

# PST Faces Another Vote

## Assurances Given To Bendet On WTC Sprinkler System

MANHATTAN—Verbal assurances that an effective sprinkler system will be installed in the World Trade Center were given by Office of General Services spokesmen last week to Civil Service Employees Assn. vice-president Solomon Bendet.

Mr. Bendet, who is president of CSEA's New York City Region II, many of whose members work in WTC Building 2, made the inquiry following reports that 7½ million dollars is earmarked for an exclusive club in the giant building complex.

The OGS spokesman informed Mr. Bendet that the state lease for space in WTC II is expected (Continued on Page 3)



**AID FOR ATTICA** — Check for \$5,000 is presented by Civil Service Employees Assn. to help in the legal defense of state troopers ordered into Attica State Prison to quell the uprising there in 1971. Pat Carroll, left, president of the New York State Police Benevolent Assn., accepts the check from CSEA officials, from left, State Police Commissioned Officers chapter 280 president George Abare, statewide vice-president Joseph McDermott and assistant executive director Jack Carey. The contribution was authorized by CSEA Board of Directors last month.

## Wenzl Asks Legislators To Block Wage Freeze

ALBANY—In a five-page letter to all state legislators, the chief of the Civil Service Employees Assn. asked that they vote down the wage freeze on state workers' salaries proposed by Gov. Hugh L. Carey.

In his letter, Theodore C. Wenzl reviewed the effects of the current upward spiral of the cost-of-living on state worker salaries and gave two suggestions for increasing state revenues which, he said, would make the freeze unnecessary. The suggestions involve increasing revenues by increasing the number of tax returns which are audited and increasing revenues from state agencies by improving their management.

Contrary to freezing state employee wages, Dr. Wenzl said, "the facts clearly support the case for an immediate upward salary adjustment."

The union signed its current three-year contract with the state in April 1973. In its first and second years it provided workers with 6.5 and 5.5 percent increases respectively.

"An expected salary increase in 1975 did not occur," Dr. Wenzl reminded the legislators. "This means that over the three-year period ending next March, their salaries will have moved up a total of only 12 percent."

In the same period, Dr. Wenzl said, it is estimated that the total consumer Price Index increase will be 28.3 percent. Next April, he added, if the state employees do not receive a salary boost, they will have a wage-CPI shortfall of 16.3 percent. The CSEA leader estimated that by

April 1977, this shortfall will increase by 5.7 percent to 22 percent. In this period, Dr. Wenzl said, proposed new taxes will further bite into the state workers' paychecks.

"In private industry, in the first nine months of 1975, negotiated wage increases averaged 7.5 percent annually, over the life of the contracts," Dr. Wenzl

(Continued on Page 14)



**SYRACUSE SESSION** — Syracuse Region V supervisor Frank Martello, right, and Region V County Workshop chairman Fran Miller presided over discussion that opened weekend educational program last month in Liverpool. Devoted exclusively to county problems, it was the first separate meeting of county chapters in the region. Additional details and photos on pages 8 and 9.

## CSEA Gets Most Votes, But Is Shy Of Absolute Majority

By MARVIN BAXLEY

ALBANY—Although the Civil Service Employees Assn. was the choice of most voters in the Professional-Scientific-Technical Bargaining Unit, tabulations last Friday left CSEA short of an absolute majority of total votes cast.

CSEA outpolled the competing collaboration of four AFL-CIO unions and a Teamsters local by 510 votes. Nevertheless, CSEA's 10,858 votes was not enough of a lead over the Public Employees Federation's 10,348 votes, because of another 1,500 votes that were challengeable or cast for no representation.

Needed was an absolute majority of the nearly 23,000 votes cast by PST employees currently represented by the Civil Service Employees Assn.

Although disagreeing with a Public Employment Relations Board decision that PEF had sufficient designation cards to justify the election in the first place, CSEA agreed to proceed with the election so as not to further stall negotiations for the PST Bargaining Unit.

The other three CSEA-represented bargaining units—Administrative, Institutional and Operational—have already begun negotiations. The PST negotiators are prevented from participation, however, until the final determination of the bargaining agent. The contract expires in 3½ months.

At Leader presstime, a date for the runoff election between CSEA and PEF (with no other designation on the ballot) has

yet to be agreed upon.

There also remains a possibility that CSEA will follow through with a lawsuit seeking to overturn the PERB decision to hold the election.

At the time of the PERB decision, agreement could not be reached on the actual number of PST employees in the state. Therefore, there was dispute as to whether PEF actually had the required number of signatures to force the election.



## Where Will Voters Place Blame For Fiscal Problems?

THE question troubling the State's political leaders is whether the voters will pin on the Democratic donkey or the Republican elephant the tail of responsibility for (Continued on Page 6)

## CSEA Provides Insurance Coverage Shift Reminder

ALBANY—All employees enrolled in the New York State Health Insurance Program were reminded by the Civil Service Employees Assn. that they have until Dec. 31 to transfer between health insurance options, if desired, without regard for the employee's age or the number of previous transfers.

This new benefit was negotiated by CSEA for state employees in the third-year reopener clause of the current CSEA-State contracts.

A spokesman for CSEA said that all employees have been notified by their individual department or agency of the new annual transfer period during the months of November and December, but with the end of the period fast approaching, a reminder to those who do wish to transfer is certainly appropriate.

The effective date of any new

coverage will be the first day of the month for which a premium payment at the new rate is remitted to the Employee Insurance Section.

### Effective Dates

The effective date of a retiree's change of coverage will be dependent on the date on which the deduction from his retirement allowance can be changed to the new rate. After the new rate change is made, the Employee Insurance Section notifies the appropriate subdivision of the coverage changes and adjustments necessary in the em- (Continued on Page 14)

# Six L.I. Schools Targeted In CSEA Challenge Attempt

AMITYVILLE—The Civil Service Employees Assn. is challenging two rival unions over representational rights for almost 200 educational employees in six Long Island school districts.

The Public Employment Relations Board has scheduled hearings during the next two weeks to determine when elections will be held. Region I officials expect the balloting to take place in late December and early January.

The elections will cap a six-month campaign waged by CSEA Long Island Region officers and fieldmen to wrest control of the six school districts from the Service Employees International Union and Teamsters Local 237.

"We are confident we'll win," predicted Region president Irving Faumenbaum. "These organizations have neither the experience nor the personnel to represent public employees. Both the SEIU and the Teamsters are private industry organizations who are trying to sign up educational workers for their dues. Although we actively went after the six school districts, it was the disgruntled workers themselves, disgusted with non-representation by absentee unions who contacted us first. I'm sure that they will be happy back home in the CSEA. After all, we were the first union to organize educational workers here more than 30 years ago and over the years we have successfully negotiated every benefit now enjoyed by educational workers on Long Island."

The six contested districts are Sayville, Plainview, two districts in Valley Stream, Lynbrook and Franklin Square.

Ed Cleary, regional supervisor, directed a team of CSEA fieldmen, including Pat Morano, Jim Rogers, Joe Sanchez and Jack Pender, in the challenge campaign. Mr. Cleary used the field men as roving CSEA representatives concentrating on recruitment and challenges to school districts. Together the men distributed CSEA flyers and designation cards to SEIU and Teamster members.

"We received an overwhelming show of interest and in one district all of the members signed designation cards favoring the CSEA," said Mr. Cleary.

According to CSEA fieldmen, SEIU was deserted by its members because of its lack of union representatives and because of its attempt to lure part-timers and ex-members to rejoin without paying initiation fees. This irritated SEIU regulars who had paid the initiation fee in full and who were still part of the organization, the CSEA field staff added.

The Teamsters appear too friendly with school administrators, failed to improve on the

contract which CSEA originally negotiated and were guilty of contract violations, said CSEA staffers.

"We are taking an aggressive stance towards other organizations who do not have the interest of the public employee at heart," Mr. Cleary said. "All they are after is dues money to replace what they lost in the New York City fiasco. CSEA will continue to do everything it can to keep the carpetbaggers out of Long Island."



**EXPERT ADVICE** — Dr. George S. Roukis, with eyeglasses, is surrounded by, from left, Civil Service Employees Assn. field representatives Nat Zummo and Nick Pollicino and Region I supervisor Edwin J. Cleary at start of special shop stewards' workshop Dec. 1 at State University at Farmingdale. Program was first of its kind sponsored by Long Island Region.

## Shop Steward Workshop Draws 90 At Farmingdale

FARMINGDALE—Approximately 90 Civil Service Employees Assn. members from chapters of Long Island Region I attended a shop stewards' seminar Dec. 1 at SUNY Farmingdale.

The audience of shop stewards and chapter officers heard George S. Roukis, executive director of the Nassau Office of Manpower Services, discuss the basic responsibilities of the shop steward and the skills necessary for success in the job.

Ed Cleary, Region field supervisor, filled in for the ailing Dorothy Rabin as master-of-ceremonies. Mr. Cleary was joined by fieldmen Nick Pollicino and Nat Zummo who answered questions from the audience with Dr. Roukis. The seminar was organized and sponsored by Ms. Rabin and the Long Island Region education committee.

"You may be on the best personal terms with your boss but to serve the workers you represent properly you must be forthright and aggressive," Dr. Roukis said. "Remember, as a shop steward, labor law makes you an equal with your employer. Know all the details of your contract and insist on them being implemented to the letter."

Dr. Roukis, who has a doctorate in economics and political science, has an extensive background as a mediator, fact-finder, arbitrator and has served in State and Federal Labor Departments. Recently he was deputy assistant secretary for the U. S. Labor Department under Peter Brennan.

Following Dr. Roukis' talk there was a question-and-answer session that ranged through the duties of shop steward, policing contracts, handling grievances and labor law in general.

The Farmingdale seminar was the first in a series of educational activities for the membership planned by the education committee.

"We are considering holding workshops for new delegates and officers in the near future," said Ms. Rabin, chairman of the committee and president of the CSEA chapter of SUNY at Old Westbury.

Other members of the Long Island education committee are Marian Parker, SUNY Old Westbury; Dorothy Cuneo, Kings Park; Ruth Guaglianotti, Kings Park; Bobby Williams, Pilgrim PC; Crawford McPhatter, Pilgrim PC; Kay Kosiorowski, Pilgrim PC; Alex Bozza, Nassau, and Frank Randall, Suffolk.

### GASKELL NAMED

ALBANY — Stephen Berger, Commissioner of the Department of Social Services, has named David H. Gaskell as associate commissioner for income maintenance. The appointment carries a salary of \$37,500 a year.

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## New Rochelle Needs Planners

NEW ROCHELLE — New York City residents who have a bachelor's degree in city or regional planning, architecture, civil engineering, public administration or management are eligible for the two openings in New Rochelle as junior planners. The \$11,685 a year post is also open to city residents with two years of college and two years' planning experience with a public or private organization engaged in architecture or related fields.

Applications will be accepted until Dec. 17, with a written exam scheduled for Jan. 17.

Application forms and information may be obtained at the office of the Municipal Civil Service Commission, City Hall, 515 North Ave., New Rochelle, N. Y.

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# Smith Charges Nepotism, Favoritism At Willowbrook

STATEN ISLAND—Charges that hiring practices at Willowbrook Developmental Center are in violation of civil service regulations are currently under investigation by the Civil Service Employees Assn.

According to Ronnie Smith, president of the Willowbrook CSEA chapter, "Nepotism and favoritism are allowed to run wild at the facility with the apparent sanction of H. C. Piepenbrink, the institution's director."

Mr. Smith alleges that chiefs of services, as well as Mental Hygiene team leaders are abusing their authority by appointing friends and relatives to high paying jobs for which they lack the necessary qualifications and credentials.

An example was cited of a chief of service, herself a provisional appointee, upgraded from a prior provisional appointment, who sought to have a friend appointed to her unit as a provisional team leader, although the person lacked necessary qualifications for the job.

Pat Fraser, the chapter's grievance committee chairman, stated that the illegal provisional appointments have created a condition where people from lower grades are supervising and rating the work performance of personnel who later will compete with the provisionals on promotion examinations. This, he said, contravenes civil service rules.

A union spokesman said that employees who have questioned the appointments are told "not to rock the boat" and "if you don't play ball with Piepenbrink, you don't play." Employees who

persist are then harassed and threatened with termination of employment.

Mr. Smith said that after the union's investigation is completed, the matter will be brought to the attention of the State Department of Civil Service and to the Commissioner of the Department of Mental Hygiene for appropriate action.

Stressing that all provisional appointments will be investigated, Mr. Smith added that the CSEA "does not intend to have any of its members, threatened or intimidated by political, provisional opportunists."

Willowbrook Developmental

Center is currently under a Federal Court order to provide adequate and qualified staff care for the residents.

## A Free Booklet

ALBANY—The New York Department of State has published a booklet, "1975 Directory of State Agencies," intended to provide a quick reference for information about state agencies.

The booklet, which is free, is available by writing the office of the Secretary of State, Department of State, 162 Washington Ave., Albany, N.Y. 12231.

## A Time Clock Grievance Won At Great Meadow

ALBANY—Following a grievance filed by industrial employees represented by the Civil Service Employees Assn. at Great Meadow Correctional Facility, Comstock, the State Department of Correctional Services has reversed its position on where employees punch time clocks.

Thomas Linden, collective bargaining specialist for CSEA, said that the Department of Correctional Services sought to require that industrial employees punch time clocks located in the

Industrial shops instead of clocks in the administrative buildings.

"The grievance CSEA presented cited the unusually long distance to the time clocks in the industrial shops as opposed to the main time clocks in the administrative buildings," Mr. Linden said. "In order to punch the industrial shop clocks, the employees would have to add ten minutes to each working day to reach the clocks on time."

The union's position was upheld and industrial personnel will again be able to punch time clocks located in the facility's administrative buildings. Mr. Linden said.

## WTC Sprinkler

(Continued from Page 1) to be finalized within a month, and that the sprinkler system would be installed after arrangements had been agreed upon.

Mr. Bendet said, however, that he is awaiting written confirmation on the sprinkler system.

## Meyer Unit Installs Leaders

DEPEW—William J. Kuczanski, who has been serving as interim president of the Edward J. Meyer Memorial Hospital unit, Civil Service Employees Assn., was installed in his own two-year term at ceremonies held here recently at the Lancer Supper Club.

Other officers installed in-

## Buffalo Yule Party

BUFFALO—The Buffalo chapter, Civil Service Employees Assn., will hold its annual Christmas party Saturday evening, Dec. 13, according to secretary Sue Porpiglia. The event, which will begin with cocktails at 7 p.m., will be held in the ballroom of the Statler Hilton Hotel, Buffalo.

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

# Decision Is Awaited In Monroe Nurse's Scheduling Change

ROCHESTER—An arbitration decision, involving a part-time nurse at Monroe Community Hospital whose schedule was changed without notice being given the Civil Service Employees Assn., is now awaited by CSEA's Monroe County chapter.

Martin Koenig, chapter president, said if the county is allowed to change a work schedule in this instance, it might be able to arbitrarily change the work schedules of any of the 4,100 other chapter members.

The nurse, who had been working about two Saturdays a month, was assigned to work two Saturdays plus two Sundays monthly; her total working hours remained the same.

But, Mr. Koenig said, this caused "undue hardship" because she was needed at home on those days to care for an ill child.

"The action violated our contract with the county because the change in terms of employment conditions had a serious impact on the employee," he said.

The case went through grievance procedures and arbitration, with arbitrator Fred Denson of Rochester.

Thomas Pomodoro, CSEA field representative; Vincent Carbone,

president of the CSEA unit at Monroe Community Hospital; James Hancock, CSEA attorney, and Mr. Koenig participated in the arbitration hearing.

## PERB Suggests 8% Salary Hike In Ogdensburg

OGDENSBURG—A State Public Employment Relations Board fact-finder has recommended an 8 percent salary increase, including increments and a change in retirement benefits, for non-teaching employees represented by the Civil Service Employees Assn. in the Ogdensburg City School District.

In his report, PERB fact-finder Anthony N. Schwartz recommended an improvement in the retirement plan amounting to approximately 2.8 percent which would be included in the total 8 percent increase.

Other recommendations made by the fact-finder include night differential pay for custodial and maintenance personnel, increasing the half-day holiday before Christmas to a full day, time-and-a-half overtime for employees working more than eight hours in 24 hours or more than 40 hours a week and reimbursement for all accumulated personal leave on retirement.

The fact-finder was called in to settle the current contract dispute between the school district and the union.

## Pact For Syracuse Schools Holds 17% Hike Over 3 Years

SYRACUSE—Civil Service Employees Assn. clerical workers of the Syracuse school district have signed a three-year contract calling for a compounded 17 percent hike in wages.

The contract calls for an across-the-board raise of 6 percent the first year, 5.5 percent the second year and 5 percent the third year.

The employees will also be reimbursed for job-related courses as long as they maintain a "B" average. The contract also calls for increased vacation benefits and cutting of salary steps to two in the third year of the pact.

The 150 workers have been without a contract since Jan. 1.

## Haverling Party

BATH—The Haverling unit, Civil Service Employees Assn., will hold its Christmas Party Saturday, Dec. 13. The event will begin at 6:30 p.m. at the Tally-Ho Restaurant, Bath, according to unit president Robert Herrington.

## 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.

### DECEMBER

- 9—Nassau County School Crossing Guards unit Christmas Party: 8 p.m., Assembly Hall, Nassau County Police Headquarters, Mineola.
- 11—CSEA Board of Directors (State Executive Committee and County Executive Committee) meeting: CSEA Headquarters, 33 Elk St., Albany.
- 11—Orange, Ulster and Sullivan Counties Retiree chapter meeting and buffet: 12 p.m., 211 Club, Middletown.
- 12—Willowbrook Developmental Center chapter installation of officers and Christmas dinner-dance: 7 p.m., Labetti Post, 390 Island Blvd., Staten Island.
- 12—Town of Huntington unit Christmas Party: 8 p.m., Musicaro's Restaurant, 1730 Old Walt Whitman Road, Huntington Station.
- 13—Motor Vehicle chapter Christmas Party: 6:30 p.m., Michael's, Route 9, Latham.
- 13—Broome County chapter Christmas Party: 6 p.m., St. Mary's, Baxter Street, Binghamton.
- 13—Haverling unit Christmas Party: 6:30 p.m., Tally-Ho Restaurant, Bath.
- 13—Buffalo chapter Christmas Party: 7 p.m., Statler Hilton Hotel Ballroom, Buffalo.
- 14—Oneida County chapter Christmas Party: Twin Ponds Country Club, Utica.
- 15—Deadline for receipt of ballots in special election for Education Department and Public Corporations representatives to Board of Directors.
- 16—Hudson River Psychiatric Center chapter meeting: 8 p.m., Cheney Conference Room, HRPC, Poughkeepsie.
- 18—Metropolitan Division of Employment chapter Christmas Party: 6 p.m., Martin Luther King Jr. Labor Center, 310 W. 43rd St., Manhattan.
- 19—Farmingdale SUNY chapter Christmas party: 8 p.m., Huntington Towne House, Huntington.
- 19—Marcy Psychiatric Center chapter Christmas Party: 2 p.m., Crestwood Golf Club.

### JANUARY

- 5—West Seneca chapter general meeting: Veterans of Foreign Wars Post 8113, 299 Leydecker Road, West Seneca.

# Court Assistants' Tests Set

ALBANY—The Office of Court Administration, on behalf of the Administrative Board of the Judicial Conference, has opened filing for court assistant I throughout the state. Five promotional examinations and 12 open-competitive tests in the Unified Court System are scheduled for Jan. 17, with filing due to close Dec. 24.

The court assistant positions have a starting salary of \$4,630 to \$10,620 a year, depending on location.

Court assistants under direct supervision perform clerical and typing work, keep court record books, docket court papers, main-

tain court files, type court documents and may assist in the training of court office assistants.

The five promotional openings exists in Chautauqua, Dutchess, Monroe, Onondaga and Erie Counties. Open-competitive exams will be held for posts in Albany, Allegany, Broome, Dutchess, Oneida, Onondaga, Oswego, Westchester, Erie, Rensselaer, St. Lawrence and Montgomery Counties.

For open-competitive posts, candidates must be high school graduates and have one year of paid clerical experience. Two years' experience will also be

accepted. Study at an accredited college or university may be substituted at the rate of 35 credits for one year's experience. Candidates must also be legal residents in the county which they apply. Promotional jobs are open to court office assistants, stenographers or clerk-typists with one year's experience, depending on where applicants apply.

Open-competitive applications can be obtained by writing the Staffing Services Unit, Office of Court Administration, Room 1209, 270 Broadway, New York 10007.

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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
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
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
Maintenance Man (Mechanic—Statewide except Albany)	\$ 7,616	varies
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
Vartype Operator	\$ 6,811	20-307

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

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

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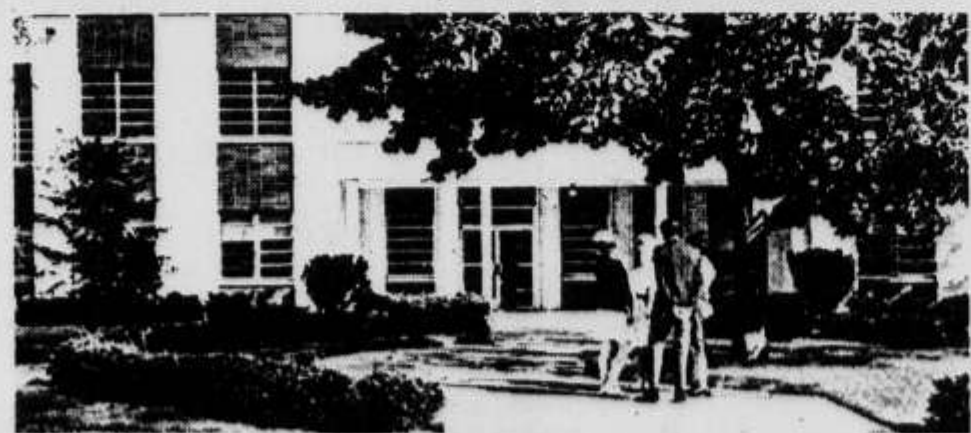
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TUESDAY, DECEMBER 9, 1975

## Who's Right?

THE DEBATE over interpretation of Title VII of the 1969 Civil Rights Act has led to the door of the United States Supreme Court.

At issue is whether employers and unions violate civil rights laws when they adhere to seniority lists in worker layoffs even though more recently hired blacks are hardest hit by the job losses.

The Justice Department argues that the law does not require blacks to be kept on the work force during layoffs in preference to whites with more seniority.

The Equal Employment Opportunity Commission, on the other hand, contends that seniority lists cannot be used in worker layoffs when their use defeats the civil rights law intention of getting minorities and women on the work force.

Civil servants can be grateful that they have achieved their positions through the Merit System—which does not recognize bars to employment because of race, religion or sex. Consequently, they have less at stake on this issue than persons in private employment.

Also, recognition that America is a multi-cultural society has led to the rewriting recently of many civil service exams to give all segments of the population a more equal chance through the Merit System.

Still, remembering the court cases of recent years that have resulted in agreements, in some cases, of ratio hiring of minorities regardless of standing on the lists, civil service may be affected by a high court ruling.

With the notorious mass-firings in New York City, as well as the sword hanging heavy over other areas of the state, the civil rights versus seniority predicament is one to concern all workers.

## The Fire Below

PROBABLY the most astounding fact about the installation (or rather, the lack) of a sprinkler system in the World Trade Center is that it is at the express demand of the Civil Service Employees Assn. for those areas in which state workers are located.

The latest word is that the sprinkler system is contingent upon the state's signing of a lease for space in the building complex in downtown Manhattan.

Our question is whether a civil service worker's life is more valuable than the life of a worker in private industry.

State workers may be thankful that CSEA vice-president Solomon Bendet has made it a personal project to watchdog safety standards in the building, but who is speaking for the thousands of other employees?

Besides, there seems to be limited assurance in having sprinklers overhead if the floors below remain unprotected.

## No Decision

IF IT had been a Presidential election, the Civil Service Employees Assn. would have won the challenge election for representation rights for the state Professional-Scientific-Technical Bargaining Unit.

As it was, challenged ballots, unmarked ballots, etc. deprived CSEA of its mandate, and, consequently, continues to prevent the union from negotiating a contract for the PST workers until after a runoff election.

There can be no apology for voter apathy—especially when their own livelihoods are in the balance.

## Don't Repeat This!

(Continued from Page 1)

what has been happening.

From the point of view of the voters what has been happening is nothing good. In the City of New York, events have produced increased taxes and sharp reductions in services. Many counties are faced with the political alternatives of whether to increase taxes to meet higher welfare loads or to cut services in order to come up with balanced budgets.

The special session of the Legislature now under way is confronted with like problems of increasing taxes, cutting back on State services, cutting back on State assistance to localities or a mixture of all of these.

### Fear Of Retribution

It is the fear of political retribution that accounts for the posturing, delays and debates that keep the session going beyond the needs of working out immediate problems. At least, in part, the political leaders are trying to create an atmosphere that will bring voters to the view that the other political party is principally responsible for the unpleasant steps that have to be taken.

In large measure, both Gov. Hugh Carey and Senate Majority Leader Warren M. Anderson have buried their political differences in the interests of resolving the problems of the City of New York. As a final step towards assumption of political risk, Governor Carey did concede to personal responsibility for the City's new tax program, in order to satisfy the demands of President Ford. However, this demand by the President was too obvious a Washington ploy, so that the Governor was in no way injured by his assumption of responsibility.

The voters are fully aware of the fact that the crisis in the City is the product of many years of fiscal gimmickry, and there really is no way of holding the Governor responsible for the fact that the crisis erupted in the first year of his administration. With respect to the fiscal crisis now facing the State, the issue is somewhat different.

Part of the difference is the fact that there is sharp disagreement between the Democratic administration and the Republican legislative leadership over the full extent of the prospective deficit in the State budget. The Governor, supported by State Comptroller Arthur Levitt, estimates the deficit at \$700,000,000; Republican fiscal experts put the deficit at approximately \$200,000,000. That difference in estimates necessarily produces a sharp disagreement as to what needs to be done to balance the budget. Obviously the Governor's proposals necessarily call for sharper tax increases and deeper cuts in the quality and quantity of services that the state can provide.

### Immediate Needs

What makes this disagreement in estimates most significant is the fact that the state must once again enter the bond market to meet immediate financial needs, and the prospect for selling bonds at a moment when the extent of the state deficit is a subject of debate between top state officials is not very promising.

In view of the past record of accommodation between Carey

(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.

### A Dismissal Case

An employee of the New York City Department of Social Services was absent from his job from Nov. 23 to Dec. 23, 1971. On the latter date, the Department wrote a letter to the employee advising him that pursuant to the rules of the New York City Civil Service Commission, his absence for a month was deemed to constitute a resignation from his position of caseworker. The employee commenced a special proceeding in Supreme Court pursuant to CPLR, Article 78, in which he sought reinstatement with back pay. In January 1973, Special Term rendered a judgment in favor of the petitioner employee to the extent that the Department was directed to hold a full and fair hearing as provided in Section 75 of the Civil Service Law.

THE DEPARTMENT did not appeal that judgment. Settlement negotiations proved fruitless and petitioner remained off the payroll and was not granted a hearing. In April 1973, petitioner commenced another Article 78 proceeding in an effort to compel the holding of a hearing. The court, in Special Term, directed that the employee be restored to his prior status unless a hearing was held within 10 days. Thereafter, the employee was served with a written statement of charges, alleging excessive absenteeism and lateness and failure to present medical excuses where required. A hearing was conducted after notice to the employee and there is now showing that the employee did not receive a fair hearing. The employee's attorney claimed that the Department had no jurisdiction to hear the case and he and his client refused to participate in the hearing.

THE COURT HELD that there was no error in proceeding with the hearing in the absence of the employee and his attorney under these circumstances, citing *Matter of Grotano v. Kennedy*, 5 N.Y. 2d 381. It was held, in affirming the Appellate Division, that the decision was supported by substantial evidence, and since the penalty of dismissal as imposed was not in excess of jurisdiction, in violation of lawful procedure, arbitrary or an abuse of discretionary power, there was no alternative but to confirm. (See *Pell v. Board of Education*, 34 N.Y. 2d 222). The order of the Appellate Division in this case, 44 A.D. 2d 672, was made without prejudice to such plenary action as the employee might wish to pursue in respect to his claim for back wages. The Court of Appeals agreed with that holding. *Brendan Sullivan v. Department of Social Services of the City of New York*, 36 N.Y. 2d 766.

HOW DOES AN employee organization which has been lawfully recognized or certified under the Taylor Law negotiate changes in "terms and conditions of employment" when the public employer takes the position that the specific matter under discussion lies within the province of the Civil Service Commission? Should an employee organization have the right to negotiate with the Civil Service Commission? Should not an employee organization and a public employer have the right to negotiate and make binding agreements concerning matters of civil service, so long as they do not harm the merit and fitness theory of civil service? We would be pleased to have your views on this subject.

# RETIREMENT NEWS & FACTS

## Three Problems For Fund Managers

By A. L. PETERS

The New York City default was substantially averted by a commitment by the New York City Retirement System to purchase \$2.53 billion in City bonds over the next three years. Overall, this presented three problems to the fund managers:

1. Would they be held liable for negligence if the city eventually failed to pay off on these bonds? As a prudent manager, were they investing the funds with proper diversification and proper discretion? The fund managers were hoping for special legislation that would hold them free from this responsibility in this transaction.

2. To accumulate the cash necessary for the purchase, the fund managers had to sell stocks at a loss. To offset this, the new bonds carry a 9 percent interest rate.

3. How was this \$2.53 billion to be apportioned among the various unions? The formula decided upon was as follows:

New York City Employees' Fund	\$1,195,000,000
Teachers Retirement Fund	\$870,000,000
Police Retirement Fund	\$365,000,000
Firemen's Retirement Fund	\$50,000,000
Board of Education Retirement Fund	\$50,000,000
Total	\$2,530,000,000

The first steps needed to take care of the problem will be purchase of \$500,000,000 of New York City bonds by June 30, 1976. To raise the cash for this, stocks will begin to be sold this week. Morgan Stanley & Company will be the advisor on the stock liquidation so as to avoid any precipitous dumping that

might upset stock prices.

The New York City Retirement Fund will minimize sales by borrowing to make the new purchases.

Under the proposal, an analysis made by one expert indicates that at the end of the period the total assets of the five systems will amount to \$10.1 billion. Of that amount \$4,247 billion will be invested in NYC and MAC securities, about 42 percent of the total assets of the systems. These will replace investments in corporate bonds and stocks. About a billion dollars altogether will be borrowed from banks and guaranteed by the funds.

Altogether how much do the retirement funds actually have? The latest figures reported in Pension would show the following:

New York City Employees Retirement Fund	\$3,641,600,000
New York Teachers Retirement Fund	\$1,760,600,000
The New York City Policemen's Retirement Fund	\$1,171,600,000
New York City Firemen's Retirement Fund	\$453,800,000
New York City Board of Education	\$127,300,000

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# What's Your Opinion

## QUESTION

If you could have a holiday wish granted, what would you most wish for concerning your job?

## THE PLACE

John's Flaming Hearth, Lackawanna

## OPINIONS

Dolores Shott, matron, Clarence School District:



"For hours to be different at the school where I work. We used to work from 2 to 10:30, but now it is 3 to midnight. They said it was to have proper maintenance control over the system. But we always worked from 2 to 10:30, and I don't think they have given us a proper explanation for the change. There is no difference in the work situation, since they always know where we are anyhow. Besides we use more electricity late at night.

Nelson Kuhn, mechanic, Williamsville Bus Garage:



"Safety would be the top priority in my view. I would want the floors to be clean and the equipment in decent shape. If you have a nine-ton piece of equipment on a hoist, and that comes released, there could be a frightening accident. Or if the covers on a back hoist are left off, or if you don't have them, then someone could fall in. It would be about a foot-and-a-half fall. If your time comes, and you've got to go, then you've got to go; but I have a wife and kids, so I'm concerned about their welfare.

Margaret Rojek, housewife, Lackawanna:



"There are lots of things. I'd like a baby daughter and an increase in salary for my husband so we could afford the addition to our family. We already have one child, but inflation makes it increasingly difficult to make ends meet. I also wish there could be better politics in Lackawanna in general. I wasn't satisfied with the previous administration, especially the school system.

Richard Riedy, bus driver, West Seneca: "I've got an unusual job. I am a part-time driver, but we want the same benefits as the full-time drivers. We work after school. We can start out at one o'clock in the afternoon and work until nine o'clock at night, but they keep us on a part-time basis, and don't want to give us the benefits. Regular drivers get \$4.50 an hour, and we want the same hourly rate that they get. We pay union dues, and understand that CSEA is working on this situation now.



Frank Czarniak, groundsman, Clarence School District:



"I'd like to see a more precise definition of work assignments you can be given within your job description. For example, if you are a groundsman, and they want you to do a cleaner's job. I hope the Civil Service Employees Assn. can do something about it. Jobs are scarce today, so you have to sort of do what the administration tells you to do. Still, it would be good if CSEA could change some of the rules that the schools get away with.

Trudy Bloodworth, bus driver, Clarence School District:



"I have a very good job and a fairly new bus. I really have no complaint whatsoever. It has been very good this year. The buses are not overloaded. And it is a comfortable feeling, since there are not so many students on board that I cannot keep discipline. It has been a number of children that I can handle.

# LETTERS TO THE EDITOR

## Protest Donation

Editor, The Leader:

We, the undersigned Civil Service Employees Assn. members of the Department of Social Services in the World Trade Center, were outraged to read of the \$5,000 contribution of our union dues to the New York State Police PBA for legal expenses incurred in the defending of those who assaulted Attica on Sept. 13, 1971, who now face charges. They are not, we would like to point out, members of CSEA.

We do not agree with the logic of CSEA leadership that the prison guards or the Police of the State should be defended because they are being indicted for acts they were ordered by New York State to commit. These acts were unconscionable and resulted in the deaths of 43 persons. Such logic is part and parcel of fascism. The Nazis tried to defend themselves with the "orders from above" rationale at Nuremberg.

We as CSEA members have been reduced to reading about such misuse of funds and are told after the fact that the Board of Directors authorized this contribution. The members certainly did not. If asked, it

is more likely that the membership would have voted to contribute to the Attica Prisoners' Defense Fund.

We assume that this money has already physically left our treasury; consequently, we demand that an identical amount be immediately donated to the Attica Prisoners' Defense Fund. Furthermore, we demand a complete accounting be given by the leadership of CSEA to its members of the various uses of our union dues. For instance, what other contributions are being made in our name without our consent?

We want a democratic union with decision-making regarding dues and all other union matters returned to the members. Only rank-and-file control of such affairs can insure that such injustices never occur again.

John L. Singletary  
Linda Epstein  
Gail Heymont  
Steven Metzger  
Miriam Wagner

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Manhattan

## Tuition Inequity?

Editor, The Leader:

After receiving a letter from the Staff Development and Training Bureau that my request for tuition reimbursement was turned down, I found out that over half of those approved are from the Civil Service Employees Assn. Albany Region IV and Long Island Region I area while those approved in Western Region VI numbered only three.

That's over 50 percent to Albany and Region I and only 1 percent to Region VI (i.e., 150/300 to 3/300. Is this an equitable way to distribute funds? Perhaps these people in Albany and Long Island know something we in Rochester don't. How about some help from CSEA in clearing up this inequity?

William T. Wilson  
Rochester

# Don't Repeat This!

(Continued from Page 6)

and Anderson, it is not unlikely that they will arrive at an acceptable compromise. Compromise at that level, however, may not completely satisfy Assembly Minority Leader Perry B. Duryea, Jr. The Assembly Minority Leader is in a comfortable position. The Democrats have 88 votes in the Assembly, 12 more than is needed to pass a bill. Thus it is not necessary for Duryea to swing any Republican votes to support a Democratic bill in the Assembly.

The trouble is, however, many of the Democratic Assemblymen are serving in their first term, having been elected in the Democratic sweep here last year largely as the result of Watergate scandals. The first-year members are anxious about their re-election prospects and consequently are not completely amenable to pressures from the Governor's office or from their own Assembly leadership.

## Face Constituents

This situation may put Duryea in the driver's seat, if the Democratic Assembly leaders can not round up the critical 76 votes for increased tax legislation and for

budget cutting.

Shadowing all of these considerations is the fact that each member of the Legislature will have to face his constituents again this coming November. This is what gives spice to the question whether the voters will blame the Democrats or the Republicans for what the Legislature does at the special session and what it does at its regular session beginning in January.

## Willowbrook's Party

STATEN ISLAND—The Willowbrook Developmental Center chapter, Civil Service Employees Assn., will hold a combination Christmas dinner-dance and an officers' installation ceremony on Friday, Dec. 12, at the Labetti Veterans Post, 390 Island Blvd., Staten Island. Festivities will begin at 7 p.m., according to dinner-dance chairman Edna Perocco.

## MENTAL HYGIENE

ALBANY—Lawrence C. Kolb, Commissioner of Mental Hygiene, has appointed Alvin M. Masnikoff as director of the New York City Regional Office of the State Department of Mental Hygiene.



CSEA assistant executive director for the County Division, Joseph Dolan, listens as Oswego chapter 838 first vice-president Thomas Elhage refers to his experiences as head of the chapter's Mexico school unit. Seated, from left, are Region V County Workshop secretary Leona Appel, of Onondaga chapter 834; CSEA field representative Jack Miller and field rep Thomas Dupe.

(From Leader Correspondent)  
LIVERPOOL—About 150 Civil Service Employees Assn. members gathered recently for a two-day Syracuse Region V County Workshop at the Sheraton Motor Inn here.

Francis Miller, Oswego County chapter president and chairman of the workshop, and Frank Martello, Region V supervisor, chaired an opening night discussion of county problems.

Mr. Martello placed his emphasis on the "tightness" of the language in a con-

tract. "If the language is loose, it allows the employer to circumvent the contract legally.

He also reminded the gathering that, "If you don't have the majority, you're in trouble.

"We're probably the best organization any employer could deal with. We know the law, the procedures and the rest of it. But without the membership, you're in trouble.

"You have to go out and continually recruit. Attrition is a factor. You can bluff all you want, but you're not going anywhere without the membership.

"Your membership committees are vitally important.

"I don't want to see that day when

the employer points to the 40 percent and walks out."

Both Mr. Martello and Mr. Miller stressed the services CSEA provides members. Mr. Miller also briefly discussed the formation of school chapters.

He said when they are formed, there should be close cooperation between county and school chapters, perhaps with X-office memberships on chapter committees.

Mr. Miller noted that if school members are not receiving representation within chapters, "then school chapters are needed."

Terry Moxley, CSEA field agent, followed through on Mr. Martello's comments, adding, "A contract is only as good

as the membership and the chapter. There must be total cooperation.

"If you don't enforce the contract, it doesn't mean a thing. You have to have a good document and a militant and informed chapter. When applied, it works all the time," he concluded.

At a meeting on school problems, Joseph Dolan, CSEA assistant executive director for the County Division, stressed that teachers "are a very influential lobbying group in this state. And recognizing strength in numbers, they are actively seeking to persuade CSEA school workers to join their respective unions.

"But, the teachers' goal is to protect and serve themselves," Mr. Dolan warned. "If they get you in their group, it's to

further their goals."

Thomas Elhage, vice-president of the Oswego County chapter and president of its Mexico school unit, agreed. He reminded delegates that teachers are 10-month employees.

"CSEA is on the job 12 months a year."

Both Mr. Dolan and Mr. Elhage emphasized that CSEA school personnel have an option: They do not have to form educational units. They may choose to discuss their business as part of a CSEA county chapter. But if they feel they can accomplish more by forming this separate unit, the means for doing so are there.

Mr. Elhage said he believes this in no way hurts a county chapter. "We're not fragmenting CSEA; we're helping it," he said.

The Saturday morning meeting reviewed grievance and legal procedures open to CSEA members.

Ron Smith, Region V field representative, outlined the importance of the shop steward or representative.

"Like a chain," he said, "remember that CSEA is only as strong as its weakest link.

"The steward is the link between the membership and the officers. He must be knowledgeable, tactful, fair, cooperative, sincere, calm and intelligent."

Mr. Smith stressed that the steward must get the facts and determine if the contract has in fact been violated. Personal arguments, he said, should not be confused with a violation of the contract. Facts are what count, he said.

"Winning or losing hinges on accuracy and completeness. And keep a united union front. Don't disagree in public with other union members when arguing a grievance."

Ted Modrzejewski, another regional field representative, added that the stewards "must be level-headed, for they are the first people in the battle lines." He then traced the steps which determine the presence of a genuine grievance.

Earl Boyle, CSEA regional attorney, told the audience that an award from an arbitrator is just as binding as a court judgment. "You must prepare as thoroughly. I prefer arbitration. It's the fastest and cheapest way."

An afternoon forum thoroughly reviewed the Comprehensive Employment and Training Act with CSEA counsel Marge Karowe, tracing the federal program's growth and resulting problems for civil service workers. She emphasized "The burden now is on us, the union. You must be aware of the encroachments on CSEA's rights, and bring them to our attention."

Ms. Karowe credited White Plains unit president Donald Webster for his efforts in developing information on the CETA program. Mr. Webster had traveled to Syracuse from his home in Westchester County in CSEA's Southern Region III in order to participate in the CETA forum.

# SYRACUSE REGION V's FIRST ALL-COUNTY WORKSHOP



CSEA vice-president Richard Cleary, left, head of Syracuse Region V, listens as the Association's executive director, Joseph Lochner, explains some of the benefits of increased membership in helping CSEA achieve its goals.



William McCann, president of Broome chapter 804's county unit, takes notes as CSEA director Flora Jane Beaton (St. Lawrence County) listens during seminar.



Concentration shows on faces of, from left, Broome chapter 804 executive vice-president Angelo Vallon, Broome Educational chapter 866 grievance chairman Joseph Hmurelik and Broome chapter Town of Union unit president Robert Densmore.



St. Lawrence chapter 845's third vice-president Irvin Stowell, left, and first vice-president Steve Ragan share table with leaders of neighboring Jefferson chapter 823, from right, Watertown unit president Richard Grieco, chapter president and CSEA director Eleanor Percy, county unit president and Workshop vice-chairman Peter Grieco and chapter secretary and Workshop treasurer Marsha Coppola.



Syracuse County Workshop chairman Francis Miller, front row center, is surrounded by top-ranking representatives from 16 of 18 chapters that participated in Region's first all-county workshop. Seated, from left, are Broome Educational president Carlo Guardi, Broome president Mary Battista, St. Lawrence president Agnes Earl, Oswego president Miller, Cortland president Marie Daignault, Otsego president Mabel Wannamaker, Oswego chapter Pulaski unit's Erma Schroeder. Standing are Herkimer first vice-president Anthony Ralello, Lewis executive representative William Tuttle; Oneida president Vincent Speciale, Onondaga first vice-president Leander Smith, Oneida Educational president Stanley Briggs, Chemung president Richard Miller, Franklin president Leonard LaMora, Tompkins president Claude Colleyacme, Cayuga president Bruce Nolan and Madison president Joseph Capparelli. Also represented were Jefferson and Schuyler chapters.



Region V third vice-president Michael Sweet, left, who also heads Herkimer chapter 822's village unit, discusses problems with Herkimer village unit treasurer Betty Casadonte and CSEA field representative Ted Modrzejewski.



Andrew Placito, Jr., president of Onondaga chapter 834, ninth largest in CSEA, shares table with Clayre Lammari, secretary-treasurer of Schuyler chapter 849's Watkins Glen Bus Drivers unit.



Busy note-takers, from left, are Onondaga chapter 834 Syracuse unit second vice-president Cindy Cornone, Syracuse Developmental Center chapter 424 delegate Rita Curtis, Tompkins chapter 855 treasurer Bonnie Barber and Ithaca Retirees chapter 905 president Helen Musto.



Delegation from Oneida Educational Employees chapter 869 included, from left, Robert Gorton, Whitesboro school unit president; Robert Barry, chapter delegate; Dolores Herrig, chapter secretary, Stanley Briggs, chapter president, and Claire Furla, chapter treasurer.



Cayuga chapter 806 Auburn unit officers were attentive listeners during discussion on CETA violations in various localities throughout the state. From left are unit treasurer Walter McConnell, president Thomas McNabb, secretary Robert Conway and vice-president Charles Dickinson.



Syracuse Regional attorney Earl Boyle was principal speaker at Saturday morning session. Seated next to him is CSEA field representative Ronald Smith. Recognizable in audience, from left, are Broome Educational chapter 866 president Carlo Guardi, Johnson City unit president Stuart Bennett and Susquehanna Valley school unit president Slim Williams.



CETA expert Donald Webster, left, president of Westchester local 860's White Plains unit, attended meeting to participate in seminar. Here he is greeted by Chemung chapter 808 second vice-president Ed Deema.



# Pilgrim To Be Re-Examined After Accreditation Loss

BRENTWOOD—Pilgrim Psychiatric Center here, which lost its accreditation last month with a resultant cutoff in Medicare and Medicaid payments, will be re-examined this week, according to State Mental Hygiene Department.

The 6,100-patient facility lost its accreditation following a vote by the Joint Commission on Accreditation of Hospitals, a private group authorized by Congress to inspect hospitals. JCAH representatives toured the sprawling center last June. They reported that the Pilgrim staff was too small and its facilities did not meet space and privacy requirements.

The re-examination follows a telegram sent by Mental Hygiene Commissioner Lawrence Kolb and Social Services Commissioner Stephen Berger to U.S. Health, Education and Welfare Secretary S. David Matthews protesting the accreditation cut.

A Mental Hygiene Department spokesman said that it is hoped that this week's re-survey will show enough improvements to warrant an interim, one-year accreditation and the restoration of HEW-administered funds. About \$21 million annually is involved.

Betty Duffy, president of the 3,700-member Civil Service Employees Assn. chapter at Pilgrim, observed that staffers there "are very upset at the loss of accreditation in the first place and to compound this, Medicare and Medicaid payments have been taken away. This means that patients who used to receive \$21 to \$25 a month for small luxuries have lost these payments. This is very regrettable."

Fifteen other similar state fa-

cilities face JCAH accreditation exams through next February and reportedly several will face trouble in meeting accreditation standards.

The telegram dispatched by Dr. Kolb and Mr. Berger was sent, they said, at the direction of Gov. Hugh L. Carey.

In the telegram, the two state officials said the decision to pull Pilgrim's accreditation so shortly

## Open Negotiations, Says NYC Chapter

MANHATTAN — Support for opening negotiation sessions to the general public was voted last week by the executive committee of the Civil Service Employees Assn.'s New York City chapter 010.

The action was taken following announcement by James Moore, chairman of CSEA's Institutional Unit bargaining team, that the team will refuse to bargain with the State until talks are open to the public.

The Institutional stand is the result of the State's violation late last month of the traditional news blackout.

Mr. Moore declared that the state "should not be negotiating by press release."

after it was granted was "clearly arbitrary and capricious and based on changed and unstated standards."

Pilgrim was granted a two-year accreditation in December 1974 but was given its most recent inspection following pressure brought by a group called the Federation of Parents Organizations of Mental Hygiene Institutions, an organization which has been critical of the operation of Pilgrim PC.

"We cannot allow this callous action by the federal government on a matter of such vital importance to go unchallenged," the message continued. "In addition to depriving penniless and needy patients of their 'pocket money' through no fault of their own, HEW's action is a direct blow to the pocketbook of every taxpayer in this state."

The telegram concluded with the statement that unless HEW granted the state a full hearing on the matter or moved to review and rescind the JCAH decision, "We will have no choice but to commence appropriate legal action to establish our rights."

## Layoff Threat In New Rochelle Draws CSEA Ire

NEW ROCHELLE — A threat by the City of New Rochelle to lay off certain employees and to downgrade others brought a strong protest letter to C. Samuel Kissinger, the City Manager, from the Civil Service Employees Assn.

Inez Goring, president of the 250-member New Rochelle CSEA unit, said that the city has earmarked 22 positions for abolishment or downgrading in preparing its preliminary budget.

Ms. Goring said that the employees "don't need this threat." She stated that the proposed layoff is damaging to employee morale, and is doing a disservice to the taxpayers.

CSEA field representative Ron Mazzola, in his letter to the City Manager, stressed that the city must live up to its obligations under the Comprehensive Employment and Training Act.

Mr. Mazzola said that there is evidence that federally funded CETA workers are being used to displace civil service employees performing substantially the same duties.

Stating that CSEA is considering filing an improper practice charge with the Public Employment Relations Board, Mr. Mazzola has demanded that the city "negotiate the abolition of any and all positions in connection with any individuals represented by CSEA."

At a unit meeting held in City Hall Nov. 25, the members were addressed by Randolph Jacobs, of the union's public relations staff, and Ray Cassidy, president of the CSEA Westchester chapter, of which the New Rochelle unit is a part.

## 3-County Retirees

MIDDLETOWN—The Orange, Ulster and Sullivan Counties Retiree chapter, Civil Service Employees Assn., will hold a meeting and buffet lunch Thursday, Dec. 11, at the 211 Club, Middle-

town. The event will begin at noon, according to chapter president John M. VanDuzer.

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

**"'CHICAGO' IS A MARVEL!"**  
—Time Magazine

**"THE BROADWAY MUSICAL AT ITS BEST."**  
—Newsweek Magazine

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8.00	9.00		

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# Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Tuesday, December 9, 1975

**EXAM 24-138  
PLANT SUPT C**  
Test Held Jan. 18, 1975  
List Est. Nov. 14, 1975

- 1 Terrill Warren Delhi .....97.0
- 2 Acken George C Wingdale .....93.0
- 3 Winzig Francis Kingston .....93.0
- 4 Wallace Vincent Claverack .....91.5
- 5 Murphy William Lancaster .....90.5
- 6 None
- 7 Fisher John K Plattsburgh .....89.0
- 8 Cooke Deane M Cambridge .....87.5
- 9 Sykora Joseph Staten Is .....87.0
- 10 Sause Harrison Athens .....87.0
- 11 Zoellner ePter Smithtown .....87.0
- 12 Julian Roger E Saratoga .....86.0
- 13 Butler William Beacon .....86.0
- 14 Keith Bertram G Staatsburg .....86.0
- 15 Ramsay John R Binghamton .....85.0
- 16 Vreeland R J Otisville .....85.0
- 17 Savage John L Saratoga .....84.5
- 18 Breaker Robert Centereach .....84.5
- 19 Demaggio Peter Miller Pl .....83.5
- 20 Hyatt John E Menands .....82.5
- 21 Skinner George Elma .....82.5
- 22 Martin Lawrence Brooklyn .....82.0
- 23 Smith Donald E Tupper Lk .....82.0
- 24 Cullen John J E Greenbush .....80.5
- 25 Billings James Scornville .....80.0
- 26 Bartishevich C Lyons .....80.0
- 27 Marcano E Wilton .....80.0
- 28 Reed William W Latham .....79.5
- 29 Egan Richard M Albany .....79.0
- 30 Seymour Milton Newark .....78.5
- 31 Cybulski W V Buffalo .....78.0
- 32 O'Neill Joseph J Saratoga Spg .....78.0
- 33 Scorsone Thomas Geneseo .....77.5

- 34 Beinkafner Paul W Coxsackie .....77.5
- 35 Clark John E Brewerton .....77.0
- 36 Sautter Leroy W Buffalo .....77.0
- 37 Smith Harold J Malverne .....77.0
- 38 Bentley Marvin Verona .....76.5
- 39 Schipper R C Bronxville .....76.5
- 40 Heidrich F C Watervliet .....76.0
- 41 Gross John S Cl Islip .....75.5
- 42 Martin William Gansevoort .....75.5
- 43 Conine Kenneth Andes .....73.5
- 44 Trewick Alfonso Brooklyn .....73.5
- 45 Jabo Michael Binghamton .....73.0

**EXAM 35-606  
ASSOC ACCTNT PUB SRVC**  
Test Held Jan. 18, 1975  
List Est. June 21, 1975

- 1 Thorne Joseph F Elnora .....99.8
- 1A Peltz David M Seaforth .....84.5
- 2 Rosenstrauch N Watervliet .....82.8
- 3 Priscott L N Elnora .....81.0

**EXAM 35-698  
SUP POS IN PARKS & REC 2**  
Test Held March 22, 1975  
List Est. June 24, 1975

- 1 Sanford T M E Islip .....93.5
- 2 Forman Frank J W Haverstraw 90.1
- 3 Post Calvin B Copake Falls .....89.5
- 4 Randall Leon B Hamlin .....88.6
- 5 Edwards Carl F Ballston Spa .....88.0
- 6 Bradford David Plessis .....86.0
- 7 Bednarski D Niagara Fls .....84.8
- 8 Oliver Don F Trumansburg .....84.5
- 9 Geiss Michael J Staatsburg .....84.5
- 10 Evans James A Lindenhurst .....84.5
- 11 Forbes John S Trumansburg .....84.5

- 12 Clark Edwin L Romulus .....83.5
- 13 Finn Joseph J Stony Pt .....83.0
- 14 Rogers Louis M Trumansburg .....82.3
- 15 Herbst Robert J Rhinebeck .....82.1
- 16 Lawton Robert L Oxford .....82.0
- 17 Rabuck Bertram Sharon Spgs .....81.7
- 18 Hamilton Edward Stony Pt .....81.6
- 19 Yerdon Robert L Oxford .....81.6
- 20 Perkins Robert Grafton .....81.5
- 21 Betts Harold W East Islip .....81.3
- 22 Silver Frank S Chaumont .....81.0
- 23 Molander D R Uniondale .....80.8
- 24 Barnes Maurice Youngstown .....80.4
- 25 Lescinski J F Ballston Spa .....80.3
- 26 Gladstone R R Trumansburg .....80.0
- 27 Daane David R Miller Pl .....79.6
- 28 Woodfield Harry Chenango Pk .....79.6
- 29 Bozard Paul E Salamanca .....79.5
- 30 Lodinsky Louis Trumansburg .....79.0
- 31 Johnson Paul E Trumansburg .....79.0
- 32 Gould Donald D Sacket Harbr 78.5

- 33 Hooford Harvey Syracuse .....78.5
- 34 Hunting James W Pt Jefferson .....78.4
- 35 Lorence Harry E Grand Is .....78.0
- 36 Droain Arnold J Hunting Sta .....78.0
- 37 Blauvelt W A Central Val .....77.5
- 38 Forster David R Cooperstown .....77.5
- 39 Simpkins Robert Ithaca .....77.4
- 40 Pitting William Gardiner .....77.2
- 41 Schreckengost W Lirtle Val .....77.0
- 42 Kasdorf Robert Merrick .....77.0
- 43 Heslop William Watertown .....77.0
- 44 Wallquist P Salamanca .....77.0
- 45 Male David R Fonda .....76.7
- 46 Mullarney M H Massena .....76.4
- 47 Reilly Anna H Babylon .....76.1
- 48 Schultex John D Youngstown .....76.0
- 49 Macmillen W H Voorheesvil .....76.0
- 50 Williams Howard New Lisbon .....75.4
- 51 Crater Lawrence Salamanca .....75.4

(Continued on Page 15)

**LEGAL NOTICE**

**CRYSTAL & CRYSTAL.**

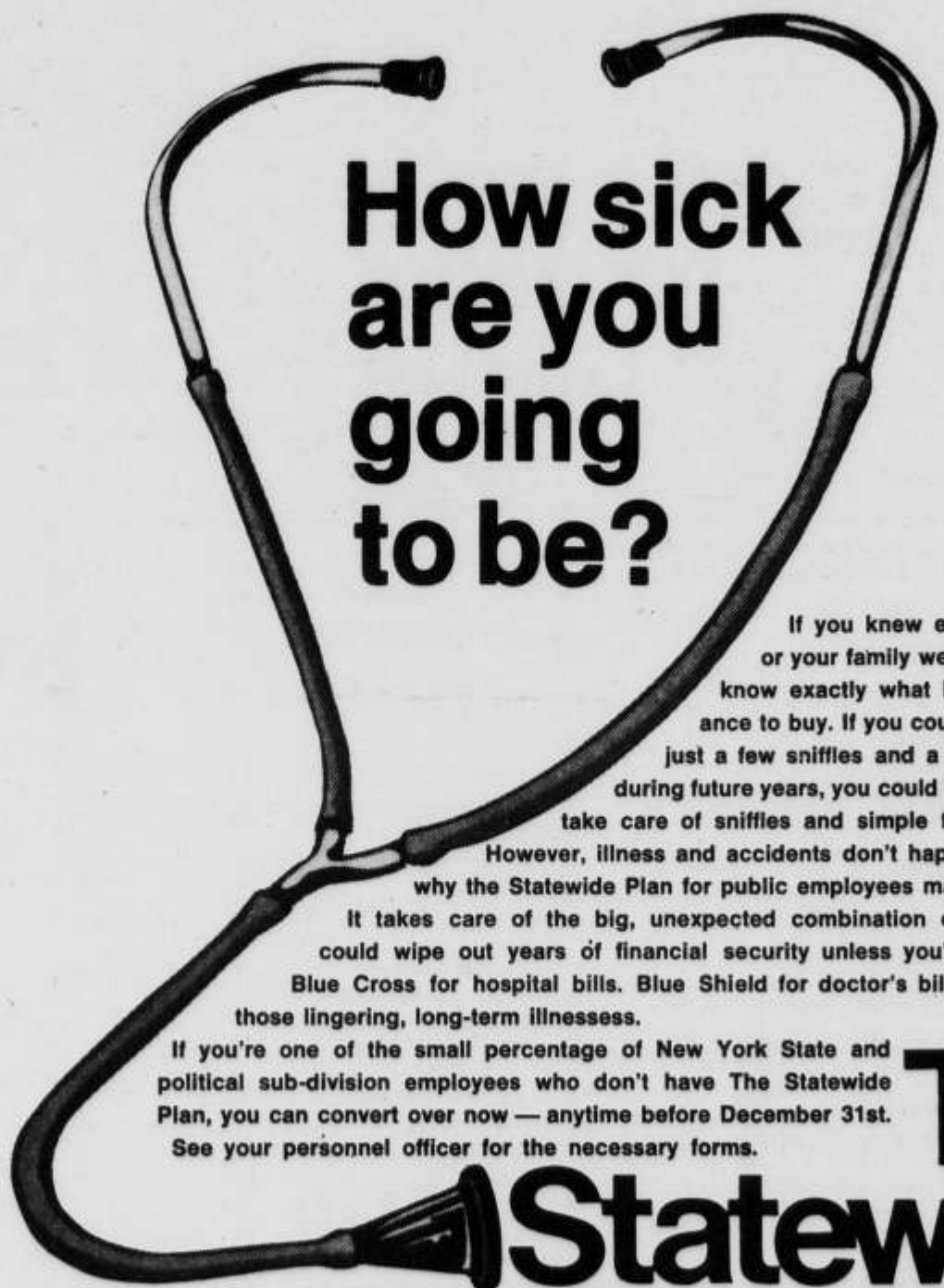
—Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on October 2, 1975. Name and principal place of business—Crystal & Crystal, 235 Park Avenue South, New York, N. Y. Nature of business—to furnish office and management services. General Partner—Bernard S. Crystal, (Residence) 119 Meadowview Avenue, Hewlett Bay Park, New York, Limited Partner—Frederick H. Crystal, (Residence) 78 Neptune Avenue, Woodmere, New York, (cash contribution) \$100, (share of profits) 33-1/3%. Term of Partnership—July 1, 1975 to June 30, 1979, unless sooner terminated. No additional contributions required to be made by any Limited Partner, but failure to contribute when called upon may result in diminution of limited partnership interest. No agreed time prior to termination for return of Limited Partner's contributions. A Limited Partner may transfer his interest in the Partnership to a member of his immediate family by gift, devise or descent, all as more fully set forth in the Partnership Agreement, may assign his interest on notice to General Partner, but may substitute an assignee as a new limited partner only upon unanimous consent of all General and Limited Partners, all as more fully set forth in the Partnership Agreement. Additional limited partners may be admitted upon the unanimous written consent of all General and Limited Partners upon such terms as said Partners unanimously decide. No Limited Partner has priority over any other Limited Partner as to contributions or compensation by way of income. Partnership is dissolved upon the death, incapacity or retirement of a General Partner except that in the case of retirement, a new general partner may be admitted, all as provided in the Partnership Agreement. No Limited Partner has right to demand property other than cash in return for his contribution.

**LEGAL NOTICE**

469

**GEORGIA AVENUE ASSOCIATES,**

293 Central Park W. NYC.—Substance of Certificate of Limited Partnership filed in New York County Clerk's Office October 15, 1975. Business: Sell, purchase trade and deal in real property, mortgage leases and all other interests in real property. General Partners: Ralph I. Eagle, 940 Grand Concourse, Bronx, N.Y.; Joseph Kurz, 72-39 43rd Ave., Woodside Queens, N.Y.; Samuel D. Hoffman, 293 Central Park West, N.Y. Limited partners' cash contribution and share of proceeds: Emma R. Hoffman, 293 Central Park W., NYC., Samuel Greenberg, 116-10 226th St., Cambria Hts., Queens, NY; Ivan Goch, 19131 NE 20th Rd., N. Miami Beach, Florida; \$4,000 each, 11-1/9% each. Partnership to continue until midnight April 4, 1977, and may be further extended for a period of 5 years. None of the limited partners have agreed to make any additional contribution. Contribution to be returned upon termination. No additional limited partners. No limited partner has priority over any other limited partners as to contribution or compensation. On death, protracted disability, retirement or insanity of any one or two general partners the remaining general partner or partners may continue. No limited partner may demand or receive property other than cash in return for contribution. Each partner may assign or otherwise dispose of his interest and must notify partnership of such action by certified mail to partnership place of business 5 days prior to such action, giving name, business and residence address of person to whom disposition made. Such assignee bound by all the terms and provisions of this agreement, subject to other agreement of partners of even date (April 5, 1967).



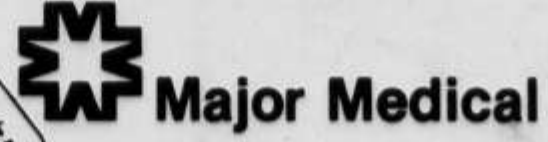
## How sick are you going to be?

If you knew exactly how sick you or your family were going to be, you'd know exactly what kind of health insurance to buy. If you could accurately predict just a few sniffles and a simple tonsillectomy during future years, you could buy a plan that would take care of sniffles and simple tonsillectomies.

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If you're one of the small percentage of New York State and political sub-division employees who don't have The Statewide Plan, you can convert over now — anytime before December 31st. See your personnel officer for the necessary forms.

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# \$500 Suggestion Award Is Won By Rose Weinfeld

ALBANY—Seven State employees won a total of \$750 in cash awards in November for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$3,600. Amounts, award winners and their residences are:

**\$500**—Rose Weinfeld, Bronx, State Department of Taxation and Finance.

**\$100**—Donald R. Steele, Troy, Department of Transportation.

**\$50**—Robert A. Healey, Albany, Taxation and Finance.

**\$25**—Madeleine Mattichak, Elmira, Department of Mental Hygiene; Charles W. Zobel, Syracuse, Transportation; Benjamin P. Burghardt, West Seneca, State University of New York, and Theresa A. Fauci, Hicksville, Department of Motor Vehicles.

Cash award winners also receive certificates of merit. Certificates of merit also were awarded to Robert S. Osgard, Woodmere, and Edward Grunowitz, Brooklyn, both of the Division of Alcoholic Beverage Control, and Gerald L. Brumaghin, Albany, Education Department.

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**B. IBM software, with experience in automatic scheduling systems or SMF.** Candidates should have strong background in BAL; in addition some COBOL or PL/I. Supervisory background helpful.

**C. Imaginative communications analysts, with PDP-11 computer experience required under either RSTS or RSX.** We are building a complex computer network, connecting several large computer centers with our regional offices.

**D. Systems Analysts with background in assimilating new application areas, conducting system studies and developing system specifications.**

We offer excellent benefits and advancement opportunities. Salary range in mid-teens to low twenties (no resume will be considered without indication of current earnings.) We are an Equal Opportunity Employer and encourage female and minority applicants to apply.

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**ATTORNEYS,** Fee paid, Hi salary. Do you want to practice? Or do you have a secret desire to step up to management? Come in, call or send your resume to: John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

**AUDITOR/INTERNAL.** Fee paid, \$15,000. 2 years public accounting experience plus knowledge E.D.P. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

**BOILER Inspector \$10/14,000** Fee Paid. High or low pressure exp. required. Cornwall Agency, 179 Broadway, 349-2520.

**BANK CLERKS.** Fee paid. To \$185. John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

**BILLER/TYPIST,** good figure aptitude, Downtown, Midtown, Uptown, rapid raises—excellent benefits. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

**BOOKKEEPERS.** Atlas Temps (agency) 194 7th Ave. (21st St.) 243-4910.

**CHEM. SALES, F/PD,** \$11-15,000. Trainee or some sales experience. Must have chem. degree. John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

**CLERK-Typing.** Many clerk typist spots available from 9-5 P.M. Must type accurately 40 plus wpm. Salary range anywhere from \$120 to \$150 weekly. Mohawk Placement Service Inc. (agency) 12 Maiden Lane, 233-4950.

**CLERK Typists.** Fee paid. \$125/\$150. Several diversified positions with this major firm. Must type 40 wpm plus. Cornwall Agency, 179 Broadway, 349-2520.

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

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**FIGURE CLERKS.** Fee paid, Hi salary. Some typing, good figure aptitude. Downtown, Midtown, Uptown, rapid raises—excellent benefits. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

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**FRENCH/English Secy.** Typing 50-60 wpm. Fashion—fee pd. \$200 plus. Archer Personnel Agency, 301 Madison Ave. YU 6-7373.

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**LOADERS.** Atlas Temps (agency) 194 7th Ave. (21st St.) 243-4910.

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**MANAGEMENT TRAINEE.** Fee paid, Hi salary. Executive development program. Are you accustomed to public contact? Do you want to sell your way to top management? Training at

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**READY TO MAKE THE CHANGE?** How much longer are you going to wait? We are a full service employment agency, specialists in recruiting of executives for middle and upper management. Plus a full range of office clerical staff openings. No contracts to sign. Most of our jobs are fee paid. Come in—call us or send your resume to: John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

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**SECRETARIES:** Many spots available for those who have good typing & steno ability 50 typ./90 steno. Salaries range anywhere from \$125 to \$200 weekly. Mohawk Placement Service, 15 Maiden Lane, 233-4950.

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**SECRETARIES:** Winston Agency, 18 East 41st St. 889-1700.

**SECRETARY:** Fee paid \$185-210. International Public Relations dept. of a NON-PROFIT organization. Cornwall Agency, 179 Broadway, 349-2520.

**SECRETARY,** Fee paid, To \$225. Assistant to president, top skills—administrative duties. No contracts to sign. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

**SECRETARY.** One of N.Y.'s fastest growing life insurance co.'s seeks two secretaries to department heads. Typing must be 50 wpm minimum with steno at 80 wpm minimum. Diversified duties including some telephone contact with agents. Young, growing company with excellent company paid benefits. Salary commensurate with experience. Contact Lynn Blaine at 889-4141.

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**TELLERS.** Fee paid, Hi salary. Trainees or experienced, good figure aptitude and bondable employment background. Come to see us first. Start work next Monday! John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

**TYPIST/DICTAPHONE.** Fee paid, Hi salary. Would you like to be a secretary? Downtown, Midtown, Uptown, rapid raises—excellent benefits. John Brady Personnel Inc., 18 East 41 Street, Suite 104 Mezzanine.

**TYPISTS.** Free jobs. \$Hi salary. Experienced typists. See us first—start work next Monday. Positions open in all areas. Uptown, downtown. These companies offer excellent benefits plus bonuses and a happy working atmosphere and most important, job security plus a wonderful vacation policy. No contract to sign at: John Brady Personnel Inc., 18 East 41 Street, Suite 104, Mezzanine.

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## Nassau Cnty. Opens Janitor, Auditing, Psychiatrist Slots

MINEOLA — The Nassau County Civil Service Commission is currently accepting applications for janitor, field audit director and assistant psychiatrist in county and village offices. Starting salaries range from \$5,200 to \$26,664 a year. The posts are only open to legal residents of Nassau County.

Filing will close Dec. 23 for janitor, a \$5,200 a year post. To qualify, candidates must have one year of experience in the cleaning of buildings and making minor repairs to standard building equipment. A written exam is scheduled for Feb. 7.

Field audit director is open to applicants with a bachelor's degree in accounting and 10 years' experience in accounting work. Five of the years must be in a supervisory capacity and candidates must also possess a certified public accountant's license to qualify for the \$25,797 a year post. Filing is open until Dec. 17, with candidates being rated on their training and experience.

Candidates may file until Jan. 21 for the \$26,664 post of assistant psychiatrist. All applicants must be medical school graduates and have three years' psychiatric residence experience. No written test will be held, with candidates being rated on their training and experience.

For complete information and applications, candidates should contact the Nassau County Civil Service Commission, 140 Old County Road, Mineola, N. Y. 11501. Individuals requesting applications by mail should include a stamped, self-addressed envelope.

### LEGAL NOTICE

**CDR ASSOCIATES**  
Substance of certificate of Limited Partnership filed in New York County Clerk's Office November 14, 1975.  
Principal Office, c/o Graham-Werwais, 570 Seventh Avenue, New York, New York.  
Business: Invest garden apartments complex, South Pasadena, Florida.  
Term: October 1, 1975-December 31, 2025, unless sooner terminated.  
General Partners: Thomas M. Graham, Jr., 32 Washington Square West, New York, New York; John A. Werwais, 1140 Fifth Avenue, New York, New York; and Vincent S. Andrews, Jr., Holly Hill Lane, Katonah, New York.  
Limited Partners: Michael D. Dowd, Jr., and Genevieve Down, 57 Crosby Brown Road, Gladwine, Pennsylvania, \$30,000.00; Marilyn H. Lewis, 273 Elmwood Avenue, Orange, New Jersey, \$5,000.00; Murray Platt, 420 East 51st Street, New York, New York, \$5,000.00. Additional capital contributions, proportionate to the original contributions are due on January 2, 1976 totalling \$30,000. Contributions returned upon termination or dissolution. Limited Partners share 80% of the profits in proportion to the amount that their respective capital accounts bear to the total capital accounts of all Limited Partners, with special allocations for specific items. Limited Partners' interest is assignable with written consent of General Partners. Upon the death of a General Partner, the survivors shall have the right to continue the business.

### LEGAL NOTICE

**QUINCY PARTNERS.** Substance of Amendment of Certificate of Limited Partnership filed in New York County Clerk's Office November 7, 1975. The following have been admitted as limited partners and their cash contribution: The Hillman Company, Grant Bldg. Pittsburgh, Pa. \$46,000; Canny, Bowen, Howard, Peck & Associates, Inc. 425 Park Ave. NYC. \$14,000; Donald J. Sutherland, High Farms Rd. Glen Head, NY. \$20,000; George J. Hauptfuhrer, Jr. Robert P. Hauptfuhrer as Tenants in Common, 1710 Martins Lane, Gladwynne, Pa. \$15,000; Vestor Corporation, 72 Colonia Miramonte, Scottsdale, Ariz. \$15,000; Swiss American Corporation, 100 Wall St. NYC. \$15,000; Edith P. Murnane, Box 505 Locust Valley, NY. \$15,000; Siragusa Brothers Partnership, Box 883, Lake Forest, Ill. \$15,000; Diana H. Parkinson, Valley Road, Locust Valley, NY. \$15,000; Rend & Co. Winters Bank Bldg. Dayton, Ohio. \$15,000.

## Two Grievances Settled By Brookhaven Town Unit

BROOKHAVEN—The Town of Brookhaven unit, Civil Service Employees Assn., recently won two grievances immediately prior to their moving to arbitration.

Irwin M. Scharfeld, CSEA field representative for Long Island Region I, said the grievances concerned men working out-of-title and the displacement of several employees by seasonal workers on overtime shifts. Both items were scheduled for arbitration when Brookhaven Director of Labor Relations Joseph Miranda called CSEA officials into a final conference in hopes of resolving the problems. Following the conference, unit president Don Mulholland and Mr. Scharfeld agreed to withdraw their request for arbitration since the grievances were satisfactorily resolved in favor of the unit.

### 'Excellent Cooperation'

Mr. Scharfeld said the resolution of the grievances is a "prime example of excellent cooperation on the part of the town as well as the union. CSEA felt it had legitimate grievances and after a thorough review by the town, it

was agreed that the contract was violated but not maliciously or on purpose. It was felt that it would be in the best interests of all parties concerned if the grievances were settled prior to a costly and time-consuming arbitration process."

### Pay Adjusted

In working out the out-of-title grievance, the town agreed not to use employees in this way in the future. In the displacement grievance, the three employees who filed it were granted four hours pay at double time.

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# Meeting Held To Discuss Proposed Otsego Layoffs

COOPERSTOWN—The board of directors of the Civil Service Employees Assn.'s Otsego County chapter, and a three-member staff team from Syracuse Region V headquarters met recently with a committee from the Otsego County Legislature to discuss the proposed layoff of 31 county employees.

The CSEA group was headed

by Mabel Wannamaker, president of the chapter. Region V staff members attending were field representative Ted Modrzejewski, public relations associate Charles McGeary, and William Frame of the Region's staff.

A spokesman for Otsego County said that no definite decision regarding the layoff would be made before a public hearing scheduled for Nov. 25 and the county budget review meeting set for Dec. 3.

During the meeting, held in the county office building, Mr. Modrzejewski assured the County Legislature members that CSEA would await the results of the meetings, "and then take whatever action is necessary to protect the rights of all employees covered under county and state civil service laws."

Mr. Frame requested that the county committee make available all personnel data of those affected by the possible layoff.

Following the meeting, a press conference was held to repeat the position of CSEA and the Otsego County chapter.

## Bersani Ace

SYRACUSE — While other Civil Service Employees Assn. members were enjoying Armistice Day in other ways, Richard Bersani, acting president of the Syracuse City chapter, was celebrating a hole-in-one sunk at the Lake Shore Yacht and Country Club here.

Mr. Bersani scored the ace at the 12th hole with a 5-iron.

## HRPC Observes Education Week

POUGHKEEPSIE — Members of the Hudson River Psychiatric Center chapter, Civil Service Employees Assn. observed the recent National Education Week with a special meeting directed by James Moore, a member of the joint CSEA-state training advisory committee.

Mr. Moore, who is also a CSEA director (Mental Hygiene, Syracuse Region V), outlined how much money is currently available to members for training purposes and how these funds could be best utilized. He also described various training programs available including the agency experimental program, employee benefit training courses and high school equivalency programs.

## Correction

LIVERPOOL — The chairman of the Onondaga County chapter, Civil Service Employees Assn.'s Christmas Party was incorrectly given in the Nov. 25 issue of The Leader as Hilda H. Young. The chairman for the Dec. 5 event was Martha Le Roy; Ms. Young serves as co-chairman and chairman of the publicity committee.



New officers of the Lakeland School unit, Civil Service Employees Assn., were installed recently by Carmine LaMagna and Stan Boguski, first and second vice-presidents, respectively, of the Westchester County chapter. The officers are, above, first row from left: Rose Amato, board of directors; Mary Penderleith, treasurer, and board members Carl Amato and Harry Shore. Rear row from left: Alex Morris, secretary; John Augustine, second vice-president; Jim Larsson, president; Bob Lynt and Fred Travis, board members, and Mil Brown, sergeant-at-arms. Absent from the photo is Walt Thompson, first vice-president.

## Lakeland School Unit Installs Officers



Stan Boguski, Westchester County CSEA chapter second vice-president and installing officer of new officials of the union's Lakeland School unit, extends a hand of congratulations to new unit president Jim Larsson as outgoing president Harry Shore observes.

YORKTOWN — James R. Larsson and Walter E. Thompson were installed recently as president and first vice-president, respectively, of the Lakeland School unit, Civil Service Employees Assn.

Other officers installed by Carmine LaMagna and Stan Boguski, first and second vice-presidents, respectively, of the CSEA's Westchester County local, were John Augustine, second vice-president; Alex Morris, secretary; Mary Penderleith, treasurer, and Millard Brown, sergeant-at-arms. Board seats were filled by Carl Amato, Rose Amato, Robert Lynt, Harry Shore and Fred Travis. Mr. Shore is the unit's immediate past president. More than 64 years of service to the school district is represented by the number of years served by the board members.

While the unit's contract talks will not take place until January 1977, Mr. Larsson noted that the months to come should prove highly productive. He said the unit plans revision of its by-laws and constitution to meet present day problems.

Lakeland unit, with more than 250 members, consists of all non-instructional district staffers including bus drivers, custodians, automotive and maintenance mechanics, secretaries, monitors and cafeteria employees.

At 26, Mr. Larsson is the youngest president in the unit's history.

## Dolan To Speak At Indiana U.

ALBANY—Joseph J. Dolan, assistant executive director-county for the Civil Service Employees Assn., will be a guest lecturer at a workshop in "Public Sector Labor Relations" conducted by the Indiana State Employees Assn. Dec. 13 at Indiana University, Bloomington, Ind.

Mr. Dolan will relate the experience of CSEA since the inception of the New York State Taylor Law and discuss how CSEA has met challenges of negotiation and contract enforcement under the Taylor Law.

His topic will be "The ISEA and Its Options."

# Wenzl Asks Legislators Block Freeze

(Continued from Page 1) noted. "Again we have to ask: Are state employees not to be ranked in importance equal to other citizens—citizens earning average incomes?"

Any move to add to the number of audited tax returns by examiners in the Department of Taxation and Finance is bound to produce more cash for the state, Dr. Wenzl predicted.

"Obviously, if more returns are inspected, it stands to reason that more returns that are insufficient will be uncovered."

The CSEA leader noted that annually, less than 5 percent of sales tax returns, less than 1 percent of personal income tax returns, less than 10 percent of corporate tax applications and less than 10 percent of truck mileage tax applications are audited by the Department.

"Total state tax collections amount to about \$8 billion a year, or around 80 percent of the total annual budget," Dr. Wenzl said. "If general tax compliance could be raised even by as little as 7 percent, the state would take in an additional \$560 million. This would more than cover an average estimate of this year's deficit."

Although increased auditing would probably involve hiring more examiners, Dr. Wenzl said, the additional revenues pro-

duced would more than compensate for the added salaries.

Dr. Wenzl's second suggestion for increasing revenues, improving the management of state agencies, drew in part from the 1974 report of State Comptroller Arthur Levitt. In just one area—treatment of the mentally ill—Comptroller Levitt noted that, "My auditors have observed that while reimbursements for patient care amounted to \$259 million during a recent fiscal year, as much as \$15 million a year was being lost to the state in the absence of an adequate billing system."

## Insurance Coverage Reminder

(Continued from Page 1) ployer-share payment for the individual.

Other health insurance benefit improvements recently negotiated by CSEA include an increase from \$10,000 to \$15,000 for maximum annual major medical reimbursement for each covered person; extension of Blue Cross benefits to provide coverage for hemodialysis treatment if ordered by a physician and furnished in the out-patient department of a hospital; extension of Blue Shield benefits to cover removal of sutures, plaster casts and similar dressings applied as

Additionally, Dr. Wenzl said, "We could think of many other positive measures which could be adopted, such as increased use of the incumbent state workforce, particularly in highway and capital construction, instead of private consulting firms, when the existing state workers can do the same job. Other lesser but worthwhile possibilities for adding income include raising tuition for out-of-state residents in our public university system and charging fees to take open competitive civil service examinations."

Elimination of unnecessary

the result of prior out-patient care; for employees aged 50 and older, reimbursement up to \$50 a year toward the cost of a routine physical examination, and extension to New York City of the Surgical Consultation Program presently available in the Albany area (this program offers employees and their dependents a surgical consultation when elective surgery has been recommended by a physician).

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

frills in government is another way of increasing the efficiency of state agencies, Dr. Wenzl pointed out.

"We're referring here, of course, to any number of vulnerable targets, none of them monumental, but together adding up to an impressive total, we're sure . . . A case in point was the last annual report of the Urban Development Corp. This cost us nearly \$50,000. It told us about the outstanding job the agency did in 1974. Yet, as you know, this same superior agency would have folded in early 1975 except for the sizable emergency appropriation it got from the Legislature.

"Everyone has to take strong exception, also, to the paid commuting privilege enjoyed by some top officials who live at one end of the state and who refuse to relocate when they're appointed to their state position.

"These are not, of course, major inequities that call for violent or vengeful action," Dr. Wenzl concluded. "They are merely silly extravagances in an era when common sense is suddenly back in style.

"We think we have a just cause and, as we said at the outset, our purpose is to enlist your support. We hope that our effort meets with some measure of success."

# Latest State And County Eligible Lists

(Continued from Page 11)

- 52 Reome Harold D Colton .....75.3  
53 Krajewski John Niagara Fls .....75.2  
54 Maxian Thomas J Gainesville.....74.9  
55 Kuralowicz Mary Levittown .....74.7  
56 Thomas T W Schenectady .....74.5  
57 Denardo Robert Watkins Glen .....74.5  
58 Davis Allan J Rexford .....74.3  
59 Bartolone S A Williamsvil .....74.3  
60 Mahoney L F Searford .....74.2  
61 Roenish A B Buffalo .....74.2  
62 Walker Gerry L Saugerties .....74.2  
63 Larsen George L West Islip .....74.1  
64 Duggan John R Gt Valley .....73.9  
65 France Nevil A Salamanca .....73.6  
66 Yaworsky N Y Kill Buck .....73.4  
67 Highbie Wilbur S Wantagh .....73.3  
68 Whalen Joseph W Gansevoort .....73.3  
69 Bobseine Gary L Cattaraugus .....73.2  
70 Kollar Frank J Coram .....73.2  
71 Parker Richard Verona Beach .....73.2  
72 Quencer Marvin Alexandra Bay .....73.2  
73 Ciampa Thomas D Saratoga S .....73.1  
74 Sauer Joseph P Staatsburg .....73.0  
75 Kannengiesser E Copiague .....73.0  
76 Petronis W G Ballston Spa .....72.9  
77 Helling Milton Lockport .....72.8  
78 Rendle Richard Schuyler Fls .....72.6

- 79 Ryder Malcolm E Chaumont .....72.5  
80 Lawler Carl S Saratoga S .....72.5  
81 O'Neill Thomas M E Islip .....72.4  
82 Smith Clifton T Freeport .....72.1  
83 Bowen James W Ballston S .....72.0  
84 Soper Richard A Sayville .....72.0  
85 Klafehn Glenn L Hilton .....71.5  
86 Dreher Wallace Ovid .....71.4  
87 Rapp Robert A Albany .....71.3  
88 Tomkowski J E Schenectady .....71.3  
89 Sainola Peter J Massena .....71.1  
90 Tryon Dewey Islip .....70.5  
91 Drew Douglas L Trumansburg.....70.0

EXAM 35-679  
PLANT SUPT A  
Test Held Jan. 18, 1975

- List Est. Nov. 13, 1975  
1 Qualley David L Sittville .....93.9  
2 Blohm Charles A Willard .....90.8  
3 Parker Neal E Sonyea .....87.5  
4 Ashford Ronald Thiells .....86.8  
5 Rix Robert W Whitesboro .....84.8  
6 Delahoyde John Millbrook .....83.0  
7 Blunt Robert H Buffalo .....81.8  
8 Marano E Wilton .....78.5

EXAM 36-086  
PRIN SANITARIAN  
Test Held April 12, 1975  
List Est. July 7, 1975  
1 Signorelli John Newton NJ .....74.0

- EXAM 24-140  
PLANT SUPT A  
Test Held Jan. 18, 1975  
List Est. Nov. 14, 1975  
1 Terrill Warren Delhi .....91.0  
2 Blohm Charles A Willard .....90.0  
3 Fedoryk William Brooklyn .....89.0  
4 Butler William Beacon .....85.0  
5 Rix Robert W Whitesboro .....84.0  
6 Parker Neal E Sonyea .....83.5

- 7 Buettner August Schenectady .....82.0  
8 Murphy William Lancaster .....82.0  
9 Quagliari Julio Delmar .....80.5  
10 Burgoon William Voorheesvil .....80.5  
11 Zoellner Peter Smithtown .....79.5  
12 Savage John L Saratoga .....78.5  
13 Relation Albert Albany .....77.5  
13A Reed William W Latham .....75.0  
14 Marcano E Mc Gregor .....74.5  
15 Cybulski W V Buffalo .....70.5  
16 Ramsay John R Binghamton .....70.0

EXAM 35-680  
PLANT SUPT A  
Test Held Jan. 18, 1975  
List Est. Nov. 13, 1975  
1 Scott Ronald J Canton .....90.2  
2 Finnin C Ctl Islip .....81.1

- EXAM 34-745  
SR CLERK  
Test Held May 3, 1975  
List Est. Sept. 2, 1975  
(Continued from Last Week)  
542 Miller Cheryl Binghamton .....86.8  
543 Demjanec M White Plains .....86.8  
544 Carle Shirley J Kingston .....86.8  
545 Wojick Susan L Kenmore .....86.8  
546 Deleon Diane M Albany .....86.8  
547 Mitten Joseph Lindenhurst .....86.8

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- 548 Blasen Barbara Albany .....86.7  
549 Gonzales Nancy NYC .....86.7  
550 Lindsay Violet Commack .....86.7  
551 Sturt Stephen K Albany .....86.7  
552 Bragg Mary M Slingerland .....86.7  
554 Hollenbeck C R Johnson City .....86.7  
555 Kowalaki K E Albany .....86.7  
556 Thorner Steven Buffalo .....86.7  
557 Tuttle Irene S Medina .....86.7  
558 Dehring Joseph Delmar .....86.7  
559 West Lorraine M Binghamton .....86.7  
560 Liburdi Cheryl Cohoes .....86.7  
561 Gile Barry B Albany .....86.7  
562 Stumpf Tressa V Holley .....86.7  
563 Monroe Barbara Utica .....86.7  
564 Frederick Joan Schenectady .....86.7  
565 Larmon Florence Seaford .....86.7  
566 Slisz Betty L Cheektowaga .....86.7  
567 Lebitz Mary J Brooklyn .....86.7  
568 Pellerin Linda Elmbg Depot .....86.7  
569 Grugan Dean F Albany .....86.7  
570 Marsh James T Albany .....86.7  
571 Robillard J D Albany .....86.7  
572 Hildenbrandt J Albany .....86.7  
573 Denisulsk John S Albany .....86.7  
574 Soweck T M Albany .....86.7  
575 Goodman Stanley NYC .....86.7  
576 Kaminer Pamela Howard Beach .....86.6  
577 Edmans Donald T Albany .....86.6  
578 Lindsay Susan P Amsterdam .....86.6  
579 Hauf Renna A Slingerlands .....86.6  
580 Ruck Richard E Brooklyn .....86.6  
581 Grose Norene M Watervliet .....86.6  
582 Tirums Claire Albany .....86.6  
583 Delorenzo Mary Troy .....86.6  
584 Chappel Mary Lindenhurst .....86.6  
585 McCabe Audrey Lindenhurst .....86.6  
586 Finn Vicki E Binghamton .....86.6  
587 Tompkins Dana Albany .....86.6  
588 Powell Ella L Troy .....86.6  
589 Mrozckowski M J Cohoes .....86.6  
(To Be Continued)

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

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

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

**STATE** — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 488-4248: 10 a.m.-3 p.m.); **State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202: 9 am.-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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# West Responds To Blood Appeal For Rome Member

BUFFALO—When Richard Domagal, a Civil Service Employee Assn. member at Rome Developmental Center, was admitted recently to Roswell Park Memorial Institute, the state's world famed cancer hospital here, his brother, John, was deeply concerned about securing a necessary daily blood transfusion for Mr. Domagal.

He turned to the Civil Service Employees Assn. for aid.

Peter Blaauboer, president of Buffalo chapter and listed first in the CSEA Western Region VI directory, got the call. Within minutes Mr. Blaauboer posted notices on bulletin boards of the Gen. William Donovan State Office Building, Buffalo. CSEA volunteers responded immediately. There were now enough volunteer donors for the first week, but the need would

continue.

Mr. Blaauboer called the Region office, William McGowan, Mental Hygiene Department chairman and CSEA executive vice-president, was contacted in Albany. Genevieve Clark, Western Region first vice-president and a nurse at Roswell Park explained to Regional president Robert Lattimer what was involved and how to go about it. Ann Pulvino of the hospital blood bank and a former chapter president there checked Mr. Domagal's specific needs. Robert Stelley, Roswell chapter president cleared appointments procedures with Doris Burnett and Karen Ruppert at the appropriate office.

Because appeals through the media could cause communications problems, notices were made up explaining that only blood types O and B positive and

negative could be used for the collection.

Distribution was made by Mr. Lattimer to state chapter officers at a meeting in West Seneca and by Sam Mogavero, CSEA county division chairman and president of the Erie County Educational chapter, at the chapter meeting the same night.

Victor E. Marr, president of Erie County chapter, at Region VI headquarters on other business, took sample notices to reproduce for posting on county bulletin boards. Field staff pitched in to carry work to other chapters and units.

The burden of getting blood in a strange city was removed from John Domagal's shoulders. CSEA members rose to the occasion to help brother member Richard Domagal, whom most had never met.

## CSEA Flies Storm Warning On DOT Winter Snow Plan

ALBANY—New York State motorists, as well as industry and commerce, could still be faced with possible property damage, personal injury and perhaps loss of life because of inadequate manpower for snow and ice control on the state's highways, according to the Civil Service Employees Assn.

A spokesman for CSEA, the union representing State employees responsible for winter road maintenance, said that the DOT-imposed schedule of employee work shifts for snow and ice control instituted last month "cannot guarantee that operations will be completely adequate throughout the state" despite a news release issued by DOT Commissioner Raymond Schuler Nov. 6 indicating that there was no question that "snow and ice control for this winter season will be maintained at last year's level."

### Special Committee

A special CSEA Department of Transportation committee had been working with representatives of DOT to iron out expected difficulties in a planned statewide implementation of round-the-clock shift scheduling for this winter season. CSEA felt that the plan would not only result in many hardships for the employees, but could also result in inadequate staffing at the time of a big storm, causing poor snow and ice control for people who must use the highways.

Following Commissioner Schuler's public statement, DOT made some changes in the scheduling plan. The union spokesman said, however, that their new schedule, which was apparently drawn up without local-level consultation, will result in "hit-and-miss" levels of service throughout the state, depending on when a storm might occur.

The union representative also said that CSEA-represented employees who, because of the new shifting may be working irregularly, may file local-level grievances claiming violation of the work day—work week clause of the current CSEA-State contract.

The CSEA spokesman indicated that under the DOT shift plan that went into effect on Nov. 27, about 15 percent of the affected employees statewide will be on the normal day shift from 7:30 a.m. to 4 p.m.; about 48 percent will be on two shifts; and about 36 percent will be on a three-shift schedule. He also said that in 11 counties the state is responsible for the total job of snow and ice control and in all other counties the state has "contracted out" with the counties for plowing, sanding or both.

According to the spokesman, the counties have the ability to call men in on overtime in case of a storm, where the purpose of the extra shifting by the state is to avoid paying regular employees overtime pay.

Some 30 to 40 storms are generally expected throughout the season. The CSEA representative said that while the DOT's scheduling may avoid payment of overtime, it results in the regular payment of men on night shifts for doing virtually nothing when there are no storm conditions, since most ordinary highway maintenance cannot safely be done at night.

Under the split shifting, he said, an employee not on duty is not required to "stand by his

phone" in case of an emergency situation. In effect, this means there is no guarantee that a full force would be available if a bad storm occurs.

"Last year, roads were cleared in reasonable time only because everyone was working on the same storm," the spokesman said.

"More than 200 highway maintenance people have been let go and some 480 titles vacated through attrition, resulting in a 10 percent reduction in the statewide work force. Now, on top of these so-called austerity measures, DOT has unilaterally imposed a schedule that can result in inexperienced crews being responsible for clearing dangerous snow and ice covered roads.

## Madison County Dispute Has Moved To Fact-Finder

ONEIDA—The contract dispute between the Madison white-collar unit, Civil Service Employees Assn. and the County was submitted to a fact-finder Nov. 13, according to Roger Kane, CSEA collective bargaining specialist.

"The reason for submitting this to fact-finding is that the county is trying to treat the employees as one unit, as in the past," Mr. Kane said.

"The Public Employment Relations Board has separated the white-and blue-collar employees; yet the county is still seeking the settlement that would be comparable to the blue-collar employees," he added. "Blue-collar workers are on an hourly basis and white-collar employees are salaried.

"Madison County has offered an hourly increase, which is totally unacceptable to our white-collared employees because they are salaried," Mr. Kane continued.

"Because we are nearing the end of the contract year, CSEA is continuing its determined effort to resolve the contract dispute. We feel confident that a favorable decision can soon be reached if the County will fully and fairly consider our position."

## Halt Teacher Escorts For Attica Inmates

ATTICA — Teachers and instructors at the Attica Correctional Facility here are no longer required to escort inmates from classrooms to cell blocks. The change came as a result of an out-of-court settlement last week between the state and the Civil Service Employees Assn.

As a result, CSEA will not pursue a lawsuit filed in Wyoming County Supreme Court Oct. 15 in which the union sought to over-

turn a ruling of State Director of Employee Relations Donald Wollett, who said escorting inmates was not "out-of-title work" as the teachers and instructors claimed when they first filed a grievance in September 1974.

The grievance was filed by CSEA field representative Charles Bird and then-union chapter president John Beaver when the state imposed the new duties on the teachers and instructors "on a temporary basis" because of a

## Seek Representation Right For Rensselaer School District Staff

ALBANY—Albany Region IV, Civil Service Employees Assn., has submitted a petition for certification as "sole and exclusive bargaining agent" for the City of Rensselaer non-instructional school district personnel following a re-

jection of CSEA's request for voluntary recognition by Joseph V. Reilly, superintendent of the City of Rensselaer School District. Under the rules of the Taylor Law, the State Public Employment Relations Board will now hold a conference between the CSEA and the school district to resolve any conflicts regarding the personnel to be included in the potential bargaining unit. CSEA field representative William Lochner pointed out that since CSEA's petition for certification was accompanied by a majority showing of interest of the possible unit members, the school district could voluntarily recognize the union upon PERB's verification of the submitted designation cards.

If the school district does not elect to recognize CSEA, an election will be held under PERB's supervision.

"Mr. Reilly has already sent an open letter to all the non-instructional employees in the district outlining their present benefits and underscoring the alleged 'excellent rapport' that supposedly exists between the school district and its employees," Mr. Lochner said.

"Mr. Reilly's letter suggests that by joining CSEA the employees would seriously jeopardize the 'informal nature' of past employer-employee relationships. He also implies that CSEA may be leading the non-instructional personnel astray by promising them gigantic improvements in wages and working conditions, similar to those

recently secured by the CSEA for the City of Rensselaer Department of Public Works."

Mr. Lochner added, "While CSEA is extremely proud of its settlement in behalf of the DPW, it's impossible to establish a comparison in salary schedules and fringe benefits between the two non-related groups." He emphasized that the highest priority of the non-instructional employees is a formal, negotiated contract, binding on both sides, that clearly specifies the rights of both sides. The pact would cover job security, job descriptions, a workable grievance procedure and fringe benefits.

Mr. Lochner concluded that the employees justifiably feel that in light of the present fiscal problems that all school districts are encountering, it is essential that employees take steps to insure their rights with a contract with their employer. At present, the non-instructional employees do not have any type of contractual agreement with the school district and this situation is the reason for the employees movement toward unionization, he said.

### Marcy Yule Party

MARCY — The Marcy Psychiatric Center chapter, Civil Service Employees Assn., will hold its Christmas party Friday, Dec. 19, at the Crestwood Golf Club. The event will begin at 2 p.m., according to chapter president Charles Noll.

shortage of corrections officers.

Mr. Beaver, one of those affected by the state order, claimed escorting inmates "was not consistent with his teaching duties" nor with those of the others on the maximum security facility's instructional staff.

The grievance was denied at each of the four steps in the grievance procedure as established in the contract between the union and the state. Mr. Wollett's ruling on the grievance

was the final step.

The settlement agreement negotiated by Carmen Pino, associate regional attorney for CSEA, and Harold Rubenstein, attorney for the state's Office of Employee Relations, overturned Mr. Wollett's ruling.

CSEA, in a recent Civil Service Commission grievance hearing, succeeded in overturning a state order requiring teachers and instructors to man "post positions," a guard function, at the Elmira Correctional Facility.