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CETA Reviewed

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Protective work clothing was distributed recently to state operational employees under the terms of the clothing allowance provision of the present Civil Service Employees Assn. contract with the state. Above, Charles Schampier, left, chairman of the project, distributes nonflammable garments to Walt Sefik, Bob Hagadorn, Anthony Vozey and John Wakewood of the State Office Building Campus garage, Office of General Services, Albany.

Distribute Protective Garb In Albany

ALBANY—Protective work clothes were recently issued to more than 1,000 employees of the State Operational Services Unit, Civil Service Employees Assn., under the terms of the clothing allowance provision of the present union contract with the State.

The initial distribution provided protective clothing to employees in four job titles: motor equipment repairman, maintenance man mechanic, roofersmith and mason-plasterer. The total amount to be expended under the \$50,000-a-year provision is \$148,000 with an additional \$2,000 reserved to provide protective gear to new employees.

Other job titles in the Operational Services Unit were suggested for protective garments but the funds currently available for the project were not sufficient to cover these classifications during the 1973-1976 contract period, according to Timothy J. McInerney, president of the Department of Transporta-

tion, CSEA Region 1 chapter and chairman of the special DOT committee.

"At the time the contract was ratified, we knew that \$50,000 was not going to go too far, but it's a giant step in the direction of ultimately providing work clothes for all necessary Operational employees in future nego-

tiations," Mr. McInerney said.

The protective garments were tested according to state standards and specifications and were found to be nonflammable.

Members of the clothing allowance committee were appointed by Theodore C. Wenzl, president of CSEA, for the purpose of de-

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Region 1 Tally: Three Days, Three Wins

AMITYVILLE — Long Island Region 1 of the Civil Service Employees Assn. won three victories in three days in representational elections last week, including the emphatic turnback of the first major raid mounted by the United Federation of Teachers.

The three-day winning spree produced back-to-back victories for CSEA in the Hampton Bays School District Feb. 4, Farmingdale School District Feb. 5 and Hicksville School District Feb. 6.

All the votes were lopsided in favor of CSEA.

The performance was lauded by Long Island Region 1 president Irving Flaumenbaum, who singled out Suffolk Educational chapter president Walter Weeks, Nassau Educational chapter pres-

ident Edward Perrott, Region 1 supervisor Edwin J. Cleary and the field staff.

"We knocked down raiding unions like flies," Mr. Flaumenbaum chuckled. "CSEA chapters, our field men and our members

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Region Six Seeking CETA Clarification

(From Leader Correspondent)

BUFFALO—The threat of the federal government's Comprehensive Employment and Training Act (CETA) to civil service workers was examined at a recent meeting of the Civil Service Employees Assn. Western Region 6.

Delegates to the meeting voted overwhelmingly to keep on top of the CETA situation by mandating the region's board of directors to outline possible violations in implementing the program and make information on CETA available to all Western Region chapters.

"It's going to come back and haunt us, and haunt us bad," said William McGowan, region president.

"CETA is trying to eliminate competition as a necessity to holding a job," pointed out Wil-

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NOTHING FOR PUBLICATION — Observing terms of a joint State-Civil Service Employees Assn. agreement that clamped a news blackout on all details of the ongoing contract reopening talks in Albany, CSEA president Theodore Wenzl politely declines to answer questions about the talks posed by a newsmen. The union leader previously pledged that the CSEA will insist on wage increases for state workers and will not accept layoffs as the price.

CAREY LEADERSHIP SOUGHT TO INSURE STATE OSHA POWER

ALBANY—The Civil Service Employees Assn. has appealed to Gov. Hugh L. Carey to lead a bipartisan effort to bring about legislation enabling the State to enforce Federal Occupational Safety and Health Act (OSHA) standards in New York State.

CSEA president Theodore C. Wenzl explained that the Federal Occupational Safety and Health Act does not apply to public employees, but does give individual states the option to enforce standards, "at least as effective as Federal standards," under plans approved by the U.S. Department of Labor, provided the states extend the safety standards to include public sector employees as well as those in the private sector.

Dr. Wenzl, whose union represents more than 300,000 public employees in New York, said the state has a great opportunity to extend safety protection legislation to this large block of workers while retaining enforcement responsibility for safety and health standards within the state.

"The extension of occupational safety and health standards to public sector employees in the

State of New York is absolutely necessary," Dr. Wenzl told Governor Carey. The CSEA leader noted that safety standards should be applied to all workers, "both private and public sector, as a large number of jobs, and their hazards are comparable."

March 31 Deadline

Dr. Wenzl, in a letter to the Governor, wrote, "CSEA . . . encourages you to include in your Legislative Program a bill to provide for New York State enforcement of the Occupational Safety and Health Act." Unless legislation is approved and signed by

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Politically Explosive Issues Have To Be Resolved On Budget

THE State's fiscal picture as painted by Governor Carey is bleak. With characteristic dry humor, the Governor said that he had not only bitten the bullet, but that he had also swallowed a grenade. His recommendations for an increase in the State gasoline tax by ten cents a gallon, extension of the

(Continued on Page 6)

Gallagher Warns 185 Chapters Delinquent On Finance Reports

MOHAWK—Annual Financial Report forms for chapters and units of the Civil Service Employees Assn. are still outstanding from 185 chapters, according to CSEA treasurer Jack Gallagher.

The Association treasurer pointed out that the deadline for submission of Form 6 Supplementary Information was Jan. 1.

It is necessary that the form be filed in order for the chapters to receive their annual rebate from the statewide organization. Checks to these 185 chapters.

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Suggestions Pull Rewards For 26 State Employees

ALBANY—Twenty-six State employees received cash awards totaling \$2,445 in January for money-saving ideas submitted to the New York State Employee Suggestion Award Program.

The program is administered by the State Department of Civil Service. Net first-year savings of more than \$1 million are expected to result from the suggestions. The awards, the winners and their residences are:

\$1,000 and certificate of meritorious service: Robert S. Thorsland, Altamont, Office of General Services. Mr. Thorsland designed an economical exhaust system for new kitchen facilities installed at the World Trade Center. His system is now in use.

\$400 and certificates of meritorious service: shared jointly by Walter Olenyk, West Albany, and Adrian Lizotte, Amsterdam, both of the Workmen's Compensation Board, for their alertness in uncovering a series of fraudulent claims.

\$100 — Beatrice Tannenbaum, Albany, Department of Taxation and Finance; Thomas Trifiletti, Albany, Department of Transportation, and Robert Kerr, Albany, shared jointly with Frank Buckman, Amsterdam, Department of Environmental Conservation.

\$90 — Adrian Van Bergen, Latham, Environmental Conservation.

\$75 — Pamela F. Friedman, Oceanside, and Pearl Heit, Bay-side, both Department of Labor.

\$50 — Barbara A. Artusa, Hewlett, Workmen's Compensation Board; Ruth Schechter, Brooklyn, Department of Motor Vehicles; Ronald M. Daoust, Coxsackie, and Juanita M. Fero, Waterford, shared jointly with Antoinette Mirabile, Albany, all Environmental Conservation.

\$45 — Gary W. Kirkman,

Schenectady, Motor Vehicles.

\$35 — Angela DelBalso, Brooklyn, Workmen's Compensation Board.

\$25 — Mary Belawski, Albany; Rita M. Johnson, Albany, both Division of Criminal Justice Services; George Gerber, Yonkers; Edna R. Davenport, Albany, both Labor; Ethel Luft, Flushing; Michael A. D'Angelo, Rochester, both Workmen's Compensation Board; Robert J. Kaysre, Richfield Springs, Department of Health; Nicholas Barbera, Troy, Transportation, and George Dutcher, Nassau, Motor Vehicles.

Cash award winners also receive certificates of merit; certificates of merit also were awarded to Lillian Silverman, Brooklyn, Motor Vehicles; Stephen L. Sleurs, Latham, Division of State Police; Anthony S. Cannata, Manhattan, Transportation; William S. Barash, Levittown, two awards; Ronald L. Moulton, Seneca Falls, both Department of Parks and Recreation; Allan Weinblatt, Brooklyn; Marie L. LaCourt, Brentwood; Ronald Poynte, Hudson, shared jointly with Ethel Jeune, Catskill, all Department of Labor; Robert E. Rickenberg, Ballston Spa; Bryant W. Beaudoin, Coxsackie; Mary Belawski, Albany; Frank R. Guido, Rensselaer and Eva M. Sorell, Ravena, all Division of Criminal Justice Services.

EMPIRE STATE ORIGIN

George Washington once referred to New York as the "Seat of Empire," thus becoming the first to refer to New York as "The Empire State."



HELPING HANDS — A campaign to aid 10 children left without parents has been launched by the Nassau chapter, Civil Service Employees. The children, sons and daughters of the late Joseph Nadolny, a former chapter member, have vowed to stay together because their mother, who died in 1966, and father, who died Jan. 13, would want them to be together. They range in age from 8 to 21. Seated, above, with Robert C. Richter, Nassau Department of Public Works CSEA unit president, is Kathy Nadolny, the eldest, who is confined to a wheelchair because of a spinal defect she has suffered from birth. Mr. Richter delivered a check voted by the DPW unit to help the family. Standing, from left, are Irving Flaumenbaum, Nassau chapter president; Maryann Nadolny; Tony Carvelli, a DPW unit board member; Red Santoli, DPW unit vice-president, and Lillian Rosow, DPW unit treasurer. The chapter is organizing a drawing ticket fund drive to aid the Nadolnys and drawing books were distributed to the 20,000-member chapter last week.

Levitt Releases Report On Funds

ALBANY—State Comptroller Arthur Levitt recently announced the distribution of \$71,405,906 for February 1975 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 February by the localities. The Federal share amounts to \$50,300,179.

In addition, the comptroller announced the distribution of \$84,719,958 to the City of New York for the period Feb. 1-Feb. 15. A payment to New York City will be made on Feb. 15 for anticipated expenditures for the last half of February. Federal regulation requires semi-monthly payments to New York City.

STATE BUSINESS

There are approximately 600,000 business firms of all kinds in New York State, according to the New York State Department of Commerce. The state's retail stores do about nine percent of all retail business in the nation, while wholesale trade does about 17 percent. Selected services account for 20 percent of total U.S. service receipts.

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NEW EXECUTIVE BOARD — The newly elected executive board of the Nassau County Department of Drug and Alcohol Addiction unit of the Civil Service Employees Assn., above, was recently installed by Nassau CSEA chapter president Irving Flaumenbaum. The board members, first row, from left, are Ruth Voorhis, vice-president, Mineola; Barbara Backer, secretary; Harriet Brambler, treasurer, and Emma Mereday, vice-president, South Shore. Second row: Larry Flynn, vice-president, methadone program; Mike Montanion, vice-president, TOPIC House; Ann Colson, president; Rita Dombrowski, vice-president, alcohol programs, and Jason Wagner, vice-president, Carle Place.

Badge Turmoil Erupts At Bronx PC

THE BRONX—Members of the Bronx Psychiatric Center chapter, Civil Service Employees Assn., may defy an order from the hospital administration that they wear photograph identification badges when on duty there.

At a chapter meeting last week, the union group took the position that the wearing of badges is a labor-management negotiable item and that in issuing the order to wear them, the Bronx PC head, Hugh Butz, is acting unilaterally and in violation of the CSEA-hospital con-

tract. The union noted that the only mention of badges in the contract is a provision stating that the hospital will provide them.

At this point, some Bronx PC employees wear the badges but others do not. CSEA officials have set a Feb. 14 meeting with Dr. Butz, at which time they said the Bronx PC chief will be told that no employee will wear the badges.

Robert Guild, CSEA collective bargaining specialist, described Dr. Butz's order as "arbitrary," adding: "Don't wear the badges

Feb. 14; let's see them try to bring you up on charges. Anyone wearing a badge on the 14th is a scab and against his brothers and sisters. Dr. Butz is engaging in typically arrogant tactics and we intend to fight back."

The CSEA Region 2 supervisor, George Blapham commented: "We are having a meeting with Dr. Butz this week and we're going to tell him that no one is going to wear the identification cards. Wearing ID cards is a term and condition of employment and must be negotiated."

Touching on present contract negotiations, Mr. Guild told the chapter: "We're now negotiating and I can assure you that there will be a salary increase; also, our position is, and will continue to be, that we will accept no layoffs."

Officials at the meeting also included William Anderson, the chapter president; Ronnie Smith, CSEA Region 2 first vice-president; Pat Prasier, Willowbrook Developmental Center CSEA grievance committee chairman, and Randolph V. Jacobs, CSEA public relations specialist.

Caso Rejects Fact-Finders' Wage Hike Recommendation

MINEOLA—The Nassau chapter, Civil Service Employees Assn., last week brought home a fact finder's report recommending that county employees get a 20-30 percent increase in pay over the next two years.

However, hopes for a settlement of the long contract dispute evaporated as the report was rejected by County Executive Ralph G. Caso.

Chapter president Irving Flaumenbaum immediately announced the start of a \$10,000 chapter political action fund to be applied if the fact-finders' recommendations are ignored.

Employees, who had been incensed at Mr. Caso's offer of a 4 percent pay increase, had been relieved when the fact-finders report came out recommending a 9.5 percent pay increase this year and 9 percent next year plus a \$1.4 million payment for increased productivity and other benefits. The pay increases were to be in addition to increments of 5 percent for those on the steps.

Mr. Flaumenbaum's call for a political action fund produced more than \$1,000 in contributions in the two days following Mr. Caso's action.

The CSEA leader also called

Carey's Aid Sought In Keeping Examiner Responsibility Intact

ALBANY—The Civil Service Employees Assn. has appealed directly to Gov. Hugh L. Carey to personally intervene in halting the planned removal of responsibilities of motor vehicle license examiners to create new safety inspection positions in the State Department of Motor Vehicles.

CSEA president Theodore C. Wenzl and Thomas H. McDonough, executive vice-president, co-signed a letter to the Governor asking him to look into the proposed creation of a division of vehicle safety in the DMV and coincidental removal of certain motor vehicle license examiner responsibilities. Mr. McDonough is also head of the CSEA motor vehicle license examiner committee, which has been meeting with Department of Motor Vehicle officials for some time in an attempt to ward off the move.

The letter follows:

"This is an urgent, direct appeal for your personal intervention in halting the proposed creation of a Division of Vehicle Safety in the Department of Motor Vehicles pending, at the very least, the restoration of responsibilities of Motor Vehicle License Examiners under that proposal.

"In light of your stated interests in reducing expenditures, alone, this situation warrants your immediate action.

"The Civil Service Employee Association's Motor Vehicle License Examiner Committee has met on several occasions with representatives of the Department of Motor Vehicles to express our dismay and concern with the title of Vehicle Improvement Evaluators, at a higher grade and with resultant increased costs to the State.

"The eroding of responsibilities to create new job titles is hardly an economic move on the part of the State, especially in view of the fact the License Examiners have proven by experience

over many, many years that they cover the proposed creation of the new DMV division. We have told them, and are telling you personally now, that the approximately 200 Motor Vehicle License Examiners are fully qualified, able and willing to retain their duties related to inspections. Under the DMV proposals, these inspection-related duties

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Seek Office, CSEAs Told

ALBANY—The chairman of the statewide nominating committee of the Civil Service Employees Assn. declared that "now more than ever before," members of the union should aspire to hold offices at the highest levels of the organization.

Nicholas E. Piscarelli Jr., in making the comment, noted that the deadline for submitting nominations is March 1 and urged that prospective candidates file applications as soon as possible to assure sufficient time for consideration by his committee. Forms for submitting nominations may be obtained at any Regional CSEA office or at the union's headquarters, 33 Elk St., Albany, N. Y. 12207.

At stake in the coming elections are the statewide offices of president, executive vice-president, secretary and treasurer. Also considered statewide posts are the numerous seats on the CSEA Executive Committee with one or more slots for each state department.

had a mandatory legal right to present their case to the Board of Supervisors.

The Board, under the law, must adopt a unilateral contract for one year only. Thus, the struggle for a new contract would be expected to start within a few months and could start off in an unfriendly atmosphere.

Mr. Flaumenbaum, who called Mr. Caso's attitude "ridiculous," noted that the County Executive earlier had approved a 10 percent settlement for the community college teachers.

"Mr. Caso took a position in a year in which he doesn't have to run, and threw it in the laps of the supervisors," Mr. Flaumenbaum said. Five of the six members of the board are up for reelection this fall.

The Board was not expected

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CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

FEBRUARY

- 13—CSEA Board of Directors meeting: CSEA headquarters, 33 Elk St., Albany.
- 13—Central Islip Psychiatric Center chapter meeting: 8 p.m., American Legion Hall, Elmore St., Central Islip.
- 13—Dutchess County Educational Employees chapter general meeting: 7:30 p.m., Millbrook Elementary School, Millbrook.
- 13—Ter Bush & Powell Insurance Co. consultant's visit, SUNY at Binghamton: 9 a.m.-4 p.m., Room 413, Administration Building.
- 14—Willowbrook DC chapter St. Valentine's Dance: 9 p.m., Shalimar, Hylan Blvd., New Dorp, Staten Island.
- 15—Western Region 6 special meeting to discuss Occupational Safety and Health Act (OSHA): 10 a.m. meeting, noon luncheon with legislators endorsed by CSEA; Treadway Inn, Batavia.
- 15—New York City Region 2 meeting: 12 noon, Luchow's Restaurant, 110 E. 14th St., Manhattan.
- 15—Suffolk County Educational Employees chapter unit officials' workshop: 10 a.m.-2 p.m., Island Squire, Jericho Turnpike, Middle Island.
- 19—Oswald D. Heck Developmental Center chapter meeting: 5:30 p.m., Library, Building One, Balltown at Consaul Roads, Schenectady.
- 19—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M&T Plaza, Buffalo.
- 19—Statewide nominating committee meeting: 1 p.m., CSEA headquarters, 33 Elk St., Albany.
- 20—Albany Region 4 nominating committee meeting: 5:30 p.m., Regional office, 10 Colvin Ave., Albany.
- 21-22—Statewide Non-Teaching School Employees committee meetings: Feb. 21, 7:30 p.m., Poughkeepsie High School; Feb. 22, 10:30 a.m., A-1 Building, White Plains High School.
- 21-23—Albany Region 4 ski weekend: Washington Irving Lodge, Tannersville.
- 22—Albany Region 4 mini-workshop on discipline problems and union challenges: Queensbury Hotel, Glens Falls.
- 27—Southern Region 3 meeting: 8 p.m., Holiday Inn, Fishkill.
- 28—Statewide nominating committee meeting: 9 a.m., CSEA headquarters, 33 Elk St., Albany.
- 28—SUNY at Albany chapter executive committee meeting: 5:30 p.m., Son's Restaurant, Western Avenue, Albany.

MARCH

- 1—Binghamton chapter dinner-dance: 6 p.m., Fountains Pavilion, Binghamton.

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Dental Hygienist	\$ 8,523	20-107
Dietician	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-135
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Medical Specialist II	\$33,704	20-408
Medical Specialist I	\$27,942	20-407
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Nurses Services Consultant	\$15,684	20-405
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 6,811	20-307
Supervising Veterinarian	\$14,880	20-313/314
Vocational Instructor I-IV	\$9,546/\$12,670	20-131/134

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

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

FIRE FLIES

by Paul Thayer

While your humble servant was in the hospital and in spinal traction for nine days, good guy Jim Hickey, who with Jack Mara, is so devoted to the creation of a Fireman's Burn Center, was kind enough to come up with a column that was published last Tuesday.

The only good thing which comes of being in traction is that you have plenty of time to think. I used all that time to good advantage. My conclusions were that I am the luckiest guy in the world to be associated with the greatest bunch of men in the world which happen to be in the New York City Fire Department.

To the members of "Can Do" Engine Company 201, thanks for the nice card and personal message. I received it on the very morning on which the story about 114 Truck hit the street, so in a sense, our thoughts sort of crossed in a happy way!

The word certainly gets around quickly because the very first day, who should walk in, but retired Chief Charlie Robinson, who is remembered by one and all as one of the grandest men ever to grace the rolls of FDNY. His visit was a great morale booster. Bless you Chief.

"Dear Mr. Thayer:

I am sorry, but this letter of thanks is long overdue. It is in regard to the beautiful, full-page tribute you paid Fireman Harold Hoey in your "Fire Flies" of June 25, 1974. I am his mother.

"I was hurting so bad at that time that I just couldn't bring myself to put it on paper. Everything you wrote about him was so true. His smile and his love for everyone were his outstanding characteristics.

"The only consolation his dad, sisters, brother and I have, is that so many thousands of people came to know him as we knew him . . . a beautiful person, a lover of humanity and as you

said . . . "A Danny Boy."
"You know, Mr. Thayer, that was his favorite Irish song."
Very sincerely
Mr. and Mrs. Hoey and family
God Bless.

Dear Mrs. Hoey,

Thank you so very much, kind and gentle lady. I received your letter while I was in the hospital, and I was lucky that nobody was around, because when I read it, I cried and not ashamed to admit it. Thank you for a warm, comforting moment and God Bless all of you too!

Sincerely yours,
Paul Thayer

It would seem that the greatest sin one can commit in this Administration, insofar as the top two are concerned, is to tell the truth. It seems that when the announcement about disbanding the eight companies was made, quite a few people really rolled up their sleeves and went to work to arouse the citizens to the dangers which were hanging above their heads. One such man was Captain James Cersosimo of Engine Company 280, who also happens to be the treasurer of the Uniformed Fire Officers Association.

One night, while addressing a gathering of about 300 concerned citizens in Brooklyn, he noticed that among the listeners were deputy commissioner Murphy and assistant chief Hay. The presence of those two gentlemen didn't deter Jim from saying what needed to be said and so, as might be expected, on the Department Order dated December 5, and effective December 7, Captain James Cersosimo was forthwith transferred from his company and sent covering in a Division.

Well! Jim, remember the Captain in Harlem who loved to put out fires, and after he called a spade a spade, he was sent to 39 Truck? And do you remember July 11 when this writer was banned (and continues to be banned, in spite of anything you may hear or read to the contrary)? . . . It would seem that the only thing we can do is just keep on telling the truth. When I was a kid, my teacher said it will make you free . . . let's all wait and see! Meanwhile, welcome to the club. There are so many members now that it isn't very exclusive anymore. But, personally, I wear my membership with pride . . . I know you do too!

On January 24th at 7 a.m., Engine Company 212 in Brooklyn was told by the Brooklyn dispatcher to go out and hang "out of service" signs on 14 E.R.S. Boxes in his area. A visit to the area would give you the horrors. Industry, warehouses, chemical plants . . . the whole bit! Four circuits were out and remained so for about four and one-half hours! Chief Harris please note.

At 11:30 p.m. on Monday night, Ladder 132 and friends rolled to
(Continued on Page 12)

State Promotional Job Calendar

Applications Accepted To February 18
Written Exams March 22

State Insurance Fund		
Senior Payroll Audit Clerk	G- 8	35-707
Senior Underwriting Clerk	G- 8	35-707
Dept. of Mental Hygiene		
Deputy Director for Institution Admn.	G-31	39-031

Applications Accepted To March 3
March Oral Exams

Dept. of Labor		
Employment Service Aide	G-12	39-063
Unemployment Service Aide	G-12	39-064

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Senator Levy's Bill Seeks Jobless Cash For Public Workers

ALBANY—State Senate Labor Committee Chairman Senator Norman J. Levy (R-Nassau) announced he is introducing legislation providing State Unemployment Insurance benefits to all public employees including, but not limited to, police, teachers, and firefighters.

"This legislation is particularly significant in light of the recent announcements of possible firings, and layoffs in New York City and other areas of our State, of policemen, firefighters and other public workers," explained Mr. Levy.

The Senator said that under a new Federal program, known as "Special Unemployment Assistance" payments (SUA), municipal workers are covered for a maximum of 26 weeks and receive the same maximum \$95 per week as our State's present unemployment insurance benefits, with 100 percent Federal funding.

"The impact of the bill is to

give public employees an additional 26 weeks of Unemployment Insurance Benefits to bring them on a par with other employees in our State who are now eligible to receive a maximum of 52 weeks a year of U.I. benefits," he said. "Police and firemen provide us with the necessary protection we need to stay alive. The very least we can do is to legislatively provide them and other public employees with the same benefits as other workers in our State now receive."

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Blue Cross, Shield Seek To Hike Fees

MANHATTAN — The New York State Department of Insurance recently conducted a public hearing on the application by Blue Cross and Blue Shield of Greater New York for increases in subscription rates and improvements in hospital-related benefits, effective March 1, for the 45 percent of its subscribers who have community-rated coverage.

The requested increases average 22.2 percent for present benefits and 5.6 percent for improvements in benefits for maternity care; psychiatric treatment in municipal, county and private psychiatric hospitals; out-of-hospital coverage of appropriate blood products for hemophiliacs; and care of infants in approved premature nurseries.

The Plan is also requesting increases in community rates for about 657,000 subscribers enrolled in its various programs that supplement Medicare, and for some 4,000 contracts covering those enrolled in the Community Health Program of Queens-Nassau, Inc., which is operated in cooperation with Long Island Jewish-Hillside Medical Center.

LEGAL NOTICE

L. B. MC DONALD ASSOCIATES.—Substance of Certificate of Limited Partnership of L. B. Mc Donald Associates, duly signed and acknowledged by Landon B. Mc Donald for himself as general partner and as attorney-in-fact for each of the limited partners, pursuant to several powers of attorney all dated as of January 17, 1975, filed at the principal place of business of partnership, as filed in New York County Clerk's Office January 23, 1975. Name and location: L. B. MC DONALD ASSOCIATES, 80 Maiden Lane, New York, New York. Business: is to invest and trade for short or long term gain, on margin or otherwise, in capital stock, subscriptions, warrants, bonds, notes, debentures, and other securities of any corporation or entity whatsoever and in rights and options relating thereto. Name and residence of General Partner: Landon B. McDonald, 99 Park Place, Irvington, New Jersey. Name, residence of each Limited Partner, his contribution in cash and/or agreed value of marketable securities: Tom Breslauer, 720 Avenue B, Stroudsburg, Pennsylvania \$2,000.00., Frederic Braunschweiger, 10 Sakdo Circle, New Rochelle, New York, \$2,000.00., Arthur F. Mierisch, 17 Woods End Road, West Orange, New Jersey \$2,000.00., Bernard Braunschweiger and Hortense I. Braunschweiger as Joint Tenants with right of survivorship but not as Tenants in Common, 221 West 82nd Street, New York, New York \$5,000.00., Morris Ginsberg, 1130 Park Avenue, New York, New York \$2,500.00., Susan Ginsberg, 1130 Park Avenue, New York, New York \$2,500.00., Daniel Roy Ginsberg, 1130 Park Avenue, New York, New York \$2,500.00., Irving H. Issac, 9 Interlaken Drive, Eastchester, New York \$5,000.00., Bess Levin, 117 Mount Misery Road, RD #2, Huntington, New York \$2,000.00., Andrew Nicoletta, 204 Highland Road, Mahwah, New Jersey \$1,000.00., Martin J. Mayblum, 67-71 Yellowstone Boulevard, Forest Hills, New York \$2,000.00., Landon B. Mc Donald, 99 Park Place, Irvington, New Jersey \$125.00. Partnership term is for 15 years from January 17, 1975, unless sooner terminated by withdrawal, death, insanity or disability of general partner. Partnership does not terminate by a like occurrence of any limited partner. No additional contributions by limited partner required, but permissible in discretion of general partner. Limited partner's contribution returnable upon his withdrawal from partnership, upon his death or insanity or upon prior termination of partnership. A limited partner may draw any amount from his capital account at the end of January in any fiscal year and at any time with permission of general partner. Each limited partner shall receive as compensation by way of income by reason of his contribution, for each fiscal period of partnership, that share of partnership's net profits attributable to such fiscal period which his Capital Account on first day of such fiscal period (being his contribution decreased by his withdrawals and his share of realized and unrealized net losses and increased by his share of realized and unrealized net profits) bears to the sum of Capital Accounts on such day of all of the partners. Substituted limited partners prohibited. New limited partners admissible in discretion of general partner. No priority among limited partners as to contributions or compensation by way of income. No right to limited partners to demand or receive property other than cash for return of their contributions. General partner may in his discretion distribute cash or securities or both.

Plan President Edwin R. Werner called for a "Master Plan for Health Resources," and stated such a plan will enable government, providers of care, third-party payers, and the public to develop more efficient use of our health care resources. Its prime objectives should be:

- To eliminate surplus hospital beds or redistribute beds where they are clearly needed, thus balancing bed availability with community need.

- To eliminate duplicate facilities and programs in hospitals in the same locale and restrict specialized diagnostic and therapeutic programs to an adequate number of carefully selected institutions.

- To strengthen ambulatory care services, particularly where

the need is most serious, as an alternative method of delivering health care.

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LOOK FOR THE RAINBOW — But in the meantime, employees at the Brooklyn Developmental Center, formerly Kings County State School, can stay dry, thanks to newly issued foul weather gear. The bad weather clothing was obtained for workers around the state under the provisions of a recent contract between the Civil Service Employees Assn. and the State Mental Hygiene Department. Above, from left, Ollie Worthy; CSEA field representative Joe Sykes; center grounds supervisor Clarence Gilmore; Winston Hines; center CSEA chapter president James Grippen; James Walton; Toby Raines, and Charles Hines.

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TUESDAY, FEBRUARY 11, 1975

Work Together

ONE of the most progressive departments in the state seems to be the Department of Transportation, based on its record of working with the employees in the development of policy.

Last year, agreements were announced between the Department and the Civil Service Employees Assn. on a pilot alcohol abuse control and rehabilitation program, and on strict confidentiality for employees' medical-leave forms and records. Previously accord was reached on joint DOT-CSEA workshops for employees to keep them informed of their benefits and the various procedures that enable the local union leaders to better serve their members.

Recently we have become aware of still another innovative program that has emanated from DOT. In this instance, a 55-minute film was assembled by the Department's training bureau, with the aid of Timothy McNerney, chairman of CSEA's special Transportation committee.

In the film, a disciplinary case is re-enacted, starting from the initial causative situation through to its resolution, which in this case, was handled by plea bargaining.

"We just winged it," Mr. McNerney said, in describing the filming, which was based on a true situation, with various members of the DOT training bureau performing the roles in cinema-verite style.

The film was shown last November at the joint DOT-CSEA Workshop in Utica. It will also be featured at CSEA's Albany Region 4 Workshop Feb. 22 in Glens Falls.

We do not mean to imply that all is clear sailing between management and employees in DOT, but it is heartening to know that when the dust of battle settles, they are able to recognize those areas of mutual interest, and are willing to work together for their common betterment.

Work It Out

"WHERE there is a will there is a way" may be an old bromide, but the truth of the saying was borne out last week in a last-minute agreement that saved the jobs of hundreds of permanent civil service employees, including members of the uniformed forces, in New York City.

In a settlement that evolved after many patrolmen had already turned in their shields and pistols, PBA president Ken McFeeley proffered a plan by which police officers would give up certain privileges, such as a personal leave day and extra time off following blood donations. In Mr. McFeeley's words, this will be giving the City "five days free."

Following the agreement with the PBA leadership (although formal ratification by the membership is still needed), Uniformed Firefighters Assn. president Richard Vizzini reached a similar commitment for his group.

Both union leaders had earlier refused to accept the plan agreed to by District 37 of the American Federation of State, County and Municipal Employees, whereby the City would waive payment to its welfare fund and reduce City contributions to the fund for new members.

In addition, agreements were reached to stave off layoffs among Transit, Housing and Corrections officers and Sanitation employees.

Altogether, approximately 1,000 public employees remain on the job as a result of the agreements, and that is good news for the City, as well as for the public servants who can now continue their chosen careers.

Don't Repeat This!

(Continued from Page 1)
State sales tax to services such as those provided by barber shops and beauty salons, together with a variety of other nuisance taxes, are without doubt politically explosive.

In another of the Governor's metaphors, the days of wine and roses are over. Instead we may be moving into a period of vinegar and weeds. As might have been anticipated, the Republicans see the fiscal picture in brighter hues. They disagree sharply with the Governor's estimate over the size of the budget surplus at the end of this fiscal year. They regard as overly pessimistic the Governor's estimates of revenues in the fiscal year beginning on April 1.

Political Rhetoric?

Senate Majority Leader Warren M. Anderson, Senator John Marchi, chairman of the Senate Finance Committee, and Assemblyman Willis Stephens, ranking Republican member of the Assembly Ways and Means Committee, insist that the Governor's tax program and recommended cuts are unnecessary. This may be routine political rhetoric.

On the other hand, Assembly Speaker Stanley Steingut and Assemblyman Burton G. Hecht, chairman of the Ways and Means Committee, have been circumspect in their public statements about the budget. Clearly, they have no desire to give offense to the Governor, and obviously they are uncertain whether they will be successful in rounding up the 76 Assembly votes needed to approve the budget and tax programs as proposed by the Governor.

The problems confronting the Democratic legislative leadership are serious ones. True enough, the Democrats, with 88 members, have solid control of the Assembly. However, of this number 28 are first-termers, who were swept into office in the wake of Watergate scandals and a sluggish economy. These first-termers know that in two years they will be required to face their constituents once again, with Watergate a largely forgotten issue, and, if the economy shows no improvement, that they as incumbents will become the objects of the voter's ire. Under such circumstances, they have no desire to carry also the burden of higher taxes and reduced public services.

Union Negotiations

These factors in large measure also overshadow the negotiations now under way between the Carey Administration and the Civil Service Employees Assn. over salary increases for the public employees in the last year of a three-year contract. The negotiations arise because of a wage-reopener clause in the final year of the contract. CSEA seeks a salary increase because the 12 percent inflation rate last year has substantially eroded the existing wage and salary structure. Moreover, programs announced by the Governor for consolidation of the operations of a number of state agencies have raised the spectre of potential layoffs of civil service employees.

The issues confronting the Governor, the legislative leaders, the CSEA negotiators and local governments are undoubtedly serious. The showdown will not be long in coming. Under the Constitution, the budget must be approved by March 31.



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.

Establishing Misconduct

A housing fireman employed by the New York City Housing Authority was dismissed after a hearing at which it was found that the employee had falsified his time card on 43 or 66 alleged incidents over a period from October 1970 to January 1972. The employee appealed to the Appellate Division, First Department, which reversed his dismissal and directed that he be reinstated to his job.

The testimony developed at the hearing alleged that the employee had tampered with his time clock with intent to defraud. The evidence introduced by the Housing Authority was to the effect that in many of the employees' time cards there was a misalignment between the date and the time of day punched on the card by the clock. However, none of the witnesses called by the Housing Authority at that time were able to testify with any certainty that the misalignment could not have been due to malfunctioning of the clock.

THE RESPONDENT EMPLOYEE and several other employees testified that the time clock had been out of proper working order for some time, and that they had made numerous attempts to have it repaired but that it had never been done. This testimony was uncontradicted.

Subsequently, the Housing Authority called an expert from the company which manufactured the time clock, and it was his testimony that the irregularities on the time cards were due to a tampering with the clock.

It further turned out at the hearing that the major complaint against the employee was that he was allegedly not present at work on occasions when he should have been and that the tenants in the housing project as a result were not receiving heat and hot water when they were entitled to it. The Appellate Division, First Department, stated that it could not agree with the Housing Authority and stated that the Authority had not met its burden of proving the employee's misconduct as required under Section 75.2 of the Civil Service Law. The court said that it appeared from the Trial Officer's report that the petitioner was relieved of his position because of his work record rather than a guilty finding of the specific charges against him which related to his time card.

THE COURT STATED: "Petitioner was called upon to answer and defend against the specific charges made against him. No mention was made of prior complaints against petitioner. Civil Service Law, Section 75, subd. 2, requires specific written charges. He may not be removed without compliance therewith." The court went on to say: "The scope of judicial review of quasi-judicial determinations of administrative tribunals is governed by the 'substantial evidence' rule, i.e., whether on the whole record there was substantial evidence to support the administrative determination. After a careful examination of the record, we are unanimous in our conclusion that the charges against (the employee) have not been established." *Application of Crosson v. Golar*, Supreme Court, Appellate Division, First Dept., 359 N.Y.S. 2d 301.

Questions & Answers

Q. I'm a 62-year-old widower. Since I was totally dependent on my wife before she died, can I get monthly social security checks based on her work record?

A. Possibly, if she worked long enough in jobs covered by social security. Since January of this year, the age of eligibility for dependent widowers was lowered from 62 to 60. You should contact any social security office to apply for monthly payments.

Q. I always thought the social security program was only for older people. Is that true?

A. No. Today social security could just as easily be called a young worker's insurance pro-

gram. The program has changed a lot since 1935, when it was enacted. The survivors program provides income for the families of young workers who die prematurely. The disability program provides monthly checks for severely disabled workers under 65 and their families. Over 4½ million children today are receiving social security benefits based on the work record of a parent who has retired, become disabled, or died. Many children are being helped through college by social security student benefits that were made possible by their parents' contributions to social security during their working years.

Grievance And Discipline Workshops Set By Cornell University In March

MANHATTAN—Cornell University's New York State School of Industrial and Labor Relations will hold two one-day workshops here March 19-20 on Effective Discipline in Governmental Agencies and Effective Grievance Handling in Governmental Agencies.

The Workshops will be held from 9:15 a.m. to 4:45 p.m. at Delmonico's Hotel, Park Avenue and 59th St. The program charge per person for each session is \$95 which will cover the cost of materials used plus luncheon.

The effective discipline seminar will cover basic concepts in a sound discipline policy; the discipline interview; the discipline memo, and the discipline analysis. The grievance handling seminar will treat developing skills in coping with grievances; managerial prerogatives; arbitration, and discipline and work assignments.

Workshop leaders, both faculty members of the New York State School of Industrial and Labor Relations, are Matthew A. Kelly and Wallace Wohlking. Mr. Kelly, a collective bargaining specialist, was formerly director of labor relations and chief negotiator for the Printing League of the Printing Industries of Metropolitan New York, Inc. and served as chairman of the presidential emergency board in the old contract dispute between the Long Island Rail Road and its

shop craft unions. Mr. Wohlking has conducted programs for the British Institute of Management, the American Management Assn., the University of Hawaii, New York University and Pennsylvania State University.

Registration should be made, and checks made payable to: Cornell University, 7 E. 43rd St., New York, N. Y. 10017. The program registrar is Jacqueline Anglade, who may be reached for more information at telephone number (212) 697-2247.

Sable: Suffolk Police Test Discriminatory To Women

ALBANY—Jack M. Sable, New York Commissioner of Human Rights, has ordered the Suffolk County Police Department to refrain from making any appointments to patrolman from its present all-male eligibility list and to discard from its tests standards which he found to be discriminatory against female applicants.

The order followed a public hearing on a complaint filed by Dana Van Buskirk, president of the Suffolk County chapter of the National Organization for Women, against the Police Department, the County Department of Personnel and the Municipal Police Training Council.

She alleged that a minimum height requirement of five-foot-seven in an October 1973 exami-

nation was not job-related, and that it excluded a disproportionate number of females who had passed a written examination from qualifying as police officers.

Commissioner Sable agreed that the height, weight and physical fitness standards adopted by the Suffolk Police Department "were devised and pertained to the testing and qualifications of males" only.

The order after hearing directed the Suffolk County Police Department to "not discriminate against females in hiring or in the terms, conditions and privileges of employment, because of their sex, including assignments of duties and responsibilities."

Lawmaker Wants Full Employment

WASHINGTON—A Michigan congressman says the federal government must develop job programs designed to find employment for the jobless.

The government must become the employer of last resort and guarantee full employment, Rep. John Conyers said last week in a speech in Cleveland. Congressman Conyers, a member of the House Judiciary Committee and the black congressional caucus, was a speaker at the Greater People's Conference on the Recession and Inflation.

Representative Conyers said the concept has been endorsed by the Michigan Democratic Party but some congressmen are still unconvinced.

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LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent—To Attorney General of the State of New York; Albert R. Conner Funeral Home, Inc.; And to the distributees of Violet Redner, also known as Violet V. Redner deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Violet Redner, also known as Violet V. Redner, deceased, who at the time of her death was a resident of 54 West 211th Street, New York, N. Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y., as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 18th day of March, 1975, at 9:30 o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable Millard L. Midonick, a Surrogate of our said County, at the County of New York, the 27th day of January in the year of our Lord one thousand nine hundred and seventy-five.

(Seal) David L. Sheehan, Jr., Clerk of the Surrogate's Court.

This Citation is served upon you as required by law. You are not obliged to appear in person. If you fail to appear it will be assumed that you consent to the proceedings, unless you file written objections thereto. You have a right to have an attorney-at-law appear for you.

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WESTERN REGION 6 MEETING

CIVIL SERVICE LEADER, Tuesday, February 11, 1975



The Right Reverend Monsignor James A. Healy, center, was guest speaker at Saturday evening banquet that concluded the weekend meeting. The Right Reverend Healy, a panelist for PERB, is greeted here by Thomas Christy, left, CSEA field representative, and Fred Huber, president of host Buffalo chapter.



Throughout the day, various area newsmen filmed the proceedings of Western Region 6 meeting at Statler-Hilton Hotel in downtown Buffalo. Here local cameraman films afternoon business session for WGR-TV news coverage. Area newspapers also carried reports on delegate action.

(Leader photos by Hugo Unger)



Gathered at Ter Bush and Powell information booth are, from left, West Seneca DC first vice-president Willie White; Paul Merklng, TB&P field supervisor; Edward Dudek, SUNY at Buffalo chapter president; Robert Thomson, TB&P field supervisor, and Joanne Ripstein, Iroquois SD unit president.



Karen Winters, left, and Barbara LaPointe, from CSEA Albany Headquarters, demonstrate RSVP's information retrieval equipment to, from right, Erie chapter president George Clark and Buffalo chapter third vice-president Pat Maxwell, as CSEA controller Thomas Collins observes.



Keeping up to date on services provided by Group Health Insurance are, from left, Kaye Smallback, Erie Educational chapter treasurer; Gino Montani, GHI sales representative; Art Krause, GHI assistant field director, and Robert Dobstaff, West Seneca unit president.



Regional officers are captured in informal scene during Saturday afternoon business session. From left are second vice-president Robert Smith, third vice-president June Boyle, first vice-president Genevieve Clark and parliamentarian Celeste Rosenkranz. Ms. Rosenkranz is also a former president of the Western Conference.



Guests who observed meeting activities include, from left, Charles Sandler, Western regional attorney; Dorothy MacTavish, CSEA secretary; David Tallcott, CSEA computer services manager, and James Powers, Western Region 6 supervisor.



Margaret Mishic, of SUNY at Genesee chapter, presents report on next two scheduled Western Region meetings: April 4-5 at Dunkirk and June 27-28 at Batavia. Regional installations will be held at the June meeting.



Among interested participants are, from left, Jo Mae Fall, Rochester FC chapter first vice-president; Albert Sibillo, Western Thruway chapter president, and Lawrence Vogel, Western NY Armory Employees chapter president. Vogel, Western NY Armory chapter president.



"We've got to get our whole ballgame together in a hurry," Robert Lattimer, president of Manpower Service chapter, warns delegates during discussion of Comprehensive Employment and Training Act (CETA).



In his dual position as Western Region 6 president and as a statewide CSEA vice-president, William McGowan finds it necessary to maintain contacts at all levels of the Association. Here he confers with CSEA executive vice-president Thomas McDonough, left, and SUNY at Brockport delegate Francis Caton, right. With them are Pauline McDonough, left, and Jeanne McGowan, wives of the two vice-presidents.



Representatives of host Buffalo chapter, from left, Mary Gormley, Marian Trippe and Dorothy Doherty, handle registration of delegates. Signing in, from left, are Peter Blaauboer, Buffalo chapter second vice-president; George DeLong, Craig DC chapter second vice-president and former Western Conference president and CSEA statewide vice-president, and Sara Sievert, SUNY at Fredonia chapter president.

Delegates Take Action On Key Issues: CETA, OSHA, SUA

(Continued from Page 1)

Iam Doyle, Niagara County chapter president.

"The people who are hiring these people and many of those who are being hired are political hacks," he added at the business session of the two-day meeting in the Statler Hilton Hotel.

He called CETA a "political boondoggle . . . that will attempt to lay off civil service workers."

Both Mr. Doyle and Robert Lattimer, president of the Department of Labor's Manpower Service chapter, explained that persons hired under CETA were sometimes paid higher wages than civil service employees in similar job classifications.

"Where you can hire a person working here who has passed a competitive exam and is making \$5,600, they are contemplating bringing in people who don't even know the keyboard and paying them \$8,000," Mr. Lattimer said.

But, he added, CSEA "can probably gain a hell of a lot out of it if we can cope with it and get our house in order."

Victor Marr, head of the region's County Workshop, offered the CETA resolution and stressed: "We don't want to attack

(Continued on Page 14)



CSEA president Theodore C. Wenzl, left, and CSEA treasurer Jack Gallagher, right, are escorted into meeting by Judy Burgess, Western Region secretary. Identifiable in background, left, is Bud Saunders, president of Rochester DOT chapter. Dr. Wenzl advised delegates on the state of negotiations, and Mr. Gallagher conducted a seminar for regional treasurers.



Former Western Conference president John Adamski, of Roswell Park Memorial Institute chapter, and Barbara Chapman, center, president of Buffalo College chapter, are shown here as they welcome Linda Kingsley, president of the School for the Blind chapter, Batavia.



Gerrie McGraw, left, Cattaraugus County executive representative, and Natalie Yaskow, of Buffalo PC chapter and chairman of statewide salary committee, welcome Al Mrozek as the Region's new full-time public relations man.



Robert Lindner, left, Ontario County chapter second vice-president, takes part in discussion during Saturday morning County Workshop as other delegates listen: from left, Stephen Caruana, William Kucmanski and Florence Ott, executive vice-president, president and executive board member, respectively, of Meyer Memorial Hospital unit.



County leaders respond to questions from floor at Workshop as television camera grinds away. Seated, from left, are secretary Jean Freeman, Cattaraugus County; chairman Victor Marr, Erie County, and vice-chairman Dorothy Hy, Niagara County. Standing are Salvatore Mogavero, president of Erie Educational chapter and chairman of CSEA County Executive Committee, and George Clark, president of Erie chapter.

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CONTRIBUTORS* AND THEIR CAREER INSIGHTS

- A Puerto Rican Perspective
José A. Cabranes, Associate Professor of Law, Rutgers University Law School
 - Chicano and Other Spanish Descended Groups
Law Students Civil Rights Research Council
 - Go South, Young Advocates
C. B. King, Esq., Albany, Georgia
 - Black Advocates in the North
Samuel R. Pierce, Jr., partner, Battie, Fowler, Lidstone, Jaffin, Pierce & Kneaf, New York City
 - The Chicano in Private Practice
Herman Sillas, Jr., senior partner, Sillas and Castillo, Los Angeles, California
 - The Black Lawyer as Law Teacher
Derrick A. Bell, Jr., Professor of Law, Harvard University Law School
 - Teaching in a Black Law School
Paul E. Miller, former Dean, Howard University Law School
 - Puerto Rican Lawyer in Politics: An interview with Herman Badillo, Congressman
By Christine Philpot Clark, editor
 - Black Advocate in Politics: An interview with Basil A. Paterson (Vice-chairman, Democratic National Committee)
By Christine Philpot Clark, editor
 - The Black Bureaucrat
Ruby Martin, Assistant to Rep. Diggs of Michigan
 - The Legal Services Attorney — Comment from California
Philip Jimenez, Directing Attorney, California Rural Legal Assistance
 - Social Activism and Legal Services
Martie L. Thompson, General Counsel of Community Action for Legal Services, New York City
 - Working for a Foundation: An interview with Christopher F. Edley (Executive Director, United Negro College Fund, formerly with the Ford Foundation)
By Christine Philpot Clark, editor
 - The Puerto Rican Judge
Judge John Carro, Criminal Court, New York City
 - Opportunities for Blacks in the Law: Perspective of a Federal Judge
Judge Constance Baker Motley, U.S. District Judge, New York City
 - The Bar Examination: Hurdle or Help
Christine Philpot Clark, editor
 - The Role of the Black Bar in Black People's Struggle for Social Justice
W. Heywood Burns, Director, National Conference of Black Lawyers
- *Allusions to those at time articles were written.

APPENDICES:

- 1) Financial Aid Programs for Minority Group Students in Law Schools
- 2) CLEO — Regional Summer Institutes 1973
- 3) 1971 Survey of Minority Group Students in Legal Education
- 4) Graduate and Professional School Opportunities for Minority Students (1972-73)
- 5) Minority Writing and Majority Reading: The Problems of CLEO Students, by Norman Brand
- 6) The Black Lawyer — A New Day, But Slow in Dawning, by Christine Philpot Clark and LeRoy Clark

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 - Perspectives from the Bench
 - Ethnic Perspectives

ABOUT THE EDITOR

Christine Philpot Clark is an attorney with the Columbia Broadcasting System, Inc. She has been Consulting Dean and Lecturer in Political Science at Bryn Mawr College. She has written a monograph on "Young Black Americans," co-authored a book on "How to Get Along With Black People," and is the author of numerous articles on legal subjects.
Ms. Clark is a graduate of Yale Law School. She lives in New York City with her husband LeRoy Clark, a Professor at New York University School of Law, and her two children.

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OUTGOING PRESIDENT HONORED — The board of directors of the Brooklyn Psychiatric Center chapter, Civil Service Employees Assn., honored their outgoing president, Sol Gordon, with a luncheon at Victor's Restaurant, Brooklyn, late last month. Although Mr. Gordon will be absent from the Brooklyn Psychiatric scene, he will be very much present in coming CSEA activities as an assistant field representative for New York City Region 2, CSEA. He was presented with parting gifts from acting chapter president

Joan Shaw and Brooklyn Psychiatric delegate and Region 2 third vice-president William J. Cunningham. Above, standing from left: Mr. Cunningham, Mr. Gordon, Ms. Shaw, Roy Trotman, second vice-president, Shirley Heller, Joanne McIntosh, Neil Duncan, Roy Ashley, Chick Miguez and Chuck Polance. Seated from left are, Sallie A. James, Mary R. Patterson, Anne Merla, Gertrude E. Naughton and Laraine C. Hinson.



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Pisanti Says His Bill Will Save Jobs

ALBANY — State Sen. Joseph Pisanti (R-New Rochelle) predicts that his early retirement for public employees bill, now pending in the State Legislature, could end public employee dismissals during the current fiscal crisis.

Senator Pisanti called his plan a compassionate, yet businesslike, solution to the problem.

The bill, introduced last week, would permit veterans to obtain early retirement from state and municipal jobs by purchasing up to four years of veterans' credits for years spent in the service. It contains a time limit, however. Veterans must do it during the upcoming fiscal year beginning April 1.

He says thousands of veterans would be eligible for early retirement, averting the dismissals. It could provide a badly needed cushion, he said.

He also announced last week that 20 other state senators are co-sponsoring the bill. They are:

From New York City, John D. Calandra (R-Bronx), Abraham Bernstein (D-Bronx), Joseph Galiber (D-Bronx), Franz S. Leichter (D-Manhattan), Donald Halperin (D-Brooklyn), Vander L. Beatty (D-Brooklyn), Jeremiah B. Bloom (D-Brooklyn), Alfred B. Lewis (D-Brooklyn), Frank Padavan (R-Queens), and John J. Moore (D-Queens).

Others are John E. Flynn (R-Westchester), John R. Dunne (R-Nassau), Jay P. Rollson (R-Westchester and Dutchess), Owen Johnson (R-Nassau and Suffolk) and Caesar Trunzo (R-Suffolk).

Also, James T. McFarland (R-Erie), Joseph A. Tauriello (D-Erie), Lloyd M. Paterson (R-Niagara), Tarky J. Lombardi Jr. (R-Onondaga) and Edwin E. Mason (R-Delaware).

Name Employee Relations Chief

ALBANY — Gov. Hugh L. Carey has appointed James B. Northrop, deputy director, as acting director of the Office of Employee Relations.

Mr. Northrop succeeds Melvin H. Osterman Jr., who is resigning to enter private practice. Mr. Northrop was appointed to the office in June 1970 and was named deputy director in May 1972.

Prior to entering state service, Mr. Northrop held several executive positions with the Huyck Felt Co. of Albany. His responsibilities included employee relations, union contract negotiation, personnel administration and industrial engineering.

A graduate of the University of Florida, he will be paid \$47,800 a year.

It is expected that Mr. Northrop will serve as Governor Carey's representative in contract negotiations between the State and the Civil Service Employees Assn.

CANALS AND WATERWAYS

More than 800 miles of connected canals and inland waterways permit the shipment of bulk commodities in New York State, the New York State Department of Commerce reports.



BRAVING THE ELEMENTS — State employees manned protest signs and distributed leaflets to passersby during a recent rainy lunch hour in front of the World Trade Center's towers in Manhattan. The group was protesting possible future layoffs of New York State employees and criticizing State legislators and administrators.

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MINING INDUSTRY

Modern industry's huge demand for mineral resources have made New York State, with its vast natural resources, a prime supplier, according to the New York State Department of Commerce. The Adirondacks boast the nation's largest titanium mine, and the nation's only deposits of wollastonite and emery are in the state. In all, the state annually mines more than 20 different minerals worth more than \$320 million, including talc, garnet, iron ore, zinc, gypsum, slate, sandstone, limestone, basalt, sand and gravel, as well as petroleum and natural gas.

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LEGAL NOTICE

STEWART HOUSE — Substance of Certificate of Limited Partnership signed and acknowledged by all the partners and filed in the New York County Clerk's Office on December 31, 1974. Name and principal office of the partnership is STEWART HOUSE, 745 Fifth Avenue, New York, New York. Its business is to hold, operate, improve and lease the real property known as Stewart House, located at 15 Stewart Place, White Plains, New York, to be acquired by the partnership pursuant to the terms of the Contract of Sale dated December 18, 1974. The term for which the partnership is to exist is from December 31, 1974 to the close of business on December 31, 2014. The names and residences of the General Partners and of the Limited Partners and the cash contribution (no other property being contributed by any Limited Partner) and the share of profits and income of each of the Limited Partners are as follows:

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No Limited Partner has agreed to make any additional contributions. The time when the contribution of each Limited Partner is to be returned is on the termination of the Partnership. No one of the Limited Partners has priority over the other Limited Partners as to contributions, compensation by way of income or in any other manner. No Limited Partner has the right to substitute an assignee as a contribution in his place. The partners do not have the right to demand and receive property other than cash in return for his or her contribution. Upon the dissolution of the General Partner, the Partnership shall be automatically dissolved and the business of the Partnership shall be wound up by the agent of the remaining Limited Partners.

No Oldster Income Limit Is Sought By Zeferetti

WASHINGTON—Rep. Leo C. Zeferetti (D-Brooklyn) has introduced legislation which would repeal the outside earnings limitation in the Social Security Act.

The bill, introduced into the House last week, would eliminate the restriction for Social Security recipients which limits outside income to \$2,400 per year.

"At the present time a person cannot earn over \$2,400 without losing some of his Social Security benefits. The more he earns over that amount, the more he loses in benefits," said Mr. Zeferetti.

"Not only does this discriminate against the lower-income elderly, but it actually discourages them from earning money. The law, however, permits unlimited income from investments without impairment of benefits," added Congressman Zeferetti. "Wealthy senior citizens can earn millions in interest and dividends and still collect full social security benefits. But those in less

ser circumstances are penalized if they are fortunate enough to find employment that pays more than \$2,400 annually.

"Our senior citizens have spent a lifetime working and making contributions to the Social Security system," he said. "Now, when they have reached the age when they are most in need they should be entitled to receive payments from that fund—unrestricted by any desire they might have to continue to work—or to find employment."

Nurses Win \$600 Raises

MANHATTAN—The city's 3,000 practical nurses won \$600 across-the-board salary increases retroactive to July 1974 last week.

Impasse panelist Eva Robins ruled the nurses, who work for the Health and Hospitals Corporation, should also receive \$100 to \$350 salary hikes effective March 1 and raises of \$350 to \$600 effective July 1.

The nurses also won a cost-of-living clause in their contract, a \$10 uniform allowance increase to \$120, an increase in tuition reimbursement payments from \$250 to \$300 and an increase in differential pay from \$600 to \$750 for nurses working in city jails.

Practical nurse starting salaries are \$9,250 a year and will be raised to \$9,400 on March 1 and \$9,750 on July 1.

The arbitrator rejected a demand by the Licensed Practical Nurses of New York, Inc., the association representing the nurses, for increases in the \$1,200-a-year night shift differential to \$1,800 and extra responsibility pay from \$600 to \$750 a year.

The dispute went to the impasse panel after the association and the city couldn't reach an agreement.

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NEW COMMISSIONER

Lawrence C. Kolb, above, left, recently named commissioner of the New York State Department of Mental Hygiene, addresses a meeting of executive staff and employees at the New York State Psychiatric Institute here. At right, Dr. Kolb receives the congratulations of Salvatore Butero, right, on his appointment as commissioner. Mr. Butero is president of the New York State Psychiatric Institute chapter, Civil Service Employees Assn.



Examiners Get A New Member

WHITE PLAINS — The New York State Civil Service Department last week appointed Westchester County Manpower Director Keith Drake to the department's board of examiners, Westchester County Executive Alfred B. DeBello announced.

The appointment comes a week before the examiners board is scheduled to begin reviewing candidates seeking employment in state manpower programs. The board meets in Manhattan. Mr. Drake, former Yonkers Manpower Director when Mr. DeBello was Mayor of Yonkers, was appointed to the county post January, 1974.

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School Employees Holding Southern Region Meeting

FISHKILL—The second in the series of two-day meetings for non-instructional school district workers being held by the Civil Service Employees Assn. statewide non-teaching school employees committee is scheduled for Friday and Saturday, Feb. 21-22 in CSEA's Southern Region 3.

The first part of the two-day session will begin Friday at 7:30 p.m. at the cafeteria of the Poughkeepsie High School, Forbus St., Poughkeepsie.

On Saturday the second part of the event will begin at 10:30 a.m. in the A-1 Building cafeteria of White Plains High School, North St., White Plains.

According to Danny Jinks, CSEA collective negotiating specialist and staff coordinator for the statewide committee, the

meeting is being held in two locations "to gain as much participation as possible from the school district employees in this region."

Mr. Jinks said that the main purpose of these meetings is to allow all non-instructional school district employees to express themselves on matters of general concern to them. He said this would include such things as the terms and conditions of employment and the non-teaching worker's relationship with his employer.

The CSEA coordinator said, "It is the sincere hope of the committee that as many as possible of the CSEA school district units in Region 5 send employee representatives to the two-day meeting so that the members of our committee can obtain the best possible insight into their problems."

MVB Examiners

(Continued from Page 3) would be stripped from these employees and made part of the duties of newly created positions can perform the function. The License Examiners, to a man, have indicated their desires to retain the inspection responsibilities. Surely this unselfish offer to continue to perform their duties cannot be dismissed without careful and deliberate consideration on your part.

"CSEA is totally in favor of retaining the State's high level of highway safety, and we strongly believe it can be achieved by the existing personnel and system without the additional costs associated with alternative proposals.

"Your immediate intervention in this situation is requested. Your reply to this appeal is also requested so that we may provide the License Examiners with current information relative to the DMV proposals to erode their responsibilities."

Julia I. Pettijohn

ALBANY — Julia I. Pettijohn, an assistant attorney for the State Board of Equalization and Assessment, died at the Albany Medical Center Hospital on Jan. 23 after a long illness.

An officer in the Civil Service Bar Assn., Mrs. Pettijohn was also active in several community organizations. She leaves her husband, Bruce A. Pettijohn of the Attorney General's office, and one daughter.

Finance Report

(Continued from Page 1) Mr. Gallagher said, will be held up until the forms, which have to be signed by the chapter president, treasurer and auditing committee members, have been received by the Treasurer's Office.

Fact-Finder's Report Is Rejected

(Continued from Page 3) to take up the contract question before Feb. 24 at the earliest.

In the wake of Mr. Caso's rejection of the fact-finder's report, the president of the Civil Service Employees Assn. Region 2, Solomon Bendet, released this statement:

"New York City Region 2 fully supports the position of its neighboring Nassau County chapter in demanding that the Nassau administration fully accept the recommendations of the fact finders. The Nassau administration has struck a serious blow to the collective bargaining procedure by refusing to accept these impartial recommendations.

"Ralph Caso has drawn up a smokescreen by threatening layoffs and announcing to the taxpayers of Nassau that there are



Among overflow crowd at Western Region 6 delegates meeting late last month were, from left, Frederick Huber, president of host Buffalo chapter; Jerry Dusel and Frederick Hensel, Sr., president and secretary-treasurer, respectively, of Genesee-Orleans County State Transportation chapter, and Donald Maloney, president of Chautauqua County chapter.

Region 6 CETA Clarification

(Continued from Page 9) CETA as CETA, we just want to get at the evil that's going on." The motion had been framed by Salvatore Mogavero, president of Erie Educational chapter, at the Saturday morning workshop.

Besides CETA, unity within the CSEA was a highlight of the meeting. "When someone's in trouble, we're all in trouble," said Mr. McGowan in urging CSEA chapters to support other chapters in need of help.

"The time has come for all of us to start helping one another," he added. "We're going to get into one big bind in the contracts—all of us—if they think we haven't got all our people together," he said.

Opposing unions and government agencies, he said, "can knock us off so fast if we act as

individuals." Theodore C. Wenzl, statewide CSEA president, underscored Mr. McGowan's message in brief remarks at the business session.

"Hang in there and stick united all the way," Dr. Wenzl said, mentioning the threat CSEA faces from AFL-CIO unions.

"CSEA is the only public sector union standing up to them," he added. "If we stand united they can't touch us. Have confidence, keep faith in CSEA—your leadership knows the score."

Later, replying to a question from Mr. Doyle about an agency shop, Dr. Wenzl said CSEA refused to accept an agency shop with the conditions that incoming members pay pro-rated dues. "We've got to fight for the whole shop—either have no agency shop or the full freight," he said.

"We're going for full freight," he added.

In other matters, CSEA's statewide Board of Directors was criticized on several fronts. Mr. McGowan urged delegates to vote carefully for Board members in upcoming elections. "Don't vote for a friend, vote for somebody who will get the job done," he said.

Time To Wake Up

"Some of the people who are on the Board of Directors could care less about what's going on," said Maye Bull, president of the Gowanda chapter. "It's about time we all wake up to this fact."

"We are trying to change the old order to the new," said Mr. Doyle. "In my heart I believe we are making progress. Those people who inhabit 33 Elk St., they're not wagging the tail of the dog so much as they used to."

The meeting, which included a Friday evening session on insurance programs and a Saturday morning treasurer's discussion by CSEA treasurer Jack Gallagher, was hosted by the Buffalo chapter of CSEA. Buffalo chapter president Frederick Huber welcomed the delegates at the business session.

In the Saturday morning County Workshop, discussion was also held on unemployment rights of public employees. It was pointed out by Mr. Mogavero that some unemployment benefits may be available to public employees under recently enacted legislation (SUA).

"Any employee who faces such a situation should sign up for unemployment benefits immediately. We are asking CSEA Headquarters for clarification on these rights," Mr. Mogavero said.

In other action, Roger Frieday requested that anyone interested in bus accommodations to the April CSEA Convention in Toronto should contact him. "This is a probe to determine interest," Mr. Frieday said.

He may be contacted by writing to him at 424 Esther St., North Tonawanda, N.Y. 14120.

The next meetings of the Region have been set for April 4 and 5 in Dunkirk. Gowanda Psychiatric Center chapter will host the meeting.

June 27 and 28 are the dates for the following meeting. This will be held at the Batavia Community College, and will be hosted by the School for the Blind chapter and by the regional committee. At this meeting, plans are being formulated to install all regional and chapter officers in a mass ceremony.

Because of the huge turnout expected for the installation, it will be necessary to have reservations in by April 1, according to chairman Margaret Mishic.



MINI WORKSHOP — The Rensselaer County Educational chapter of Civil Service Employees Assn. recently held a mini workshop on negotiations for its various school negotiating team members. Edward F. Evans, left, Rensselaer County Educational chapter

president, and Joseph Lazaroni, Rensselaer County unit president, acted as instructors for the workshop. In the group are representatives from Averill Park, East Greenbush, Brittonkill, Lansingburgh and Troy schools.

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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 advance information on titles, call 566-8700.

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

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

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

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

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

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

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

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

N.Y. A FARM STATE

Agriculture is big business in New York State, reports the New York State Department of Commerce. About 56,000 farms produced crops with cash value of \$1.3 billion in 1973. Farm acreage is 10.9 million, 36 percent of the state's land area.

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Federal News

**U. S. Commission Adopts
New Standard of Conduct**

The Civil Service Commission has put into effect a new standard of conduct which prohibits all federal officers and employees from making personal referrals or recommendations of individuals for federal employment.

While personal employment re-

fers by Commission officers and employees are not in themselves violations of any law, there is concern by the Commission that such referrals and recommendations may be subject to misunderstanding. To avoid such misunderstanding, the Commission has approved the following standard of conduct:

"Unless requested by an agency, or specifically part of his or her official duties, no officer or employee of the Civil Service Commission shall make or transmit to a Federal agency any written or oral referral or recommendation in behalf of, or against, an applicant for Federal employment. Further, unless requested by an agency, or specifically part of his or her official duties, no officer or employee of the Commission shall make or transmit to a Federal agency any written or oral recommendation bearing on agency action in the promotion, assignment, transfer,

or retention of an agency employee."

"This standard of conduct does not preclude inquiry by a Commission officer or employee into any aspect of a personnel action proposed or taken in behalf of, or against, an agency employee as part of his or her officially assigned duties or when the Commission officer or employee has reason to believe that the action was or may be in violation of the laws, rules, or regulations administered by the Commission."

**Introduce New Bill
For Social Sec Coverage**

WASHINGTON—Congressman James A. Burke (D-Mass.), chairman of the new sub-committee on social security, introduced a bill last week seeking optional social security coverage for federal and postal employees.

The bill, which would allow federal employees to elect social security coverage under the old age, survivors, and disability insurance system, is scheduled to come up in the committee in a few weeks. Government workers now have no such coverage.

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Staff members of the Civil Service Employees Assn. seek answers on Federal Comprehensive Employment

Act in meeting with State Labor Department specialists. CSEA intends to guard against possible displacement

of present public employees by the creation of additional local government jobs outside of civil service.



CSEA state division collective bargaining specialist Paul Burch, right, takes careful notes, while his counterparts for local government chapters, George Peak, left, and Roger Kane, center, are intent on speaker's comments in CETA discussion.



Joseph Dolan, left, assistant executive director for CSEA's county division, typifies union's preoccupation with possible job loss threat from Federal CETA program. With Mr. Dolan, from left, are Edward McCarthy and Stephen Watts, grant administrator and principal municipal personnel consultant, respectively, from State Labor Department. Not visible in photo are Labor staffers John Curtin and Frank Conroy, associate municipal personnel consultants, who also attended the CSEA session on CETA.

CSEA Expresses Wariness About CETA Jobs Program

ALBANY—After consideration of recent federal legislation providing funds for temporary local government jobs outside of the civil service umbrella, an official of the Civil Service Employees Assn. said the union has come away with many questions unanswered and one firm conclusion: "The need for continued vigilance to protect the civil service system at the grass roots level."

The union launched a program recently to obtain a clear picture of how implementation of the Comprehensive Employment Training Act (CETA) might affect the existing civil service personnel structure and specifically, whether it might pose a threat to incumbent employees' jobs. The CSEA spokesman said scrutiny included a legal analysis by union attorneys as well as full-scale staff meeting with State Labor Department representatives.

The result is that CSEA has taken a position that the creation of CETA jobs presents potential problems from the standpoint of those concerned with preserving local civil service standards. The only way to stay on top of the situation, the spokesman noted, is through alertness and positive action by chapters and units at the local level. To organize this approach, CSEA will supply its county division chapter presidents with a summary of the CETA provisions and procedures, as well as a guide on violations and how to report them.

Quick Reactions

Chapter leaders, said the official, should be ready to move when they first become aware that application for a CETA program is being considered by their employer. The law requires that officials of a labor organization, representing employees in the same area and engaged in work similar to the CETA jobs being applied for, must be notified of

an application.

The spokesman said CSEA feels that in most cases, the local union would be justified in assuming that the required job similarity exists and should ask for the notification if the employer seems reluctant or slow in submitting it. The job similarity can be determined when the union gets the notification which, according to regulation, is in the form of a summary of the application.

At present, the employer is required to notify the union at the same time it submits the application. As of February, 1976, the union will be notified 30 days prior to filing the application.

Obtaining an application summary is a first and vital step, CSEA emphasized. In it, local chapter and unit officers may find specific information which will indicate whether opposition to the application is in order. For example, the summary should include a description of the CETA jobs requested, the length of time individuals would hold them, salaries involved, and how those salaries compare with similar existing civil service jobs in the given jurisdiction.

Complaint Time

Following receipt of the notification or summary, a union has a time period in which to submit a complaint to the appropriate assistant regional director of manpower, the CETA administrative officer. Addresses of the latter will be included with other information to be distributed to the presidents of CSEA county division chapters. Chapter presidents will also be asked to send copies of complaints to CSEA headquarters.

CSEA noted that while a chance to review the application summary does provide a degree of protection against displacement of existing jobs by CETA-funded jobs, it is far from a complete safeguard. Among other pitfalls, the spokesman said, there is the possibility that an employer could wait until after a CETA program had begun; then lay off regular civil service workers, thus providing a healthy cut in the local budget, and assign the same work to CETA-paid workers. While the State Civil Service Department said it will consider all CETA employees as it does temporary civil service workers and will limit them to a maximum of 18 months on the job, it did not say how this time limit and certain other limitations of the temporary status will be enforced.

In keeping with the training function of CETA jobs, it is intended that jobs be at entrance levels. This is also necessary to preclude the possibility of regular civil service employees working as subordinates to CETA supervisors.

CETA funding became available only last July 1, and so there has been comparatively little action on the part of the subdivisions—at least in this state—to take advantage of the program. Nationwide, it provides for 330,000 new jobs. The total appears impossible to break down in statewide terms as appropriations will be made on the basis of need to jurisdictions with more than 100,000 population or to groups of jurisdictions meeting that minimum. Duration of the program appears indefinite since it keys on the unemployment rate.

"Assurances"

The law also requires the presence of certain "assurances" in a CETA application, including such commitments as:

- Only residents of the area served by the application will be hired to fill the jobs created.
- People will not be hired to fill a job when another person is on layoff from the same or substantially similar job.
- Jobs funded by CETA must be in addition to regular jobs funded by state or local money.

Three Wins

(Continued from Page 1)
did yeoman work."

The Farmingdale vote was the first effort by the UFT to capture a major school non-teaching unit—this one with 155 members—and the bid was rebuffed by an 86-58 vote in favor of CSEA.

In the Hicksville School District, the employees turned back a raid by the Service Employees International Union. The vote was 73-16, and all but one employee voted. At Hampton Bays School District, CSEA challenged an unaffiliated local association. Employees voted 24-8 to go with CSEA.

CSEA officials said it appeared to be the first time there had been representational votes on three consecutive days. Organizing specialist Pat Morano of the field staff worked on all three elections, with Phil Alfano in Farmingdale and Irwin Scharfeld in Hampton Bays providing support to local unit officials.

Carey Leadership Requested

(Continued from Page 1)

the governor before March 31 of this year, the State's enforcement role in occupational safety and health areas will be preempted by the Federal OSHA standards.

To date the Governor has not included such a bill in his legislative program, but his recently presented State budget does contain a request for more than \$14 million to carry on an occupational safety and health program. Dr. Wenzl pointed out that a proposal by the State to assume enforcement responsibilities of OSHA standards was approved almost two years ago by the U. S. Department of Labor, but that a bill to implement the plan was not enacted by the State Legislature last year. The Legislature now has until March 31 to enact the necessary legislation or most

occupational safety and health programs will be assumed by the federal government.

State Forfeiting Aid?

Such a preemption would result in New York State forfeiting Federal aid which would provide reimbursement of up to 50 percent of the cost to the state for enforcement of OSHA standards, Dr. Wenzl said. This could also lead to the loss of jobs for 650 or more people now employed by the state in safety inspection and enforcement work. Some 400 industrial safety inspection jobs would become obsolete if the State allows OSHA enforcement to revert completely to the Federal government. In his letter to the Governor, the CSEA president said the union favors state enforcement because it would extend OSHA coverage to public

employees, "and with the knowledge that this will enable the high quality enforcement and inspection personnel presently employed by the New York State Department of Labor to continue to provide quality service to the State of New York in this area.

"New York State has always been a leader in implementing and enforcing safety standards, but failure to move forward in this instance represents a regressive attitude," Dr. Wenzl said. "Other major states, such as California, Illinois and Michigan, long ago passed the necessary legislation and are enforcing the standards within their own states. New York State can move back to the forefront by enacting the legislation required before March 31. To delay is unthinkable," Dr. Wenzl concluded.