

# Civil Service LEADER

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Tuesday, February 24, 1976

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## Proposed Changes For CSEA Constitution

— See Page 14

### Board Vacancy For A&C Seat

ALBANY—A special election for a CSEA Board of Directors representative from State Department of Audit and Control will be scheduled in the near future, and Audit and Control chapter officials have been asked to nominate candidates for the vacant seat.

The Audit and Control Department seat on the CSEA Board of Directors became vacant with the recent retirement from state service of Harold J. Ryan Jr.

Nominations should be forwarded not later than March 2 to Bernard C. Schmahl, chairman, CSEA Special Election Procedures Committee, CSEA Headquarters, 33 Elk Street, Box 125, Capitol Station, Albany, N. Y. 12224.



Irving Flaumenbaum addresses a session of the Nassau County Board of Supervisors in Mineola. Mr. Flaumenbaum, head of the Nassau chapter, Civil Service Employees Assn. and leader of the union's Long Island Region I, spoke to the Board about the current CSEA-Nassau contract talks. (See Story on Page 16.)

## CSEA Spurns All Affiliation For Present

(Special to The Leader)

ALBANY—After more than three years of exploring the possibility of affiliation with other unions, the Civil Service Employees Assn. has discarded the idea, at least for the foreseeable future.

Theodore C. Wenzl, leader of the union, said, "It simply became apparent that there is no clear advantage to CSEA in joining any other organization at this time."

The decision came at the recent monthly meeting of CSEA's Board of Directors in the course of a report by the union's expansion committee, a group established in 1972 to investigate advantages and disadvantages of affiliation.

Underscoring the finality of the move was the adoption of a resolution, immediately following the report, to disband the expansion committee since its purpose had been accomplished.

This in turn was followed by Board approval to reactivate the committee to serve as an advisory group to defend CSEA against representation challenges in the future.

Dr. Wenzl emphasized that the decision not to affiliate applied (Continued on Page 3)

## L.I. Region Explores CETA

AMITYVILLE — Civil Service Employees Assn. Long Island Region I leaders joined in a special seminar on the Federal Comprehensive Employment and Training Act (CETA) recently. The conclusion? The CETA program needs policing.

About 25 representatives of the Region's 14 active-service chapters heard an in-depth review on the law and alleged abuses of it from Marjorie Karowe, a CSEA Albany Headquarters staff attorney who has been working exclusively on CETA problems, and Donald Webster, president of the Mount Vernon unit of Westchester local 860, who has done extensive research on CETA.

Long Island Region president Irving Flaumenbaum, who conducted the seminar, and Ms. Karowe announced that a step-by-step program for policing

CETA programs will be drawn up for the guidance of chapter and unit leaders.

Regional second vice-president Nicholas Abatiello was also on the dais. Fran Mannellino of the Pilgrim PC chapter served as secretary.

Ms. Karowe distributed an inch-thick booklet prepared by her office with extracts of the CETA law.

She and Mr. Webster stressed that the law provides CETA jobs as entry-level positions only, and noted that the existing legislation limits the training period to 18 months. It was noted by speakers from the dais and the floor that training is notable by its absence in CETA employment.

Mr. Webster alleged he and his co-workers have unearthed abuses of the program, including nepotism, needless payroll padding and no-show positions.

Ms. Karowe also noted that the

law provides that in case of layoff, the CETA positions must go first.

When abuses are found, such as cases in which CETA workers are assigned to work above the en-

(Continued on Page 3)

## Syracuse Health Center Stopped For Third Time In Worker Firing Attempt

SYRACUSE—For the third time the Civil Service Employees Assn. has turned back an attempt by the Syracuse Neighborhood Health Center to lay off employees.

According to Terry Moxley, Region V field representative, the federally-funded center, sponsored by the Research Foundation of the State University of New York, has been forced to pay out at least \$35,000 and pos-

sibly up to \$50,000 in back salaries and interest.

Mr. Moxley said that the cases (Continued from Page 16)

## Lynbrook Gives CSEA Its Third Long Island Win

LYNBROOK — The Civil Service Employees Assn. won the right to represent the blue-collar workers of the Lynbrook School district from the Service Employees International Union Local 237 in an election held here on Feb. 20.

The victory marks the third win in a row for the CSEA over SEIU to represent non-instructional school employees on Long Island.

The election victory, by a three-to-two vote margin, capped an eight-month campaign by CSEA Long Island Region I officers, organizers and fieldmen to wrest control of the district from SEIU, which had represented Lynbrook for the past (Continued on Page 16)

## Manhattan DC's Chapter Stops Reorganization Plan

MANHATTAN—Charging that the administration of Manhattan Developmental Center had acted unilaterally in attempting to institute a reorganization program, the Civil Service Employees Assn. has forced Center Director Erwin Friedman to postpone implementation of the plan.

The program, which would have affected working conditions of the employees including a rescheduling of work week, work day and pass days, was to have been put in effect Feb. 23.

Dr. Friedman, however, postponed the changes for a week when the union charged it was not informed of the proposed reorganization and that its contract, which calls for negotia-

tions on any changes in working conditions, had been violated. Union officials said that the administration had willfully engaged in an unfair labor practice.

Addressing a meeting of almost 200 chapter members in the institution's cafeteria, Jackie

Walker, Manhattan DC chapter president, said that the chapter's position was forcefully presented to the director.

Ms. Walker told the members that in acceding to the union's demands, Dr. Friedman had agreed to meet with CSEA of- (Continued on Page 9)

*Don't Repeat This!*

### Frustration Leading Public Employees To Emotional Explosion

JUST as the War of 1812 is referred to by some scholars as the Second American Revolution, so the current economic recession is earning the name the Second Big (Continued on Page 6)

### Inside The Leader

Putnam's No Drinking Edict — See Page 3

Western Region Meeting — See Pages 8, 9

State 'Shortchanged' By Feds? — See Page 10

State Eligible Lists — See Pages 12, 15

Willowbrook Whitewash — See Page 16



# Nurse, Medical Specialist, Psychiatrist Posts Open

ALBANY—Licensed practical nurses, psychiatrists and medical specialists are continuously being recruited by the State Civil Service Department for posts in state agencies. Salaries range from \$8,051 to \$33,704 a year.

For all posts no written examinations are necessary. Applicants will be rated according to their education, training and experience.

For licensed practical nurse, No. 20-106, candidates must have a license to practice as a practical nurse in New York or have a limited permit to practice as a practical nurse or have applied for a permit. Practical nurses are employed with the Department of Mental Hygiene, Education and Health, as well as the State University.

A state medical license and completion of three years of residency training in psychiatry will qualify candidates for psychiatrist I, No. 20-390. Candidates meeting requirements for

psychiatrist I who have two years' post-residency experience may apply for psychiatrist II.

For medical specialist I, No. 20-407, candidates must be licensed to practice medicine and have completed a training program approved by the certifying board of the candidates specialty. Individuals with two years' post-residency experience may apply for medical specialist II, No. 20-408.

Application forms may be obtained in person or by mail from the State Civil Service Department at Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

# Inspector, Technician, Vet, Other Promotions Are Set

ALBANY—The State Civil Service Department is accepting applications until Mar. 1 for promotion to motor vehicle inspector, principal engineering technician, coordinator of volunteer services, associate veterinarian and deputy director for treatment services and mental retardation.

Examinations for the G-14 to G-35 posts will be held during April.

For motor vehicle inspector, exam 35-914, candidates must be motor equipment repairmen, motor equipment field inspectors or motor equipment test mechanics for one year with the Department of Transportation. Motor vehicle inspectors in the department with a year's experience may apply for supervising motor vehicle inspector, exam 35-941.

State employees who have six months' of experience in an engineering or drafting post allo-

cated to grade 11 or higher may apply for principal engineering technician (air pollution control), exam 35-920. A written test for the G-15 level post will be held April 10.

For coordinator of volunteer services, exam 39-120, applicants must be employees of the Mental Hygiene Department with a year's service as a supervisor of volunteer services. Individuals on

the preferred list may also apply.

One year's experience as a supervising veterinarian (animal industry) in the Department of Agriculture and Markets, will qualify candidates for associate veterinarian (animal industry), exam 39-3131. The oral exam will test candidates' ability to reason clearly, present ideas and make sound judgments.

Employees of the Mental Hygiene Department who have a year's work as a chief of mental health treatment service, may apply for deputy director for treatment services (psychiatric center), exam 39-128.

Applications and information may be obtained from State department personnel and business offices or from the State Civil Service Department at Two World Trade Center, New York, N.Y.; State Office Building Campus, Albany, N.Y.; or Suite 750, 1 West Genesee St., Buffalo, N.Y.

## Jewish Group To Hear Jackson

The Jewish Teachers Association of New York City will kick off its 49th annual luncheon at the Americana Hotel Mar. 28 with a keynote address by Senator Henry Jackson (D-Wash.).

Highlight of the luncheon will be the JTA's "Teacher of the Year" Award, which will go to Commentary magazine editor Norman Podhoretz, and the presentation of the association's "Community Award" to past Board of Education president Charles H. Silver.

Guest speakers will include Attorney General Louis J. Lefkowitz, Comptroller Arthur Levitt, and Deputy Schools Chancellor Bernard Gifford.

The noon luncheon is open to non-members as well as association members. Tickets may be obtained by mailing \$15 to JTA, 45 E. 33rd St.

## Federal Retirees To Hold A Meeting

BROOKLYN — Brooklyn Chapter 500 of the National Assn. of Retired Federal Employees will hold its next meeting Saturday, Feb. 28, at 1 p.m. in the Kings County War Memorial building, Fulton and Orange Streets, Brooklyn, near the Kings County Borough Hall.

Items set for discussion include pension plan improvements, health care plans and the chapter's plans for the Bicentennial celebration. Additional information is available from the organization's secretary, Samuel Komansky, 2251 Knapp St., Brooklyn, N.Y. 11229.

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# Putnam Board, In Ruling; Orders No Drinking Edict (Of Anything!) On Job

CARMEL—If you work for Putnam County, and you order a soft drink or milk to go along with your luncheon hamburger special, you'll be in defiance of one of the strangest resolutions ever adopted by a county lawmaking body.

The resolution, proposed by Carmel Supervisor Thomas Bergin, was passed unanimously by the County Board of Supervisors at its January meeting. It says: "Any county employee caught drinking during regular work hours, overtime hours or at lunch will be immediately dismissed."

The Civil Service Employees Assn., which represents about 300 Putnam County employees, immediately went on record opposing the resolution, claiming it is illegal and unenforceable. CSEA field representative Larry Scanlon noted that, as presently worded, the measure outlaws the drinking of any beverage at all.

Mr. Scanlon also pointed out that the resolution contains no provision for enforcement. "It is not specified as to who will report the violators, or who will determine whether or not a person has been drinking, and what methods of determination will be used," he said.

Russell Cheney, president of the Putnam County chapter of the CSEA, added that the resolution is in violation of the state Civil Service Law.

"The law provides that public employees can be dismissed only after written charges have been filed and a hearing conducted on those charges," he said. "This resolution is in direct conflict with that law, in that it totally disregards the stated procedure for dismissal of public employees."

"One reason the county employees reacted so strongly against the resolution was that the board has been stalling on signing their new contract, which would provide for a safety committee to handle just such problems as the board's resolution was meant to solve."

"This joint labor-management safety committee, which the union has proposed, would

handle all matters relating to safety on the job. It would certainly include drinking problems within the area of its responsibility. If the supervisors would only wake up and sign the contract, we would be working together to solve the problem right now," Mr. Cheney pointed out.

The Putnam County employees have been working without a contract since Jan. 1, 1975.

The drinking ban was proposed after Board Chairman Joseph Percacciolo alleged that he had "heard many reports" of highway department employees "indulging in alcoholic beverages while on the job."

Mr. Bergin said the resolution was intended to prevent the possibility of "a snow plow crashing into a school bus," but local editors, as well as union members, pointed out that the measure applies to all county employees, not just those operating vehicles. It also does nothing about a worker who might drink heavily before coming to work.

Mr. Scanlon said union members are waiting to see if any county officials would attempt to enforce the resolution, which, they said, the county's own attorney has referred to as "illegal" and "unenforceable."

## L. I. Region

(Continued from Page 1) try level title, CSEA must research all circumstances and then file a complaint, the speakers said.

It was indicated that vigilant watchdogging by civil service employees on the job locations was needed to detect cases of abuse and prevent the program from being used by local administrators to deprive the civil service cadre of opportunities.



**PLAN LOBA ACTION** — Members of Civil Service Employees Assn.'s Long Island Region I legislative and political action committee and a delegation of officers of the SUNY at Stony Brook political action committee discuss lobbying for LOBA and proposed action against the state's plans to impose a 10-month calendar at the State University of New York system. Seated from left are Joe Messina, Pilgrim State Hospital; Helen Fox, Stony Brook; Laura Fortner, Farmingdale; Betty Tackas, Stony Brook; Ruth Braverman, Region fourth vice-president; Jack Cahill, Stony Brook; Mildred Just, Stony Brook, and Ralph Natale, Region first vice-president and chairman of the regional committee. Standing from left are Mike Curtain, Suffolk Educational; Al Varracchi, Stony Brook; Danny Donahue, Central Islip, and Bud Loomis, Stony Brook.

# CSEA Spurns Affiliations

(Continued from Page 1) to "any and all outside organizations," not to any one in particular. He admitted, however, that recent overtures from one rival group, the American Federation of State, County and Municipal Employees, proposing a merger with CSEA, had "created considerable confusion with our leaders at the local level and made it desirable that we take a positive position at this time."

The AFSCME effort to merge had started about a year ago, according to Dr. Wenzl, with approaches made to CSEA local chapter officers asking to meet with them and make presentations at chapter meetings.

"Members of our expansion committee had made contact with representatives of numerous unions over the years," Dr. Wenzl noted, "and this was in keeping with their responsibility. These contacts included meetings with AFSCME officials, in which I also took part on a couple of occasions."

"Starting about a year ago, however, the AFSCME contacts took a different direction. They began to bypass our expansion committee and approach our local chapter officials, seeking to present their merger proposal at local membership meetings. This personal approach was supplemented by costly mail appeals, at first limited to chapter officers and board members, but more recently augmented to include our entire state employee membership," the union chief said.

"At our delegates meeting in Niagara Falls last October, AFSCME tried still another tack: They invited our delegates to be their guests in hospitality rooms at various local hotels. The idea, of course, was to arouse enough interest among the delegates to get a motion on the floor of the convention calling for affiliation. But the attempt fizzled completely. The AFSCME issue never really got any attention at all in Niagara Falls."

"Early this year, AFSCME began to go to the press with very misleading statements, giving the impression that it was getting commitments from various chapters to vote for affiliation at the CSEA delegates' meeting this March. Our leadership grew quite concerned when one AFS-

CME mailing to our members flatly indicated that an affiliation vote was actually scheduled on the convention agenda," Dr. Wenzl commented.

"While insinuating it had received appreciable expressions of support from our local chapters, AFSCME had really offered nothing at all of tangible value to our members. Whatever it appeared to offer was deliberately vague and deceptive. AFSCME said our members would pay no additional dues for the first two years of affiliation. At the same time, it said that during that period, CSEA would be assessed \$2.40 per month per member. However it intended to get the money, the fact obviously was that AFSCME would get from CSEA during a period of two years a total of more than \$12.5 million. This is our members' money, whether it goes directly from them in dues to AFSCME, or whether AFSCME gets it by assessment from CSEA's central treasury."

"For this amount, they say CSEA will enjoy complete autonomy and all kinds of professional aid from AFSCME's vast staff, not mentioning that that staff is thinly spread all over the United States, with proportionately far less manpower available in any one state than CSEA now enjoys as an independent union here in New York."

Dr. Wenzl went on to point to what he called a "totally inadequate" record on the part of AFSCME in its representation of employees of the City of New York.

"Although AFSCME claims all kinds of superiority, we must point out that New York City employees still have a contributory pension plan. Although they negotiated an improved pension plan several years ago, they have still not succeeded in implementing it."

"While they won permission for an agency shop in their contract, they have lacked the clout to get it enacted by the state Legislature in Albany. They have stood passively by, tolerating the laying off of some 38,000 fellow employees in New York City. In addition to all of that, they have apparently resigned themselves to a three-year wage freeze."

"Certainly," added Dr. Wenzl, "while the decision of our Board

of Directors does not rule out the possibility of affiliation with some organization at some time in the future, if it were to come about we would not look to AFSCME unless it had something vastly better to offer us than it does at present.

"In any event, in view of the decision of our Board of Directors, we will not continue to consider affiliation with any one under any circumstances for the time being. Our slogan will indeed be "Keep Your Independence in 1976." We will, of course, at the same time, make all possible efforts to keep our membership informed regarding our position in this matter," Dr. Wenzl concluded.

## NYC Region Meet

NEW HYDE PARK — New York City Region II, Civil Service Employees Assn., will hold a regular meeting Saturday, Feb. 28, at the New Hyde Park Inn, South Third Street and Jericho Turnpike, New Hyde Park. The meeting will begin at 12 p.m. with a luncheon followed by a business session.

Region corresponding secretary Sal Butero said each Region II chapter will receive two free tickets plus an additional ticket for each 1,000 members—or major fraction thereof—in excess of the first 1,000 members. Tickets are \$11 each.

Reservations, accompanied by a check to cover the luncheon, should be mailed not later than Feb. 26 to Region II headquarters, 11 Park Place, New York, N.Y. 10007.

## Wegman Will Lead Social Service Unit

HAUPPAUGE — Arthur Wegman has been re-elected president of the 1,100-member Social Services Unit 1 of the Civil Service Employees Assn. Other officers elected were Ole Isaksen, first vice-president; Sal Pezzolanti, second vice-president; Claire Brilliant, treasurer; Helen Horowitz, corresponding secretary, and Margaret McGrath, executive representative.

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

# 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.

### FEBRUARY

- 25—Office of Drug Abuse Services (New York City chapter) general membership meeting: 5:45 p.m., Room 4430, 2 World Trade Center, Manhattan.
- 26—Rockland County chapter executive board meeting: 7:30 p.m., 169 S. Main St., New City.
- 27—Capital District Armories chapter luncheon meeting: 10 a.m., New Scotland Avenue Armory, Albany.
- 28—New York City Region II meeting: 12 p.m., New Hyde Park Inn, South Third Street and Jericho Turnpike, New Hyde Park.

### MARCH

- 1—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.
- 1—Albany Region IV meeting: Quality Inn, Albany.
- 5—Binghamton chapter dinner-dance: 6:30 p.m., Fountains Pavilion, Johnson City.
- 5-6—Western Region VI meeting: Statler Hilton Hotel, Delaware Avenue at Niagara Square, Buffalo.
- 12—Mercy Psychiatric Center chapter general meeting: 7 p.m., The Burstone, Burrstone Road, Utica.



# Seek Clerk, Auto Repairer, Analyst, Others

CIVIL SERVICE LEADER, Tuesday, February 24, 1976

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

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

If you find that today's openings aren't suitable for you, keep in mind that there are many other kinds of work available at our New York State Employment Service offices. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listing:

**SPEAKER 1.** There's a position available for a **PRODUCTION SUPERVISOR** with a manufacturer of circuit boards in Brooklyn. Will supervise and coordinate workers assembling and testing electronic equipment. Keep production records. At least five years' experience is required for this job paying \$175 a week.

2. Also in demand today is a **TOOL AND DIE MAKER** for a metal stamping shop. Will work on progressive dies, lay-out, set-up and operate. Use both plastic and metal. The firm is in Queens and the pay is \$6-\$8 an hour, depending on the job-seeker's experience.

3. A Brooklyn cleaning service is looking for a **FLOOR WAXER** to do paste and liquid waxing and buffing. Applicant must have done route work previously. The pay is \$3 an hour, but employer may pay more, depending on the worker's experience.

4. An import-export firm in Manhattan has an opening for

a **BILLING CLERK.** Employer will train in Itell system for recording commissions of sales personnel. Applicant must be good typist and good at figures. The salary is \$150 a week.

5. Also in Manhattan a hospital is trying to recruit an **INHALATION THERAPIST** with supervisory experience. Must be registered **ARRT** or certified **CRTT**. Will work 3:30 p.m. to 11:30 p.m. The position pays \$300 a week.

6. A **SEWING MACHINE OPERATOR** on ladies' sportswear is on the wanted list today. Must have experience as a pocket maker and pocket setter. The job is in Queens; it's piece work and pay should average about \$130 a week.

7. A Long Island firm is seeking a **SALES MANAGER** to take charge of selling solvent and dry cleaning equipment to textile mills, industrial laundries and dry cleaning industry distributors. Must have five years' experience selling in at least one

of these areas. The salary is \$12,000 a year.

8. Elsewhere on Long Island, a **MACHINIST** with at least five years' experience is needed to set up and operate lathes, milling and other machines. Work from blueprints and sketches. Short runs. This job pays \$5-\$6 an hour.

9. Back in the city, there's a call for an **AUTO BODY REPAIRER** who can do all-around body work. Must know filling, grinding, welding and sand papering. The employer is in Queens and he's offering \$200 a week; may go higher depending on the worker's experience.

10. A business information service in Manhattan wants to hire a **PROGRAM ANALYST** with at least a year of experience in programming and analysis. Must be familiar with accounts receivable systems. Will deal with credit execs regarding employer's automated trade programs. A good technical background in EDP is required for this position paying \$12,000-\$15,000 a year.

11. A **COMBINATION WELDER** is being sought by a boiler repair firm in Brooklyn. Applicant must be experienced in electric arc and gas welding. Will weld all positions. Must have license to operate small truck with standard shift. The pay is \$3 an hour and up, depending on experience. Employer will pay more for a boiler mechanic.

12. A mid-Manhattan firm has a job waiting for a **SECRETARY** with at least two years' experience. Must be able to take dictation at 85-90 words a minute, type 55-60. Also do some figure typing. Work in personnel office. A high school graduate is preferred for this position which pays \$160-\$175 a week, depending on the job-seeker's experience.

13. Up in Putnam County, they're calling for an **EXTENSION SERVICE SPECIALIST** to plan and implement a 4-H youth program. Applicant must have a college degree and experience in animal science. The salary is

## Transport Group Sets A Conference

**ELLENVILLE** — The 37th Annual Conference of the New York State Assn. of Transportation Engineers will be held at the Nevele Hotel, Ellenville, Tuesday through Friday, May 11-14.

The conference will have technical sessions and seminars plus exhibits showing various aspects of transportation and engineering. Topics to be discussed will include transportation history, the highway trust fund, environmental impact statements, transportation management, design and construction and other topics.

Additional information may be obtained by writing the conference chairman, 14 Margaret Drive, Loudonville, N.Y. 12211.

**BUY U.S. BONDS!**

## Engineer Tech, Lab Employee, Inspector State Jobs Opening

**ALBANY**—Engineering technicians, laboratory animal caretakers, gas inspectors and motor vehicle inspectors are being recruited through Mar. 8 for posts in New York State offices. Starting salaries for the open-competitive jobs range from \$7,616 to \$10,714 a year. Tests for all posts will be held Apr. 10.

For engineering technician (environmental quality), Exam 34-391, candidates must be high school graduates and have two years' experience assisting in civil, sanitary chemical or mechanical engineering. Applicants must also have completed a two-term course in geometry and either a course in trigonometry or a course in math 11 which includes trigonometry.

Candidates meeting all requirements for engineering technician, and who have one additional year of experience, may apply for senior engineering technician (air pollution control), Exam 24-395; senior engineering technician, (solid waste management), Exam 24-396; or senior engineering technician (waste pollution control), Exam 24-398.

Applicants with a year's experience as a laboratory animal caretaker for a hospital, institution or lab administered by New York

State government, or two years' in the handling and care of small animals or graduation from a two-year agricultural and technical institute may apply for senior laboratory animal caretaker, Exam 24-197. Candidates meeting all senior caretaker requirements and having one additional year's experience and a year's experience in the supervision of employees may apply for principal laboratory animal caretaker, Exam 24-198.

For gas and meter tester, Exam 24-385, applicants must have six months' experience in constructing, repairing or testing gas meters or testing gas for heat content and purity. Applicants, in addition, must have two years of work experience.

One year testing gas for heat content and purity; constructing repairing or testing gas meters; or drafting and analyzing utility

billing statements, may apply for gas inspector, Exam 24-386. In addition, applicants must have two years' work experience, of which one year should involve gas industry operations.

High school graduates with five years' experience in the repair and mechanical inspection of buses or heavy-duty trucks including two years' in both controlled and preventive maintenance programs, may apply for motor vehicle inspector, Exam 24-388. A satisfactory equivalent combination of the above training and experience is also acceptable.

Applications and detailed information may be obtained from the New York State Civil Service Department, Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

\$11,647 a year.

14. A Westchester firm is hunting for an **ACCOUNTANT** with a degree in this field and one-two years' experience in public or private accounting. Will prepare monthly revenue and rate analyses, also review contracts. This position pays \$12,000-\$13,000 a year.

15. There are a number of openings for **JANITORS** with a Brooklyn real estate operation. Must have one-two years' of experience, and able to do all types

of minor repair. Some positions require a number six oil burner license. Good references are a must. The pay is \$150 a week, could be higher depending on experience; an apartment and utilities go with the job.

**ANNOUNCER:** The phone number again for New York City jobs is (212) 588-7330. For the jobs we've noted outside the City, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor.

## Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

### Agriculture

Title	Salary Grade	Exam No.
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02

### Business

Computer Operator and Computer Technician	GS-5 to 7	NS-4-15
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### Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6 to 9	NY-8-43
Technical Aide	GS-2, 3	NY-0-22
Technical Assistant	GS-5 to 15	421

### General

Freight Rate Specialists	GS-7, 9	WA-6-13
Junior Federal Assistant	GS-4	411
Mid-Level Positions	GS-9 to 12	413
Professional and Career Exam	GS-5 to 7	
Sales Store Checker	GS-3	NY-3-07
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07
Telephone Operator	GS-3, 4	NY-5-01
Teletypist	GS-3 to 5	NY-4-02

### Medical

Autopsy Assistant	GS-4, 5	NY-9-05
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-5-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07

### Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
Army Reserve Technician	GS-4 to 9	NY-9-26

### Social And Education

Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09

### Stenography And Typing

Data Transcribers	GS-2	NY-4-05
Keypunch Operator	GS-2, 3	NY-3-01
Reporting Stenographer and Shorthand Reporter	GS-5 to 9	NY-9-17
Stenographer	GS-2 to 5	WA-9-01
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2 to 4	WA-9-01



# RETIREMENT NEWS & FACTS

By A. L. PETERS

## When To Make Contributions

If you have an IRA or a Keogh Plan (if you are self-employed), when is it best to put in your year's contribution for 1976. As one tax expert points out, the sooner you put in the contribution in 1976, the longer will you be building up tax shelter income. Thus, if you have \$500 to put in and you put it in in January rather than December, you will be getting \$35 of tax-free income for the year (assuming a 7 percent rate).

Retirement System and the State Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40, paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

- (Continued from last week)
- Aarons, Marjorie .....New York City
  - Aldrich, Theodore .....Rochester
  - Alexander, Mary .....Rochester
  - Anderson, Ian .....Ithaca
  - Andrews, Agnes A .....Newfield
  - Anguillo, Frances .....Queens Village
  - Armistead, Edward T .....New York City
  - Aspinall, John E .....Haverstraw
  - Austin, George .....Bay Shore
  - Aydelotte, Earl V .....Bronx
  - Barber, Lena .....Rochester
  - Barker, Violet .....New York City
  - Batincheck, Mike .....Cedarhurst
  - Benjamin, June S .....Pulaski
  - Betcher, Isabel .....Buffalo
  - Betterson, Juanita E .....New York City
  - Biddle, Lucille E .....Van Nuys, Calif
  - Bird, Douglas V .....Warners
  - Blair, Constance L .....Rochester
  - Blanchard, Henry M .....Staten Island
  - Blancher, Mabel .....Albany
  - Blizzard, Jervis B .....Saranac
  - Blocker, Ruby .....White Plains
  - Bollman, Dalzell .....East Cheektowaga
  - Bonelli, Peter F .....New York City
  - Bonneau, Leo .....Albany
  - Boush, Wilbur .....New York City
  - Brennan, Daniel F .....West Windsor
  - Brennen, James B .....Bayonne, N.J.
  - Brooks, Linda J .....Syracuse
  - Brooks, Linwood .....St. Albans
  - Brown, Catherine .....Upper Red Hook
  - Brown, John H .....Schenectady
  - Bryan, Maryann L .....Glenwood, NJ
  - Bryan, Perlene M .....Brooklyn
  - Brydon, Philip R .....South Portland, Me.
- (To Be Continued)

Losses suffered by the various pension funds, due to the sale of securities in this depressed market, will be recuperated. Assurances have been given by Governor Carey that legislation would be introduced and sponsored to have the city make up these losses over a 20-year period with the increased interest receipts applied to accelerate the reimbursement. Ordinarily, the excess interest is used to reduce the city's contributions to the fund. This was disclosed at the meeting of the Teachers' Retirement Board last week.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees'

# What's Your Opinion

By SUSAN DONNER QUESTION

Despite police department denials, do you think police ticket quotas exist, and what do you think of them?

THE PLACE Lower Manhattan

OPINIONS



**Walt Tompeshu, accountant:** Yes, I think police quotas do exist. On numerous occasions I've read in the newspaper that police quotas exist, the police are explicitly told to bring in a certain amount of tickets. I think the city is in dire need of money and they're doing everything possible to acquire funds and this is one of the ways of doing it, by actually setting up quotas and giving out tickets. That's my impression. It's not only the police, it's also these civilian ticket people that are roaming the streets and I notice that they have a very sharp eye and I think that they also have quotas.



**John Bergman, internal revenue officer:** Yes, I believe that there are quotas on parking tickets in the City of New York. And I believe that it is very thinly disguised. It's a source of revenue for the City of New York. I think there's very little correlation between actual parking violations and the way tickets are blanketed all over the city. I think it's an income-producing device. That's my opinion. I don't believe the blame can be pinned just upon police per se, but upon the parking enforcement bureau.



**Richard Hoppin, photo supplier:** "I definitely feel that there is a quota system in certain areas which I feel at time is justifiable. I feel that a lot of people don't get tickets who deserve them, especially in this area. There are a lot of cars parked here that make truck deliveries impossible. But you go into areas that are underprivileged, depressed and there are a lot of tickets given out. But in areas where people could afford to pay the fines they're completely ignored."



**Seymour Rosenblatt, associate accountant, N. Y. State provision of criminal justice:** Well to start with, I don't know whether they exist or not. I listen to the radio and watch a lot of TV and have seen programs which I realize are fiction but which mention police quotas. I don't know whether it's fact or fiction. My valued judgment on whether there should be quotas. I can't really decide. The police have an organization and the man up at the top probably makes that decision.



**Florence Daly, programmer:** I don't think they over-ticket. I rarely get a ticket. I shouldn't say that. I might get one tomorrow. I don't really think a quota system does exist. In my experience I never heard of anybody who felt they got a ticket unnecessarily. When they got a ticket, usually they did something. I avoid driving into Manhattan whenever possible. If someone has to leave a car for a minute and it's broken down then a ticket would be unwarranted, but I got a ticket one time on 46th Street and I parked in a zone where I shouldn't park, so I deserved it.



**George Sable, Division of Human Rights examiner:** Either there is a quota system or there isn't a quota. My opinion as to whether or not there is one is irrelevant to the fact. If there is a quota, it is, of course, wrong and improper. It forces a police officer to give tickets where one might not necessarily be deserved in order to meet a quota. But how can I possibly know whether or not there is a quota unless there is an admission by the Police Department that they did have a quota.

# SHORT TAKES

## SCHWARTZ RESPONDS

Herman Schwartz, the former law professor at the State University at Buffalo appointed by Gov. Hugh L. Carey as head of the Commission of Correction, defended the conduct of the agency before a recent hearing before the Senate Committee on Crime and Correction. The Senate group will pass on Mr. Schwartz's appointment. He has drawn fire from a number of organizations in the state, including the Civil Service Employees Assn. and the New York State Sheriffs' Assn., because of a number of proposals to liberalize rules in prisons. These include loosening visiting regulations, restricting mail censorship, permitting prisoners to have greater access to the news media and barring interference with some religious beliefs and practices. In testimony before the Senate, Mr. Schwartz stressed the proposals were merely tentative ones subject to change following public hearings on them. He also said that "misinformation" about the proposals was the cause of the criticism.

## SCHOOL CUTS RAPPED

State Education Commissioner Ewald B. Nyquist has urged the legislature to override Gov. Hugh L. Carey's request for a cut of \$110 million in state aid to local school districts. He becomes the first state cabinet member to break with Governor Carey on the budget issue. In recent testimony before a joint session of the State Finance Committee and the Assembly Ways and Means Committee, Mr. Nyquist noted that "Unless the burden of increased costs is to fall entirely on property and other local taxes, this state must increase aid to the public schools next year." The state has a proposed \$3.6 billion school budget for the next fiscal year.

## PILGRIM, CREEDMOOR

The State Department of Mental Hygiene has ruled that Creedmoor Psychiatric Center, Queens Village, does not have the right to screen transfer patients it may receive through a program intended to ease the patient case load at Pilgrim Psychiatric Center, Brentwood. William Werner, Creedmoor director, said the Queens Village facility had agreed to accept in excess of 500 Pilgrim patients, but would assess them only to admit "functioning" patients who might be expected to be released into the community, with after-care provisions, after a short stay. Morton Posner, executive director of the Parents' Organization for New York State Mental Institutions, condemned the decision. "They'd be getting the cream of the crop," Mr. Posner said. "They don't have that option." Mr. Posner's organization has received criticism from the Civil Service Employees Assn., which represents many Pilgrim employees, as being uninformed as to recent complaints it laid at the door vis-a-vis patient treatment at Pilgrim.

# LETTERS TO THE EDITOR

## Bias Alleged

**Editor, The Leader:** I am astounded to learn of the Civil Service Employees Assn.'s objection to liberalization and expansion of prisoners rights of correspondence, visitation, and religion (The Leader, Feb. 10, 1976).

While generally concerned about the lack of commitment to constitutionally guaranteed rights of all persons, including prisoners, I am particularly angered over the clearly anti-Jewish implications of the CSEA statement, "... In the area of religion, the (CSEA) committee opposed ... proposals for allowing prisoners the right to select their diet by observing 'dietary laws,' citing the inconvenience of jail personnel cooking several different meals or obtaining meals from an outside source. . . ."

Clearly, the implication of the above statement would deny the constitutional right of free exercise of religion by denying Jews, Moslems, and others their obligatory dietary requirements. CSEA, as a labor union, should

be building alliances between all oppressed peoples, be they state workers, prisoners, crime victims, minority religions, etc. Instead, they have chosen to stand with the myopic forces of reaction and anti-semitism.

Jeffrey Kassel  
Brooklyn

(Editor's Note: CSEA, as does most organizations, has many committees composed of individual members who, presumably, share a concern for a given problem or subject. The fact of a committee recommendation does not necessarily bind the whole organization to its approval. We are sure your difference of opinion from that of the committee members will be well taken.)

## "Non-Critical"?

**Editor, The Leader:** I found the article about the layoff of Mr. Michael Stefanic, a counselor of the blind in the State Dept. of Social Services (Leader, Jan. 27) of interest. Perhaps my experience will be of sufficient interest to prompt others to write.

My title was Senior Clerk in the State Dept. of Environmental Conservation Region 8. My title was abolished as "non-critical"—the location: the "flood control" Field Office, Elmira, N.Y.

The area has been declared a Federal Disaster Area twice in the past 3 years. My length of service was 23 years.

Robert A. Penhinger  
Elmira

## Vets' Time

**Editor, The Leader:** New York City has a fiscal crisis. The Veterans Pension Committee wishes to permit veterans to "buy back" military time in exchange for civil service time. I agree. I would further like to see legislation that would permit all city service workers to lump together all of their city civil service time, buy it back and retire NOW. This would permit the reduction that Big MAC wants, allow older workers to retire now and permit the hiring of new, younger, eager workers under less expensive contracts.

William J. Ljell  
Brooklyn



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TUESDAY, FEBRUARY 24, 1976



## Ending The Rumor

WE DON'T know how the Civil Service Employees Assn. could be more emphatic than it has been in laying to rest the rumors that are being encouraged by the American Federation of State, County and Municipal Employees about a merger of the unions.

The CSEA Board of Directors even went so far at its meeting earlier this month as to disband its expansion committee. This committee had been the official CSEA vehicle to study the merger proposals of AFSCME and other unions that through the years have been attempting to woo CSEA and its 240,000 dues-paying members.

Although the expansion committee has since been re-instituted, its revival is for the purpose of advising the union in possible representation challenges.

The AFSCME campaign for affiliation with CSEA is an excellent example, though, of how a rumor starts to seem like fact if it is repeated often enough.

Consequently, a number of CSEA chapters throughout the state have held, or have scheduled meetings, with AFSCME representatives to find out what all the hullabaloo is about.

To counter this, CSEA president Theodore C. Wenzl has issued this week a very strong statement, explaining the reasons for the CSEA rejection of the AFSCME bid.

We accept the decision of the CSEA leadership, because, frankly we find AFSCME's appeal to national prestige to be beside the point.

CSEA's business is here in New York State, and it has been extraordinarily successful throughout its history in representing public employees here. CSEA is the largest civil service union in this state, and the largest independent public employees group in the nation . . . so it must be doing a lot of things right.

If it were to affiliate with AFSCME, it would then become the largest jewel in the public-union crown—but it would be a crown worn by someone else.

And what would CSEA get in return? The right to deliberate in the affairs of public employees in Hawaii or Illinois? And their privilege of interfering in the problems of New York State?

Maybe more to the point would be the problems faced when state and local government employees are asked to come to the aid of members of the New York City AFSCME unions.

There is no secret about the agony currently being suffered by AFSCME members as a result of the City's budget crisis. If there were to be an affiliation between CSEA and AFSCME, at what point would the CSEA members be called upon to rescue the AFSCME wing of the joint union?

It reminds us of the plight that New York State now finds itself in, because of its efforts to save the City from default.

While CSEA members may feel sorry for the over-a-barrel plight of public employees in New York City, it does not make sense to want to share that barrel.

For the time being, CSEA's responsibility is to get the best contract it can from the state in the current negotiations.

All that the AFSCME wooing can succeed in doing at the present time is to distract CSEA from concentrating on its primary goals—job security and wage increases for its members.

The rigid position of the Governor is enough of a challenge to CSEA at this time, without having to wonder about the ifs, ands and buts of affiliation with another union that is in a less-strong position than CSEA is in.

## Don't Repeat This!

(Continued from Page 1)

Depression.

There are several assessments of additional similarities between the blackest periods of the 1930's and economic gloom of the 1970's: But for public employees there are some disheartening new twists.

Suffered Equally

When government and private employment began to recede as the Depression of the 1930's deepened, workers in both areas suffered about equally in terms of job losses and income reductions. Today, workers in the private sector have managed to remain employed and also have managed to continue bargaining for further benefits, even though unemployment might be increasing among these people. Public employees, however, not only see their long-touted job security melting under the heat of fiscal cutbacks but also find themselves stagnating in terms of any financial gains made with minimal cost-of-living increases.

One of the reasons civil servants in most governmental bureaus are losing ground rapidly is because they lack a major weapon developed in the private sector during the 1930s—the strike.

To date, the labor scene has been generally peaceful because a number of work contracts in the private area such as the auto industry and steel, among others, are still in effect. You can be certain, however, that the strike will be used if needs be to produce new economic gains for employees, no matter what the national state of the economy.

Had the right to strike been available to employees of New York City and State, current budgets in both jurisdictions might have included far more serious considerations for public employees than the prevailing attitude of stay put.

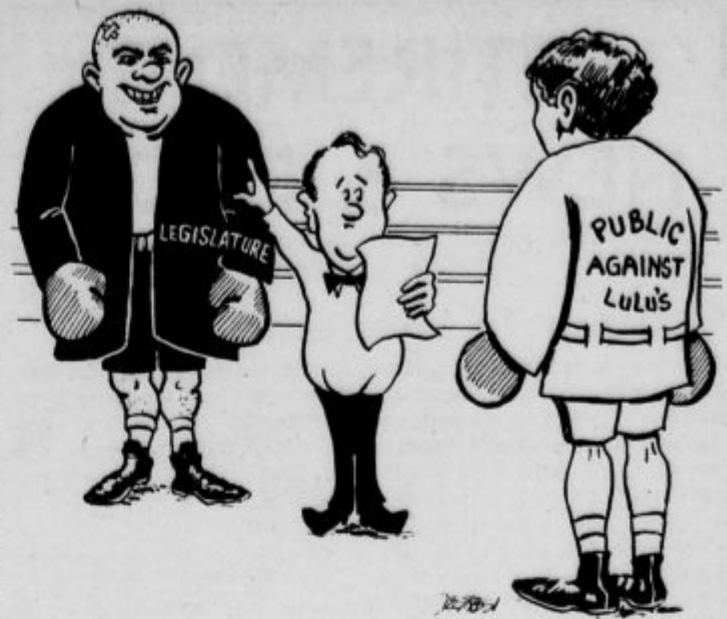
A final result of the current crunch could be permanent adoption of the strike weapon. Major labor leaders in the state have, up until now, largely stayed within the bounds of the law—in other words, obeyed the no-strike ban. But transit workers, teachers, and sanitation workers have ignored it and have walked off their jobs when they felt progressive negotiations were balked.

Not Always Successful

This is not to say that use of the strike was always successful. Recent teacher and sanitation strikes went nowhere and talk of a walkout by transit employees is still a threat rather than an actuality. Because of these poor results, labor leaders of stature such as Theodore C. Wenzl, who heads the quarter of a million-member Civil Service Employees Assn., are caught in a vise of responsible leadership versus a surging desire by their membership to do something, such as a strike, to alleviate frustration if nothing else.

Public employees have been pretty much made the goat as the current economic crunch developed. A good deal of the citizenry appeared to feel that so-called high civil service pensions and salaries were the major cause of budget increases. A major reaction by government was to wield the firing and retrenchment axes enthusiastically, without any apparent thought on the eventual effect on vital pub-

(Continued on Page 7)



## 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.

### Union Leave Time

An employee organization filed a charge of improper practices against the public employer alleging that the employer unilaterally reduced the amount of paid leave time granted to union executive board members for labor management activities. It was alleged that the aforesaid actions violated Section 209-a (1)(d) of the Taylor Law. In its answer, the public employer admitted that it reduced the amount of authorized paid leave time. However, it interposed several affirmative defenses: This matter was covered under the status quo provisions of the New York City Collective Bargaining Law which prohibited New York City from making any unilateral changes in working conditions while the parties were in negotiations.

THE CITY ALSO admitted that five members of the union executive board had been granted full-time paid release time for engaging in labor management activities and four executive board members were granted part-time paid release time. On April 10, 1975, the union was notified by a deputy fire commissioner that the City's Office of Labor Relations had determined that no justification existed for the five and four provision. The release time provisions were revised to provide for three full-time and two part-time assignments and two assignments for leave without pay. The union, upon notice of this action, immediately objected and demanded negotiations and that the action be rescinded. The City did not negotiate and placed the new regulations into practice.

THE PUBLIC Employment Relations Board has held in recent cases that the subject of time off with pay to engage in work on behalf of an employee organization is a mandatory subject of negotiations under the Act. Since the same holdings have come out of the New York City Collective Bargaining Law, it is crystal clear that the subject of paid release time is a mandatory subject of negotiations, and PERB therefore held that the unilateral action during negotiations in reducing release time was a violation of the Taylor Law unless any of the affirmative defenses interposed by the City was held to be valid. The City argued that the union had waived its right to negotiate over paid release time on the grounds that an executive order had been issued affirming the five and four release time formula and setting forth certain forms and affidavits that had to be filled out by the executive members.

THE BOARD MEMBERS and the union did not any way protest the new forms, and therefore the City claimed that the five and four was not granted under the executive order rather than under a negotiated past practice. PERB rejected this contention, stating that the union did not waive its bargaining rights concerning the number and amount of paid leaves nor was it placed on notice, but conditions under which leaves would be granted had been so dramatically

(Continued on Page 7)



## Civil Service Law & You

(Continued from Page 6)

altered by the pertinent executive order that its continued acceptance of the five and four and acquiescence in the use of the new time and activity reports precluded it from thereafter objecting to any change in release time.

**THE CITY FURTHER** argued by way of affirmative defense that the union executive board members had misused release time in such a manner so as to justify the City's unilateral action in altering the status quo during negotiations. PERB pointed out that the issue before the Board was whether the City violated the Act by failing to bargain in good faith and not whether release time was being

abused. It was pointed out by PERB that if the City believed the union was abusing the release time provisions of the executive order, it had adequate remedies at its disposal either by revoking their certification or to initiate disciplinary action. Neither of those things were done. Accordingly, an order was recommended that the city be ordered to negotiate this matter in good faith with the union. In the Matter of the City of New York and Uniformed Fire Officers Association, Local 854. (8 PERB 4663).

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## Don't Repeat This!

(Continued from Page 6)

lic services.

To counterbalance this attitude, the employee associations have been waging a massive attack on government to demonstrate that government, itself, is the wastrel. One example is to carry to the public word of the degree to which legislatures treat themselves to massive public funds, either for themselves or for pet projects. Included here is the astonishing CSEA court 'victory' that produced a ruling that it was unconstitutional for state legislators to vote themselves flat sums of money in lieu of expenses, the so-called "lulus."

In the meantime, vital public services have diminished to such a point that the Employee Asso-

ciation is banking on the fact that drastic decreases in such areas as police and fire protection, garbage collection, hospital care, etc., will finally wake up the public to the idea that if they wish to continue the good life they have been used to, they need a strong civil service corps to support it.

Eventually this approach will probably work and a deeper appreciation of the civil servants' contribution to the American Way of Life will come about to the point where public employees will be deemed people of stature rather than feeders at the trough. In the meantime, there is growing evidence that the rank-and-file public employee has been too badgered by shrinking paychecks and diminished

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job protection to await this new awakening. The result may well be an explosion of emotion with the worker simply walking off the job, saying "To hell with it," whether or not a strike produces any concrete results.

The 1970's, therefore, may have as profound an effect on the means by which public employees gain their goals as did the 1930's for workers in the private sector.

### LEGAL NOTICE

KAYE 1976  
ASSOCIATES

Certificate of Limited Partnership filed in New York County Clerk's office January 15, 1976.—The name of the partnership is Kaye 1976 Associates, c/o Saul Duff Kronovet, Esq., 425 Park Avenue, N.Y.C. The character of the business is to acquire, hold, improve, maintain, operate, lease and dispose of real property and interests therein including without limitation interests in general and limited partnership having interests in general and limited partnership having interests in real property (the "Properties") and any business activities related or incidental thereto. General Partners: Stanley D. Waxberg, 480 Park Ave., N.Y.C., Saul Duff Kronovet, 167 East 62nd Street, N.Y.C., and Frederick Gelberg, 17 Clover Lane, Roslyn Heights, N.Y. Limited Partners, their place of residence (all N.Y.C. unless otherwise specified) and Capital Contributions are: Frederick R. Livingston, 1015 Fifth Ave., \$175,000; Bernard W. imkin, 116 East 53 St., Milton J. Schubin, Windmill Place, Armonk, NY, Gerald Feller, 12 Strathmore Rd., Great Neck, NY, and Milton Handler, 625 Park Ave., each \$150,000, Saul Duff Kronovet, 167 E. 61 St., 135,000, Fred A. Freund, 400 E. 57 St., Sidney J. Silberman, 2 Knolwood Dr., Larchmont, NY, William J. Issacson, 860 United Nations Plaza, Sheldon Oliensis, 925 Park Ave., each \$125,000, Stanley D. Waxberg, 480 Park Ave., \$110,000; Joseph G. Connolly, 9 Pine Tree Lane, Flower Hill, Manhasset, NY, Stuart Marks, 322 Central Park West, Bertram Abrams, 501 E. 79 St., Julius Berman, 62-15 Dieterie Crescent, Rego Park, NY, Martin S. Saiman, 2 Parkwood Drive, Great Neck, NY, James S. Hays, 110 Scottsdale House, 4800 North 68 St., Scottsdale, Arizona, each \$100,000; Frederick Gelberg, 17 Clover Lane, Roslyn Heights, NY, \$85,000; John A. Friedman, 245 West 107 St., Jay G. Strum, High Point Lane, Scarsdale, NY, Allen Kezsbom, 23 Fox Ridge Road, Armonk, NY, Joel B. Zweibel, 14 Stratford Rd, New Rochelle, NY, John T. Dunne, 4 Oby Drive, Scarsdale, NY, Elizabeth Head, 812 Park Ave., each \$80,000, Arnold I. Goldberg, 455 E. 57 St., 60,000, Milton Kunen, 35 Sutton Place, Peter H. Weil, 2 Country Club Drive, Larchmont, NY, Gerald Sobel, 1045 Park Ave., each \$50,000, David Klingsberg, 5 Westview Lane, Scarsdale, NY, Frederick H. Bullen, 45 Highridge Road, Hartsdale, NY, David Goldberg, 75-03 188 St. Flushing, NY, each \$40,000, Sidney Kwestel, 108-55 67 Drive, Forest Hills, NY, \$35,000, Peter M. Fishbein, 35 Herkimer Rd., Scarsdale, \$30,000, Jacob Scholer, 30 E 65 St., \$25,000, Andrea Christensen, 1 Gracie Square, Jeffrey Epstein, 26 Cushman Rd., Scarsdale, NY, Norman Sinrich, 12 Fernwood Dr., Stamford, Conn., Melvin Michaelson, Sands Point Rd., Sands Point, NY, Henry K Uman, 12 Riverview Rd., Irvington, NY, each \$20,000, Michael D. Blechman, 48 Old Colony Road, Hartsdale, NY, Solomon L. Warhaftig, 15 Neustadt Lane, Chappaqua, NY, each \$15,000, Allan Pepper, 9 Kingwood Dr., Scarsdale, NY, Frederic W. Yerman, 32 Sherbrooke Rd., Hartsdale, NY, Richard C Flesch, 270 Fox Meadow Rd., Scarsdale, NY, Ronald L. Unger, 30 Country Club Drive, Larchmont, NY, Jay O. Kramer, Dogwood Lane, Greenwich, Conn., each \$10,000. The term for which the Partnership is to exist is from the date of filing of a Certificate of Limited Partnership in the New York County Clerk's Office until December 31, 2026, unless sooner terminated by: (a) the General Partners upon at least one month's prior written notice to the Limited Partners of the dissolution of the partnership; (b) a sale by the Partnership of all the Properties; or (c) the resignation, death, adjudication of incompetency, or bankruptcy (as defined in the Agreement) of a General Partner where there is no remaining General Partner and a successor General Partner is not appointed or elected pursuant to the Agreement. No additional contribution is required to be made by the Limited Partners. The capital of the Partnership is to be distributed to the Partners upon the Partners upon the dissolution of the Partnership and may be distributed prior thereto, in whole or in part, at the discretion of the General Partners. The Limited Partners shall share proportionately in 99% of the profits of the Partnership based on their capital contributions. A Limited Partner may not assign his interest in the Partnership unless (a) the General Partners consent in writing thereto, and (b) his successor executes an assignment in form and substance satisfactory to the General Partners and pays all reasonable expenses in connection with such admission as a Limited Partner. Upon the resignation, death, bankruptcy or adjudication of incompetency of a General Partner, the Partnership shall be reconstituted and continued unless there is no remaining General Partner and a successor General Partner is not appointed pursuant to the Agreement.

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William Crimm, president of Rochester Psychiatric Center chapter 420, is attentive listener during discussion. His chapter had hosted the meeting last month at the Sheraton Gateway Motel.



CSEA president Theodore C. Wenzl, seated right, confers with several of the highest ranking members of the union's statewide structure. Seated next to Dr. Wenzl is CSEA vice-president Irving Flaumenbaum, head of Long Island Region I. Standing, from left, are CSEA vice-president Robert Lattimer, head of Western Region VI; CSEA executive vice-president William McGowan, and Long Island Region I first vice-president Ralph Natale. All are members of the CSEA Board of Directors.



Samuel Grossfield, president of Rochester chapter 012, urges decisive action "to show our members that we are not just accepting complacently the blows raining down on us." At left foreground is Ruth McFee, president of Rochester Area Retirees chapter 012.

# WESTERN REGION MEETING

(From Leader Correspondent)

ROCHESTER—Theodore C. Wenzl, president of the Civil Service Employees Assn., warned union delegates here that a wildcat strike or other job action at this time would hurt the CSEA cause despite apparent efforts by some members of the state administration to provoke such action.

"Without public support and/or support from within our own ranks, a strike now is the very last thing we should do," Dr. Wenzl said during an impromptu talk at the winter meeting of the union's Western Region VI at the Sheraton Gateway Motel here.

Despite the continuing threats about layoffs and a wage freeze, CSEA members should not allow themselves to be goaded into a rash job action during these times of very severe fiscal restraints, Dr. Wenzl said.

"I cannot rule out the fact that the current administration attitude is one that may force us to resort to drastic steps," Dr. Wenzl said, reminding the delegates of the "No Contract—No Work" mandate voted at the CSEA Convention in Niagara Falls last October.

"But it is our duty to try to reach a settlement through every possible peaceful means first—whether that be by political pressure, court actions or public relations programs," Dr. Wenzl explained.

The CSEA president made the comments in reply to a question by Rochester chapter president Samuel Grossfield.

Mr. Grossfield had suggested that "... maybe we should have a work slowdown or a two-day strike in the next week or two ... to show our members that we are not just accepting complacently the blows raining down on us."

Dr. Wenzl replied that he didn't blame members for "feeling so frustrated. I feel the same way. I'm sorry the facts of life are so grim and dreadful."

He said he and other top CSEA officials are "working hard to get meaningful negotiations. But you can't negotiate when the chief executive of the state won't even listen to the side of the biggest public employee union in the state."

But CSEA executives "are not exactly being negligent under the circumstances," he said. "We're effectively addressing ourselves to lulus and the no-show jobs."



"Maybe we'll be next," warns Western Region VI president Robert Lattimer as he underscores the threat to job security.

He said Governor Carey has included in his budget \$800,000 worth of lulus, extra pay state legislators receive "in lieu of" salary increases, "while neglecting the worker."

Dr. Wenzl also referred to the "tens of millions of dollars" in waste and padded payrolls from no-show and seldom-show jobs which CSEA and Assemblyman Andrew Stein, D-Manhattan, are attempting to expose.

"These are things the public will support us in fighting," he said. "We can show them that there are ways to save money without laying off the average public employee and without raising taxes."

Dr. Wenzl said the conditions of the Taylor Law "don't fit a situation like this ... when times are tough for everybody. But if the Taylor Law can work only when times are good, it's not a good law."

However CSEA reacts, it is "going to take a lot of hard thinking," the president said. "All public and private unions face the same situation. In New York City, the AFL-CIO union is getting clobbered with layoffs and pension and pay reductions, if that's any consolation."

Dr. Wenzl said the press likes to argue that most of the state's money problems are caused by public employees.

"So how do we get our story out?" he asked. "It's a vexatious problem. It couldn't be tougher."

William Doyle, president of Niagara County chapter, said thousands of county and municipal employees are being laid off, too.

"We feel it's not getting across to those concerned with state workers that the problems are just as great in our 60 counties, where there are 15 or 20 entities in each county," he said.

Ironically, Mr. Doyle is one of those whose job has been abolished, and he has chosen retirement.

The 150 chapter presidents and delegates at the meeting also heard that two other longtime public employees and CSEA officers, Sully Cook and George DeLong, have been told their jobs were abolished.

Region VI president Robert Lattimer said: "This should be food for thought for everyone. We should wake up because maybe we'll be next."

Mr. Lattimer said CSEA is "a viable organization. We should tell those klutzes who criticize us about what goes on in this organization—about people like

(Continued on Page 9)



CSEA director Charles Peritore (Mental Hygiene, Region VI) is shown in moment of concentration. Mr. Peritore also is president of Craig Developmental Center chapter 405.





Western Region VI officers react to a humorous moment during the proceedings. From left are secretary Judith Burgess, of Ontario chapter 835; first vice-president Genevieve Clark, of Roswell Park Memorial Institute chapter 303; third vice-president Ramona Gallagher, of

Department of Labor, Buffalo District, chapter 352; Robert Smith, of SUNY at Buffalo chapter 602, and treasurer Barbara Fauser, of Health Research chapter 315.

(Leader photos by Jim Laragy)



CSEA president Theodore C. Wenzl reminds delegates that they will need public support in a showdown with the state.



Niagara County chapter 832 president William Doyle pointed out that county employees are facing many of the same problems as are state employees.



Western Region supervisor Lee Frank tells chapter leaders that they should inform him if they have any difficulties with members of the field staff.



Expansion committee chairman Victor Pesci explains some of the pros and cons that had been debated concerning possible affiliation with any other union.

# Wenzl Cautions Against Hasty Action Despite Goading From Administration

(Continued from Page 8)

you, for example, who have come through the cold and the snow to be here on a Saturday afternoon."

Those attending the two-day meeting spent more than an hour during the Saturday afternoon session discussing the possibility of affiliation with another union.

"There would be two reasons for affiliation," said Victor Pesci, chairman of the statewide expansion committee. One, he said, would be to gain some 'clout' on a national level and the other would be to help combat membership challenges from AFL-CIO-sponsored and other public employee unions.

In any affiliation, he said, CSEA must retain its autonomy in New York because "this is our turf and we don't want anyone from another state telling us what to do."

"We'd also want to know how much it would cost. We want to know if we'd be assessed for problems somewhere else. We'd also have to have spelled out what service we'd get from a national union."

Mr. Doyle said dues could double with an affiliation. He said that CSEA might be better off if its own dues were increased \$5 or \$10 and that money were used solely for political purposes.

Lee Frank, who has succeeded James Powers as Western regional supervisor, asked the officials to call him if there were any problems with the field staff. "Everybody has the right to an answer," he said.

Mr. Frank said interviews will

begin soon for a regional research assistant who, among other things, would research rules and regulations pertaining to layoffs.

Jerry Friedday, coordinator for regional meetings, said the next

## Stops Plan

(Continued from Page 1)

Officers and field representatives to negotiate the changes.

"They have never met with us before, but they will now" added Ms. Walker. The employees reacted with applause and shouts of approval when Bart Brier, CSEA field representative, said "You are not going to be pushed around, and we are here to see your rights protected." Ernie Hecht, a chapter board member, made a plea that the members communicate immediately to chapter officers any grievances and problems they may have.

A union spokesman said that if Dr. Friedman had not agreed to the demands for negotiations, the union was ready to file charges of unfair labor practice with the Public Employment Relations Board in addition to filing individual grievances.

Remarking that in a crisis situation the chapter came through because of the show of strength, Mr. Brier said, "If they didn't have respect for us before, they certainly do have it now. We are going to have input in any contemplated changes."

The scheduled negotiating meetings are to be held on a daily basis.

one would take place March 5 and 6 at Buffalo's Statler-Hilton Hotel. A place hasn't been chosen yet for the June 4 and 5 meeting, but the Sept. 17 and 18 meeting will be held at Olean's Castle Inn, she said.

Other CSEA officials attending were Irving Flaumenbaum, CSEA vice-president, Region I and Nassau County chapter president; Ralph Natale, CSEA director, Region I and Nassau County chapter first vice-president; William McGowan, CSEA executive vice-president; Thomas McDonough, CSEA State Division chairman, and Charles Sandler, regional attorney.



SUNY at Fredonia chapter 607 was represented by Barbara Saletta, left, and Maryann Bentham. Behind them is Rochester chapter 012's John Garvey, who is chairman of the regional committee to study CETA problems.



In front row, delegation from Buffalo Psychiatric Center chapter 403 is led by chapter president Mick Stanton, center, while in next row is Buffalo chapter 003 delegation, with chapter president Peter Blaauwer at center.



# Booklet Describes State Dep't. Jobs

ALBANY—Secretary of State Mario M. Cuomo announced the distribution of a pamphlet listing services to the public which are the responsibility of the Department of State.

Mr. Cuomo said the pamphlet entitled, "The Department of State and You," was revised to include information on new services provided by his office as a result of legislative action in 1975. Under those statutory changes many of the functions of the former Office for Local Government and Office of Planning Services were consolidated into the Department of State. Mr. Cuomo's office now provides technical and financial assistance to local governments, fire prevention and control services and administers state planning and economic opportunity programs.

The Committee on Public Access to Records and the Board on Public Disclosure are other new functions assigned the Department of State.

The restructuring of the Department retains previous services provided by Mr. Cuomo's office. These include corporations and uniform commercial code filings;

the licensure and regulation of real estate brokers and salesmen; apartment referral agents; hair-dressers, barbers and cosmetologists; private investigators, watch, guard and patrol agencies; steamship ticket agents; billiard parlors; notaries; athletics; cemeteries; subdivided lands; manufacturers of motor vehicles, and bedding and upholstered furniture.

The new pamphlet, containing a listing of the Department's regional offices and an index of services and functions, will be provided without charge upon written request to: Publications Bureau, Department of State, 162 Washington Ave., Albany, N.Y. 12231.

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# Dyson Claims Federal Gov't 'Shortchanges' N.Y. State

ALBANY—State Commerce Commissioner John S. Dyson has told the State Senate Committee on Labor that the Federal government is using tax dollars collected in New York "to make other states more attractive in the competition for manufacturing jobs, often at our expense."

"New York State is severely short-changed," Commissioner Dyson said, "in the outlay of Federal funds, particularly in those areas related either directly or indirectly to economic development."

He pointed out to the committee that "New York has traditionally contributed more than its share of Federal taxes and received far less than its fair share of Federal spending. This redistribution of wealth from richer states to the poorer states may have been equitable and in the national interest at one time. The long-range effect of this policy, however, has been discriminatory against New York and the other industrialized states. It is interesting to note that seven of the ten states with the lowest per capita state and local taxes receive a higher proportion of Federal outlays than they contribute in the form of Federal taxes."

"Thus, the conclusion is inescapable that the Federal government is subsidizing low taxes in these states and using our money to do it."

Pointing out areas of discrimination against New York State in the distribution of Federal funds for public works, rural facilities, recreational facilities and transportation, Commissioner Dyson said:

"Despite the fact that New York has serious economic problems, is losing industry and jobs to other states, and is forced partly by circumstances beyond its control to impose a staggering State and local tax burden on its citizens, we are still being short-changed by the Federal government when it comes to availability of funds to assist and

promote economic development. This is partly because the statutory grant allocation formulas for many problems favor small states over large states and rural areas over urban areas.

"It is essential that New York's congressional delegation form an alliance with the delegations from other urban states to prevent this from happening in the future. Fair and equitable treatment in the allocation of funds must be our price for supporting new programs and extending ex-

isting programs in the Congress. Furthermore, where allocation of funds is flexible enough to reward initiative, State and local agencies must pursue these funds as aggressively as possible, so that we can say that we have not lost a single dollar of Federal assistance because of lack of effort. Through these means, I believe that eventually we can correct the present imbalance and end the Federal discrimination against New York State."

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## Correction

In the "What's Your Opinion" column last week a picture of Arthur Hummel, right, was inadvertently put alongside a comment by Benjamin Waxman. The Leader regrets the error.



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# REPORT TO THE PEOPLE OF NEW YORK CITY AND WESTCHESTER COUNTY

by Charles F. Luce, Chairman of the Board Consolidated Edison Company of New York, Inc.



In 1975 Con Edison achieved many goals we had set for ourselves when we began publishing these annual "Reports to the People" eight years ago:

- Our electric system operated more efficiently than in any year in the Company's history.

- For the first year since 1963 there were no system-wide voltage reductions ("brownouts").

- Local service interruptions were the fewest since 1967; average restoration time was the shortest since 1968.

- Our billing accuracy, telephone service, and district office service all improved greatly. Evidence of these improvements was a sharp drop in total customer complaints and an even sharper drop in complaints pending at year end—from 23,685 in 1974 to 3,798 in 1975.

- Our commitment to being a good corporate citizen was strengthened by continuing gains in, for example, minority employment and purchases from minority vendors.

For our stockholders, too, we have good news: increased earnings that recently permitted an increase in the quarterly dividend to 40 cents. But this is still below the 45-cent dividend paid from 1965 until April 1974.

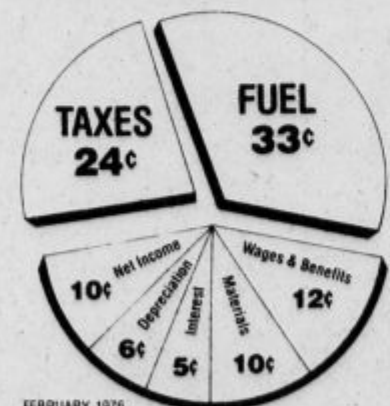
Contributing to the better performance of the Con Edison system was an investment of \$3.65 billion in new facilities over the past eight years, and an improved preventive maintenance program that increases reliability and efficiency throughout our system. Also contributing was the hard work and dedication of employees determined to make Con Edison the best-run utility in the country.

## Energy Costs Still Rising

The bad news was higher prices for all forms of energy. Recently the PSC granted increases in both steam and gas rates. Though electric rates have remained almost constant since late 1974, we have pending before the PSC a request for an increase to become effective next month.

Requests for higher rates are necessary because of: 1) the cost increases we are experiencing, especially in taxes, and 2) the necessity of improving earnings so that our stockholders can earn a fair return and our securities can be sold in the capital markets as that becomes necessary to finance new facilities.

## Where Does the Money Go?



## Why Are Electric Bills So High?

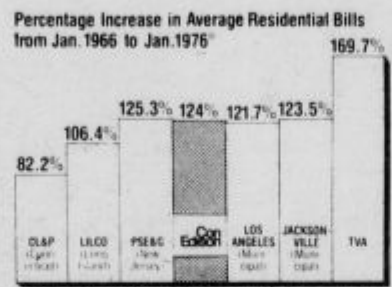
Two items—fuel and taxes—account for almost 60 percent of the cost of electricity to our customers. Wages and salaries account for only 12 percent.

If we reduced the operating payroll by 50 percent, and all other costs were magically held constant, electric bills would be reduced by only about 6 percent. (Since 1930 we have reduced the number of employees from about 50,000 to 25,000, while our sales of electricity increased eightfold—from 4 to 32 billion kilowatt-hours.)

This does not mean that we will cease to strive for greater efficiency; on the contrary, we will stress efficiency more than

ever. We should not, however, kid ourselves, or others, that savings resulting from greater manpower efficiency can prevent increases in electric bills in the face of continuing high fuel costs, high taxes, and inflation.

An independent, in-depth study of our Company, conducted by the A. D. Little Company under the direction of the PSC, concluded in April 1975 that, "The [Con Edison] system is, by and large, operated effectively with the limited capital available for new plant and system reinforcement" and that "there is little within direct control of management that would reduce rates to customers significantly or do much to limit the size and frequency of future rate increases."



\*All bills without sales taxes. These are average bills, but not for the same number of KWH because consumption differs in each service area.

## Can Electric Bills be Reduced?

If the upward pressure on rates is to be reduced in any substantial way, the costs of fuel and taxes must be brought down.

There are significant ways to reduce the cost of fuel and taxes, each of which lies outside the control of our Company, and can be accomplished only by regulatory or legislative action. For example, the following steps, for each of which there is precedent elsewhere, could have saved our consumers more than \$400 million last year:

- By switching to fuel oil with sulfur content used by power plants in Rochester, Albany, and throughout Florida (a fuel that would not adversely affect public health) we could save our customers \$60-70 million per year.

- By burning coal at Ravenswood and Arthur Kill, we could save approximately an additional \$45-50 million per year for our customers, and still, we believe, not adversely affect public health or significantly impair the cleanliness of New York's air. Coal is burned by utilities in such cities as Detroit, Chicago, and Jersey City.

- By exempting utility bills from state and city sales taxes—as they are in Connecticut and New Jersey—our customers would save more than \$150 million per year.

- By repealing the gross receipts tax levied only against utilities, and replacing it with the same corporation tax as levied against other businesses, our customers would save about \$130 million a year. This more equitable form of taxation is used by such neighboring states as Massachusetts and Vermont.

- By taxing our property like that of other industrial companies, our customers would save about \$48 million a year.

We know it may be unrealistic to expect tax relief in today's economic climate. Nonetheless, we must point out that taxes paid by our customers—through utility bills—are three to five times higher than those paid by utility customers elsewhere.

## Tax Comparison—1975

Taxes other than Federal Income Taxes paid by various utilities\*

Utility	Cents per KWH Sold to Ultimate Customers
Detroit Edison	24c
Houston Lighting & Power	118c
Los Angeles LADWP	84c
Philadelphia Electric	32c
Con Edison	1.293c
Connecticut Light & Power	39c
LILCO	78c
Orange & Rockland	75c
Public Service N. J.	65c

\*Does not include Sales Taxes paid by customers. Data for Los Angeles is based on Fiscal Yr. ended June 30.

This very unequal tax burden, over which we have no control, increases our bills and makes it appear that utility costs here are much higher than they actually are—thus further adding to New York's current problems in attracting and retaining businesses.

## Future Energy Supplies

The demand for electricity has not grown in the past several years, and we will continue to encourage the conservation of all forms of energy. However, we believe it necessary and prudent to plan for the energy growth that is necessary if the New York metropolitan area is to be economically healthy.

Because of long lead times required for new energy supplies, planning of necessity must be long-range. For example, it takes at least 12 years to license and construct a nuclear power plant, and about 8 years to license and construct a coal-fired plant. And even if the exploration process for Atlantic offshore natural gas could begin tomorrow, it would be 5 to 7 years before any gas discovered could be brought to shore.

Pursuant to policies we have supported, long-range planning for future supplies of electricity is now being done on a state-wide basis, and in close cooperation with the PSC which holds public hearings to receive comments on the plans. To a significant extent, the same is true of gas planning.

## Electricity

Plans filed with the PSC show that four major new projects important to energy supply in New York City and Westchester County are scheduled for construction by the Power Authority of the State of New York by 1985. They are a coal-fired plant on Staten Island; a nuclear plant and a hydroelectric pumped-storage plant in Greene County; and a major transmission link with Canada.

Output from these facilities is to be used by governmental customers in our service territory, with part of the output to be available for distribution to our general customers.

After 1985, baseload power planning for the New York metropolitan area, as well as the rest of the state, focuses on the new generating company, Empire State Power Resources, Inc. (ESPRI), formed by the state's seven investor-owned utilities.

## Gas

Gas supply is the most immediate energy resource problem facing our Company and its customers.

We have contracts with pipeline companies for more than enough gas for all our customers. However, deliveries by our pipeline suppliers have been curtailed to the point where 1975 deliveries were about 40 percent below contract amounts.

Like most Northeastern gas distributors, we thus cannot accept applications for new gas service. To protect our existing customers, this prohibition will continue until additional supplies are assured.

Based on estimates by our suppliers, gas deliveries may be reduced to where we could be unable to supply all firm customers in 1978 if the winter of 1977-1978 is extremely cold. By 1983, without new gas supplies, it appears we will be unable to supply all firm customers, even if the winter is relatively mild. To try to prevent this from happening, we are making numerous efforts to continue to supply our existing customers' requirements, and to recommence offering service to new customers. These efforts include:

- Our new LNG (liquefied natural gas) tank at Astoria, Queens, which increased by 1 billion cubic feet our ability to store off-peak gas for periods of high demand.

- Drilling ventures with other gas distribution companies to search for new gas supplies.

- A proposed SNG (synthetic natural gas) plant—to convert naphtha into gas—from which we may be obtaining supplemental gas supplies.

- New storage contracts which allow us to store excess "summer gas" in depleted wells for use during peak winter periods.

- We have also supported, as being in our customers' best interest, deregulation of the price of "new gas"; exploration for oil and gas believed to lie under the Atlantic Outer Continental Shelf; and programs to produce pipeline quality gas from coal.

## Steam

New rate schedules for our large steam customers will encourage them to reduce peak usage. Thus we expect to have enough steam capacity to meet customers' needs until 1979 or 1980.

In planning for the post-1980 period, we are looking into the possibility of steam plants that would use garbage for a principal fuel supply. Such facilities would provide a partial solution to the City's very serious refuse disposal problem, reduce Con Edison's use of fuel oil, and provide badly needed jobs.

We are convinced that, with fuel oil at \$12-13 per barrel, it makes more sense to "recycle" garbage by extracting energy from it than it does to bury it in landfills or incinerate it with no by-product benefit. Further we believe we could design plants to do this that would not pollute the air.

## Research and Development

To find better ways of producing, transmitting and distributing energy, we are committed to a strong R&D effort at the local, state and national levels. These efforts include projects looking into the next century, such as nuclear fusion and solar electricity.

The largest high voltage direct current (HVDC) transmission research project in the nation is being built at our Astoria complex. This project will be used to test equipment which could carry high voltage power into densely developed areas such as New York City.

Astoria, we hope, will also be the site for the first full-scale test of a fuel cell generating unit. Along with nine other utilities, we are participating in a \$42-million fuel cell development program. If the program succeeds, non-polluting and highly efficient fuel cells could become part of Con Edison's generating system.

## National Energy Policy

The planning and R&D efforts of one utility, or even of all utilities, cannot alone solve the nation's energy problems. What is needed, and so far lacking, is a comprehensive national energy program that will make our country independent of foreign energy supplies. Such a program must both conserve energy and develop new domestic energy resources.

Greater use of nuclear power must be an important part of our nation's near-term and intermediate-term efforts to achieve energy self-sufficiency. Not only is nuclear power clean, safe and produced by domestic fuel, it is also economical.

For example, operation of our nuclear plant at Indian Point saved our customers \$122 million in fuel and related tax costs in 1975 by reducing oil consumption by nearly 10 million barrels. The total cost of electricity produced at this unit, including capital costs, was only two-thirds the cost of electricity produced at our most modern oil-fired plants.

## In Conclusion

We take pride in the improvements made by Con Edison in the past eight years—particularly in system performance and customer service operations. At the same time we are seriously concerned about the increasing costs of energy, the shortage of natural gas, and the nation's increasing dependence on foreign oil. In the year ahead we will continue to do whatever we can to contribute to solutions to these problems.

*Charles F. Luce*



# Latest State And County Eligible Lists

EXAM 35-798  
SR EMPLOYMENT SEC CLK  
Test Held May 31, 1975  
List Est. Aug. 11, 1975  
(Continued from Last Week)

- 730 Carpenter Leta Saratoga Spg .....80.0
- 731 Stavola William Little Neck .....79.9
- 732 Pearce Theresa Schenectady .....79.9
- 733 Kubiak Louise R Kenmore .....79.9
- 734 Cartwright E M Troy .....79.9
- 735 Radigan Robert Schenectady .....79.9
- 736 Malizesky B C Rochester .....79.9
- 737 Miers Pamela A Castleton .....79.8
- 738 Miller Karen M Rensselaer .....79.8
- 739 Giermek Theresa Buffalo .....79.8
- 740 Buford Leonard NYC .....79.8
- 741 Marr Marcia A Troy .....79.8
- 742 Banis Roberta S Staten Is .....79.7
- 743 Adams John H Troy .....79.7
- 744 Ford Christine Albany .....79.7
- 745 McClements N W Rochester .....79.7
- 746 Brenner Barbara Rockvil Ctr .....79.6
- 747 Morrissey T J Albany .....79.6
- 748 Diangelis CM Brooklyn .....79.5
- 749 Mathews C Buffalo .....79.5
- 750 Dutcher Charles Glens Falls .....79.5
- 751 Bradt Virginia Albany .....79.5
- 752 Goodman Eleanor Wantagh .....79.4
- 753 Engel Geraldine Albany .....79.4
- 754 Dtrw Timothy E E Greenbush .....79.3
- 755 Johnson Sarah D Schenectady .....79.3
- 756 O'Toole Lucille Troy .....79.3
- 757 Sodorofsky Paul Brooklyn .....79.2
- 758 Maloney C A Watervliet .....79.2
- 759 Crane Norma Groveland .....79.1
- 760 Brundige Mary V Amsterdam .....79.0
- 761 Lawrence Mamie Bronx .....78.9
- 762 Lombardo Samuel Dunkirk .....78.9

- 763 Metzgr Jean M Albany .....78.7
- 764 Logan Aleaze E Rockaway Bch .....78.6
- 765 Flanagan D M Rensselaer .....78.6
- 766 Best Gloria J Jamaica .....78.5
- 767 Paslow Rose Troy .....78.5
- 768 Rotonde Lena Schenectady .....78.5
- 769 Lochner Barbara Albany .....78.4
- 770 Laws Ruth E West Seneca .....78.3
- 771 Andrews Robert Bronx .....78.1
- 772 Commisso Ralph Albany .....78.1
- 773 Schechter Beth E Meadov .....78.1
- 774 Waldroff Perry Albany .....78.0
- 775 McQueens Far Rockaway .....78.0
- 776 Danahy Martin J Troy .....77.9
- 777 Ocker Barbara Rensselaer .....77.9
- 778 Clancy Ruth M Staten Is .....77.9
- 781 Menillo John A Troy .....77.8
- 782 David Edward M Brooklyn .....77.8
- 783 Murchison F E Brooklyn .....77.8
- 784 Kearns Dale M Albany .....77.7
- 785 Gainsley L E Rensselaer .....77.2
- 786 Fugate Thelma Tonawanda .....77.2
- 787 Desantis M L NYC .....77.1
- 789 Cochetti Mary A Schenectady .....76.9
- 790 Hibbert Alfair Bronx .....76.9
- 791 King Wilbur B Staten Is .....76.9
- 792 Deane Gwendolyn Jamaica .....76.6
- 793 Hicks oNrma Schenectady .....76.6
- 794 Fritz Ethel C Rochester .....76.6
- 795 Parker Deloris Jamaica .....76.5
- 796 Delasine G Bronx .....76.5
- 797 Ferraro J S Schenectady .....76.4
- 729A Piper Anna L Albany .....80.0
- 799 Petrosky oJhn F West Berne .....76.3
- 800 Vandeuken M M Saratoga Spg .....76.3
- 801 Dymet Frances Fredonia .....76.3
- 802 Druziaik Helen J Amsterdam .....76.3
- 803 Bitcastro Roccy Albany .....76.2

- 804 Weinstein Linda Brooklyn .....76.1
- 805 Warren Jane M Albany .....76.1
- 806 Ryan Ellen C Bronx .....75.9
- 807 Kahlan Michael Albany .....75.6
- 808 Abate Anthony S Troy .....75.5
- 809 Dinneen M A Solvay .....75.5
- 810 Taylor Clarethia NYC .....75.5
- 811 Walker G L Bronx .....75.4
- 812 Brua Joyce A Schenectady .....75.4
- 813 Aleman Emma Selden .....75.4
- 814 Cobb Rita R Lybrook .....75.4
- 815 Hines Paul K Castleton .....75.3
- 816 Ferry Virginia Yonkers .....75.2
- 817 iNcholson Helen Hudson .....75.1
- 818 Walker Maxine M NYC .....75.1
- 819 Beaubrun L Brooklyn .....75.1
- 820 Williams Jean E Brooklyn .....75.0
- 821 Lacavera J M Albany .....74.9
- 822 Banks Phillip E Jamaica .....74.9
- 823 Lersch Diana S Rochester .....74.9
- 824 Ezell Pamela S Hamlin .....74.8
- 825 iMakisiz Hilen S Schenectady .....74.8
- 826 Schwartzbach Glenmont .....74.7
- 827 Alkins Mary E Spencerport .....74.7

- 828 Sassone Barbara Highland .....74.7
- 829 Ferrandino M A Albany .....74.7
- 830 Grady Ann Marie Albany .....74.6
- 831 Pelt E A Cheektowaga .....74.6
- 832 Sorell Mary S Elmere .....74.6
- 833 Marafioti Maria Utica .....74.5
- 834 Cohen Linda K Cohoes .....74.4
- 835 Guidice C A Brooklyn .....74.4
- 836 Fazio Lena C Buffalo .....74.3
- 837 Crespo Irene Bronx .....74.0
- 838 Schildkraut H M Brooklyn .....74.0
- 839 Seager Jennie H Albion .....73.9
- 840 Clark Muriel J Bronx .....73.8
- 841 Braverman F H E Meadow .....73.8
- 842 Jackson Emma L New Rochelle 73.6
- 843 Brown Maxine NYC .....73.5
- 844 Schmidt Elsie M Elmont .....73.5
- 845 Sorell Jose L Brooklyn .....73.5
- 846 Girardet L E E Aurora .....73.5
- 847 Motkowimz A J Green Island .....73.4
- 848 Kelly Ronald J Albany .....73.4
- 849 Vonlinden D P Schoharie .....73.4
- 850 Ltko Thomas J Troy .....73.3
- 851 Robinson Daniel Delanson .....73.2
- 852 Venditto Anne NYC .....73.2
- 853 Hornsby G Flushing .....73.2
- 854 Gaynor E J Latham .....73.2
- 855 Michalek Judith Williamsvil .....73.2
- 856 Yerkie Judith L Vernon .....73.2
- 857 Dehoog Medic G Hollis .....73.1
- 858 Mahoney Alga P Hornell .....73.0
- 859 Cnaty Lucille R Albany .....73.0
- 860 Phillips Joel M Albany .....72.9
- 861 McCutcheon V Albany .....72.8
- 862 Carr Flora E Troy .....72.8
- 863 Albury Faustina Brooklyn .....72.8
- 864 Jindrak Marie Lafayette .....72.7
- 865 Danaheh Marion Troy .....72.5
- 866 Davis Alice M Catskill .....72.5
- 867 Georgeou S L I City .....72.5
- 868 Gapp Theresa F Troy .....72.4
- 869 O'Connell L Ronkonkoma .....72.4
- 870 Parmer Gwindle Buffalo .....72.4
- 871 Raiti Evelyn M Voorheesvil .....72.3
- 872 Lester Ernest B Lansingburgh .....72.3
- 873 Johnson Karen L Albany .....72.0
- 874 Lehman Irene Brooklyn .....71.9
- 875 Gildea Patricia Mechanicvil .....71.8
- 876 Gorman Richard Ballston Spa .....71.8
- 877 McGee Theresa Bronx .....71.7
- 878 Dillon William Albany .....71.7
- 879 Jackson Joy A NYC .....71.6
- 880 Pryor Linda A Brooklyn .....71.6
- 881 Abraham Sadie L Schenectady .....71.4
- 882 Ryan Christine Latham .....71.1
- 883 Rubino Anna M Syracuse .....71.0
- 884 Schaffer Linda Ct Bridge .....71.0
- 885 Nothaagle T R Rochester .....71.0
- 886 Ceare Lawrence Albany .....70.3
- 887 Sander Queen E Buffalo .....70.9

- 888 Hushla Jean A Lima .....70.8
- 889 Fowler Beverly Neida .....70.8
- 890 Mogel Fred L Flushing .....70.7
- 891 Mendez Aida Brooklyn .....70.6
- 892 Stewart Ruth S Ozono Park .....70.6
- 893 Bernel Helen E Buffalo .....70.5
- 894 Prohberbs L K Brooklyn .....70.5
- 895 Coyle Valerie K Rensenburg .....70.5
- 896 Byers Mary E Bronx .....70.4
- 897 Leone Peggy M Rochester .....70.3
- 898 Moleky Donna M Albany .....70.3
- 899 Mulligan Ruth S Albany .....70.2

- EXAM 34-745  
SR CLERK  
Test Held May 3, 1975  
List Est. Sept. 2, 1975  
(Cont. from Previous Edition)
- 1402 Diblasi Mildred Latham .....79.1
  - 1403 Parmelee Flora Perry .....79.1
  - 1404 Adams Maureen Woodhaven .....79.1
  - 1405 Dunbar Vivian Ballston Spa .....79.1
  - 1406 Bogardus J K Valaitie .....79.1
  - 1407 Apparius L M Elnora .....79.1
  - 1408 Skiba Dennis D Troy .....79.1
  - 1409 Sgarlata P A Albany .....79.1
  - 1410 Palmer Mary Smithtown .....79.1
  - 1411 McDougall Donna Gloversville 79.1
  - 1412 Brunges Sharon Endwell .....79.1
  - 1413 Lopez Joan E Albany .....79.1
  - 1414 Tyrrell L A Gloversville .....79.1
  - 1415 Kennedy Sharon Mechanicvil 79.1
  - 1416 Shemo Mary Mechanicvil .....79.1
  - 1417 Lefar Daniel B Schenectady .....79.1
  - 1418 Brassard L R Cohoes .....79.0
  - 1419 Frank J M Slingerlands .....79.0
  - 1419A Russo Lorraine Rensselaer .....79.0
  - 1420 Sullivan Gloria Troy .....79.0
  - 1421 Lemonier G S Middletown .....79.0
  - 1422 Burns James W Albany .....79.0
  - 1423 Cordick John Ogdensburg .....79.0
  - 1424 Kirchberg D M Patchogue .....79.0
  - 1425 Basle Anthony J Watervliet .....79.0
  - 1426 Fuss Christine Albany .....79.0
  - 1427 Vanalphen B M Schenectady .....79.0
  - 1428 Lindh Nancp L Albany .....79.0
  - 1429 Kowalski Claire Albany .....79.0
- (Continued on Page 15)

## LEGAL NOTICE

### OAK ASSOCIATES,

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

## LEGAL NOTICE

### McVEIGH ASSOCIATES

30 Bond Street, N.Y.C. Substance of Certificate of Limited Partnership, filed in New York County Clerk's Office January 21, 1976. Business: Acquire leasehold and operate premises 30 Bond Street, N.Y.C. General Partner: Robert B. Sterling, 25 E. 4 Street, N.Y.C. Limited Partner, Cash Contribution and Share of Profits: Joyce E. DeMar, 2425 Braeburn Avenue, Flossmoor, Ill., \$20,000, 50%. To continue until June 1, 2071, unless sooner terminated. Contribution of Limited Partner to be returned upon termination or dissolution. Limited Partner may assign inter vivos or by will to member of family, and partnership may admit additional limited partners. Partnership may continue with estate substituted for deceased or insane General Partner.

## Rensselaer Has Steno Promos

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## Firefighters' Legal Problems Explored In New Publication

BOSTON, MASS.—The second edition of "Legal Insight," a compilation of court decisions affecting firefighters has been published by the National Fire Protection Assn.

Reviewing in layman's language some 80 legal cases, attorney H. Newcomb Morse offers practical guidance for fire chiefs and officers, labor-union representatives, municipal attorneys and administrators, as well as fire-science course instructors and students. Twenty-five new cases are included in this second edition dealing with such topics as forced retirement, fire fighter disabilities, moonlighting, holiday pay, and free speech.

The second edition also has a new chapter on progenitor laws—those state regulations that originally granted fire fighters the right to organize and engage in fire fighting.

Copies of the second edition of "Legal Insight" (Catalog No. SPP-20A) are now available at \$5.50 each from the NFPA Publication Sales Department, 470 Atlantic Ave., Boston, Mass. 02210.

## To Honor Fireman

A memorial plaque, in memory of Fireman 1st grade Edward J. Winewski, will be dedicated Feb. 25 at Engine Co. 304, 218-44 97th Ave., Queens Village. The dedication will begin at 11 a.m.

Fireman Winewski, a company member, died Feb. 23, 1975 of injuries sustained in a Queens fire Feb. 15.

### LEGAL NOTICE

#### PONCA CITY DEVELOPMENT COMPANY,

c/o Robert L. Wickzer, 250 E 63 St. NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office December 31, 1975. Business: Own and operate oil and gas leasehold interest. General Partners: Robert L. Wickzer, 250 E 63 St. NYC; Yale Oil Corp., c/o Robert L. Wickzer, 250 E 63 St. NYC. Limited Partners, Cash Contributions, Share of Profits on first \$369,000 and Share of Profits thereafter: Eugene Marton, 13 Erhan Allen Ct. Orangeburg, NY, \$30,000, .08118%, .0609%; Howard L. Marks, 75 E 55 St. NYC, \$25,000, .06765%, .05075%; Roger B. Clark, 10 Moss Ledge Rd, Westport, Conn; Millie B. Lassing, 3419 Beacon St. Pompano Beach, Fla, \$20,000, .05412%, .0406%; each; Robert H. Goetz, 1180 Morris Park Ave. Bronx, NY; Stanley G. Goult, 6016 Innes Grace Rd, Louisville, Ky; Robert Niehaus, 15 Queens La. Darien, Conn; Lionel J. Goetz, Sterling Rd, Harrison, NY, \$15,000, .04059%, .03045%; each; Joseph A. Buda, 396 Walnut St, Englewood, NJ; George De-Genaro, Palmer's Island, Old Greenwich, Conn; James J. Ferrerri, 201 St. Pauls Ave, Jersey City, NJ; Lester Gottlieb, Pierson Dr, Greenwich, Conn; Robert J. Killgore, 98 Lorraine Ave, Upper Montclair, NJ; Sven J. Kister, 161 Ft Washington Ave, NYC; Albert J. Manganeli, 1224 Anderson Ave, Ft Lee, NJ; Ned J. Parsekian, 210 River St, Hackensack, NJ; Robert F. Ryder, 1224 Anderson Ave, Ft Lee, NJ; Anthony Schepisi, 1033 Inwood Terrace, Ft Lee, NJ; John Schepisi, 640 Palisade Ave, Englewood Cliffs, NJ; Carl Schiemann, 769 Highview Dr, Wyckoff, NJ; Gerald Toomey, 25 Autumn Lane, Middletown, NJ; Richard C. Weidenbaum, 1224 Anderson Ave, Ft Lee, NJ; Robert L. Wickzer, 418 Sea Spray Ave, Palm Beach, Fla, \$10,000, .02706%, .021%; each; Richard E. Blackman, 43 Friarview Ave, Woodcliff Lake, NJ; Norman Weinstein, 33 Kenwood Dr, Woodcliff Lake, NJ, \$7,500, .020295%, .015225%; each; Howard Brownstein, 7510 Fourth Ave, Brooklyn, NY; Lore Brown, Woodhollow Rd, Colts Neck, NJ; Michael J. Ferro, 210 River St, Hackensack, NJ; William S. Howland, 345 E 68 St, NYC; John Pryon, Dana La, Colts Neck, NJ; John J. Ursino, 83 Sycamore Lane, Skillman, NJ; \$5,000, .01353%, .01015%; each. Term: December 24, 1975 to December 31, 2005 unless sooner terminated. No additional contributions to be made. Limited partner may assign interest with consent of general partners. No additional limited partners to be admitted. No priority among limited partners as to contributions or as to compensation by way of income. No limited partner shall demand property other than cash for their contribution.

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Veterans Administration Information Service Call (202) 389-2741 Washington, D. C. 20420

# Open Continuous State Job Calendar

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
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Principal Actuary (Casualty)	\$22,694	20-417
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
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 State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

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

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# Constitution & By-Laws Changes To Be Considered This Month

The Report of the Revision of Constitution and By-Laws Committee will be presented to the special Delegates Meeting, March 14-18 at the Concord Hotel, Kiamasha Lake. It is printed here exactly as it will be presented to the Delegates. Material in bold-face type is new; brackets indicate old material to be deleted. The committee is chaired by Kenneth Cadieux, with committee members William Roberts, Nicholas Cimino, Joseph Kinney, Eugene Nicoletta, Audrey Snyder, Genevieve Luce, Karen White, Earl Mayfield, Sr., and Jay Ber-man.

I. The following item is presented to the Delegates for a second reading and if passed, will become part of the CSEA Constitution:

## "Article VII—COUNTY DIVISION

Section 1. COUNTY EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a County Executive Committee which shall consist of the officers of the Association and one representative from each County Division Chapter[,], and one County Educational Chapter Representative from each CSEA Region elected by the County Educational Chapter members within each region. [In addition to the foregoing, any County Division Chapter having a membership in excess of 10,000 members shall be entitled to one additional representative.] In addition to the foregoing, each County Division Chapter with more than 10,000 members as of January 1 in an odd-numbered year shall, for the term of office beginning the following July, be entitled to one additional representative. [A chapter formed pursuant to Section 2 of this Article for non-teaching employees of school districts shall be deemed part of the County Chapter for purposes of electing a representative to the County Executive Committee.] The County Executive Committee may create one or more subcommittees to perform such duties as the County Executive Committee shall delegate. The representatives of a County Chapter shall be elected by such chapter for a two-year term of office to be coincidental with the term of office for members of the State Executive Committee. The County Executive Committee shall elect from its membership one member to be known as the Chairman of the County Executive Committee."

II. The following items are presented to the Delegates by the Committee as proposed amendments to the Constitution. The presentation to the Delegates at this meeting constitutes a first reading of these amendments.

1. Article IV, Section 2 (b):  
"The Board of Directors shall establish and appoint committees to be known as Board Committees. The Board Committees shall consist of only

voting members of the Board of Directors and each committee shall elect its own Chairman.] as enumerated in Article VI, Section 2 (a) and Section 2 (b) of the By-Laws."

2. Article IV, Section 4:

"[Section 4. No member of the Board of Directors who is physically present at a Board Meeting and who is entitled to vote in more than one capacity, shall have the right to a proxy; provided, however, that he may cast one vote for each office or capacity he represents.]"

This language is to be placed in the By-Laws, Article II, Section B, PROXIES.

3. Article IV, Section [5] to be renumbered to Section 4.

4. Article IV, Section [6] to be renumbered to Section 5.

5. Article VI, Section 1:

"Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, [the Legislature,] the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Associations, Teachers' Retirement System, and the Higher Education Assistance Corporation shall as a unit be deemed a State Department. In addition to the foregoing, each State Department with more than 3,000 members as of January 1 in an odd-numbered year, shall for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The State Executive Committee shall elect from its membership one member to be known as the Chairman of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in his department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless he shall have been a member in good standing of the Association on or before June 1st of the year preceding the year in which the election is held. They shall hold office for a term of two years or until their successors have qualified [, except that for the election to be held in 1973, the term shall be for one year and 9 months, ending June 30, 1975, or until their successors have qualified]. Vacancies in the office of the State Department representatives may be filled for the remainder of the term by the members of the Association employed in such department at a special election to be called by the Board of Direc-

tors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board."

6. Article VI, Section 2:

"Section 2. NOMINATIONS. The State Division members of the Nominating Committee selected in accordance with Article IV, Section [6] 5 of this Constitution shall constitute the Nominating Committee for the State Executive Committee." REST OF SECTION REMAINS SAME.

7. Article VII, Section 2:

"Section 2. CHAPTERS.

(a) CHAPTERS. A chapter may be formed by members in the County Division in any county, or in any region containing one or more counties, upon the approval by the Board of Directors of the Constitution and By-Laws of such chapter. One Chapter for non-teaching employees of school districts may be formed in each county provided fifty percent of the eligible school district units, but in no event less than 200 school district members, shall request formulation thereof. Political subdivisions with a membership of 1,000 or more members shall be permitted to form their own chapters. Each such chapter shall make available to the duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals, all chapter records for inspection by the Association." REST OF SECTION REMAINS SAME.

8. Article VII, Section 2 (b):

"(b) The members employed in each political subdivision in a chapter shall be entitled, if they have 200 members or 50 percent of the employees within the division as members, whichever is smaller, with minimum of 75 members, to the formation of a unit. [Such unit shall receive a portion of the refund of the dues which shall be determined within the discretion of the parent county chapter.] Other units may be organized as the Board of Directors or Executive Council of the chapter may determine in the best interests of the members involved. Each unit shall be entitled to elect its own unit officers and to establish its own progress."

This language is included in the By-Laws, Article IV, Section 3 (b).

9. Article VIII:

[Meetings of] Delegates"  
"[Section 1. DELEGATES,]"  
REST OF ARTICLE REMAINS SAME.

10. Article IX, Funds:

"Section 1. AUTHORIZATION  
No funds of the Association shall be disbursed unless authorized by the Board of Directors [or at a regularly assembled meeting of the Association]. No funds of the Association shall be disbursed in a manner which will result in a personal profit to an officer, director or employee of the Association."

11. Article X:

"ARTICLE X

## AMENDMENTS

This Constitution may be amended by a two-thirds vote at any duly organized meeting of the Delegates of the Association providing the proposed amendment has been submitted in writing and ordered published at the last meeting of the Association and thereafter published in the official magazine or mailed to each [delegate] Chapter President and member of the Board of Directors not less than ten days before the meeting at which the proposed amendment is voted upon. If a proposed amendment to the Constitution is rejected, [it, or] a substantially similar amendment [in the opinion of the Delegates,] may not be ordered published at the same meeting."

III. The following items are presented to the Delegates by the Committee as proposed amendments to the By-Laws. If passed at this meeting, they will become effective immediately.

1. "ARTICLE I [Duties of] Officers"

2. Article I, Section 1:

"Section 1: PRESIDENT. The President shall preside at all Delegate meetings of the Association. The President shall serve on a full-time basis. If the President is employed and is unable to obtain a paid leave of absence from his employer, the Association shall, pursuant to law, obtain a paid leave of absence for the President and the Association shall reimburse the employer for the cost of such leave. His signature shall be required on all contracts and on all orders drawn upon the Treasurer that have been approved by the Association or the Board of Directors. He shall be a member ex-officio of all committees and shall initiate and effectuate plans which, in his judgment, are in the best interest of the Association. He shall be

responsible for the organization and direction of the staff of the Association, and shall direct and supervise the collection of dues. He shall direct and supervise the collection of dues. He shall direct and supervise the collection of dues. He shall direct and supervise the collection of dues. He shall appoint all committees of the Association unless the method of selection is otherwise directed or provided. He shall give a surety bond, at the expense of the Association, in an amount fixed by the Board of Directors. He shall by September first of each year furnish to each member of the Board of Directors a proposed budget consisting of an itemized statement of estimated revenues and anticipated and proposed expenditures for the then current fiscal year."

The Constitution and By-Laws Committee is not recommending for or against the adoption of this amendment

3. Article 1, Section 2:

"Section 2: EXECUTIVE VICE PRESIDENT. There shall be an Executive Vice President who shall assume the duties of the President if the President is unable for any cause to act or if the office becomes vacant. The Executive Vice President shall serve on a full-time basis. If the Executive Vice President is employed and is unable to obtain a paid leave of absence from his employer, the Association shall, pursuant to law, obtain a paid leave of absence for the Executive Vice President and the Association shall reimburse the employer for the cost of such leave. The Executive Vice President shall perform those other duties assigned to him by the President or the Board of Directors of the Association."

The Constitution and By-Laws Committee is not recommending for or against the adoption of this amendment.

(To Be Continued)

## Or Write In

# Toll-Free Number To Report Gov't Waste, Inefficiency

A toll-free 800 telephone number has become operational to assist the CSEA/Stein Joint Committee on Waste and Inefficiency in Government to collect and document examples of waste, inefficiency and 'fat' in government.

Anyone with information for the committee should immediately call this toll-free number, which is operational 24 hours a day with a recording device to receive messages around the clock: (800) 342-3697.

## (800) 342-3697

In addition, any persons desiring to give more detailed information in any of the above mentioned areas may do so by writing directly to Box 25, The Civil Service Leader, 11 Warren St., New York, N. Y. 10007. All correspondence will be forwarded—unopened—to the Joint Committee at CSEA headquarters in Albany.

All information received will be confidential, but the caller should leave his or her name and telephone number so that the committee staff can follow up with a personal contact for complete information. Informants' names will be strictly confidential



# Latest State And County Eligible Lists

(Continued from Page 12)

1430 Eppig Leonard H E Patchogue	79.0
1431 Cardone C M Garnerville	79.0
1432 Wrisley Patti A Plattsburgh	79.0
1433 Grime Glenda P Cazenovia	79.0
1433A Molitor C M Albany	79.0
1434 Mazzella Gina M Hornell	79.0
1435 Austin Octa R Albany	79.0
1436 Forbes Steven C Cohoes	79.0
1439 Episcopo Sharon Syracuse	79.0
1440 Wilkie C E Albany	78.9
1441 Beegan Joan T Haverstraw	78.9
1442 Fear Bradley D Albany	78.9
1443 Doherty William Troy	78.9
1444 Murphy E A Watervliet	78.8
1445 Savage Teresa E Buffalo	78.8
1446 Baker Ann M Delmar	78.8
1447 Collins Frances Rensselaer	78.8
1448 Rest Helen B Albany	78.8
1449 Scolliker Donald Kinderhook	78.7
1450 Gentile Helen S Mc Morris	78.7
1451 Downing Helen M Saratoga	78.7
1452 Conklin P A Hornell	78.7
1453 Sherman April G Dover P	78.7
1454 Wing Patricia A Dannemora	78.7
1455 Martone Joseph Selkirk	78.7
1456 McDermott B T Syracuse	78.6
1457 Meiler Anne E Buffalo	78.6
1458 Dzialo E J New Hartford	78.6

1459 Sherman C R Galway	78.6
1460 Garzone Rita T Troy	78.6
1461 Shaut C A Ilion	78.6
1462 Innis Patricia Marlboro	78.6
1463 Breivik M Stony Brook	78.5
1464 Gasquino B A Rensselaer	78.5
1465 King Eileen W Haverstraw	78.5
1466 Howe Catherine Amsterdam	78.5
1467 Scholl Beverly NY Mills	78.5
1468 Tricarico M J Albany	78.5
1469 Albersom C H Valatie	78.5
1470 Rhoades T P Ganestvoort	78.5
1471 Biski Kathy M Rensselaer	78.5
1472 Palmquist Dane Albany	78.5
1473 Currier Sharon E Bethany	78.5
1475 Studnicki James Troy	78.4

1476 Carney James J Albany	78.4
1477 Young Hazel E Peekskill	78.4
1478 Moller Rose N Chatham	78.4
1479 Kemmer E J Albany	78.4
1480 Armer Carl G Ballston Spa	78.4
1481 Partak Judith M Waterford	78.4
1482 Veltri Joseph P Hannacroix	78.4
1483 Pietrowski J A Yonkers	78.4
1484 Cline Bruce G Albany	78.4
1485 Terranova K W Fairport	78.4
1486 Chapman Roberta Rome	78.4
1487 Ryan Timothy T Cohoes	78.3
1488 Whitaker L J Brooklyn	78.3
1489 Frodyma P A Loudonville	78.3
1490 Phillips R C Clay	78.3
1491 Whaley Sarah M E Syracuse	78.2
1492 Vickery Sandra Spencerport	78.2
1493 Fine Irma Spring Val	78.2
1494 Franklin D A Saratoga Spg	78.2
1495 Kelly Mary E Lindenhurst	78.2
1496 Womer Marie E Schenectady	78.1
1497 Hoefler Linda L Waterford	78.1
1498 McKee Dorothy J Staten Is	78.1
1499 McCadden G E Schenectady	78.1
1500 Lansing Leslie Schenectady	78.1
1501 Brenner Sylvia Brooklyn	78.1
1502 Riedel Jay B NYC	78.1
1503 Zarecki Barbara Waterford	78.1
1504 Rzedkiewicz P L Buffalo	78.1
1505 Kahian Michael Albany	78.1
1506 Fasulo Anthony Buffalo	78.1
1507 Jordan Kathleen Albany	78.1
1508 Koops Susan C Mechanicvill	78.0
1509 Harris Mary C Albany	78.0
1510 Quinn Mary A Ogdensburg	78.0
1511 Waberski Hanna Setsuket	78.0
1512 McClure Helena Troy	78.0
1513 Rivera Irving Amsterdam	78.0
1514 Barza Cynthia M Albany	78.0
1515 McComb Camille Stuyvetant	78.0
1516 Holman Deborah Watertown	78.0
1517 Newman Miriam N Babylon	78.0

1518 Nardacci A T Albany	78.0
1519 Teidman Carol A W Sand Lk	78.0
1520 Nicholson Grace Elmira	78.0
1521 Cruickshank M Latham	78.0
1522 Piduch Noeline A Buffalo	78.0
1523 Harmon Barbara Latham	78.0
1524 Beauharnois M L Plattsburgh	78.0
1525 Frazer Mary L Ft Edward	78.0
1526 Gibbs Sandra D Yorkville	78.0
1527 Eaton Margaret Schenectady	78.0
1528 McMahon Eva M Latham	78.0
1529 Tuttle Glenn M Conesus	77.9
1530 Donovan Grace E Holley	77.9
1531 Brehm Eleanor J Cohoes	77.9
1532 Labarbara S A Buffalo	77.9
1533 Balcom Betty J Lancaster	77.9
1534 Gouvin E A Albany	77.9
1535 Lombardo Samuel Dunkirk	77.9
1536 Jones Joyce A Amsterdam	77.9
1537 Green Linda M Waterford	77.9
1538 Barkman Belle M Oneonta	77.9
1539 Burns Joan C Voorheesvil	77.9
1540 Podolic Daniel Depew	77.9
1541 Stencil Melanie Buffalo	77.9
1542 Curran Joanne M Rochester	77.9
1543 Derosa John I Albany	77.9
1544 Cranfield John Alpaus	77.9
1545 Messina Janet S Delmar	77.9
1546 Sarnacki Mary F Troy	77.9
1547 Meres Joan I Delmar	77.9
1548 Gersbach James Albany	77.9
1549 Clark Nne T Syracuse	77.9
1550 Mitchell Linda St Albans	77.9
1551 Reilly Joan I Auburn	77.9
1552 Spadaro Ralph G Solvay	77.9
1553 Boel Barbara A Rensselaer	77.9
1554 Smith Gladys M Albany	77.9
1555 Ferrara Pauline Buffalo	77.9
1556 Russo Charles A Albany	77.8
1557 Holley Ramona D Albany	77.8
1558 Hauser Karen L Lancaster	77.5
1559 Spencer Drue A Schenectady	77.8

1560 Liberati M Port Chester	77.8
1561 Totten Edgar L Albany	77.8
1562 Stenman Karin E Lk Mohegan	77.8
1563 Sengenberger J Poughkeepsie	77.8
1564 Patrignani P P Schenectady	77.8
1565 Molitor Michael Albany	77.8
1566 Volz Kathryn A Wantagh	77.8
1567 Csontos Lori E Duaneburg	77.8
1568 Martin Maryla J Albany	77.8
1569 Smith Deanna M Albany	77.8
1570 Murray Patricia Ballston S	77.8
1571 Horan James C Albany	77.8
1572 Ellis Rebecca L Cheektowaga	77.8
1573 Keckeisen Irene Esperance	77.8
1574 Peluso Joseph W Coxsackie	77.8
1575 Coty Joan M Cadyville	77.8
1576 Hendel Janet M Buffalo	77.8
1577 Bierman Kenneth NYC	77.8
1578 Raffaele D A Wappingr Fls	77.8
1579 Goodspeed S M Oneonta	77.8
1580 Reynolds L A Selden	77.8
1581 Werner Stephen Woodhaven	77.8
1582 Andrews Mayme J White Pns	77.8
1583 Kuffik Rhoda B Brooklyn	77.8
1584 Hoffman Fay Brooklyn	77.8
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1586 Hayner Daria S Troy	77.8
1587 Humphrey Helen Troy	77.7
1588 Donovan Mary A Watervliet	77.7
1589 Burns Helen F Yonkers	77.7
1590 Burns Karen A Watertown	77.7
1591 Leavitt Sandra E Greenbush	77.7
1592 Meagher Barbara Rochester	77.7
1593 Zukoski M A Stony Brook	77.7
1594 Hille Diana Lindenhurst	77.7
1595 Benezra Jeanne Brooklyn	77.7
1596 Ayoub Deborah A Utica	77.7
1597 Sroka Sharon A Auburn	77.7
1598 Haygood June E Watervliet	77.7
1599 Johnson Bernard Brooklyn	77.7
1600 Russak Tina F Brooklyn	77.7

(To Be Continued)

## 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 information on titles, call 566-8700.

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

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

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

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

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

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

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.

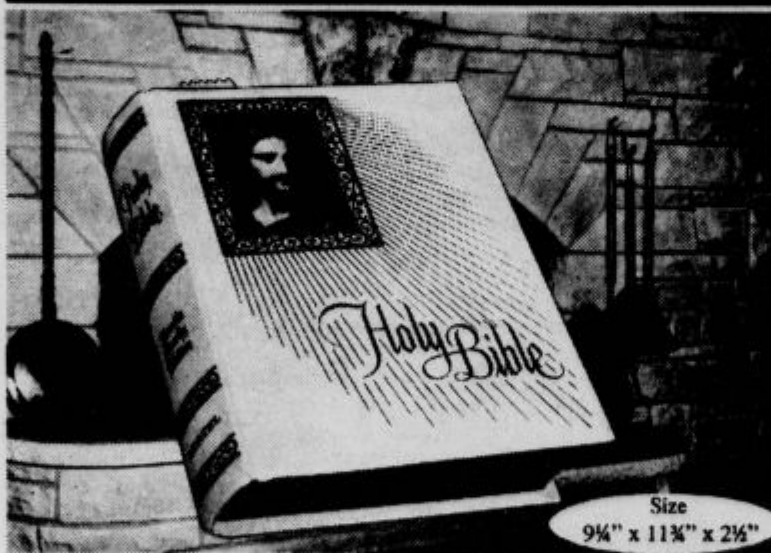
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# 'Whitewash' Charge Is Repeated In Willowbrook Patient's Death

STATEN ISLAND—Officials of the Civil Service Employees Assn. appeared before an Assembly Committee recently to reiterate previous charges of "whitewash" by Willowbrook Developmental Center administrators in the recent death of a resident.

The hearing, held at the Staten Island Community College, was chaired by Assemblywoman Elizabeth Connelly (D-Richmond).

The committee has scheduled hearings to investigate the circumstances surrounding the death last December of Luis Ramirez who was found on the grounds of the institution after being missing for five days.

Though no foul play was involved, the investigation was started when it was reported that top administrators were not aware for four days that the resident was missing. Willowbrook officials shortly thereafter suspended four lower grade employees.

## CSEA 'Not Mute'

Randolph V. Jacobs of CSEA New York City Region II's public relations staff, presenting the union's argument, told the committee that "the CSEA was not about to sit by mute and see these employees penalized, while no action was taken against Grade 38 chiefs of service who were on call during the period."

Mr. Jacobs said that the employees responded properly and according to procedure when, upon finding Mr. Ramirez missing, they immediately notified the security guard, the local police precinct, the grounds supervisor and the resident's parents. Additionally, a record of the missing resident was made in the log book.

Charging that Stanley Slawinsky, the then-acting director, was attempting to make "patsies" of the employees, Mr. Jacobs said that the suspensions were "an obvious move to whitewash the negligence of the administration in not having an effective communication system."

It is the union's contention that had such a system existed, the administrators would have been aware of the missing resident and a search immediately ordered.

Mr. Jacobs said that CSEA hopes that the committee, in its report, "will address itself to management responsibility in this tragic matter," and stated

that procedures should be developed that are clearly understood by the employees.

Ronnie Smith, president of the CSEA chapter at Willowbrook and Felton King, first vice-president, also spoke at the

hearing.

The union officers were questioned at length by the committee members principally along the lines as to what steps should be taken to avoid a similar incident.

# Lynbrook Gives A Win

(Continued from Page 1)  
seven years.

Organizer Pat Morano and fieldman Joe Sanchez, with assistance from state organizers, were credited with the victory by field supervisor Ed Cleary.

"This win represents a lot of hard work on behalf of the CSEA staff. Of course, SEIU made it easier for us by their poor service, lack of representation, excessive dues and the sweetheart contract they had with the ad-

ministration," Mr. Cleary commented.

CSEA won the right to represent blue collar workers from SEIU on Jan. 15 in the Franklin Square school district, and on Jan. 30 picked up the white collar workers in the Saville School district in another election win over SEIU.

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on to a non-member.



**CETA CONFERENCE** — A Civil Service Employees Assn. conference on the Comprehensive Employment and Training Act was held at Long Island Region I headquarters for Region, chapter and unit officers and members. On dais for the discussion were, from

left, Fran Mannillino, Pilgrim State Hospital; Don Webster, president, Mount Vernon unit of the Westchester chapter; Marge Karowe, Albany CSEA Headquarters attorney and CETA specialist; Irving Flaumenbaum, Long Island Region president, and Nicholas Abbatello, Region second vice-president.

# Syracuse Health Center Is Stopped

(Continued from Page 1)

represent a new strategy on the part of CSEA, in that the union is moving against employers in anticipation of an illegal act.

Up to now, he said, employers

have been "Doing what they please, but no longer."

He said that CSEA is going to court, obtaining show cause orders and making the employer prove that a layoff "or whatever is legal."

Mr. Moxley said the first case at the center involved the illegal dismissal of a staff worker. The result was that the center was ordered to reinstate the employee and pay her full back pay, plus 6 percent interest.

The second case involved the attempted illegal dismissal of about a dozen center employees. Here, CSEA stepped in and the center was ordered to retain the employees until it could produce legal and legitimate reasons for a layoff.

According to Mr. Moxley, the most recent incident occurred when the center fired its maintenance staff and subcontracted work. The case was taken to binding arbitration. The center was ordered to reinstate the employees and the employees received half the pay they lost.

Mr. Moxley said that the cen-

ter repeatedly tried to commit illegal acts and it was turned back. "Because the chapter people worked together with the field staff and the CSEA attorneys." He added, "What was really important was that the chapter people realized that by working with and through the union, the union was effective."

# St. Lawrence Legislature OK's 6% Hike, Increment

CANTON—A 6 percent salary increase plus increment is provided county Civil Service Employees Assn. employees under a fact-finder's recommendations accepted by the St. Lawrence County Legislature.

Included in the two-year package is a wage reopener in the second year and a guarantee of three hours' minimum callback pay for highway department employees.

Garnar V. Walsh was the Public Employment Relations Board fact-finder.

CSEA is expected to meet in the near future to act on the recommendations; their acceptance would constitute a contract.

In his report, the fact-finder recommended that employees' lunch hours remain unchanged. He rejected the county's request that employees' hours be increased. They now work a 35-hour week ten months of the year and a 30-hour week July and August. The

county suggested 37½ hours a month and 30 hours during the summer. Mr. Walsh rejected a CSEA request for longevity increases at 15 and 20 years; recommended no increase in the present 14 cents-a-mile vehicle use compensation and rejected an increase in hospitalization benefits. CSEA employees now have 100 percent coverage for themselves, 75 percent for family. They requested 100 and 90 percent respectively.

In rejecting the County's request for an increase in employees' hours, the fact-finder said he took such action because the county had failed to show evidence that the present schedule works a hardship on the citizens of the county.

# Discuss Affiliation At Region III Meet

NEWBURGH — The question of whether the Civil Service Employees Assn. should affiliate with other unions was discussed at CSEA Southern Regional III board meeting at Newburgh Feb. 19.

Victor Pesci, chairman of

CSEA's expansion committee and members of the committee to the Region III board addressed the meeting.

Theodore C. Wenzl, CSEA president, has said on several previous occasions, that the union currently entertains no active plans for any affiliation.

# Plebiscite Before Any Affiliation By CSEA: Bendet

MANHATTAN — A plebiscite would be held to determine the wishes of the general membership of the Civil Service Employees Assn. before any possible affiliation with another union, CSEA vice-president Solomon Bendet assured members of CSEA's New York City chapter last week.

Mr. Bendet's response was given to quell fears that the union leadership might act on

its own, as implied by literature being released by the American Federation of State, County and Municipal Employees in its effort to woo CSEA.

The NYC chapter executive committee voted, however, to have a special meeting for the purpose of discussing the AFSCME proposal. The committee directed the chapter president,

Mr. Bendet, to make arrangements for qualified AFSCME representatives to meet with them.

Four alternate delegates were also elected to replace four regular delegates who will be unable to attend the CSEA convention next month at the Concord.

The four alternates are Willie Raye, Rosalie Jones, Ralph Suskind and Marie Robinson.