

Civil Service LEADER

America's Largest Newspaper for Public Employees

CSEA PUBLIC RELATIONS

Region V Meeting

— See Page 9

Vol. XXXVI, No. 24 Tuesday, September 9, 1975 Price 20 Cents

Rival Union's Use Of CSEA Symbol Unauthorized

ALBANY—A State Supreme Court justice has granted a temporary restraining order sought by the Civil Service Employees Assn. which prevents a rival union, AFSCME, from using "in any form whatsoever, the service mark 'CSEA' or any copies or colorable simulations thereof without the consent of CSEA . . ."

Supreme Court Justice John H. Pennock is-

sued the restraining order on Sept. 4 and ordered AFSCME to show cause in Supreme Court on Sept. 11 why a permanent restraining order should not be issued. CSEA Attorney Marjorie E. Karowe represented CSEA in the successful court action, contending that use of the CSEA service mark (logo) by AFSCME was a violation of the State's General Business Law and caused irreparable damage to CSEA by misleading public

employees into believing CSEA supported an affiliation effort being conducted by the rival union.

The court action was instituted by CSEA after AFSCME used the CSEA logo illegally on affiliation literature AFSCME has been sending and distributing to CSEA leaders and members throughout the State.

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

33 Elk Street, Box 125, Capitol Station, Albany, New York 12224 (518) 434-0191



Dear CSEA member:

I wish to draw your attention to a very serious situation that constitutes a direct threat to you and your union. I am referring to the two-pronged assault by rival labor organizations seeking representation rights for public workers now held by CSEA. One is the direct challenge effort against CSEA by a group of unions seeking to represent State employees. We have overcome such challenges many times in the past and will emerge victorious this time as well.

The second attack against you and your union is, in many ways, much more insidious than the direct challenge approach. I am referring to the current effort by a long time enemy of CSEA, the American Federation of State, County and Municipal Employees (AFSCME), to achieve an affiliation between CSEA and themselves.

Although both groups have chosen different tactics in their efforts to make inroads in CSEA's representation rights, both have the same basic plan and the same basic objective in mind. Both are trying to divide and conquer the membership enroute to destroying CSEA and the concept of an independent and democratic labor union for public employees in New York State.

The subject of possible affiliation by CSEA has been thoroughly investigated over several years by a special CSEA committee concerned with developing the future expansion of our union. It may well be that at some future time affiliation with another major labor union will prove advantageous and beneficial to the public employees we represent. **But this is not the case at the present time, and there is no official sentiment toward affiliation with AFSCME or any other union now.** Therefore, it is our position that we are opposed to the current effort by AFSCME seeking an affiliation. As further evidence of our opposition, I want you to know that our lawyers have instituted legal action to prevent AFSCME from any further misuse of CSEA's official logo (service mark). The wrongful use by them of CSEA's logo on material mailed to CSEA leaders and members recently gives the misleading impression that CSEA somehow supports their affiliation effort.

There are practical reasons for rejecting affiliation now. The democracy that sets CSEA apart from the boss-run labor unions would be lost. Rank-and-file control of local chapters would be jeopardized from international headquarters in far off Washington. AFSCME, I believe, would insist on firm control of the merged unions and the loss of local control by the members would be too great a sacrifice to consider. From a financial viewpoint, AFSCME would assess each CSEA member about \$26 a year in additional dues initially. That adds up to \$6 million a year of your money in their international treasury with nothing in return that you do not already have.

Affiliation at this time would achieve nothing and cost you much. Unity and independence with CSEA remains the most logical route to success in the future, as it has been in the past.

Fraternally yours,

THEODORE C. WENZL
President

PROTESTS MOUNT AGAINST RAIDING PENSION FUNDS

ALBANY—A blistering wave of protests sponsored by the Civil Service Employees Assn. greeted New York State legislators both before and after their arrival in Albany late last week to begin a special legislative session over what CSEA president Theodore C. Wenzl labeled "an extravagant scheme" to use state funds "to bail New York City out of its self-induced insolvency."

At Leader presstime the legislators were still wrangling over the issue and final legislative action was not expected until this week.

CSEA has expressed violent opposition to the plan, especially that portion calling for the investment of an additional \$125 million from the Employees' Retirement System pension funds. Dating back to mid-August, when State Comptroller Arthur Levitt dipped into the pension funds for \$25 million, Dr. Wenzl has fired off numerous letters of protest directly to Mr. Levitt, each time reinforcing CSEA's opposition to any further raiding of the retirement system funds.

The tempo of protest increased early last week when the special legislative session was announced, with Dr. Wenzl sending telegrams to legislative leaders Senator Warren Anderson and Assemblyman Stanley Steingut. The CSEA telegrams stated "the unalterable opposition of the Civil Service Employees Association" to the investment of any pension funds in Municipal Assistance

Corporation (MAC) bonds and said "raiding of these pension funds for this purpose will be viewed as a distinct threat to the retirement security of over 300,000 public employees in New York State represented by CSEA."

(Continued on Page 8)



Pension Funds: Risky Solution For NYC Woes

THE integrity of public employee pension funds is in the process of erosion by pressures which are making the pension funds lenders of last resort to avoid default and bankruptcy of the City of New York. The Civil Service Employees Assn.

(Continued on Page 6)

File Suit Against 'Lulus'

ALBANY—The Civil Service Employees Assn. will argue before a state Supreme Court justice Sept. 26 that the bonuses ("lulus") New York State legislators recently voted themselves are unconstitutional.

New York State's top public employees union has already served notice on State Comptroller Arthur Levitt; State Attorney General Louis K. Lefko-

witz; Senate Majority Leader Warren Anderson and Assembly Speaker Stanley Steingut. Attorneys for both sides will present their cases at 9:30 a.m. Sept. 26 at the Albany County Court House.

From the union's point of view, the case is clearcut. The legislators, on the last day of the session, voted themselves a total of

(Continued on Page 3)

CSEA PUBLIC RELATIONS

W'chester Needs Examiners, Inspectors

WHITEPLAINS—The Westchester County Personnel Office is currently accepting applications for examiner, senior examiner, supervising examiner, quality control inspector, senior quality control inspector, and supervising quality officer. The jobs, with various agencies in the county, have starting salaries ranging from \$9,510 to \$16,970 a year.

All candidates must be legal residents of Westchester County for one month preceding the Oct. 4 written examination.

For the \$9,510 position of examiner in the Social Services Department, applicants must be high school graduates with three years' experience in examining, investigating or evaluating assistance or unemployment claims. Three years' business experience or three years of study at a college will also be accepted.

A bachelor's degree or a high school diploma and four years of experience will qualify applicants for senior examiner. The \$10,345 position is also open to candidates with four years' business experience which involved bookkeeping or financial record keeping.

The \$13,640 position as supervising examiner is open to applicants with a bachelor's degree and three years' of claims assistance experience. One year of the experience must be a supervisory capacity.

For quality control inspector, a \$10,740 position, candidates must have a college degree or be a high school graduate with four years' experience in examining, evaluating and investigating financial claims, fraud cases, insurance claims or similar programs. Full-time study in a college or university may be substituted for experience on a year-to-year basis.

A bachelor's degree and two years of experience will qualify applicants for the \$11,245 a year job, as senior quality control inspector. High school graduates with six years' experience may also apply for the positions.

To be eligible for supervising quality control officer, paying \$13,640 to \$16,970 a year, candidates must hold a bachelor's degree and have three years' experience. At least one year must have been in a supervisory capacity. The positions are also

open to high school graduates with seven years' experience.

Applications for all positions must be received by Sept. 12.

Application forms and further information may be obtained by mail or in person from the Westchester County Personnel Office, Room 104, County Office Building, White Plains 10601. If requesting forms by mail, applicants should enclose a stamped, self-addressed envelope with the examination number and title on the back flap.

Coming Promotion Tests Include Clerical, Medical, Chemist And Other Areas

ALBANY—The state Department of Civil Service is accepting applications until Sept. 22 for promotional exams to senior stenographer, senior typist, institution safety officer, senior damages evaluator, senior bacteriologist, medical facilities auditor, biochemist, food bacteriologist, administrative analyst and budgeting analyst. The positions are at the G-9 to G-23 levels and will have written exams Nov. 1.

All employees of New York State having three months' experience in clerical or stenographic positions at the G-3 level or higher may apply for senior stenographer, senior stenographer (law), both G-9 jobs, or senior typist, a G-7 position. The jobs are only in the New York Metropolitan area and appointees in the area will receive an additional \$200 annual salary differential.

The written test will include questions on interpreting written material, spelling, English grammar and usage and vocabulary. Candidates will also be required to pass a qualifying performance test in stenography or typing.

Employees of the Mental Hygiene Department who have had one year of service as an institution safety officer may apply for the G-12 position of senior institution safety officer. For chief institution safety officer I and II, applicants must have a year's experience as either an institution safety supervisor or senior institution safety officer.

The written exam is designed to test for knowledge in fire-fighting and fire prevention, accident prevention, preparing written material and security situations.

For senior damages evaluator, a G-17 position, candidates must have one year of experience as a damage evaluator in the state Motor Vehicles Department. Questions in such areas as state

vehicle and traffic law, repair of automotive equipment, state automobile negligence law and supervision will appear on the written exam.

Bacteriologists in the state Health Department with one year's experience may apply for the G-18 jobs of senior bacteriologist and senior bacteriologist (virology). The written test will examine areas such as laboratory principles, use of laboratory instruments and supervision.

Positions as senior, associate and principal medical facilities auditors presently exist in various state locations with the Health Department. To qualify, candidates must have at least six months' experience at a post one grade below the position for which they apply.

Questions on general accounting, general auditing, preparation of written material, interpreting tabular material and medical facilities management will make up the written exam.

Biochemists in all state departments may apply for the G-18 job as senior biochemist, and senior biochemists working for the state may apply for the G-23 position of associate biochemists. Questions in such areas as lab principles, care of laboratory instruments and supervision may appear on the written test.

Candidates with six months' experience as a food chemist in the Agriculture and Markets Department are eligible for senior food chemist, a G-18 job. Six months' as a senior food chemist will qualify applicants for associate food chemists, and bacteriologists with six months' experience qualify for senior food bacteriologist.

The written test may include questions on laboratory principles, operation of lab instruments and administrative supervision.

Medical Auditor, Safety, Steno, Key Punch Slots Made Available By State

ALBANY—Positions as key punch operators, senior stenographers, senior safety officers, and medical facility auditors now exist with various state agencies. The salaries range from \$5,871 to \$21,545.

Applications for all open-competitive positions must be post-marked no later than Sept. 29, with examinations scheduled for Nov. 1.

Trainee positions as key punch operators currently exist in Albany and New York City. No minimum requirements are necessary for the three-month traineeships in the operation of several types of data-entry equipment. Candidates with three months' experience or training in the operation of key punch machines may be appointed directly to operator positions without entering the trainee program.

All candidates must pass a written exam designed to test knowledge and abilities in such areas as name and number checking under time limitations and following directions.

Senior stenographers and senior stenographers (law), both paying \$8,251, are needed only in the New York Metropolitan area. Examinations will be held in New York City, Peekskill, White Plains, Hicksville, Nyack and Riverhead.

For the senior stenographer jobs, candidates must have one year of secretarial or stenographic experience. Completion of a two year course in secretarial science from a business school may be substituted for experience.

One year of secretarial or stenographic experience, six months of which must have involved legal work, will qualify applicants for senior law stenographer. Graduation from a state community college or technical institute may be substituted for experience.

All candidates must take a written test involving secretarial practices, spelling, vocabulary, grammar and usage and legal terminology. In addition, candidates are required to pass a qualifying performance test in stenography.

Vacancies in the Health and Mental Hygiene departments exist for institution safety officers. For senior institution safety officer, a \$9,546 job, candidates must have two years of experience in a position having responsibility for providing law en-

forcement. Chief institution safety officer I (\$11,337) and chief institution safety officer II (\$11,983) are open to applicants with three years' law enforcement experience, two of which must be in a supervisory or administrative capacity.

Firefighting, fire prevention, accident prevention, administrative supervision and security situations will be included on the test.

Medical facilities auditor positions with the state Health Department are at the senior, associate and principal levels. Jobs pay \$13,404, \$17,429 and \$21,545 respectively.

For senior auditor, two years' experience auditing books and records of accounts is necessary. Three years of auditing experience, one of which must be a supervisory position in a medical facility, will qualify individuals for associate auditor, while four years' experience with two years of supervisory work is necessary for principal auditor.

The Nov. 1 exam will test knowledge of general accounting, auditing, preparation of written material, interpreting tabular material and medical facilities management.

Applications forms for all positions may be obtained from the state Civil Service Department at: Two World Trade Center, Manhattan; State Office Building Campus, Albany.

New UFOA Pact

The executive board of NYC Uniformed Fire Officers Association has accepted a new contract raising the base salary of lieutenants to \$21,962 a year. At presstime, the full union membership was voting on ratification of the contract. Results will be published in next week's Leader.

The contract, retroactive to July 1, 1974 and running through June 30, 1976, allows for an 8 percent raise in the first year for lieutenants and captains, and a 4.9 percent increase to battalion chiefs and deputy chiefs. A 6 percent raise in the second year will be deferred under an agreement reached by the city and the union.

Meeting Is Set At Central Islip

CENTRAL ISLIP—The Central Islip Psychiatric Center chapter, Civil Service Employees Assn., will hold a general membership meeting Thursday, Sept. 18, at 7:30 p.m. at the Gull Haven Golf Club House, Central Islip.

The meeting will be the chapter's first since it elected new officers. Building representatives will be appointed at this meeting and a number of committee members will be named.

BUY BONDS!

OPEN SUNDAYS

STARTING SEPT. 21 THRU OCT. 12

The New York ARTS AND ANTIQUES FLEA MARKET

Noon - 7 P.M. at 6th Ave. 25th St. Admission \$1.25

CIVIL SERVICE LEADER
America's Leading Weekly For Public Employees
Published Each Tuesday

Publishing Office:
11 Warren St., N.Y., N.Y. 10007
Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007

Entered as Second Class mail and Second Class postage paid, October 3, 1939, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$9.00 Per Year Individual Copies, 20c.

STENOTYPE CLASSES
ENROLL NOW FOR FALL SEMESTER

DAY CLASSES START
Sept. 17 (5 Days Weekly)
EVENING CLASSES START
Sept. 17 (Mon. & Wed.)
SATURDAY CLASSES START
Sept. 20 (Every Sat. Morn.)
Call for FREE Catalog
WO 2-0002



Licensed by N.Y.S. Department of Education, U.S. Govt. Approved for non-immigrant aliens. Approved for Veterans Training.

STUDENT LOANS AVAILABLE
Subways: Brighton-Jamaica Local to Chambers, St. Lexington Ave. to Brooklyn Bridge, RR or EE to City Hall Station, 7th Ave. to Park Place Station, IND to Chambers St. Station.

STENOTYPE ACADEMY
Exclusively at 259 BROADWAY (Opposite City Hall)

Petitions Filed To Challenge CSEA As PST Bargainer

By MARVIN BAXLEY

ALBANY — Petitions have been filed to challenge the Civil Service Employees Assn. for representation rights for CSEA's 40,000-member Professional, Scientific and Technical Bargaining Unit.

While still needing verification, it has been reported by the Public Employees Federation that signatures of 20,000 PST employees were filed with the Public Employment Rea-

tions Board prior to the Aug. 31 filing deadline.

Predictions by PEF that they would also file in the Administrative Bargaining Unit did not come to pass, as the petition drive in that Unit fell short of the needed signatures.

CSEA spokesmen have questioned the standing of PEF as a legitimate public employee union representative, and said they would object to

the proposed election on those grounds.

"We also intend to challenge the authenticity of the cards and petitions, since it appears to us that their figure of more than 20,000 may be grossly inflated," the spokesman said.

Date for an election must still be set by PERB, provided the petitions are verified and the legitimacy of PEF is recognized.

PEF is an amalgamation of the New York State United Teachers, the Service Employees International Union, the New York State Building Trades Council, International Laborers Union and Teamster Local 237.

A PEF spokesman has stated, however, that the United Teachers and SEIU have been assigned to handle the election.



KEY COMMITTEE — One of the most prestigious committees in the Civil Service Employees Assn. is the Board of Directors personnel committee. The committee is charged with making recommendations on appointments of CSEA staff members. Committee chairman Jack Dougherty, of Albany Tax and Finance, is flanked here by committee members. Standing, from left, are: Ernst Strobel, Health; vice-chairman James Moore, Utica PC; Mr. Dougherty; Timothy McInerney, Transportation Region I, and Ellis Adams, Dutchess County. Seated, from left, are: Gerrie McGraw, Cattaraugus County; Betty Duffy, Pilgrim PC, and Mary Sullivan, Herkimer County.

CSEAs Asked To Honor All Contracts In Strikes By Albany Area Teachers

ALBANY—In the event of teacher strikes in Albany-area school districts, non-instructional employees at such districts who are members of the Civil Service Employees Assn. have been asked to honor their contracts and to report to work.

Joseph E. McDermott, president of CSEA's Albany Region IV, in a letter sent to presidents of CSEA school district organizations, pointed out that the teachers' union, the New York State Teachers, is one of several unions which have joined a recently formed entity called the Public Employees Federation. That organization is currently attempting to challenge CSEA as an employees' bargaining unit.

"We will have absolutely no dealings with them because of this," the Region IV president declared as he urged CSEAs not to honor teacher picket lines. "We are concerned about our

contracts to represent non-instructional employees in our school districts," Mr. McDermott continued, "and our position is that we should honor our contracts and cross the teacher picket lines to go to work."

(Continued on Page 14)

'Lulus'

(Continued from Page 1)

\$878,500 in lulus, in addition to their annual \$23,500 salary and a \$40-a-day in reimbursable expenses. The lulus ranged from \$1,000 to \$21,000.

Article III, Section 6 of the New York State Constitution states:

"Any member, while serving as an officer of this house or in any other special capacity therein or directly connected therewith not hereinbefore specified, may also be paid and receive, in addition, any allowance which may be fixed by law for the particular and additional services appertaining to or entailed by such office or special capacity. Neither the salary of any member nor any other allowance so fixed may be increased or diminished during, and with respect to, the term for which he shall have been elected, nor shall he be paid or receive any other extra compensation."

The union feels that the legislators' vote did two things expressly forbidden by this part of the New York State Constitution. First, it gave the legislators bigger lulus than they got in 1974; and second, it gave lulus for Senate and Assembly positions for which no lulus were even authorized in 1974.

The union, in addition to asking that the lulus be declared unconstitutional, is also asking that Mr. Levitt be prevented from paying them or, if some of the legislators have already been paid, that Mr. Levitt be directed to get the money back, by taking it out of the legislators' future checks.

The lulus are particularly outrageous in the view of the 150,000 state employees represented by CSEA because the same legislators who voted themselves the increases in lulus also voted the workers, instead of a raise, a one-shot \$250 "bonus" payment.

The Supreme Court justice who hears the case will probably not issue his decision for a few weeks after the Sept. 26 date, according to CSEA attorney James Roemer.

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

Hamburg Police Ask PERB Help For Pact Talks

HAMBURG—The Civil Service Employees Assn. has requested the Public Employment Relations Board to appoint a fact-finder to help negotiate a contract for Village of Hamburg police after negotiations broke down last week.

CSEA field representative Robert E. Young, chief negotiator for the police unit, also said that should the Village Board turn down recommendations made by the fact-finder, CSEA will request that the dispute be submitted to binding arbitration.

Village police are currently working under the previous contract which expired on June 1. Negotiations for a new contract began last November. Issues involved include pay increases, salary allowances, and a 20-year retirement plan.

"If we have to, we'll go to binding arbitration, where we're confident we'll win what's just for the police," Mr. Young said. We'd rather negotiate. But, we'll take the decision of an arbitrator, who will take into account cost of living increases, comparable salary levels in other police agencies and similar factors."

The PERB fact-finder, he explained, will study such issues, but his recommendations are not

(Continued on Page 14)

McGowan Attacks Raises Given To 'Political Plum' Job Holders

ORCHARD PARK—William L. McGowan, executive vice-president of the Civil Service Employees Assn., commended the daily press "for bringing the facts to light" while charging Gov. Hugh L. Carey and state legislators "are compounding the arrogance of officialdom, so glaringly flaunted at Watergate, by trying to cloak with respectability the raises they gave holders of no-show and part-time political plum jobs.

"They gave their vassals, the state workers who do the day-to-day work of the state, a \$250 bonus, but in the dark of night grabbed for themselves lulus of up to \$21,500. Now we find minimum increases of 3.5 percent for the political pay-offs on their payrolls," Mr. McGowan said. "Then they have the nerve to try to pass this off as only fair to achieve parity.

"Is it fair that the vast majority, about 60 percent, of state workers, who must put in a full year to earn \$7,000, should get \$170-\$180 after deductions of the \$250 bonus, while the part-time politicians like Martha Aronoff, executive assistant to Assembly Majority Leader Albert Blumenthal, gets a raise of \$7,500 because her previous pay was only \$30,000 per year?" Mr. McGowan asked.

"Is it fair that full-time state workers are forced by the Governor and the Legislature to take the bonus while the politicians' increases are increases in their base salaries, which certainly won't be reduced next year?"

"If this is fair, or if this is parity, then I don't understand political lingo," Mr. McGowan continued. "To me it's double-talk. To me such explanations by officials are nothing but arrogance. They probably hoped that their actions would elude public scrutiny."

"Thank God for reporters who dig for facts and for newspapers who print them, and are not confused by officials' lies.

"The daily press is to be commended for pointing out that

state employees got a one-shot \$250, which does not become a part of their base salary next year.

"The press should also be commended for pointing out that a minority of state workers also were granted 'increments,' which are experience payments they were led to believe they would get at their time of hire. These increments, when added to the bonus, would increase the state workers' payroll by 3.5 percent.

(Continued on Page 14)

Region IV Wants Pact Ideas

ALBANY—John Weidman, chairman of the negotiation coordinating and resolutions committee of Albany Region IV, Civil Service Employees Assn., has asked region members for their suggestions on items to be included in CSEA contract demands in the coming pact negotiations with the state.

In addition, Mr. Weidman asked Region IV chapters to forward details of grievances filed within the past three years as source material for contract

items.

The material should be forwarded to the committee member of the appropriate unit. These are:

Administrative: Mildred Buckley, 175 S. Swan St., Apt. 8N, Albany, N. Y. 12202 or Department of Motor Vehicles, Swan St., DIAV 5, Albany, N. Y. 12228.

Professional, Scientific and Technical: Lester Cole, 18 Cottage St., Saratoga Spring, N. Y. 12866.

(Continued on Page 8)

Protest March At Copiague; Allege Pact Delaying Tactics

COPIAGUE—More than 60 Civil Service Employees Assn. Suffolk Educational chapter members and leaders marched, chanted and carried placards protesting alleged slow-down tactics by negotiators of the Copiague School District before a school board meeting at the Junior High School there last week.

After parading in front of the school for an hour, members packed the board room and demanded that what they termed foot-dragging by school contract negotiators be discussed openly at the meeting. Frank Piccione, Copiague School Board president, refused to discuss the issue, however.

The three units of the Copiague School District have been working without a contract since June 30 when the two-year agreement expired. At present, all three bargaining units are at an impasse. Public Employment Relations Board representatives are mediating the custodial and supervisory talks while fact-finding for the clerical unit is under way.

"The lawyer for the school board is dragging his feet, trying to wear us down," says Walter Weeks, president of the Suffolk Educational chapter.

"He thinks that by playing the time game we will eventually give in. But he's wrong. Our

members are united in their demands and won't allow the board to take away any benefits or rights," he added.

At issue, Mr. Weeks explained, are pre-existing benefits that have been part of the CSEA work contract for years, including a past practices clause, a guaranteed number of workers on the work force, and the exclusive right to perform custodial work.

"The school board negotiator is trying to eliminate the past practices clause and get rid of the guaranteed work force so that he can eliminate jobs and double productivity pressures on our members. Also, he wants to contract out custodial work," claimed John Cuneo, Long Island Region I field representative who is assisting Mike Curtin, custodial unit president, Vicki Rago, clerical unit president, and Mike Rubino, supervisory president, with negotiations.

The Suffolk Educational chapter demands are: a 13 percent

salary increase over a one-year period; longevity; a dental plan and life insurance; and salary increases for specific titles.

"Our salary demands have always been reasonable in light of all the economic pressures on our membership. We refuse to stand for any more delaying tactics and demand a meeting with PERB representatives to set a final date for a settlement or we'll have to take stronger actions," warned Mr. Weeks.

Honor Cops

Fifteen members of the New York City Police Department were honored Aug. 28 for their outstanding service to the community. Rabbi Arnold Wolf, on behalf of the Hassidic Corporation for Urban Concerns presented plaques to the officers during ceremonies at Police Plaza in Manhattan.

Honored for their unrelenting pursuit of individuals committing assaults and murders of senior citizens, were members of the 12th homicide zone. Receiving awards were: Deputy Chief Anthony Voelker, Capt. Richard Curroll, Lt. Francis Ward, Sgt. Peter Hanley and detective James Conaboy, Arthur Lasky, Louis Rango and John Vigilante.

The following officers received plaques in recognition of their outstanding service to the community: assistant chief Howard Gardner, Jules Sachson, Joseph Veyvoda; deputy inspectors Vito Valle, and Hugh Cassidy; Lt. Abraham Kushner and Sgt. Bernard Stein.

Athletic Commission

Gov. Hugh L. Carey has named James A. Farley Jr., of New York City as member and chairman of the State Athletic Commission at an annual salary of \$35,150. Mr. Farley succeeds Edwin B. Dooley, of Katonah, in a term ending Jan. 1, 1977.

**Speak Up For America!
Buy U.S. Made Products!**

Health Care Program At Rockland Center Stresses Prevention

HAVERSTRAW — New health evaluation services are now offered to Civil Service Employee Assn. members in the southeastern section of the state at the North Rockland Health Center, Haverstraw.

Multiphasic diagnostic screening is given at North Rockland, by appointment only, and includes instrument-screening tests as well as a complete physical examination by a physician.

If CSEA members have GHI coverage, the fee allowed by the insurance company will be accepted by the Health Center as payment for the complete screening package for the member, his or her spouse and dependent children. CSEA members who are covered by other statewide options will be given a special rate. The costs will range from \$61.50 to \$80, depending upon the tests given.

The diagnostic screening includes a battery of tests administered by a trained medical technologist. Hearing and vision, with a painless test for glaucoma, are measured and blood pressure and heart rate are recorded. A new computerized instrument, called SMAC, analyzes a blood sample in 24 different tests to determine abnormalities in the blood and other vital organs. A urine specimen is analyzed for diabetes and kidney diseases. Lung capacity and function are tested. Female patients of appropriate age are routinely checked for breast cancer and a pap smear is taken by the physician to rule out cervical cancer. A chest x-ray will be taken of all adult patients. Patients over 35 will also receive proctoscopic examination to detect cancer and other diseases of the colon plus an electrocardiogram.

The patient is notified by mail as to whether or not any abnormalities have been detected. Complete results of the diagnostic screening test are usually sent to the family or personal physician as designated by the patient at the time of the examination. If the examinee does not have a personal physician, he or she may choose to have follow-up care of any detected abnormality done at the Health

Center. All specialty services which might be required for such follow-up care are available at the Center. These include urology, cardiology, dermatology, further laboratory tests and others.

The diagnostic screening process is designed to detect abnormalities at the earliest possible stage, before disease is evident, so as to permit treatment or preventive management before irreversible damage has occurred. Diseases which may be detected in this way include cancer, glaucoma, diabetes, coronary artery (heart) disease or emphysema.

Before the patient arrives at the North Rockland Health Center, he or she will have received and completed a four-page medical questionnaire which will help direct the examining team toward areas of potential trouble. The entire screening process is generally completed in less than three hours.

An appointment for a health evaluation can be obtained by calling the North Rockland Health Center at (914) 429-5343. An appointment to suit the patient's convenience will be made mornings, evenings, or on the weekend.

Social Services Meeting On L.I.

AMITYVILLE—The State-wide Civil Service Employees Assn. social services committee will hold a regional meeting in the Long Island Region at 7:30 p.m. on Friday, Sept. 12, at the CSEA Regional Headquarters, 740 Broadway, North Amityville, L. I.

The statewide social services committee members will be discussing social services laws, especially Title 4, 18 and 20 of the Social Security Act, and the new welfare assistance payment job series.

This will be one in a series of regional meetings to be held across the state by the CSEA social services committee during the near future.

LEGAL NOTICE

HAMPTON ASSOCIATES 1975, c/o Migdal, Tenney, Glass & Pollack, 598 Madison Avenue, N.Y.C.—Substance of the Certificate of Limited Partnership filed in New York County Clerk's Office August 26, 1975. Business: Motion picture production services and exploitation of films. General Partner: Everett Rosenthal, 27 West 72nd Street, N.Y.C. Class A Limited Partners and cash contributions: Daniel Glass, \$500; Stephen W. Sharmat, \$500. Term: August 13, 1975, to December 31, 1999, unless sooner terminated. No additional contributions to be made. Additional Class B Limited Partners may be admitted by General Partner. Contributions returned after payment of all debts and upon termination. Shares of profits: General Partner shall receive 1.34% of profits, Class A Limited Partners shall receive 2.66% and Class B Limited Partners shall receive 96% of profits. Limited Partner may assign interest only with written consent of General Partner. No priority among Limited Partners as to contributions or as to compensation by way of income. Remaining Partners have the right to continue business upon the death, retirement or insanity of the General Partner. No Limited Partner shall demand property other than cash in return for his contribution.

Open Competitive State Job Calendar

Applications Accepted Until September 15

Director, Division of Humanities \$29,471 27-524

Applications Accepted Until September 29

Tax Compliance Agent \$ 9,546 24-324
 Damages Evaluator \$10,714 24-321
 Recreation Therapist \$10,714 27-528
 Institution Food Administrator \$14,880 24-337
 Director, Division of Language Skills \$29,471 27-530

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.

Evening Courses for City Employees

CLASSES BEGIN WEEK OF SEPTEMBER 29

COURSES OFFERED

- | | |
|-------------------------------------|-------------------------------------|
| Test Taking Techniques | Defensive Driving |
| Beginning Conversational Spanish | Understanding Your Car |
| Intermediate Conversational Spanish | English Grammar and Usage |
| Speed Reading | Beginning Typing |
| Developing Your Secretarial Skills | Beginning Shorthand |
| Civil Service Arithmetic | Intermediate Shorthand |
| How to Prepare Your Income Taxes | Basic Bookkeeping |
| Psychology of Personality | Adult Psychology |
| Introductory Psychology | Law for the Layman |
| Basic Administrative Techniques | Intermediate Typing |
| Essential Principles of Supervision | Basic Office Practices |
| Planning for Retirement | Career Planning |
| Understanding City Budget Practices | Making Effective Oral Presentations |

municipal personnel program

REGISTRATION BEGINS - SEPTEMBER 8
SPONSORED BY

N.Y.C. DEPARTMENT OF PERSONNEL, BUREAU OF CAREER DEVELOPMENT, 40 Worth Street, Room 422, New York, N.Y. 10013. Phone: 566-8815.

BRONX COMMUNITY COLLEGE, CENTER FOR CONTINUING EDUCATION AND COMMUNITY SERVICES, 120 East 184 Street, Room 216, Bronx, N.Y. 10468. Phone: 367-7300, x1238.

HUNTER COLLEGE, CENTER FOR LIFELONG LEARNING, 695 Park Avenue at 68 Street, Room 241, New York, N.Y. 10021. Phone: BU8-7210.

MEDGAR EVERS COLLEGE, ADULT CONTINUING EDUCATION, 1150 Carroll Street, Room G-19, Brooklyn, N.Y. 11226. Phone: 493-3641, x250.

YORK COLLEGE, DIVISION OF CONTINUING EDUCATION, 150-14 Jamaica Avenue, Room 524, New York, N.Y. 11432. Phone: 969-4154.

Registration begins Monday, September 8, by mail or in person at the location where you plan to attend courses - NOT ALL COURSES ARE AVAILABLE AT ALL LOCATIONS - Registration forms, catalogs, and information are available at the above locations. Most courses meet once a week for ten 2-hour sessions and cost \$25.00. City employees who successfully complete their courses and whose titles are covered by contract agreements providing for a training fund may apply for a complete refund for 3 courses at the end of the term.

H.S. Grads May Qualify In Rockland Clerical Jobs

NEW CITY — Positions as typists, stenographers, and transcribers are currently open in various civil divisions in Rockland County departments and agencies. Salaries start at \$6,195 for typists and \$6,685 for stenographers and transcribers.

All applicants must be legal residents of Rockland County and be a high school graduate or possess a high school equivalency diploma. Clerical experience or academic or vocational training may be substituted for education on a year-for-year basis.

For typist positions, applicants must pass a written spelling test and a 5-minute typing test at 35 words per minute. Stenographers are required to pass a written spelling exam, a 5-minute typing test, plus a two and-a-half minute stenography test at 80 words a minute. A written spelling test and a five-minute test in which candidates must score 55 words per minute with an error rate of 5 percent or less.

Candidates must achieve passing scores in all portions of the examination. Final scores will be determined on only the typing and stenography parts of the test.

To arrange for tests, held at frequent intervals, candidates

should contact the New York State Employment Service office at 50 Commerce St., Spring Valley

Lieut. Royal To Be Feted

Lt. Joseph Royal, a retired member of the New York City Housing Authority Police Department will be honored Oct. 30 at a testimonial dinner. Lt. Royal retired Aug. 15 on disability after 16 years on the force.

Joining the force in 1959, he was promoted to Sergeant on Jan. 5, 1965 and advanced to Lieutenant in February 1972. Lt. Royal is a former president of the Guardian Society of the HA Police Department and was a delegate to the Federation of Negro Civil Service Organizations, the National Conference of Christians and Jews and the Council of Police Societies.

Anyone wishing to attend the testimonial, to be held at the Astorian Manor in Astoria, Queens, should contact David Payne at 857-5040 or Johnny Harris at 831-2888. The dinner will begin at 8 p.m.

Orange D.A.

Gov. Hugh L. Carey has named Norman Shapiro, of Middletown, as district attorney of Orange County. He succeeds the late Abraham J. Weissman. He was appointed for a term ending Dec. 31.

LEGAL NOTICE

THE PHANTOM PRODUCTION COMPANY, 211 East 51st Street, New York, New York. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on July 28, 1975. Business: Motion Picture Production and Distribution. General Partners: Caribbean Communications, Ltd., 211 East 51st Street, New York, New York; Mogul Productions, Ltd., 131 Prince Street, New York, New York; Vaquer Productions, Inc., 494 Broadway, New York, New York. Limited Partners: address and cash contribution: Bernard Coran, 3414 Frederick Street, Oceanside, New York, \$2,000.00; Benjamin Farber, Apt. 2816, 200 Winston Drive, Cliffside Park, New Jersey, \$5,000.00; Lukin Gilliland, 219 Argyle, San Antonio, Texas, \$40,000.00; Jeffrey J. Jable, 1520 York Avenue, New York City, New York, \$5,000.00; Walter A. Lubanko, Cedar Swamp Road, Brookville, New York, \$10,000.00; Eugene S. Madoff, 746 South Rainbow Drive, Hollywood, Florida, \$2,000.00; Michael P. McDonough, 130 East 67th Street, New York City, New York, \$1,000.00; Stephen J. McGruder, 513 East 86th Street, New York City, New York, \$5,000.00; Cathy Ming, Apt. 3-J, 790 Riverside Drive, New York City, New York, \$1,000.00; Hans Pasch, 217-54 77th Avenue, Bayside, New York, \$4,000.00; Lowell R. Patton, Jr., 115 Overlook Avenue, Leonia, New Jersey, \$2,000.00; Martin Reiser, 166-25 Powells Cove Blvd., Whitestone, New York, \$2,000.00; Sydney Rosen, 8 Hillside Avenue, Roseland, New Jersey, \$3,000.00; Elizabeth B. Schneider, 211 Tiffany Road, Oyster Bay, New York, \$2,500.00; Franz Schneider, 211 Tiffany Road, Oyster Bay, New York, \$2,500.00; Jane Schneider, 211 Tiffany Road, Oyster Bay, New York, \$4,000.00; Pascual Vaquer, 2745 Hollyridge Drive, Hollywood, California, \$1,000.00; Leo A. Wurtzel, 27 Woodland Drive, Sands Point, New York, \$2,000.00; Charles Zucker, 341 West 22nd Street, New York City, New York, \$6,000.00. Share of Profits shall be as provided in agreement. Partnership shall exist until July 8, 1990 unless sooner terminated. Additional contributions may be required upon ten (10) days written notice from the general partners for a sum equal to ten per cent (10%) of such limited partner's initial contribution. Partnership contributions shall be returned if and when there are net receipts. No priority among limited partners. No additional limited partners may be admitted. Limited partners are not entitled to demand or receive property other than cash in return of their contribution unless otherwise agreed to by all partners.



STONY BROOK OFFICERS — Theodore C. Wenzl, president of the Civil Service Employees Assn., left, administers the oath of office to new officers of the State University of New York at Stony Brook chapter, CSEA. Installation ceremonies were held at the Elk Hotel, Port Jefferson. The officers are, from left: Mildred Just, alternate delegate; Kay McKenna, secretary; Nina Scalfani, recording secretary; Libby Lorio, delegate; Estelle Gremmell, financial secretary; Edward Zurl, second vice-president; Helen Fox, treasurer, and Al Varacchi, sworn in for his fifth consecutive term as president of the 1,100-member chapter. Alexander Castaldi, the first vice-president, was absent when the photo was taken.

New York State's No. 1 "Get-Well" card



Blue Cross and Blue Shield Plans of New York State

Equal Opportunity Employers

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 11 Warren Street, New York, N.Y. 10007

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007

212-BEEKMAN 3-6010

Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

Paul Kyer, Associate Publisher

Marvin Baxley, Editor

Harcourt Tynes, City Editor

Charles A. O'Neil, Associate Editor

N. H. Mager, Business Manager

Advertising Representatives:

UPTOWN NYC—Jack Winter—220 E. 57 St., Suite 17G, (212) 421-7127

ALBANY—Joseph T. Bellow—303 So. Manning Blvd., (518) IV 2-5474

KINGSTON, N.Y.—Charles Andrews—239 Wall St., (914) FE 8-8350

20c per copy. Subscription Price: \$4.11 to members of the Civil Service Employees Association. \$9.00 to non-members.

TUESDAY, SEPTEMBER 9, 1975

Counselors Cut Off

ONE of the risks in being promoted up the ladder of civil service is that the rungs might be cut off under you. Last week, guidance counselors in New York City felt the shock of being left dangling in mid-air with no support beneath them. Approximately 50 percent of the City's counselors were given notice that they were being dismissed, and should not report for work the following week.

Although The Leader has been reporting on the developing situation with guidance counselors for months, everyone seems to have been caught off guard by the mass firings. Even the union, the United Federation of Teachers, is in a quandary about how to react to the problem.

The crux of the guidance counselors' dilemma, and that of assistant principals and supervisors as well, is that they cannot bump a regular classroom teacher, regardless of the number of years of service to the Board of Education.

For example, one guidance counselor with 22 years of classroom experience has been laid off because she has been working for the past 5 years as a counselor.

The law, as currently constituted, though, considers seniority based on a teacher's current job, although rehiring is based on total length of service in the school system.

The complication here is that guidance counselors, etc., would be rehired at the salary they received at the time of their dismissal—and that amounts to about \$900 a year more. Consequently, in a tight fiscal crunch, they stand less chance of being rehired than would an ordinary teacher.

While there are plans and rumors of plans to institute court cases and special sessions of the State Legislature to deal with the predicament, the matter now stands that approximately 600 guidance counselors are jobless—with the barest prior notification.

At the moment, they are being told by the UFT that there is nothing that can be done about the situation.

In the meantime, hundreds of guidance counselors, who had to demonstrate years of competency in teaching before they qualified for their counselor's license, have now been denied the right to return to the classroom.

The guidance counselors point out that all departments within the City have suffered cuts—but in all other cases, the newest people were the first to go. They say that only the Board of Education has fired veterans with 20 to 30 years of service with no notice and no benefits.

Hands Off Pensions

WE fully sympathize with the plight of New York City, but we cannot condone a solution that will only lead to further complication of the problem.

Raiding the State Retirement System in order to bail out the City jeopardizes the security of all current and future retirees. It is the same sort of financial gimmickry that has led New York City to the brink of disaster.

The idea that the State should consider following the City to the same brink boggles the mind.

Don't Repeat This!

(Continued from Page 1)

protested vigorously against such use of State pension funds when the idea was first broached.

A similar position has also been taken by State Comptroller Arthur Levitt, who is principally responsible for the investment policies of state pension funds. However, he has been placed under intense pressure to invest pension moneys in bonds of the Municipal Assistance Corporation, to pick up the slack when institutional and private investors shunned the Big Mac securities.

Security For Bonds

As a practical matter there is nothing wrong with Big Mac bonds. As it was established under the law, Big Mac may not issue more than \$3 billion dollars worth of securities. Security for the bonds is a 4 percent sales tax levied in New York City and the stock transfer tax. Both of these taxes are administered by the State Tax Commission and not the City of New York, and the revenues they generate amount to approximately one billion dollars a year.

Very few bonds have so favorable a balance as between total borrowing and annual revenues. As a further protection to purchasers of Big Mac bonds, the borrowing capacity of Big Mac may not be increased above \$3 billion without the consent of at least two-thirds of the initial bond holders.

Despite the excellent security that supports these bonds, investors have been apprehensive because in their minds Big Mac is inextricably tied up with the fate of the City. Thus, to the extent that there is mounting fear that the City will either default on its own obligations or will go into bankruptcy, the investing public refuses to touch the Big Mac bonds. This factor has made Big Mac bonds a volatile security whose price goes up and down on the market.

However, the critical issue is not whether Big Mac bonds are a prudent investment for public employee pension funds. The real issue is whether it is appropriate to invest employee pension funds in the securities of the employer. Both Comptroller Levitt and CSEA have taken firm positions that such investments are neither appropriate nor prudent.

This view is fortified by extensive studies of private pension funds made two years ago by a United States Senate Committee headed by Senators Harrison A. Williams of New Jersey and Senator Jacob K. Javits. These studies revealed that this practice is fraught with disaster for the pension funds, for those on retirement, and for employees looking forward to retirement. As a consequence of many such investments, private pension funds in many instances went broke, with retired employees and those looking forward to retirement benefits left holding an empty bag.

Severe Limitations

As a result of the findings of the Senate Committee, Congress enacted the Employee Retirement Security Act of 1974, which imposes severe limitation upon the investment of private employee pension funds in the securities of the employer. There is no reason why public employees are less deserving of similar



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.

Dental Plan Authority

On July 2, 1974, the City of Camden, N.J. entered into two collective bargaining agreements with labor unions representing civil service employees. Each agreement provided that the City would adopt a dental plan for City employees effective July 1, 1974. On July 18, the City Council adopted a resolution authorizing the City Business Administrator to enter into a contract for dental services covering City employees. In August of that same year, the City Council adopted another resolution which rescinded the July 18 resolution and discontinued the dental plan services.

A LAWSUIT was commenced by the unions involved. The City answered, relying on the theory that since there is no statutory authority for the agreement to provide a dental plan, then the agreement is *ultra vires*. Motions were made by both sides for summary judgment and the court rendered its opinion.

THE CITY conceded that the services or benefits received by the employees are other forms of compensation or additional compensation which the City is expressly authorized to fix by statute as a term and condition of employment. The court held that the provision of dental services is expressly authorized by statute. The diagnosis and treatment and care of human teeth, said the court, may be considered as including and forming part of medical, surgical or health coverage which the City was specifically allowed to contract for. The court went on to say, however, that even if this was not the case, the providing of dental services would be authorized under the statutes which authorize the fixing of compensation of municipal employees, since the payment of money for dental health protection is no different from the payment of money for salaries.

THE COURT pointed out that the Legislature has not restricted the municipalities power to provide dental service. "In the absence of an express Legislative restriction against bargaining for that benefit of employment, the authority to provide those benefits resides in the municipality under the broad powers and duties delegated by the statutes. Were it otherwise, a municipality would not be able to bargain collectively and to make arrangements concerning terms of employment with its employees unless specific statutory authority for each provision of the agreement existed." The court cited the Huntington Teachers' case from the New York Appellate Division in support of this decision.

protection.

As a practical matter, some of the problems that now confront the City of New York derive from the fact that the City has repeatedly tapped pension fund resources, or delayed making required contributions to the pension funds in order to balance its budgets. If the City had been unable to tap these funds, it would have been obliged to take

affirmative action to keep its budget in balance without resort to fiscal gimmickry—which apparently has finally run its course.

There is no doubt about the precarious fiscal situation in which the City finds itself. However, the solution to those problems should not involve tampering with the pension security of state employees.

Official Cites Improper Act Developments

(Editor's note: The following is extracted from a recent issue of the New York State Public Employment Relations Board "PERB News." It was written by Paul E. Klein, PERB's director of public employment practices and representation. The Civil Service Employees Assn. was involved in several cases cited by Mr. Klein.)

Since my last PERB News article on the subject, there have been several significant developments in my areas of responsibility with PERB, i.e., improper practices and representation. Most notable of these are an amendment to the Rules of Procedure relating to the time for filing a representation petition when a negotiated agreement has expired and no successor agreement has been reached; PERB's first decision setting aside a representation election; two determinations regarding the fragmentation of an overall negotiating unit having an extensive negotiating history, and two far-reaching decisions on the scope of negotiations.

Rule On Timing Of Representation Petition

In an article published in the April 1973 edition of PERB News, I set forth my opinion as to when a petition for certification or decertification could be filed after the expiration of a negotiated agreement with no successor agreement having been reached. I stated:

"If, upon the expiration of the contract, negotiations are still deadlocked, the resultant unrest would be greatly exacerbated by permitting either of the parties to the continuing negotiations or an outside employee organization to immediately commence a representation proceeding."

I then suggested that by providing an additional "protected period" of four months beyond the contract expiration date, the parties would have the opportunity to continue the good faith negotiating process for a time within which experience shows agreement is usually reached. Such a four-month extension of the unchallenged representation period would also permit the filing of a petition during the month in which representation questions can normally be raised.

The Board, by its decision in *In The Matter of The New York State Thruway Authority 7 PERB 3071 (1974)* and the addition to the new 201.3(e) to the Rules of Procedure has now formalized this approach. The new rule, in essence, only permits the filing of a petition 120 days subsequent to the expiration of an agreement, and thereafter until a new agreement is reached.

Such a petition may be filed only by an "outside" employee organization so that neither party to the on-going negotiations can use the threat of a representation challenge as a tactical club at the negotiating table. For example, if a school district contract were to expire on June 30 with no successor contract having been negotiated, the parties to the negotiation would still be immune from challenge until the following November when an "outside" employee organization could file a petition if a new contract had still not been executed. If a new agreement had been reached prior to the expiration of the 120-day period, the petition would be barred by the ordinary application of the "contract bar" rule.

What will constitute a "contract bar" was the issue before me in *In The Matter of Farmingdale Union Free School District 7 PERB 4064 (1974)*. In that case, I held that the parties' written acceptance of a fact-finder's report, as evidenced by an exchange of letters, coupled with the employer's payment of the agreed-upon salary increase, did not constitute a bar to a petition filed two days before a final agreement containing all the terms and conditions of employment was signed. In reaching this conclusion, I adopted the standards of the National Labor Relations Board that "only contracts signed prior to the filing of a petition which contain certain substantial terms and conditions of employment can serve as a 'bar.'" In addition, such an agreement must set forth its duration so as to "apprise third parties of when they might file a timely petition." This decision was recently affirmed by the Board.

Objections to Elections

In the past nine months, pur-

suant to the rarely used 201.9 (h) (2) of the Rules of Procedure, objections have been filed to the conduct of three representation elections. Two of these elections are worthy of discussion. In *In The Matter of County of Ulster 7 PERB 3072 (1974)*, the Board dismissed several objections to the conduct of an election. It held that an employer need not provide a list of employees' addresses to competing employee organizations and that supervisory employees may express their opinion, in the form of wearing campaign buttons, if done in a non-coercive manner. The Board also disapproved of the practice of distributing altered facsimiles of PERB sample ballots, although it did not set aside the election on that basis.

In an interim decision, *In The Matter of County of Orange 7 PERB 7036 (1974)*, the Board stated that absent arbitrariness on the Director's part, it would not interfere with his discretion in scheduling an election, with or without the consent of the parties. It should be pointed out that it was—and still is—my practice to schedule an election on a date agreeable to all parties, whenever possible. In the final decision in *Orange 7 PERB 311 (1974)*, the Board, after a hearing on unresolved factual questions, determined that a single isolated failure by an employer to post a Notice of Election at one site was, under the circumstances, *de minimus* and did not justify setting the election aside. However, the Board did find that the employer, albeit unwittingly, denied the challenging organization the same access to its premises that it had granted to the incumbent organization. This denial, the Board held, "may have deprived employees of . . . free choice in electing an employee organization to represent them and we, therefore, conclude that a new election is necessary."

As clearly established in *Orange*, during an election campaign an employer must make every effort to allow competing organizations equal access to its employees. The employer must also insure that the official Notice of Election is timely posted in all appropriate locations so that all employees will be apprised of their opportunity to vote. While the failure to post in *Orange* has a *de minimus* effect (only 12 of over 1,500 employees worked at the site in question) I do not think the Board would hesitate to overturn an election where such a failure could have affected the outcome of the election.

Negotiating History And Fragmentation

An important decision in the area of representation was made by the Board in *In The Matter of Sullivan County 7 PERB 3117 (1974)*. In this case, the Board, chairman Helsby dissenting, fragmented from an overall unit of blue- and white-collar county employees a separate unit of rank-and-file employees in the Department of Public Works. The overall unit had a negotiating history spanning three contracts.

In making this determination, the Board reversed my earlier decision (7 PERB 4064) finding the separate unit inappropriate. I held that, although DPW employees had unique working con-

ditions and functions and were exposed to the same hazards, special concerns had in fact created no conflicts at the negotiating table, as evidenced by the inclusion of several provisions pertaining to these special DPW interests in the negotiated agreements. In my opinion, this history of effective and meaningful negotiations by and on behalf of the DPW employees illustrated an absence of conflict of interest with others in the overall unit and overrode their apparent community of interest and the eleventh-hour change by the employer to a position favoring fragmentation on the basis of administrative convenience. I saw no reason to deviate from the Board's policy of avoiding fragmentation except where significant conflicts of interest could or would preclude meaningful negotiations. On this appeal, this rationale convinced only Chairman Helsby.

In reversing, Board members Crowley and Denson held that the employer's position favoring fragmentation outweighed the factor of negotiating history given the facts of the case which established a unique community of interest among DPW employees. This case is presently being appealed in the courts.

A "history of meaningful and effective negotiations" was also

considered in *In The Matter of Town of Smithtown 7 PERB 4076 (1974)*. Here, the petitioner sought the separation of a unit of blue-collar employees from an overall unit of blue- and white-collar employees. The assistant director, in my absence, found that the overlapping of functions between the blue- and white-collar employees and the commonality of contractual provisions created a "blurring of the distinction between these categories." He found that this "blurring," when combined with the fact that blue-collar employees comprised two-thirds of the unit, the employer's position against fragmentation, and a history of meaningful and effective negotiations, warranted a conclusion that a separate blue-collar unit was not justified. Had the question of a separate blue-collar unit arisen as the result of an initial request for representation, I have little doubt that the separate unit would have been found appropriate under existing Board law. However, the facts of the case apparently illustrated that the potential for conflict had never been realized and the divergent interests had been recognized, and satisfied, in the negotiated agreement. This decision has just been affirmed by the Board in a 2-1 decision.

Corbin Blames AFSCME

HAUPPAUGE—James Corbin, president of the Suffolk chapter of the Civil Service Employees Assn., last week announced that the AFSCME union had once again placed its own interests ahead of those of employees.

An early start on negotiations for a 1976 contract for county

workers has been blocked, he said, by an AFSCME threat of court action.

The outside union was unsuccessful last month in securing enough signatures for a challenge election among county employees, but has demanded a hearing before the county's mini-PERB.

Letters To The Editor

Editor, The Leader:

I think it is about time that the state workers stop acting like a bunch of docile lambs, letting everyone step on them.

The fact that we did not get a pay raise is absolutely criminal. The state has enough money to give the legislators big, fat "lulus" and to loan New York City \$1 billion and to give New

York City school teachers money so they can get a big increase in salary!

However, when it comes to its own workers, who are tremendously underpaid, the state treats us like dirt. The time has come for state workers to lose their non-militant image.

Reba Shimansky
Brooklyn

Study Now For the 4 Surrogate Clerk Examinations

(N.Y. State)

Scheduled for Oct. 4, 1975

All Prices Include Postage

- C2128 - Senior Clerk Surrogate	\$ 9.39
- C2129 - Principal Clerk Surrogate	11.55
- C2130 - Head Clerk Surrogate	11.55
- C2131 - Chief Clerk Surrogate	11.55

Get these up-to-date question-and-answer books which include material on:

1. Pertinent Articles of the Surrogate's Court Procedure Act (Text Only)
2. Legal Terminology, Documents, Forms, and Procedures
3. Supervision
4. Understanding and Interpreting Written Material
5. Clerical Aptitude

National Learning Corporation
20 DuPont Street, Plainview, N.Y. 11803
(516) 935-5800

CSL 9-9-75

Please send me the book(s) checked above. I enclose

check or money order. (Add 90 cents for Special Delivery.)

Name

Address (please print)

City State ZIP

New York's Sheraton Motor Inn
cares for your comfort.
And your budget.

\$1800 single
\$2500 double

Convenient, free, indoor parking

Special City, State and Federal Govt. Rates

On the banks of the Hudson, overlooking the cruise ships, and just five minutes from midtown. Close to Lincoln Tunnel, just off the West Side Highway 42nd Street exit. Enjoy a comfortable room with river view, coffee shop, cocktail lounge and moderately priced restaurant. Rooftop swimming pool in season. Truly a special place to stay, at very special savings for city, state and federal employees. (Identification Required.)

For reservations dial 800/325-3535.

Sheraton Motor Inn-New York City

SHERATON HOTELS & MOTOR INNS, WORLDWIDE
520 12TH AVENUE, NEW YORK, N.Y. 212/695-6500

'Breach Of Faith' Charged By Adam DC Union Leader

PERRYSBURG—A Civil Service Employees Assn. leader charged a state official with "a breach of faith with parents and personnel" of the J. N. Adam Developmental Center here and the center's director of medical services said he was "dismayed by the high-handed manner" in which state legislators and officials conducted themselves on an unannounced tour of the center recently.

"There's the difference between promise and performance," said Frances Arrigo, president of the CSEA chapter at the center, recalling promises made to both parents and personnel that they would be "informed and involved" in all phases of a proposal to close the Perrysburg facility and move the retarded patients to a facility at Gowanda.

Ms. Arrigo said the promises were made by Stanley Platman, regional director of the state Mental Hygiene Department. Dr. Platman conducted the tour of Assemblymen Daniel B. Walsh, Franklinville; James W. McCabe, Johnson City, and John C. Dearie, the Bronx. The three are Democrats.

Avoided Staff

"You'd think they were inspecting cattle barns instead of what has become a home and a center of security for humans who need care and love," Ms. Arrigo said. She criticized what she termed "the total avoidance of staff," which extended even to an omission, on the part of tour participants, of introducing themselves as they entered wards.

The tour, which followed a one-and-a-half hour meeting from which staff at the Center were excluded, was conducted by Enid Ethridge, a program analyst with the Mental Hygiene Department. It included, besides the Assemblymen and Dr. Platman, James Lockwood and Susan Surf, whose affiliations could not be immediately determined, and Theodore A. Bravos, deputy director of the Wilton Developmental Center in Saratoga County. He is rumored to be a replacement for John Gibbon, Adam DC director, who began an extended leave of absence recently.

Metin Bedizel, chief of medical services at the center, said he was "dismayed by the high-handed manner" of the legislators and officials. Doctor Bedizel added he found it "incomprehensible" that they could make such an "important decision on care of people without consulting with those charged with immediate care." He supported Ms. Arrigo's charge that promises of consultation with parents and personnel were being broken.

Further Reports

Ms. Arrigo said reports reaching her from staff on the wards indicated that Ms. Ethridge, who seemed to make most of the reports to the legislators, confined herself mainly to physical shortcomings of the buildings, noting also "there was a void on care."

The CSEA leader added that center personnel director Lynn Steele and plant superintendent William Thies, who attempted to

attend the earlier meeting in the administration building's conference room, "were told they weren't needed."

"This flies in the face of the pious public statements Dr. Platman and other bureaucrats tell the people about involving everyone concerned," she said.

Dr. Bedizel, who cited neglect in consulting immediate care professionals, said that the legislators should be aware of the impact of any adverse change on the patients plus loss of progress to the residents and their parents.

"Those making the decision should be aware of how each part of this facility fits together with the next part and why J.N. Adam has such unanimous support of parents, community, and personnel," Dr. Bedizel explained. "The building accommodations are home-like and the staff is like a close-knit family."

"Because we're small, we know each other and help each other and this includes the service people, who also extend their love and care to the residents; they, too, are a part of the family," he continued. "You can't achieve these results in an institutional setting like at Gowanda."

CSEA began a fight to save the Perrysburg facility several months ago. It based its campaign on the humanitarian aspects of the situation.

"As a matter of fact, that's all that's involved; what's good for our residents." Ms. Arrigo explained. "There is practically no other impact on our members. Some would drive farther to work, but most would be closer in Gowanda. Less than a handful might lose jobs, and then probably only for a short time because the Gowanda facilities are such that staff requirements would probably be greater."

More than 2,000 persons, including most of the 350 employees, have signed petitions to keep the center at Perrysburg. It is believed that the legislators were being involved because closing a Mental Hygiene facility requires legislative action.

"In the present instance, they're calling it consolidation to get around that requirement," Ms. Arrigo said, who noted that there are ambulatory retarded at Gowanda.

At Perrysburg, residents are housed in single or double rooms; a few rooms have four residents. All rooms open directly on surrounding porches with views of the surrounding hilly countryside and with direct access to fire escapes.

The facilities proposed at Gowanda are a more modern high-rise structure, the Gray Building, with dormitory accommodations, and egress to the outdoors confined to elevators or stairways.

Region IV Wants Ideas

(Continued from Page 3)

Operational: Joan Tobin, 57 Mordell Rd., Albany, N. Y. 12205 or Department of Transportation, 1220 Washington Ave., Building 4, Room 209, Albany, N. Y. 12232.

Institutional: Mr. Weidman, 37 Tillinghast Ave., Menands, N. Y. 12204 or State Food Laboratories, Building 7, State Campus, 1220

Washington Ave., Albany, N. Y. 12232.

Mr. Weidman stressed that all information submitted will be reviewed and forwarded to the CSEA statewide resolutions committee for possible incorporation in the coming CSEA-State negotiations. The current three-year pact will expire March 31, 1976.

Ask Names

CSEA Headquarters needs a complete listing of all chapter or unit officers and delegates resulting from recent local elections. Send all names, work and home addresses, and work and home telephone numbers to the attention of the Executive Director, CSEA, 33 Elk Street, Albany, New York 12207. This same information should be furnished to your regional president.

Heckelman Named

Saul Heckelman, of Delmar, has been appointed special counsel to State Tax Commissioner James H. Tully and the State Tax Commission. The appointment is effective immediately.

Pension Raid Protest

(Continued from Page 1)

When the 210 members of the Legislature arrived in Albany for last Thursday's opening session, each was greeted with a hand-delivered letter from Dr. Wenzl pointing out again CSEA's "unalterable opposition" and "adamant objection" to any plan to use the pension funds to aid New York City. "I strongly urge you and your fellow legislators to reject any effort to include these pension funds as part of this or any other plan to bail New York City out of its self-induced insolvency. This is a matter of the absolute gravest concern to our membership and an issue upon which we are firmly united," Dr. Wenzl said.

CSEA regional operations joined in with a wave of protests to regional legislators as well. Solomon Bendet, president of CSEA's New York City Region, had letters hand-delivered to legislators stating "State of New York employees in the New York City Region are opposed to any further investment of New York State Employees' Retirement System pension funds in securities of the Municipal Assistance Corporation. Such investments unnecessarily endanger the lives and security of Civil Service workers

Fort Schuyler Sets A Sept. 11 Social Evening

UTICA—The Fort Schuyler chapter, Civil Service Employees Assn., will hold a "September Social" evening Thursday, Sept. 11, at Grimaldi's Restaurant here.

The guest of honor will be Jack Carey, assistant executive director for the State Division of CSEA. Also expected to attend are Richard Cleary, president of CSEA Syracuse Region V, a number of area CSEA chapter presidents and CSEA staffers and field representatives.

James H. Currier, the Fort Schuyler president, will be host for the evening. Betty Arcuri and Marguerite Curcio are in charge of program arrangements.

and their families." Mr. Bendet's letter also called for a shifting of responsibilities for New York financial problems from the backs of Civil Service employees to the federal government.

Joseph McDermott, president of the Albany Region, sent mailgrams to all area legislators saying, "The 87 chapters of the Albany Region of CSEA, representing 50,000 public employees, insist that investments of New York State public employee pension funds NOT be included in any legislative plan to forestall poorly-handled New York City budget problems. Documented statements from fund actuaries support this stand."

Irving Flaumenbaum, president of CSEA's Long Island Region, sent telegrams to all Long Island lawmakers, that "Region I of the Civil Service Employees Assn., which includes 55,000 members, demands that you vote against the use of pension funds to buy Big MAC securities. Please advise your position on this very serious matter of great urgency."

Southern Region president James J. Lennon directed an avalanche of protest toward his regional legislators, having every single chapter president personally send protest telegrams. In all, presidents of 48 state chapters, eight county chapters and three retiree chapters in the Southern Region buried their legislators with protest telegrams and letters.

Robert L. Lattimer, president of the Western Region, sent a hand-delivered letter to every legislator from that region. It read, in part, "On behalf of 40,000 employees of school districts, villages, towns, cities, counties and the state, represented by the Civil Service Employees Association (CSEA) in Western New York, I strongly urge you to oppose the use of New York State Retirement Systems funds for any purpose other than that for which they were intended."

And Syracuse CSEA regional president Richard E. Cleary went a step further, also arranging for spot radio commercials urging people to call their senators and assemblymen in opposition to any further investment of pension funds. The radio commercials listed the proper telephone numbers to call to reach the legislators. The radio messages were paid for by the Syracuse CSEA City chapter.



CLAM MONEY — Frank Carino, treasurer of the Division of Employment at Albany chapter, Civil Service Employees Assn., counts out the cash to pay for the chapter's recent picnic and clamsteam. His audience is, from left, Shirley Brown, secretary; Kaye Yuschak, president; Angie McPherson, social committee chairman, and Rose Marie Long, social committee co-chairman.

OGS Clamsteam

CRESCENT — The Office of General Services chapter 660, Civil Service Employees Assn., will hold a clamsteam and steak roast Thursday, Sept. 18, at Krause's Halfmoon Beach here. The event will begin at 1 p.m. and will conclude at 10 p.m.



CSEA vice-president Richard E. Cleary, head of Syracuse Region V, questions Albany staff members.



Panelists at the meeting included, from left, Dan Campbell, public relations associate; Frank Martello, Syracuse regional field supervisor; John Carey, assistant executive director-State Division, and Algird White, counsel.

Syracuse Region V's Message: Communications & Hard Work

(By Leader Correspondent)

SYRACUSE—The need for better communications and hard work were the messages received recently by Civil Service Employees Assn. Syracuse Region V chapter officers at a meeting at Region V headquarters.

About 100 persons attended the meeting called by Region V president Richard E. Cleary to discuss the role of CSEA at the chapter level. The discussion was led by a team from CSEA headquarters in Albany.

"This type of meeting serves to bring chapter officers up to

date on happenings at CSEA Headquarters and regional headquarters," Mr. Cleary observed. "They also improve support and solidarity among the membership."

John Carey, assistant executive director-State Division, spoke of the two main challenges to CSEA: the American Federation of State, County and Municipal (Continued on Page 16)



Richard Miller, Chemung County chapter president, and Jack Farmer, first vice-president, at special Region V meeting.



Irene Carr, regional secretary, and John Naughter, state collective bargaining specialist, go over program for discussion.



Attending the special meeting in Syracuse, from left, were John Stanulevich, Utica chapter treasurer; Debbie Berg, Utica-Fort Schuyler delegate, and Phyllis Bowen, Utica-Fort Schuyler delegate.



Pete Newton, chapter vice-president at St. Lawrence Psychiatric Center, and Elva Scott, secretary, look over envelopes prepared for those attending the regional officers meeting in Syracuse.



Rome Developmental Center chapter's Ray Fritchard leads discussion from the audience. Mr. Fritchard is one of the three Syracuse Region Mental Hygiene representatives on CSEA Board of Directors.

Rockland Seeks Engineer

NEW City—The Rockland County Personnel Office is accepting applications until Oct. 30 for associate engineer (hydraulic). At present, a vacancy for the \$20,400 a year job exists with the county Drainage Agency.

To qualify, applicants must possess a license to practice as a professional engineer in New York State and have two years of experience at a supervisory or management level which involved hydraulic engineering. There are no residency requirements for the post.

No written or oral testing will be held, with candidates being rated on their training and experience. For applications and further information, candidates

Barber Named

Roger Barber, of Pultonham, has been appointed by Gov. Hugh L. Carey as deputy commissioner in the New York State Department of Agriculture and Markets. Mr. Barber, 50, is a dairyman and vegetable grower in Schoharie County. The salary for deputy commissioner of Agriculture and Markets is \$38,552 a year.

should write or call the Rockland County Personnel Office, County Office Building, New City 10956. The telephone number is (914) 638-0500

Krupsak Staff 2-Way Losers

ALBANY—Staff employees in the office of the Lieutenant Governor will receive neither the one-time \$250 bonus given state workers nor the 3.5 percent salary hike voted to legislative employees.

The 25 employees on the staff of Lt. Gov. Mary Anne Krupsak will not get the bonus because they do not appear on the regular payroll. On the other hand, they will not get the salary boost because Ms. Krupsak's office is independent of the Legislature, despite the fact that, for administrative payroll purposes, they are carried on the legislative payroll.

**Veterans Administration
Information Service
Call (202) 389-2741**

Quit The Klan Or Get Fired, Ward Orders

ALBANY — Commissioner Benjamin Ward of the State Correctional Services Department has issued an order forbidding employees of the state's prisons from belonging to the Ku Klux Klan.

The Commissioner said that a "limited number" of employees have been advised to resign their KKK memberships by Oct. 1 or be fired. The order follows an investigation of several months' duration on KKK activity in the New York State prison system.

"In a racially mixed community—over 50 percent of New York State's inmates are black and over 60 percent are non-white—any Klan presence causes an imbalance between employees' constitutional rights to freely associate and the right of inmates under the Eighth Amendment of the United States Constitution to humane treatment," the Commissioner said.

Last April a teacher at the Eastern Correctional Facility, Napanoch, was dismissed from the department for participating in KKK activities and a guard at Wallkill Correctional Facility allegedly helped organize a KKK rally at New Berlin in July.

"The vast majority of employees within the department stand in opposition to the principles and activity of the Ku Klux Klan," Mr. Ward declared.

Vecchio To Tax

ALBANY — Pat Vecchio, the former chief security officer for ex-New York City Mayor John Lindsay, will retire from the New York City Police Department to accept the post of assistant director of the investigative bureau of the State Tax Commission. The position pays \$28,000 annually.

Koreman Designated

Gov. Hugh L. Carey announced the designation of Supreme Court Justice Harold E. Koreman, of Albany, as an associate justice on the Appellate Division of State Supreme Court. Justice Koreman succeeds Justice Lawrence E. Cooke, who was elected to the Court of Appeals. The position carries a salary of \$51,627 a year.

Labor Dep't

Gov. Hugh L. Carey has named Albert DeSalvatore, of Utica, as assistant industrial commissioner in the State Labor Department for the nine-county Utica area. The salary is \$23,900 a year.

Onondaga Jobs Opening

SYRACUSE — The Onondaga County Department of Personnel is now accepting applications for the positions of personnel aides, pump operators, sewage plant operators, administrative analysts, administrative officers and chemists.

The deadline for filing appli-

cations is Oct. 1 and examinations will be held Nov. 1.

Applications, appropriate requirements and additional information may be obtained from the Onondaga County Department of Personnel, 105 County Office Building, Syracuse, N. Y.

Cornell Holds Two Workshops

MANHATTAN — Two two-day workshops, one on improving employee relations and the second on management objectives, have been scheduled by Cornell University's New York State School of Industrial and Labor Relations.

"Improving Employee Relations Through Effective Discipline and Grievance Procedures" is set for Wednesday and Thursday, Oct. 29-30. "Management By Objectives" will be held Wednesday and Thursday, Nov. 5-6. The cost for both workshops is \$190 per participant which includes luncheons and course materials. Both will be held at Cornell University, 3 E. 43rd St., Manhattan.

The employee relations workshop will be given by Matthew A. Kelly and Wallace Wohlking, both NYSSILR faculty members. The management workshop will be given by Donn Coffee, a management consultant.

The employee relations workshop will consider such areas as key concepts in discipline, analyzing discipline problems,

grievance handling in employee relations, writing discipline memos and skills required for effective discipline. The management seminar is intended to provide insights to the key elements in effective management by objectives program.

Registration forms and additional information are available from Cornell University, 3 E. 43rd St., New York, N. Y. 10017.

HRPC Meeting

POUGHKEEPSIE — The next meeting of the Hudson River Psychiatric Center chapter, Civil Service Employees Assn., will take place Tuesday, Sept. 16, at 7 p.m. State Senator Jay P. Rollison (R-C) and Assemblyman Emeel S. Betros (R-C), two area legislators, are expected to attend. The meeting will be held in the Center's Cheney conference room.

**Someone Needs YOU!
Join the mainstream of good
guys, who donate blood.
The Most Precious Gift.**

SEATS NOW at BOX OFFICE

"THE SKIN OF OUR TEETH" FOR THE FUN OF YOUR LIFE

LIMITED ENGAGEMENT
6 WEEKS ONLY—
SEPT. 3 THRU OCT. 11

alfred
elizabeth drake martha
ashley scott
the skin of our teeth
A COMEDY BY
theresa wilder
DIRECTED BY
jose quintana



FOR GROUP SALES ONLY CALL: (212) 354-1032
MARK HELLINGER THEATRE 237 WEST 51 ST., N.Y. / PL 7-7050
AMERICAN EXPRESS ACCEPTED

"THE MOST STYLISH BROADWAY MUSICAL SINCE 'PIPPIN.' A SIGHT TO BEHOLD, SPECTACULAR LOOKING AND SLICKLY DONE."

— Douglas Watt, Daily News



For Group Sales only call: 354-1032

MAJESTIC THEATRE 247 West 44th St. • 246-0730

Candide
The theatrical event
of the year!

CANDIDE AT THE BROADWAY THEATRE

Sun. 3; Sat. 2 & 8; Fri. 8
Tues. 8; Wed. 2 & 8; Thurs. 8

BEST MUSICAL
THE GRAMMY & TONY WINNER
RAISIN

Groups: 354-1032 — Ticketron 541-7290
All Major Credit Cards: Tel. Res. 586-5555

SUMMER DINNER SPECIAL
Orch seat & complete STEAK DINNER
at Steak & Brew, 221 W.
46 St. Call 265-0499 for \$14.95
details.

Lunt-Fontaine Thea. 205 W. 46 St. 586-5555

GWEN VERDON · CHITA RIVERA
JERRY ORBACH
CHICAGO

A MUSICAL VAUDEVILLE
BOOK BY FRED EBB · LYRICS BY BOB FOSSE · MUSIC BY JOHN KNINDER · FRED EBB

DIRECTED AND CHOREOGRAPHED BY BOB FOSSE

NOW PLAYING
46th STREET THEA.
226 W. 46 St.—246-4271



Grease
THE ONE AND ONLY LONGEST
RUNNING SHOW ON BROADWAY

There's a reason for that!

ROYALE THEATRE 45TH STREET W of BROADWAY
SEE ABC ADS FOR DETAILS

BACK TO



WITH **CROSS**[®]
SINCE 1848

This is The Ideal Gift For All Occasions

For the Gal in Your Life

CROSS[®]
SINCE 1848

Ladies' Writing Instruments in 14 Karat Gold Filled or Sterling Silver. With attractive leather Pen Purse.*
Pen or Pencil
Set

soft tip pen

NEW FROM
CROSS[®]
SINCE 1848

Make Your Mark...

with the effortless writing stroke available in this new, slightly larger diameter Cross Writing Instrument. 12 Karat Gold Filled and mechanically guaranteed for a lifetime.

Couple's Gift

CROSS[®]
SINCE 1848
Couple's Gift

Man's Pen and Lady's Pen* in 14 Kt. Gold Filled or Sterling Silver. Attractively Gift packaged.

A Special Thank You For Your Bridal Attendants

CROSS[®]
SINCE 1848

Ladies' Writing Instruments in 14 Kt. Gold Filled and Sterling Silver.
Pen or Pencil
Set

N. DONCHIN & CO., INC.

366 FIFTH AVENUE, NEW YORK CITY

(Between 34th & 35th Streets)

OX 5-4377-8

SUITE 617

SCHOLARSHIP AWARDED AT ST. LAWRENCE INSTALLATION



St. Lawrence County chapter's outgoing president Flora Jane Beaton expresses her appreciation for past support as head-table dignitaries listen. Seated, from left, are Joseph Consentino, toastmaster from St. Lawrence Psychiatric Center chapter; incoming chapter president Agnes Earl and CSEA vice-president Richard Cleary, who installed the officers. Mr. Cleary heads Syracuse Region V to which St. Lawrence chapter belongs.



Chapter president Agnes Earl, left, and scholarship committee chairman Mariene Sullivan congratulate Debera Ferrigo, center, and her parents, Mr. and Mrs. Richard Ferrigo upon being named recipient of first St. Lawrence chapter scholarship. Ms. Earl said, "It is a thrill to me, since Deb will be entering my college, SUNY Ag and Tech at Canton, in the nursing program this fall." Mr. Ferrigo is a member of the Potsdam Village Police Department.



ABOVE: Officers installed, from left, are president Agnes Earl, first vice-president Stephen Ragan; second vice-president Albert DeLair; third vice-president Irvin Stowell; corresponding secretary Sally Forsythe; treasurer Pauline DeLair; executive representative Flora Jane Beaton; delegate Patricia Ridsdale and alternate delegate Diane Church. Missing from photo is recording secretary Carol Blanchard. RIGHT: Installed as members of the chapter board of directors were, from left, William Dibble, Joseph Hill, William Murphy, Martin Snye, Barbara Irish, Mariene Pullmain and Mary Lenny. Absent were Richard Sheridan, Laura Taylor and Linda Todd.



McGowan Attacks Raises

(Continued from Page 3)
 "This hardly justifies the grab by the politicians and their cronies of raises of at least 3.5 percent," Mr. McGowan concluded. The raises of various legislative employees were reported in the daily press recently. Typical raises included an exact raise of 3.5 percent for Erie County Democratic Chairman Joseph F. Crangle, who was boosted from \$43,000 to \$44,505, in his position as chief of staff and special counsel to Speaker Stanley Steingut. Another beneficiary of these legislative raises was Catherine Carey of Buffalo, Clerk of the

Assembly, whose salary was jumped 13.5 percent from \$22,000 to \$25,000 per year. Salaries for staffers of the Republican-controlled Senate were similarly raised. William Alexander, top press aide for Speaker Steingut, received \$41,000, a \$1,400 raise. Robert Spearman, public relations man for Minority Leader Perry B. Duryea, got \$34,244, up from \$32,459. C. Daniel Chill, counsel to the speaker, went from \$42,000 to \$43,470 and Philip J. Bisceglia, Executive Counsel to Assemblyman Duryea, received \$43,169, up from \$41,709.

Hamburg Police

(Continued from Page 3)
 binding on either side. PERB most recently appointed James Sharpe as a mediator, but three sessions at which he mediated proved fruitless. Lt. Edward Ashcroft is president of the CSEA unit.

In the Senate, payroll records are kept on a bi-weekly basis. Some of the across-the-board raises include those to John F. Haggerty, counsel to Majority Leader Warren M. Anderson, \$1,667 every two weeks, up from \$1,610 and Charles W. Dumas, Director of Communications, \$1,647, an increase from \$1,591.

BUY
U. S.
BONDS!

Honor Contracts

(Continued from Page 3)
 "If a strike ensues, we, hopefully, will be in a position to place a staff representative in each district to assist our members should the need arise." Mr. McDermott's message to the school unit presidents concluded with a request for day-to-day reports on actual and potential strike situations around the region.

Demonstrate At Capitol

ALBANY — An estimated 60 Albany Region Civil Service Employees Assn. members joined in a quiet but effective protest before the State Capitol last week as a special session of the State Legislature was convened to consider various ways of bailing out New York City from its fiscal problems. Regional president Joseph McDermott, who previously spearheaded CSEA's stand against any investment of State public employees pension funds in any plan to save New York City from its fiscal woes, again reaffirmed his position. "We are not going to let our hard-earned retirement funds be risked to save the skins of the very politicians who caused the problems in the first place. "Hugh Carey can be the clown prince of Big Mac, but public employees will not be his first fools," Mr. McDermott said.

Cornell U. Announces Fall Labor Course Offerings

ALBANY — The Capitol District extension office of Cornell University's School of Industrial and Labor Relations announced plans last week to offer a selection of short-duration, individual non-credit courses for labor and management practitioners beginning this fall.

The courses, according to district director David L. Harrison, will be conducted during the afternoon and evening at a number of area locations and are designed to meet the needs of working adults who want to increase their knowledge in one specific area of job or union responsibility without committing themselves to an extended program of study. The new course offerings are intended to compliment existing long-term credit programs such as the two-year Capitol District labor studies program, which is conducted jointly in Albany by the Capitol district office and Russell Sage College Evening Division.

The courses, their dates and places given are:
 Labor Law For Practitioners: Sept. 10, 17 and 24 and Oct. 1, 8, 15, 22 and 29; 6:15-8 p.m., Capitol District office, 75 State St., Albany. Fee \$35.
 Management Concepts For Supervision: Sept. 10, 17 and 24 and Oct. 1, 8, 15, 22 and 29; 12:30-2 p.m., Capitol District office, 75 State St., Albany. Fee \$35.
 Basic Human Relations For Foremen And Supervisors: Sept. 18 and 25, Oct. 2, 9, 16, 23, 30 and Nov. 6; 6:15-8 p.m., Rensselaer Polytechnic Institute, Troy. Fee \$35.
 Effective Speaking For Women Unionists: Sept. 24 and Oct. 1, 8, 15, 22 and 29; 6:15-8 p.m., Empire State College, Saratoga.

Fee \$15.
 Public Sector Employer-Employee Relations: Nov. 12, 19 and 26, Dec. 3, 10 and 17; 6:15-8 p.m., SUNY at Albany. Fee \$28.
 The Woman Office Manager: Jan. 5, 12, 19 and 26 and Feb. 2 and 9; 6:15-8 p.m., Capitol District office, 75 State St., Albany. Fee \$28.
 The Role Of The Shop Steward In The Public Sector: Jan. 6, 13, 20 and 27 and Feb. 3, 10, 17 and 24; 12:30-2 p.m., Capitol District office, 75 State St., Albany. Fee \$35.
 Practice And Procedures Before The National Labor Relations Board: Jan. 7, 14, 21 and 28 and Feb. 4, 11, 18 and 25; 12:30-2 p.m., Capitol District office, 75 State St., Albany. Fee \$35.

Arbitration: Jan. 7, 14, 21 and 28 and Feb. 4, 11, 18 and 25; 6:15-8 p.m., Capitol District office, 75 State St., Albany. Fee \$35.
 Effective Grievance Handling For Women Unionists: March 9, 16, 23 and 30 and April 6 and 13; 6:15-8 p.m., Capitol District office, 75 State St., Albany. Fee \$15.
 Motivation And Productivity Seminars: March 10, 17, 24 and 31 and April 7, 14, 21 and 28; 12:30-2 p.m., Capitol District office, 75 State St., Albany. Fee \$35.
 Registration forms may be obtained by writing NYSSILR, Cornell University, 75 State St., Albany, N. Y. 12207. Classes will be filled on a first-come-first-served basis.

SAVE A WATT

A Response To A Letter By Jim Powell

In the Sunday Daily News of Aug. 31, a letter by fireman James Powell of Engine Co. 250 appeared. It was headlined: "An Open Letter to the People of the News Media."

In it, fireman Powell outlined how, in the past, the media generally treated the firefighters well and gave them the encouragement and moral support which they have always richly deserved.

However, he correctly laments that, in recent days, the media have shied away from lauding the uniformed services of the city, and even editorially condemn the unions in general for the unfortunate fiscal plight in which the city finds itself at the present time.

For about 27 of the 50 years I have spent working with and observing firefighters in this and other cities, my special interest

by firefighters in New York City. I have also found that as the new breed of editor arrives to take over, we find that suddenly the editorial policy of the paper changes and the format changes along with it.

As an example, let us take the case of two firemen recently killed in line of duty. I was sickened to find that not one word of their deaths appeared in the public press, as far as I could ascertain. In one case, the "big story" of the day was the death of a horse while engaged in a much-touted race with another horse. There was no space to report the death of the firefighter. In another case, a dead firefighter was lucky to make page 15.

Up until about 10 years ago, I had concentrated on still photography. Rarely did a week go by without one of my photos, showing firefighters at their very best, appearing in the pages of our city papers. Then suddenly, the policy changed. I found that my pictures were being passed

over the writing of this column. I have steadily maintained that the firefighter, by reason of the danger of his work and the heroism with which he performs it, should not be lumped into the

Fire Flies By PAUL THAYER

same category as other civil servants. He is the one man who should be treated with special consideration by a city whose Mayors down through the years have always praised his heroism when such praise was sure to add to the speaker's prestige or to hopefully polish an otherwise lackluster public image on his part. I think we can agree that talk is cheap.

I recall a highly laudable statement by our present Mayor only a day or two before the

that no matter how badly you are treated, if there is a job to do, you are going to do it, even if it means your life. One thing for sure . . . nobody will ever be able to break your spirit and as for the "Message to Garcia," it was delivered a long time ago and is knocking the hell out of the consciences of those for whom the message was intended. Maybe things will get worse but, for sure, somewhere along the line, especially with the image of the firefighter which you and your brothers, create by your deeds, it's got to get better.

At least when you go to sleep at night, you know you have done your best in the past and will continue to do so in the future.

On the books, insofar as I'm concerned, you certainly have paid your dues and don't owe the people of this city one damn thing.

firefighters of the city, their dedication and qualities of self-sacrifice and willingness to help others, even at the cost of their lives, still prevails. The city fathers should hang their heads in shame."

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 468-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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

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



THAYER



Lt. James Gilchrist of Engine 35 is led to ambulance. The floor on which he was standing at a 1965 blaze collapsed and as he fell into the cellar, his helmet fell off and he sustained a head injury on a rusty spike. He died shortly afterwards from his injuries.

was photography.

The photos shown here, which were taken about 10 years apart, indicate clearly that absolute and complete dedication to the job at hand hasn't changed one whit and, even though the firefighters have been harassed, embarrassed, ridiculed, showered with stones and debris, they continue to do their job as they have always done it in the past—with complete devotion and dedication.

Perhaps one of the reasons for the apparent decline of interest in the New York City firefighter by the media in general is the fact that so many out-of-town men and women are being brought into the city desks of our newspapers and TV stations. In the hinterlands, they hardly ever run into anything like the exploits which are carried out

over in order that the entire centerfold of the Daily News could be devoted to a fashion model being photographed or a flock of kids paying a visit to the zoo, etc.

I said the hell with it and put down my still camera and took up motion picture photography. In that line of photography, I sometimes made my film available to various TV stations around the city. Even then, with the stuff before them in gorgeous living color, they had difficulty believing the stories told by the film and my captions. One thing for sure, they knew my stuff was legitimate, because I usually went right to the station from the fire and the smell of hot wood smoke was all over me. Some of them got a kick out of it and more often than not, they would use the footage because of its dramatic content.

The point really to be made here, however, is simply that, for years now, ever since I took



The fireman on fire escape had crawled around inside flaming apartment searching for victims under beds, in closets and in bathroom. Suddenly the rooms burst into flame. He barely escaped with his life as fire blew out the windows behind him. The firefighter said, "If kids had been in there and I hadn't made the search, I would never have been able to live with myself."

multiple firings this time around. He was hanging medals around the necks of firefighters in mid-May with a big smile and a shake of the hand. All I could think of, when I saw the photo in the press, was the caption I would have placed on the photo if it were up to me to do so: ". . . And don't forget, two weeks from today, you're fired!"

So, Jim Powell, I know every firefighter in this city is hurting because they feel that they have been taken. It isn't new. They have felt that way for many years and I have warned the city fathers in this column about it, but my warnings have been ignored. Their failure to realize the discontent of the firefighter finally resulted in the "withdrawal of dedication" approach in 1971 and has compounded itself as the years have passed and the firefighter finds himself getting ever more deeply into the mental morass of exploitations by trite, thoughtless politicians and their equally trite appointees.

In your heart, Jim, you know

Except that should they ask for your life, you'd give it to them!

Good luck and best wishes.
Paul

Editor's Note: Mr. Thayer, in a comment about the photographs reproduced here, noted: "The point of the pictures is to back up the contention of this and all of the columns: That no matter how the city fathers attempt to break the spirit of the

Smithtown Mediator

SMITHTOWN — Frank McGowan of the Public Employment Relations Board's New York City office has been named mediator in the contract dispute between the Board of Trustees of the Smithtown Library, Suffolk County, and the Smithtown Library unit, Civil Service Employees Assn.

Full Employment
is The Key
To Prosperity.
Buy U.S. Made Products

POUGHKEEPSIE
Edison Motor INN — RT 55
\$13.50 Single State Rate
Free Continental Breakfast
Luxurious Rooms — Bar
For reservations 914-454-3080

ALBANY BRANCH OFFICE
FOR INFORMATION regarding advertisement, please write or call:
JOSEPH T. BELLEW
303 SO. MANNING BLVD
ALBANY 8, N.Y. Phone IV 2-5474

GOVERNORS MOTOR INN
Finest Accommodations
SINGLE \$10.
Phone (518) 456-3131
4 Miles West of ALBANY Rt. 20
Box 387, Guilderland, N.Y. 12084



EAST GREENBUSH OFFICERS — The new officers of the East Greenbush School District unit, Civil Service Employees Assn. gathered for a post-installation photo at the unit's recent meeting at Lanthier's Grove, Latham. The new unit president, Frank Schwartz, left, was presented with a gavel by outgoing president Eva Kilmartin. The oath of office was administered by Earl Kilmartin, president of the State Office of General Services CSEA chapter. From left to right are Mr. Schwartz; Dorothy McGrail, secretary; Les Banks, second vice president, and Robert Westfall, treasurer. Frank Bahm, first vice president was absent when the photo was taken.

State Employees Are Asked For Ideas On Contract Items

(Special to The Leader)

ALBANY — State contract demands promise to be one of the hottest topics at the Civil Service Employees Assn.'s annual delegates meeting later this month and John M. Carey, CSEA's assistant director-State, urged members to be prepared.

"State employees should use the next couple of weeks to write down their contract demands and send them or give them to their CSEA delegates, if they haven't done so already," Mr. Carey said. "The current contract will expire in just six months, and we hope to get an early start on negotiations for the new contract."

CSEA's convention Sept. 28-Oct. 3 at Niagara Falls will feature separate meetings for each of the four bargaining units that CSEA represents on the state level.

"This way, the delegates from each unit can get together on the items they want, and on their priorities, without having to listen to any discussions that don't apply

to them," Mr. Carey said. "We hope to have four very effective meetings."

CSEA represents about 150,000 state employees in the Administrative, Institutional, Operational, and Professional, Scientific and Technical units. CSEA members in all four units completed their elections of new delegates during the summer.

"This year it is especially vital that the delegates have an accurate idea of the issues and priorities of all CSEA members in the State Division," Mr. Carey said. "These will probably be the toughest negotiations we've ever faced. The delegates need to know what the members want in terms of salaries, grievance procedures, health and dental insurance, vacations, sick days and all the other terms and conditions of employment."

Mr. Carey urged members to give their contract demands, in writing, to their chapter delegates or to send them to him at CSEA Headquarters, 33 Elk St., Albany, N. Y. 12207.

Watertown Threatens PERB Action Over Longevity Issue

(From Leader Correspondent)

WATERTOWN — The Watertown City unit of the Civil Service Employees Assn. is considering filing an unfair labor practice charge against the city in an effort to obtain longevity benefits won by police and firefighters unions.

Frustrated in an attempt to reopen a CSEA-city contract on the longevity issue, CSEA unit president Richard J. Grieco said that, unless the matter can be

resolved locally, he will file an unfair labor practice charge with the Public Employment Relations Board.

Mr. Grieco contends that when CSEA signed its contract, City Manager Ronald G. Forbes offered a 'statement of intent' that would provide CSEA "any benefits not tied to layoffs accrued by other bargaining units at a later time."

Subsequent to the contract signing by the CSEA unit, fire-

fighters and policemen received the same 6 percent pay increase as CSEA plus a longevity benefit in the aftermath of mediation and fact-finding.

Mr. Grieco called the disparity in longevity benefits "an intolerable and discriminatory situation."

He alleges that the city's stated intent of passing along benefits gained by other units was a major reason why CSEA signed its pact without prolonged confrontation.

Syracuse Region V's Message

(Continued from Page 9)

Employees and the Public Employees Federation.

Mr. Carey called affiliation with AFSCME as "a high price to pay for nothing in return. The ransom is too great." As for PEF, Mr. Carey described it as a federation which included a local of the Teamsters, "Not the international brotherhood."

He told the officers that it was most important that they "talk to the people on the line facing the challenge. Executive meetings serve no one. This is the day of the people," he said.

"We've had a tough year. Too many are dwelling on it. Everyone has had a tough year."

Mr. Carey said the entire legislative program of the AFL-CIO

"went down the drain in the State Legislature," and added that negotiations must be timely and there must be planning.

Thomas Coyle, assistant director of research, told the gathering to challenge PEF representatives on civil service law. "I'll guarantee you that you will know more about it than they do. Ask them questions; they are the people who want to represent you."

"The CSEA is better than any other union. It has a good track record."

Frank Martello, regional field supervisor and moderator of the meeting, said, "Either you are a union member or not. People must identify themselves with the union. The lack of com-

munication must be straightened out." Citing the recent Dutchess County strike, Mr. Martello said the CSEA staff was "capable and there to help."

Also at the session were staff members Algrid White, Dan Campbell and John Naughter.

Similar meetings have been held in the five other CSEA Regions.

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.

SEPTEMBER

- 10—Ithaca Area Retirees chapter meeting: 2 p.m., Moose Hall, 125 N. Fulton St., Ithaca.
- 10—Capitol District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 11—Fort Schuyler chapter "September Social": 7 p.m., Grimaldi's Restaurant, Bleecker St., Utica.
- 12—Capitol District Armories chapter meeting: 10 a.m., New York National Guard Armory, Troy.
- 12—Statewide non-teaching school employees committee informational meeting: 7:30 p.m., Clinton Senior High School, Clinton.
- 13—Statewide non-teaching school employees committee informational meeting: 10:30 a.m., Knights of Columbus Hall, 50 Clinton Ave., Cortland.
- 13—Suffolk County chapter picnic: 11 a.m.-5 p.m., Southaven County Park, Yaphank.
- 13—Waterfront Commission of New York Harbor chapter annual dinner-dance: 7 p.m., Officers' Club, Governor's Island.
- 13-14—Brooklyn Developmental Center chapter mini-weekend: Latin Casino, Cherry Hill, N.J.
- 16—Hudson River Psychiatric Center chapter meeting: 7 p.m., Cheney conference room, HRCPC.
- 17—Buffalo chapter dinner meeting: 6 p.m., One M&T Plaza, Plaza Suite Restaurant, Buffalo.

Pickets, Assailing Carey's Acts, March At Cortland

CORTLAND—An informational protest picket line of more than 100 Civil Service Employees Assn. members and an estimated group of 500 SUNY-Cortland students joined ranks here recently in a protest greeting for Gov. Hugh L. Carey.

The Governor arrived at the campus for a scheduled bill signing and noon ceremony at Corey Student Union.

The picket line was organized by Pat Crandall, president of the CSEA chapter of SUNY-Cortland.

"We felt this was an ideal time to further demonstrate to the Governor our strong feeling concerning the \$250 bonus "insult,"

his position of no salary increase for state workers next year, and also our displeasure as voters and taxpayers regarding the recent 'lulus' for state legislators," Ms. Crandall said.

"I declined an invitation to the luncheon ceremony. I felt my place was with my fellow CSEA union members on the line," she added.



CRAIG COMMITTEE — New officers of the Craig Developmental Center Human Rights Committee are shown above. Front row, from left: Audrey Algier; Barbara Krieley; Rafael Ernesto Gonzales, chairman, and Delores Lee, secretary. Second row, from left: Jo Sim Tan; Mary Terry; William Schaaf, vice-chairman; Daniel Donovan, Civil Service Employees Assn. representative; Ludemo Rotunel, and Ramon Pagan.