

Civil Service LEADER

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Tuesday, March 4, 1975

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'Sno Stopping West Seneca—See Pg. 9

CSEA PUBLIC RELATIONS

Nominate Three For Top Spot



THEODORE C. WENZL
The Incumbent



THOMAS H. McDONOUGH
Executive Vice-President



A. VICTOR COSTA
Restructuring Chairman

ALBANY—Theodore C. Wenzl, incumbent president of the Civil Service Employees Assn., will be challenged this spring by executive vice-president Thomas H. McDonough and restructuring chairman A. Victor Costa.

Candidacies were announced officially this week by nominating committee chairman Nicholas Fiscarelli after an all-day session last week as the deadline for nominations passed.

In addition, the possibility of a fourth candidate is still a possibility, as Ethel Ross deliberates whether she will circulate petitions. The New York City attorney said that she is still considering the possibility.

Dr. Wenzl is currently completing his fourth term as president of the statewide organization. Mr. McDonough has been the second-ranking officer for the past two terms and was acting president for several months last year. Mr. Costa, a former vice-president who ran against Mr.

McDonough in the last election, is chairman of the statewide restructuring committee.

Nominated as candidates for the executive vice-presidency being left open by Mr. McDonough, are vice-president William McGowan, president of Western Region 6 and chairman of the Mental Hygiene Presidents Council, and Victor Pesci, chairman of the State Executive Committee.

Four-term incumbent secretary Dorothy MacTavish will face challenges by Jean C. Gray, Albany Region 4 first vice-president and chairman of the statewide affirmative action committee, and Irene Carr, four-term incumbent secretary of Syracuse Region 5.

Treasurer Jack Gallagher will be seeking a fourth term against June Boyle, Western Region 6 third vice-president and top vote-getter in the last election for one of the four Universities representative seats on CSEA's Board of Directors.

Nominations for the State Executive Committee and for regional officers will be carried in the next edition of The Leader.

Special Presidents Meet Called; Cancel Toronto Convention

ALBANY—The Civil Service Employees Assn. said Friday it had called in leaders of all its locals, rescheduled an April meeting of its statewide delegates to March, and will mount a massive publicity campaign to cope with what it terms "critical problems" caused by reported Carey administration personnel cuts and program reductions.

CSEA president Theodore C. Wenzl emphasized that the cutbacks and reduced services pose an equal threat to public employees and the general public. His organization had been concerned for some time, he said, but was reluctant to take action earlier since most of the cuts and changes had come to light in the form of speculation, rumors and conflicting reports.

"It's now time to tell it like it is," said Dr. Wenzl. "We want to know where our state workers stand and we want to know what the public is facing in the way of loss of vital services. Over the past few months, speculation and irresponsible statements by highly placed officials, including the governor, the lieutenant governor and the comptroller have threatened state employees' salaries, their job security, their annual increments, promotional opportunities and even their pension system.

Programs In Danger
"Similarly," Dr. Wenzl continued, "we have been made aware that existing state pro-

(Continued on Page 8)



Dramatic Sessions In Legislature Save UDC From Collapse

GOV. HUGH L. CAREY came through with flying colors in his first critical confrontation with the Legislature on his emergency rescue plan of the Urban Development

(Continued on Page 6)

Enters Monroe Contract Talks

ROCHESTER—State factfinder Sam Cugalj, of Buffalo, this week met with negotiators representing the Monroe County chapter, Civil Service Employees Assn. and the

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- Ruling On Pension Calculation See Page 7
- Latest State, County Eligible Lists See Pages 12, 15
- Retiree News See Page 14
- Fight Cutbacks In Local Government See Page 16

Dinner Meeting

BUFFALO—The Buffalo Department of Labor chapter, Civil Service Employees Assn., will hold a dinner meeting Tuesday, March 11. The meeting will be held at Nuchereno's Restaurant, 1083 Tonawanda St., Buffalo, beginning at 6 p.m.



AVERT ULSTER STRIKE—A threatened strike of public employees in Ulster County was called off after settlement was reached by the Civil Service Employees Assn. chapter there and the County Legislature, which had turned down the previous agreement. CSEA president Theodore C. Wenzl, right, who attended the Ulster chapter meeting where members ratified the pact, offers congratulations on successful conclusion of negotiations. Receiving recognition for their efforts are, from left, negotiating chairman Thomas Phillips, collective bargaining specialist Neils Carlson and county unit acting president Marie Gotelli. (See story on page 3.)



PROTEST IN NASSAU—Neither rain nor snow could keep these picketers away from the protest last week by Nassau County employees to demonstrate their dissatisfaction with 4 percent raise offered by County. Busloads of Civil Service Employees Assn. members marched in the inclement weather outside the meeting room of the County Board of Supervisors. Additional photos on page 2.



Hundreds of demonstrators march in Mineola to publicize their discontent with contract terms offered by Administration. Civil Service Employees Assn. and

County had agreed to fact-finder, but County refused to accept recommendation and reverted to its previous offer of 4 percent. Fact-finder's report called for 9.5

percent this year and another 9 percent next year, plus increments and one percent productivity bonus. CSEA mobile office in background was used as field quarters.


Nassau Employees Protest



Nassau chapter president Irving Flaumenbaum reviews some of the placards carried by demonstrators Charles Minoll and Robert Grafenecker as other members assemble early in the morning to make their voice heard. Mr. Flaumenbaum expressed his thanks to those who participated and lent moral support.



Orderly demonstration dramatized the employees' unrest following rejection by Nassau Executive Ralph Caso of the fact-finder's recommendation of a 9.5 percent wage increase this year and additional 9 percent boost next year.



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Mr. Flaumenbaum, who is also a statewide vice-president of the Civil Service Employees Assn., heads the line of protesters last week. He said that the County Executive has "ignored facts and recommendations from an impartial panel and he has ignored simple justice for 14,000 employees. We have gone to the Board of Supervisors on those terms." Results of the Board's decision were still unknown at Leader presstime.

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Nina Yeager, a member of Ulster unit negotiating team, explains provisions of agreement to hundreds of county employees who crowded local school auditorium to decide on ratification.

Ulster Workers Get Pact; Strike Potential Is Ended

KINGSTON—Ulster County employees, represented by the Civil Service Employees Assn., have a new two-year contract following overwhelming ratification by both sides last week.

Tentative agreement came in eleventh-hour negotiations involving bargaining team representatives from CSEA and the County over the weekend, followed by approval of county employees at a CSEA membership meeting Feb. 24 and by the Ulster County legislators in a special session on Feb. 26.

The new two-year agreement was ratified 207-11 by CSEA members and 25-4 by the county legislators.

The tentative agreement headed off a strike by county employees which had been set for Feb. 25 if no improvement had resulted in contract talks between the two sides. The possibility of a strike by county employees resulted from an earlier situation in which the county employees had ratified a contract proposal from the county's negotiator, only to have the county legislature reject its own offer.

Contract Terms

Under terms of the new agreement, retroactive to Jan. 1, existing pay grade bases will be revised upward on a sliding scale to a maximum of \$594 for

some grades in each of the next two years. Highway Department personnel pay grade bases will also be revised upward to a maximum of 28 cents for some grades in each of the next two years to correspond to the increased pay grade bases for the other employees affected.

In addition to the base salary adjustments, the contract calls for an across-the-board salary hike of 11 percent for all county employees for 1975 and a salary increase of at least 7 percent and not more than 10 percent, figured on a Consumer Price Index arrangement, for all employees in 1976.

Other Improvements

Among other major improvements negotiated into the new agreement is an increase in the health insurance program whereby the county will pay 100 percent of the premium costs for employees and 90 percent of dependent coverage. Employees will now get double-time-and-one-half for holiday work and improvements in sick leave provisions. A major gain by the union for employees came in the grievance procedure when CSEA got the procedure streamlined and an arrangement for arbitration included.

Additionally, mileage reimbursement will now go to 15 cents per mile compared to 11 cents in the previous contract; the union also obtained agreement for a mileage reopener later this year.

Furthermore, CSEA's negotiating team won an increase in the number of sick leave days that can be accumulated to 165 days, and also arranged for uniform costs to be carried by the county for health program employees.

A major item in the new agreement calls for the county to set aside \$160,000 to implement a job evaluation and classification study, to be completed by the county this year and submitted to the Ulster County CSEA chapter for review and approval.



Ulster County unit acting president Marie Gotelli confers with Ulster chapter president Harold DeGraff during break in ratification meet.



Members pick up their ballots and sign registration prior to casting secret vote in favor of contract.

Monroe-Woodbury Balloting Produces A CSEA Landslide

MONROE—The lopsided 86-11 vote by employees of the Monroe-Woodbury School District last week to keep the Civil Service Employees Assn. as their bargaining agent has raised questions about how the challenging union could have gained the 30 percent of employee signatures to force the election in the first place.

The challenging union, the Service Employees International Union, was also defeated in similar elections held recently in Orange and Sullivan Counties.

Commenting on the vote, CSEA unit president Andrew Hall observed: "We're very pleased by the eight-to-one margin of victory for CSEA."

Mogavero Defends Special Aid Program

BUFFALO — Salvatore L. Mogavero, of Angola, chairman of the executive committee of the Civil Service Employees Assn.'s County Division, which represents more than 100,000 local government employees throughout the state, has come to the defense of special unemployment assistance benefits available to non-salaried employees under federal emergency legislation. He encouraged hourly-paid employees to file for benefits during the coming Easter vacation.

Mr. Mogavero, who said he was annoyed by the reaction to the program from some ill-advised critics who said, "Public employees are finally getting a fair shake when they are out of work and without income."

"To say that someone who is not working at a school during a school recess is not entitled to any income is the same thing as saying that construction workers shouldn't get paid during the

winter months," Mr. Mogavero explained. "In both cases, the employees are out of work through no fault of their own."

'Intolerable' Situation

Emphasizing that he was speaking only of non-salaried, hourly-paid employees, who get no holiday pay as do salaried workers, he said the situation existing prior to the federal act was "intolerable" and led to the "big turnover of such employees, especially in the schools."

"You have to remember, too, that you're talking about some of the lowest-paid people in the work force. It's bad enough that they get paid the lowest wages and work less than full work-week hours, as do cafeteria workers, but during what are vacation days for students, and holidays for salaried employees, these workers have 'no pay' days."

"Also, during the summer, while few school bus drivers do get some work, most can't get any away from their school sys-

tem employer when they admit on any application that they have a job during the school year," he continued.

"And, unlike students who are plagued with this same problem, most of these workers have families to support."

Mr. Mogavero explained that local government employees, unlike their counterparts in state or federal government jobs, do not have regular unemployment insurance benefits and that the current emergency program is to expire Dec. 31.

Bread But Little Else

Under the federal program, public employees, who are earning no income through no fault of their own and are willing to accept employment, are eligible for benefits of \$30 per week. "Thirty dollars may put bread on the table, but little else," he continued.

In response to the question why anyone would work on such

(Continued on Page 16)

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
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
Dietitian	\$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
Variotype Operator	\$ 6,811	20-307
Supervising Veterinarian	\$14,880	20-313/314

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.

Javits, Williams Introducing Legislation Expanding CETA

WASHINGTON—U.S. Senators Jacob Javits (R-N.Y.) and Harrison A. Williams (D-N.J.) announced recently that they, along with 10 co-sponsors, will introduce legislation to authorize one million public service jobs.

The proposed legislation would appreciably expand Titles II and IV of the Comprehensive Employment and Training Act (CETA) of 1973. The bill is called the Emergency Public Service Employment Extension Act of 1975. Cost was put at about \$7.8 billion.

A number of civil service employees, including members and officers of the Civil Service Employees Assn., the largest such union in New York State, view CETA with deep suspicion, fearing it could be turned into an assault on the Civil Service Merit System.

The announcement was accompanied by a joint statement from the two lawmakers which said, in part: "At the present time, states and localities are entitled to receive an aggregate of \$1.5 billion in funds specifically for public service jobs, which, it is estimated, will cover approximately 250,000 jobs, consisting of approximately \$704 million in fiscal year 1974 and 1975 under Title II CETA allocations and \$878 million in appropriations (out of an Administration request for \$1 billion) for fiscal year 1975 under Title IV."

Title II CETA allocations are limited to areas having unemployment rates of 6.5 percent for three consecutive months. Title IV involves the emergency job program contained in the original CETA legislation of 1973 as amended in December of last year.

The statement continued: "The Administration makes no budgetary requests for Title IV for the remainder of fiscal 1975 and seeks no authorization for appropriation for public service employment under Title IV for fiscal 1976. Instead, it estimates that an aggregate of \$1.3 billion will be available for public service jobs during fiscal year 1976 . . . consisting of a new request included in the President's budget of \$400 million under Title II and the balance

from fiscal 1975 Title IV funds which the Administration estimates will be utilized primarily in fiscal year 1978."

The statement notes that at a cost of \$7,800 per job, the Administration's allocation would fund "only" 166,000 public service jobs during fiscal year 1976. The Javits-Williams measure would provide stand-by legislation to extend CETA's Title IV program for a year beyond its current expiration date of June 30. Senator Javits is chairman of

the Senate Labor and Public Welfare Committee; Senator Williams is the ranking minority member of the committee. The co-sponsors are Senators Gaylord Nelson (D-Wis.); Edward R. Brooke (R-Mass.); Clifford P. Case (R-N.J.); William D. Hathaway (D-Me.); Hubert Humphrey (D-Minn.); Charles McC. Mathias (R-Md.); Charles H. Percy (R-Ill.); Jennings Randolph (D-W. Va.); Hugh Scott (R-Pa.), and Ted Stevens (R-Alaska).

CETA Funds, Some For Public Positions, Released By Carey

ALBANY—Gov. Hugh L. Carey has approved the distribution of \$286,582 in federal funds for job training programs in New York City, Albany, Buffalo, Rochester and Washington County.

The grants, available from the U.S. Department of Labor, under the provisions of the Federal Comprehensive Employment and Training Act of 1973 (CETA), may be awarded by the governor for special employment training.

One of the programs involves the State Civil Service Department.

The department received a \$202,852 grant for three training programs. Fifty persons will be trained for 20 weeks in stenography, typing and dictating machine transcription at the Harlem State Office Building in Manhattan. Five persons will be provided jobs in the stenographer's pool at the State Health Department and 11 persons — one each in Buffalo and Rochester and nine in New York City — will be recruited for Tax Compliance agent positions in districts with large minority populations.

In Washington County, north of Albany and bordering Vermont Title II CETA allocations are used for training for 15 older persons

in the traditional handicraft fields of woodworking, slate products, leather products, tin-smithing and pottery making. The project, called "Skyhook," is designed to encourage the use of the county's natural resources. Washington County will contribute \$74,000 from manpower revenue-sharing funds toward the costs of the project.

Private Concerns, Inc., a non-profit corporation in New York City, was granted \$43,730 to train 15 handicapped inmates from Fishkill and Attica correctional facilities in precision tool skills and watch repair.

Nominate Melton For MVB Chief

ALBANY—Gov. Hugh L. Carey has nominated James P. Melton, an Islip attorney, as commissioner of the Motor Vehicle Bureau. He succeeds Arnold R. Fisher.

Mr. Melton, who will be paid \$47,800 annually, served in the Harriman Administration in Albany and was an attorney for the State Tax Commission from 1955 to 1958. He is a former member of the advisory committee for the Long Island Railroad.

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More School Funding Sought By Poughkeepsie's Famelette

POUGHKEEPSIE — John Famelette, president of the Poughkeepsie School District unit, Civil Service Employees Assn., has launched a three-point attack designed to get additional state aid for small city school districts.

Mr. Famelette calls the financial situation of such school districts "critical, due to a tragically low amount of state aid at a time when higher and higher taxes are being paid by fewer and fewer citizens."

The three-part plan involves a write-in campaign to the Governor and the Legislature, a march around the State Capitol in the spring, and a personal meeting with Gov. Hugh L. Carey. Mr. Famelette's ultimate goal is to have the state finance all public education.

"The citizens are already taxed to the limit," he said. "Local municipalities were never meant to carry the burden of financing schools. The constitution calls upon the state to provide for the education of its citizens. If the state doesn't live up to its responsibility soon, small school districts like ours will go down the drain."

Mr. Famelette cited the recent California Supreme Court case in which that state was ordered to finance school systems through means other than local taxation. A similar ruling has come down in New Jersey. The unit president said he will shortly send form

letters to all Dutchess County CSEA education unit presidents, for them to reproduce and give to their members. The letters will urge Governor Carey and the State Legislature to provide additional state aid to school districts. Eventually, the form letters will go out to all CSEA education unit members and to all concerned citizens throughout the state.

On Feb. 21, Mr. Famelette met with the CSEA statewide school committee and received the committee's full support for his project.

"All school district employees across New York will join in the effort to get more state aid," he predicted, "and we expect thousands of taxpayers to join us. The Poughkeepsie School District is already \$400,000 in the red, and without more aid, it cannot survive. The situation is the same for all school districts, but the smaller ones are the hardest hit."

Mr. Famelette said the state monies might be considered emergency funding, since the district finances have reached, in his view, emergency proportions.



SAFETY SEMINAR — Members of the Nassau County Department of Recreation and Parks are seen with their certificates of completion of the department's recent equipment safety and operation seminar. The department employees are represented by the Civil Service Employees Assn.'s Nassau County chapter. The seminar was intended to improve productivity by reducing personnel absences because of accidents and downtime of equipment caused by improper maintenance practices. Course graduates are, standing from left: John Mulvihill, Dominick Esposito, Harold Ciaburri, Joseph Posillico, Theodore Mack, Frank Nesfield, Giuseppe A. Buffalino, Warren Uss and Giuseppe Buffalino. Seated, from left, are Carmine Esposito, Thomas Bivona, Richard Giannocora and Harry E. Smith. Seminar graduates not shown are Joseph Arena, William Mitchell, Harold Cave and Robert Nesfield.

Professionals, Technicians Feel Jobless Bite Least

MANHATTAN—Unemployment of professional and technical workers increased nationally by 84,000 over the past year, January 1974 to January 1975, reported Herbert Bienstock, U.S. Department of Labor's assistant regional director for the Bureau of Labor Statistics.

Mr. Bienstock, who directs the Bureau of Labor Statistics activities in the Middle Atlantic Region, added, however, that this group was the only major occupational category to register an unemployment rate in January 1975 below 3 percent. At 2.9 percent, seasonally adjusted, this category of worker experienced a considerably better labor market situation than other components that ranged from 3.3 percent for nonfarm manager and administrators to 14.3 percent for unskilled laborers, with an overall average of 8.2 percent.

Mr. Bienstock noted that while total employment over the year from January 1974 to January 1975 shrank by 1,238,000, the number of persons holding professional and technical jobs grew by about 316,000.

He said that while the outlook for college graduates will be tighter in general in the near-term future than at any time during the past two decades and,

for that matter, supply-demand relationships for such persons will also be tighter than in previous decades, it is also true that the unemployment incidence of college graduates, who form a large part of the professional and technical labor market, tends to be relatively lower than that of other occupational groups in the labor market.

Kramarsky Named For Rights Post

ALBANY—Gov. Hugh L. Carey has appointed Werner Kramarsky, 48, to succeed Jack Sable as commissioner of the State Division of Human Rights.

Mr. Kramarsky has been a management consultant to various community organizations and institutions including the New York City Charter Revision Committee.

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Civil Service LEADER

Don't Repeat This!



Civil Service Law & You
By RICHARD GABA

CIVIL SERVICE LEADER, Tuesday, March 4, 1975

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TUESDAY, MARCH 4, 1975

Which Way Forward?

AFTER months of effort to keep the lid on contract negotiations with the state, the Civil Service Employees Assn. leadership seems on the verge of an open breach with the Carey Administration.

With four weeks to go before expiration of its current wage agreement, indications are that the Governor is holding firm to his statements that state employees will have to make do with their current contract.

This contract has another year to run. For the third year, though, which begins April 1, wages and certain related benefits are to be renegotiated in light of current standards.

It is surprising that the Governor, who seemed to be so people-minded during the campaign, has become so money-minded now that he is in office.

Governor Carey, like former New York City Mayor John V. Lindsay, seems to be a well-intentioned man swamped with mind-boggling administrative responsibilities after a career as a legislator.

He has come to office faced with the monumental problem of rescuing the Urban Development Corporation from financial collapse. Last week, in a dramatic night session in the Assembly and with bipartisan support in the Senate, he pushed through his UDC plan. Even though this may cause a momentary sigh of relief, there will be much controversy over the action when its effects on the pension fund are better studied.

He is also up against a financial situation that has boggled the minds of the best men in the nation as American leaders debate whether we are in a period of inflation or of depression. It is no secret that there is, in Albany, serious difference of opinion, too, about whether the state government is operating at a deficiency or at a surplus.

On top of this, now, comes the current contract negotiations with the giant public employees union, whose leaders will want a good record to take their members when they face them and each other in what bodes to be the hottest election contest in the history of the union. There is scarcely one of the top CSEA leaders who will not be facing the toughest challenge of his or her career.

There is no doubt that this is a difficult situation for a Governor, who two months after his inauguration, is still struggling to assemble his top aides and administrators.

We are still of the opinion that Governor Carey has the makings of an outstanding leader once he gets himself oriented.

We would hope that he will soon recognize that the money he is trying to save is merely accounting juggling with shifts from one expenditure column to another. If he continues on his current course, he may succeed in reducing the state payroll, but will add to its welfare role.

It seems much more to the advantage of the state to have as many of its citizens working and paying taxes as possible. If the government joins the flock of private businesses by closing its doors and turning its back on its public servants, we can anticipate that New York State will live up to its name as the Empire State—as the Governor urged in his inaugural address.

Yes, indeed, we will go the way of the British, French, Spanish, Portuguese, Japanese and Ethiopian Empires—and we will be the first to lead the nation into a period of depression.

It is the wrong time for the innovations that the Governor is proposing.

(Continued from Page 1)
Corporation from threatened financial bankruptcy. The political problem faced by the Governor was a sensitive one because of the political division of the Legislature between the Assembly controlled by the Democrats and the Senate controlled by the Republicans.

On the showdown vote, the overwhelming Democratic majority in the Assembly held together almost unanimously in support of the Governor's program. That fact made irrelevant the opposition of Assembly Minority Leader Perry B. Duryea, Jr., and his delegation, based principally on their objection to a midnight session of the Assembly at a time when the Senate was not in session. In the view of the Republicans, such haste by the Assembly was not necessary since legislative action could not be completed until later that date when both Houses were scheduled to meet during regular session hours.

Republican Support

Republicans on the Senate side had no room for political maneuver. Since Republicans control that chamber, sufficient Republicans would have to go along with the Democrats, or face the alternative of a total collapse of the Urban Development Corporation. Senator Warren Anderson, the Senate Majority Leader, publicly asserted that he would support the Governor's proposal. A similar statement of support was made public by Senator John Marchi of Staten Island, chairman of the powerful Senate Finance Committee. This made it certain that the Senate would act on the Governor's proposal in an expeditious, bipartisan manner, which it did.

Much of the credit for working out the program has to go to Richard Ravitch, as yet an unknown figure in Albany, but a highly respected builder in New York City. Ravitch has been designated by the Governor as the new president and chief operating officer of UDC, and he clearly entered on his assignment with vigor and imagination. At Leader presstime there remained many uncertainties whether the banks and financial institutions would go along with the plan. However, the general view of detached observers is that the banks have little alternative but to go along.

The UDC Background

At stake is not only the immediate crisis of a default by UDC in paying off outstanding past due debts. What also has to be considered is the fact that there are outstanding approximately \$9 billion of bonds supported by the State's "moral obligation." Should UDC be permitted to collapse, the security of all those bonds would be impaired.

UDC was initially created under the leadership of Gov. Nelson A. Rockefeller as an imaginative vehicle for housing construction and for community development in an orderly, planned, and progressive manner. At the moment, thousands of apartments and community facilities are in various stages of completion throughout the State. A number of factors contributed to UDC's financial difficulties. With inflation rampant and interest rates and construction costs rising,
(Continued on Page 7)

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 Injunction

The City of Amsterdam commenced an action in the Montgomery County Supreme Court to enjoin public employee units from enforcing those sections of the Taylor Law which compel a municipality as a public employer to engage in final and binding compulsory arbitration of contract disputes. More specifically, the City of Amsterdam sought an order declaring chapters 724 and 725 of the Laws of 1974 unconstitutional and enjoining permanently the defendant employee organizations from enforcing those laws on the grounds that they were a violation of the home rule concept of the Municipal Law and that they were a violation of the New York State Constitution on the grounds that the Legislature has impaired and restricted the affairs of local government.

THE CITY further argued that compulsory arbitration would give to an arbitrator the right, in effect, to tax local government by their determinations. In addition, the City argued that it might be compelled to engage in unlawful borrowing to make payments ordered by a third party arbitrator, and that there would be irreparable and immediate damage to the taxpayers and to the City in that the City would be compelled to borrow money in ways other than those provided by law and that its financial structure would be impaired.

The court pointed out that while municipalities in New York City are free to submit their disputes to compulsory arbitration as the City of New York has done, the forced submission "abridges the most fundamental concept of our state and federal government . . . that is, consent of the governed. Harmony is not promoted by compulsion; resolution is not wrought by bludgeoning, and public employee strikes are already illegal. The task of finding other enforceable ways to achieve the state's goals in the public labor sector with a lesser burden on the constitutionally protected activity are essentially legislative. These ways must be found and developed with a renewed awareness of the essential fundamentals of our political heritage . . . the consent of the governed." *City of Amsterdam v. Helsby*, 362 N.Y.S. 2d 698.

AN EXACTLY OPPOSITE decision was rendered by the Supreme Court in Steuben County, where it was held in a case involving the City of Corning that the binding arbitration provisions do not violate the home rule provisions of the New York State Constitution, and the court directed the City to resume arbitration with the police and firemen organizations. It is expected that the Court of Appeals will ultimately pass on this question within the next few months.

Letters To The Editor

Need Joint Action

Editor, The Leader:
Although I am not a member, I enjoy and appreciate my subscription to the Civil Service Leader.

I wish to make a suggestion, as she requested in the Feb. 18 issue, to Elizabeth Astman.

I am aware of the fact that Rochester area employees feel neglected. However, it wouldn't be a bad idea if these same people united in a demand through Association channels to provide a state civil service district office in Rochester. The closest office is located in Buffalo and a member of its staff visits Rochester on only a one-day-a-week basis. Effective March 31, its staff will be considerably reduced to meet budget deficiencies.

Here's to another civil service department district office in Rochester!

Mary G. Cannell
Buffalo

Widows' Plight

Editor, The Leader:
The City makes a big fuss when a policeman or fireman is killed in the line of duty, but it does not take care of the widows and children financially. We have 252 members receiving death benefits of \$368.35 a month regardless of how many children they have. We have not received an increase in over 10 years despite the fact that the cost of living has gone up 73.5 percent. If our husbands had been killed in Boston, we would be receiving \$1,066 a month with an escalator clause and scholarships for all the children.

Florence A. Churchill
President
Police and Fire Line Of Duty
Widows of New York City, Inc.

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Appeals Court Broadens Disability Retirement Law

ALBANY—In a case which could have a widespread effect on employees filing for disability retirement, the Court of Appeals recently held that the period during which an employee may file begins with the termination, rather than the start, of any unpaid leave of absence.

Until this decision in the case of *Ursula O'Marah v. Levitt*, it had been the policy of the Retirement System to count the time from the actual start of unpaid leave as if the employee then had left state service.

The law requires application to be made within two years of the time the employee is "discontinued from service."

In the O'Marah case, she was

employed as a laundry worker at St. Lawrence State Hospital and was injured on the job in April of 1967. After using accumulated sick leave, she applied for and was granted leave without pay. That leave started Aug. 31, 1967 and expired Oct. 18, 1968. On Oct. 11, 1969 she applied for accidental disability retirement and the application was rejected as not timely filed within two years of discontinuance from service.

In holding that the two years must be computed from the end, rather than the start of leave, the state's highest court said in a memorandum: "The fact that permission for leave without pay must be sought by the employee, the granting of which is in the discretion of the appointing authority, establishes a recognized relationship. That such leave may be extended even beyond the two-year period for good cause shown is a recognition of continuing relationship, at least for the period allowed. Imposing a two-year statute of limitations to make application should run from the time that the relationship is terminated."

Cite Zeferetti

STATEN ISLAND — Youth Against Crime will present an award to Rep. Leo C. Zeferetti (D-Brooklyn) for his long support of the youth organization.

Rep. Zeferetti will be the guest of honor at the group's third annual dinner dance Saturday night, March 8, at Chateau Dominique, 630 Midland Ave.

Don't Repeat This!

(Continued from Page 6)

amounts originally budgeted for ongoing projects proved to be inadequate. In addition, the Nixon Administration, as an economy measure, put a freeze on capital loans and grants, and operating subsidies for various housing and community development programs. This freeze had a disastrous impact on UDC's plans and operations.

Construction Unemployment

The need for keeping UDC operations is urgent. Last week some ten thousand construction workers tied up New York City's City Hall area in protest because of the high level of unemployment in the construction trades. The disastrous impact of unemployment throughout the state in other businesses and industries was highlighted by a report made public by the State Department of Labor showing a sharp increase in unemployment throughout the state. The end of UDC would not only add to the unemployment rolls additional people in the construction trades, but thousands of others whose employment is generated by the incomes of those in the construction trades.

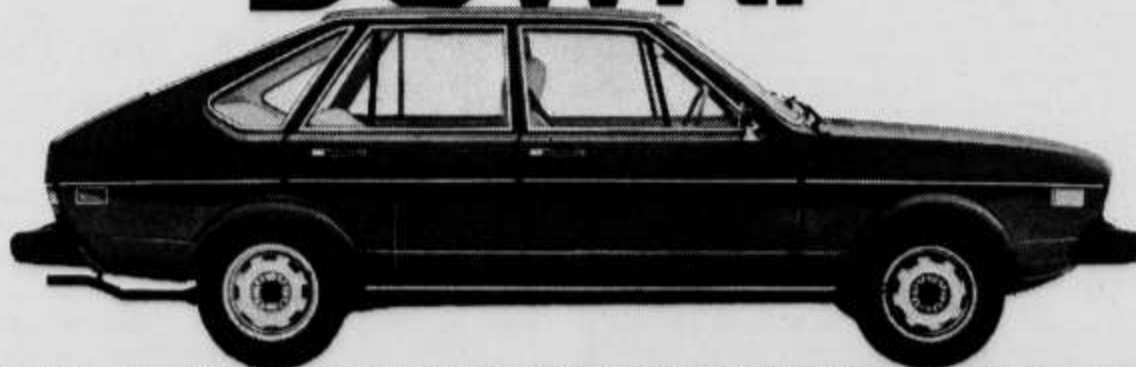
Governor Carey clearly moved ahead in getting his plan through the Legislature. The momentum of that gain is likely to carry over to the point that the banks will go along with the basic outlines of the Governor's proposal.



NEW MILEAU — Solomon Bendet, right, president of the New York City chapter, Civil Service Employees Assn., enjoys a chat with members of his chapter at the new state office building in Hauppauge, located near the Veterans Memorial Highway. Since the building opened in the fall of last year, hundreds of state employees have been assigned to work there.

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Presidents' Meet

(Continued from Page 1)
grams vital to the public health and welfare are in danger. These programs involve public health and welfare areas such as building safety, meat inspection, Mental Hygiene, planning services, labor and local government."

Dr. Wenzl substantiated his charges of "irresponsible statements" by citing Governor Carey's much-reported position on the need to reduce the state work force and forego pay raises, even in the light of ongoing negotiations in contract reopener talks covering salaries. He noted Lt. Gov. Mary Anne Krupsak's recent recommendation that the state reduce its contribution to pension costs of state workers. He also mentioned a memorandum sent out by Comptroller Arthur Levitt, informing agencies that there was no provision to pay annual salary increments which go to many state employees on April 1. This, Dr. Wenzl noted, appears to be illegal, since, under the Taylor Law, the contract benefit is automatically continued if a contract expires before the settlement of a new agreement.

Increase Of Risks

Dr. Wenzl also cited the likelihood of reduced safety on the job for both private and public sector employees should Govern-

nor Carey decide, as has been reported, to let the Federal government take over responsibility for administering safety standards. The CSEA head also viewed a similar change of administration in meat inspection responsibility as a definite threat to the public. "In both cases," Dr. Wenzl said, "the negligible economy to be realized in letting the Federal government take over is simply not commensurate with the high risk to our citizens."

Dr. Wenzl said he had called the presidents of CSEA's more than 300 local chapters and its Board of Directors to a special meeting here this Thursday. A further course of action will be decided at that time, he said. The meeting is set for 11 a.m. at the Thruway Hyatt House.

No date had yet been set for the union's rescheduled meeting of its statewide, 1,200-member delegate body, but it would occur late in March, Dr. Wenzl said. This group, he noted, has the final authority to move the organization any way it chooses, and will make the ultimate decision as to what pressures will be brought to bear to ease the present situation, should it still exist at that time.

"We had no choice but to move up the date for the delegate meeting," he said. "We are in a bad crisis here and now, not next month. We need all our top people on the scene and we need them soon."

The original meeting was to be a five-day affair in Toronto starting April 20. The delegate meeting in Albany will last only one day, according to CSEA.

Fact-Finder

(Continued from Page 1)
county administration in hopes of working out an agreement for a new two-year contract.

Harold Fanning, president of the chapter's probation officers unit and a member of the negotiating team, said three issues were holding up the agreement:

- Time-and-a-half pay after 40 hours for sheriff's deputies.
- Shift premium differential pay for all county employees.
- Transfer of all sheriff's department pursuit vehicles to road patrol after 75,000 miles or before 75,000 miles if safety factors so indicate.

Negotiators have reached tentative agreement on all other contract items, Mr. Fanning said. He expects the fact-finder's decision to take a week to 10 days.

Monroe chapter, the largest in upstate New York, represents 4,000 county employees, who have been working without a contract since Dec. 31.

Impasse Is Called In Library Talks

PLATTSBURGH—The Civil Service Employees Assoc., representative for the employees of Clinton-Essex-Franklin library system, declared an impasse in its salary negotiations with the library board.

The negotiations have been going on for the last three months, said John Corcoran, Jr., CSEA regional field supervisor. Notification of the impasse has been forwarded to the New York State Labor Relations Board which has jurisdiction in this dispute.



SELECT SYRACUSE REGION 5 CANDIDATES — Names of candidates for office in the Civil Service Employees Assn. Syracuse Region 5 will be known later this week after deliberations of the Region's nominating committee have been announced. Meeting to consider qualifications of nominees are, seated from left, Jennie Possemato, Broome; Elmer Maki, Tompkins; standing, Richard Marley, Utica; Ralph Inman, Oxford; Louis Eddy, Oneida; Robert Greene, Utica PC; Clara Boone, Utica, and Floyd Peashey, SUNY at Oswego. Mr. Peashey, immediate past president of the Central Conference, is chairman of the committee.

Keep State OSHA Clout

(Continued from Page 16)

public, but not included in federal standards, Mr. Izzard cited those involving amusement rides at fairs and carnivals; elevators in public buildings, and production, storage, and use of explosives.

"Abandonment of licensing or inspections in these fields is unthinkable. It could affect the life of everyone in this state," he said. "Separate enforcement from the federal standards is impractical and would be unnecessarily expensive. We should continue the consolidated controls and administration we now have. Fragmenting is costly and cumbersome. It's a step backward," he concluded.

At issue, according to Regional president William L. McGowan, of Orchard Park, an employee at the West Seneca Developmental Center, is OSHA of 1970 which requires that the state adopt legislation by March 31 to continue state enforcement of the act.

Failure to adopt this legislation would turn over enforcement to the federal government.

A bill prepared by the State Labor Department, which would include safety standards for pub-

lic employees and continue all current inspections and enforcement, has failed enactment in two state legislatures. It has been referred to Governor Carey by the Labor Department without its recommendation.

Senator Dale M. Volker (R-Depew), who also attended the CSEA hearings, pointed out that the legislation, because of the composition of the legislature, requires that it be in the form of an administration bill. Two other visitors, Assemblyman Stephen Hawley (R-Batavia) and Matthew Murphy Jr. (D-Lockport) agreed. It was at this point that Mr. Izzard offered to carry the ball for OSHA.

James C. Calligeris, assistant administrator, intergovernmental relations, of the occupational, safety, and health division of the Labor Department, pointed out that provisions of the federal code, as included in the proposed legislation, could cover the current costs to the state.

Contrasting existing procedures, which emphasize compliance and counseling, with the greater federal emphasis on enforcement, Mr. Calligeris said that fines alone could carry the costs.

"With 350,000 employers in the state and with an average fine of just \$20 per employer, that is \$7 million, the amount in next year's budget for the state's

share of OSHA."

Mr. Calligeris contrasted current inspection levels in state and federal jurisdictions. "In New York State alone, the 59 federal inspectors conducted 4,500 inspections last year; 618 state inspectors completed 286,331 inspections."

Mr. McGowan said that a federal OSHA representative had been invited to present the federal side of the story, but the New York City office informed him that "no one was available because compensatory time off would be involved and they can't afford it."

"That proves what we're saying," Mr. McGowan noted. The state is better equipped to do the job."

CSEA associate counsel Algird White, now steering legislation for the union, said unless the law is adopted by March 31, more than a million public employees will be without safety protection and inspection on their jobs, since federal enforcement does not include public employees.

"State enforcement is the only practical way of providing this protection to the public employees," he said.

The program was arranged by Celeste Rosenkranz, CSEA education committee chairman, and June Boyle, chairman of Western Region 6 political action committee.



ALBANY REGION NOMINATORS — Albany Region 4 nominating committee members met recently to select candidates for regionwide offices in the Civil Service Employees Assn. elections this spring. At the meeting in the regional headquarters in Albany are, from left, Santa Orsino, Tax and Finance; chairman John Weidman, Ag and Markets; Pat Miller, Drug Abuse; Susie Pfaffenbach, Rensselaer County; Nicholas Fiscarelli, Education, and Karen White, Social Services. Other committee members are Alfred Jeune, Greene County, and William Sohl, Fulton County. Candidates will be announced in next week's edition of *The Leader*.

Ⓞ CSEA calendar Ⓞ

MARCH

- 5—Kings Park Psychiatric Center chapter meeting: 8 p.m., York Hall, Kings Park.
- 8—Albany Region 4 Adirondack committee area bowling tournament.
- 11—Buffalo Department of Labor chapter dinner meeting: 6 p.m., Nucheren's Restaurant, 1083 Tonawanda St., Buffalo.
- 12—Suffolk County Retirees chapter meeting: 1 p.m., Gullhaven Golf Club, Central Islip.
- 14-16—Southern Region 3 county workshops: Sheraton Inn, Route 59, Nanuet.
- 14—Education Department chapter annual dinner-dance: 5:30 p.m. (cocktails), 6:30 p.m. (dinner), 9 p.m.-1 a.m. (dancing), Italian-American Community Center, Washington Avenue Ext., Albany.
- 15—Albany Region 4 Boston bus trip for Flower Show.
- 17—Onondaga chapter general meeting and dinner-dance: 6:30 p.m., Raphael's Restaurant, 930 State Fair Blvd., Lakeland.

GRIEVANCE PROCEDURES EXPLORED BY STEWARDS AT WEST SENECA DC

(From Leader Correspondent)

WEST SENECA—The woman, a state employee and a member of the Civil Service Employees Assn., was chronically late for work.

Eventually, she was fired, and the CSEA filed a grievance in the case.

That was a typical problem explored recently at a grievance seminar sponsored by the West Seneca Developmental Center for the chapter's shop stewards.

The two-day seminar, put together by Western Region education committee chairman Celeste Rosenkranz, grappled with the problems faced by chapters during the grievance procedure.

Legal Assistance

During the opening session Friday night, Carmen Pino, a CSEA regional attorney from Buffalo, explained the legal aspects of filing a grievance.

Next, Ms. Rosenkranz pointed out the duties of stewards to the 35 persons attending the seminar, followed by CSEA field representative Thomas Christy's explanation of grievances not covered by contracts.

During the day-long Saturday session, Ms. Rosenkranz reviewed the Friday night details before breaking the stewards into five groups.

Each group worked separately on three grievances lifted from the CSEA files.

The procedure even included mock arbitration, with Mr. Christy as arbitrator. Two of the grievances involved disciplinary matters, the third concerned a contract interpretation.

Extenuating Circumstances

In the case of the tardy woman, the grievance groups found she was late because she had no one to see her child off to school. By the time the child left, the mother usually missed the bus she depended on for transportation.

But, two weeks before she was fired, the mother worked out a solution to her problem by arranging for a relative to visit until the child went to school.

Buffalo Meeting For March 19

BUFFALO—The Buffalo chapter, Civil Service Employees Assn., will hold a dinner meeting Wednesday, March 19. The dinner meeting, which will begin at 6 p.m., will be held at the Plaza Suite Restaurant, 1 M & T Plaza, Buffalo.



Celeste Rosenkranz, right, past president of the Western Region 6 and currently chairman of the Region's education committee, explains procedures to some of the West Seneca Developmental Center stewards and other leaders at grievance handling seminar last month at the VFW Post Meeting Hall near the institution.



Participating in this practice session are, from left, JoAnne Miller; Sarah DeRe, president of Buffalo PC chapter; Elaine Mootry; Dorothy Hartnett; Richard Thurston; Larry Carr, and Thomas Quinn.



Analyzing the facts of a grievance situation are, from left, Michael Carr, John Kammerer, Betty Setlock, Debbie Lec, George Fassel and Harold Bourkney.

(Leader photos by Hugo Unger)

The discharge was eventually overruled when the grievance committee came up with the facts behind her lateness, and the woman was reinstated with a week's lost wages.

"We discussed the cases in all different ways," said Ms. Rosenkranz. "Usually," she added, "each group worked it out a little differently and the answers differed in each case."

Communications Stressed

Ms. Rosenkranz said the session stressed communication on grievances between the stewards and chapter members. "If a chapter decides the matter is not grievable, that steward has the job of going back and telling the member," Ms. Rosenkranz said.

Stewards from the Buffalo and Gowanda Psychiatric Centers attended the seminar. Sara DeRae, president of the Buffalo Psychiatric Center chapter, also took part.

James Bourkney, president of the Developmental Center chapter, was the principal speaker at a luncheon break during the Saturday session.



Panelists at seminar included, from left, CSEA field representative Thomas Christy, Western Region 6 education chairman Celeste Rosenkranz and West Seneca Developmental Center chapter president James Bourkney, who was principal speaker at session.



Among the attentive listeners at the general session are, from left, Elaine Mootry, Bernie Ozolins, Dale Fleming, Mel Muck and Harold Bourkney.



Staging a mock arbitration session are these participants at grievance seminar last month. Session was one of the most ambitious seminars of its kind ever staged by a chapter. "We hope this will prove to be an example other chapters will follow," explained West Seneca chapter president James Bourkney.




Gathered around table to work out problem on grievances are, from left, Robert Gayer, Daryl Gabel, Mary Watkins, Robert Coe Jr., and Melvin Muck.

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AT WILLOWBROOK — An estimated 450 persons attended the annual Valentine's Dance sponsored by the Civil Service Employees Assn.'s Willowbrook Developmental Center chapter. Chapter president Ronnie Smith is shown here pinning corsage on wrist of dance chairman Edna Percoco, as CSEA president Theodore C. Wenzl, right, looks on. Other guests at the affair, held at the Shallmar in New Dorp, Staten Island, are, from left, Robert Guild, CSEA collective bargaining specialist; Dorothy King, Region 2 Mental Hygiene representative to CSEA Board of Directors; Jack Gallagher, CSEA treasurer, and Irene Hillis, president of Mental Hygiene Employees Assn. (Leader photo by Joe DeMaria)

Allege Merit System Abuses At Greenhaven Correctional

STORMVILLE—The Civil Service Employees Assn. is investigating alleged abuses of the Civil Service Merit System at Green Haven Correctional Facility as a result of complaints brought by Green Haven CSEA president Angelo Senisi.

Mr. Senisi says the prison administration and the Civil Service Department have been engaging in "political favoritism" by allowing provisional employees to be promoted over permanent employees with more experience and qualifications, and in failing to give competitive exams for jobs within the prison.

Mr. Senisi noted that the assistant superintendent of industries came to the prison as a provisional foreman in August 1973, was quickly promoted to general foreman and then to assistant industrial superintendent without taking an exam for any of these positions. Mr. Senisi claims there are at least 10 men better qualified and more experienced than this guy, yet he was promoted over all of them. And they are permanent employees; he was a provisional.

'Going On All Over'

"This same kind of disregard for the Merit System is going on in all the prisons," he continued. "Employees who work 15 or 20 years for the state start at low-paying jobs only to find they can't go anywhere, while others are allowed for political reasons to go from one job to another at higher and higher salaries. Where's the incentive for self-

improvement or good work? If this investigation by CSEA turns up some answers and produces some exams, it will end the abuses and give us back the incentive to work for the state."

The CSEA officer said the Civil Service Department has not offered any tests for foreman and no promotional exams at Green Haven for four years.

Demands Answers

"I want to know why this is so," Mr. Senisi said. "State Director of Correctional Industries Allen Mills should have to answer for this. He is responsible for the appointments."

As another example of the Merit System being bypassed at Green Haven, Mr. Senisi mentioned that when the industrial superintendent and his assistant are both absent from the prison, the man in charge is a provisional general foreman who has never passed the test for permanent general foreman.

"This is a slap in the face to all of us who have passed exams to become general foremen," he said.

Shortly after Mr. Senisi began publicizing the alleged abuses at Green Haven, the assistant in-

dustrial superintendent did receive a permanent appointment—in the mattress shop. "This is outrageous," Mr. Senisi said. "When there is finally a public outcry about a provisional employee being promoted like that, they suddenly decide that he is qualified for a permanent job in the mattress shop."

Mr. Senisi has applied for the job of assistant industrial superintendent at Green Haven. He has sent a list of his qualifications to CSEA headquarters in Albany, as well as to prison officials.

NYC Chapter Asks 'Action'

MANHATTAN—The executive committee of the Civil Service Employees Assn.'s New York City chapter voted last week "to take whatever action is deemed necessary at the proper time" if contract negotiations with the state are unsatisfactory.

The motion also stated that the action would be taken in cooperation with the parent organization and that approval of the CSEA Board of Directors would be asked.

At the meeting, chaired by chapter president Solomon Bendet, concern was also voiced for the current situation in which hundreds of meat inspectors were in jeopardy of losing their state jobs. Chapter secretary Abe Libow, a senior meat inspector, explained that a protest demonstration in Albany is being organized by the meat inspectors.

Bill Would Aide U.S. Workers

WASHINGTON, D. C.—A bill that would provide supplemental income for more than half of all federal employees was introduced in the House of Representatives this week.

It would aid 1.6 million employees in 65 metropolitan areas. "The federal government pays many of its own employees in the New York City area salaries which are less than they could receive if they collected welfare," said Rep. Benjamin S. Rosenthal (D-L, N.Y.), who introduced it.

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 —Harry Belafonte

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 —Clive Barnes, N.Y. Times

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DRUG COUNSELORS GRADUATE — The South Shore unit of the Nassau County Department of Drug and Alcohol Addiction sponsored a 15-week drug counseling course at the department's new facility in Roosevelt. The department is represented by the Nassau County chapter of the Civil Service Employees Assn. The course graduates are, first row from left: Rosalie Kreps; Linda Williams; Lillian F. Webb, the course originator and teacher; NCDDAA commissioner Harold Adams, and Betty Ingram. Second row: Randy Williams, Dan Raffaele; Tony Grimaldi; Hattie Smyler; Peter Schilling; Susan Birnhak; Crawford Davis; Henry Lembecke; James Grimaldi; James Egan, Eric Charles; Louis Figgs; Gretchen Taylor; Jason Wanger, and Pat Milward.

Pregnancy Disability Legislation Pushed

Assemblyman Seymour Posner (D-Bronx) last week introduced a bill providing disability benefits to pregnant women under the State Workmen's Compensation Law.

Assemblyman Posner, speaking at a hearing here on disability benefits, said the pregnancy disability cost to the state would only be about \$4 per worker per year.

His remarks were made before the New York State Select Committee on Industrial and Labor Problems.

In a related matter, the Assembly Labor Committee scheduled a public hearing Feb. 28 on the shortcomings of the Workmen's Compensation Law. The committee met at 270 Broadway, 6th floor, room F for the first in a series of hearings on the New York State Labor Law.

The Workmen's Compensation Law provides for payment of medical and rehabilitation costs and income maintenance for persons injured or made ill while performing job-related duties.

Seek CSEAs' Aid For Arthritis

MINEOLA — A letter to the 50,000 Civil Service Employees Assn. members on Long Island is being sent by CSEA vice-president Irving Flaumenbaum enlisting their aid in an upcoming Arthritis Telethon.

Mr. Flaumenbaum, who is the public employees representative for the statewide campaign, said this is the first time that such a telethon has been held to aid arthritis sufferers.

He said that 50,000,000 Americans are afflicted with the disease, and, of these, two-fifths of them require continuing medical care.

The "Stop Arthritis Telethon" will be carried by WOR-TV over Channel 9 in the New York City area and by cable television throughout the state. It will begin at 10 p.m. on March 22 and continue through to 5 p.m. the next day.

The letter from Mr. Flaumenbaum also states that chapters should inform him if they would like to have their contributions announced on the air.

Towerman Exam

MANHATTAN—A total of 316 towerman candidates were called to the physical part of exam 4594 on Feb. 20, 21, and 24, the city Department of Personnel announced last week.

LEGAL NOTICE

L. B. MC DONALD ASSOCIATES.—Substance of Certificate of Limited Partnership of L. B. Mc Donald Associates, duly signed and acknowledged by Landon B. Mc Donald for himself as general partner and as attorney-in-fact for each of the limited partners, pursuant to several powers of attorney all dated as of January 17, 1975, filed at the principal place of business of partnership, as filed in New York County Clerk's Office January 23, 1975. Name and location: L. B. MC DONALD ASSOCIATES, 80 Maiden Lane, New York, New York. Business: is to invest and trade for short or long term gain, on margin or otherwise, in capital stock, subscriptions, warrants, bonds, notes, debentures, and other securities of any corporation or entity whatsoever and in rights and options relating thereto. Name and residence of General Partner: Landon B. McDonald, 99 Park Place, Irvington, New Jersey. Name, residence of each Limited Partner, his contribution in cash and/or agreed value of marketable securities: Tom Breslauer, 720 Avenue B, Stroudsburg, Pennsylvania \$2,000.00.; Frederic Braunschweiger, 10 Saldo Circle, New Rochelle, New York, \$2,000.00.; Arthur F. Mierisch, 17 Woods End Road, West Orange, New Jersey \$2,000.00.; Bernard Braunschweiger and Hortense I. Braunschweiger as Joint Tenants with right of survivorship but not as Tenants in Common, 221 West 82nd Street, New York, New York \$5,000.00.; Morris Ginsberg, 1130 Park Avenue, New York, New York \$2,500.00.; Susan Ginsberg, 1130 Park Avenue, New York, New York \$2,500.00.; Daniel Roy Ginsberg, 1130 Park Avenue, New York, New York \$2,500.00.; Irving H. Isaac, 9 Interlaken Drive, Eastchester, New York \$5,000.00.; Bess Levin, 117 Mount Misery Road, RD #2, Huntington, New York \$2,000.00.; Andrew Nicoletta, 204 Highland Road, Mahwah, New Jersey \$1,000.00.; Martin J. Mayblum, 67-71 Yellowstone Boulevard, Forest Hills, New York \$2,000.00.; Landon B. Mc Donald, 99 Park Place, Irvington, New Jersey \$125.00. Partnership term is for 15 years from January 17, 1975, unless sooner terminated by withdrawal, death, insanity or disability of general partner. Partnership does not terminate by a like occurrence of any limited partner. No additional contributions by limited partner required, but permissible in discretion of general partner. Limited partner's contribution returnable upon his withdrawal from partnership, upon his death or insanity or upon prior termination of partnership. A limited partner may draw any amount from his capital account at the end of January in any fiscal year and at any time with permission of general partner. Each limited partner shall receive as compensation by way of income by reason of his contribution, for each fiscal period of partnership, that share of partnership's net profits attributable to such fiscal period which his Capital Account on first day of such fiscal period (being his contribution decreased by his withdrawals and his share of realized and unrealized net losses and increased by his share of realized and unrealized net profits) bears to the sum of Capital Accounts on such day of all of the partners. Substituted limited partners prohibited. New limited partners admissible in discretion of general partner. No priority among limited partners as to contributions or compensation by way of income. No right to limited partners to demand or receive property other than cash for return of their contributions. General partner may in his discretion distribute cash or securities or both.

Nominate Keepnews To Insurance Post

ALBANY—Lawrence W. Keepnews, of Pelham, has been nominated by Gov. Hugh L. Carey as state superintendent of insurance.

The nomination requires State Senate approval. Mr. Keepnews has practiced law since 1950 in Manhattan and Washington, specializing in insurance regulation.

The post was formerly held by Benjamin R. Schenck.

Unsworn Testimony OK'd In Willowbrook Dismissal

(Special to The Leader)

ALBANY—The state's highest court has reversed the Appellate Division, 2nd Dept., and reinstated an order of dismissal against Willowbrook ward attendant Joan Brown who had been charged with striking a patient with a broom handle.

The case gained interest in legal circles because the person bringing the charge, and her principal witness, were both inmates of the institution and were found by a hearing officer to be incapable of understanding the nature of an oath.

Their testimony thus had to be taken unsworn, which gave ground for an immediate appeal by counsel for Ms. Brown, who argued that his client's rights to a fair hearing had been damaged by the unsworn statements. The Appellate Division of State Supreme Court agreed and reversed the original order of dismissal.

However, the Court of Appeals ordered the dismissal reinstated, holding that even though unable to understand an oath, the victim and witness knew enough of what happened to testify against the accused attendant. Together with other circumstantial evidence as to the laceration received, the absence from the ward of other supervisory personnel, the fact that the injured inmate went elsewhere for help, Judge Dominick Gabrielli, writing for a unanimous Court, concluded:

"We today hold that in an administrative proceeding such as

this where the administration of an oath would be unavailing for the purpose for which an oath is normally administered, unsworn testimony may be received provided a sufficient foundation exists to support the hearing officer's determination that the witness possesses rudimentary testimonial capacity."

Seek Job Bill For Convicts

The Community Service Society of New York is urging passage of a bill that would prevent job discrimination against former convicts in state and local governments.

Already passed by the state senate, it is being studied in the Assembly Judiciary Committee.

It would prohibit denying employment to ex-convicts except when the crime directly relates to the business or position sought.

Law enforcement agencies and fire departments are exempted from the bill.

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Latest State And County Eligible Lists

EXAM 35-630
SR HORTIC ISPCTR
Test Held Dec. 14, 1974
List Est. Feb. 3, 1975

- 1 Deglopper J Collins90.0
- 2 Wilson T R Newark89.0
- 3 Brehm K E Coram87.7
- 4 Hinzmann R A Napanoch87.3
- 5 Filkins J P Pratsburg84.3
- 6 Virkler R E Barneveld84.1
- 7 Pearl J J Glens Falls80.6
- 8 Jablonki R E Florida78.3
- 9 Knapp W J Ontario74.5
- 10 Dallessandro J Germantown74.1
- 11 Smith J J Brockport73.9
- 12 Bohne B G Randolph73.4
- 13 Hladun R J Baldwinsvil72.6

EXAM 39-058
ASSOC AGENCY LABOR
RELATIONS REP
Test Held Jan. 1975
List Est. Feb. 6, 1975

- 1 Obryan J A Troy98.8
- 2 Andrews T Saratoga Spgs88.9
- 3 Morgan P Delmar88.7
- 4 Murphy J A Elnores87.0
- 5 Shopmyer F L Schenectady85.2
- 6 Gould L P Niskayuna82.0
- 7 Clarke A M Albany81.1
- 8 Jaffe S K Elnores78.2
- 9 Larose H G Latham72.1

EXAM 39-053
ASSOC BLDG SPACE ANALYST
Test Held Jan. 1975
List Est. Feb. 6, 1975

- 1 Rinebolt J K Albany88.9
- 2 Andersen R Westerlo84.3
- 3 Leonard T Delmar81.9
- 4 Vanheusen D Schoharie79.3
- 5 Long M E Albany73.9
- 6 Gignac-F J Scotia73.8

EXAM 35-332
SUPVR OF ENVIRONMENTAL
HEALTH FIELD LAB SERVICES
Test Held Jan. 22, 1975
List Est. Jan. 31, 1975

- 1 Jung R A Liverpool94.0
- 2 Daly J C Loudonville82.7
- 3 Pfeil B H E Syracuse75.0
- 4 Swift H L Schenectady73.0

EXAM 39-060
PRINC COMMUNICATIONS SERVICE
ANALYST
Test Held Jan. 28, 1975
List Est. Feb. 3, 1975

- 1 Sieg D Gloversville97.1
- 2 McConky F Waterford89.1
- 3 Stearns A Delmar86.0
- 4 Graham C River Vale82.3
- 5 Woods R Loudonville81.1

EXAM 35-663
SR RAD CHEMIST
Test Held Dec. 14, 1974
List Est. Feb. 10, 1975

- 1 Virgil M G Schenectady84.6
- 2 Nashols C Albany82.1
- 3 Haase F Delmar76.7
- 4 Mahoney W Latham72.7

EXAM 35-575
ASST DIR HSG & BLD CODE B
Test Held Sept. 14, 1974
List Est. Feb. 11, 1975

- 1 Selekof B Brooklyn99.5
- 2 Bernhardt H Great Neck88.7
- 3 Kessner F L Val Stream88.6
- 4 Silverman D Westbury88.4
- 5 Burlesco M Bardonia86.5
- 6 Prager I R Jackson Hts85.6
- 7 Kleinman I Bellerose85.5
- 8 Heiskell E Garden City84.3
- 9 Tutolo F J Staten Is82.2
- 10 Rosenfeld M Flushing82.2
- 11 Ruhrort W NYC78.8
- 12 Capozzi J Staten Is76.9

EXAM 39-061
CHIEF, BUR OF SEC SCHOOL
SUPERVISION
Test Held Jan. 1975
List Est. Feb. 18, 1975

- 1 Merz Albert F Delmar95.2
- 2 Macgregor R G Delmar93.5
- 3 Coffey John J Slingerlands81.1
- 4 Bush John E Altamont79.7

JUDICIAL CONFERENCE
EXAM 45-379
SENIOR STENOGRAPHER
Schenectady Cty
Test Held Sept. 14, 1974
List Est. Feb. 18, 1975

- 1 Vanauken P J Scotia82.0
- 2 Stalpiński A D Schenectady79.6
- 3 Tanner E M Schenectady79.6
- 4 Stachewicz E M Schenectady78.8
- 5 Turcki L H Schenectady77.2

JUDICIAL CONFERENCE
EXAM 45-384
COURT ASSISTANT I
Saratoga Cty
Test Held Sept. 14, 1974
List Est. Feb. 18, 1975

- 1 Meehan P L Saratoga Spgs82.0
- 2 Hammond R H Schuylerville79.0

JUDICIAL CONFERENCE
EXAM 45-385
COURT ASSISTANT I
Ulster County
Test Held Sept. 14, 1974
List Est. Feb. 18, 1975

- 1 Mayone J Kingston91.0
- 2 Vecchione H New Paltz80.0

JUDICIAL CONFERENCE
EXAM 55-398
SENIOR STENOGRAPHER
Suffolk Cty
Test Held Sept. 14, 1974
List Est. Feb. 10, 1975

- 1 Tuirani J C Smithtown80.7
- 2 Ryckman E Patchogue76.5

JUDICIAL CONFERENCE
EXAM 55-396
SENIOR STENOGRAPHER
Schen Cty
Test Held Sept. 14, 1974
List Est. Feb. 10, 1975

- 1 Vanauken P J Scotia83.2

JUDICIAL CONFERENCE
EXAM 55-403
SENIOR STENOGRAPHER
Dutchess County
Test Held Sept. 14, 1974
List Est. Feb. 18, 1975

- 1 Deangelis C Pleasant Valy76.3

JUDICIAL CONFERENCE
EXAM 55-407
COURT ASSISTANT I
Broome County
Comm of Jurors
1 Martin I A Binghamton78.1

JUDICIAL CONFERENCE
EXAM 55-409
COURT ASSISTANT I
Schen County — Surrogate's Ct
Test Held Sept. 14, 1974
List Est. Feb. 7, 1975

- 1 Mauriello A Schdy80.7

JUDICIAL CONFERENCE
EXAM 55-408
COURT ASSISTANT I
Dutchess Cty
Calendar Clerk
Test Held Sept. 14, 1974
List Est. Feb. 7, 1975

- 1 Hawkins M E Hyde Park90.1
- 2 Garrison M A Poughkeepsie83.1

JUDICIAL CONFERENCE
EXAM 55-401
SENIOR STENOGRAPHER
MENTAL HLTH INFO SVCE
2nd Dept.
Test Held Sept. 14, 1974
List Est. Feb. 7, 1975

- 1 Spratt D L Breatwood86.5
- 2 Arout Richmond85.4
- 3 Wilcott D Copiague82.1
- 4 Casulli M Poughkeepsie82.0
- 5 Hinton D Brooklyn80.4
- 6 Gilbach H Islip Terr80.1
- 7 Springer Wingdale79.3
- 8 Peachey N Monroe79.0
- 9 Williams J Amiryville78.9
- 10 Horton D Fishkill78.2
- 11 Ham J Millbrook76.4
- 12 Steiger E M Washingtonville75.8
- 13 Distasio M Richmond75.6
- 14 Pimentel P Brooklyn74.9
- 15 Sebastian Spring Val74.1
- 16 Wenderoff Melville72.6

- 17 Liguori D Bay Shore71.8
- 18 Gibson B Brooklyn71.6
- 19 Keller Copiague70.0

EXAM 23-995
MENTAL HLTH TREATMENT
TEAM LEADER — MENTAL HLTH
Test Held April 20, 1974
List Est. Oct. 23, 1974
(Continued from last week)

- 190 Taylor H Syracuse73.0
- 191 Sapoo L NYC73.0
- 192 Glickman H S Flushing73.0
- 193 Weiler M E Brooklyn73.0
- 194 Herron C L Bronx73.0
- 195 Fopstell W R NYC73.0
- 196 Chirrowin J Greenwich73.0
- 197 Guarion G Lk Success72.0
- 198 Knapp W I Syracuse72.0
- 199 Swan M J Albany72.0
- 200 Shanley D NYC72.0
- 201 Frank C NYC72.0
- 202 Cestaro G S Mineola72.0
- 203 Costa R M Wappinger Pk72.0
- 204 Fishma S Forest Hills72.0
- 205 Teller R NYC72.0
- 206 Tatuile F NYC72.0
- 207 Fallon J M Westbury72.0
- 208 Buckingham R C Sherrill72.0
- 209 Bullock P T Red Hook72.0
- 210 Keller J V Coram72.0
- 211 Kelley M H Monsey72.0
- 212 Oettle M Nyack72.0
- 213 Roth K Dewitt72.0
- 214 Millerweston S Brooklyn72.0
- 215 Witkowsky R F Staten Is72.0
- 216 Cammarata F Kenmore72.0
- 217 Couturter A Warwick72.0
- 219 House J W Buffalo72.0
- 219 No number 219
- 220 Mann G Patterson72.0
- 221 Panell R Fayetteville72.0
- 222 Stemmer R Utica72.0
- 223 Dunkel L Kings Park72.0
- 224 Hendricks M West NY72.0
- 225 Reeves M Kenmore72.0
- 226 Breslin L L Brooklyn72.0
- 227 Leflore D P Jamesville72.0
- 228 Gross M L Rochester72.0
- 229 Maxwell J E Windsor72.0
- 230 Segovia J Oakdale72.0
- 231 Scheller J L Clayville72.0
- 232 Schmader L Nanuet72.0
- 233 Snyder A F NYC72.0
- 234 Reydya A A Kings Pk72.0
- 235 Boyle V Bronx72.0
- 236 Doyle B E Utica72.0

- 237 Farragut G E Rochester72.0
- 238 Feinberg M G Rochester72.0
- 239 Herchey I Rhinebeck72.0
- 240 Reilly T Ctl Islip72.0
- 241 Norolund T Orange72.0
- 242 White T J NYC72.0
- 243 Briggs K Poughkeepsie72.0
- 244 Smallback B E Horseheads71.0
- 245 Swatlee H Garnerville71.0
- 246 Diastro K F NYC71.0
- 247 Rosenfeld P J Brooklyn71.0
- 248 Kaler W H Islip71.0
- 249 Malecki J E Hamburg71.0
- 250 Falk U A Kenmore71.0
- 251 Attenborough A New City71.0
- 252 McCarthy J White Plains71.0
- 253 Kutok B L Suffern71.0
- 254 Kozz G A Ogdensburg71.0
- 255 Roth D M Nanuet71.0
- 256 Ciero E T Staten Island71.0
- 257 Miley M M Yonkers71.0
- 258 Williams V Poughkeepsie71.0
- 259 Lamb M A Oranah Pk71.0
- 260 Mcmillon H L Henrietta71.0
- 261 Lemberged J Ardsley71.0
- 262 Vandewalkes F A Garnerville71.0
- 263 Bender C L NYC71.0
- 264 Lee K F NYC71.0
- 265 Lafemina R N Patchogue71.0
- 266 Leonard E Bronxville71.0
- 267 Bowling L NYC71.0
- 268 Noonan J A Pearl River71.0
- 269 Woolston V Skaneateles71.0
- 270 Shotland L Syracuse71.0
- 271 Hughes B D Lawncvl71.0
- 272 Wexler P D Rochester71.0
- 273 Mahoney C M Blauvelt71.0
- 274 Hahake L L Rochester71.0
- 275 Larke J Souantum71.0
- 26 No number 276
- 277 Periman G Tarrytown71.0
- 278 Childs A M NYC71.0
- 279 Scalse S Utica70.5
- 280 Orabcis A C NYC70.5
- 281 Joseph S E Chatham70.5
- 282 Elsworth M A Valos70.5
- 283 Sullivan W L Oneonta70.5
- 284 Anthony J R E Elmhurst70.5
- 285 Meling A F Staten Is70.5
- 286 Welch T C Silver Creek70.5
- 287 Torb A Buffalo70.5
- 288 Mook M E Boston70.5
- 289 Rock J J Yonkers70.5
- 290 Bauerle A Cato70.5
- 291 Fanelli M Utica70.5
- 292 O'Neill M Centeresch70.5

(Continued on Page 15)

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Higher Education List

ALBANY — An associate in higher education opportunity eligible list, resulting from open competitive exam 27-459, was established Feb. 18 by the state Department of Civil Service.

LEGAL NOTICE

The Sands Company, 405 Park Avenue, NYC. Substance of Cert. of Ltd. Partnership filed N.Y. Co. Clk's Office July 16, 1975, and Amended Cert. of Ltd. Partnership filed Feb. 6, 1975. Business: producing and arranging the distribution of feature length motion pictures, etc. General Partner: Ernest Sands, 25 Poplar Drive, East Hills, N.Y. Limited Partners, set forth below.

Term of partnership twenty years unless earlier terminated as provided in partnership agreement. Limited Partners have not agreed to make any additional contributions. Limited Partners shall have the right to have the amount of their contributions returned to them out of the profits of the partnership as provided in partnership agreement. However, each Limited Partner shall remain liable to the Partnership for the full amount of his original contribution until such time as the Partnership is terminated or upon his withdrawal as Limited Partner, etc. A Limited Partner shall not have the right to substitute an assignee as contributor in his place without the written consent of the General Partner, and without offering the other Limited Partner the right to acquire his interest on terms and conditions set forth in Partnership Agreement. General Partner shall have the right to admit additional Limited Partners, provided that at no time shall the aggregate contributions of all Limited Partners exceed \$275,000. No Limited Partner shall have priority over other Limited Partners as to repayment of contributions or profits. Upon death, insanity, bankruptcy, assignment for the benefit of creditors, retirement or resignation of the individual General Partner, the Partnership business may continue only with the written consent of Limited Partners representing two-thirds of the aggregate amount of contributions. The Limited Partners shall have no rights to demand and receive property other than cash in return for their contribution.

Article 4 of said Cert. of Ltd. Partnership is hereby amended to read as follows: Ernest Sands of 25 Poplar Dr., East Hills, N.Y. is the General Partner. Limited Partners, their address, Cash Contribution and Percentage of Share of Net Profits are Raymond Brunjes, 128 B'way, B'klyn, N.Y., Ben Messenger, 200 E. 57th St., NYC., Nicholas Ryan, Ironwood Road, Muttontown, N.Y., each \$10,000, each 3.6%. Harvey Friedman, 420 E. 55th St., NYC., Seymour Terry, 463 7th Ave., NYC., William Griffo, 20 Markwood Lane, East Northport, N.Y., and David G. Birnbaum, 1452 53d St., B'klyn, N.Y., each \$25,000, each 9.0%. Milton Jacobs, 2751 South Ocean Dr., Hollywood, Fla., Vincent Griffo, 6 Midfarm Rd., Rockville Centre, N.Y., Robert L. Horohoe, 188 Coachman Dr. North, Freehold, N.J., Aaron W. Weingarten, 215 Chestnut Dr., East Hills, L.I., N.Y., and Michael Klein, 4 Rockaway Ave., Garden City, N.Y., each \$15,000, each 5.4%. Phil Kroger, 40 Remsen Rd., Great Neck, N.Y., \$20,000, 7.2%, and William Tabachnik, 13 Sugar Maple Dr., Roslyn, N.Y., \$50,000, 18.0%.

LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent — To Attorney General of the State of New York; Albert R. Conner Funeral Home, Inc.; And to the distributees of Violet Redner, also known as Violet V. Redner deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Violet Redner, also known as Violet V. Redner, deceased, who at the time of her death was a resident of 54 West 211th Street, New York, N. Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y., as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 18th day of March, 1975, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable Millard L. Mironick, a Surrogate of our said County, at the County of New York, the 27th day of January in the year of our Lord one thousand nine hundred and seventy-five.

(Seal) David L. Sheehan, Jr., Clerk of the Surrogate's Court.

This Citation is served upon you as required by law. You are not obliged to appear in person. If you fail to appear it will be assumed that you consent to the proceedings, unless you file written objections thereto. You have a right to have an attorney-at-law appear for you.

Open Competitive State Job Calendar

Applications Accepted To March 3 Training and Experience Only

Regional Public Health Dentist\$27,942 27-494

Applications Accepted To March 10 Examinations To Be Held April 12

24-046 Beverage Control Investigator	\$10,714
24-047 Beverage Control Investigator (Spanish Speaking)	10,714
24-252 Clinical Laboratory Investigator	12,670
24-268 Compensation Claims Investigator	9,546
24-253 Compensation Claims Legal Investigator	10,714
24-269 Compensation Investigator	9,546
24-258 Landscape Architect	14,142
24-259 Landscape Architect, Senior	17,429
24-262 Rent Examiner	10,118
24-261 Rent Examiner, Junior	9,029
24-264 Rent Examiner, Principal	16,538
24-263 Rent Examiner, Senior	11,983

Evaluation Of Training And Experience

29-278 Nutrition Services Consultant 13,404

Applications Accepted To March 24 Oral Tests To Be Held During April

27-493 Assistant To The Director Of Correctional Health Services	25,161
27-449 Coordinator Of Foster Grandparent Program	15,684

Applications Accepted To May 5 Oral Exams During June

Employee Health Service Physician II\$37,480 27-492

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NYC Metro Retiree Chapter Is Launched

MANHATTAN—New York City Civil Service Employees Assn. retirees met recently at the CSEA New York City Region 2 office to take first steps in organizing the Metropolitan Area Retiree chapter.

Martha W. Owens, a member of the CSEA statewide retiree committee, conducted the meeting. Ms. Owens spoke on the need and benefits of having an officially approved CSEA retiree chapter to promote the interests of retired public employees in the Metropolitan area. Present retiree chapters throughout the State have a membership of 16,000, with 60,000 more retirees still not recruited for membership in CSEA's retirement division.

Randolph V. Jacobs, New York City Region 2 public relations specialist, told the more than 70 retirees present that legislators in Albany will respond more readily to the demands of constituents who are organized and have the backing of the state's largest public employee union.

New York City Region 2 field representative Anne Chandler, who arranged the planning details of the meeting, expressed gratification at the large turnout and assured the retirees that future meetings would be held in more spacious surroundings.

Solomon Bendet, New York City Region 2 president, assured the gathering that the New York City chapter of active public employees would attach a high pri-

ority to the interests of the area's retirees.

Thomas Gilmartin, coordinator of retiree recruitment and services, explained the substance of retiree legislation being readied for presentation to the legislature by CSEA legislative specialists. Besides a reasonable percent of cost of living increases in retirement allowances, Mr. Gilmartin stressed that CSEA's proposed bill would key automatically all future increases to the Department of Labor's Bureau of Statistics consumer price index, a benefit that federal government retirees presently enjoy.

Temporary officers elected by the attending retirees at this meeting are: Martha W. Owens, protom president; Nathaniel Ackerman, first vice-president; Dorothy Lesser, second vice-president; Herman Mushkin, secretary, and Henry Jaffe, treasurer.

Members of the constitution and by-laws committee are: Laura Kampe, Ralph Wyaman, Hildegarde Mitchell, Angelo Prainito, John Chesslin, Pat Kilroy, Percy Wallace, James Chiarvalle, Herman Mushkin and Mr. Ackerman.



SUPPORT TAX REDUCTION — Thomas Gilmartin, Civil Service Employees Assn. coordinator of retiree affairs, right, accompanied by Joseph Dolan, assistant executive director, recently addressed the Albany County legislature in support of Local Law Number One, which would provide a 50 percent property tax reduction to all real property owners 65 years of age or more and whose income does not exceed \$6,500 per year.

Gladys G. Weber Retires After 30 Years Of Rockland Service

SPRING VALLEY Gladys G. Weber, nursing director of the Rockland County Health Department, was honored here at a retirement dinner Feb. 28, at Singer's Hotel. She served the county for 30 years.

Ms. Weber, a county resident since 1943, came to Rockland from Manhattan where she held a supervisory public health position with the Visiting Nurses Service of New York, formerly the Henry Street Nurses Service. Her first position in Rockland was a staff public health nurse with the County Public Health Nursing Services, the organization which preceded the Rockland County Health Department and which was under the health jurisdiction of the Middletown District office of the New York State Department of Health.

After a year, Miss Weber joined the New York State Department of Health, where she had assignments in both the Syracuse and Kingston district offices as assistant director of supervising nurses, returning to Rockland County in 1945 in a similar position out of the Middletown district office. Several years later, the county created a position of supervising public health nurse when Ms. Weber became a county employee.

During the next few years, with the expanding growth of the County and the critical need for additional organized county health services, Ms. Weber, along with many citizens, the medical community and governmental leaders, became a leader in a county effort to create a full time health department. She became its first nursing director when the department was established in 1956.

Ms. Weber is a graduate of the University of Wisconsin and of

St. Luke's Presbyterian Hospital School of Nursing in Chicago. She holds a B.S. and a M.A. in Nursing from Columbia University.

In 1955, she was one of the founders of District 17, New York State Nurses Assn., the professional nursing organization, in Rockland County and became its first president. She currently serves as its legislative chairman. Ms. Weber has served as vice-president and chairman of many committees of the New York State Nurses Association. She is also a fellow of the American Public Health Assn. and is the immediate past-secretary of the New York State Public Health Assn. The immediate past-chairman of the Assn. of Nursing, Ms. Weber is director of an official Public Health Agency in New York State. Currently, she is also a member of the board and the executive committee of the Coalition of Home Health Services, Inc. of New York State.

In Rockland County, Ms. Weber has served on the boards of many organizations, including American Cancer Society, Planned Parenthood of Rockland County, National Foundation March of Dimes, Assn. for the Help of Retarded Children, Cerebral Palsy Association, Family Services Assn. of Rockland County, Tri-County Heart Assn. (Orange, Sullivan and Rockland), advisory committee to the Practical Nursing Program,

BOCES, advisory committee, nursing program, School of Nursing, Rockland State Hospital, and advisory committee of the nursing program at Rockland Community College. Currently, Ms. Weber is the second vice-president of the Rockland County Mental Health Assn., a board member of the Rockland County Senior Citizens Council and the United Way, and a member of the advisory board to the nursing program at Dominican College. She also serves as a trustee of the Rockland County Historical Society, is a vice-chairman of the Rockland County Bicentennial Commission and a board member of the HI-Tor Animal Care Center.

Edmond Gabriel was chairman of the dinner committee and Marvin Thalenberg, chairman of the Board of Health, served as toastmaster.

Binghamton's Retirees Meet

BINGHAMTON — The Binghamton Area Retirees' chapter, Civil Service Employees Assn., will have its next meeting March 24 at 2 p.m. at the Garden Village West, 50 Front St., Binghamton.

Current state legislation affecting retirees will be discussed. All retirees from Broome, Chenango, Otsego and Delaware are invited to attend.

Suffolk Retirees Holding Meeting At Central Islip

CENTRAL ISLIP—The Suffolk County Retirees chapter, Civil Service Employees Assn., will meet March 12 at the Gullhaven Golf Club, Central Islip Psychiatric Center, Central Islip.

The meeting, which will begin at 1 p.m., will have Thomas Gilmartin as featured speaker. Mr. Gilmartin is the CSEA coordinator of retiree affairs. Officials from the Central Islip PC personnel department will also be on hand to respond to questions from the attendees.

The next two Suffolk County Retirees chapter meetings will be held May 14 and June 11 at the same place and at the same time.



RETIREMENT DINNER — Two members of the Cortland County chapter of the Department of Transportation Civil Service Employees Assn. were honored upon their retirements at the David Harum Restaurant, Homer. The two, Raymond Sisson, of Cortland, with more than 38 years' service, and Raymond Maloney, with 21 years' service, were presented with gifts of U.S. Savings Bonds on behalf of the chapter. Above, at the presentation, from left: Charles Greenman, chapter president; Mr. Sisson; Mr. Maloney, and Raymond Grant, vice-president; and Mrs. Sisson and Mrs. Maloney.

Gilmartin Urges Retiree Support Of New Tax Bill

ALBANY—Thomas A. Gilmartin, co-ordinator of retiree recruitment and services for the Civil Service Employees Assn., has asked retired public employees to write their state representatives and senators requesting legislative support for a federal bill which would provide an income tax exemption for many retirees.

Mr. Gilmartin explained that the bill, introduced in Congress by Rep. John M. Ashbrook (R.-Ohio), would amend the existing Internal Revenue Code to provide a \$5,000 exemption from income tax for amounts received as annuities, pensions, or other retirement benefits. The legislation, identified as H.R. 16177, applies to individual retirees as well as married couples who receive retirement income.

In a recent letter, Mr. Gilmartin asked CSEA retiree members to support Mr. Ashbrook's bill by writing their Congressmen in Washington, urging its passage. "A letter writing campaign, waged by all retirees and their friends, is one of the most effective ways we know to influence opinion in Congress," Mr. Gilmartin said.

The retiree coordinator noted that the Ohio representative's bill was extremely similar in content to legislation proposed by CSEA's statewide retirees committee at a convention last October.

"We suggested the development of a bill that would provide relief from the bite that federal income tax takes from limited retirement incomes. Congressman Ashbrook's bill does just this. Its passage would benefit most retirees at a time when it's needed most," Mr. Gilmartin said.

Extension Is Asked For U.S. S Program

ALBANY—The State Legislature will ask Congress to extend the Federal Revenue Sharing Program for an additional five years under the terms of a joint resolution offered by Senator James T. McFarland (R-Town of Tonawanda).

The joint resolution goes to the Senate Finance Committee and will be acted on by the Legislature shortly.

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(Continued from Page 12)

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

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For 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 deadlines 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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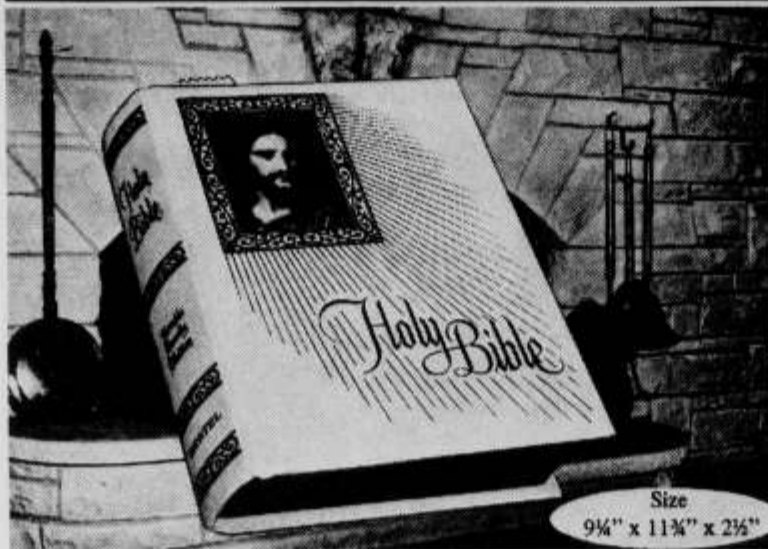
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State Senator Dale Volker (58th SD) acknowledges applause after making point about OSHA legislation as Western Region 6 political action chairman June Boyle beams approval.

Mogavero Defends Aid

(Continued from Page 3)
 terms, Mr. Mogavero explained that many of the workers suddenly found themselves in the job market and "out of pride, would rather work for this money than apply for welfare.

"I would hope that the critics have ample reason here to applaud the program, and I encourage eligible employees to file for the benefits for any period in which they are not paid," he continued.

Although the federal program does not pay for the first week of unemployment, which may be the duration of Easter vacations, the filing for this period could satisfy the waiting period required before the summer recess when unemployment benefits could commence immediately.



Kenneth Dauria, of Buffalo Industrial District 17, Safety Service, contributes to discussion.

Move To Abolish OLG Is Condemned By Siegel

ALBANY—Plans announced by the Carey administration to abolish the Office for Local Government and transfer some of its functions to a planned new division in the Department of State has caused unrest and insecurity among OLG employees, a Civil Service Employees Assn. representative from OLG has charged, adding the plan will result in a loss or major reduction in many vital services if carried out.

CSEA's OLG representative Alan Siegel said employees there have not been informed of their individual status or of any particulars on the State's announced plan to abolish the office.

"All we know is what we read in the newspapers, and those stories say that large numbers of people, perhaps two-thirds of all the present OLG employees, will be fired when the function is abolished at the end of this fiscal year. Everyone is apprehensive, and growing more so every day and with every new story that crops up in the papers."

Mr. Siegel said that published reports concerning the fate of OLG and those personnel who will be transferred to other agencies indicate that the move can

only result in vastly reduced levels of services in many major areas. It certainly appears that insufficient members of trained and experienced people and insufficient funds are being allocated for consolidation with other agencies to carry on vital services at required high levels to local government and municipalities," Mr. Siegel added.

He noted that if the state goes through with the abolishment of OLG as announced, local government and municipal officials are going to discover the level of services they formerly got from OLG will be greatly diminished or cease to be.

"The state itself proved the plan is faulty when it discovered it had planned to do away with an extremely vital service, that of fire training programs for volunteer firemen all over the state as well as fire advisory, inspection and reporting procedures."



Expressing appreciation for OSHA endorsement are, from left, Western Region 6 second vice-president Robert Smith; statewide education committee chairman Celeste Rosenkranz; John Rizzo, representing State Senator James McFarland; political action committee member Roger Frieday, and Western Region 6 president William McGowan.

Region 6 Workshop Speakers Urge State Keep OSHA Clout

BATAVIA—Assemblyman Harold H. Izzard, (D-Kenmore) has announced his support for continued state enforcement of the Federal Occupational Safety and Health Act (OSHA). He added he will seek Gov. Hugh Carey's sponsorship of the bill to implement the program prior to March 31.

Mr. Izzard said he made his decision following hearings conducted by Western Region 6, Civil Service Employees Assn., Feb. 15 here. They were part of an all-day workshop attended by about 200 of the union's officers and members. Some are employees of the New York State Department of Labor, which now enforces OSHA standards.

Earlier this month, CSEA president Theodore C. Wenzl made a similar appeal to Governor Carey to provide leadership on a bipartisan level to permit the state to enforce OSHA standards here.

"Continued state enforcement of OSHA standards appears the only practical and economical way of providing this essential service to public employees and to continue the other safety inspections which the State Labor Department provides but which are not covered by the federal act," Mr. Izzard explained.

"To abandon state enforcement, by failure to enact the necessary legislation by March 31, would be a step backward for New York State," he continued. "New York State has been

in the forefront in the safety field for years. In fact, sections of the federal codes have been lifted word for word from New

York State codes." Among current state inspections benefitting the general (Continued on Page 8)



Assemblyman Matthew Murphy (D-139th AD) voices his opinion of OSHA legislation as civil service leaders listen. Seated are Western Region 6 third vice-president June Boyle and second vice-president Robert Smith. Behind them is Robert Lattimer, president of Manpower Services chapter. Mr. Lattimer has been a leading proponent of saving the OSHA program at various CSEA meetings throughout the state.



Among the attendees at the Batavia meeting were, from left, Fred Caso and Anthony Serianni, vice-president and president, respectively, of Niagara Frontier chapter, and Jerry Bromley and Mary Converse, vice-president and president, respectively, of Southwestern (Allegany State Park) chapter.

(Leader photos by Jim Laragy)

Onondaga Meeting And Dinner-Dance

LAKELAND — The Onondaga chapter, Civil Service Employees Assn., will hold a combination general meeting and dinner-dance Monday, March 17.

The dinner will begin at 6:30 p.m. at Raphael's Restaurant, 930 State Fair Blvd., here. Chapter president Andrew H. Piacito Sr. will call a business meeting to order following the dinner and dancing will be held from 9 p.m.



Region 6 chapter leaders crowd Batavia Treadway Inn to meet with area legislators on support for enactment of OSHA protection law by State Legislature.