

Civil Service LEADER

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Retiree News

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Orange Restores Increments To End Strike



Job action by the county unit of the Civil Service Employees Assn.'s Orange chapter 836 was called off last week after agreement was made to restore increments to employees. Checking over sites where picketers had brought their situation to public attention are unit treasurer Harry Gass, negotiations chairman Glen Erikson and president Carol Dubovick.

Agreement Protects Rights Of Workers Who Participated In 14-Day Job Action

GOSHEN—The 14-day strike of Orange County employees has ended with agreement to restore full increment raises.

It was action by the County Legislature to reduce all increments to \$65 that had provoked the strike action. The move by the Legislature was unilateral and in direct violation of the contract signed a year ago by the County and the Civil Service Employees Assn. for the employees.

The contract had provided a reopener for salary negotiations only.

In ending the strike, employees agreed to maintain the current salary schedule this year in view of the serious economic situation facing governments throughout the state.

The employees, who had been on strike since March 17, voted almost unanimously March 30 to return to work. The decision was made at a general membership meeting at the Middletown High School after assurances were given that the increments would

Wyoming County Awaits Decision In Its New Pact

WARSAW—The Wyoming County chapter, Civil Service Employees Assn. is awaiting a formal vote by the County Board of Supervisors April 13 on a salary contract for 1976 approved by chapter members.

Lorne LeMieux, of North Java, chapter president, said CSEA members ratified the contract proposals by a vote of 156-20. The pact includes a cost-of-living increase and a wage hike.

Inside The Leader

Greco To Sponsor
LOBA Bill

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Food Stamps 1976

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remain in effect for the two remaining years of the current three-year pact.

The restored increments range from \$395 to \$1,615 for those employees eligible to receive them.

Emanuel Vitale, chief negotiator for the employees, also outlined other provisions of the agreement to the estimated 700 union members who attended the meeting.

In addition to winning restoration of the increments, the agreement also includes:

- That the county shall not criminally prosecute nor institute civil contempt proceedings against employees engaged in the strike.

- That probationers involved in the strike shall not be replaced and may be terminated only for incompetency. Such employee shall be given a week's

notice prior to termination and shall be entitled to an interview and, if necessary, an appeal.

- That accrued benefits such as personal leave, vacation leave, retirement, sick leave, bereavement leave and promotions shall not be denied any employee because of absence from work during the strike.

Before recommending to the membership acceptance of the agreement Mr. Vitale told them "CSEA is proud of you. Don't be ashamed of what you did. This strike pointed up how one-sided the Taylor Law is when legislators in unilateral action can violate a contract and not be penalized for doing so. Your action may very well cause the law to be amended. You spoke up not only for yourselves in Orange County, but for employees all over the state."

At the close of the meeting, the union members gave a standing ovation to their negotiating committee. In addition to Mr. Vitale, the committee members are: Glen Erikson, chairman; Charles J. Dassori, vice-chairman; Carol A. Dubovick, unit president; Everett C. Remington, vice-president; Harry R. Gass, treasurer; Gertrude McNally, Esther Arvanites and Marion R. Drake.

(Continued on Page 16)

CSEAers OK 4 New Pacts; Margin Wide

(Special to The Leader)

ALBANY—New York State employees in all four major Bargaining Units represented by the Civil Service Employees Assn. have ratified new two-year labor agreements by wide margins. The contracts, covering approximately 147,000 state employees, became effective April 1 and expire March 31, 1978.

The contracts maintain existing benefits and provide for continuance of payment of annual and longevity increments for both years of the agreements. The contracts provide no basic salary increases for the first year, but do have salary reopener clauses covering the second year of the pacts. A number of improved job security provisions are also contained in the new agreements.

The new agreements received the greatest approval from eligible voters in the Institutional Services Unit. A count of valid ballots in that unit showed a 70 percent acceptance vote: 6,381 to 2,691.

Employees in the Administrative Services Unit approved their contract by a margin of 8,228-4,042, a 67 percent-33 percent ratio.

The Operational Services Unit

showed a 64 percent acceptance level on a count of 5,063 to 2,831.

In the Professional, Scientific
(Continued on Page 16)

*Don't
Repeat This!*

As Senate Minority Leader, Ohrenstein Exhibits Skill, Tact

SENATOR Manfred Ohrenstein will complete this year his first term as the Senate Minority Leader for the Democrats. During a term
(Continued on Page 6)



RECOGNITION — Irene Amaral, center, outgoing secretary of Westchester Local 860 of the Civil Service Employees Assn., is presented with plaque in recognition of services to the union. Presentation was made at local 860's dinner-dance last month. Making award is local third vice-president Pat Mascioli, left, and Edward Carafa.

Two-Year Contract OK'ed In Pt. Jeff

PORT JEFFERSON—For the first time since it was incorporated into a village 13 years ago, Port Jefferson employees are organized and covered by a union contract.

The 20 full-time employees of the historic Long Island ship building port joined the Civil Service Employees Assn. and negotiated a two-year contract that includes a 10 percent wage increase retroactive to June 1975 as well as a 5 percent increase this coming June.

On March 20, officers of the Port Jefferson unit, the Suffolk County chapter of the CSEA, and village officials met for formal contract signing ceremonies at Village Hall here.

Present at the signing were James Corbin, Suffolk chapter president; Clay Cottrell, president, and Evelyn Schultz, treasurer of the Port Jefferson CSEA unit, and William Griffin, CSEA field representative. Mayor Sandra Swenk and village attorney J. Timothy Shea signed for the village.

The contract establishes a wage structure with a graded

salary plan, a grievance procedure that ends in binding arbitration, a dental plan, uniform and meal allowances, a guarantee of four hours overtime pay if called in and adds an extra holiday to the present schedule.

Also provided under the contract were an extended sick leave policy, improved vacation periods and educational benefits as well as a provision for up to 26 weeks of full pay for injuries occurring on the job.

ENGINEER LIST

ALBANY—An associate radiological pollution control engineer eligible list, resulting from open-competitive exam 27-552, was established March 19 by the State Department of Civil Service. The list contains three names.

OK A Repeal Of Hatch Act

WASHINGTON, D.C.—Despite the threat of a Presidential veto, Congress last week approved a joint House-Senate compromise bill repealing the 37-year-old Hatch Act's ban against partisan political activity by federal civil servants.

The vote, however, was closer than passage of separate legislation by the Senate and House of Representatives earlier in the year, signalling what some Congressional members say is the end of hope for any veto override.

The bill would permit 2.8 million federal civil servants, 175,000 in New York State, to run for partisan office or actively take part in partisan election campaigns while off-duty. It applies to most civil servants including Postal Service workers, but not members of the armed forces or employees holding sensitive posts in the Justice Department, Central Intelligence Agency or Internal Revenue Service.

In approving the bill March 30, the House voted 54-36, a drop of six votes from earlier balloting, while the Senate passed the measure a day later 241-164, a loss of 47 votes. Both houses are now below the necessary two-thirds majority needed for the override.

President Ford received the bill April 5 and has 10 days to either sign it into law or veto it. If no action is taken the bill automatically takes effect following that time period.

Dan Dougherty, a staff member on the Senate Civil Service and Post Office Committee, which held hearings on the bill, said the legislation's supporters face a hard time in beating the expected veto.

"It's going to be a tough struggle," he said. "It will depend on who is there when the vote is taken—if everyone shows, we could lose by possibly five or six votes."

Opponents of the bill said the new act went against the wishes of many federal civil servants who did not wish to lose the insulation from political activities the Hatch Act provides. They also said the legislation could lead to a revival of the old spoils system.

SHORT TAKES

WARNING FROM DELBELLO

Westchester County Executive Alfred B. DeBello has warned the legislature that the state must take the county to court in order to force it to pay any increase in welfare costs next year. Mr. DeBello added that if the court ordered Westchester to pay for such increase, the money would be taken from on-going programs and would not be raised by increasing property taxes. The Westchester Executive said in a letter to the legislature that 10 other county executives have already joined in an attempt to freeze welfare costs at this year's levels, and that the New York State County Executives' Assn. is attempting to enlist others in the campaign.

DWINDLING UIF

The legislature will probably postpone aid to the state's rapidly dwindling Unemployment Insurance Fund this year and rely on interest-free federal loans to keep it solvent through 1977, according to Senator Norman Levy (R-Nassau), chairman of the Senate Labor Committee. He said this move would have the advantage of delaying increased contributions by employers to the fund until Jan. 1, 1978. This, in turn, would encourage business and industry to remain in New York State. He acknowledged that postponing action on the UIF would also serve to make any increases in the payments "extremely difficult to justify." A record number of residents are now drawing from UIF; it is expected to shrink to \$210 million by the end of this year and to have a \$10 million deficit by the end of 1977. He said he is "unalterably opposed" to a suggestion by a major business lobbying group to replenish the fund through a one-year, one-time 30 percent surcharge on the total unemployment insurance tax rate of each employer. This, he said, would only drive business from the state.

CRAW IS NAMED

The State Board of Regents has named Freyda Craw, of New York City, as executive secretary of the newly organized State Board for Speech Pathology and Audiology.

VOTE ATTICA FEES

The Assembly has passed a bill to pay about \$153,000 in legal fees for state troopers and correction officers who were investigated for alleged illegal acts following the riot at Attica Prison in September 1971. The measure is expected to be approved by the Senate. Chief sponsor was Ronald Stott (R-Syracuse). Two grand juries investigated the alleged incidents of lawlessness during the retaking of the prison during which 29 inmates and 10 correction officers died. The juries voted "no bills" or no indictments against four troopers and three prison guards after a lengthy investigation. It is assumed that the money voted by the Assembly will go to the benevolent associations that underwrote defense expenses for the seven. A number of inmates were also included and received state financial aid for their defense. Indictments against the prisoners, with one exception, have been dropped.

HANDICAPPED COUNCIL

Gov. Hugh L. Carey has established a new state entity, the State Advisory Council on the Handicapped, "to coordinate a comprehensive and effective state policy" to insure maximum independence for handicapped individuals. The council will be headed by Governor Carey's health advisor Dr. Kevin Cahill.

CUT CAR FUNDS

The entire \$2.84 million appropriation for the purchase of new automobiles for the state has been pared from the budget for the coming fiscal year. Other cuts include one of \$100,000 for gasoline for the state's motor pool and another of \$40,000 for staffing the capital's South Mall garages.

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6208 Lv. July 2, Ret. July 17	
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6204 Lv. July 26, Ret. Aug. 10	\$199
6206 Lv. Aug. 4, Ret. Aug. 18	
6210 Lv. Aug. 18, Ret. Sept. 1	
To SAN FRANCISCO/From LOS ANGELES or LAS VEGAS (2 Weeks)	
6202 Lv. July 12, Ret. July 26	\$199
6203 Lv. July 21, Ret. Aug. 4	
To LOS ANGELES/From SAN FRANCISCO (3 Weeks)	
6207 Lv. Aug. 11, Ret. Sept. 1	\$199

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- Joseph Gambino -

FARMINGDALE — Joseph Gambino, 63, former president of the Region 10, Civil Service Employees Assn. chapter of the State Department of Transportation, died here on March 28.

Mr. Gambino served two terms as CSEA chapter president and was an employee of the state transportation department for nine years.

As a CSEA president, Mr. Gambino was responsible for a number of reforms and improvements in working conditions including the installation of a system of shop stewards to serve members.

Prior to joining the Transportation Department, Mr. Gambino was a bricklayer and had two decades of union experience in that trade.

Surviving are his wife, Josephine; a daughter, Patricia McLaughlin; and a son Francis, all of Farmingdale; four sisters, Frances Ciancimino of Yorktown Heights, Mary Ahles of the Bronx, Lena Lomeo of the Bronx, and Connie Perfetto of Florida; two brothers, Anthony, of the Bronx, and Peter of Detroit, and two grandchildren.

— Everett Owens —

QUEENS—Everett Owens died unexpectedly March 29, although he had seemed to be recovering well after a recent hospitalization for heart trouble.

Mr. Owens had accompanied his wife, Martha, first vice-president of the Civil Service Employees Assn.'s New York City chapter, to the recent CSEA convention at the Concord Hotel, Klamath Lake.

Although not a CSEA member himself, he was widely known throughout the state, since he frequently accompanied Mrs. Owens to various meetings.

Buy American!

① CSEA calendar ①

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

APRIL

- 10—SUNY at Buffalo chapter 602 dinner-dance: Pellamwood House, Transit Road, West Seneca.
- 12—CSEA/Stein Committee hearing: 9:30 a.m., 2 World Trade Center, Manhattan.
- 20—Syracuse Area Retirees chapter spring meeting: 1 p.m., Raphael's Restaurant, State Fair Blvd., Syracuse.
- 20—Madison County chapter board of directors meeting: 7:30 p.m., Morrisville.
- 21—Madison County chapter meeting: 7:30 p.m., Wampsville Fire Hall.
- 21—Buffalo chapter dinner meeting: 5:30 p.m., Statler Hilton Hotel, Buffalo.
- 22—Central Islip Psychiatric Center chapter meeting: 7:30 p.m., Gull Haven clubhouse, Central Islip.
- 23—Onondaga County chapter officers' installation dinner: 6:30 p.m., Liverpool Golf and Country Club, Tulip Street, Liverpool.
- 24—Albany Region IV Boston bus excursion.
- 26—Rockland Psychiatric Center chapter retiree dinner-dance: Colonial Manor, Old Tappan, N. J.

MAY

- 2—Motor Vehicle chapter 674 30th Anniversary Party: 5 p.m., Michael's Restaurant, Latham.
- 3—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.
- 11—Nassau County Crossing Guards unit meeting: 8 p.m., Police Headquarters, Mineola.
- 14—Suffolk chapter bicentennial party: Colonie Hill, Hauppauge.
- 14—Albany Region IV "Mix and Mingle" party: 5:30 p.m., Michael's Banquet House, Route 9, Latham.



STEPHEN R. GRECO
... Leads fight in Assembly



RICHARD SCHERMERHORN
... Senate sponsor

Greco To Sponsor LOBA Pact Bill In The Assembly

ALBANY — The "Last-Offer-Binding-Arbitration" (LOBA) Bill, described by the Civil Service Employees Assn. as vital to the interests of public employees in New York State, now has an Assembly sponsor and number.

Assemblyman Stephen R. Greco (D-C, Buffalo), chairman of the Assembly Governmental Employees Committee, is sponsoring the bill in that house. It will be Bill No. A11498.

The bill would provide binding arbitration as the last step in public employee contract disputes, instead of the current provision for a legislative hearing in which the employees must ask for a raise from the same group they had been bargaining against all along.

CSEA state programs admin-

istrator Bernard J. Ryan said that the bill would force both sides to be more realistic in negotiations, since the arbitrator would have to choose between either the unions' last offer or the employer's last offer on a contract.

"This, in turn, will serve to make the negotiations process shorter and also help to reduce the possibility of strikes by public employees," he said.

The bill was sponsored in the Senate by Richard E. Schermerhorn (R-C, Orange, Rockland, Ulster). In the Senate, its number is S8200.

"I cannot stress strongly enough how important it is for every CSEA member to write to his senator and assemblyman in support of the Last-Offer-Binding-Arbitration Bill," Mr. Ryan said. "Every public employee in the state would benefit by its passage and, indirectly, all citizens as well."

"It's great to have the chairman of the powerful Assembly Governmental Employees Committee as the sponsor of this bill. All state employees can be grateful for his efforts on their behalf."



PASSES GAVEL — Edward H. Roberts, right, newly elected as president of Civil Service Employees Assn. chapter 405 at Craig Developmental Center in Sonyea, receives congratulations from his predecessor, Charles Peritore. As symbol of his authority, Mr. Roberts was presented with gavel. Although Mr. Peritore had relinquished the position, due to job "conflict of interest," he continues as a CSEA statewide director, representing Mental Hygiene employees for the union's Western Region VI.

SUC At Buffalo Chapter Chief Accuses The State Of Neglecting Economies

BUFFALO — Responding to student demonstrations against the state's cutbacks in education, the president of the Civil Service Employees Assn. chapter at the State University College of New York at Buffalo has charged the state ignored CSEA suggestions for saving money.

"We have proposed alternatives to the state, but they have ignored them," said Barbara Chapman. "CSEA is opposed to state budget cutbacks because they are cutbacks of jobs and vital services," added the chapter president.

She said instead of adopting CSEA proposals, state officials "chose the traditional tax-or-cut routes, which don't solve anything."

"CSEA proposed that increasing the tax audits by a mere 7 percent would produce \$650 million without raising taxes or cutting jobs and services," she explained, "but the politicians have ignored this suggestion even though our highly respected state Comptroller confirms our figures in his reports."

Ms. Chapman also noted that state officials cut back \$1.5 million sought for auditors in the nursing home investigation, even though State Special Prosecutor Charles J. Hynes has shown the state has been overcharged by nursing home operators.

"They throw away money they've got coming back but cut back student health services, for example," added Ms. Chapman, a nurse at BSUC's health center.

Ms. Chapman also pointed out

that cutting back state workers also cuts back jobs in the private sector.

She said the president of a contractors' association complained "just the other day that the state is saving \$400,000 in salaries but risks the loss of \$328 million in federal aid for sewage projects."

"Other contractors and construction workers," she added, "also will lose jobs based on state engineer and transportation cuts, cuts that are all needless and senseless in view of CSEA's proposals."

Onondaga To Hold Dinner Installation

SYRACUSE — The Onondaga County chapter, Civil Service Employees Assn., will install its new officers at a dinner Friday evening, April 23.

President Andrew H. Placito Sr. said the dinner will be held at the Liverpool Golf and Country Club, Tulip Street, Liverpool. The buffet will be served at 7:30 p.m. Reservations may be obtained by contacting Martha LeRoy, 101 Woodbine Ave., Syracuse, N.Y. The telephone number is (315) 437-4891. Reservations should be made by April 19.

A Time Clock Grievance Is Filled In Schenectady

SCHENECTADY—An improper practice charge, involving the installation of employee time clocks in the Schenectady City Hall, has been filed with the Public Employment Relations Board by the Civil Service Employees Assn.

The devices were installed under the orders of City Manager Peter Caputo. Schenectady City CSEA unit president Lee Lawrence said Mr. Caputo failed to meet with union officials far enough in advance to announce

plans to install the clocks. Mr. Lawrence also said Mr. Caputo neglected to issue the required official seven-day notice that the clocks would be installed under terms of the CSEA-Schenectady pact.

"We view this as being a change in working conditions not covered by our contract," Mr. Lawrence said, adding that the order appears discriminatory since it requires only city hall workers to punch in and out.

The unit represents about 135 employees in the Schenectady City Hall. Mr. Lawrence said he expects PERB to name a mediator in the dispute.

Hearing Needed In Welfare Cut

People on welfare can't be cut off without a hearing. However, people on disability who receive Social Security payments because of their disability, can be cut off without a hearing, according to a recent court decision. The court felt there were other safeguards for the disabled. However, there usually is a hearing on the subject after payments are ended and there can be a court review and retroactive repayment.

State Sets Five Promos

ALBANY—The State Department of Civil Service is accepting applications until April 12 for promotional exams of engineering technician, section maintenance supervisor, general parkway foreman, director of the division of supervision education of handicapped children and supervisor of humanities and performing arts education. Tests for all posts will be held in May.

Employees of the Environmental Conservation Department with a year's experience in an engineering or drafting position allocated to G-11 or higher may apply for principal engineering technician (conservation), exam 35-921 or principal engineering technician (stream improvement), exam 35-923. Former engineers or draftsmen on a preferred list may also apply.

For section maintenance supervisor, exam 35-940, candidates must be a section maintenance foreman or bridge maintenance

foreman with the State Thruway Authority for at least one year. The written test will cover areas such as equipment and materials used for reconstruction, supervision and scheduling work.

A year's experience as a parkway foreman in the East Hudson Parkway Authority will qualify applicants for general parkway foreman, exam 35-939. Vacancies exist in Pleasantville and one is anticipated in Carmel.

Employees of the Education Department with a year's experience as bureau chief with the Office for Education of Children with Handicapping Conditions, may apply for director, division supervision education of handicapped children, exam 39-135. Candidates will be rated on the basis of an oral exam.

For supervisor of humanities and performing arts education, exam 239-136, applicants must be Education Department employees with a year's service as associate in performing arts education or

associate in music education.

Applications and information are available at department personnel or business offices, or from the State Department of Civil Service: State Office Building Campus, Albany; Two World Trade Center, Manhattan; or Suite 750; 1 West Genesee St., Buffalo.

New Fire Chiefs

The NYC Fire Department last week promoted the following captains to battalion chief:

Richard A. Waligovska, Harry C. Norum, Philip Mahnken, George J. Bennett, Joseph L. Colasurdo and Eugene Docktor, Jr.

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GOVERNOR'S PLAQUE — Lt. Gov. Mary Anne Krupsak presents the Governor's Plaque to Motor Vehicles Commissioner James Melton, right, whose agency had the best record in the State Employee Suggestion Program in fiscal 1974-75. Assisting in the presentation is Victor S. Bahou, president of the State Civil Service Commission, which approves suggestion awards. The plaque honors Department of Motor Vehicles employees for suggestions that resulted in first-year savings to the state of \$19,000. New York's is the oldest state employee suggestion program in the nation. Nearly 300 state workers submitted suggestions that were approved last year, and their ideas saved more than \$1 million.

Suffolk Lifeguards

HAUPPAUGE — The first pool and stillwater lifeguard performance exam of the year in Suffolk County will be held Friday, April 9, at Connetquot High School Pool, Bohemia, N.Y. The test will begin at 7 p.m., with a demonstration clinic scheduled prior to the exam.

To be eligible, candidates must be 16 years old and show proof of age by presenting a birth or baptismal certificate. Fully completed applications must be presented at the time of examination. Further information may be obtained from the Suffolk County Department of Civil Service, H. Lee Dennison Executive Office Building, Veteran's Memorial Highway, Hauppauge.

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RETIREMENT NEWS & FACTS

By A. L. PETERS

NYC \$ Respite

Increased funding of the municipal pension systems won't have to be made by the city right away in spite of the expected report that an additional \$200-million a year is necessary to keep the pension system properly financed. Part of the solution lies in the normal two-year administrative lag in changing pension fund factors. Additional payments from city employees due to the elimination of the "increased take-home pay provision" is another factor. The big crunch for the city will come in 1977-1978. Losses due to the sale of securities in order to purchase city bonds will be offset by higher interest payments on the city bonds. The city now contributes \$1 billion a year to the systems which have assets of \$8.6-billion. An additional \$1.2-billion based on old actuarial assumptions, has been budgeted for this year. If the report of the study requires the city to add to its contributions in order to bring the funds closer to an actuarial reality, it would probably increase budget cutting as well as affecting the city's cash flow.

growths of the Housing Finance Agency. They borrow money over a state's "moral obligation" to repay. This is a difficult stance to take in today's money market.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

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

(Continued from last week)

Edwards, Susan B	So Beach
Ellerbrook, Harry J	Staten Island
Every, Alvin J	Binghamton
Fanizzi, Henrietta	San Francisco
Fell, Edward B	Middleport
Ferguson, Donald E	Auburn
Fitzpatrick, Kathryn	Huntington
Fiumefreddo, Patrick J	New York
Franco, Peter R	Watervliet
Fuller, Maxine Y	New Rochelle
Gallery, Marie M	Snyder
Gaughran, Barbara	Yonkers
Gay, Helen	Central Islip
Genberg, Waldemar	Beacon
Ghezzi, Sharon E	Fayetteville
Gilham, Alice H	New York
Gladney, Leda	New York
Glick, Maida R	Nanuet
Gollinger, Delbert	Aurora
Goodwin, Otto W	Almond
Gordan, Ella M	New York
Gould, Edward N	Binghamton
Griffiths, David B	Amsterdam
Guerin, James J	New York
Halperin, David A	Brooklyn
Hanlon, James H	Albany
Hardy, Jay L	Tampa, Fla.
Hartman, Henry W	Rotterdam Jct.
Hayward, Marion	Rochester
Hefferman, Mary J	Eggertsville
Hestres, Alice	So Ozone Pk
Heusinger, Carole L	Hoboken, NJ
Hook, William	Brooklyn
Hulbert, Elmer T	Denver, Colo.
Huntz, Joseph M	Clarence
Jegade, Geraldine	New York
Johnston, Donald	Fairport
Jones, Wendall N	Hornell
Jordon, William	Syracuse
Kacko, Kathleen A	Buffalo
Kapen, Sheldon	Kingston
Kasaltis, Danute	Brooklyn
Keegan, Mary	New York

(To Be Continued)

A Guide to 2500 "participating employers" in the three State retirement funds is being distributed by State Comptroller Arthur Levitt. It deals with procedural matters, benefits, costs, policies and informational mailings.

Once again, retirement funds have rescued a New York agency from default. The New York State Teachers Retirement System has purchased \$418 million to provide a market for funds for state construction agencies—the Housing Finance Agency, the Dormitory Authority, the Medical Care Facilities Finance Agency, and the Environmental Facilities Corporation. They are all out-

What's Your Opinion

By ALAN BERNSTEIN

QUESTION

Do you think CSEA's state division chapters or county division chapters face more difficulties in serving their members?

THE PLACE

Civil Service Employees Association Delegates Meeting, Kiamesha Lake

OPINIONS

Dominic Filippone, Rockland Community College:



"I am afraid at this time that we have difficulties both with the state Governor and with the legislature in the counties. Neither one of them want to budge. The only way we can overcome this is by combining our forces, both state and local. Without this combination the entire CSEA membership is going to look silly. They do have to unite in order to show their strength and to get whatever they want. To serve members adequately, both state and county divisions will have to become closer together."

Edward Spencer, Downstate Medical Center:



"All the divisions at the present time are having problems in serving their members. No one unit can be singled out because there are too many problems. The main one is that the union is not negotiating in the right manner and that encompasses both divisions. I think that it should be a little more partial in the negotiations because the negotiations that are now taking place are not for the benefit of public employees at all. It is all one sided and that must be corrected if CSEA wants to serve its members."

Beth Stover, Binghamton Psychiatric Center:



"The state division chapters, definitely have plenty of problems in serving their members. Much more than those in the county division. In reality, the state members don't get represented properly through their units. The union leaders keep specifying units, but they don't break it down into units when it comes down to voting. This must be done. For example, if there are 500 people in the Institutional Unit, there should be a vote for each of those people. Right now the union hierarchy is allowing votes only per chapter rather than per Unit, which is all wrong."

Kathleen Hunt, Niagara County Clerk's Office:



"I believe more difficulties are presently found in the state division of CSEA. There are more issues that presently only deal with state employees and so that division has to work harder to serve all their members. The county employees deal with individual county legislatures or executives and seem to be closer, while the Association's state division must inform and serve members all throughout New York State and may have a harder time contacting everyone."

Lawrence Rowland, Greenwich Central School District:



"I believe the state has more problems in serving their members. They are a larger body and they have to deal with the Governor and the legislative body, whereas in the county, we more or less can solve our own problems among ourselves. Even though state workers are spread out geographically and face certain problems in that manner, the county members face similar problems contacting their members and serving them, even though they are a smaller unit and more closely knit."

George Orton, State Parks and Recreation Department:



"I believe the state chapters have more difficulties serving their membership, mainly, because we have no real bargaining power with our units unless it's done at the very high level. The county people, at least, can do some bargaining on a local level where we're very limited on what we can do. The county, also on the plus side, has binding arbitration working for them, where we state division members don't even have that. We have to take whatever the state legislators decide they want to give us."



OFF AND RUNNING — Assembly candidate Willie Raye, center, gets best wishes from two top union officials who are proven election winners. Mr. Raye, who is seeking the nomination for the 70th Assembly District in upper Manhattan, gets some friendly advice from five-time Civil Service Employees Assn. president Theodore C. Wenzl, left, and three-time CSEA New York City Region II president Solomon Bendet. Mr. Raye is a delegate for CSEA's New York City chapter 010.

Questions & Answers

Q—I am 20 years of age and the surviving son of a deceased veteran who died of a service-connected disability. I received dependency and indemnity compensation after age 18 while attending college until I married. I am now divorced. Since I am still attending school, can these benefits be resumed?

A—Since Jan. 1, 1975, benefits may be restored if the marriage is terminated because of death or divorce. The benefit may be paid between ages 18 and 23 while enrolled in a VA-approved school.

Q—If a disabled veteran enrolls in VA vocational rehabilitation and receives a monthly subsistence allowance, may he also continue to draw his VA disability compensation, including the additional allowance for dependents?

A—Yes. Both subsistence and compensation, including amounts for dependents, may be received at the same time.

Q—Can the nine months educational extension under the GI

Bill be used for a master's degree?

A—No. The veteran must be enrolled in a standard undergraduate college or first professional degree program at the time his original entitlement is exhausted.

Q—Does the VA education loan program apply to persons eligible for VA dependents' educational assistance?

A—Yes. Eligible dependents and veterans may borrow up to \$600 per academic year to pursue a course leading to a standard college degree, or if enrolled in a course leading to a professional or vocational objective which requires at least six months to complete. The interest-bearing loan is based upon financial need and is available only to those who are unable to obtain a student loan under the Higher Education Act of 1965.

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FRIDAY, APRIL 9, 1976



County Crises

AFTER generations of peace between the counties and their employees, the spectre of strike as the ultimate weapon has raised its head twice in the last year.

The much-publicized Dutchess County strike last year was held because the legislature there had been refusing to approve the agreement that its own negotiators had signed.

The situation this spring in Orange County came about when the Legislature moved to reduce the increments in violation of the existing contract.

Strikes were narrowly averted in Putnam County and in the Yonkers School District of Westchester County last fall. In fact, the Putnam dispute is now in the courts, although it had seemed to be resolved at one time.

Currently there are rumblings in Rockland County and in Chautauqua County. The Chautauqua situation is similar to the one that erupted in Dutchess, in that the Legislature there has been refusing to ratify an agreement that had been negotiated by county bargainers.

The situation in Nassau County, most populous in the state, is rapidly reaching crisis as the County Executive there is threatening layoffs unless additional taxing power is granted.

As the State, weakened by its efforts to bolster New York City and Yonkers from fiscal collapse, faced its own financing problems—particularly affecting certain authorities, it, in turn, moved to reduce aid to local government entities.

The result has been that the State, in its struggle to preserve what is left of its own credit rating, has passed along the problem to local government.

Maybe the greatest value of the Orange strike will be in calling attention to the serious economic crises that are undoubtedly looming for local governments, so that efforts can be made now to avoid the ultimate confrontations that will arise if contracts are broken.

State Contract

THE surprisingly large margin in favor of ratification of the four Bargaining Unit contracts by rank-and-file members of the Civil Service Employees Assn. once again reaffirms the stability and dedication of our state work force.

Sometimes, when we hear the cheap potshots taken by certain politicians and news media at civil servants, we wonder how public employees can keep their cool in a crisis situation.

We particularly remember last year, when strike fever was rampant and state workers were incensed by the Administration refusal to grant a salary hike. Yet, a conversation with one Civil Service Employees Assn. member (active in the union but not in a top leadership position) reminded us that the union had to be concerned with preserving the jobs of as many of its members as it could . . . even if it meant sacrificing a deserved wage increase.

CSEA president Theodore C. Wenzl summed up the situation well this year, we think, in his reaction to the contract approval by the membership.

Dr. Wenzl noted that the ratification will mean that more people will be able to retain their jobs and thus be around to share in the salary improvements that will be negotiated for next year and in the future.

We think the ratification is a commendable example of concern for the welfare of fellow human beings and fellow civil servants at all levels throughout the state.

Don't Repeat This!

(Continued from Page 1)

that is likely to go down in history as the most difficult and frustrating legislative session. Senator Ohrenstein has demonstrated an instinctive ability to handle his delegation in the Senate with skill and with tact.

From a personality point of view, Senator Ohrenstein is much different from his predecessor, Senator Joseph Zaretzki. He has nonetheless earned the same regard and affection that Senators always held for Senator Zaretzki.

Series Of Crises

Like his predecessor, Senator Ohrenstein is known as a dedicated legislator, a keen student of the legislative process, and always informed and prepared to debate fully and sharply all matters on the legislative calendar.

The period of the Senator's leadership has been characterized by a series of crises, which were and remain unprecedented in the state's history, ranging from the near defaults by the City of New York and by Yonkers, to financial adversity afflicting a group of state agencies, to the serious problems now confronting the state in marketing its own bonds.

In the face of serious political implications involved in all efforts made by the Legislature to avert disaster, Senator Ohrenstein has maintained cordial relations with Senate Majority Leader Warren M. Anderson and with the Republican members of the Senate.

There may be good reason for his ability to keep his cool in the course of hot political wars. From a political point of view, Ohrenstein is a product of the volatile reform movement of Manhattan's west side. It is a tribute to his sure-footed political instincts that he has managed to survive the endless warfare within the west side reform movement since 1960 when he first was elected to the Senate.

Relatively Peaceful

Compared to west side politics, the Minority Leadership of the Senate is a relatively peaceful operation. The members of the Democratic delegation feel relatively secure in their ability to win primaries and win elections, although many have in past years faced their constituents without success. By the same token, many Republican Senators feel similar security in their offices, so that realistic accommodation among differing views in that body can be achieved.

Putting it another way, Ohrenstein's job as Senate Minority Leader may be a little bit simpler than the job being adroitly handled by Assembly Minority Leader Perry B. Duryea, Jr. Not

(Continued on Page 10)



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.

Two CSEA Decisions

The right of a probationary employee to a hearing prior to dismissal has been extended by a decision of the Appellate Division, Second Department, rendered last year after a strike. The case arose when an employee commenced an Article 78 proceeding in which he sought a hearing because of his dismissal from employment for insubordination. The employee was serving a probationary period pursuant to the Civil Service Law, which provides that after it has been determined that an employee engaged in a strike, he is placed on a probationary status.

THE PETITIONER contended that due process entitled him to a hearing because of the allegation of insubordination. The petitioner relied upon decisions of the United States Supreme Court in arguing that he was deprived of liberty or property without due process. The insubordination, the court held, is a charge which carries sufficient stigma to affect rights, liberty and property, and therefore, that as to the charge of insubordination, the probationary employee was entitled to a hearing. In the Matter of CSEA v. Wallach, 369 N.Y.S. 2d 510.

A RECENT DECISION of the Nassau County Supreme Court rendered after trial held that where a collective agreement called for a cost-of-living increase during the second year of a two-year contract, the fact that it was higher than the general 5.5 percent Pay Board guidelines did not excuse the public employer from making the payment. In this case, the cost-of-living rose 9.7 percent from December 1972 to December 1973, and the employees were to receive a 9.7 percent increase to their base rate on Jan. 1, 1974. The public employer unilaterally gave a 7 percent increase and alleged in defense of the lawsuit that it gave the additional 2.7 percent in certain unspecified fringe benefits. The public employer also argued that it was illegal for it to pay the 9.7 percent because the Pay Board regulations said that it should not grant any wage increase which was unreasonably inconsistent with the objectives of the Wage Stabilization Program.

THE COURT found that the Pay Board had never disapproved or passed upon the adequacy of the 9.7 percent raise, and further, that the Pay Board went out of existence on April 30, 1974. The court held that the employees were entitled to have the additional 2.7 percent added to the 7 percent increase which was granted on Jan. 1, 1974 and directed the parties to arrive at the proper amounts to be paid to the employees involved. Nassau chapter, CSEA v. Hoffman (Sanitary District No. 2, Town of Hempstead), Nassau County Supreme Court, March 25, 1976.

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Date Change

Beginning with this issue, The Civil Service Leader will bear the date of the Friday in the week in which it appears. It formerly bore the date of the Tuesday of the week. It will continue to be published once weekly and mailed to subscribers on Tuesdays, as now. The dating change follows the generally accepted procedure of postdating used by most weekly publications.

LETTERS TO THE EDITOR

Restore Cuts

Editor, The Leader:

I am a native of the City of New York and I am totally in favor of a referendum for the restoration of laid-off police officers and firemen.

With the Democratic Convention here in July, police officers will be assigned to extra duties, plus duties at the beaches and other summer events. The general public (the working class who are paying their taxes) is once again the scapegoat. Frankly, I am a little tired of being pushed down at the bottom of the barrel.

We, the concerned citizens of New York want the re-appointment of laid-off police officers

and firemen even before this referendum takes place in November.

The people of New York have had it!

Rose Del Gardo
Bronx

Babylon Issue

Editor, The Leader:

I was very upset upon reading about the uncertified personnel in Babylon Town. Approximately 180 employees have not qualified, according to the article. Republican town board members introduced and passed a resolution to urge state legislators to put through special legislation that would legalize the uncertified status of town employees who had

been in their jobs at least a year.

I object strongly to this resolution. I am a former civil service employee, having twice taken and passed tests for both jobs I held—first in Ithaca as a stenographer in the Health Department and then, after leaving for a period of time and taking another job, I had to qualify by taking a civil service exam again.

I feel, as do other employees who have taken these exams, that if a job is civil service, it should be filled by a person who has passed a civil service examination.

Some exams are held frequently and results are put on a list. I am sure that there are a lot of qualified applicants whose

names are on these lists and who have been told: "There is no opening at the present time."

I am a former president of a Civil Service Employees Assn. chapter in Ithaca and we fought to right these wrongs. No legislation should be pushed through to put an unqualified person into a job no matter how long he has served in the job. I am sure other civil service employees would agree.

Mary Anne Greenauer
Deltona, Fla.

The Laid-Off

Editor, The Leader:

Whatever the outcome of the negotiations which are presently being conducted, it is hoped that laid-off workers will not be forgotten. The personnel who have not been laid off could not pos-

sibly perform the services which were being performed by the work force at its peak last year, before layoffs began.

Speaking as a laid-off state worker, it has been extremely difficult to obtain employment because of the many layoffs in private industry. At times it seems as if prospective employers are plotting to further humiliate the state worker by refusing him employment. This is no doubt not true but it is a feeling one gets after being out of work for many months.

Receiving the Civil Service Leader each week is one indication that the union has not forgotten. It would be a wonderful thing to read a headline stating that negotiations have achieved complete rehiring of those laid off in lieu of pay raises or further benefits for those already working. In addition, it would be good to read a headline stating that the highly paid and/or no-show jobs have been reduced in order to rehire the lower paid workers.

Richard W. Fletcher
Williamson

Likes Bauch

(Editor's Note: The following letter was written to Leader columnist Herbert Bauch and a copy provided the Leader.)

For sometime now I have been reading your column and I just want to say thank God there is still someone who is not afraid to speak the truth and stand up for city workers.

I myself am a New York City police officer who was laid off last July and reading your column every week kind of keeps me going and gives me the hope that someone still cares.

Can you tell me why city workers, not only just police and firemen, can only collect unemployment insurance for 39 weeks? Other people collect it for 65 weeks. It seems funny to me that the people who worked to make this city what it is must be cut off at the ankles and left to fare for themselves when they have spent so many years serving other people.

I would like to ask Mayor Beame how he would feel if one day he had a job that was meaningful and the next day he finds himself a gas station or washroom attendant. If he could answer that, he would know how many laid-off city workers feel these days.

Michael A. Giordano
Whitestone

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CSEA CONVENTION REPORTS, PHOTOS

Memorial Plaque Report

The special memorial plaque committee report was submitted by chairman Raymond Castle, retired, with committee members William McGowan, Richard Cleary, Joseph McDermott, James Lennon, Solomon Bendet and Irving Flaumenbaum.

The John M. Harris Memorial Plaque is to commemorate the names of those who have rendered outstanding service to the Association. It is recognized that throughout the years thousands of members have rendered very valuable service and made substantial sacrifices to advance good government and employee welfare, and all suggested names to be inscribed on the Memorial Plaque shall be limited to deceased members of the Association who during their lifetime have rendered outstanding benefit or services to their chapter, their regions and to the State Association, and will usually have resulted in efforts which were far "beyond the call of duty." There is no time limit on the outstanding service that may have been rendered.

Serious responsibility rests upon the Plaque Committee, the Board of Directors and the Delegates to assure that the Memorial Plaque serves the fine purpose for which it was created. Nominations for inclusion on the Plaque may be presented by any of the Association members through his or her chapter, after an interval of at least six months following death of the nominee. The chapter shall submit such recommendation to its regional president. Each nomination must be submitted on a regular application form for the purpose supplied by the Association upon request, on which shall be set forth supporting data, giving detailed accomplishments of the deceased member. All such nominations are then referred to the Memorial Plaque Committee for review of the facts relating to the services rendered.

Down through the years, succeeding Memorial Plaque Committees have seriously considered all nominations so it maintains the high standard and fine recognition that the Plaque represents.

Name plates are now being made to add to the Plaque the names of John Cromie, former President of CSEA; Ivan S. Flood, former representative of Westchester County on the County Executive Committee and Board of Directors for twenty years; and Fannie Smith, a founder and president of the Jefferson County Chapter. The addition of these names to the Plaque was approved at prior delegate meetings, but due to a failure on the part of the supplier of the name plates, delivery was delayed and we will receive them within a few days. When

they are placed on the Plaque, our Committee will arrange brief appropriate ceremonies at Albany Headquarters, possibly on the day of the April Board meeting, to unveil the Plaque with the new names thereon.

Our committee now recommends that the name of Abraham A. Kranker, who served on our State Executive Committee and Board of Directors for many years and served arduously as Chairman of our Legal Committee for several years, be placed on the Memorial Plaque. His work was well recognized by our members on the Board and our chapter leaders.

Our Committee does not now have before it any additional recommendations for placement of additional names on the Memorial Plaque, but I assume that nominations for placement of names on the Plaque will continue to be made on forms supplied for such purpose by CSEA Headquarters, and that such forms will be filed with the chapter which will furnish its recommendations to its regional president and the region will, in turn, forward their recommendations to CSEA Albany Headquarters so that such recommendations will be furnished to our Committee for its review and recommendations to a future delegate meeting.

Standing Grievance Committee Report

The standing grievance committee report was submitted by chairman Albert Varacchi, of SUNY at Stony Brook, with committee members Abraham Libow, Peter SeJan, George Fassel, Kaye Yuschak, Jimmy Gamble, Marie Romanelli, Phillip Caruso and Gerard Seeley.

Our Committee met recently on January 30 and February 18, 1976. We considered and discussed for several hours at each meeting the needs of CSEA members for adequate grievance procedures.

As a result of our deliberations, our Committee makes the following recommendations:

1. That our Education Committee and Education Director establish a training program at regional and chapter levels to train members on the contents of grievance procedures and how to use same efficiently.

2. That every chapter and unit establish a grievance committee and charge it with responsibility of seeing to it that copies of grievance procedures available to members are printed and distributed to the members and that at chapter level, members are trained on the use of their grievance procedures and are given help in the processing of their grievances.



Two newest Civil Service Employees Assn. directors, Nancy Roark (Chemung County) and Clayre Lammari (Schuyler County), listen attentively during general business meeting.

3. That each region of CSEA establish a grievance committee and charge it with the responsibility of encouraging all chapters and units within the region to have active grievance committees carrying through on the recommendations contained in the foregoing paragraph.

4. That chapters and units urge members to use the grievance procedures available when they have a grievance of substance, as failure to do so is not in the best interests of the entire employee body.

5. That our staff Research Department make a study to determine if there are any groups of local government employees that CSEA represents who do not have adequate grievance procedures established for their use and report to the State Grievance Committee for attention.

6. That regions, chapters, units and staff do everything possible to assure that the language in grievance procedures available to members is simple to understand so that an aggrieved employee will not have difficulty in using the grievance procedures available to him or her.

7. That through negotiations and otherwise, CSEA seek binding arbitration as

the final step in grievance procedures, established for the use of our members.

8. That each grievance procedure contain a clause which provides for continuance of the grievance procedure in effect until a new contract may be put into effect so that there are not any cases where delay in renewing work contracts affects availability of grievance procedures.

9. Our Committee recommends the following with reference to grievance procedures negotiated for our members covered under the Statewide negotiations for the Operational Unit, Administrative Unit, PS&T Unit and the Institutional Unit:

- a. The Hearing Officer should hear a grievance within thirty (30) days after the third step decision and provide a decision within thirty days.

- b. As to contract grievances, the fourth step appeal should be extended to twenty (20) days with the grievance presented directly to the arbitrator for the arbitrator to make the decision.

10. Hearings held with reference to disciplinary procedures should be held on consecutive days.



Administrative Services Bargaining Unit negotiations chairman Thomas McDonough, far right, explains contract terms to delegates, who voted to recommend that it be put to vote of general membership. Institutional Services delegates also voted to recommend; Operation Services did not go on record, and PST voted against.



Helen Gennaro, delegate from Willowbrook Developmental Center chapter 429, looks a bit dubious as she listens to Ted Brooks, of Syracuse Developmental Center chapter 424 and second vice-president of the Mental Hygiene Employees Assn.

CSEA CONVENTION REPORTS, PHOTOS



At meeting of non-teaching school employees, committee members exchange views with delegates. From left are committee chairman Edward Perrott, of Nassau Educational chapter 865; staff coordinator Danny Jinks, and committee member Neil Gruppo, of Niagara County chapter 832.

Special Auditing Report

The special auditing committee report was submitted by chairman Louie Sunderhaft, of Oneida County, with committee members Thomas Corridan, Millicent DeRosa, Harold Goldberg, George Harrington, Fred Huber, Arthur Johnson, Richard Marley, Gerald Toomey and Millie Vassallo.

Our Committee, which is a pleasant mix of veteran members and new appointees, has met periodically to discharge its responsibility for the continuing review of fiscal affairs, including verification of the adherence to the established policies, practices and procedures for the processing of Association expenditures.

We concentrated our efforts in the review of county negotiating expenses to assure that newly established board directives regarding the reimbursement of expenses were being implemented.

The Committee also reviewed the management letter of the independent auditing firm retained by the Association for the annual review of the books and records. We determined that observations, comments, and suggestions made by the auditors were being considered, and changes in procedures being made where necessary. Their letter reported that "... substantial improvement was noted in the performance of the recordkeeping functions and that supporting schedules and other documentation have been currently and accurately maintained by your accounting personnel." Our Committee will strive to insure that such improvements are continued.

Your chairman wishes to express appreciation for the guidance and counsel provided by treasurer Gallagher and his staff, and the dedication to duty by the members of the committee.

Non-Teaching School Employees

The statewide non-teaching school employees committee report was submitted by chairman Edward Perrott, of Nassau Educational Employees, with vice-chairman Salvatore Mogavero, of Erie Educational Employees, and committee members Jacob Banek, Charles Luch, Howard Cropsey, Les Banks, Hugh Crapser, Irene Izzo, David Silberman, Neil Gruppo and Vincent DiBrienza. CSEA collective bargaining specialist Danny Jinks is committee coordinator.

Since our last report to the delegates in October of 1975, the Statewide Non-Teaching School Employees Committee has been working diligently to complete its series of two-day meetings with non-teaching employees throughout the State. This task has now been completed, and the committee will be writing a detailed report on its discoveries very soon. Since the report will not be ready for this Delegates' Meeting, the committee would like to share with you a brief summary of events and common concerns of non-teaching employees throughout the State.

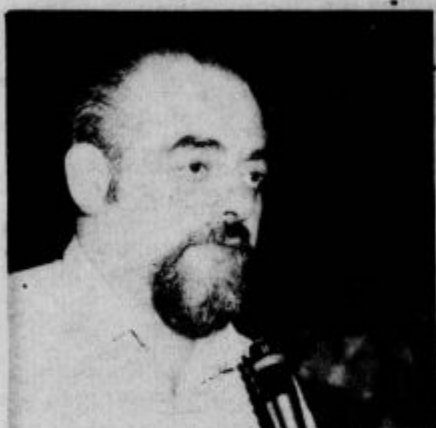
As it traveled to different parts of the State, the committee found excellent cooperation as well as enthusiasm from non-teaching employees who attended the meetings. These employees were very frank about their problems and were quite anxious to share them with the committee, in the hope of gaining solutions to them. Furthermore, many non-teaching employees had questions concerning programs of CSEA for non-instructional employees, questions on federal law affecting non-instructional employees as well as questions on negotiations, grievance procedures and other matters of interest to them.

A concern which received much attention at all of the meetings was CSEA's legislative program. It was felt that a part of that legislative program should be specifically addressed to the needs of non-teaching employees. Two major objectives of such legislative program should be to protect and guarantee the salaries of all non-teaching employees and to insure the existence of cafeterias run by staff hired and paid by the school district. Other common concerns were political action on a local basis, understanding of complicated federal programs and state laws affecting non-teaching employees, contracting of services in school districts and more complete analyses of benefits and wages for use in negotiations as well as the writing of language that provides the true intent of agreed items and prevents extensive interpretation.

The committee feels that the meetings it has held throughout the State has pro-

vided the following benefits: (1) a means of discovering many common concerns of non-teaching employees in the different regions, (2) a forum for non-teaching employees to express themselves. These meetings furthermore have allowed a line of communication to begin developing among non-teaching employees throughout the State, has shown non-teaching employees throughout the State that the parent organization is concerned with their problems and needs, has provided a means for the committee to aid employees in school districts in solving their problems and finally has provided the committee with the direction necessary for it to develop meaningful programs for non-teaching employees.

The committee will now set to work completing the task of writing its report with the hope that it will provide an awareness to all who read it of the problems facing non-teaching employees in the State. It pledges to help non-teaching employees in all parts of the State in solving their problems with the hope of building an even stronger contingent of membership among employees in school districts.



Seymour Shapiro, financial secretary of New York City chapter 010, raises question about figures used to substantiate need for dues increase.



CSEA statewide secretary Dorothy MacTavish concentrates as she records one of many motions made during course of business session.



With 1,300 delegates registering on first day, there was opportunity for delegates to get acquainted as they waited for their rooms to be made ready. Getting to know each other, from opposite areas of the state, are, from left, Diane Gamble, of Erie chapter; Dorothy Miller, and Rosalind Edwards, both of Manhattan Children's Psychiatric Center chapter 413.

Work Performance Ratings And Examinations Report

The work performance ratings and examinations committee report was submitted by chairman Samuel Grossfield, of Rochester chapter.

Due to the challenge in the Professional, Scientific and Technical Unit, President Theodore C. Wenzl notified me that he would postpone naming the members of this Committee until after the balloting. As soon as the members are selected, we shall schedule meetings once again with the Department of Civil Service.

In the meantime, may I remind the Delegates to assist their chapter members with appeals on unsatisfactory rat-

ings and to let me know personally if I can help. A new area that needs particular attention is the ratings on intradepartmental promotions. Although, technically, these are considered "probationers" who have no right of appeal. I would like to see what I can do to intervene in their behalf.

I would also like to know whether stenographer and typist examinations are satisfactory, and if not, why not. Ditto for all other examinations.

In conclusion, I hope this Committee will be reconstituted soon so we can once again serve the membership in this vital area.



Millicent DeRosa, delegate from Putnam County chapter 840, studies one of the reports that were submitted for delegates' approval.

Levitt Reports Disbursements

ALBANY — State Comptroller Arthur Levitt announced the distribution of \$87,040,449.49 for April, 1976, to 57 Social Service Districts in the state.

These monies represent approximately 90 percent of the federal and state share of the anticipated welfare expenditures for the period April 1-April 15, as well as a settlement of federal claims for the month of December 1975. The federal share

amounts to \$53,233,787.87. A payment will be made to New York City on April 15 for anticipated expenditures for the last half of April. Federal regulations require semi-monthly payments to New York City.

Someone Needs YOU!
A young woman awaiting open heart surgery.
A child with Leukemia.
Make a miracle.
Give blood soon.

Don't Repeat This!

(Continued from Page 6)

only is the Assembly delegation a much larger body, but the number of marginal seats in that chamber far exceed in proportion the number of marginal districts in the Senate. Under those circumstances, it is hardly surprising that the Assembly tends to be a more unruly body. That is not to say that conflagration is unknown in the more sedate and august Senate chamber.

Prior to his election as Minority Leader, Senator Ohrenstein has been primarily interested in legislation dealing with public health, housing, civil rights and higher education. Since then, the Senator has devoted most of his efforts toward steering bills through the Senate or alternatively trying to block their passage, depending upon the nature of the legislation.

No doubt Senator Ohrenstein will suffer through many more difficult hours and days before the legislative session comes to an end, and a fuller assessment of his accomplishments during his first term in a leadership role must await adjournment date. However, observers of the Albany scene do not doubt for a moment that his record will remain at its present high level.

Suffolk Plans Bicentennial Dinner-Dance

HAUPPAUGE — The Suffolk chapter, Civil Service Employees Assn., is planning a bicentennial party Friday, May 14, at the Colonie Hill catering complex. Tickets are \$19.76 each.

The social affair is the first dinner-dance held by the chapter, which has initiated an annual membership picnic as an informal summer social activity. The bicentennial event features cocktails, hors d'oeuvres, prime ribs dinner, refreshments at tables and dancing. Tickets may be secured from unit presidents.

The party is under the direction of a committee including Al Tasso, Barbara Rotuna, Bill Lewis, Al Stein, Dorothy Goetz, Ed Valder and Bob Maletta.



AN EDUCATION — Assemblyman Andrew Stein, left, listens as two Long Island Civil Service Employees Assn. leaders explain the problems faced by school district employees. The Manhattan Democrat talked with CSEA Nassau County Educational Employees chapter president Edward Perrott, center, and Frank Fasano following his speech to union delegates at their spring convention at Klamesha Lake last month.

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\$7.50 8:50 5:50 Fri. Evgs. at 8:00 P.M.
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	10.00	11.00	8.00	9.00
	9.00	10.00	7.00	8.00
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Need Therapist, Mechanic, Presser, Others

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

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 488-7330. For jobs outside of

New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor—Job Bank.

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

SPEAKER 1. Today's first opportunity is for an INHALA-

TION THERAPIST with a Manhattan hospital. Applicant must be a certified respiratory therapy technician or have completed a recognized course in the field. Some college training is also required for this job paying \$211 a week.

2. In Brooklyn, a knitting mill is trying to locate a **BOILERHOUSE MECHANIC** to maintain and repair a high pressure boiler using hand and power tools. Applicant must have class four license and at least five years experience. The pay is \$5 an hour.

3. Also in Brooklyn, they're looking for a **SIGN WRITER** to work with a brush making showcards and sign lettering. Will handle various sizes and styles. Must show portfolio. Applicant must have two to five years experience for this job paying \$150 a week.

4. A textile manufacturer in Manhattan needs a **BILLING MACHINE OPERATOR** with two to five years experience on an NCR 395. Salary \$175-200 a week plus good employee benefits.

5. There's also an opening today for a **HAND PRESSER** with a Bronx firm making blouses. One to two years experience is

required. The pay is \$100 a week.

6. Out in Queens, a manufacturer of aircraft parts is calling for a **TOOL GRINDER OPERATOR** with at least five years in the trade. Will set up and operate grinding machines, sharpen cutting tools, check specifications. The pay is \$6.50 an hour for a 40-hour week, plus overtime.

7. A Long Island employer is trying to locate a **COST ACCOUNTANT** who has experience in financial analysis or R&D and production programs. Will do job cost planning and control. An MBA degree would be an asset but is not essential. The salary is \$12,000-18,000 a year, depending on the applicant's experience.

8. Elsewhere on Long Island, a **VACUUM CLEANER REPAIRER** is wanted to work on vacuum cleaners and sewing machines. Applicant must have at least a year of experience in this line. It's a five-day week with Sundays and Mondays off, and the pay is \$160-200 a week.

9. Back in the City, a Manhattan wholesaler selling business forms is seeking a **SALES ASSOCIATE**. Applicant must have one to two years of recent outside selling experience in this line.

The employer is offering a salary of \$150-250 a week plus a three to 10 percent commission, all depending on the jobseeker's prior experience.

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Federal Job Calendar

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

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

Agriculture

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

Business

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

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

General

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

Medical

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

Military

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

Social And Education

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

Stenography And Typing

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

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State And County Eligible Lists

Five Nassau Jobs Open

EXAM 35-775
Test Held Oct. 4, 1975
List Est. March 22, 1976

1 Snider James R Olean	96.8
2 Sarbello W Schenectady	92.7
3 Vance Maynard H Stamford	86.5
4 Gotie Robert F Evans Mills	86.2
5 Brande Robert E Pt Jefferson	86.1
6 Lamendola J E Carthage	85.7
7 Will Gary B Lake Placid	85.6
8 Dukelow Ward J Homer	84.9
9 Ermer E M Allegany	84.6
10 Suring Lowell H Delmar	84.2
11 Fodge James A Bath	83.6
12 Reed Porter B Plattsburgh	83.1
13 Sauer Peggy R Voorheesville	82.7
14 McNulty Charles Glens Falls	82.7
15 Page John N Remsen	80.4
16 Stumvoll R D Warrenburg	80.3
17 O'Dell David E Rocky Pt	80.1
18 Rasmussen G P Westwood	77.6
19 Moser Jack D East Islip	74.7
20 Stiles Wesley B N Pitcher	72.1
21 Buffington B Watertown	71.9
22 Young Byron H Amagansett	71.6

EXAM 35-827
COMP CLAIMS AUDITOR
Test Held Oct. 4, 1975
List Est. March 16, 1976

1 Cleaver Donald Rochester	79.3
2 Legrand Vera M Bronx	77.0
3 Wilson Grace NYC	74.1

EXAM 39-117
SUPERVISING HEALTH SERVICES NURSE
List Est. March 16, 1976

1 Holliday Emily Ravena	100.7
2 Zenitz Joan M Albany	99.3
3 Mohammed Nullis Bronx	91.2
4 Holbrook Marion Albany	86.0
5 Barton G E Albany	83.5
6 Viscio Arlene L Delmar	83.5
7 Winslow Jane P North Troy	83.2
8 Bidell Julia P Delmar	82.4
9 Dunn Jacqueline Albany	81.7

10 Guard Betty M Delmar	80.5
11 Hrachian B A Latham	75.7
12 Marsh Doris Albany	71.7

EXAM 35-826
JR COMP CLAIMS AUDITOR
Test Held Oct. 4, 1975
List Est. March 6, 1976

1 Elderbrook P A Syracuse	85.7
2 Murray Donalee Syracuse	80.9
3 Richter Harry Little Neck	78.9
4 Andrews John V Queens Vill	76.5
5 Dinolfo Pennie Brockport	75.9
6 Belinfante A Bronx	74.0
7 McFadden L Staten Is	71.7
8 Terry Joseph Troy	71.6

EXAM 35-869
SR TYPIST
Test Held Nov. 1, 1975
List Est. Feb. 6, 1976

1 Caprario B A Staten Is	97.2
2 Bryant Marion Huntington	95.3
3 Dugliss Jeanne E Northport	92.9
4 Weiner Gilda N Babylon	91.4
5 Auriemma Helen Holtsville	91.2
6 Holzwarth Betty Bethpage	91.2
7 Doran Peggy J Lynbrook	90.6
8 Hinson Diana E Northport	89.7
9 Leonardi M C Kings Park	88.7
10 Wheeler Andrew NYC	88.6
11 Wisniewski K V Queens Vill	88.4
12 Dankner Nancy N Massapequa	88.4
13 Durney Diane E Stony Brook	88.2
14 Maschio Vilma R Bronx	88.0
15 Moody Barbara A Selden	87.8
16 Meyer Fannie Bronx	87.5
17 Gold Martin Bronx	87.3
18 McGarry Helen E Kings Park	87.3
19 Bertolino V Smithtown	87.2
20 Vinas Sheila L NYC	87.1
21 Lewin Fannie S Whitestone	86.9
22 Erhard Marion Deer Park	85.9
23 Bohlander E M Stony Point	85.6
24 Dwyer Marie A NYC	85.6
25 Camps Anne Corona	85.6
26 Consorte B L Pt Jeffersn St	85.6

27 Jones Eileen P Brooklyn	85.5
28 Margolis Allen Flushing	85.3
28A Devito Linda T Brooklyn	84.4
29 Johnson K A New Palz	84.2
30 Adams Maureen Woodhaven	84.2
31 Ferguson Marie Brooklyn	83.6
32 Spirou Helen E Kew Gardens	83.1
33 Jacobs Vera M S Ozone Pk	83.1
34 Sult Abeldardo Corona	83.1
35 Nagy Kathleen M Bay Shore	83.0
36 Gamble Judith A Uniondale	82.9
37 Reynolds J M E Setauket	82.8
38 Smith Martha J Patchogue	82.8
39 Fiore Karen E Mr Sinai	82.7
40 O'Dell Nancy E Stony Point	82.6
41 Sperling S Floral Pk	82.1
42 Laiterman R Bellerose	82.1
43 Merrill R A Brooklyn	81.8
44 Monahan Janet M Brooklyn	81.8
45 Seiner Terry Bayside	81.7
46 Wilson Jackie Brooklyn	81.6
47 Creutz Jeanne M Staten Is	81.6
48 Scaduto V Oakdale	81.4
49 Daly Virginia E Carle Pl	81.4
50 Christiano C Staten Is	81.3
51 Shapiro Irene Brooklyn	81.1
52 Roberts C J Bronx	81.0
53 Mtalock Allen P NYC	80.8
54 Silipo Marie L Plainview	80.7
55 Brennenman F M Syosset	80.4
56 Marthes Susan E Babylon	80.3
57 Woodard Elise Nesconset	80.3
58 Lindsay Violet Commack	80.1
59 Derish Nannette N Babylon	80.1
60 Ryan Penny P Bay Shore	80.1

(To Be Continued)

EXAM 35-744
SR ACCOUNT-AUDIT CLERK
Test Held May 31, 1975
List Est. Sept. 2, 1975
(Continued from last week)

26 Herrick James C Fort Ann	94.5
27 Solghan N C Schenectady	94.4

(Continued on Page 15)

Medical Post Open At TA

The New York City Transit Authority will accept applications from April 6 through 26 for one management position. The post is supervising physician and surgeon—Exam 601. It has a \$13,100-a-year starting salary. New York State Medical license plus six years' general medicine or surgery experience, including three years in a supervisory position, is required.

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MINEOLA — The Nassau County Civil Service Commission is presently accepting applications for open-competitive exams of **detective investigator; assistant to superintendent of commerce, industry and labor; assistant youth corps project director, assistant to commissioner of recreation and parks for public information; and coordinator of educational affairs.**

Filing for all exams except investigator will close April 28, with the investigator applications accepted until April 16.

To qualify for detective investigator, Exam 63-504, applicants must be high school graduates with three years' general criminal investigation experience. The job pays \$13,537 a year.

A bachelor's degree and two years' experience in industrial and business location research will qualify candidates for assistant to superintendent of commerce, industry and labor, Exam 63-313. The posts are available in North Hempstead and Oyster Bay.

For assistant youth corps projects director, Exam 63-416, a master's degree with specialization in vocational-educational guidance or social work, and five

years' experience in vocational-educational counseling is necessary. Two years must have been in an administrative or supervisory capacity.

A bachelor's degree in journalism, recreation, social or political science and seven years' experience in promotion or publicity work will qualify applicants for assistant to commissioner of recreation and parks for public information, Exam 63-312. Three years' must have been in a supervisory capacity to qualify for the \$21,600 post.

Coordinator of education affairs, Exam 63-317, is open to individuals with a master's degree in social work and eight years' experience in casework and/or community organization work related to drug and alcohol addiction.

Official announcements and application forms may be obtained from the Nassau County Civil Service Commission, 140 Old Country Road, Mineola, N.Y. 11501.

The Most Precious Gift. Lives Depend On It. Give a pint of blood. You may not be dying to give blood, but some day you may be dying to get it.

Open Continuous State Job Calendar

Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
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Senior Pharmacist	\$14,880	20-194
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Stenographer-Typist	varies	varies
Varitype Operator	\$ 6,811	20-307

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

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

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Food Stamps — The Situation In 1976

By ALAN BERNSTEIN

MANHATTAN — Even though close to two-and-a-half million residents of New York State are currently participating in the federally-funded Food Stamp program, possibly a million more qualified people, according to government officials, are not yet participating in the program.

Why? State and city officials believe that many non-participants regard the program with skepticism. Others don't know that they are eligible.

Food stamps are coupons accepted by many grocery stores for the purchase of food and other articles. They provide savings because the stamps are worth more than their purchase price.

Food stamps have served Americans in low income ranges. More recently they have provided protection to lower middle class and middle class workers.

Seventy-seven percent of food stamp recipients have incomes below \$5,000 before deductions. Almost 92 percent are below \$7,000; nearly all are below \$10,000.

To qualify for the program, applicants must meet maximum net income standards according to the size of their household. This income is computed after the following deductions:

- Payroll deductions for city, state and federal taxes.
- Deductions for social security, union dues and mandatory pension payments
- Out-of-pocket expenses over \$10 a month, including medical insurance premiums
- Tuition, mandatory fees in private or parochial school or college
- Child care payments allowing household members to work, attend school or participate in training programs

• Court-ordered alimony or child support

• Rent or mortgage payments, plus any utilities which are more than 30 percent of income after all other deductions

• Unusual expenses for disasters, fire, theft or floods

Money earned by children under 18 who are students at least half the time, is not counted in a household's income. In addition, households, regardless of size may have resources—bank accounts, stocks, bonds, cash on hand—worth up to \$1,500 and still be eligible for food stamps. Households of two or more, where one person is aged 60 or more, may have assets up to \$3,000.

After all deductions, a one-person household may have up to a \$215 net monthly income. Two-member households are allowed \$307, three-member \$433, four-member \$553, five-member \$660, six-member \$787, seven-member \$873 and eight-member \$993.

According to a New York City Food Stamp Program spokesman, individuals applying for the first time should arrive at food stamp offices as early as possible. Applicants unable to appear in person may have a relative, or friend, apply for them.

The spokesman stressed that applicants must bring proof of their income including all rent receipts, bank books, checking account statements, utility bills and social security numbers of all family members.

All unemployed employables between 18 and 65, who reside in the household, must be present during the application process.

Sidney Brooks, director of the New York City Food Stamp program said one million people currently receive the coupons. Eighteen million individuals na-

tionwide receive the stamps annually.

Mr. Brooks said there are nine offices throughout the city that take applications Monday through Friday from 9 a.m. to 5 p.m. In addition, he said, four offices in the Bronx, Manhattan, Brooklyn and Queens are open 9 a.m. to 9 p.m. Monday through Friday and from 8:30 a.m. to 5 p.m. on Saturdays. Office addresses may be obtained by calling (212) 929-8800.

The scope of the program in New York City has not shown any rise since the layoffs of municipal employees began last July. Mr. Brooks said, adding many of the lowest paid city employees who were dismissed applied for welfare payments which automatically includes food stamps.

"We usually fluctuate between 700 and 800 applicants each month," he said, "but that's what the average has always been."

In the rest of the state, 1.4 million — of which 300,000 are not on welfare — participate in the Food Stamp program.

Carol Brownell, director of public information for the Food Stamp program supervised by the Department of Social Services, said that she feels the figure ought to be higher.

"There are a significant number of individuals eligible for the program who don't know they're eligible," she said. "They are usually low income workers who don't know that the program could be very valuable to them."

Ms. Brownell said figures show that a three-member family making \$6,800 a year is probably eligible for food stamps.

"The additions of new participants," said Ms. Brownell, "would bring millions of federal dollars into the program. This would be a good shot in the arm to New York's economy."

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Concord Hotel Retirees' Report

Retiree Action Aims Update

KIAMESHA LAKE—At the annual delegates meeting in Niagara Falls, five goals for Civil Service Employees Assn. retiree legislation were formulated by this committee and presented to the convention delegates for their approval which was voted at the general session on October 3, 1975.

Since that time the Retiree Committee members, with the support of retiree chapter presidents, have made their principal plan of action the implementing of those goals, one of which is applicable to the federal level and the other four relate to desired New York State legislation. To oversee this implementation, Committee chairman Nellie Davis appointed a legislative subcommittee comprising John Joyce, John Kennedy, and Elizabeth Steenburgh, to follow up on the writing of the proposals into bill form, the acquiring of legislative sponsorship and introduction into both houses of the Legislature.

Following approval of the convention delegates, the Executive Director sent a statement of the retiree legislative resolutions to Martin Langer, chairman of

CSEA's Legislative and Political Action Committee, and also to chief counsel James Roemer Jr. for referral to CSEA's lobbyist, attorney James Featherstonhaugh.

After study and discussion, it was felt that two of these goals should be given priority, namely, the "cost of living" bill and the "survivor's benefit" bill for retirees who retired from the state before October 1, 1966. Mr. Featherstonhaugh pointed out to the retiree coordinator, Thomas Gilmartin Jr., that the retirees might fare better by supporting Senator John Flynn's bill, S-270-A, as amended, rather than presenting their own. Mr. Gilmartin pointed out that it has become important this year that a CSEA retirees' bill be introduced in view of the fact that there was none last year. The decision would have to be made by the retirees committee.

Mr. Featherstonhaugh arranged for Chairman Davis, sub-committee members Joyce and Steenburgh, and coordinator Gilmartin to meet with Senator Flynn. At that meeting, Senator Flynn agreed to sponsor our survivor's benefit bill as soon as he received from Mr. Featherston-

haugh the cost figures. As to the cost of living increase bill, Senator Flynn pointed out his supplemental increase would be received only when the retiree reached age 62 and that the proposed increase for each calendar year was not to exceed 3 percent. This 3 percent, however, is to be in addition to the basic supplemental increase already provided by existing legislation. Chairman Davis stated that such a decision would have to be made promptly and by the statewide committee and called for a meeting for that purpose.

At that meeting Counsel Featherstonhaugh explained the provisions of Senator Flynn's bill S-270-A. State programs administrator Bernard Ryan was also present to discuss the bill with the committee members. Brought out in the discussion was that the bill would provide a supplemental cost of living increase for ALL retirees regardless of what year they had retired, contingent upon their being age 62 or becoming so subsequently at which time the increase would be received. The bill is written to be permanent and keyed to the consumer price index. An increase would not be received if

the inflation percentage were less than 3 percent, and, if more than 3 percent, the maximum payable would be 3 percent. This 3 percent ceiling was the only questioned item of the Senator's bill, but was considered as a reasonable compromise and the committee voted unanimously to support the Senator's bill. It has the support of other retired public employee organizations in the State and this unified support, it was felt, enhances the chance of this bill getting passed this year.

A motion was made, seconded

and passed that all chapters of CSEA be urged to support the retirees' legislation.

In concluding this report, the committee wishes to point out that four new retiree chapters have been chartered by the Board of Directors since the Niagara Falls convention. They are Allegany-Steuben-Yates Tri-County Retiree chapter, the New York Metropolitan Retiree chapter, the Buffalo-area Niagara Frontier chapter, and the Madison-Herkimer-Oneida Tri-County Retiree chapter. This brings the total number of CSEA chartered retiree chapters to 14.

Alfred Knight In Retirement

JAMAICA — Alfred B. Knight, immediate past president of the Metropolitan Armory Employees chapter, Civil Service Employees Assn., has retired after 22 years of state service.

Mr. Knight, a candidate for the CSEA state executive committee in the union's most recent

Mr. Knight, a 32nd Degree mason, has served as treasurer of New Mt. Calvary Lodge 167, AASRFM; secretary of the Excelsior Consistory AASRFM; a member of Excelsior Lodge of Perfection 1, AASRFM; associate patron of Star of Zion Chapter 442, Order of the Eastern Star, and an honorary member of Westchester Chapter 555, Order of the Eastern Star.

Mr. Knight may be contacted at 153-30, 119th Place, Jamaica, N.Y. 11434. The telephone number is (212) 322-1035.



ALFRED KNIGHT

statewide elections, entered state service with the New York State Guard in 1941 with the 3rd Separate Bn. He transferred to the New York National Guard's 223rd Group in 1947. After serving as personnel sergeant, Mr. Knight was promoted to sergeant major of the 773rd Anti-Aircraft Artillery Bn.

Introduce Bills To Change Name Of Comp Board

ALBANY—A proposal by a Civil Service Employees Assn. member to change the name of the Workmen's Compensation Board has been introduced in the state legislature.

Leo Bailey, a member of the Board's enforcement unit in Manhattan, previously suggested in a letter to Ralph A. Garrison Jr., the state suggestion program coordinator, that "in view of the current women's liberation movement and the worldwide human rights struggle, it would be a step in the right direction if this agency were retitled 'The Worker's Compensation Board.'"

Syracuse Retirees To Hold A Meeting

SYRACUSE — The spring meeting of the Syracuse Area Retirees' chapter, Civil Service Employees Assn., will be held Tuesday, April 20, at Raphael's Restaurant, State Fair Blvd., Syracuse.

Hazel C. Ranger, chapter secretary, said there will be a luncheon at 1 p.m. followed by the meeting proper at 2 p.m. A representative from Blue Cross/Blue Shield will be present during the meeting for a question and answer period on health treatment insurance. Reservations should be made not later than April 16. They may be made through Ms. Ranger in the Syracuse area, Andrew Anderson in the Fulton area or John Tanzi in the Auburn area.



PAST PRESIDENT RETIRES — George DeLong, his wife Jean and Dr. Nadine Hunter of Craig Developmental Center, Sonyea, are shown above at ceremonies marking Mr. DeLong's retirement after 28 years of state service. Mr. DeLong is a past president of the Craig chapter 405, and of the Western Conference and was a statewide CSEA vice-president. He is currently sergeant-at-arms for the CSEA Board of Directors.

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STATEWIDE COMMITTEE — State Senator John E. Flynn (R-C, Bronx, Westchester), right, recently met with the Civil Service Employees Assn.'s retiree statewide committee which is supporting Senator Flynn's cost-of-living bill (S. 270). Above, from left: Thomas A. Gilmartin Jr., retiree affairs coordinator, Elizabeth Steenburgh, John Joyce, Nellie Davis, committee chairman, Martha Owens and Tris Schwartz.

Latest State And County Eligible Lists

(Continued from Page 12)

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31 Przewlocki V A Schenectady94.3
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35 Dibble William Watervliet94.2
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NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

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

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

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

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

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

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

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

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

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

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139 Jacobson S Levittown90.0
140 Cole Elizabeth Canton90.0
141 Brown Sharon L Canandaigua90.0
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166 Tomlinson Anne E Saranac Lk88.6
167 Diodato Andrew Schenectady88.6
168 Wood Margal A Mineho88.6
(To Be Continued)

Challenge Vote Won By Yorktown Unit

YORKTOWN — The Civil Service Employees Assn. has scored a victory over the Yorktown Congress of Teachers in an election for representation of custodial unit employees of the Yorktown School District.

The Yorktown CSEA unit, representing the employees, had been challenged by the YCT and the results of the election held last week at the Yorktown High School were announced by the Public Employment Relations Board.

Raymond Cassidy, president of the Westchester chapter 860, CSEA, of which the Yorktown Custodial unit is a part, said, "YCT had nothing to offer our members except high dues. On the other hand, CSEA had bargained effectively for the workers and they were not about to buy YCT's pig in a poke."

Joseph O'Connor, CSEA field representative, stated that negotiations with the school district would begin immediately for a new contract effective July 1.

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PROTEST — Although Civil Service Employees Assn. members throughout the state have voted overwhelmingly to accept the terms of a new two-year pact, there were some who were opposed. This band of picketers in downtown Manhattan held an unofficial demonstration recently to show their displeasure. An estimated six marchers carried signs in the vicinity of the World Trade Center.

State Promotional Job Calendar

Filing Closes April 12

Title	Salary Grade	Exam No.
Principal Engineering Technician (Conservation)	G-15	35-921
Principal Engineering Technician (Steam Improvement)	G-15	35-923
Section Maintenance Supervisor	\$13,556	35-940
General Parkway Foreman	\$10,714	35-939
Supervisor of Humanities and Performing Arts Education	G-28	39-136
Director, Division of Supervision Education of Handicapped Children	G-33	39-135

Filing Closes May 3

Associate Computer Programmer	G-23	35-951
Associate Computer Programmer (Scientific)	G-23	35-952
Associate Computer Systems Analyst	G-23	35-953
Senior Computer Programmer	G-18	35-949
Senior Computer Programmer (Scientific)	G-18	35-950
Principal Medical Care Administrator	G-29	39-134
Supervising Nurse Anesthetist	G-21	39-137
Director, Bureau of Law and State Records	G-24	35-948

Additional information and application may be obtained from department personnel and business offices or from the State Department of Civil Service: State Office Building Campus, Albany 12226; Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo 14202.

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Warn Of Mass Layoffs In Drug Abuse Services

(Special to The Leader)

ALBANY—Civil Service Employees Assn. representatives from the Office of Drug Abuse Services learned in a labor-management meeting last week just how bad the budget cuts in that agency are going to be.

Patricia J. Miller, president of the CSEA ODAS chapter, Giles Spoonhour, CSEA ODAS delegate, Ray Caruana, CSEA member from the Masten Park drug facility near Buffalo, and Josephine Williams, CSEA member from Cooper Rehabilitation Center in Manhattan, heard from ODAS officials that 1,100 more layoffs are forthcoming in ODAS within six months unless proposed budget cuts are restored in the state's supplemental budget.

Thomas Gibbs, director of agency manpower development, and Steve Daley, director of personnel for ODAS, told the CSEA representatives that "In effect, the state is getting out of the business of treatment and rehabilitation," according to Mr. Spoonhour.

Budget Cut

The 1976 ODAS budget had been cut by \$18.5 million, which meant 780 layoffs, by Gov. Hugh L. Carey. The State Legislature then decided to cut the agency's funding by an additional \$19.5 million.

After all these cuts, \$27.5 million would remain in the ODAS budget. About 80 percent, or \$22 million, would go to staffing purposes. This means that, with an average salary of \$14,000, including top-level officials and commissioners, only 1,570 workers will be left on the staff, instead of the present 2,600. Of the 1,100 who would have to be laid off, approximately 700—450 of whom are CSEA members—are in the field of treatment and rehabilitation of drug addicts and drug abusers. Many of their clients are teenagers and younger children.

Hardest Hit

Hardest hit among those scheduled to be laid off would be workers in such areas as counseling, vocational training, and education of drug addicts. This is the focus of concern among CSEA members.

"These layoffs would directly result in increased numbers of addicts in the streets," Mr. Spoonhour pointed out, "and they would find it that much tougher to stay off drugs or to find a job without the counseling or the vocational training they receive at ODAS facilities. So not only would the drug

problem not get any better as a result of these layoffs—it's bound to get a whole lot worse."

Mr. Spoonhour pointed out that the problem would be compounded by increased crime in the form of shoplifting, muggings, robberies and assaults as addicts attempt to get money to buy drugs.

More Drugs Than Ever

"There are more drugs on the streets now than ever before," he said. "With more addicts on the streets and the resulting increased crime, there won't be enough room in all our jails for them. Who is going to take care of these people? Where will they end up?"

CSEA took part in a rally at the state capital in Albany recently protesting the proposed cutbacks. Hundreds of ODAS clients, including many young children, joined the demonstration.

CSEA representatives feel that the proposed layoffs are unjustifiable from an economic as well as from a moral point of view. Of the \$35.5 million recommen-

ded by Governor Carey for the treatment and rehabilitation program of ODAS, more than \$18.6 million would be reimbursed from federal Medicaid third-party funds. This means that only \$16.9 million would have to come from New York State funds. Under the legislature's proposed ODAS budget, an even smaller amount would have to come from the state funds for treatment and rehabilitation.

One ironic aspect of the proposed layoffs noted by Mr. Spoonhour was that some of the workers scheduled to be laid off are former ODAS clients who were successfully rehabilitated and who became drug counselors themselves.

"Some of our former clients have gone on to graduate from college, and some are now helping others to overcome their drug problems," he said. "Yet we can't seem to convince our legislators of the foolishness of further cutting back on the ODAS budget." He urged all CSEA members to write to their senators and assemblymen to push for restoration of the ODAS cuts.

CSEAs OK Four New Pacts

(Continued from Page 1)

and Technical Unit, 59 percent of the valid ballots cast were in favor of the agreement. The PS&T vote was 7,761-5,361.

Under terms of the ratified contracts, the State has announced that annual and longevity increments, effective April 1, will be paid to those employees eligible in the paychecks of May 19 to state workers on the Institutional payroll and May 26 to employees on the Administrative payroll. The contracts also call for payment of full increments in the second year of the agreements effective April 1, 1977.

Also, negotiations will be reopened after October 31 to work out a basic annual salary increase for all employees in full-time employment effective April 1, 1977. At the same time, the new contracts allow each party to present two articles in the collective agreements for reopened negotiations.

In the area of job security, the agreements call for the creation of a joint CSEA-State committee to study problems relative to layoffs and to make recommendations for correcting or improving the layoff situation. The State has agreed to provide \$1 million in a new continuity-of-employment fund to be administered by the joint committee to study worker displacement problems arising from economy reductions in force, programmatic reductions and curtailments, closings, relocations, consolidations, technological changes and contracting out.

Job Security

Another job security measure in the new pacts provides that effective April 1, labor and non-competitive class employees with in the four Units, if laid off, will

be laid off within title on the basis of seniority. The State has also agreed to give written notice to CSEA of the closing of an agency, a facility, or a division or major department of an agency or facility at least six full calendar months prior to the closing. Under terms of the pacts, permanent non-seasonal employees in such work locations scheduled for layoff shall be guaranteed employment with no loss of earnings for the six full calendar months.

Another job security measure

won by the union provides that where permanent employees are to be laid off with a given layoff unit and there are provisional or temporary employees in the same title in another layoff unit not protected for layoff, such provisional or temporary employees will be displaced in order to provide continued employment for the affected permanent employees.

Additionally, the State has agreed to continue to pay its present share of the cost of health and dental insurance dur-

ing the term of the two-year period. Any increases in costs of the plans during the life of the agreements will be borne in the same proportions as presently in effect.

"A Tough Decision"

Commenting on acceptance by substantial margins in all four Bargaining Units, CSEA president Theodore C. Wenzl said he felt the employees "used good judgment in accepting the new contracts."

Dr. Wenzl said, "It was a tough decision on the part of the troops because, due to severe financial problems, the state's budget simply could not support the type of salary increases deserved. It was the very best contract possible under the circumstances, and the majority of the employees evidently felt the same way."

Dr. Wenzl said he was "pleased that CSEA negotiating teams hung in there tough and in the end were able to prevent the State from reducing existing benefits and taking away the incremental system, which they had publicly pledged to do."

The CSEA union chief also said that the improved job security aspects of the agreements are especially valuable to state workers in view of the continued high unemployment picture in the state in general and the likelihood that the state's financial picture will not improve significantly overnight, which could lead to additional state program cutbacks.

"We think the economic picture will be somewhat brighter by the second year of the agreement, and this new contract will enable employees to stay in state service to be around when those improvements do come," Dr. Wenzl said.



LENNON EXPLAINS — Howard Bassis and Webb Smedley, center and right, listen attentively as James Lennon, president of Southern Region III, Civil Service Employees Assn., explains the union's viewpoint on recent demonstrations by students protesting tuition increases at State University. Mr. Lennon met with the students at SUNY Purchase.

Flaumenbaum Is Named To Board Of Fund Drive

MINEOLA — Irving Flaumenbaum, president of Long Island Region I, Civil Service Employees Assn., has been elected to the executive board of United Way Nassau-Suffolk, formerly the United Fund of Long Island.

Established in 1964, the organization collects donations and distributes them to health, re-

habilitation and character building services on Long Island. Mr. Flaumenbaum has been active in the United Way's fund drives for a number of years.

Buffalo To Hold Dinner Meeting

BUFFALO—The Buffalo chapter, Civil Service Employees Assn., will hold a dinner meeting Wednesday, April 21. Corresponding secretary Sue Porpiglia said the event, which will be held at the Statler Hilton Hotel, Buffalo, will begin at 5:30 p.m.

Orange Employees Rights Protected

(Continued from Page 1)

Anthony Barone, the County Legislature personnel committee chairman, said that a legislative session will be called immediately to implement the agreement.

Though the agreement calls for no contempt proceedings against individual strikes, CSEA leaders locally and statewide still face contempt of court proceedings for violating an injunction enjoining the union from striking. A hearing has been set for April 9.

The union paid its striking members \$20 a day throughout the strike period and at last reports an emergency fund was being started to help pay the fines of the strikers.

Field Rep Explains New Hamburg Pact

HAMBURG—An arbitration panel's binding decision regarding the work contract between the Village of Hamburg and village police presents no problems, Robert E. Young, a Civil Service Employees Assn. field representative, said recently.

CSEA represented the police in negotiations that led to the panel's ruling for increased vacation time and pay increases of 9 percent the first year and 7 percent the second year.

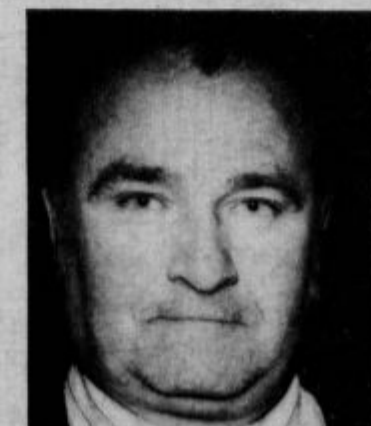
Village officials said they were confused about whether the added vacation, like the pay raises, was retroactive.

"There is no question about when the new vacation schedule begins," said Mr. Young.

"All items considered by the arbitration panel become effective with the beginning of the contract on July 1, 1975, except when other dates are specifically mentioned in the arbitrator's decision."

Mr. Young said although village officials bemoaned scheduling added vacation time by

July 1, "nobody contacted the union president, Lt. Edward Ashcoft, myself, nor the CSEA office to try to resolve the problem."



ROBERT YOUNG