

Civil Service LEADER

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Retiree News

See Page 14



THEODORE C. WENZL



THOMAS H. McDONOUGH



ETHEL ROSS

Flaumenbaum Withdrawal Leaves 3 For President: Wenzl, McDonough, Ross

ALBANY—After two months in which five contenders have been considered for the presidency of the Civil Service Employees Assn., voters will be given the chance next month to choose among incumbent Theodore C. Wenzl, Albany; executive vice-president Thomas H. McDonough, Albany, and director Ethel Ross, New York City.

The latest change in the field came with the announcement by Irving Flaumenbaum that he would decline the run for the statewide office in order to concentrate his efforts on winning re-election as president of the Long Island Region 1.

Mr. Flaumenbaum, as well as Ms. Ross, had qualified to be placed on the ballot after petitions were circulated in their behalf.

An earlier contender, A. Victor Costa, Amsterdam, had been selected by the nominating committee, but withdrew in order to petition for the executive vice-presidency. He was successful in gaining the necessary number of signatures, and will face vice-president William McGowan,

Buffalo, and State Executive Committee chairman Victor Pesci, Secaucus, N. J.

Campaigning would normally have been in full swing by now, except that the major candidates have been attempting to avoid electioneering while the contract between CSEA and the State has remained unsettled.

Petitions were also successfully circulated by Delores Farrell as a candidate for Civil Service representative to the State Executive Committee, and by James Moore, candidate for re-election as Syracuse Region 5 Mental Hygiene representative.

In Albany Region 4, Eileen Salisbury was successful in getting enough signatures to have

her name placed on the ballot as a candidate for regional second vice-president.

Maye Bull, president of Gowanda Psychiatric Center chapter, has been disqualified as a candidate for Western Region 6 Mental Hygiene representative, because she is retired. Six other candidates are still competing for the three regional positions.

In other campaign activity last week, a drawing was held to determine the order in which candidates' names will appear on the ballot for CSEA's Western Region 6 elections.

Topping the ballot there will be Robert Lattimer in the lead position against Samuel Gross. (Continued on Page 3)

6% Wage Increase Top Fact-Finder Recommendations

ALBANY—A 6 percent across-the-board salary increase, retention of salary increments, improvements in the state disciplinary procedures, improvements in the state health insurance program, and an agency shop have all been recommended by a 3-member fact-finding panel appointed in the contract dispute between the Civil Service Employees Assn. and the State of New York.

At Leader presstime, the 60 members of the CSEA negotiating teams representing the four state bargaining units involved were about to meet here to review the fact-finders' recommendations, which were delivered to both CSEA and the State on Friday. The negotiating team members were expected to decide whether to recommend acceptance or rejection of the report to the full CSEA State Division membership, which is being polled this week to ascertain the opinion of the majority of the state membership.

"We think the negotiating teams, which have been closest to the bargaining talks right along, and privy to substantial detailed data and information relative to CSEA's demands, are logically qualified to interpret the recommendations and to pass judgment on their merits," said CSEA president Theodore C. Wenzl. "However, being a democratic union that places great faith and responsibility in the hands of the individual members, we will poll the State Division membership to determine if CSEA should formally accept or reject this fact-finding proposal." He noted that the union will be mailing out mail ballots, information on the fact-finders' suggestions, and the recommen-

dations of the CSEA negotiating teams to each state member.

An impasse in the contract talks resulted in late March with both sides far apart after numerous bargaining sessions dating back to late January.

(Continued on Page 3)

Withdraw Challenge To CSEA In Madison

SYRACUSE — At Leader presstime, it was learned that the American Federation of State, County and Municipal Employees, Council 66, has once again withdrawn from a representation election against the Civil Service Employees Assn., this time in Madison County "after wasting nine months of public employee time," according to Frank Martello, CSEA regional field supervisor.

CSEA will now hold what's considered an unnecessary white-collar representation election, to see if the unit wants to continue CSEA affiliation.

The election is the result of a blue- and white-collar split ordered by the Public Employment Relations Board, at the insistence of AFSCME.

"AFSCME Council 66 has once again wasted valuable public employee time. Now CSEA can gear up for Madison County contract negotiations," Mr. Martello said.



Fiscal Problems Remain

Carey Has Acted Quickly In Crises

THE administration of Gov. Hugh L. Carey moved in at a time of rough problems and choices. Before the Governor and his principal advisors even had a chance to accommodate themselves to their new quarters, they had to move (Continued on Page 6)

OSHA Firings Condemned By CSEA

ALBANY—The Civil Service Employees Assn. termed the state's plan to fire nearly 400 Department of Labor employees involved with health and safety enforcement several weeks earlier than anticipated, "a drastic, dangerous and unwarranted move."

CSEA president Theodore C. Wenzl said that Carey Administration plans to fire 394 Department of Labor employees in mid-May "places the lives and health of millions of New York State residents in grave peril, the gravest possible, for at least one and one-half months and probably for a substantial period

of time beyond."

Notices informing the 394 employees they will be terminated effective May 14 were mailed last week by the State, according to Dr. Wenzl.

The firings, he said, stem from an announcement last month by Governor Carey that he would relinquish the State's enforcement responsibilities for the Occupational Safety and Health Act (OSHA) to the federal government effective June 30.

"Now, instead of even allowing the State's superior health and safety enforcement program to run to mid-year, the governor abruptly decides to carry out his purge as quickly as possible.

"Deciding to give up the State's participation in the first place was a very poor decision. Now to fire the state's employees well before the federal government is prepared to take over, upgrades the situation from very serious to critical," Dr. Wenzl said.

Over the past few months, the inspectors have mounted a lobbying effort among state legislators in an effort to retain the state's OSHA enforcement role.

One of the inspectors, Joseph Ruggieri of the Labor Department's Manhattan office, was especially bitter about the proposed layoffs.

"I've studied the proposed table of organization for the

new setup," he said, "and who is going to be retained and who is going to be terminated. The brass took very good care of themselves but they wiped out all the soldiers. The chiefs all remain and, in addition, they've created these new cockamamie jobs at high levels."

Mr. Ruggieri noted that it appears that of the approximately 30 supervising inspectors, only about four will be retained; of the approximately 60 assistant supervising inspectors, only about four will be retained.

Mr. Ruggieri has worked for the department for 23 years. "Although I'm going to get some (Continued on Page 16)

C. S. E. & R. A.

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Suffolk Plumber, Inspector Promos

The Suffolk County Civil Service Department announced promotional examinations for senior plumbing inspector and senior zoning inspector. Both written exams will take place June 21.

For the \$11,000-a-year position of senior plumbing inspector (15-192) candidates must have two year's experience as a plumbing inspector in Suffolk County.

The written test will examine knowledge and skills in areas such as plumbing installations, plumbing and sanitary codes, inspection techniques, and supervision.

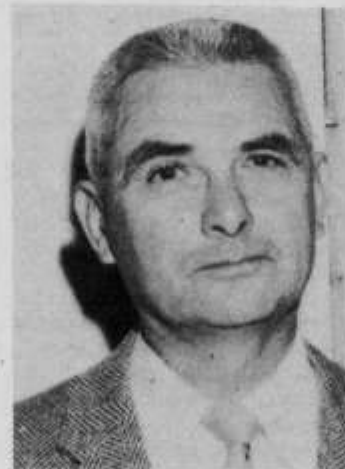
Individuals with two year's experience as a zoning inspector in Suffolk County may apply for the \$11,000-a-year job as senior zoning inspector (15-195).

The exam will test knowledge of zoning laws and codes, report preparation, and ability to understand written material.

Applications for both positions, which must be returned by May 14, can be obtained at: East Northport Information Center, 295 Larkfield Rd., East Northport; Riverhead Information Center, County Center, Riverhead; and the Suffolk County Department of Civil Service, H. Lee Dennison Executive Office Building, Veteran's Memorial Highway, Hauppauge.

Long Island's Colby To Retire On May 1

MINEOLA—Louis ("Duke") Colby, former five-term president of the Long Island State Parks chapter, Civil



COLBY

Service Employees Assn., announced he will retire from state service May 1. Mr. Colby and his wife, Mary, intend to settle in Holiday, Fla.

Mr. Colby was a member of the CSEA Board of Directors for 12 years and served as second vice-president of the Long Island Conference. For the past year, he has been chairman of the State Parks and Recreation committee and the Statewide Committee to Study the Cost of Life Insurance.

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ALBANY SPOTLIGHT

(From Leader Correspondents)

There was good news and there was bad news for state employees from Albany's Capitol Hill this past week.

At the outset, Governor Carey announced a settlement of the Federal suit over custodial care of patients at Willowbrook—which settlement had two principle points of agreement:

(1) The patient population at the school will be greatly reduced over a period of time, with as many patients as possible being transferred to local community facilities.

(2) The number of personnel at Willowbrook will be increased and—it was at least implied, if not stated in so many words—some of these employees will be upgraded. The final aim is a ratio no greater than one-to-three of personnel to patients.

On the gloomier side, and before the mediation panel now considering the CSEA arguments for pay increases and other benefits could even get going on its report, the Governor sent a strongly worded message to the Legislature in which he said flatly that there would be no additional spending programs unless the lawmakers sent along new tax bills to create additional revenue—an action which the Senate, at least, has refused thus far to do. How these con-

(Continued on Page 6)



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Fact-Finders' Top: 6% Wage Increase

(Continued from Page 1)
Both sides in early April agreed to present the issues to a Public Employment Relations Board (PERB)-appointed fact-finding panel consisting of Maurice C. Benowitz, chairman, John W. McConnell and Jonas Silver.

In the all-important salary area, the final State offer on the table at impasse was a one-time lump sum payment of \$250 effective July 1, with increments payable also on July 1, a late position change after the State insisted on removing increments entirely for much of the bargaining period. The final salary demand by CSEA at the time was for a 15½ percent hike plus increments payable on April 1.

Somewhat of a middle-of-the-road recommendation in the salary area, the fact-finders' recommendation of 6 percent is substantially above the State's final offer but considerably below CSEA's last demand.

Following are the key recommendations as submitted by the 3-member fact-finding panel, and upon which CSEA State Division members will be asked to state their opinion:

Salary and Increments

A 6 percent across-the-board salary increase for employees represented in the four bargaining units, effective April 1.

Payment of presently scheduled incremental increases effective the payday closest after July 1, 1975.

Maintenance of the minimum salary provisions providing \$6,000 and \$6,500 for an additional year effective April 1.

Disciplinary Procedures

(The panel made 18 specific recommendations in this area. Among them are:) Employees served with notices of discipline must receive two copies of the notice, in person or by registered mail. The executive director of CSEA shall receive such notice via registered mail.

Article 33.2 should be amended to assure that representation shall always be available to any employee requesting it, and interrogation must cease while a good-faith effort is being made to provide such representation by CSEA.

Article 33.2c to be amended to require that a statement may not be requested of an employee until a CSEA representative is

present if the employee asks for such representation. Additionally, no transcript or recording may be taken without a CSEA representative present, if one is requested, during interrogation.

New language setting forth the power of the arbitrator to modify proposed penalties.

A modification in the disciplinary procedure where an employee has been suspended for probable cause pursuant to Article 33.4j, in that the employee may, on the grievance form, waive the department or agency level hearing. The American Arbitration Association would be directed to absolutely meet the time limit for setting the first arbitration hearing, and the arbitrator would be directed to render his award within five days.

Health Insurance

(10 recommendations are made, including:)

Increase the major medical coverage to an annual maximum of \$15,000.

Hemodialysis be covered on an out-patient basis under Blue Cross; Surgical Consultation program be extended to New York City; transfer among health insurance plan options be allowed under certain conditions.

Unmarried spouse of a covered employee with at least 10 years of service may, after the death of the employee, retain coverage on the same basis as while the employee was working.

Employee membership in health maintenance organizations will be allowed with certain qualifications.

A yearly routine physical examination for every covered employee 50 years of age or older under Blue Cross coverage; Blue Shield coverage for removal of sutures, plaster casts, etc., resulting from out-patient care.

For employees added to the payroll and covered by the State Health Insurance Plan on or after April 1, 1975, the right to retain health insurance coverages in retirement shall be conditioned upon completion of 10 years of State service.

Agency Shop

Effective April 1, 1975, a provision be added to the four unit agreements calling for an Agency Shop fee to be paid as a condition of employment by all non-

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Testing out a new "beeper" are field representative Robert Young, left, and Western Region 6 president William McGowan as third vice-president June Boyle and second vice-president Robert Smith share the humor of the moment. Mr. Young recently lost the beeper with which he is signaled when trouble develops within the region. Mr. McGowan is a candidate in the elections next month for CSEA executive vice-president, and Ms. Boyle is seeking the statewide treasurer position.

Western Region Votes To Bar CETA Employees

(From Leader Correspondent)

FREDONIA—A resolution barring membership in the Civil Service Employees Assn. to municipal workers hired under the federal Comprehensive Employment and Training Act was passed at a recent meeting of CSEA Western Region.

"I don't think we should have them in CSEA," said Robert Lattimer, president of Manpower Services chapter. "How can we logically represent them?" he added.

"Nobody under that CETA program should become a member of ours," added Salvatore Mogavero, president of Erie Educational chapter. "How can we battle this thing? If they're a member of the union, how can I be against this (CETA) thing?" William McGowan, region president, urged delegates at the meeting in the Holiday Inn here to disregard the extra revenue new members might mean to CSEA.

"We're going to kill ourselves... if money is the reason we're out of business," he said in arguing for passage of the Lattimer resolution. "We're out for dues, but let's be honest," he added.

Mr. Lattimer pointed out that even state workers employed under the program would have to join county chapters since counties disperse CETA funds. Some employees hired under the anti-unemployment measure have been placed in public sector jobs.

"We don't want them in our union so they can be used to lay off our people," Mr. McGowan declared.

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CSEA calendar

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

APRIL

- 30—Rochester Area Retirees chapter meeting and election of officers: 1:30 p.m., Monroe County Cooperative Extension Assn. building, 249 Highland Ave., Rochester.
- 30—Southern Region 3 executive board meeting: 7:45 p.m., Holiday Inn, Newburgh.

MAY

- 1—Kings Park Psychiatric Center meeting: 8 p.m., Building 22 conference room, Kings Park.
- 2—Town of Hempstead unit dinner-dance: Holiday Manor, Bethpage.
- 5—West Seneca Developmental Center chapter meeting.
- 6—Syracuse Area Retirees' chapter luncheon meeting to elect and install new officers: 1 p.m., Raphael's Restaurant, State Fair Boulevard, Syracuse.
- 7—Statewide Committee to Study Probation open meeting for Oneida, Madison, Otsego, Herkimer and Chenango County probation officers: Treadway Inn, New Hartford.
- 9—Capitol District Armories chapter annual meeting: 10 a.m., Gilderland Rifle Range, Gilderland.
- 9—Binghamton chapter Meet the Candidates Night and dinner-dance: 6:30 p.m., Fountains Pavilion, Johnson City.
- 9—Albany Region 4 "Mix and Mingle": 5:30 p.m. to 1 a.m., Polish Community Center, Washington Ave. Ext., Albany.
- 14—Suffolk County Retiree chapter meeting: 1 p.m., Gullhaven Golf Club, Central Islip Psychiatric Center, Central Islip.
- 14—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, Fulton Street, Ithaca.
- 14—Orange, Sullivan and Ulster Retirees' chapter meeting: 2 p.m., Middletown Psychiatric Center, Middletown.
- 14-16—Conference of New York State Army Employees annual meeting and election of officers: Holiday Inn, 57th Street and Ninth Avenue, Manhattan. (Annual banquet May 15).
- 17—Willard Psychiatric Center chapter "Meet the Candidates Night": 7:30 p.m., Ovid VFW Post.
- 17—Tompkins County chapter annual dinner-dance: 6:30 p.m., Sylvan Hills, Ithaca.
- 17—Office of General Services chapter general meeting: 1 p.m., Building 3, Albany State Campus cafeteria.
- 19—Albany Region 4 meeting: 5:30 p.m., Polish Community Center, Washington Avenue Extension, Albany.
- 21—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M&T Plaza, Buffalo.
- 21—Willard Psychiatric Center chapter focal election.
- 23—Mailing of ballots to CSEA members in statewide election.
- 26-28—New York City chapter workshop: Concord Hotel, Kiamesha Lake.
- 27—Buffalo chapter officers' installation and dinner-dance: 7 p.m., Statler-Hilton Hotel, Delaware Avenue, Buffalo.
- 30—City of Long Beach unit dinner-dance: Malibu, Lido Beach.

Wenzl, McDonough, Ross

(Continued from Page 1)
field for the regional presidency currently held by Mr. McGowan.

Mr. Lattimer is president of the Manpower Services chapter and a Labor departmental representative to the CSEA Board of Directors. Mr. Grossfield is president of the Rochester chapter and immediate past president of the Western Conference.

The candidates and the order in which they will appear on the ballot are listed below. An asterisk indicates the incumbent.

WESTERN REGION

- President**
1. Robert Lattimer
2. Samuel I. Grossfield
- First Vice-President**
1. Genevieve Clark*
2. Harry A. Gugino
3. Neil M. Gruppo

- Second Vice-President**
1. Robert C. Smith*
2. Raymond A. Caruana
3. Salvatore L. Mogavero

- Third Vice-President**
1. June W. Boyle*
2. George Clark, Sr.
3. Romona L. Gallagher

- Secretary**
1. Judith H. Burgess*
2. Natalie R. Yaskow

- Treasurer**
1. Barbara M. Fauser
2. Glen Metzger
3. Dorothy M. Hy

The order of Long Island Region 1 officer candidates to be printed on the ballots was in error in last week's edition of The Leader, because of a procedural misunderstanding. The correct order, as determined at a regional meeting last week, is

printed below.

LI REGION 1

- President**
1. Irving Flaumenbaum*
2. Albert Varacchi
- First Vice-President**
1. Edward Perrott
2. Ralph Natale
- Second Vice-President**
1. Dorothy Rabin
2. Nicholas Abbatiello*
- Third Vice-President**
1. Robert Conlon
2. Louis J. Mannellino
- Fourth Vice-President**
1. David Silberman*
2. Ruth Braverman
- Secretary**
1. Dorothy Goets*
2. Millie Vassallo
- Treasurer**
1. Libby Lorio
2. Sam Piscitelli*

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
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
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
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 I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
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
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

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.

McGowan Asks Veto Of New Body To Deal With Mentally Retarded

BUFFALO—Acknowledging "there is merit of the measure," William L. McGowan, president of the Mental Hygiene Council, Civil Service Employees Assn., requested last week that Gov. Hugh L. Carey veto legislation creating a new department to service the mentally retarded.

Mr. McGowan added that he encouraged chapter presidents at 75 Mental Hygiene facilities around the state to take similar action, because the legislation passed by both the Senate and Assembly this month posed a threat to Mental Hygiene ser-

vice levels by causing "a competition for available funds between a new bureaucracy and the service level."

"Such a separate department at this time," Mr. McGowan said in his telegram, "would in fact dilute and diminish the quality

of services to residents."

Mr. McGowan, an employee at West Seneca Developmental Center, cited previous experience at that facility for the retarded supporting his stand that a new bureaucracy would not only be created at the top level in Albany, but also be established at all levels "to the detriment of the residents."

He explained that the psychiatric center, also located at the West Seneca facility, had at one time its own director, deputy director, personnel department, and other offices and structures, "with all of them taking away funds from positions which actually perform services for the residents."

The Mental Hygiene Council, Mr. McGowan said, took a stand in opposition to the legislation because there is enough competition for funds between the administrative and service levels now and a new department would only lead to further losses on the service level.

CSEA's Mental Hygiene Council represents 59,000 workers in psychiatric centers, facilities for the retarded, and other State Mental Hygiene Department institutions and programs.

Governor Carey, who was quoted during his gubernatorial campaign as being in favor of such a separate department, has more recently said that his remarks on the subject had been "misinterpreted." A Carey spokesman last week said the fate of the new department was "uncertain."

Commissioner Lawrence Kolb of the Mental Hygiene Department and Kevin Cahill, the Governor's chief medical advisor, have recommended against a separate agency. Some groups of parents of the affected have also recently voiced opposition to the measure. These opponents say that the current bill fragments the state's services for the mentally disabled and stigmatizes those suffering from cerebral palsy, epilepsy, autism and brain injuries by assigning them to an office for the retarded.

Taking into account these opposing views of parents and others concerned with services, Mr. McGowan suggested that they should be given greater input into programs of the existing department, which, because of its diversity, is able best to provide services, especially to those with more than just one affliction, "which happens a lot," he said.

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Call 'Town Meeting' In Wake Of Goshen Center Escapes

GOSHEN—James J. Lennon, president of Civil Service Employees Assn., Southern Region 3, has called for a "good, old-fashioned town meeting" of public officials, local residents and employees of the Goshen Center for Boys, after the most recent escapes from the center resulted in the deaths of two boys and the injuring of a CSEA member.

The center, a facility of the Division for Youth, has been plagued by more than 20 escapes since March 1. Mr. Lennon said he feels the solution lies in the hiring of more staff.

"The Juvenile population of Goshen Center was 105 at the time of the escapes last weekend," Mr. Lennon said. "The normal population of the center is only 80-85. Here is proof positive of the direct relationship between staffing and security."

State Senator Richard E. Schermerhorn and Assembly member Jean Amatucci have already agreed to attend Lennon's "town meeting," Friday, May 2, at 2:30 p.m. at the Wawayanda Town Hall, Ridgebury Road. The

idea has also drawn interest from area residents, who are increasingly afraid of attacks by escapees. Town Supervisor Bryce Flynn gave Mr. Lennon permission to use the town hall because he said, "This affects all of us. The people here have to worry not only about the Mid-Hudson Psychiatric Center, but the Goshen Center, too. We're surrounded by understaffed state facilities."

In the latest incident, four youths assaulted CSEA member Vince Simpson, a child-care worker who was alone in charge of 18 boys at the center Saturday night. The four took his car keys, stole his car and then led police from New York and New Jersey on a chase that ended when the car crashed into some trees near the Palisades Parkway in northern New Jersey, killing two of the boys, injuring another, and destroying Mr. Simp-

son's car and a police car.

The director of the center, Leon Herman, described Goshen's staff as "stretched to the breaking point." Goshen CSEA chapter president Frank Mann and field representative Felice Amodio have agreed.

"We've been asking and asking for more staff. Mr. Mann said, 'They've just been giving us the runaround. Perhaps this meeting, which will be open to the press and public, will help clear things up.'"

Mr. Amodio claims he has warned Goshen Center officials that "You cannot have people working six and seven days a week, 16 hours a day, as you often have at Goshen, and expect them to provide the supervision that should be given by twice as many workers. Supervision and rehabilitation do not come cheap. We must have more staff at Goshen."

Trade Center's Towers Still Pose Fire Threat

MANHATTAN—"Most state workers are too blasé about fires," observed Gennaro Fischetti, safety committee chairman at the World Trade Center here and a Workmen's Compensation Board employee himself. Mr. Fischetti was speaking about fire dangers in the soaring twin towers last week at an occupational and safety health class held for state workers.

Mr. Fischetti told the group that the World Trade Center, as a bi-state, N.Y.-N.J. agency, is not under the jurisdiction of any government agency for fire or building inspection. Consequently, the safety of the building is in question.

One problem that occurred in a fire recently, in 2 World Trade Center, had firefighters employing a three-year-old split hose to work with. Mr. Fischetti said that if the building were under city ordinances, the New York City Fire Department would make regular inspections of such hoses.

Another such problem occurred about a month ago in a fire in 1 World Trade Center, where the fire alarm connected to the building's air conditioning unit did not sound since the blaze broke out after 10 p.m., when the air conditioning unit closed down. The fire was re-

ported by an observer in 2 World Trade Center.

Another problem, Mr. Fischetti reported, is that some stairwells of the World Trade Centers go through a corridor before going to the mezzanine. Upon inspection of corridor C in WTC 2, he observed it strewn with garbage and other junk "making it look like an obstacle course." The doors on the mezzanine floor were locked, making it impossible to escape from the mezzanine floor. The elevators let passengers off in the lobby.

Mr. Fischetti added that in order to get anything done about any such problems in the World Trade Center, a bill has to be passed by both the New York and New Jersey State Legislatures.

Nursing Consultant List

ALBANY—A hospital nursing services consultant (Psychiatry) eligible list with 11 names, from open competitive exam 27-484, was established April 8.

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TUESDAY, APRIL 29, 1975

While Nero Fiddles

THE voice of Cynthia Doyle, president of the Civil Service Employees Assn.'s Public Services chapter, is the latest to call for action in making World Trade Center Building No. 2 safe for employees.

After two fires this month, in which arson was suspected, Ms. Doyle said the people on the 24th floor of the building were not even aware of the danger until they smelled smoke.

Lights did not blink warning as they were supposed to, and no other effort to notify employees was made, she said. Smoke was so thick in the stairs that employees had to use the elevators—and in normal circumstances the elevators respond to heat and would therefore automatically ascend to the floors on which the fires might be raging.

Before the building was ready for occupancy, CSEA New York City chapter president Solomon Bendet had been issuing warnings and meeting with City and State officials on the problem. After occupancy, Mr. Bendet was joined in this crusade by Thomas DiNatale, president of CSEA's Housing Authority chapter. Together, with Gennaro Fischetti as committee chairman, they have continued to press for improvements in the safety conditions of the building.

They have met with some success, but each new fire scare in the building indicates that much needs to be done. Thousands of lives are at stake.

Full Disclosure

OFFICIALS of the New York City Civil Service Retired Employees Assn. have reason this week to say "I told you so," following disclosure that retirement checks are being mailed to deceased persons.

A couple of years ago the organization, which boasts 83,000 members, was rebuffed when it attempted to force full disclosure of information pertaining to retirements.

For approximately 50 years prior, names, addresses and other pertinent information about retirees had been printed in the (New York) City Record. At that time, the retirement program had been under the administration of the Board of Estimate.

When responsibility was transferred to a new Board of Trustees, the full disclosure practice was stopped on the claim that it was an invasion of privacy.

Herbert Bauch, executive secretary of the CSREA organization, stated at the time that "We claim there is no such thing as privacy when public money is involved. We want to know who is getting what and how it is derived."

While it is not certain that full disclosure would have prevented the payments to the deceased retirees from being made, it at least would have removed the grounds for suspicion that arise when such blunders surface.

Watch And Wait

THERE'S not much for state employees to do at this point except to wait for their ballots to vote acceptance or rejection of the fact-finders' recommendations on the contract dispute between the Civil Service Employees Assn. and the Carey Administration.

Hopefully, the membership, in its collective wisdom, will have had time to think about the dispute, and will be able to decide whether it will be possible to reconcile the differences between what they want and what they can expect.

Don't Repeat This!

(Continued from Page 1)
from one crisis to another. In retrospect, it is a tribute to the new administration that it responded so quickly and coolly to each crisis as it surfaced.

The imminent collapse of the Urban Development Corporation raised not only the spectre of the potential abandonment of uncompleted projects, but it also raised long-range issues about the credit of the state, and its ability to borrow funds for other purposes at reasonable interest rates. All of the issues raised by the UDC financial difficulties are by no means resolved, but it is clear that the Governor now has most of those problems on the track towards resolution.

Accepted In Time

Early in the legislative session, it appeared that the Democratically controlled Assembly and the Republican controlled Senate would never agree on a budget for the fiscal year beginning April 1. However, at least a semblance of a budget was adopted in time for the State to meet its payroll and pay its bills.

However, the fiscal crisis remains as a serious one confronting the state administration. Whether the budget is balanced remains a matter of heated debate between the Carey Administration and Senate Majority Leader Warren M. Anderson and Senator John Marchi, chairman of the Senate Finance Committee. The trouble is that even the most sophisticated of computers cannot predict the state of the economy during the next 12 months. Consequently, estimates of state revenues for the year ahead are subject to highly personalized judgments.

Fiscal Crisis

The fiscal crisis is proving to be the toughest nut to crack. The negotiations on the wage reopener between the State Administration and the Civil Service Employees Assn. have stalemated over questions of availability of state funds. The bargaining issues have since been submitted to fact-finding and a report is expected momentarily.

Apart from new salary and wage levels for state employees, which are now in a cliff-hanger stage, there is the further issue of a state program of retrenchment that threatens the jobs of hundreds of civil service employees. The urgency of this problem has been highlighted by the budget crisis in the City of New York. And what is happening in that city is following a similar course in other local governments, where the threat to civil service employees is no less real, even though it appears to be on a less massive scale.

Some of the fiscal problems confronting local governments could be eased by an infusion of new funds under increased state aid programs. However, such an infusion will call for tax increases, which many of the legislators are reluctant to do, particularly at a time of a stagnant economy.

How the Governor will come out of this crisis remains uncertain. However, there seems little doubt that he will weather the storm in a cool, objective manner, just as he handled the other critical problems that have emerged.



Civil Service Law & You

By RICHARD GABA

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

Limits Of Bargaining

Employees of the City of Long Beach, N.Y. commenced an Article 78 proceeding against the City Manager and other City officials to enjoin the respondents from discharging the petitioners as employees of the City. The respondents moved to dismiss the petition on the ground that it failed to state a cause of action. Although there were some defects in the form of the proceeding, the court stated it would pass on the application on the merits, since there was no dispute as to the facts.

THE PETITIONERS were notified in late 1974 that their services would be terminated on Jan. 3, 1975. They were not brought up on any disciplinary charges, nor was that the reason for the proposed discharge. There was no dispute as to the fact that the petitioners were being discharged solely and only because the positions which they occupied were being abolished for economic reasons.

The petitioners argued that the collective bargaining agreement in effect between the City and the Civil Service Employees Assn. prohibited their dismissal. The contract provided that employees employed prior to Dec. 1, 1972 would not be discharged except pursuant to Section 75 of the Civil Service Law for the term of that particular agreement. The agreement also specifically excluded economy or abolition of a position as grounds for dismissal.

The respondents argued that those portions of the collective agreement do not relate to terms or conditions of employment and are beyond the municipality's power to contract and are therefore unenforceable.

THE COURT stated it was reluctant to strike down as unenforceable a provision of a collective bargaining agreement arrived at after arms-length negotiations. However, the court felt there was no alternative in this case.

It was pointed out by the court that Section 204 of the Civil Service Law empowers public employers to negotiate collectively with employee organizations and to enter into written agreements determining "terms and conditions of employment." It was held by the Court of Appeals in the *Huntington Teachers'* case that a public employer is required to negotiate with regard to a term and condition of employment unless there is a statutory provision which prevents him from doing so. Since the public employer's power to bargain collectively is limited to terms and conditions of employment, the court in this case held that the public employer may not lawfully bind itself in a collective bargaining agreement with respect to items which are not terms or conditions of employment.

THEREFORE, IN DISMISSING the petition, the court held that the employer could not surrender its power to abolish positions in good faith by agreeing in a collective bargaining agreement not to abolish positions. *Application of Schwab v. Bowen*, City Manager of City of Long Beach, 363 N.Y.S. 2d 434, Supreme Court, Special Term, Nassau County.

ALBANY SPOTLIGHT

(Continued from Page 2)

licting attitudes will affect any recommendation from the fact-finding panel remains to be seen—but for the time being the situation is not a happy one.

IN ANOTHER ACTION which will put more stress and strain on state employees, the Governor followed up the expenditure ceiling memo which his Budget office had sent around to all state agencies earlier this month with a top level cabinet meeting to discuss those ceilings and to formulate a contingency plan for widespread personnel reductions—similar to those just announced for New York City by Mayor Beame—should the need arise at the state level.

Most Capitol observers see this more as a ploy to get the various department and agency heads to take up the cudgel with the Legislature on behalf of some additional taxes which the Governor says he needs.

It will be recalled that when the Budget was passed, the Assembly also passed revenue bills which were designed to produce an additional \$300 million. The Senate refused even to take these measures up for consideration. That's where everything bogged down in the money field and where it remains at the moment.

LETTERS TO THE EDITOR

Cites Ethics

Editor, The Leader:

The standards of behavior for City employees expressed by Herbert S. Bauch in his recent column are shockingly immoral. Mr. Bauch criticizes anonymous letter writers who allege corruption and then counsels corrupt employees on how to avoid apprehension. It is a tawdry viewpoint he espouses, degrading to the vast majority of public servants who are honorably performing their work.

While it certainly aids law enforcement when complaints are signed so that more infor-

mation can be obtained if necessary, what really counts is whether there is truth or not to the misconduct alleged. If there is none, knowing the source of a claim matters little.

On the other hand, telling public servants to "button up your lip," as Mr. Bauch advises, will not aid those who are on the wrong side of the law. Eventually, they are discovered. Proof of this statement lies in the more than 100 arrests made last year by the Department of Investigation.

Especially in these times of economic difficulty for the City,

each employee has a moral obligation to perform his job with integrity. He is also legally bound to report wrongdoing to the Department of Investigation through a designated liaison in his agency, as required by Executive Order 21 which has been in effect for the last five years. Those, like Mr. Bauch, who propose anything short of stringent honesty, do a terrible disservice to City employees and to the public they serve.

NICHOLAS SCOPPETTA
Commissioner
Department of Investigation
The City of New York

Advice Is Offered

Editor, The Leader:

In reply to one of your readers who claims conspiracy by giving jobs to outsiders instead of government workers, my advice is to keep trying. Play the law of averages. Sooner or later it will pay off. Sound off your ideas. Make it known to your chief you can do it better, and he will take notice of you.

The self-taught man has an advantage over the other in that he can be more flexible; he knows the terrain he had to fight to get there where he is.

(Continued on Page 10)

NYC Chapter Workshop

KIAMESHA LAKE—The New York City chapter, Civil Service Employees Assn., will hold a chapter workshop at the Concord Hotel here Monday through Wednesday, May 26-28.

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WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048, (phone: 488-4248; 10 a.m.-3 p.m.); **State Office Campus**, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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

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

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

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

CIVIL SERVICE LEADER, Tuesday, April 29, 1975

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Sombre mood of Western Region meeting in Dunkirk earlier this month is reflected in faces of these regional and statewide leaders. From left are George Clark, president of Erie County chapter and candidate for regional third vice-president; Jack Gallagher, statewide treasurer; James Powers, regional supervisor, and Robert Young, CSEA field representative.



Marletta Godbey, of SUNY at Fredonia chapter, signs in under the watchful eyes of Gowanda PC chapter leaders who manned the registration desk: from left, Betty Wolf, secretary-treasurer; Florence Wolz, entertainment committee chairman, and Maye A. Bull, president, Gowanda PC and SUNY at Fredonia were co-hosts for the event.

Region 6 Takes Stand On CETA

(Continued from Page 3)

Mr. Lattimer, who also serves as Labor departmental representative to the CSEA Board of Directors, stressed the political implications of the emergency employment program. He said state officials want to keep the federally funded CETA workers rather than pay salaries to state workers. The program, he pointed out, "can be kept ad infinitum as long as Congress thinks it's politically popular."

The meeting, coming on the heels of a spring snowstorm, was sparsely attended. Mr. McGowan reported numerous delegates and officers "stranded in their driveways."

Dorothy Lewis, of the State University of Buffalo chapter, was pressed into duty as secretary when Judy Burgess, the region's secretary, called to say she was held up by the storm. Ms. Burgess, from the Rochester area, was not alone. Most of the 25 delegates at the meeting were from the Buffalo area.

But the snow did benefit retirees living at the St. Vincent's home in Fredonia.

Maye Bull, president of the Gowanda Psychiatric Center chapter, hosts for the meeting, was supported from the floor when she proposed treating members of the home to paid-up dinners not being eaten. James Powers, regional supervisor, volunteered with area field reps to taxi the oldsters to and from the dinner.

The meeting also had a touch

of humor when Mr. Mogavero, through Mr. McGowan, presented field representative Robert Young with an impromptu present—two plastic cups linked by a piece of string, the sort of thing children employ when playing telephone.

Mr. Mogavero explained that Mr. Young had lost the electronic beeper that notifies him to call CSEA headquarters and the cups would serve as a substitute.

No special speakers were scheduled to address the dinner. Theodore Wenzl, union president, flew in from CSEA-State negotiations in Albany and spoke briefly.

The Rev. Ralph Gibson, Catholic chaplain at Gowanda, was master of ceremonies.

The storm-dampened attendance forced county and state workshops to blend into a general discussion in the Saturday morning sessions. Ernest Wagner, CSEA statewide pension committee chairman, conducted a session on retirement programs Friday evening.

Mr. Lattimer took advantage of the meeting to deny a rumor he said was making the rounds of the CSEA regarding his candidacy for region president.

He said he was not planning to enter management, although he had taken a management exam, and his run for office was not "throwing a lot of smoke."

He said the state normally has a 1-3 year lead time between exam-taking and appointment for the job he was seeking.



George Fassel, left, West Seneca DC, and Paul Dabolt, J. N. Adams, were among the delegates who braved snow storm to attend regional meeting earlier this month at Dunkirk Holiday Inn.

(Leader photos by Hugo Unger)



SUNY at Buffalo delegation included, from left, Roger Frieday, Barbara Kauffman, Ginger Moronski and chapter president Edward Dudek. SUNYAB chapter, third largest in the region, is represented in the regional leadership by two of its members, second vice-president Robert Smith and third vice-president June Boyle. Mr. Dudek and Ms. Boyle are candidates for re-election to the CSEA Board of Directors as two of the four University representatives.



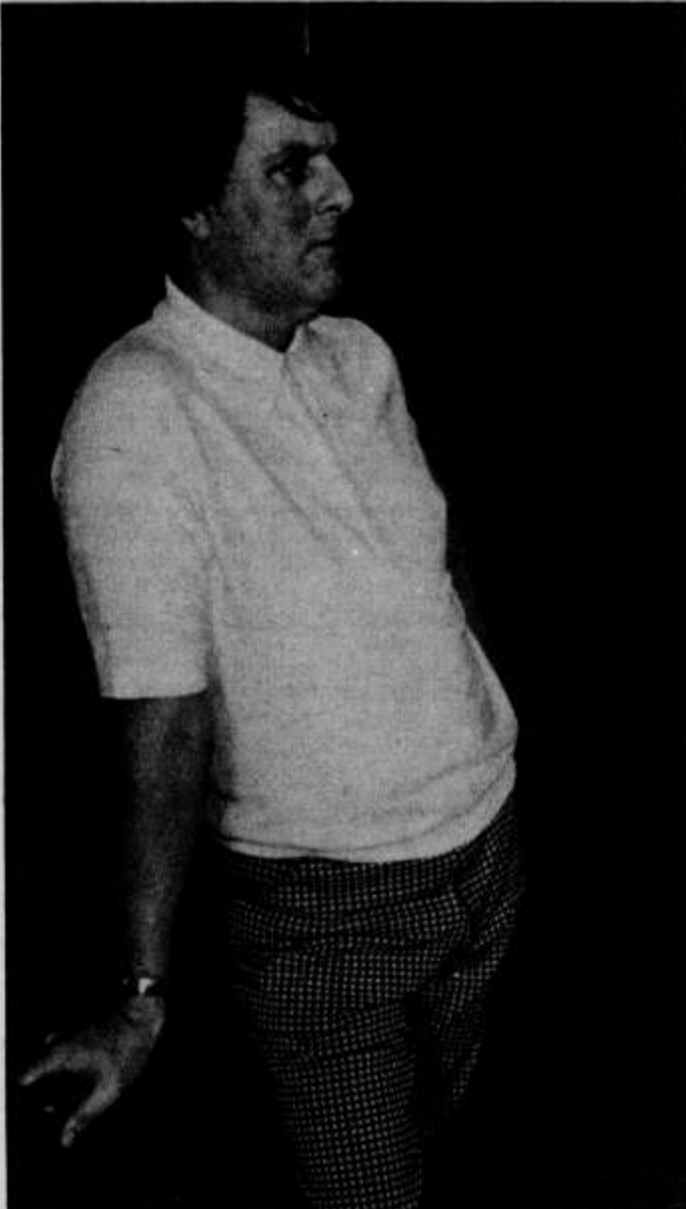
Marjorie Reilly, from SUNY at Fredonia, contributes to discussion. In background is Barbara Chapman, president of Buffalo College chapter.



Al Mrozak, public relations specialist for Western Region 6, explains value of keeping union viewpoint before public.



CSEA field representatives James Stewart, left, and Thomas Christy look over figures dealing with the chapters they service in their areas. Each man handles approximately 20 CSEA chapters and units.



Robert Lattimer, president of Manpower Services chapter, was forceful speaker during discussion on CETA employees. Mr. Lattimer's opponent for Western Region 6 president, Samuel Grossfield of Rochester, was among the many delegates who could not attend the meeting because of the severe snow storm.



Western Region 6 president William McGowan presided over regional meeting earlier this month. Here he is shown during business meeting with other Western leaders, from left, parliamentarian Celeste Rosenkranz; acting secretary Dorothy Lewis, who filled in for snowbound Judith Burgess; second vice-president Robert Smith; third vice-president June Boyle, and county chairman Victor Marr. Mr. McGowan is currently seeking re-election as Western Region Mental Hygiene representative to CSEA Board, and Ms. Boyle is seeking re-election as University representative.

WESTERN REGION 6

REGION OFFICERS

President: William McGowan, West Seneca
First Vice-President: Genevieve Clark, Roswell Park
Second Vice-President: Robert C. Smith, SUNY at Buffalo
Third Vice-President: June Boyle, SUNY at Buffalo
Secretary: Judith Burgess, Ontario County, Geneva SD
Treasurer: Genevieve Luce, Western Thruway Authority
Regional Supervisor: James Powers

REGION OFFICES:

4122 Union Road
Cheektowaga, N.Y. 14226
Telephone: (716) 634-3540

COUNTIES WORKSHOP

Chairman: Victor Marr, Erie
Vice-Chairman: Dorothy Hy, Niagara
Sec.-Treas.: Jean Freeman, Cattaraugus



Among delegates from host SUNY at Fredonia chapter are, from left, Veronica Scharer, Marietta Godbey, president Sara Sievert and Mary Ann Bentham.



Attentive interest is shown by these three delegates: from left, Grace Steffen, Health Research chapter; Al Jeris, Western Thruway Authority chapter, and Mary Kennedy, also of Western Thruway.



Only two people from Rochester area able to get through the snow storm were Rochester DOT chapter president Bud Saunders and Lynn Stezar. Roads and airports into both Buffalo and Rochester were closed during the storm.



Albert Sibillo, president of Western Thruway Authority chapter, tells fellow delegates of problems faced by members that he represents.



Salvatore Mogavero, left, president of Erie Educational chapter, and Neil Gruppo, president of Niagara Educational unit, are candidates for regional second vice-president and first vice-president respectively.

Latest State And County Eligible Lists

EXAM 35-593
SR COMMISSARY CLK
Test Held Jan. 18, 1975
List Est April 10, 1975

- 1 Halavin James H Wappinger Fls. 93.3
- 2 Waite Anne P Granville 92.4
- 3 Cherry Linda E Batavia 92.4
- 4 Fisher Arlene K Plattsburgh 92.2
- 5 Herrick James C Fort Ann 90.4
- 6 Irwin Lester R Napanoch 89.7
- 7 Hoffman L A Catskill 88.4
- 8 Waligonda Olga Hopewell Jct 88.1
- 9 Ward Charles R Hyde Park 87.8
- 10 Krupner E J Wyoming 87.4
- 11 Harney Jean L Ulattsburgh 85.4
- 12 Hilderbrandt W Saranac 81.2
- 13 Yattaw James H Hudson Fls 80.9
- 14 Cerio Louis D Auburn 78.4
- 15 Emigh Alfred J Newburgh 78.2
- 16 Mirzel Donald W Attica 76.6
- 17 McGuire Frank Granville 75.4
- 18 Rosti Ilona Brewster 74.4
- 19 Wells Gary J Dannemora 73.3
- 20 Ruschak C L Auburn 73.1
- 21 Wolcott Jack K Elmira 70.4

EXAM 35-594
PRIN COMMISSARY CLK
Test Held Jan. 18, 1975
List Est April 10, 1975

- 1 Snyder Kenneth Dannemora 98.9
- 2 Mudgett Diane K Comstock 96.4
- 3 McKinney Harold Comstock 86.1
- 4 Lamkins M K Saranac 95.2
- 5 Hamill Edward J Steykersvil 93.4
- 6 Bratek Andrew J Auburn 93.0
- 7 Sauer Richard E Kingston 92.0
- 8 Waite Anne P Granville 91.4
- 9 Cherry Linda E Batavia 91.4
- 10 Pils Anc Y Auburn 90.1
- 11 Herrick James C Fort An 87.4
- 12 Hoffman L A Catskill 86.4
- 13 Waligonda Olga Hopewell Jct 85.1
- 14 Beauharnois P F Plattsburgh 84.9
- 15 Boss Grace M Attica 84.8
- 16 Ward Charles R Hyde Park 84.8
- 17 Krupner E J Wyoming 84.4
- 18 Ryan Margaret K Auburn 82.6
- 19 Yattaw James H Hudson Fls 76.9
- 20 Ahearn James R Borwich 75.7
- 21 Mirzel Donald W Attica 72.6
- 22 Cerio Louis D Auburn 71.9

- 23 Grant Howard C Castleton 71.1
- 24 Rosti Ilona Brewster 70.4

EXAM 35-457
SR DRIVER IMPROV ANALYST
Test Held March 23, 1974
List Est April 2, 1975

- 1 McGier David H Buffalo 82.1
- 2 Lynn Joseph M Albany 79.2
- 3 Traite Judith Brooklyn 76.4
- 4 Kennedy James E Altamont 74.7

EXAM 39-077
CHIEF OF TEACHERS' RETIREMENT
SYSTEM MANAGEMENT SYSTEMS
Test Held March 25, 1975
List Est March 27, 1975

- Option A
- 1 Holmes, Arthur J Ballston Lake 82.1
 - 2 Bruck, John F Nassau 79.6
 - 3 Ouderkerk, Eugene N Slingerlands 74.1
- Option B
- 1 Maoder Douglas Delmar 91.3
 - 2 Owens Russell K East Greenbush 74.7

EXAM 55-400
SENIOR STENOGRAPHER
New York City
Test Held Sept. 14, 1974
List Est April 2, 1975

- 1 Koerner L A Staten Is 90.8

EXAM 55-400
SENIOR STENOGRAPHER
County Clerk, Richmond
Test Held Nov. 23, 1974
List Est March 18, 1975

- 1 Koerner L A Staten Is 90.8

EXAM 35-622
SUPVG TOLL COLLECTOR
Test Held Nov. 23, 1974
List Est March 18, 1975

- 24 Sortisio Alfred Buffalo 88.8
- 24A Fuller R Saugerties 88.6
- 25 Lippiello B L Tuxedo 88.0
- 26 Rinaldi William Catskill 88.0
- 27 Lingle James L Warwick 87.6
- 28 Cardamone Grace Blandell 87.5
- 29 Mellentine S M Tonawanda 87.2
- 30 Meroenhagen K W Snyder 87.2
- 30A Clouthier Henry Canajoharie 87.0
- 31 Zabretsky W F Lancaster 86.9
- 32 Nichols Edward Buffalo 86.7
- 33 Kolassa John A Dunkirk 86.6
- 34 Palyszeski E M Buffalo 86.1
- 35 Perrigo Susan A Liverpool 86.1
- 36 Weaver Thomas F Cohoes 86.0
- 37 McGovern Thomas New Paltz 85.7
- 38 Liberatore J Phelps 85.6
- 39 Sackett Charles Hyde Pk 85.3
- 40 Johnson Wylie W Croton Hud 85.3
- 41 Person Roland Newburgh 85.1
- 42 No number 42
- 43 Boese Betty Kinderhook 84.5
- 44 Pastula Joseph Lynbrook 84.5
- 45 Mayforth Howard Coxsackie 84.4
- 46 Irvine Donald H Bronx 84.3
- 47 Boland Joseph M Bronx 84.3
- 48 Lovell Joseph J Pomona 84.1
- 49 Wisberg Maryann Sloan 83.9
- 50 Weber Richard A South Cairo 83.8
- 51 Markham Francis Ripley 83.8
- 52 Warren Maryann Cheektowaga 83.8
- 53 Rosenthal Earl Geneva 83.7
- 54 Sperow Roberta Hamburg 83.2
- 55 Soj Walter J Hamburg 83.0
- 56 Robertson C A Mamaroneck 82.9
- 57 Batson Emil J Westfield 82.8
- 58 Clorfelter K M Buffalo 82.6
- 59 Venditti Patsy Rome 82.5
- 60 Alterio Anthony Niagara Fls 82.3
- 61 Lamb Deanna R Rochester 82.3
- 62 Dixon Linda D Highland Mls 82.2
- 63 Kolody John F Orangeburg 82.2
- 64 Korpeia Helen T Queens Vill 81.8
- 65 Roberts L A Wappinger Fls 81.7
- 66 Barbieri Linda Chittensango 81.1
- 67 Smith Pearl B Saugerties 81.1
- 68 Mazikowski A F Eggertsville 81.0
- 69 Rienbeck Donald Victor 80.9
- 70 Wilson James G Niagara Fls 80.8
- 71 Baumayr Edward Howard Bch 80.6
- 72 DiLorenzo W L N Chatham 80.6
- 73 Camardello A M Canastota 80.5
- 74 Lee Franklin G Duaneburg 80.5
- 75 No number 75
- 76 Doonan Stephen Utter Pk 80.4
- 77 Vickers M R Amsterdam 80.2
- 78 Cody Michael I Eggertsville 80.0
- 79 Schubert Wayne Kingston 80.0
- 80 Waldhelm Alfred Ctl Valley 79.8
- 81 Matthews M M Batavia 79.7
- 82 Defelice J E Blauvelt 79.6
- 83 Hercun Walter J Hudson 79.6
- 84 Trautman Janet Grand Island 79.5
- 85 Maier Walter Glenford 79.5
- 86 Whelan Edward T Syracuse 79.4
- 87 Labarbera Peter Buffalo 79.3
- 88 Deters Gertrude Tonawanda 79.3
- 89 Pasinello A S Waterford 79.2
- 90 Ippolito Gloria Buffalo 79.2
- 91 Goodwin Charles Matydale 79.1

- 92 Metz William H Ilion 79.1
- 93 Garber Sheldon Bronx 79.0
- 94 Yuschak Stephen Ballston Spa 78.8
- 95 Dodge Dolores G Alplaus 78.8
- 96 Zea Clarence H Holcomb 78.5
- 97 Mattison T A Dolkeville 78.5
- 98 Vester Robert H New Rochelle 78.4
- 99 Rogers Helen A Spring Val 78.1
- 100 Rusocetra Robert Spring Val 78.1
- 101 Palermo S A Westfield 78.1
- 102 Bell Ruth I N Tonawanda 77.9
- 103 Wryk Raymond J Elma 77.9
- 104 Wiles Kevin B Buffalo 77.7
- 105 Gordon Henry B Syracuse 77.6
- 106 Davis Ernest D Walden 77.6
- 107 Smith Stanley C Portland 77.3
- 108 Ayrault L G Ripley 77.2
- 109 Lofaro Nancy R South Nyack 77.1
- 110 Wroblewski H A Schenectady 77.0
- 111 Stradone R J Scotia 76.7
- 112 Castin Thomas D Geneva 76.6
- 113 Miller Frances Henrietta 76.6
- 114 Cornacchia L B Elizaville 76.5
- 115 Puffaff John E Cheektowaga 76.4
- 116 Grant Florence Kinderhook 76.4
- 117 Gammerman David Bronx 76.2
- 118 Reynolds Paul D Gilboa 76.2
- 119 Kowaluk Raymond Flushing 76.1
- 120 Bartlett W P Amsterdam 76.1
- 121 Davis Dean P Poughkeepsie 75.7
- 122 Hayes Vincent G Nanuet 75.7
- 123 Potter Martha A Tonawanda 75.6
- 124 Donaldson Rita Highland Fls 75.6
- 125 Owens James R Alexander 75.5
- 126 Mrozinski T Alden 75.5
- 127 Rice Donald R Utica 75.3
- 128 Seiles Marie J Eden 75.2
- 129 Kiedrowski E Cowlesville 75.0
- 130 Fabbie Stephen Kingston 75.0
- 131 Lewis Maryellen Lackawanna 74.9
- 132 Migliore Marion Kenmore 74.8
- 133 Pisano P L Newburgh 74.7

- 134 Ostachowsky P J Hopewell Jct 74.7
- 135 Rivers Doris M Washington 74.6
- 136 Testa Frank E Wurtsboro 73.9
- 137 Burnside W N Portland 73.8
- 138 Oakes Albert M Schenectady 73.7
- 139 Knop Carl R Depew 73.7
- 140 Durawa L F Buffalo 73.4
- 141 Harrington John Leeds 73.3
- 142 Forbe Ingeborg Sloansburg 73.2
- 143 Turbee Sydney B Jamaica 73.2
- 144 Elecck Helen Snyder 72.6
- 145 Cooley Barbara Westfield 71.5
- 146 Desimone Alfred NYC 71.5
- 147 Murphy M Jane Yorkville 71.3
- 148 Flynn Leonard V Poughkeepsie 70.5
- 149 McDermott Frank Peekskill 70.2
- 150 Randall Robert Auburn 70.1

Letters To The Editor

(Continued from Page 7)
As for the technicians and good guessers I would like to say: If they didn't have any, the wheels of government would break down.

J.V.
Brooklyn

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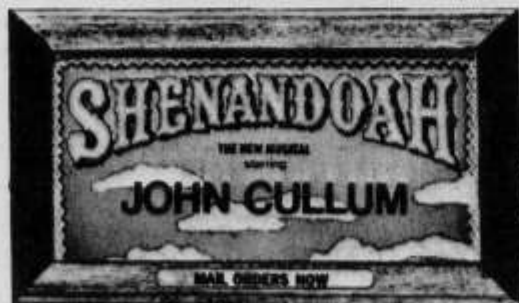
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Burn Treatment Centers Endorsed By O'Dwyer

City Council President Paul O'Dwyer last week called for small surcharges on fire insurance premiums to raise money for the city's hospital burn cen-

ters. Legislation, that would have to be passed by the State legislature, should also help the fire department maintain its services,

said Mr. O'Dwyer. The Uniformed Firefighters Association, a few weeks ago, proposed similar surcharge legislation

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Set Clerk Tests Prep Course

MANHATTAN — William DeMartino, president of the Metropolitan Division of Employment chapter of the Civil Service Employees Assn., announced that the chapter will sponsor a training course for senior employment security clerks, G-7, senior employment security clerk (Spanish speaking), G-7, and employment security clerks (Spanish speaking) G-5.

The G-7 titles are both promotional and open competitive; The G-5 is open competitive only.

The course will be free to

members of this chapter. Membership cards or pay stubs will be required for membership confirmation. There will be \$5 charge for all others. The course will be given at L.O. 440, Manhattan Apparel Industries Office, second floor, 225 West 34th St., between Seventh and Eighth Avenues, Manhattan.

The sessions will be from 6 to 8 p.m. Registrations for the G-7 candidates will be at 5:30 p.m. before the first session. Registration for G-5 candidates will be at 5:30 p.m. before the second session. The G-5 test will not cover arithmetic which will be reviewed at the first session.

Session one will be on Thursday, May 8 and will cover arithmetic, including verbal problems. Session two will be on Thursday, May 15, and will cover name and number checking and alphabetizing under time limitations. Session three will be on Thursday, May 22, and will cover following written directions and how to take the tests.

The course will be coordinated by Joy Gottesfeld, as was the last course for senior clerk series, sponsored by the chapter. Questions may be directed to Ms. Gottesfeld at 855-7500, Ext. 253.



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The following is the substance of a certificate of Limited Partnership subscribed and acknowledged by all partners and filed in New York County Clerk's Office on April 18, 1975. Partnership name is MASTERMIND II. Partnership business is film producers of motion picture entitled "LOOKING GLASS." Its principal place of business is 41 Central Park West, New York, New York. General Partners are Joseph Middleton and Robert Harvey. Limited Partners, their addresses and amounts contributed as follows: Ramona Walker Stall, P.O. Box 577, Hazelton, Pa., \$5,000; Robert Harvey, 41 Central Park West, N.Y., N.Y., \$5,000; Kenneth J. Welker, 161 Peachtree St., N.E., Atlanta, Ga., \$5,000; Joseph Middleton, 41 Central Park West, N.Y., N.Y., \$5,000; Susan Brayton, 22 1/2 Third St., Newport, R.I., \$5,000; Geoffrey D. Laxton, 3420 Alma, Manhattan Beach, Calif., \$5,000; Robert L. Meyer, 19 Woodhill Dr., Maplewood, N.J., \$7,500; Herman J. Cohen, 90 La Salle St., N.Y., N.Y., \$2,500; Paul Colby, 250 E. 51st St., N.Y., N.Y., \$5,000; David Latham, 342 West End Ave., N.Y., N.Y., \$6,500; Samuel Paingborn, 110 Ellington Ct., Camillus, N.Y., \$2,500; and Harvey Rosen, 150 W. 76th St., N.Y., N.Y., \$5,000. Limited Partners share proportionately 50% of net profits and liable proportionately for losses up to capital contributed. Partnership commences and terminates on retirement, insanity or death of both General Partners. Assignee of Limited Partner may not be substituted as Limited Partner. Contributions repaid monthly in cash only after payment of and provision for all liabilities.



ZWICK

Rabbi Harry Zwick Cited By Wassaic

WASSAIC — Rabbi Harry Zwick has been selected "Outstanding Employee of the Year" at the Wassaic Developmental Center.

Rabbi Zwick has served as Jewish chaplain at Wassaic since 1954. He belongs to the Rabbinic Association of Yeshiva University. He is a member of the New York Board of Rabbis and a member of the Association of Mental Health Chaplains, Inc., and served on its technical and manual review committees. He is a member and past vice-president of the Assn. of Jewish Mental Health Chaplains and a member of the Dutchess County Clergy Assn. Last year the Chaplaincy Commission of the New York Board of Rabbis designated him as senior chaplain on his accreditation certificate.

The New York State Assn. for Retarded Children will present Rabbi Zwick with a check and an award certificate and his name will be placed on the institution's plaque honoring him as an outstanding employee. In addition, he will be included by the Department of Mental Hygiene in Albany at their employee recognition day in June.

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CSEA, using the vast purchasing power of its 200,000 members, offers YOU the opportunity to purchase low-cost group life insurance through special arrangement with The Travelers Insurance Company, Hartford, Connecticut.

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File For Motorman From June 3-23

Applications for promotion to Motorman, Exam 4579 — \$5.5575 to \$5.9550 an hour—will be received in June, the city Department of Personnel announced. It is open to Transit Authority conductors, towermen and bus operators.

Long Beach Fete

LONG BEACH—The City of Long Beach unit of the Nassau County chapter, Civil Service Employees Assn., will hold a dinner-dance Friday, May 30. The event will be held at the Malibu, Lido Beach.

State Opens Four Professional Posts

The state civil service department has announced open-competitive exams for jobs as Senior Social Services Medical Assistance Specialist (24-306), Social Services Medical Assistance Specialist (24-305), Associate Conservation Educator (27-508), Senior Attorney, Realty (24-295).

The state Conservation Educator is open to applicants with a college degree in environmental science, environmental education or natural sciences and six years experience. Two years of experience must have been in an administrative capacity.

June oral testing, and evaluation of training and experience will be the basis for rating candidates. Applications must be received by May 27.

Candidates with a license to practice law in New York State and four years experience, two of which must be in real estate law, may apply for the \$18,369 position of Senior Attorney, Realty.

A written exam will be held June 21, and applications should be received by May 19.

Application forms may be obtained at the state civil service offices at: Two World Trade Center, Manhattan; State Office Building Campus, Albany; and Suite 750, One West Genesee St., Buffalo.

Open Competitive State Job Calendar

Applications Accepted To May 5 Oral Exams During June

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

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REAL ESTATE VALUES

Publisher's Notice: All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, sex, or national origin, or an intention to make any such preference, limitation, or discrimination." This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

Kings Park Meet

KINGS PARK—A meeting of the Kings Park Psychiatric Center chapter, Civil Service Employees Assn., will be held Thursday, May 1, in the conference room of Building 22 here. The meeting will begin at 8 p.m.

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Spain \$299
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Spain \$499
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Ford Appoints Ersa Poston

Mrs. Ersa Poston, president of the New York Civil Service Commission and president of the International Personnel Management Association, is a newly appointed member of the National Commission on the Observance of International Women's Year, 1975.

President Ford named her to the 35-member commission last week. It will promote observance of International Women's Year emphasizing equality, integration into social and economic development of all nations, recognizing contributions by women to world peace, and women's rights and responsibilities.

Other commission members include Jill Ruckelshaus, director of organizational relations for the National Center for Voluntary Action, chairman; Connecticut Gov. Ella T. Grasso, Congresswomen Bella Abzug of Manhattan and Margaret Heckler of Massachusetts; and Sens. Birch Bayh of Indiana and Charles Percy of Illinois.

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Nassau Seeks To Fill 23 Jobs

The Nassau County Civil Service Commission is accepting applications for 23 positions with salaries ranging from \$6,563 to \$23,268-a-year.

Director of Alcohol Addiction Services is open to all residents. The following positions are open to Nassau County residents only:

Computer Operator II, Personnel Officer II, Electroencephalograph Technician I, Human Rights Information Program Supervisor, Public Information Officer V, Assistant to Commissioner of General Services for Public Information, Information Specialist II, Building Plan Examiner I, Building Inspector, Deputy Director of Building Department, Housing Inspector, Multiple Residence Inspector I, Computer Operator I.

Written exams for these positions will be held June 21. All applications must be received by May 21.

No written exams will be held for the following positions. Candidates will be evaluated on their experience and training:

Assisting Coordinator of Drug Abuse Health Services, Coordinator of Drug Abuse Health Service, Director of Methadone Maintenance, Drug and Alcohol Addiction, Director of Drug Treatment Services, Director of Agen-

cy and Community Liaison, Speech Therapist I, and Toxicologist I.

Applications must be received by May 21.

Application forms may be obtained from the Nassau County Civil Service Commission, 140 Old Country Road, Mineola 11501.

Region 3 Meeting

NEWBURGH — The regional executive board of Southern Region 3, Civil Service Employees Assn., will meet at the Holiday Inn here Wednesday, April 30, at 7:45 p.m. Regional president James Lennon, now recuperated from a recent illness, will preside. The Holiday Inn is located at Exit 17 of the New York State Thruway, Newburgh.

Lifeguard Exam Held In Suffolk

HAUPPAUGE—The next pool and still water lifeguard job qualifying examination will be held at Zachem High School pool, Smith Road, Lake Ronkonkoma, May 1 at 7 p.m., the Suffolk County personnel department announced. Candidates must be at least 16 years old.

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CHAUTAUQUA MEETING — A group of retiring Civil Service Employees Assn. members were honored recently at a dinner held by the CSEA's Chautauqua County chapter. The retirees who were present at the dinner included, seated from left, Faye Johnson, Dorothy Boyd, Genevieve Engdahl, Josephine Butcher and Palma Barone; and, standing from left, Charles P. Cochran, Eric Lancaster, John A. Reibel, Milt Wooley, Paul Weaver, Robert P. Little and John Curran and County Executive Joseph Gerace and CSEA regional field supervisor James Powers. Recent retirees not shown were Albino Sell, Herbert Hiller, Mildred Nappo, Blanche Parker, Irene Cummings, Stella Dillingham, William Roraback, Marjorie Radcliffe, Ruth Mooney, Herbert Tomkins, Brigit Gustafson, Harriet Buckreis, Carol Andrews, Paul Wennenberg, Forentine E. Glass, Rena F. Kroll, Reynold F. Kennedy, Angela H. O'Hagen, Alex Batholomew, Luther J. Colburn, Walter W. Levandoski, Isabelle Simons, Samuel McMaster, Helen Buckley, and Cornell McGraw.

Fact-Finders' Roundup Issued By McDermott

(Continued from Page 16)
145,735 people were covered in the plan. On April 16, council for the State amended the testimony of Mr. Dermody. He stated that the total employees covered under the plan was 133,676, not 145,735 and the costs given earlier were in error. As an example, the 20 million dollar cost was now assumed to be \$10,550,804. At this point our council questioned the testimony previously given.

On Sunday, April 16, William Blom, CSEA director of research, presented our demands on salary. He gave a brief explanation on each demand. He pointed out that during our 1973-1976 negotiations, CSEA was quite concerned with the Federal Wage Price Controls effective for 1974 limiting pay raises to 5½ percent. CSEA presented exhibits showing what was used to justify our salary demands. Using the Consumer Price Index, Bureau of Labor statistics, federal and state tax tables and tables provided previously by the State, showing by units, distribution of salary levels, Mr. Blom was able to substantiate that our real spendable income was diminished since April 1, 1973.

State case on salary started with James Northrup, acting director of OER for these negotiations. He described the activities in all 13 sessions of negotiations held by date. Included also was the position of the State on increments (do away with). On cross-examination, Jack Rice, CSEA council, brought out that increments had been bargained away in two contracts, one giv-

Rochester Retirees

ROCHESTER—The next meeting of the Rochester Area Retirees' chapter, Civil Service Employees Assn., will be held Wednesday, April 30, according to Jo A. Ahrens, chapter secretary. The meeting, which will begin at 1:30 p.m., will be held at the Monroe County Cooperative Extension Assn. building, 349 Highland Ave., Rochester.

ing all (90 to 100 employees) equal or in excess of top grade for state police captains and Lieutenants. The other state university-facilities and non-teaching professionals have now a merit component system which replaced the increment system.

The State's next witness was Barry Lorch, chief classification analyst, Civil Service. He testified, among others, his job was to compare salaries in private and public sectors with New York salaries for comparable positions in Northeastern United States. He expanded on this by stating that each bargaining unit is receiving comparable salaries. His testimony however revealed a very selective number of titles in each unit that he analyzed.

The State's next witness was Jeremy Schrauf, principal budget examiner, Division of Budget. He stated that certain items not covered under the reopener clause in the CSEA contract have an impact on the total monetary cost of salary. He mentioned the "fringe" benefits, i.e., retirement, health insurance, workmans compensation, unemployment insurance and survivors benefit. He testified that the comptroller places a 29.6 percent value on these benefits.

The comptroller estimates that in the fiscal year 1975-76 without further increases this percentage will be 32.43 percent.

The State's last witness was Peter C. Goldmark Jr., Director of Budget since Feb. 9. He presented a graph, depicting anticipated expenditures (10.5 billion dollars). He painted a very bleak picture for the State. He said that some of our commissioners would not accept this. Due to the uncertainty of income and the anticipated assistance to UDC (\$88 million) and MTA (\$108 million) any further increase in costs to the State could result in reductions in various ways. Council in his cross-examination confirmed that the budget director has the authority to transfer funds previously approved.

Ithaca Retirees

ITHACA—The Ithaca Area Retirees chapter, Civil Service Employees Assn., will hold its next meeting Wednesday, May 17, at the Loyal Order of the Moose Hall, Fulton Street, Ithaca. The meeting will begin at 2 p.m.



SUNY RETIREES — Members of the SUNY at Albany Civil Service Employees Assn. chapter who retired recently were honored by the chapter with a dinner party at the SUNY campus ballroom. Chapter president Frank Gilder, left, presents each retiree with a certificate of appreciation for his years of state service. The retirees are, from left: Fred Niehus, Joseph Przyblo, Gladys Praga, Dorothy Conklin, Henry Carignan, and Joseph Williams.



FREDONIA RETIREE — Anthony Giambrene, seated center, was honored by members of the Village of Fredonia unit, Civil Service Employees Assn. upon his retirement after 17 years' service with the village. With Mr. Giambrene, seated, left to right: Rosemary Saletta, board member; Donald Maloney, Chautauqua County chapter president, Paul LoPresto, unit president, and Madeline Colicchia, secretary. Standing, from left, are Russell Ardillo Jr., grievance committee chairman; John Borzilleri, board member; James Metzler, treasurer; Sam Carmen, CSEA field representative; Louis Siragusa, vice-president, and board members John Maggio and Charles Sedota.

Free Parks Passes

BABYLON — New York State's golden park pass is now available to senior citizens on a five-day a week basis, according to Alexander Aldrich, State Commissioner of Parks and Recreation.

There are only two requisites: applicants must be 65 years old or older, and must be residents of New York State. The golden park passes permit access to any state park in New York State free of charge, but do not include other regular fees for the use of state park facilities.

"Senior citizens will find healthy and invigorating pastime in our state parks," said Mr. Aldrich. "The State's new policy is geared to providing them opportunity to enjoy the great

outdoors free from crowding." Eligible persons will be issued the passes immediately upon application and submission of proof of age and residence.

On Long Island, such requests may be made at the superintendent's office at Belmont Lake, Jones Beach, Heckscher, Valley Stream, Hempstead Lake, Robert Moses, Hither Hills, Montauk, Wildwood, Orient and Captree State Parks, and at the Bayard Cutting and Planting Fields Arboretums.

Application blanks may also be obtained by telephoning or writing to the Long Island State Park and Recreation Commission's Permit Department at Belmont Lake State Park, Babylon, N. Y. 11702. The telephone number is (516) 669-1000.

First Money From MONY

MANHATTAN—The first dividend on the Mutual of New York supplemental life insurance plan was mailed April 11, to all CSEA members who qualified.

The amount of the check represents 5 percent of the premium payable for that coverage which was in force for the entire policy year of Nov. 1, 1973 to Oct. 31, 1974. Premiums for any coverage added after Nov. 1, 1973 do not qualify for this dividend.

It is hoped that with continued growth of member participation in the Supplemental Life plan and continued favorable claim

experience that further dividends will be possible, company officials said.

CSEA members who believe they qualify for this dividend, but did not receive a check, are urged to notify the plan administrator, Ter Bush & Powell, Inc., P. O. Box 956, Schenectady, N. Y. 12301.

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OSHA Worker State Firings Are Condemned

(Continued from Page 1)
pension, it won't be the same as if I had 25 years in the job," he said. "They're firing guys with 30, 35 years. This is just a terrible axing they're doing."

Dr. Wenzl said that from May 14 until July 1, "Anyone who works anywhere in New York State, or uses a wide variety of public facilities, will have his personal safety and health in great peril because there will be virtually no safety inspections in this state during that time."

Additionally, the union president said, "It is highly unlikely the federal enforcement and inspection of OSHA standards in New York State will ever approach the high levels obtained by the State's own program."

The CSEA president notes that he wrote a letter earlier this week to Governor Carey, asking him to reconsider his decision to turn over the enforcement of safety and health standards in the state to the federal government. In that letter, Dr. Wenzl pointed out that state inspectors were told in March that they would be retained, at the very least, until through June 30. Furthermore, he stated, the State indicated one reason for dropping its own plan was because the Legislature failed in previous years to enact the legislation supporting it. However, Dr. Wenzl pointed out, the State Senate recently overwhelmingly passed legislation in support of the State enforcing the OSHA standards.

Dr. Wenzl said that the firing of 395 people effective May 14 will leave only 286 people in the Department of Labor's unit responsible for OSHA-related matters. "And even this small force will be retained only if an additional \$1.5 million is added to the State's supplemental budget, and then only for this fiscal year. CSEA, which strongly favors retaining the State's plan, has shown that the entire State program can be operated for approximately \$1.5 million annually by using the matching federal funds available plus the fines and penalties from violations of OSHA standards."

Stating "someone isn't thinking when they recommend the May 14 firings," Dr. Wenzl noted that among the 394 people to be terminated are about 100 construction inspectors and 120 factory inspectors.

"The construction business is just starting to boom, as it does every year at this time, and

suddenly the State lays off all those construction safety inspectors. It just doesn't make any sense at all, the construction business is simply not going to be a safe place to work this year. As for factories, everyone knows such places must be constantly inspected to keep the safety and health factors at a proper level," he said.

"There is no possible way that federal enforcement can match what we already have in this State, and I call publicly upon the governor to reconsider his previous decision in the best interests of the general public," Mr. Wenzl concluded.

McDermott Issues Roundup Of Fact-Finding Sessions

ALBANY—Civil Service Employees Assn. vice-president Joseph E. McDermott last week issued a report on fact-finding to chapter presidents in Albany Region 4, which he heads as president.

Mr. McDermott noted that the report has been compiled from information prepared by several of the Albany Region members on the negotiating team handling contract talks with the State.

Since the state membership of CSEA will soon be given an opportunity to vote on the fact-finders' recommendations, The Leader reprints here Mr. McDermott's report in the hope that it will provide background information that will aid employees when they cast their ballots.

As you already know, CSEA and the State went to fact-finding on March 31, 1975. The following information is transmitted to you so that you are apprised with the procedure that was followed along with a brief outline of what has transpired so far.

The State and CSEA met on April 3, 5, 6, 8, 12, 13, 16 and 17, 1975. On Thursday, April 3, 1975, the three people appointed by PERB went over the ground rules, stating that CSEA and the State-OER will have no more than 16 people. The first meeting was on Saturday, April 5 at the Education Department Regents Room, and it was open to the general public. The meeting began at 10 a.m. One of the problems that they had the first day was that every reporter in the State of New York was there. The news media was informed that they could take pictures at



PHOTOGRAPHER PHOTOGRAPHED — Photographer Bob Richie, left, is caught in another lensman's camera as he records a contract signing ceremony by the Civil Service Employees Assn.'s Albany County Highway and Social Services units at the Albany County Courthouse. Seated, from left, are Peter Sorell, Highway unit negotiating team chairman; Charles E. Cahill, chairman of the county legislature; Donna Gavel, Social Services unit negotiating team chairman. Standing, left, is Jack Barner, county legislature finance committee chairman and Patrick Monachino, CSEA collective bargaining specialist.

the beginning of the session but not during the session. I would like to point out that the sessions conducted were like a court of law. CSEA and the State presented their demands, bringing out the facts. Both sides examined and cross-examined the witnesses. The fact-finders asked questions, and there were two transcribers present. These people took verbatim notes, and in a matter of two hours after each meeting, both sides had a copy of verbatim minutes.

The first item discussed on Saturday, the 5th, was our disciplinary procedures. CSEA took the offense in every issue and presented the demands. None of the demands that was originally submitted had been withdrawn. Bernie Ryan, assistant program specialist for CSEA, presented the disciplinary issues. He spoke all day Saturday from 10 a.m. to 6 p.m. and a half a day Sunday.

Disciplinary procedure was the right place to start to point out the ridiculousness of the State's position on all issues. Mr. Ryan gave the following testimony. The State, during negotiations in 1972, wanted to make some modifications in the disciplinary procedure that existed, i.e., Section 75 of the Civil Service Law. Prior to July 1, 1973, 85 people were served notices. Once our current

contract was in effect (73-76), for the first 12 months 1,466 notices of discipline were served, of which 963, or 65 percent were served in Mental Hygiene. 481 of these sought termination. We were successful in keeping 465 members on the payroll. During the first six months of our contract, 559 people were suspended. Of these 559 people, 417 were from Mental Hygiene and 86 from one institution. Mr. Ryan further pointed out that in at least one case, the arbitrator ruled that a suspension of three months would be fair. The employee, however, was off the payroll for nine months, and therefore, had six months' back pay coming. Under the disciplinary procedure, CSEA (the Executive Director) is supposed to receive notices. The State of New York did not comply with the contract language; CSEA did not receive 279 notices. Therefore, you cannot keep track of the people and represent them properly.

Mr. Ryan also pointed out that the contract language states that an employee has a right to a CSEA representative. They do not do this in every case. For example, during an employee's interrogation, the statement was made "you have a right to your representative." The employee's representative was working in an intensive care unit, and the employee was denied representation. It was then the State's turn to cross-examine, and they did so all afternoon Sunday. On Tuesday, April 8, the State put on its witness (Jeff Austin). He presented the State of New York's case and he was examined. The State feels that a third stage grievance is a meeting and not a hearing. The employee comes in and is supposed to justify his innocence. The contract states that you are innocent until you are proven guilty. The State of New York states that they want an employee to sign papers if requested to do so when interrogated. If he re-

fuses to give information, he can be brought up on charges for insubordination.

Tuesday afternoon's session was devoted to our Agency Shop demand. CSEA addressed itself to the concept of non-members paying fees similar to membership dues. The State did not object to this concept, however, they indicate concern over the constitutionality. CSEA was to provide the proposed legislative bill. They did so on Sunday, April 13, 1975.

On April 12, 1975, John Carey presented CSEA demands, 22 in total, to the fact-finders and a brief explanation of each. CSEA entered into the record slide comparisons prepared by Blue Cross showing the coverage provided in the first year on the plan (1957) with other organizations, i.e., U. S. Steel, N. Y. Telephone, Auto Workers and the Federal Employers Plan. This showed from the outset that our plan as conceived was behind in some areas. The plan did, however, provide for payment in full for those employees earning less than \$6,000.

Mr. Carey then presented comparisons for 1973 using the same subscribers. This further pointed out our plan's lack of competitiveness and related his presentation to our demands.

On April 13 and 16, 1975, James Dermody, director of Personal Services and Development Division, Department of Civil Service, presented the State's position on health insurance. He stated costs for each CSEA demand. He further gave testimony concerning the cost of the State's seven health insurance demands as related to savings for them. Demands 1, 2, 3, 4 and 7 were previously withdrawn by the State; however, they did not have cost figures for two of their demands. Demands 5 and 6 were still on the table before impasse was declared and the State did not have cost figures on them either. Mr. Dermody pointed out that there were offers made by the State on six demands for which the total estimated cost of the State was \$177,700. During CSEA cross-examination of Mr. Dermody, we pressed for the number of employees in the four bargaining units covered under the plan, based on Mr. Dermody's statement that if accepted by the State, one of our demands was to cost them 20 million dollars. Mr. Dermody had explained that

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Recommend 6% Increase

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members of the CSEA within the units. Additionally, a recommendation that both parties jointly prepare and recommend to the Legislature the enabling legislation which would be necessary to implement an Agency Shop.

The Agency Shop fee to be set at 60 percent of minimum CSEA monthly dues, with part-time employees assessed on a pro-rata basis.

As CSEA was preparing to poll its State members on the proposals, there was no indication

from the State as to its position relative to acceptance or rejection. Should both sides accept the recommendations of the fact-finders it appears very likely that they will be approved by the Legislature. If either side rejects the proposals, the Legislature will conduct a legislative hearing to establish a binding resolution, with authority to change the recommendations of the fact-finders if it chooses.

President Wenzl noted that the ballots going out this week represent a preliminary vote on the

fact-finders' recommendations. He emphasized that the recommendations are also subject to acceptance by the Governor, final ratification by the Legislature and ratification again by CSEA's state worker members.

OGS Chapter Meet

ALBANY—A general membership meeting of the Office of General Services chapter, Civil Service Employees Assn., will be held Saturday, May 17.