercial policy. The employee loses a benefit in his Blue Cross and Blue Shield program and faces the possibility of having to pay a higher premium out of his own pocket for the same benefit under his personal auto accident policy. So far as union-negotiated contracts are concerned, it effectively reduces the benefit package for which employees bargained.

"It thwarts cost control measures built into Blue Cross and Blue Shield contracts by transferring liability to commercials who do not have reimbursement agreements that limit total pay-

ments to health service providers."

The State's administrative decision is discriminatory, according to the health insurance plans, in that it applies only to nonprofit carriers such as Blue Cross and Blue Shield; commercial health insurers will be allowed to continue their primary role.

The statement added that the ruling places an administrative burden on the provider (hospitals and doctors) to identify injuries sustained in automobile accidents. Failure to differentiate between this and other types of injuries on claim forms will result in payments for which the plans are not liable and for which there is no provision in the premium rates. Exemptions to the No-Fault provision further complicate the task of easing liability. For instance, Blue Cross and Blue Shield coverage remains primary for the drunken driver and for persons driving while impaired by any drug; the plans will also continue to cover injuries involving motorcycles and vehicles not normally operated on highways. Consequently, the hospital or doctor may not only have to determine the cause of the injury, but, in many cases, the kind of vehicle involved and the patient's state of sobriety.

The No-Fault regulation appears to be another attempt by the State to solve cost problems by placing a hardship on Blue Cross and Blue Shield subscribers, the statement concluded.

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Job Increase Falls Short

Employment in New York and Northern New Jersey rose to 6,594,000 in November an 8,000 increase, but the rise fell short of expectations, the U.S. Department of Labor announced this week.

Herman Bienstock, assistant regional director of the department's bureau of labor statistics, said an 8,000 increase is considered low for a November.

Mr. Bienstock also said employment for a 12-month period ending in November was down 98,000 in New York and North Jersey and down 76,000 in New York City.

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LEGAL NOTICE

ORLANWARD ASSOCIATES, 1 William St., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on December 30, 1974. Business: Own and operate real property. General Partners: Brookson Corporation, 1 William St., NYC; Alan R. Barkin, 163 Wood Hollow Lane, New Rochelle, NY. Limited Partner, Contribution and Share of Profit: Alan R. Barkin, 163 Wood Hollow Lane, New Rochelle, NY \$100. cash, \$800. note, 90%. Term: December 27, 1974 to December 31, 2010 unless sooner terminated. Limited partner has agreed to make additional contributions not to exceed \$1,000. per annum. No time agreed on for return of contributions except upon dissolution. Limited partner may assign his interest as provided in agreement. The General Partners shall have the right to admit additional limited partners with consent of limited partner. Upon death of a general partner, the remaining general partner has the right to continue the business as provided in agreement. Limited partner has no right to demand property other than cash in return for contribution.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK COUNTY OF NEW YORK — Accounting of MORGAN GUARANTY TRUST COMPANY OF NEW YORK and JOHN J. NIEMANN, as Trustees of the trust created by WILLIAM ENGEL for the benefit of WILLIAM ENGEL under an Agreement dated November 2, 1962. Index No. 889-75 NOTICE.

TO: Those persons who may be creditors of William Engel or of his estate and whose names and identity are unknown to petitioners.

PLEASE TAKE NOTICE that this notice is served upon you pursuant to an order of Hon. Sidney A. Fine, a Justice of the Supreme Court of the State of New York, dated January 17th, 1975 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 Feb. 28, 1975 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:

(a) judicially settling and allowing the first and final account of proceedings of Morgan Guaranty Trust Company of New York and John J. Niemann as trustees of the trust created by William Engel for his own benefit during his life under an Agreement dated November 2, 1962 and discharging said trustees from all liability, accountability and responsibility as to all matters set forth in the account;

(b) authorizing and directing the aforesaid trustees to pay from the principal on hand in the trust the sum of \$3,000 to Hooker, Alley & Duncan for their legal services herein;

(c) directing the aforesaid trustees to whom to pay over the balance of income in their hands after the payment of all expenses properly chargeable thereto on this accounting;

(d) directing the aforesaid trustees to pay over to Morgan Guaranty Trust Company of New York and John J. Niemann as surviving trustees of the trust under Article FIFTH of the will of Raynore Ludvig Engle the balance of principal in their hands after the payment of all expenses properly chargeable thereto on this accounting to be administered in all respects as a part of said trust under the will of Raynore Ludvig Engle; and

(e) granting such other and further relief as to the Court may seem just and proper.

A copy of the petition and account and all exhibits in this proceeding may be examined at the office of Hooker, Alley & Duncan, attorneys for the petitioners herein.

Dated: Jan. 17th, 1975.
HOOKER, ALLEY & DUNCAN
51 West 51st Street
New York, N.Y. 10019
Telephone: (212) 765-4490
Attorneys for Petitioners

FIRE FLIES

(Continued from Page 5)

pital in the New York Area.
We cannot avoid confronting this problem much longer. There is no reason why burn victims should be compromised and neglected. They have a right to quality burn treatment. The New York Area should have "The Biggest and the Best Burn Center in the World." The biggest because we have more burn victims than any other place in the world, and the best because we deserve no less than the best.

Written by—Joseph Hickey,
Engine Co. 63

ON LAW REVISION

ALBANY — Yonkers attorney Edward J. Freeman is a new member of the Law Revision Commission for a term ending Dec. 31, 1976. Members receive \$13,936 annually.

**BUY
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Don't Repeat This!

(Continued from Page 6)

At the moment, the ultimate shape of the budget is obscured by a wide variety of political imponderables. The coming two-month period will be a critical one for civil service employees, for taxpayers, and for all those who live or do business in the state. The only thing certain now is that somehow a budget will be adopted.

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Medicare Coverage Check Urged By CSEA's Lochner

ALBANY — Joseph D. Lochner, executive director of the Civil Service Employees Assn., urged retirees who are eligible for Medicare benefits to seek complete and accurate information on medical services covered by the plan before entering a nursing facility.

"Just as you would consult a Blue Cross representative or local Social Security personnel about a nursing facility's participation in the Medicare program, you should also request complete information on which inpatient medical services will and will not be covered by the plan," Mr. Lochner advised in comments to *The Leader*. He also recommended the August, 1974 edition of "Your Medicare Handbook" as a good source of accurate information on medical services covered by the Health Plan.

Added Expenses

"Upon entering a qualified nursing facility following hospitalization for a medical condition which requires daily nursing or rehabilitative services, if you request private duty nurses or even personal conveniences like a television or telephone in your room, you should be aware that these services are defined by Medicare as a personal expenditure. The handbook spells it out clearly: Medicare's hospital insurance will not pay for these items," Mr. Lochner said.

Also defined as services not included in Medicare coverage, Mr. Lochner pointed out, are private rooms, unless necessary for medical reasons, and the first three

pints of blood received in a benefit period at the nursing facility.

The booklet, available at local Social Security offices, lists the following services as part of Medicare coverage for patients in skilled nursing facilities: a semi-private room; all meals including special diets; regular nursing services; rehabilitation services, such as physical, occupational, and speech therapy; drugs furnished by the nursing facility during a patient's stay; medical supplies such as splints and casts and use of wheelchairs and other such appliances.

Mr. Lochner also noted that patients must meet all of the following conditions to qualify for Medicare's help in paying for the inpatient care at a skilled nursing facility: the patient must have been in a hospital at least three days in a row before transferring to a skilled nursing facility; the patient has transferred to the nursing facility because he requires care for a condition which was treated in the hospital; the patient was admitted to the facility within a short time (generally 14 days) after

leaving the hospital; a doctor certified that the patient needed skilled nursing or skilled rehabilitation services on a daily basis.

Some Restrictions

"It's especially important to remember the requirement that a patient must need skilled nursing or rehabilitation services on a daily basis," Mr. Lochner said. "Medicare cannot pay for a patient's stay if he needs these services only on an occasional basis, such as once or twice a week. Also, although a person may have been admitted to a skilled nursing facility, Medicare will not cover this care if it is mainly custodial—that is, for the purpose of meeting personal needs like helping in walking, getting in and out of bed, bathing, dressing and eating," he explained.

"Pertinent information on Medicare benefits is easily available from several reliable sources. The more retirees read and understand about the plan and its services, the less likely the possibility they will, one day, find themselves responsible for costs they cannot afford to pay," Mr. Lochner said.



RETIRES AT SUNYA PARTY — Four retired employees of the State University of New York at Albany, former members of the SUNY at Albany chapter of the Civil Service Employees Assn., attended the chapter's recent holiday celebration dinner-dance held in Albany. From left, Gladys Praga; Grace Smith; Dorothy Conklin; and Edward Buckley, recent past president of the CSEA chapter.

Tribute Is Given To DAC Veterans

ALBANY—The Drug Abuse Control Commission presented awards last week to 12 agency employees who have served in state Civil Service for 20 years or more.

The ceremony was cosponsored by DAC's Albany chapter of the Civil Service Employees Assn., which also awarded certificates of appreciation to the 12 employees. All the recipients are area residents.

Honored for 36 years of state service was Stanley Bazyk, of Albany, who is now retired. Mary Hoffman, also of Albany, was recognized for 30 years' service.

The awards were presented by John Randall, DAC's first deputy commissioner. "These awards formally acknowledge the contribution you have made to the citizens of this state by your long and valuable service," he told the honorees at a luncheon here.

Patricia Miller, president of

DAC's Albany CSEA chapter, added, "It is a great credit to the State of New York and CSEA to have such dedicated individuals who have served in public service for so long, and we wish you all continued success."

Employees with 25 or more years of service are Ann Johnson, of Albany (27 years); John Kessler, of Slingerlands (27 years); Joseph Catzone of Loudonville (26 years); and Nina Maikels, of Albany (26 years).

Six employees had 20 or more years' service: Sylvia Geddes, of Schenectady (22 years); Jeanne Liporace, of Albany (22 years); Kathleen King, of Albany (21 years); Grace O'Connor, of Troy (21 years); and Edward Stearn, of East Greenbush, who has retired after 20 years of state service.

The awards, marble desk sets with brass plaques, each were engraved with the recipient's name and number of years of service.

Nassau Retirees Launch Their Chapter

AMITYVILLE — The new Nassau Retirees chapter — now the 18th chapter in Long Island Region 1 of Civil Service Employees Assn.—formally organized in a crowded meeting at the regional headquarters here last week.

William I. Mensel, of Plainview, was elected president at the head of a ticket of charter officers and the membership adopted a proposed constitution. Their progress was hailed by Irving Flaumenbaum, president of Region 1 and of the Nassau chapter of active civil service employees.

The group also heard a report on an active program for re-

tirees delivered by Thomas Gilmartin, the CSEA's new statewide coordinator of retirees' activities.

More than 50 retired CSEAs attended the meeting, which was preceded by a buffet lunch.

Elected along with Mr. Mensel were Edward Reilly, of Freeport, vice-president; Janet Bruder, of East Meadow, secretary, and John Yeno, of Seaford, treasurer.

Officials said the new chapter has a potential of enlisting more than 2,000 members within a short period of time. The exact number of retired civil service workers living in Nassau is not known.

Mr. Flaumenbaum pledged the

full support of the Regional headquarters and the Nassau chapter to help the new organization get under way. He said he was asking the Nassau chapter to extend financial assistance, and also urged the group to avail themselves of the field and technical services of CSEA.

Mr. Gilmartin, himself a retiree, reported on efforts of CSEA to present a legislative program on behalf of retirees, to include a cost-of-living escalator and life insurance benefits.

Dorothy Busching Departs Nassau's Health Department

GARDEN CITY — Dorothy Busching, former supervisor of the physically handicapped children's program in the Nassau County Department of Health, was honored here recently at a retirement luncheon at Edmond's Restaurant.

Ms. Busching, a member of the Civil Service Employees Assn., had been a member of the Department of Health for 25 years.

Tributes to Ms. Busching and her career in county service were paid by Norman Schell, director of the program; Raymond Murray, the former program director, and Jean Jones, director of public health social work for Nassau County. A letter of commendation for Ms. Busching was read by Robert Niebling, deputy commissioner of the Department.

Ms. Busching was presented with several gifts in behalf of the 116 guests who attended the luncheon.

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SECOND ANNUAL BANQUET — Pausing to review mementos of mutual interest during the second annual retirement banquet of the Western New York chapter of armory employees recently held at the Hotel Jamestown are, from left, Norman Kreamer, chapter vice-president; State Senator Jess J. Present, Jamestown, past chairman of the State Senate's Committee on National Defense and Military Affairs; Major Thomas Gallagher, facility management supervisor of the Division of Military and Naval Affairs; John Lock, president of the Conference of State Armories Employees, and Lawrence H. Vogel, Western Armories chapter president. There were more than 40 chapter retirees honored at the dinner.

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WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

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

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For advance 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); State Office Campus, Albany, 12226; Suite 750, 1 W. Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-6000; and for federal, 526-6192.

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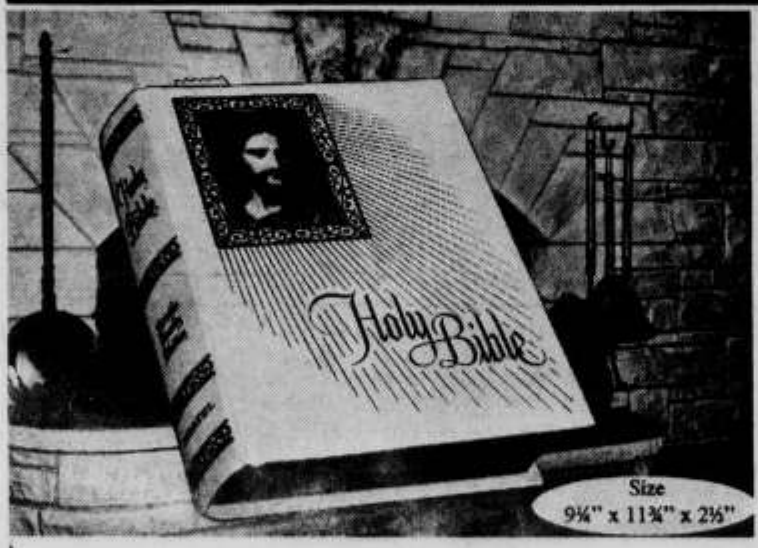
Install Vincent Sombrotto As Letter Carrier Head

MANHATTAN—The New York Letter Carriers union will install Vincent R. Sombrotto on Feb. 13, as their new president at the Hotel Commodore.

National president James Rademacher will attend the event, and is expected to make a statement on the national union's threat to call a strike on implementation of the "Kokomo" plan. (See page 3 of this issue.)

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Howard Cropsey, left, Albany County chapter president, shows political action report to DOT Region 1 chapter delegate Calvin Thayer, standing, and to chapter president Timothy McInerney, who also serves as finance chairman for Albany Region 4.



High-powered trio of regional leaders compare notes: from left, Ernest Wagner, former Capital District Conference president and currently chairman of Albany Region 4 constitution and bylaws committee; Nicholas Fiscarelli, chairman of the Region's downtown committee and newly elected chairman of the statewide nominating committee, and Boyd Campbell, Education chapter president and Region 4 second vice-president.

Albany Region 4 Meeting

— Additional Photos And Story On Pages 1 & 8



As part of the educational program for the evening, Al Halle, new president of the Teachers Retirement System chapter, spoke on the plans and aspirations that a chapter leader has for the union.



Albany Region 4 president Joseph McDermott, at microphone, informs delegates that regional office is open and staffed until at least 6 p.m., as CSEA president Theodore C. Wenzl, foreground, listens.



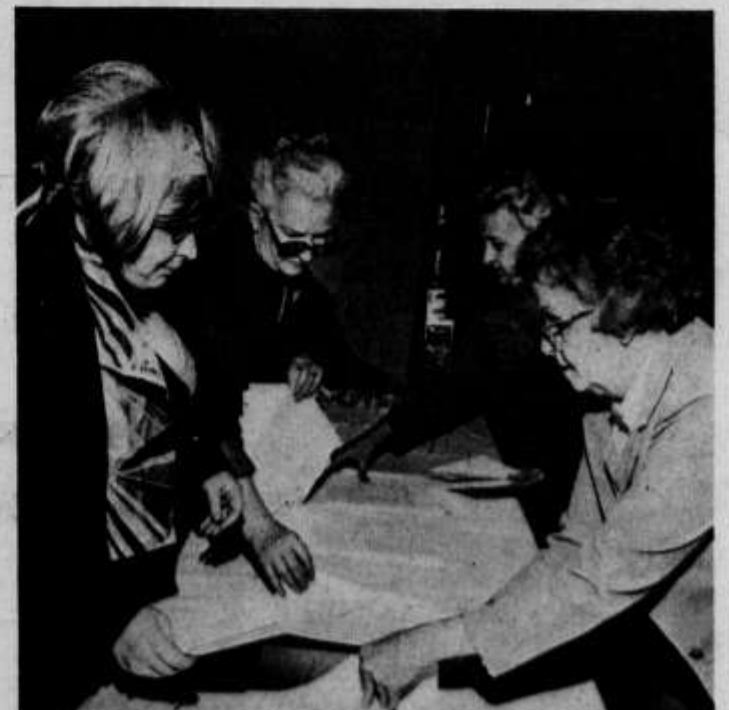
Former Capital District Conference president Deloras Fussell, left, shares a moment with Albany Region 4 first vice-president Jean C. Gray, currently the highest ranking woman in the region. Ms. Gray is also Thruway Headquarters chapter president, Authorities representative to CSEA Board and chairman of statewide civil service committee. (Leader photos by Ray Hoy)



Gil Tatro, left, Essex County DOT unit president, and Jimmy Gamble, EnCon representative to CSEA Board of Directors, have the ear of CSEA executive vice-president Thomas H. McDonough prior to the business meeting.



New chapter presidents Joyce Russo, of Capital District Psychiatric Center, and Joan Tobin, of DOT Main Office, from left, are greeted by Sue Crawford, who was co-chairman of arrangements for the meeting.



Collating additional pages for regional directory are members of Region 4 publicity committee, from left, chairman Mary Moore, of Criminal Justice; Anne Kearney, Liquor Authority chapter president; Margaret Lanceler, of State, and Mary Weldman, of Employees Retirement System.