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CSEA PUBLIC RELATIONS

Layoffs Report

— See Page 3

Vol. XXXVI, No. 17 Tuesday, July 22, 1975 Price 20 Cents

STATE EXECUTIVE COMMITTEE ACCEPTS RANK-AND-FILE 'NO' ON STRIKE ISSUE



BAGS OF BALLOTS — And lots more where these came from, as CSEA mail and supply aides John Febralo, left, and Jerry White unload bags of ballots containing state CSEA members' votes on whether to accept \$250 one-shot bonus or to strike in protest. It was estimated that the ballot count would top 50,000.

ALBANY—In a very close mail ballot, state employee members of the Civil Service Employees Assn. decided against a work stoppage set to start Monday, July 21, which could have brought New York State government functions to a standstill.

The decision not to strike came the preceding Saturday after the CSEA State Executive Committee had been called in to make an official determination because of the closeness of the vote.

Out of the approximately 50,000 ballots tallied on Friday, July 18, the expected release date of the voting outcome, 53 percent were against and 47 percent favored a strike.

After reviewing the results during a heated two-hour session, which started at noon, the Committee took the position that, in keeping with the union's traditional practice of internal democracy, the majority vote must prevail in spite of the relatively small numerical difference in the ballot.

In a short but clear statement, executive vice-president William McGowan immediately announced to CSEA's membership and the public that "on behalf of the Executive Committee of the State Division of CSEA, I wish to advise our members that after an honest count of the ballots concerning the issue at hand, a majority of our members have voted not to strike."

In additional comments to the press, Mr. McGowan stressed his conviction that the decision against a strike at this time was merely a postponement in that "come next April when the whole state contract is up for renewal, CSEA will be prepared to take a stand like the public sector has never seen anywhere."

The negative strike vote came as a surprise to many of the CSEA Executive Committee members. Several noted that pro-strike sentiment had seemed heavy throughout the state, and that a walkout had appeared imminent.

The strike vote had come about as a protest from CSEA to the continued refusal of the Hugh Carey Administration to grant 147,000 state workers anything more than \$250 one-time bonus as settlement for CSEA's pay raise demand in salary reopener negotiations for the final year of the employees' current three-year contract.

According to reports, the payment of the \$250 bonus can be expected in mid-August.

Both the Administration and the Legislature have approved the payment of increments to those people eligible, retroactive to July 1 of this year.

Approximately 56,000 employees are slated to receive the increments, which will range for the most part between \$250 and

\$650, with a few exceptions for certain employees in particularly high grades. The increments become part of the salary schedule for the employees affected.



Series Of Crises Dominated Longest Legislative Session

THE longest session of the State Legislature in more than 50 years adjourned in typical chaotic confusion. In fact the disarray at adjournment may prove to be the only thing typical about that session.

What is most memorable about (Continued on Page 6)

Dutchess' Pickets March

POUGHKEEPSIE — Southern Region III, Civil Service Employees Assn., promised strong backing to the strike of Dutchess County public employees which began at 7 a.m. last Friday, when workers set up picket lines in front of all county buildings and installations.

Region III president James J. Lennon appointed Scott Daniels as coordinator of the strike with instructions to give it "the full-

est backing of all state, county and municipal CSEA workers."

More than 600 of the 900 Dutchess County employees struck, affecting every department of the county government including highway, social services, public health, clerk's office, parks and recreation and other departments.

The strike was enthusiastically backed by a crowd of more than 400 Dutchess workers. They packed the Poughkeepsie Holl-

day Inn meeting rooms Thursday, the deadline date given three weeks ago when the County Board of Representatives refused to ratify a new contract signed by CSEA and County Executive William Bartles.

"Extreme provocation brought about this strike," said Lee Frank, CSEA collective bargaining specialist, who served as chairman at the meeting. "We negotiated an honorable agreement in an honorable manner but the Board of Representatives reneged in carrying out the agreement."

The contract that was signed called for acceptance of a fact-finding board report recommending an 8½ percent wage increase for Dutchess employees.

The Board of Representatives now want contract issues, included (Continued on Page 14)



PROHIBITED — CSEA vice-president James Lennon, right, head of the union's Southern Region III, was served with papers last week barring him from participating in strike against state. The papers were handed to Mr. Lennon in front of crowd of 400 Dutchess County employees who were meeting to plan job action against the county. Serving the papers is Arthur Cruz, right, of Attorney General's office, while two chapter presidents, Carol Dubovick of Orange County, and John Mauro, of Rockland County, look on in background.

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CSEA PUBLIC RELATIONS



RAIN OR SHINE — During the torrential rains and flood warnings, members of Westchester County unit of the Civil Service Employees Assn. still trooped out in droves for their annual picnic earlier this month at Ridge Park in Hartsdale. Sharing in the hearty repast and good fellowship were, from left, unit president Michael Morella and chapter president Raymond Cassidy as they are served by the event's chairmen, Edward Carafa and James Verboys.

Long Island Region I Leaders, Rank And File, Attack State

AMITYVILLE—Leaders and rank-and-file members of the Civil Service Employees Assn. throughout Long Island Region I last week bitterly denounced the state's unilateral contract settlement.

At an emergency Region meeting and at special chapter meetings through last week, the theme was that the state has robbed the civil service of any feeling of security.

At the start of the week, a majority of chapter presidents reported at the emergency meeting that their membership had already indicated support for a strike, if necessary. Other chapters met throughout the week.

Members expressed regret that the state had forced the issue to the point of discussing strike.

However, confidence in the sincerity of both Gov. Hugh L. Carey and the majority of the Legislature had seemingly evaporated.

"The issue is your job security; it isn't even the money any more," regional field supervisor Edwin J. Cleary summed up after the emergency meeting of chapter leaders.

It was noted that Governor Carey had reneged on campaign pledges given to the CSEA convention. He said then he favored the right to strike where collective bargaining fails and endorsed a cost-of-living increase as a minimum for public employees.

There was also bitter denunciation of the Legislature's generosity with itself in raising salaries and expense allowances while going along with the Governor's formula for employees.

"We have more reason to strike now than last April," noted Dorothy Rabin, president of the State University at Old Westbury chapter. She argued that CSEA had patiently and in good faith exhausted all requirements of the Taylor Law, only to be challenged with extreme provocation by the Governor and Legislature.

"They have made a mockery of the Taylor Law," agreed other leaders, referring to the Governor and the Legislature.

They agreed that the employees' only defense was in concerted union action. "Our clerical people are not thrilled at the idea of strike, but if we have a vote to strike I guarantee everybody will be out," declared another chapter leader.

The disillusionment and distaste for the state's conduct of negotiations left a taste that,

some said, will permanently change the relationships of employer and employees. "Morale? I have never seen it lower," declared Region 10 Department of Transportation chapter president Sherman Glass.

Lindenhurst's Unit Holds Installation

LINDENHURST—The Lindenhurst Memorial Library unit, Civil Service Employees Assn., recently installed its officers for the coming two-year term including Lucille M. Knapp, president; Sandra Purins, vice-president, and Mrs. Richard Rebman, secretary.

The installation ceremonies also served to celebrate the unit's new contract with the library's board of trustees. Salaries were the only item negotiated and the unit members ratified a 10 percent increase, plus increments, and also won an agreement to adjust the salaries of part-time workers proportionately. The board, however, did not accept a unit proposal to pay the part-timers the same hourly rate as full-time workers.

The unit's negotiating team consisted of Ms. Purins and Ms. Rebman and were assisted by CSEA field representative John Cuneo.

Poughkeepsie's Unit Files PERB Charges

POUGHKEEPSIE—The Poughkeepsie unit, Civil Service Employees Assn., has filed an improper practice charge against the City of Poughkeepsie charging failure to bargain in good faith.

Roger Kane, collective bargaining specialist for CSEA, sent a letter to the Public Employment Relations Board in Albany last week detailing the charges against the city.

The unit, representing more than 200 city workers, maintains the city "has made no attempt to come to an agreement on a new CSEA contract."

Mr. Kane said, "We met with the city's negotiators on June 11, and we made an offer to

John Donahue. He said he'd talk it over with the city council. It has now been five weeks, and we still have not heard from the city on our offer. This kind of stalling tactics is a blatant violation of the Taylor Law, which requires bargaining in good faith."

Negotiations for the city workers' contract began last fall.

PERB is expected to assign a hearing officer to the case shortly, and to set up a date for a hearing on the CSEA's charges.

Negotiations Bring Labor Peace At Suffolk Center

MELVILLE—A series of disputes over alleged contract violations were settled in negotiations at the Suffolk Developmental Center as employees staged a recent wildcat walkout, according to Joseph LaValle, president of the institution's chapter of the Civil Service Employees Assn.

The brief walkout ended in less than a day as Mr. LaValle and CSEA Albany staffers, who flew to the scene, hammered out an agreement with Jack Mashikian, director of the institution for the retarded.

Mr. LaValle said the agreement provided for payment when due for authorized overtime, observation of the three-day waiting period before medical certification is required for sickness and cessation of assignment of split days off.

Mr. LaValle said that the agreement on those pending issues was enough to enable him to persuade the wildcats to return to work. It was agreed that they would lose a day's pay but would not be charged with Taylor Law violations.

The staffers, who had snarled traffic outside the gates of the institution early July 11, protested both the violations of the CSEA contract and the state's refusal to grant a compromise 6 percent wage increase.

Unit On Aged Seeking Aide

The Mayor's Office for the Aging is looking for a person 65 and over to work 20 hours a week at \$2.50 an hour as a senior aide.

Applicants must type at least 35 words per minute and must be fluent in Spanish.

For further information, call the office's personnel department in New York City at 233-1457.

Johnson's Bill Would Clarify School District Aid Amounts

WEST BABYLON—If State Senator Owen H. Johnson (R-Suffolk, Nassau) has his way, school districts will know by next May 15 exactly how much state aid they will receive for the following school year.

Senator Johnson commented, "School districts have been forced to submit 'artificial' budgets to voters because of uncertain state aid figures. In March the legislature passed the Governor's executive budget, which unfortunately did not adequately fund education. Since that time, I've been negotiating for more school aid. This year we were not able to guarantee supplemental aid figures until

early July, the closing week of the legislature."

This year a record number of school budgets went down to defeat because without the supplemental aid data, the real property tax rate was necessarily inflated to compensate for the uncertain additional aid. As budgets were presented in May and early June, the only guaranteed state aid was that provided in the March Executive Budget.

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Report Of Joint State/CSEA Committee On Layoff Units Shows Progress Being Made

Members of the Joint State/CSEA Committee on Layoffs Units have met four times since June 20, 1975.

A committee report was issued by CSEA committee headed by Victor Pesci following the July 10 meeting. It is reprinted below to inform CSEA members on what progress is being made in the continuing efforts to stop the layoffs.

CSEA staff and member representatives on the Joint Committee presented the following problems and inequities to the State members of the Committee in attempts to reach agreeable solutions to such problems and inequities:

1. Composition Of Layoff Units

CSEA pointed out that present layoff units in the Department of Correctional Services is a department-wide unit wherein the use would be many layoff units—one for each institution within the Department. We accused the State of unilaterally changing the composition of the layoff unit in the Department of Correction without prior consultation with CSEA.

After researching the details involving the change in the composition of layoff units within the Correction Department, the State reported that the change from several institutional units to one departmentwide unit was effective as of June 3, 1971, some 14 or 15 months prior to our agreement with the State on the composition of layoff units which was effective Oct. 1, 1972.

CSEA demanded that the State reconsider with us the composition of present layoff units in State agencies where layoffs have occurred or are occurring in order to resolve the necessity for an employee having to geographically relocate in order to continue his state employment.

At a subsequent meeting, the State informed us that the Governor's Office has taken the position that there should be no change in composition of layoff units while layoffs are taking place. The State's position was that changes in layoff units in affected state agencies would create additional inequities and problems not only for the State but for the employees as well, since there would be varying sets of circumstances under which employees in any given agency would be laid off.

2. Consultant Contracts

CSEA requested a list of current consultant contracts covering all state agencies and indicating the effective date of such contract; the nature of the work to be performed under such contract; the amount of money already paid to consultants under the contract; the amount of money remaining to be paid to consultants under the contract, and, the termination date of the contract.

At the June 30 meeting of the Joint Committee the State indicated that it had sent a memorandum to state agencies requesting this information with a deadline for returning such information to the Office of Employee Relations on July 15, 1975. Upon receipt of such information by OER, it will be transmitted directly to CSEA.

3. Moratorium On Layoffs

The CSEA reiterated the request made by President Wenzl to the Governor in a letter dated June 10, 1975, that the State declare a moratorium on layoffs during the deliberations of the Joint Layoff Committee with the hope that many inequitable steps could be resolved before any more layoffs took place. The State's response was negative to our request for a moratorium on layoffs.

4. Moratorium On New Hirings

CSEA also requested the implementation of a moratorium on hirings from open competitive eligible lists until such time as all permanent state employees laid off were rehired. The State's response to this request was negative in that agencies were rehiring under an expenditure ceiling rather than a hiring freeze, and that under such arrangements, an employee might retire or resign, creating vacancies in a title for which there were no layoffs. Under such circumstances, the agencies could hire from an open competitive list pro-

viding the job was at an entrance level position for which open competitive recruitment is appropriate.

5. Veterans' Credit

CSEA explored with the State the possibility of offering a veteran the right to refuse to use the 30 or 60 months seniority credits, as the case may be, if he so desires, thereby reserving the use of such right to a future layoff situation. The State explored the possibility with the result that John Cross, counsel to the Civil Service Department, reported that the law presently does not give such right to veterans concerning layoffs. This right is given to veterans only with respect to use of additional grades on promotional examinations on a one-time basis.

6. Temporaries And Provisionals

CSEA demanded that all temporary and provisional positions should be abolished before any permanent positions in the same title in any department are affected.

7. Seniority In Geographic Unit

CSEA put forth the contention that section 80.6 of the Civil Service Law—"displacement in the State service"—should be amended in a fashion that would provide for retaining the most senior employee in his current geographic work location rather than requiring him to relocate while other employees with less seniority remain in their same work location. Discussions on this matter are continuing among the members of the Joint State-CSEA Committee since it is most difficult to resolve and requires an amendment to the State Civil Service Law which obviously cannot be enacted in this session of the Legislature.

8. Reinstatement During Layoffs

CSEA demanded that there be reinstatement of individuals to state service during layoffs. The State has not given us a definite answer on this item yet.

9. Right To Retreat

With respect to an employee's right to retreat to a position he formerly held, in a case where he has no bumping rights, CSEA indicated that the requirement that his service in the position to which he is permitted to retreat be satisfactory, represents "double jeopardy" in that he had already been punished while filling that position by losing his increments and his provisional rights for one year. We ask that the requirement of satisfactory work performance in the "retreat" title be eliminated. The elimination of this requirement would mean that section 80 and 80-a of the Civil Service Law would have to be amended.

Since legislation obviously can not be enacted during this session of the Legislature, CSEA asked that the State Civil Service Commission amend Rules 5.5 (4) and 5.6 (2) to indicate that the receipt of an unsatisfactory performance rating for retreat purposes be limited to the last year of service in the retreating position. The State Civil Service Commission will consider our proposal at its meeting on July 23 and 24 providing we submit in writing our request to the Commission explaining our position no later than July 11. We have submitted such request.

10. Preferred List Location Preference

CSEA pointed out that the Labor Department was using the preferred list geographic location questionnaires for purposes of reassignment of employees prior to layoff and subsequently submit the same questionnaires to the State Civil Service Department for the purpose of indicating each employee's geographic location preference for appointment from a preferred list. This procedure was very inequitable in that employees were not given a second opportunity to indicate geographic preference for a preferred list appointment which might be more attractive to him than a reassignment. We ask that all employees in the Department of Labor be re-canvassed specifically for preferred list location preference and that all agencies be notified that preferred list location preference questionnaires must be separate and apart from any location preference questionnaire used for reassignment. This has been accomplished. The wording of the State's descriptive to its agencies is as follows: "Layoffs often require the

reassignment of employees to different geographic locations unless they wish to accept suspension and be put on a preferred list. Agencies faced with layoffs have been canvassing affected employees to determine whether they will accept this type of reassignment. The factors governing an employee's acceptance of a geographical location for reassignment are often different from those which might be used when choosing locations which he or she might select for reinstatement from a preferred list. Very often, when faced with the actual fact that layoff is a certainty, an employee will greatly expand upon his original choices. It is important, therefore, that before you notify the Department of Civil Service of employees who are to be placed for preferred list location preference. This can be done by using the attached suggested form "Preferred List Employment Questionnaire."

11. Lower Grade Relocation

CSEA indicated that the layoff procedure should be amended to permit employees to make a separate selection for a geographic location for appointment to a lower grade title from a preferred list. Present procedure requires that an employee's name be removed for consideration for appointment to a lower grade title from all geographic areas except by one in which he is employed once he refuses appointment to a different geographic area for lower grade position. The State agreed to accomplish this by only removing the employee's name for consideration in the geographic region or area wherein he refuses appointment in a county in that area where he had previously indicated he would accept such appointment. This has already been put into effect and we will receive a draft of the lower grade geographic preference procedure shortly.

12. Residual Vacancies

CSEA indicated that residual vacancies in lower grade positions should be offered to any qualified employees regardless of the title from which he is laid off (e.g., meat inspector filling a clerk's job). This is currently possible under the transfer provision of Section 70.4 of the Civil Service Law wherein a qualified employee may request transfer to a vacant position and if such transfer is acceptable to the agency from the transfer and the agency to which transferred, the employee need only take a qualifying test which is equivalent to the Civil Service examination for the position in order to be permanently appointed to the position. He need not compete with other employees but only need qualify by passing the test.

If he is on a preferred list, he may request transfer to a vacancy under Section 70.4 and only the approval of the receiving agency is recognized in addition to the passage of the qualifying test.

13. Meat And Poultry Inspection Program

Out of approximately 296 meat inspector positions, the State will retain 55 positions for Poultry Inspection purposes. Such positions being offered to employees in appropriate Meat Inspection titles from preferred lists with no break in services since these positions will be filled as of July 16. Some 170 of the state meat inspector personnel have received offers by the Federal Government to be picked up in a Federal Inspection Program.

14. Department of Correctional Services—ACTEC

The closing of the ACTEC Facility has resulted in the reassignment of all permanent personnel, with perhaps one exception, to similar titles, practically all of which are located at Clinton.

15. Department Of Labor

All permanent employees in the Employment Services Division have been offered temporary reemployment until August 31 in the Unemployment Insurance Division.

16. Creedmoor

Department of Mental Hygiene—Creedmoor—referred to Jim Roemer (CSEA counsel).

Several items still under discussion by the Joint Layoff Committee and the next meeting is scheduled for 9:30 a.m. on Tuesday, July 22.

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
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Administration Intern	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic—Statewide except Albany)	\$ 7,616	varies
Medical Specialist I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
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)	\$35,373	20-391
Psychiatrist II (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 Medical Records Librarian	\$11,337	20-348
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
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
Veritype Operator	\$ 6,811	20-307

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

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



WARD'S ISLAND CAGERS — Players and supporters of the Manhattan Psychiatric Center's basketball team sponsored by the Civil Service Employees Assn. chapter there gathered recently on the Center's Ward's Island grounds when James Fields, president of the chapter, presented a check to Henry Williams, director of rehabilitation services at the Center, for player and officials' uniforms plus a team placement trophy. At center are Laurence McDaniel, Ronald Warren and John Powell. Standing, from left, are: Colin McCatty, assistant director of rehabilitation services; Deloris Edge, chapter treasurer; Floyd Payne, chapter vice-president; Gerald Sinclair, rehabilitation services staffer; Shelton Dorsey; Ronald Fisher; Phillip Jarvier; Cliff Strawter, team captain; Richard Rigo, rehabilitation services supervisor of recreation, and Mr. Williams and Mr. Fields. Other players include co-captain Eddie Hemphill, Dennis Chaney, Rein Valdov, George Washington, Pedro Jones, Che Fuentes, Quniteno Jackson and Charles Hammond. The coach is Freddie Daniels. The MPC team played in a round-robin tournament this year with other Mental Hygiene institutions including Creedmoor, South Beach, Brooklyn PC and Bronx PC.

Weisz Praises Krupsak For Role In Upton Case

JACKSON HEIGHTS—Jack Weisz, Civil Service Employees Assn. Department of Correctional Services representative, had high praise for Lt. Gov. Mary Anne Krupsak for the role she played in restoring Thelma Upton to her job as a cook at the Adirondack Correctional Facility, Dannemora.

The aid given Ms. Upton by the Lieutenant Governor, Mr. Weisz noted in a recent letter to her, "reaffirmed my faith that your administration stands for integrity and credibility in the operation of the business of the State of New York."

Mr. Weisz had termed the Upton case "the most blatant case of discrimination that I have ever encountered."

Ms. Upton had been employed as a cook at the facility for 18 years prior to her layoff in September 1972. Aided by CSEA, Ms. Upton appealed the layoff and a subsequent ruling by the State Human Rights Commission affirmed a contention that Ms. Upton was fired as a result of sex discrimination. The state body ruled that she be restored to her job with full back pay for two years, medical expenses, lost benefits and \$1,500 for mental anguish and humiliation she had suffered as a result of the layoff.

Mr. Weisz's letter pointed out that after she was laid off, Ms.

Upton lost her home, assets, automobile and credit.

"The climax came when her oil delivery was discontinued during the approaching fall weather," he said.

"I am grateful for the patience and professional skill your counsel, Roland H. Sinzheimer, afforded me. He gave me the time and the opportunity to disclose the full truth and merits of her case. The announcement in the letter of May 28, 1975 advising

me that Thelma Upton was restored to her position as a cook with back pay is one of the beautiful experiences of life that will never fade from my memory.

"Thelma Upton, the thousands of career Civil Service employees, and I, are most relieved and grateful to know that your Administration has reaffirmed the principle that employment in the state service shall be administered through the Merit System."

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State Seeks Housing Management Reps

The New York State Civil Service Department is accepting applications for the \$17,429 position of Housing Management Representative. The positions exist with the Division of Housing and Community Renewal in New York City and upstate.

Representatives periodically examine housing projects and advise the management on proper maintenance and operation of the projects. Other duties include budget preparation, instructing personnel on proper management techniques, preparing management manuals and developing

rental and surcharge schedules.

Applicants must have seven years experience in large-scale housing management. Five years of this experience must be in a supervisory capacity involving major responsibility for the on-site management, operation, and maintenance of apartment properties.

A written exam, scheduled for August 23, will test knowledge of real estate management, state housing and housing finance laws, building maintenance practices and written material preparation. The written test will be given in New York City, Albany and Buffalo only.

Candidates who are successful on the written test must also pass a qualifying oral test designed to evaluate their ability to reason clearly and establish relationships with others.

Application forms, which must be returned by July 28, may be obtained at the state Civil Service Department, Two World Trade Center, New York; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

SAVE A WATT

State Eligible Lists

EXAM 35-648
CANAL ELECTRICAL SUPVR
Test Held March 1, 1975
List Est. April 23, 1975

Option B

(Cont. from Previous Edition)

63 Wieser Lawrence Bayside	80.7
63A Kaiser David Brooklyn	80.7
64 White Stuart F Geneva	80.6
65 Fishman Larry D NYC	80.5
66 Benkovic Frank Binghamton	79.9
67 Bohannon D C NYC	79.9
68 Semione Arthur Schenectady	79.8
69 Gazzo Angelo A Williamsvil	79.6
70 Bouchard Arthur Watervliet	79.6
71 Marsh Patrick G Schenectady	79.5
72 Bilello Richard Corona	79.3
73 Giordano Frank Mt Vernoo	79.3
74 Sternheim I Brooklyn	79.2
75 Frank Allen I Flushing	79.1
76 Markowski Frank Brooklyn	79.1
77 Francis Craig C Bayside	79.0
78 Conklin Richard Ozone Pk	78.8
79 Ciletti F A Elnora	78.7
80 Thayer Brian E Rome	78.6
81 Zurlo Philip Hartsdale	78.6
82 Mackey Thomas G Troy	78.4
83 Coughlin Andrew Middle Vill	78.3
84 Dileonardo A M Lindenhurst	78.3
85 Sherlock John T Watervliet	78.0
86 Mastafiak D S Pleasantvil	77.8
87 Cole Lewis E Rochester	77.7
88 Gabriel Armand Conklin	77.6
89 Fuller Richard Utica	77.6
90 Disiena David B Mechanicvil	77.6
91 Ibrahim Noshi A Elmhurst	77.5
92 Hillegas Kevin N White Plns	77.5
93 Lorber Charles NYC	77.5
94 Beres Raymond C Staten Is	77.5
95 Mahoney John J Saratoga Spgs	77.3
96 Nenoza Aloysius Voorheesvil	77.2
97 Blirstein E F Oceanside	77.0
98 Damiano L R Elnora	76.9
99 McClellan W J NYC	76.8
100 Russo Francis M Cohoes	76.6
101 Griswold Guy A Cheektowaga	76.5
102 Hermanson H G Albany	76.5
103 Malcolm Lowell Buffalo	76.3
104 Wilczewski Mary Rensselaer	76.2

105 Brady Thomas P Yonkers	76.2
106 Borg Jerry J Queens Vill	76.2
107 McGuire Thomas Amsterdam	76.2
108 Jones William C N Bergen	76.1
109 Gibson David M Rochester	76.1
109A Kriegel Howard Plainview	76.1
110 Radzinski R T Rochester	76.1
111 Troise Kenneth N Hyde Pk	76.1
112 Lech George NYC	76.0
113 Lyash John J Rochester	76.0
114 Sadowski Roland Bissell	76.0
115 Pon James H Centeresck	75.7
116 Ball Richard L Tonawanda	75.6
117 Paccione M J New Hyde Pk	75.6
118 Luczak Edwin M Albany	75.6
119 Chodorov M Bellmore	75.0
120 Douglas Ellen W Honeoye Fla	74.9
121 Wandike R A Rochester	74.8
122 Kravitz Jon A Plainview	74.8
123 Friedman Howard Brooklyn	74.7
124 Clark Daniel T Watervliet	74.7
125 Trombley Allen Glens Falls	74.6
126 Stewart A H NYC	74.6
127 Jarzynski L D Tonawanda	74.5
128 Tollar Thomas M Buffalo	74.5
129 Villani K M Elmont	74.5
130 Stuart George E Brooklyn	74.2
131 Flynn John J Albany	74.1
132 Dufresne M W Amsterdam	74.1
132A Helms Robert W Webster	74.0
133 Gilbert Janis L Genesee	74.0
134 Goodwin Donald Bronx	73.6
135 Booskowski A W Lackawanna	73.4
136 Sheaffer F F White Plains	73.4
137 No number 137	
138 Bemis Raymond E Holcomb	73.3
139 Costa Cosimo A E Rochester	73.2
139A Jones Ross P Rochester	73.2
140 Flynn Michael G Ballston Spa	73.2
141 Donnelly James Henrietta	73.2
142 Armstrong Gary Albany	73.2
143 Schuh Philip A Brooklyn	73.1
144 McCann John L Lk Ronkonkms	73.1
145 Wager George R Voorheesvil	73.1
146 Calissi Thomas Oakdale	72.7
147 Hay Robert S Setauket	72.7
148 Zach Helen Nassau	72.6
149 Jones Carlton W Watervliet	72.6
150 Ribyar Ronald D Utica	72.0
151 Amato Carol Waterford	72.0
152 Sanfilippo M Buffalo	72.0
153 Calhoun Ronald Saratoga Spgs	72.0
154 Zandri Robert W Troy	71.9
155 Kapral Joseph R Binghamton	71.9

(To Be Continued)

Open Competitive State Job Calendar

Applications Accepted Until July 28
Written Exam August 23

Housing Management Rep. \$17,429 24-315

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

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

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CIVIL SERVICE LEADER, Tuesday, July 22, 1975

LEGAL NOTICE
SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, WOODSIDE SAVINGS AND LOAN ASSOCIATION, Plaintiff, against EZRA LEBOVICS, if living, and if he be dead, any and all persons, unknown to plaintiff, claiming, or who may claim to have an interest in, or general or specific lien upon the real property described in this proceeding; such unknown persons being herein generally described and intended to be included in the following designation, namely: his respective heirs at law, next of kin, distributees, executors, administrators, trustees, devisees, legatees, assignees, lienors, creditors and successor in interest, and generally all persons having or claiming under, by, or through said defendants who may be deceased, by purchase, inheritance, lien or otherwise of any right, title or interest in and to the premises described in the complaint herein, and the respective wives or widows of them, and the respective husbands or widowers of them, if any, all of whose names are unknown to plaintiff and cannot after diligent inquiry be ascertained; et al. Defendants. Plaintiff designates New York County as the place of trial, based on the location of the premises herein. SUPPLEMENTAL SUMMONS. Plaintiff resides in Queens County. To the above named defendants: YOU ARE HEREBY SUMMONED to answer the Amended Complaint in this action and to serve a copy of your answer, of if the Amended Complaint is not served with this Supplemental Summons, to serve a notice of appearance, on the Plaintiff's attorneys within twenty days after the service of this Supplemental Summons, exclusive of the day of service or within thirty days after completion of service, where service is made in any other manner than by personal delivery within the State; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the Amended Complaint. Dated: April 1, 1975. FRANK, STERNAT AND GENEROSA, Attorneys for Plaintiff, Office and Post office address, 60-20 Woodside Avenue, Woodside, N.Y. 11377. 639-6100. To the above named Defendants in this action: The foregoing SUPPLEMENTAL SUMMONS is served upon you by publication pursuant to Order of Mr. Justice Sidney H. Asch, Justice of the Supreme Court, New York County, dated June 27, 1975 and filed in the New York County Clerk's Office, 60 Centre Street, New York, where the Amended Complaint is also filed. The object of this action is for the foreclosure of a mortgage made by Singer Equities Inc. to Woodside Savings and Loan Association for \$116,000.00, recorded in the New York City Register's Office, New York County, in Liber 6415 of mortgages, page 308 on September 14, 1965, which mortgage is now owned and held by the plaintiff herein, and for the sale of the mortgaged premises No. 510/14 West 176th Street, New York City, New York, on the southerly side of West 176th Street, 187 feet 6 inches west of Amsterdam Avenue being 87 feet 6 inches wide front and rear by 99 feet 11 inches deep on each side, the easterly side running partly through party walls. Dated: June 30, 1975. FRANK, STERNAT AND GENEROSA, Attorneys for Plaintiff.

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TUESDAY, JULY 22, 1975



The Double Deal

NO MATTER what the members of the Civil Service Employees Assn. decide in the statewide ballot to determine whether they will accept the \$250 bonus or to engage in strike action, there will be critics who will damn them.

It is a choice between being called lily-livered or irresponsible.

How did it happen? In our opinion, it is a situation much like that of the Jews in Nazi Germany. No one could believe such a catastrophe would happen.

For decades the Civil Service Employees Assn had dealt with a succession of governors and legislators with whom there was a sense of fair play. Even after the Taylor Law was put into effect, during the Rockefeller Administration, the give-and-take of union negotiations proceeded with the expectation that some sort of agreement would eventually be reached.

Thus, when Governor Carey dug his heels in, it was generally regarded as political posturing to assure the general public that he would be firm. Even after impasse was declared, CSEA president Theodore Wenzl was slapped unmercifully by the news media throughout the state for having urged a strike at that time.

CSEA delegates decided to follow all the legal procedures through to the end, feeling that their case was justifiable.

The union actually won the next round in that the impartial fact-finding panel recommended a compromise that was accepted by the CSEA membership. After the Governor still refused to budge from his previous stand, there remained hope that the legislative committee would reaffirm the fact-finders' decision. After a long stalling period (which seemed to be because of internal debate), the committee came out on the last days of the legislative session endorsing the Governor's position. The Legislature passed it, despite minority opposition, and scrambled out of town with their Lulus in hand.

There can be no doubt that CSEA was outmaneuvered in a game in which a new state administration made up new rules as it went along.

However, whether or not there is a strike this week, both sides now know the rules. The long partnership between the state and its employees has been severed.

When the union faces the state in negotiations for a new contract to take effect April 1, 1976, there will be no monkeying around.

After having been led to the slaughter house once, the membership will be prepared for a last-ditch fight—and their battle cry will be "Never Again."

No one hates the idea of a strike more than the employees. If the CSEA membership does decide to strike, it will be because the Administration and the Legislature have refused to bargain in good faith.

The frustration of being treated like garbage will certainly result in a much more militant union in the future.

Lulu's Back In Town

HOW CAN anyone respect a Legislature that increases its own budget by \$6,000,000 (including more Lulus over and above the salaries which are already the highest of any state legislative body in the nation) while the rest of the state's employees—as well as those in many of its cities and counties—are being told to make do?

Don't Repeat This!

(Continued from Page 1)

the session is that it was obliged to operate in a crisis atmosphere. First: it was the far-reaching nursing home investigation. Then it was the threatened bankruptcy of the Urban Development Corporation and the legislative program that was developed in a rescue operation.

This was quickly followed by the announcement by the insurance company that provided medical malpractice insurance for doctors and hospitals that it would go out of business. Again in a crisis atmosphere, highlighted by picketing in Albany by physicians and surgeons, together with a suspension of practice by many of them, the Legislature was obliged to put together a program to weather that particular storm.

Big Mac For Big Apple

Most pressing of all was, of course, the fiscal crisis that erupted in New York City, which resulted in the creation of the Big Mac as a vehicle for saving the Big Apple.

Thus the normal routines of state work were subordinated to the imperatives of crisis solution, since those problems weighed most heavily on the energy and time of Governor Carey and the legislative leaders. Moreover, it may well be that these problems will spill over once again into the framework of the legislative debate and program at the next session. As it is, there is already some suggestion that a special session may be needed for further action with respect to the City's fiscal problems.

In addition, the medical profession is clearly dissatisfied with the action taken by the Legislature with respect to medical malpractice insurance. Indeed revolting doctors were mollified only through the appointment of a special committee by Governor Carey to study further the entire problem of medical malpractice, with a view towards making further recommendations to the next legislative session.

Moreover, political considerations became an overriding factor in all legislative deliberations, arising from Democratic control of the Assembly. The political alignment in the Assembly is 88 Democrats and 62 Republicans, giving the Democrats a substantial margin of 12 over the 76 votes needed to control that body. Of these, however, some 25 members are first-term Assemblymen, who were elected last year in the wake of Watergate and related scandals.

Some of the new faces in the Assembly represent suburban and rural districts that are normally rock-ribbed Republican. These legislators are deeply concerned about their re-election prospects next year and are anxious to establish records to give them a fair opportunity for re-election when they again face the voters.

Political Survival A Factor

Indeed this was the factor which helped make it possible for Senate Majority Leader Warren M. Anderson to hold the line against the City's fiscal program, until he received commitments from the Assembly Democrats that they would support his proposal to increase state aid to education, principally in the suburban and rural areas.

What was at stake in those areas was the need to put a lid

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

A Questioned Contract

A decision of the Appellate Division, Fourth Department, brought into question the validity of a public employment contract executed by a former sheriff and county manager and approved by resolution of a County Legislature in September 1973.

The contract in question was supplemental to a general collective agreement which covered the employment of all employees of Monroe County represented by the Civil Service Employees Assn. The term of that contract was for a two-year period from Jan. 1, 1973 to Dec. 31, 1974.

THE SUPPLEMENTAL AGREEMENT covered only the sheriff's deputies and expired on the same date as the general contract, i.e., Dec. 31, 1974. The supplemental agreement provided, "... Sheriff's employees who have been employed by the sheriff for two years or longer shall not be suspended, discharged or receive a disciplinary demotion without just and sufficient cause."

The petitioners in this case were five sheriff's deputies who were demoted by the newly installed sheriff. They pursued the grievance procedures set forth in the contract and then initiated an Article 78 proceeding without going to the final step, which was arbitration. The respondent sheriff contended that the supplemental agreement was void because it was not legally adopted by the legislature, and even if it was legally adopted, he claimed that his predecessor could not legally bind him by executing that agreement. Thirdly, the respondent sheriff contended that the petitioners had failed to exhaust their remedies, which was arbitration, and that arbitration was the sole grounds for relief.

THE COURT POINTED out that the petition, as drawn, did not prevent a valid claim under Article 78 but treated the matter as an action for a declaratory judgment which the court is permitted to do under the liberal rule of pleading now in effect. The court, in rendering its decision, discusses the difference between local laws and resolutions. It held that the subject matter of this agreement was within the powers of the county governments, and therefore could be passed by resolution.

The legislature could have acted by local law but chose not to. The sheriff had the statutory authority to hire and fire his employees. He gave up some flexibility in this respect by agreeing to this collective bargaining contract.

ARTICLE 14 of the Civil Service Law provides that public employers and public employees may execute employment agreements and that is exactly what was done in this case. The county legislature was not authorizing or passing upon the sheriff's acts or in any way limiting his powers.

It acted independently of the sheriff and only because the subject matter of the contract required that a resolution be passed. The Taylor Law does not specify or limit the period of public employment contracts with relation to the term of office of those who negotiate them. Special

(Continued on Page 7)

Civil Service Law & You

(Continued from Page 6)

Term, after finding that the contract was valid, held as a matter of law that the demotions of the petitioners were disciplinary. However, the Appellate Division felt that the meaning of the contract term "disciplinary demotion" was not clear, and the finding that the respondent acted for disciplinary reasons is not established by record. The Appellate Division therefore declared that the contract was valid but remanded the matter to Trial Term for a hearing to determine the right of the petitioners under that agreement. *Petition of Reese v. Lombard* (five cases, 366 NYS 2d 493).

Suffolk Sets Lifeguard Exam

WESTHAMPTON—The next ocean performance lifeguard examination will be Thursday, July 24 at Cupsogue Beach, Westhampton. The test will begin at 10:30 a.m. On Monday, July 28, a pool and still water exam will be conducted at Central Islip High School, Central Islip, starting at 7 p.m.

To be eligible, candidates must

be 16 years' old and must show their birth or baptismal certificate at the time of the exam. Candidates must also bring completed applications to the test.

For further information contact the Suffolk County Civil Service Department, H. Lee Denison Executive Office Building, Veterans Memorial Highway, Hauppauge.

Don't Repeat This!

(Continued from Page 6)

on skyrocketing property taxes for the support of education. Democratic Assemblymen from such areas would have been committing political suicide if they did not go along on Senator Anderson's education proposals.

Thus in the background of this legislative session was the first skirmish in a bitter political struggle that is shaping up for November 1976 for control of the State Assembly. In the past several decades there have been but few occasions of Democratic control of the Assembly. The Republicans are trying to establish that the legislative election last year was aberrational. The Democrats are determined to establish that the shift in voter attitude towards the Assembly is more permanent. The next stage of the battle will take place when the legislature meets again next January (or sooner, if a special session is called).

Letters To The Editor

Salary Assailed

Editor, The Leader:

I am a medical laboratory technician working for the Madison County Bacteriological Laboratory located at the Community Memorial Hospital in Hamilton. I have been employed here for four years. My work hours are from 3 p.m. to 11 p.m.; on call 11 p.m. to 7 a.m. one night a week and one full weekend a month.

A laboratory technician's duties require great skill and professional responsibility. For example, the typing and cross-matching of blood can save or kill a patient. There are also a number of delicate tests done in the laboratory that only years of experience can teach you.

After four years of promises on raises, I make an outstanding salary of \$6,219 per year. Take home pay per week averages around \$90. My wife and I would like to have a few of the many things people NEED, such as: a

house, children, and support for these. However, on my salary, these are far from my reach. I am not the only laboratory technician with such a problem.

I realize negotiations are under way, and have been for some time; however, I can't buy food, nor pay bills, on the same promises I am being paid with.

I would like to stress a very important point. I am not annoyed by the long hours or the work I am doing. I like being a laboratory technician and if I didn't, I wouldn't be here. However, somewhere, someone must realize that a medical laboratory technician needs food, clothing and shelter—the basic sustenance of life.

Royal Duffy
— Hamilton

Referendum Item

Editor, The Leader:

The recent inequities of the Taylor Law, which impart omnipotent powers on members of the State Legislature without a sense of justice, must be corrected.

I propose a referendum to be placed on the ballot this November which will make State Legislators more sensitive to the needs of State employees.

It should be noted that Civil Service employees represent the largest block of actual voters.

This referendum should incorporate the following ideas:

That State Legislators, newly elected, should be allowed to join only the N.Y.S. Retirement System and the Legislators Pension Plan be frozen to newly appointed or elected personnel.

That State Legislators be granted percentage pay raises equal to but not greater than percentage raises granted to State Civil Service Workers.

That State Legislators be required to submit standard vouchers to the Department of Audit and Control and all lulu grants be eliminated.

Anthony M. Papa
Joseph N. Penn
— New York City

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Albany Region IV Annual Workshop Attracts Hundreds Of CSEA Members To Lake Placid

By CHARLES O'NEIL

LAKE PLACID—Albany Region IV, Civil Service Employees Assn. held a three-day workshop, June 27-29, here at the Lake Placid Club with nearly 200 Region IV members attending.

The three-day workshop program was prepared by Richard Fila and Betty Lennon, co-chairmen of Albany Region IV's education committee. The workshop began Friday evening with the screening of a 30-minute color film on negotiations, "Count-Down To A Contract." This was followed by a discussion session chaired by Mr. Fila.

Saturday's session consisted of two separate programs which were conducted simultaneously.

The Lodge's Agora Auditorium held a program pre-

sented by three faculty members of the New York State School of Industrial and Labor Relations, Cornell University. This program dealt with negotiations from preparing for the contract talks to consideration of problem areas encountered in negotiations. The three Cornell University faculty members were Rodney E. Dennis, coordinator of public sector training, and Ronald Donovan and Matthew Kelly, both professors of industrial and labor relations at the University.

The other program consisted of a series of mini-sessions devoted to a broad range of subjects. These included the organizational structure of CSEA; leadership; grievance investigation; labor-management meetings; a profile of services available from CSEA; disseminating information to the union membership, and

ways and means of organizing non-members. These sessions were conducted by CSEA Region IV staffers and officers.

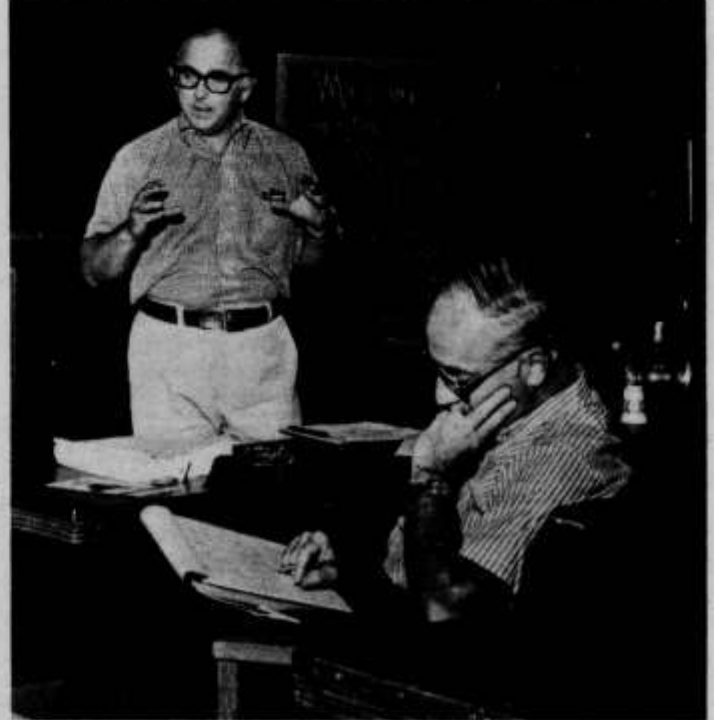
That evening, a banquet, with a theme of "The Roaring 20's," was held with Ron Townsend, newly elected president of the CSEA Tax and Finance Department chapter, serving as social chairman.

Sunday morning at the Lake Placid Club was given over to a Region IV delegates meeting.

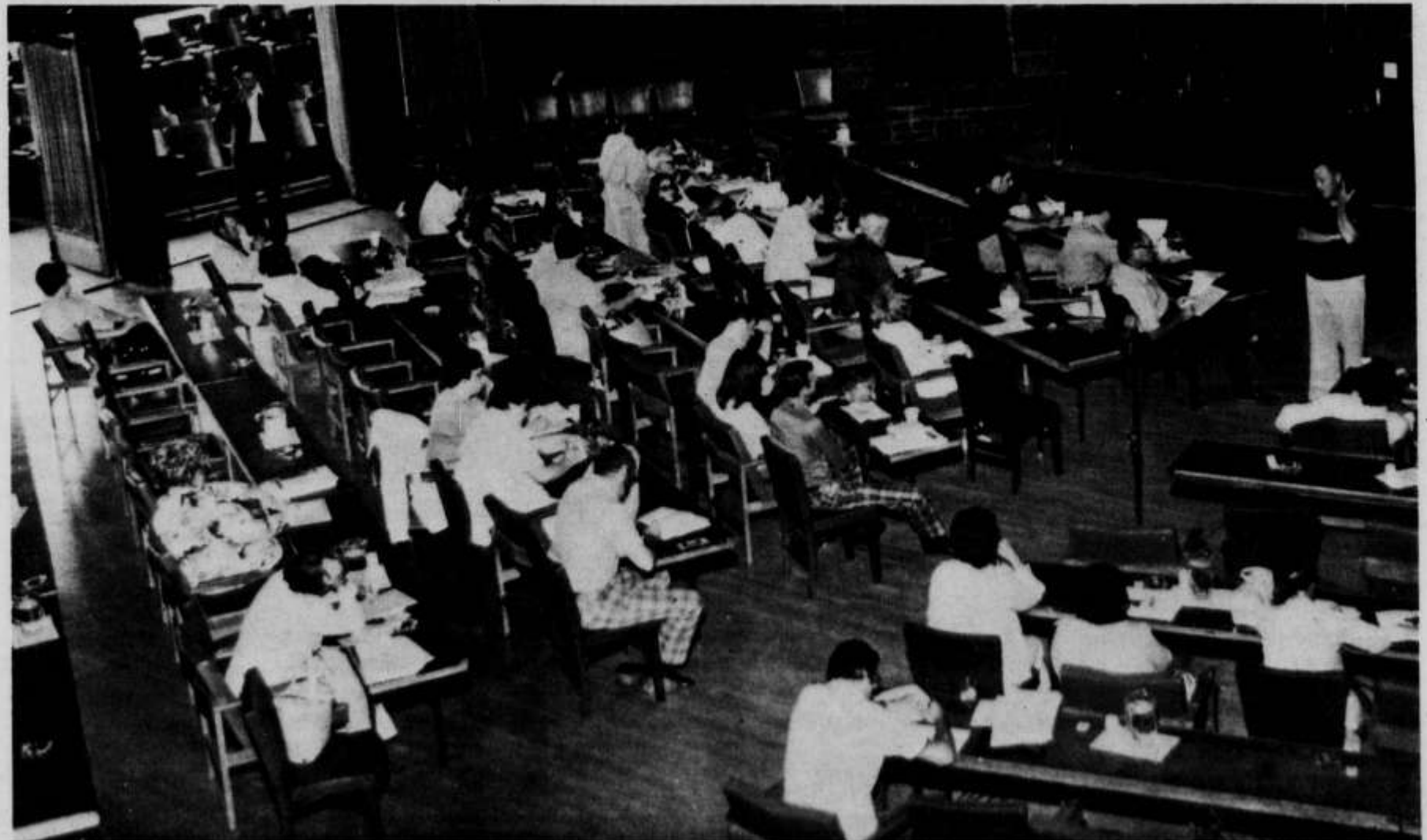
During the three-day workshop, representatives from the insurance firms of Ter Bush & Powell, MasterPlan and Blue Cross/Blue Shield were available at the Club to respond to questions posed by CSEA members on their respective programs.



Don Nugent, left, of the Department of Transportation, poses a question to Professor Matthew Kelly of Cornell University during a break at the Lake Placid Albany Region IV workshop. Interested listeners are Joan Tobin, DOT Main Office CSEA chapter president, and Kitty Manns of the Motor Vehicles chapter.



As Cornell University's Rodney Dennis expounds, another Cornell faculty member, Professor Ronald Donovan, takes careful notes.



This is a view of the general session at the three-day workshop. Professor Matthew Kelly is taking his listeners through the perils of negotiation. Three faculty members of the New York State School of Industrial and Labor Relations attended the Region IV three-day workshop.



How about grievances? Matthew Kelly, of the Cornell University School of Industrial and Labor Relations, discusses them.



Hello there. Grace Fitzmaurice, Audit and Control; Sue Crawford, Correctional Services, and Helen La-Pierre, Thruway Headquarters, welcome Tom McDonough, chairman of the CSEA State Executive Committee, at check-in time at the Lake Placid Club. Doris Bourdon of the CSEA Plattsburgh SUNY chapter is at Mr. McDonough's left.



Grievances are explored. Intent listeners included regional education committee co-chairman Betty Lennon, of SUNY at Plattsburgh, seated in foreground. Ms. Lennon and Richard Fila were in charge of arrangements for the workshop.



Clinton County was well represented. Above, from left, are Jean Kelso, Saranac Central School unit president, Phyllis Duval, Sue Healy and Fran Bessette, the Clinton County chapter president.



The man in the plaid coat is Charlie Scott, of the CSEA field service staff, who addressed the Lake Placid workshop on the ins and outs of union leadership. Session coordinator was Rensselaer County's Grace Vallee, back to camera in foreground.



"But on the other hand . . .". Jimmy Gamble, left, Department of Conservation chapter president, discusses ways and means of negotiation with Cornell's Rodney Dennis, center, and with Francis Shefferd of the Lake Placid unit.



Gerald Purcell, of the CSEA Office of General Services chapter, speaks on grievances. His dais mates, from left, are Betty Lennon, Albany Region IV workshop co-chairman, and Duane Cunningham of the OGS chapter.

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JAWS

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Install Thompson, Other HVPC Chiefs

WINGDALE—Richard Snyder, second vice-president of Southern Region III, Civil Service Employees Assn., was the installing officer for new officers of the Harlem Valley Psychiatric Center chapter, CSEA, at ceremonies held recently at the American Legion hall here.

Installed were Robert Thompson, president; F. Frankir, first vice-president; S. Zon, second vice-president; J. Pollack, third vice-president; E. Kimball, secretary, and R. Scott, treasurer.

Master of ceremonies was Armando Mostachetti. Speakers included CSEA field representative John Deyo, HVPC Director Y. Havelinwala and HVPC deputy director T. Greaser. Installed on the executive board were: M. Conklin, A. Boyce and K. Scott.

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Name Maiorana

MANHATTAN — Ronald Maiorana, who served as press secretary to Vice President Nelson Rockefeller when he was Governor, was named last week as director of special projects and communications by Special State Prosecutor Maurice Nadjar.

Mr. Maiorana, formerly a state commissioner for wagering systems and a reporter for the New York Times, will receive \$40,000 annually. The post had been vacant since the resignation of William Federici last January.

Sun. 3; Sat. 2 & 8; Fri. 9
Tues. 8; Wed. 2 & 8; Thurs. 8

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MMO ASSOCIATES, 1345 Avenue of the Americas, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on June 13, 1975. Business: Acquire, hold, sell or otherwise deal with, on its own behalf only and not for others, in securities of any kind and nature. General Partners: B. Gerald Cantor, 30 W 54 St., NYC; George V. Delson, 135 E 83 St., NYC. Limited Partners, Cash Contribution and Share of Profits: Ronab Associates, 1345 Ave of Americas, NYC, \$206,500, 59%; Frank Bacher, 1025 Fifth Ave., NYC; Steven Tomkin, 301 E 66 St., NYC; John Langer, 3010 Grand Concourse, Bronx, NY; Andrew Grabia, 116 E 19 St., NYC; Joseph McCarthy, 511 E 80 St., NYC; David Goldblatt, 155 E 34 St., NYC; Paul Hart, 9472 Rembert Lane, Beverly Hills, Ca., \$14,000 each, 4% each; Camela Fellisti, 623 West Fingerboard Rd., S.L., N.Y.; Linda Peretz, 4105 Mourning Dove Way, Calabasas, Ca.; William Bellinson, 99 Randall Ave., Freeport, NY; \$7,000 each, 2% each; Daniel Orzo, 2357 Davidson Ave., Bronx, NY; Lynn Tanski, 1034 Neck Rd., Brooklyn, NY, \$3,500 each, 1% each; Jeremiah Carolan, 120 Central Park S. NYC, \$10,500., 3%. Term: May 30, 1975 to May 30, 1978 unless sooner terminated. No additional contributions to be made. No partner may assign his interest except as provided in agreement. No additional limited partners to be admitted. No priority among limited partners as to contributions or as to compensation by way of income. Partnership terminates upon death, insanity, bankruptcy or retirement of both general partners. No limited partner shall demand property other than cash in return for their contribution.

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W'chester Needs Police Latest State And County Eligible Lists

Candidates have until August 8 to file for Police Officer (69-729) with towns and villages in Westchester County. Residents of Manhattan, Brooklyn, the Bronx, and Queens are eligible for positions in Pelham Manor. Other positions will be filled by residents of Rockland, Putnam, Nassau, Orange, Ulster and Dutchess counties. In all there are 22 vacancies.

Salaries will be determined by each municipality.

To qualify for appointment, candidates must be high school graduates and must be between 20 and 29 years old. Any non-residents applying for the positions must be willing to become residents of the locality in accordance with local laws of the department for which they are applying.

A written exam, scheduled for October 18, will test knowledge, skills and abilities in such areas as judgment in police work, understanding and interpreting legal passages, and preparing written material. In addition, candidates who pass the written exam

will be required to pass a qualifying medical and physical fitness exam. Detailed information of the medical test will be distributed to all candidates at the time of the written exam.

Complete information and application forms may be obtained by contacting the Westchester County Personnel Office, Room 104, County Office Building, White Plains 10601. If requesting a form by mail, applicants should enclose a stamped, self-addressed envelope with the number and title of the exam on the back flap.

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A young woman awaiting open heart surgery.
A child with Leukemia.
Make a friend you'll never meet. Donate blood soon.

EXAM 35-603
 SR STENO
 Test Held Nov. 23, 1974
 List Est. Feb. 28, 1975
 (Cont. from Previous Editions)

531	Burns Diana L Buffalo	77.2
532	Jabaut Ola H Plattsburgh	77.2
533	Owen Sandra L Holcomb	77.2
534	Arcangelo R D Endicott	77.1
535	Loeven Gladys A Otisville	77.1
536	Miragliotta F K Stony Brook	77.1
537	Jones Jacquelyn Troy	77.1
538	McGann Joanne E Altamont	77.1
539	Jones Kathleen Frankfort	77.1
540	Mazzarella L M Binghamton	77.1
541	Desilva Jo A Albany	77.0
542	Bologna B Albany	77.0
543	Havill Colleen Delmar	77.0
544	Wisniewski Ann N Lindhurst	76.9
545	McQuade Janet S Alplaus	76.8
546	Boronski Sandra Amsterdam	76.8
547	Kroupa Lynn A Bohemia	76.8
548	McSweeney Jane Spring Glen	76.8
549	McGrooy Diane T Schenectady	76.8
550	Randall Mary T Dansville	76.7
551	O'Brien Marian A Albany	76.6
552	Lewellyn Marie Orchard Park	76.6
553	Buhrer Elsie Rome	76.5
554	Diello Mary R Albany	76.4
555	Rohland Terrace Kent	76.4
556	Kuhl Penny E Ballston Spa	76.4
557	Wright Yvonne C Clarksville	76.4
558	Armstrong A M Climax	76.4
559	Capozzi Jane M Schenectady	76.4
560	Martin E S Elmira	76.4
561	Vega Marta A Mechanicville	76.4
562	Lines Deborah D Gowanda	76.3
563	Santamaria D Buffalo	76.3
564	Murden Alice L Woodbourne	76.3
565	McNabb Judith E Auburn	76.3
566	Brenner Eileen E Northport	76.3

567	Jacobs Richard Ballston Spa	76.2
568	Wallace Joan M Hannibal	76.2
569	Coleman Camilla Woodside	76.2
570	Lynick Mary A Troy	76.2
571	Grovenger Donna Delmar	76.2
572	Wolanin Karen A Cohoes	76.2
573	McMahon Eileen W Babylon	76.2
574	Liberatore L Syracuse	76.2
575	Scirocco T E Brewerton	76.2
576	Thrasher C J Utica	76.2
577	Hungst Joann Grafton	76.1
578	Koop Lillian S Pt Jefferson Sta	76.1
579	Deming Carol A Oneonta	76.1
580	Countryman Anne Rensselaer	76.1
581	Schorro Marie T Poughkeepsie	76.0
582	Farron E A Troy	76.0
583	Harrington P W Lindenhurst	76.0
584	Gavin Judy A Albany	76.0
585	Barno Jean A Watervliet	76.0
586	McGrail Frances Yonkers	76.0
587	Marcellus S M Unadilla	76.0
588	Avery Marie Garnerville	76.0
589	White Nancy J Setauket	76.0
590	Taylor Paula P Albany	75.9
591	Shepard Linda D Dansville	75.8
592	Whitney Melody Albany	75.8
593	Stanton Judi A Albany	75.7
594	Quinn Julianna Conklin	75.6
595	Ford Jean C Ner Hartford	75.6
596	Heeran Janice E Albany	75.6
597	McLaughlin L R Albany	75.4
598	Bursigian C Slingerlands	75.4
599	Healy Elizabeth Kings Park	75.4
600	Tetchman B L Plattsburgh	75.4
601	De Julio M A Rensselaer	75.3
602	Casas Esther Bronx	75.3
603	Caserta Marlene Buffalo	75.3
604	Aleschus Susan Rensselaer	75.3
605	Pfeil Renee E Green Island	75.3
606	Koury Joyce J Fayetteville	75.3
607	Kundrat Dolores Johnson City	75.2

608	Ferrigno C M Johnson City	75.2
609	DiMartin Linda Frankfort	75.2
610	Buehler M F Albany	75.2
611	Karmayn J S Averill Park	75.2
612	Russell Rose M Flushing	75.2
613	Petrograsso C A Latham	75.1
614	Schultz Therese Delmar	75.1
615	Berthlaume L A Schenectady	75.1
616	Briggs Janet L Frankfort	75.1
617	Hillebrand K M Pomona	75.1
618	Bedzis Rosemary Amsterdam	75.0
619	Baillargeon A J Troy	75.0
620	Moister Wanda J Middleburgh	75.0
621	Paone Maryann Schenectady	75.0
622	Thompson Regina Saranac	75.0
623	Scripa J M Schenectady	75.0
624	Graveline Susan Ogdensburg	75.0
625	Hammond Marie A Waterford	75.0
626	Switzer Teresa Trumansburg	74.9
627	Brenton Julie Pawling	74.9
628	Banks Beatrice Brooklynn	74.8
629	Winsor Patricia Milford	74.8
630	Oles Elizabeth Utica	74.8
631	Ringler Gwen T Delmar	74.8
632	George Nancy A Lyons	74.8
633	Skrocki Mary Holbrook	74.8
634	Thomas Melody C Islip	74.7
635	Breen Carla J Troy	74.6
636	Rosenberg Elsie Brooklynn	74.6
637	Huntley Aurelia Ogdensburg	74.6
638	Gamble Judith A Uniondale	74.5
639	O'Connor Deborah Cohoes	74.4
640	Lagasse Janice Ballston Lk	74.4
641	Bautockha Y Schenectady	74.4
642	Ella Annette M Albany	74.4
643	Taylor Donna M Elmira	74.3
644	Lesko Karen G Johnson City	74.3
645	Stechyshyn D Oneida	74.3
646	Lazzaro M Utica	74.2
647	Grady Karen A Latham	74.2
648	Gamella Barbara Glenmont	74.2
649	Meditz Marilyn Dix Hills	74.2
650	Cramer Sheree L Elora	74.2
651	Baron Janet M Schenectady	74.2
652	Fimbel Pamela R Buffalo	74.2
653	Congdon Marcia E Rochester	74.2
654	Premo Ellen B Waterford	74.2
655	Wielkiewicz A M Depew	74.1
656	Dormio J M Utica	74.1
657	Urban Rhonda P Albany	74.1
658	Henry Ruthann S Truxton	74.1
659	Barkman M L Schenectady	74.1
660	Matteo Gail R Albany	74.1
661	Chambers R T Albany	74.1
662	Dellario D L Binghamton	74.0
663	Hamilton Karen Camillus	74.0
664	Chiappetta N L Staten Is	74.0
665	Picciullo M Massapequa	74.0
666	Fama Helen J L I City	74.0
667	Brownell Judith Hudson Fls	74.0
668	Biondo Marie E Brooklyn	74.0
669	Boutillier Jill Syracuse	74.0
670	Lewis Barbara C Jamaica	74.0
671	Stashko Gloria Binghamton	73.9
672	Frey Jeanette M Albany	73.8
673	Vanderbogart B Schenectady	73.8
674	Jones Beverly L Esperance	73.8
675	Starsiak Susan Schenectady	73.8
676	Harrington J R Albany	73.8
677	Guyann Eileen L Oswego	73.7
678	Francolino T A Schenectady	73.6
679	Prendergast K A Schenectady	73.6
680	Mott Veronica T Albany	73.5
681	Curry Marjorie Lawtons	73.5
682	Russo Patricia Mechanicville	73.4
683	Welch Nadine M Ballston Spa	73.4
684	Albrecht Billie Watervliet	73.4
685	Riccardi Karen Loudonville	73.4
686	Duffy Bettylou Ossining	73.4
687	Hunziker Paula Troy	73.3
688	Fisher Melinda Canton	73.3
689	Yeager Theresa Buffalo	73.2
690	Palmer Mary T Mechanicville	73.2
691	Barbato Phyllis Floral Park	73.2
692	Barnas Mary A Rochester	73.2
693	Prisolo Claire Watervliet	73.2
694	Roberts P A Saratoga Spg	73.2
695	Soltis Sandra J Endicott	73.2
696	Dempsey Sharon Troy	73.2
697	Smith Shirley G Elmira	73.1
698	Bearup Susan M Albany	73.1
699	Green Bonnie E Watertown	73.1

CIVIL SERVICE LEADER, Tuesday, July 22, 1975



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(To Be Continued)

Nassau BOCES Installs, Notes A New Contract

SYOSSET—Joseph N. Piller and James Conklin were recently installed as president and vice-president, respectively, of the Nassau County Board of Cooperative Educational Services unit, Civil Service Employees Assn.

Others named to two-year offices with the BOCES group are Joan Serio, corresponding secretary; Doris Gunnarsson, treasurer, and John Heppner, sergeant-at-arms. The Nassau BOCES program covers 44 county schools.

The Nassau BOCES unit has also recently negotiated a three-year contract. The contract holds an 8½ percent retroactive increase from July 1, 1974, to June 30, 1975, and an 8 percent increase from July 1 to June 30, 1976. The third year of the pact will see negotiations involving fringe and wage negotiations.

Search On For Secretaries, Truckers

The following is a simulated radio broadcast. The jobs that are noted, however, are real.

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

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

SPEAKER 1: Today's first po-

sition is for an **ELECTRONIC DRAFTER.** It's with a Brooklyn firm making TV and FM products and calls for someone with two-five years experience as a designer-drafter. Will work on electronic components and packaging. Salary \$9,000-\$13,000 a year, depending on experience and ability.

2. A public relations firm in Manhattan needs a **SECRETARY** with good skills. Must be able to take responsibility in a four-person office. Applicant must be good at figures. Do light book-keeping. Employer will train. The pay is \$180-\$200 a week.

3. This next opening is for a **BIOCHEMIST.** Applicant must have a four-year college degree, preferably in chemistry, and two-five years job experience. Less experience acceptable if applicant has MA. Should be familiar with quantitative and hormone chemistry and with atomic absorption. This position pays \$15,000 a year.

4. In Manhattan, there's a job

waiting for a **STORE MANAGER.** Applicant must have at least five years of college bookstore or publishing experience. The salary is \$13,000 a year.

5. A zipper manufacturer in Queens is looking for an experienced **BOOKKEEPER** to work on payrolls and do accounts payable. Will work with automatic data processing equipment. This job pays \$135 a week.

6. If you're a **TRACTOR TRAILER TRUCK DRIVER,** make a note of this next job. The employer wants someone with two-five years of this kind of driving experience and a familiarity with pliers and packing houses. And the pay is \$175 a week.

7. Here's a gem of a job on Long Island. It calls for a **DIAMOND SETTER** with two-five years of bead and prong experience. The work week ranges from 40 to 52 hours and the hourly pay rate is \$4.50.

8. Also on Long Island, an employer is interested in hiring a **HAND CARVER** with at least three years in the trade. Will make and recondition furniture, work on custom pieces. Must be experienced in woodwork, hand cutting, carving and machine work. Salary is \$200 a week.

9. Back in the City, a **CUTTING MACHINE OPERATOR** is wanted today. Must be experienced on Seybold machine. The job is with a printing firm in Manhattan and the pay is \$3.50 an hour and up, depending on experience.

10. Next on the wanted list is an opening in the Bronx for a **SEWING MACHINE OPERATOR** on handbags and luggage. Applicant must be experienced on one-needle sewing machine. It's a year-round job and pays

\$3.00-\$3.25 an hour to start. After tryout, pay can go higher depending on experience and skill.

11. There's an opportunity in Brooklyn for a **GENERAL OFFICE CLERK.** Should have some experience as a biller clerk and on accounts payable and receivable. Will also do light typing. The pay is \$140 a week.

12. A school in Manhattan needs an **ADULT EDUCATION TEACHER.** Must have four-year college degree and be fluent in Spanish. Will teach English as a second language. Salary is \$13,000 a year.

13. Checking Westchester now, an **ELECTRICAL ENGINEER** is

in demand in that county. The employer is asking for someone with an MS or Ph.D in Electrical Engineering. Applicant must also have five-10 years experience in wire and cable high voltage technology or dielectrics. The salary here is \$16,000-\$22,000 a year.

ANNOUNCER: The phone number again for New York City jobs is 488-7330. For those Long Island and Westchester jobs, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor. You have been listening to another edition of the Want-Ad Column of the Air.

Suffolk Clerk Exams

HAUPPAUGE—The Suffolk County Civil Service Department has announced filing for open-competitive positions as **clerk, correction officer I (male), and correction officer I (female).**

There are no residency requirements but preference may be given to Suffolk County residents for appointment.

For clerk (exam 15-231) there are no minimum education or experience requirements. The position has a starting salary of \$5,798 a year.

A written exam, scheduled for Aug. 23, will test reading comprehension, vocabulary, arithmetic computation and reasoning, office practices and spelling. All applications must be received by July 23.

For male correction officer I

(exam 15-234) and female correction officer I (exam 15-235) candidates must be between 20 and 37 years of age and have a high school diploma. There are no height requirements but applicants will be required to pass a qualifying medical examination.

The positions are available at county jails or honor farms. Starting salary is \$8,710 a year.

A Sept. 13 written exam will test knowledge, skills and abilities in areas such as reading comprehension, preparation of written material and judgment. Applications must be returned by Aug. 6.

Applications and further information may be obtained from the Suffolk County Civil Service Department, Hauppauge, L.I., N.Y.

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INSTALL CSEA CHAPTER LEADERS AT PILGRIM



Officers of Pilgrim Psychiatric Center chapter 418 of the Civil Service Employees Assn. were installed last month in ceremonies at the Huntington Towne House, Huntington, L.I. The oath of office was administered by CSEA vice-president Irving Flaumenbaum, left, president of Long Island Region I, of which Pilgrim is a member chapter. Officers, left from Mr. Flaumenbaum, are: president Betty Duffy, first vice-president Joseph Noya, second vice-president John Jackson, third vice-president Bobby Williams, fourth vice-president Mike Stekardis and treasurer Alice Sarabia. Secretary Florine Allen is missing from the photo.



Elected to the Pilgrim Psychiatric Center chapter board of directors are, from left, Vito Bertini, Henry Bittner, Charles F. Blozisk, M.D., Billy Chacona, Rose Cilli, Elmira Cuffu, Maria Dammas, Annie Fisher, Paula Luvera, Ray Magliulo, Joseph Messina, Margie Noya, Charles Salzmann and Sylvia Weinstock. Missing from photo is Aradel Fuchs.



Serving as Pilgrim Psychiatric Center chapter delegates to statewide meetings of CSEA, are, from left, Betty Duffy, Joe Noya, John Jackson, Alice Sarabia, Rose Cilli, Paula Luvera, Joseph Messina, Margie Noya, Charles Salzmann, Sylvia Weinstock, Bertram A. Holmes, William Zimmerman, Jean Frazier and Lorenza White. Missing from photo is Crawford McPhatter.

Reopen Firehouses

The Fire Department has reopened all firehouses closed due to NYC's economic crisis, but with a hitch. Companies will be reduced from five men to four, a move sharply criticized by the Uniformed Firefighters Association.

The re-openings follow demonstrations by many residents protesting the closings.

The reactivation of all fire companies was made possible by the return of 750 of the 1,658 firefighters laid off June 30.

However, the UFA charges reduced crews will mean additional violations of the union contract, which mandates five-man crews for all companies. Since the layoffs began some companies have been working with only four men.

UFA president Richard Vizini has already attributed the deaths of two firefighters in July to the reduced crews. He said they were forced to do work of more than one man.

On July 10 the union filed a grievance with the city's Office of Collective Bargaining to end the practice of manning trucks with four men. No decision has been reached yet.

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Region III Pledges All Support To Dutchess County's Strikers

(Continued from Page 1)
ed in the fact-finders report, to be taken up in binding arbitration.

"All the things that we won in the fact-finder's report and which were accepted by the chief fiscal officer of the county would be jeopardized in this binding arbitration. I call this extreme provocation," continued Mr. Frank.

An injunction was served on Mr. Lennon as one of the six state vice-presidents of CSEA during the Poughkeepsie meeting. The injunction was issued in connection with the potential statewide CSEA strike due to start Monday and was not related to the Dutchess affair. It was served on Mr. Lennon by a member of the State Attorney General's office.

"It looks like we're going to be in the fight of our lives, in

the county and all over, but if we stay firm and united we will win," Mr. Lennon said.

The decision to remain united was strongly endorsed by those attending last week's meeting. This was emphasized when a public employee who had provisional status said that she had been informed by her supervisor that if she took any part in the strike, or even honored the picket lines, she would lose her job.

"Legally, they could dismiss a provisional or probationary employee on certain grounds," Mr. Frank said. A woman at the meeting moved that none of the Dutchess employees would go back to work unless every employee was fully reinstated in their jobs.

This motion was approved unanimously.

"Dutchess CSEA leaders can go to jail for leading the strike under both the Taylor Law and a general law," Mr. Frank said. "But we are determined not to honor any injunctions and are ready and willing to go to jail in order to win this strike," he added.

Collective bargaining specialist Manny Vitale outlined the history of the long negotiations for the county contract. "We signed, the county executive signed, and the Board of Representatives hasn't got a damn thing to say," he commented.

Mr. Vitale also said that money has been set aside in the Dutchess County budget for the 8½ percent raise. "We have to stand up for our rights. You are only entitled to freedom if you stand up and fight for it," he added.

Besides the strike action, CSEA is also going to wage a legal battle in the courts in connection with the negotiated agreement. The legal fight will be headed by regional attorney Thomas Mahar.

To demonstrate unity of the Southern Region behind the strike action, a large delegation

of CSEA members headed by Mr. Lennon attended the meeting. These included regional field supervisor Thomas Luposello; John Mauro, first vice-president of the Region and president of the Rockland County chapter; Pat Spicci, first vice-president of the Rockland chapter and president of the Rockland unit; Tom Phillips, president of the Ulster County unit; Nina Yaeger, first vice-president of the Ulster County chapter; Carole Dubovick, president of the Orange County chapter; Hugh Crapser, president of the Dutchess Education chapter; Gerard Reilly, president of the Poughkeepsie unit; John Famelette, president of the Poughkeepsie School unit; Ellis Adams, president of the Dutchess chapter, and Bernard Viet, president of the Dutchess County unit.



CRAIG CENTER LEADERS — Charles Peritore, center, president of the Craig Developmental Center chapter, Civil Service Employees Assn., is flanked by other newly elected chapter officers at recent installation ceremonies. On his right is Daniel Donovan, first vice-president, and at left is Frank Lopez, standing in for second vice-president Edward Roberts. At rear, from left, are: Evelyn Brown, treasurer; Jack Galbraith, third vice-president, and Jean Reisdorf, secretary.

Installation Held At New Paltz SUNY

NEW PALTZ — The State University of New York at New Paltz Student Union building was the scene of the recent installation of officers of the SUNY at New Paltz chapter, Civil Service Employees Assn.

Officers installed for two-year terms included: Marie Romanelli, president; William George, first vice-president; Margaret Crans, second vice-president; Edith Heasbrouck, recording secretary; Elizabeth Kearney, corresponding secretary, and George Serrano, treasurer.

The delegates are August Galluzzo and Alice Alsdorf.

Installed as directors were Helen Hajek, representing administrative services; Kenneth Hornbeck from operational services; August Galluzzo from institutional services and Earl Prochaaks of the professional, scientific and technical unit.

Accident And Sickness Benefits Changes Explained By Insurers

Ernest G. DuMond, Chairman of the Civil Service Employees Assn. insurance committee, has received several letters from members expressing confusion over the benefit changes in the accident and sickness program which were approved by the Board of Directors to be effective July 1, 1974.

Changes that were recommended to the Board of Directors by the former insurance committee were selected from several alternatives proposed by The Travelers Insurance Co. to stabilize the adverse claim experience that had developed on the case.

The Board of Directors concurred with the recommendation of the insurance committee that the best way to make the plan healthy without changing premiums was to modify the additional benefits which had been added to the accident and sickness program at no cost to the participants during past years when the claim experience was satisfactory.

The changes that were made in these benefits are as follows:

1. There is a seven-day waiting period for benefits payable due to sickness whether or not you are confined in a hospital, rather than coverage from the first day if you were

confined in a hospital for 48 hours or more.

If you are under 60 and have been insured for at least one year:

2. The monthly benefit increases by 12½ percent for insureds paying plan I or plan II premiums, rather than 20 percent for plan I and 25 percent for plan II as was formerly the case.
3. The sickness monthly indemnity benefit (except for pregnancy) will be paid for 12 months regardless of how long your policy has been in force, rather than increasing to 24 months after your policy had been in force for one year.
4. The accident monthly indemnity benefit will be paid for 12 months for on-the-job accidents rather than 24 months. The accident monthly indemnity benefit for off-the-job accidents continues to be payable for life.

Upon the recommendation of the statewide insurance committee, a new rider describing the additional benefits which apply to disabilities commencing between July 1, 1974 and June 30, 1976, is being mailed to all individuals at the time they file claims for benefits.

Ⓢ CSEA calendar Ⓢ

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

JULY

- 27—Clinton County chapter picnic, installation: 12 p.m., Clinton County pool, Ausable Chasm.
- 28—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.

AUGUST

- 1—Erie County Social Services Department unit dinner-dance: Hearthstone Manor, 333 Dick Rd., Depew.
- 5—Syracuse Area Retirees chapter quarterly meeting: 2 p.m., Raripon's Restaurant, Market and Genesee Sts., Auburn.
- 9—Nassau County chapter picnic: 11 a.m.-5 p.m., Mushrooms picnic area, Hempstead Town Park, Lido Beach.
- 16—SUNY at Fredonia chapter picnic: College Lodge.
- 16—Town of Huntington unit picnic: 12 p.m.—dusk, Crabmeadow Beach, Northport.
- 27—Yorktown Custodial unit meeting and installation: 3:15 p.m., Middle School cafeteria, Yorktown Heights.

SEPTEMBER

- 6—Saratoga County Educational Employees chapter clamsteak: 10 a.m., Krause's Half Moon Beach, Crescent.
- 13—Suffolk County chapter picnic: 11 a.m.-5 p.m., Southaven County Park, Yaphank.
- 27—Orange County unit steak bake: 12 p.m., Thomas Bull Memorial Park Day Camp, Route 416, Montgomery.

Nostalgia Nite Theme Of Erie Unit's Dinner

DEPEW — Nostalgia Nite, featuring music of the 1940s and '50s will be the theme of the dinner-dance of the Erie County Civil Service Employees Assn. Social Services unit's installation here Friday, Aug. 1, at the Hearthstone Manor, 333 Dick Rd.

Deadline for obtaining tickets is Friday, July 25. No tickets will be available at the door. Committee members are Al Shanks, Lillian Barilko, Sheri Kasholtz, Roger Magill, Charlie Carpenter and Ron Goran. Priced at \$7.50 the tickets cover a full buffet dinner and set-ups at each table.

Family Court Judge Raymond R. Niemer and City Court Judge Aloysius Mazur will speak at the event. James J. Powers, regional supervisor of CSEA Western Region VI, will be the installing officer.

Officers to be installed are: Conrad G. Miles, president; Sally Radice, executive vice-president; Sharilyn A. Kasholtz, second vice-president; Kevin Duggan, third vice-president; Suzanne S. Kozak, treasurer, and Sylvia

King, recording secretary.

Mr. Miles announced the appointment of chairmen of the following committees: Allen I. Shanks, statewide services; Frank A. Finnerty, community relations; Ronald V. Coran, political action; Roger Magill, election; David A. Stalica, legislature; Kevin J. O'Neill, agency organi-

zation; Paul N. Maine, civil service; Robert S. Petersen, legal steering; Robert G. Wetherell, membership; Sharilyn A. Kasholtz, social service; Sally Radice, grievance, and Anette Peoples, special projects. Parliamentarian is Kevin Duggan and auditors are Lillian Barilko and Warren Hall.

Pick Mediators, Fact-Finders

ALBANY—Two mediators and three fact-finders have been named by the Public Employment Relations Board to management-labor disputes involving the Civil Service Employees Assn.

The mediators are Mark Beecher, of PERB's Buffalo office, named to the dispute between the Rushford Central School District, Allegany County, and CSEA, and James Sharp, also of the Buffalo office, named to the dispute between the Sherman Central School District, Chautauqua County, and CSEA.

The fact-finders are Walter Hubner, of Cazenovia, named to the dispute between the Phoenix

Central School, Oswego County, and the Phoenix School unit, CSEA; Robert W. Rock, of Oswego, to the dispute between Fulton Consolidated Schools, Oswego County, and the Fulton Clerical, Custodial and Cafeteria unit, CSEA, and Marc J. Weisenfeld, of Canton, to the dispute between the Watertown City School District, Jefferson County, and the Watertown Custodial unit, CSEA.

July Days: Thoughts For Firefighters

The first 15 days of July have been the sort of thing which firefighters will talk about for years to come.

Mayors, commissioners and assorted brass will have nightmares about them. The nightmares will have some justification and damned little sympathy from just about anybody. This, simply because the whole ugly mess is mostly of their own making and the nightmares and twinges of conscience are in the opinion of this writer, decidedly deserved.



THAYER

Taking a look at the sorry mess, first we find two firefighters dead of heart attacks. Perfectly healthy men, one with only seven years in the job, Fireman James Robertson had gone to a second alarm at 961 box in Brooklyn on July 8 at 4:09 a.m. He did what he was supposed to do, but with reduced manpower thanks to an "Implemented innovation" by the Commissioner. Suddenly Jim Robertson, with his whole life ahead of him, a man with a college degree and a family, was dead.

A few days before, on July 4th, at a few minutes before midnight, Ladder 155 in Queens responded to an "all hands" fire at Box 9246. The company worked hard. They were shorthanded thanks to the same directive. When taking up from the fire, the chief gave them one hour of rest in quarters before going into service. Adolph D'Ambrosio, veteran of 19 years, a quiet man who seldom pontificated about anything but was sort of content to sit and listen to the "young-

sters" hold forth. He went up to shower and dropped dead of a heart attack. Married with a family, he was active in civic matters in Ozone Park. A nice, level-headed, quiet man liked and admired by his fellow firefighters. There was an ironic twist to Adolph's passing. The newspapers that day were full of details on the big story of the day. It was all about a dead horse who had broken its leg in a horse race. For the dead firefighter? Not a word. For that matter, I don't recall that I saw anything about the death of Jim Robertson either. So it goes in the great city and the grateful press.



ADOLPH D'AMBROSIO

There was another nightmare night in the Bronx. This included the chief who asked for a second alarm and was told that at the moment, the dispatcher didn't have any companies to send him, but if and when some came along, the dispatcher would try to help.

Then the chief was suddenly told that he was getting a truck—one truck on a second alarm and maybe "pretty soon" an engine! Suddenly there was an engine available and he was dispatched but, on the way, the

engine radioed that he had to stop and extinguish fire in a truck. The dispatcher told him "the hell with the truck fire . . . you go to the second alarm where they need you like crazy . . ."

Another case in the Bronx came up when a hook and lad-

Fire Flies By PAUL THAYER

der officer asked for special instruction, if any, while responding to a second alarm. The dispatcher, somewhat breathlessly, said: "Just head for the smoke, Lou!"

Again in the Bronx, an irate bunch of citizens, taking a cue from the folks out in Brooklyn who "captured" Engine 218 and held it and the men in it "hostage" until they got it placed back into service, took possession of Ladder Company 50 on Bruckner Blvd. and had the services of Engine 89 restored pronto.

While captive, Fireman Frank Scala suddenly found it tough to breathe and was removed to Jacoby Hospital and placed in the intensive care unit making it heart attack number three for the first 15 days of reduced manning.

The toll of civilian deaths for the period we write of stands at five.

In one case in Queens, at a fire at 41 W. 13th Road in Broad Channel, two people died. In 1972, Engine 267 was disbanded.

They would have responded to this fatal fire. Fire launch "Hackett" would also have responded. It was disbanded in 1974.

Adding to the nightmare, two Fire Marshalls are in Jacoby and Bellevue Hospitals, both shot in the face, the first marshalls to be shot since the marshalls were organized.

Never one to pass up an opportunity for publicity, the visit by the Mayor was well laced with photographers and, for the second visit Car One and Car One A seemed to be able to coordinate their visits with that of the Mayor

I wonder if, when the Mayor was talking to the families of

shalls, a fact to which he has turned a deaf ear in the past.

So it went. With firefighters having been turned against brother firefighters.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 523-7407. 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.

Name Is Omitted

MONROE—In a recent article on the installation of new officers of the Orange County chapter, Civil Service Employees Assn., the name of Josie Stratton was not included. Ms. Stratton is the chapter's treasurer.

Civil Rights Unit Urges Shakeup

The U.S. Civil Rights Commission is recommending the abolishment of the Equal Employment Opportunity Commission and the creation of a new agency with broad powers to enforce fair employment laws.

The new agency, the National Employment Rights Board, would be given authority to issue cease-and-desist orders and power to order relief such as back pay and affirmative action.

The rights board would also take over tasks of several other federal agencies including the Civil Service Commission's implementation of anti-discrimination orders. The recommendation was made in a 673-page report issued last week. The report said the federal government's effort to end employment discrimination on the basis of race, sex, and religion was fundamentally inadequate.



JIM ROBERTSON

the Marshalls, he was aware of the fact that 67 marshalls do the work of a needed 200 mar-

Women Vets Win Equality

Female armed forces veterans are eligible for the same benefits as male veterans, says Frank V. Votto, director of the New York State Division of Veterans' Affairs.

Since women operate under the same military and naval laws as men do, they are entitled to the same veteran benefits, he said. Certain procedures vary, such as the manner of providing medical, hospital, and domiciliary care, however, there is no difference in the standard of treatment or the basis of determining entitlement for veterans benefits, he added.

For information and assistance, female veterans should contact the veterans' affairs center at 1910 Monterey Ave. or 2488 Grand Concourse, both in the Bronx.

Suffolk's Picnic

YAPHANK — The Suffolk County chapter, Civil Service Employees Assn., will hold a picnic here Saturday, Sept. 13, at the Southaven County Park. The Suffolk picnic will begin at 11 a.m. and last until 5 p.m.

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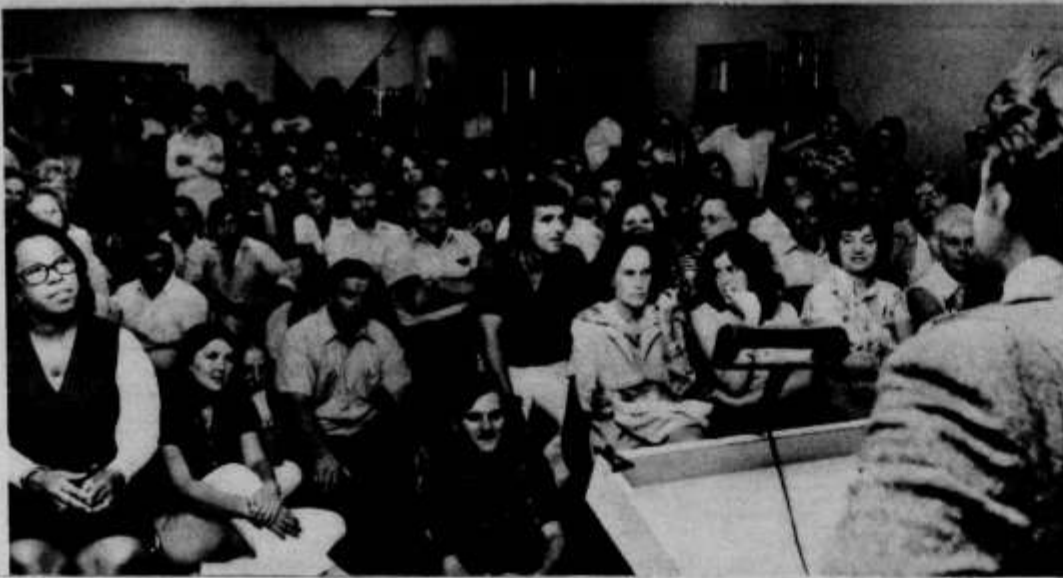
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An estimated 400 employees of Dutchess County participated in a meeting that resulted in overwhelming decision to participate in job action against the county government, which has refused to approve the contract agreed upon by the local Civil Service Employees Assn. officials and the county administration. Here CSEA collective bargaining specialist Manny Vitale, extreme right, speaks to the crowd at the July 17 mass meeting prior to the strike deadline.

... State Workers Determine To Wait Till Next Time On Contract Dispute



CSEA executive vice-president William McGowan attended each of two special meetings in World Trade Center in downtown Manhattan to answer questions and determine feeling of members toward a statewide strike. Here Mr. McGowan, standing at left, listens to views of Harry Tanser, of the Social Security Services unit, OER. Identifiable in background are CSEA staffers John Naughtier, John McGraw, Mona Cappola, Sol Gordon and Bart Brier.



Among the chapter leaders who attended emergency meeting of the New York City Region II executive council to discuss the possible strike situation were, from left, John Finnie, Housing and Community Renewal chapter second vice-president; Roy Seabrook, Metropolitan Armories chapter president; Jackie Williams, Manhattan Developmental Center chapter president; Ann Wadas, Basic Research chapter president, and Larry Janota, Housing and Community Renewal chapter third vice-president.



New York City Region II officers prepare to face chapter presidents at special meeting prior to strike decision. From left are secretary Gloria Kanfer, treasurer John Eversley, third vice-president William Cunningham, president Solomon Bendet and first vice-president Vincent Rubano.

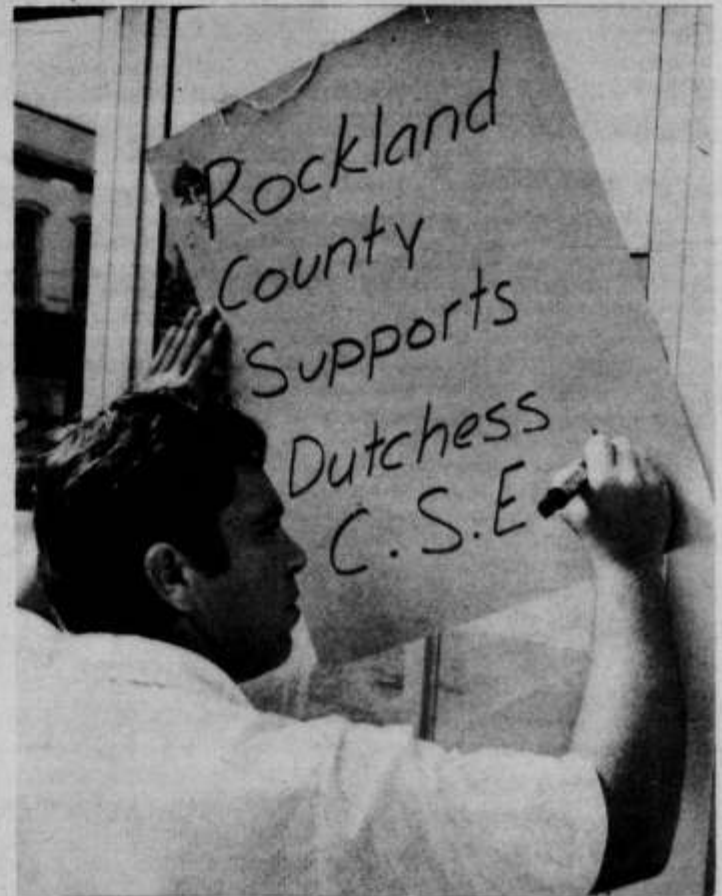
(Leader photos by Lou Seisberg)

WHILE DUTCHESS COUNTY EMPLOYEES DECIDE ON STRIKE ACTION NOW...



On Friday, July 18, the picketers marched in front of the County Maple St. facilities in Poughkeepsie. Dutchess CSEA president Ellis Adams, second from right, is shown here encouraging marchers in their determined efforts. Recognizable in foreground are Kevin Gormley, center, and Gene Marx, right.

(Leader photos by Ted Kaplan)



Rockland County's Gerald Brichwood shows solidarity of other local government chapters in Southern Region III with Dutchess County cause. Representatives from most other county and educational chapters in area provided support for the picketing.



Among those looking over information at general membership meeting at World Trade Center were, from left, CSEA director Victor Pesci (Banking), NYC chapter Social Services delegate Evelyn Glenn, CSEA field representative Anne Chandler, NYC chapter Meat Inspector delegate Irving Goldberg, Kings County chapter Building 4 representative Brenda Nichols, Kings County chapter president James Gripper and NYC chapter Social Services delegate Rick Rhodes.