



SOLOMON BENDET
CSEA Vice-President Leads Fight



JACK BOBROW
Brooklyn Meat Inspector Protests

Region 2's Bendet Defends State Meat Inspectors' Jobs

AMITYVILLE—Solomon Bendet, president of New York City Region 2, Civil Service Employees Assn., has begun a campaign here to save the jobs of several hundred state meat inspectors, carved out of their posts by Gov. Hugh L. Carey's budget.

Mr. Bendet met with about 100 inspectors of the Agriculture and Markets Department at a protest rally at Long Island Region 1 headquarters Feb. 4.

"I am shocked that the department kept this idea a secret until Governor Carey revealed it in his budget," Mr. Bendet declared. "We want the department to take steps to see that all the

inspectors involved stay on the state payroll."

The group signed a petition and called for a telegram to CSEA president Theodore Wenzl. Mr. Bendet said he had conferred with the Albany chapter

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Inside The Leader

Gain Bargaining Rights For Clinton School Aides — See Page 3

Ratify Contracts For Two Westchester Units — See Page 4

Latest State Eligibles — See Page 11

Ontario Employees Agree To Pay Hikes — See Page 16

CSEA, In A Study, Seeks Alternatives To State Lay-Offs

ALBANY — The Civil Service Employees Assn. is conducting a detailed study of the state's new budget to discover alternatives to laying off employees in the reductions and consolidations of various state agencies.

The in-depth study was announced at a meeting of the union's Board of Directors here at which plans were also approved to submit the findings to state administration leaders and to arrange bilateral discussions with them to promote CSEA's proposals prior to legislative action. (Continued on Page 14)

CSEA Support Aids Student-Nurse Fight To Save 12 Schools

ALBANY—With support from the Civil Service Employees Assn., more than 600 student nurses staged a noisy protest demonstration last week at the State Capitol and were rewarded with almost instant results.

The contingent came by bus from all 12 nursing schools operated by the State Department of Mental Hygiene to protest the state's plan to close the 12 schools by June 30 to effect budget cuts in Gov. Hugh L. Carey's proposed budget.

The day-long demonstration in near-zero temperatures on Tuesday was followed on Wednesday by an agreement from Gov. Carey that the more than 800 first- and second-year students in the three-year nursing school programs will be able to complete their nursing training at state schools after all. The June 30 planned closing of all the remaining state nursing schools would have meant that all students in the first two years of the program would have been phased out of training along with the schools.

CSEA said it strongly supported the student nurses' protest for three reasons: because closing the 12 schools would have caused the CSEA-represented teaching staff of about 130 to be dropped from teaching positions and absorbed into the general nursing service program; because CSEA believes that closing the schools will cause a serious shortage of specially trained psychiatric nurses in the various state psy-

chiatric centers and institutions, with the resultant lowering of nursing standards for patients; and because about 85 percent of the nursing students ultimately (Continued on Page 14)

Westchester Bulletin

WHITE PLAINS — The Civil Service Employees Assn. has obtained a restraining order blocking a move by Westchester County Sheriff Thomas Delaney to abolish the job held by a CSEA shop steward. CSEA charges, among other things, that the employee was discharged for activities on behalf of the union.

Don't Repeat This!

State Negotiations On Collision Course As Positions Stiffen

AS negotiations between the State and the Civil Service Employees Assn. continue behind a news blackout, employees are left to wonder what progress is being made in their behalf on the salary reopener for the third year of their (Continued on Page 6)

CSEA Board OK's Actions

ALBANY — Three county chapters — Nassau, Niagara and Ulster—received support last week from the Civil Service Employees Assn. Board of Directors to pursue further action on their contract disputes.

Nassau chapter, headed by Irving Flaumenbaum, was granted permission to hold a demonstration Monday, Feb. 24, at 8:30 a.m. in front of the Nassau County Executive Building. The action was requested by Mr. Flaumenbaum following the rejection by Nassau County Execu- (Continued on Page 14)



ROCKLAND DEMONSTRATION — More than 500 demonstrators, led by Civil Service Employees Assn. executive vice-president Thomas H. McDonough, right and CSEA's Rockland County chapter president John Mauro, second from right, protested earlier this month the inadequate pay raises offered by the Rockland County Board of Legislators. The informational picket line at the County Office Building was part of the union's effort to bring its side of the story to public attention. (Story and additional photos on Page 8.)

Biaggi Reintroduces Police 'Bill Of Rights'

WASHINGTON—U.S. Rep. Mario Biaggi (D-N.Y.), re-introduced his law enforcement officers bill of rights measure, which he claims would guarantee policemen due process procedures in internal investigations, establish a police grievance commission and permit law officers to engage in political activity while off duty.

"This measure calls for no more than the same rights and privileges which have been included in the landmark civil rights legislation enacted over the past 15 years," Mr. Biaggi said. "The exception is that this one recognizes policemen, too, as Americans deserving the full protection of our Constitution."

The bill, which would amend the Omnibus Crime Control and Safe Streets Act, establishes a nine point Bill of Rights that would provide law enforcement officers with statutory protection for certain rights enjoyed by other citizens. The basic points of bill are:

- The civil rights of a policeman be recognized when they are subjects of interrogation and

investigation.

- Policemen may bring civil suits against others when they suffer violation of their civil rights arising out of the performance of their duties.

- A grievance commission be established in each state to hear and investigate policemen's complaints of infringement of their rights.

- Policemen have the right to engage in political activity when off duty and out of uniform.

"I am convinced," Mr. Biaggi concluded, "that passage of this legislation would provide our law enforcement officers with sufficient protection against slander and harassment. This seems to me to be the least we could do for the dedicated group of men who risk their lives each day on our behalf."

Kovenetsky Is Appointed Special Labor Assistant

ALBANY—Gov. Hugh L. Carey recently announced the appointment of Sam Kovenetsky, of Lake Peekskill, as special assistant for labor affairs.

Mr. Kovenetsky, 62, is president of local 1-8 of the Department Store Workers Union, AFL-CIO, and an official of several local, state and national labor organizations. He will advise the governor on labor affairs.

He succeeds Richard Nolan, who served in the administration of Gov. Malcolm Wilson. The position carries a salary of \$16,975 a year.

Mr. Kovenetsky helped organize department store workers in New York City and recently aided in establishing the trade union for department store workers in Japan. In 1971, he was named the Man of the Year by the AFL-CIO Council in New York City. Mr. Kovenetsky is vice-president of the International Union of Retail, Wholesale and Department Store Union, vice-president of the New York State AFL-CIO, secretary of the Maritime Port Council; a member of the advisory board to the AFL-CIO City Council, and vice-president of the New York

Charter of Industrial Relations Research Assn.

He also is a member of the executive board of the United Fund in New York City, a director of Group Health Insurance, Inc. and the New York Cancer Society, and board member of the Brooklyn Psychiatric Center.

CLICKETY-CLACK

Thirty-four railroads, comprised of about 5,300 miles of road linking all parts of the state, make up New York State's railroad network, the New York State Department of Commerce reports.

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New Training Program For Practical Nurses

CARLE PLACE—A new program designed for Licensed Practical Nurses interested in broadening their knowledge of Pharmacology is being initiated by VEEB's School of Practical Nursing starting March 3, 1975 and ending April 11, 1975.

These two-hour classes will be held at VEEB's School of Practical Nursing, 67A Nichols Court in Hempstead from 6:30 p.m. to 8:30 p.m. Monday through Thursday. For further information call (516) 480-7044.

N.Y. Job Variety
In New York State's 38,000 manufacturing establishments, workers are employed in almost all of the 422 industry classifications listed for the whole country, the New York State Department of Commerce reports.

BUY U.S. BONDS

AT LAST—



A realistic look at legal opportunities for minorities / through the eyes of minority lawyers — professionals who have made it through the system as small-town practitioners / law firm partners / corporate counsel / government attorneys / judges / law professors / lawyer-politicians /

Here is the complete story of the minority lawyer — from law school to law firm — in the words of those who have successfully completed the trip... the lawyers themselves. Each distinguished contributor honestly tells his own exciting and, at times, painful journey toward acceptance in a field that, until recently, had only a handful of minority practitioners.

CONTRIBUTORS* AND THEIR CAREER INSIGHTS

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

*Affiliations are those at time articles were written.

APPENDICES:

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

WHO CAN BENEFIT FROM READING THIS BOOK?

- Undergraduate students choosing law as a career
The minority student may not have access to members of the profession to talk about factors to consider in deciding on a law career. For instance, what sources of money are available and which law schools will accept him? Can he compete with this "fast-talking, complicated bunch"? Any student will find experiences here that can be valuable lessons.
- Law students considering career choices
There are dozens of ways to use the law to protect and serve the minority community. On a larger scope, political involvement can give direction to important movements and may lead to election to government. As a professor, the minority lawyer will surely enlighten and influence his white, black, Puerto Rican and Chicano students. Career options can be realistically evaluated by the future lawyer after reading this book.

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 - Careers in Government and Politics
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 - Perspectives from the Bench
 - Ethnic Perspectives

ABOUT THE EDITOR

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

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AUDIT COMMITTEE MEETS — Members of the audit committee of the Civil Service Employees Assn. and CSEA staff meet in Albany to check the financial shape of the Association. Standing, from right, are Patrick G. Rogers, director of field services; Art Johnson; Richard Marley; Thomas P. Collins, CSEA comptroller, and Gerald Toomey. Seated, from left, are Joseph Salvino, CSEA accounting office; Jack Gallagher, CSEA treasurer; Louie Sunderhaft, committee chairman; David M. Stack, supervisor of general accounts, and Kathy Barnes, stenographer. Not present for the photo were Hal Goldberg and George Harrington.

Monroe Successfully Resists Probation Officer Demotion

ROCHESTER—The Monroe County chapter of the Civil Service Employees Assn. has persuaded the county to change a decision to demote 22 of 37 senior probation officers in its consolidation of Family and County Court probation departments.

"This is a victory for two reasons," said chapter president Martin Koenig. "Everybody is now eligible for any wage increase we negotiate, and if the demotions had gone through, the officers would have had to wait from now to doomsday for promotion."

The agreement, ratified by a 2-to-1 vote of probation officers, also says that a lower rank of probation officers will be abolished and replaced with another

title, although the officers won't lose pay.

"I don't believe any reorganization of any county department will be handled this way in the future," said Mr. Koenig.

The CSEA was never informed of the plans for the downgrading of the probation officers and about 15 clerical workers.

County manager Lucien A. Morin also said he was happy with the agreement. "It is indicative of the type of labor understanding which can be reached through sincere, across-the-table bargaining," he said.

The dispute arose late last year when the State Probation Department suggested a merger of the Family Court Probation Department and the Adult Probation Department. Officers in both departments aid judges with presentence investigations and also supervise persons on probation. A county plan would have demoted 22 to 37 senior probation officers in the merger. It also would have frozen salaries for some officers. CSEA approved the merger but protested the demotions and wage freeze. It caused a morale problem, officers said.

The top salary for a senior probation officer is \$15,470. Regular probation officers are in the \$10,374 to \$13,312 range. The unit has about 100 probation officers.

Promotion System

Under the agreement, one probation officer will be promoted to senior probation officer for every three vacancies in the senior ranks. "The good thing about this," Mr. Koenig said, "is that it's the first time we've been guaranteed that an opening will be filled."

If the abolition of the jobs had become effective, he said, the downgraded senior probation officers would have been put on a preferred list. "Any opening for senior would have had to come from the list, so that regular probation officers would have to wait until the list was exhausted before they could apply," Mr. Koenig noted.

If, for example, a senior probation officer making \$13,000 had been demoted, his \$13,000 salary would have been frozen until the regular probation officer salary had reached \$13,000, he said.

Irresponsibility Charged In Termination Of Lunch Program At Warrensburg

ALBANY—The Civil Service Employees Assn. has accused the Warrensburg School District Board of Education of irresponsibly following the Board's recent decision to terminate the district's free lunch program for underprivileged school-age children.

Cafeteria employees and more than 300 children were affected when the program ended late last week. The food service workers were laid off and the underprivileged children were denied a free lunch. For some students, it was the only hot meal they receive each day, according to CSEA.

CSEA field representative Aaron Wagner cited inept management, insufficient funding and lack of capable administrative direction as factors which caused the program's failure.

According to Mr. Wagner, the Board, in assessing the cost of the program, did not appropriate enough money to fund the project for an entire year. Mr. Wagner also claimed a highly paid food service supervisor mismanaged funds by making unnecessary, uneconomical purchases, while the Board of Education failed to take action to check or study the purchases.

In a letter to the Warrensburg School District Board of Education, Mr. Wagner asked Board members to "make a concentrated effort to re-establish the school lunch program on a 'modified level' by eliminating the position of school lunch supervisor and allow purchasing to be done by the cafeteria staff. Purchases, he suggested, could be made on the basis of bids, en-

abling the buyer to receive the best possible price.

In his letter, the CSEA field representative also said that while the five CSEA-member employees in the cafeteria were an important concern to the union, which represents more than 300,000 public employees in New York State, "our main concern is for the residents of the Warrensburg School District who send their children to the school and are being grossly short-changed by the Board of Education's unsympathetic decision."

Gilmartin Hosted By Central Islip

CENTRAL ISLIP—Thomas Gilmartin, coordinator of retirees' activities for the Civil Service Employees Assn., will be the featured speaker March 12 at a regular meeting of the Central Islip Psychiatric Center chapter, CSEA.

Other speakers will include representatives from the Center's office of personnel. The meeting will be held at the Gullhaven Golf Club, Central Islip, at 1 p.m. Future general membership meetings for Central Islip CSEAs are set for May 14 and June 11 at the same time and place.

Clinton Chapter Takes Post As Plattsburgh School Representative

PLATTSBURGH—The Clinton County chapter, Civil Service Employees Assn. was recently recognized by the Plattsburgh School District Board of Education as the sole and exclusive bargaining agent representing all non-instructional employees in the School District.

This recognition represents the merger of the Plattsburgh Custodial and Maintenance Assn., the Plattsburgh School District Food Service Assn., the Plattsburgh School District Secretarial Assn. and the Library/Media Group. The matter was somewhat complicated by two of the bargaining units having contracts expiring June 30, 1975, and the other two

bargaining units not expiring until June 30, 1976.

John D. Corcoran, Jr., CSEA Albany regional field supervisor, commented that North Country field representative Charles Scott single-handedly accomplished the recognition of CSEA as the sole and exclusive bargaining agent for the aforementioned employees into one bargaining unit. Mr. Corcoran commented further that "Mr. Scott's efforts in this matter were outstanding, and our members in the North Country can take pride in knowing that they have a competent staff representative to represent them."

Frances Bessette, Clinton County Chapter president, welcomed the additional 65 members into the Clinton County Chapter and also expressed praise for Mr. Scott's efforts.

Set Meeting At Kings Park

KINGS PARK—A general membership meeting of the Kings Park Psychiatric Center chapter, Civil Service Employees Assn., will be held Wednesday, March 5.

The meeting, which will begin at 8 p.m., will be held at York Hall, Kings Park. Joe Aiello, chapter president, said the guest speaker for the meeting will be Albert Court, New York State Retirement System representative. A question-and-answer session will follow Mr. Court's remarks on the System.

NYC Exec Board

MANHATTAN — A regular meeting of the executive board of the New York City chapter, Civil Service Employees Assn., will be held Thursday, Feb. 27. The meeting will begin at 5:15 p.m. at Francois Restaurant, 110 John St., Manhattan.

CSEA calendar

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

FEBRUARY

- 19—Oswald D. Heck Developmental Center chapter meeting: 5:30 p.m., Library, Building One, Balltown at Consaul Roads, Schenectady.
- 19—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M&T Plaza, Buffalo.
- 19—Statewide nominating committee meeting: 1 p.m., CSEA headquarters, 33 Elk St., Albany.
- 20—Albany Region 4 nominating committee meeting: 5:30 p.m., Regional office, 10 Colvin Ave., Albany.
- 21-22—Statewide Non-Teaching School Employees committee meetings: Feb. 21, 7:30 p.m., Poughkeepsie High School; Feb. 22, 10:30 a.m., A-1 Building, White Plains High School.
- 21-23—Albany Region 4 ski weekend: Washington Irving Lodge, Tannersville.
- 22—Albany Region 4 mini-workshop on discipline problems and union challenges: Queensbury Hotel, Glens Falls.
- 24—Pilgrim Psychiatric Center chapter shop stewards' meeting.
- 26—Long Island Armory Employees chapter meeting: 12 p.m., New York Air National Guard base, Westhampton Beach.
- 27—Southern Region 3 meeting: 8 p.m., Holiday Inn, Fishkill.
- 27—New York City chapter executive board meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
- 28—Statewide nominating committee meeting: 9 a.m., CSEA headquarters, 33 Elk St., Albany.
- 28—SUNY at Albany chapter executive committee meeting: 5:30 p.m., Son's Restaurant, Western Avenue, Albany.

MARCH

- 1—Binghamton chapter dinner-dance: 6 p.m., Fountains Pavilion, Binghamton.
- 5—Kings Park Psychiatric Center chapter meeting: 8 p.m., York Hall, Kings Park.
- 12—Central Islip Psychiatric Center chapter general meeting: 1 p.m., Gullhaven Golf Club, Central Islip.
- 14-16—Southern Region 3 county workshops: Sheraton Inn, Route 59, Nanuet.
- 15—Albany Region 4 Boston bus trip for Flower Show.

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Medical Specialist II	\$33,704	20-408
Medical Specialist I	\$27,942	20-407
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Nurses Services Consultant	\$15,684	20-405
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variety Operator	\$ 6,811	20-307
Supervising Veterinarian	\$14,880	20-313/314
Vocational Instructor I-IV	\$9,546/\$12,670	20-131/134

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

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

Rye And Mamaroneck Win 2-Year Increases, Fringes

Two-year contracts providing salary raises of up to 10 percent and other benefits for the City of Rye and up to 8 percent for the Town of Mamaroneck retroactive to Jan. 1 for employees have been ratified.

The announcements were made by Glen Steele, president of the City of Rye unit, and Ed Riley, president of the Town of Mamaroneck unit; both are a part of the Westchester County chapter, Civil Service Employees Assn.

Under terms of the pact with the City of Rye, effective Jan. 1, 1975, the employees will receive a 10 percent increase plus increments; coverage under the New York State Disability Insurance program; travel time pay when an employee is recalled to

work for emergency purposes after the regular work day.

On Jan. 1, 1976, provision is made for a cost-of-living increase, based on the CPI of the metropolitan area, with a minimum of 6 percent and a maximum of 10 percent plus increments; continuation of premium payments for medical insurance for non-job related illness or accident for one year after exhaus-

tion of leave credit. Employees with six years or less of service will be entitled to one month's severance pay for each year of service to a maximum of six months. Employees with more than six years of service shall receive severance pay of six months' base salary.

The agreement with the Town of Mamaroneck, effective Jan. 1, 1975, provides for an 8 percent salary increase on an adjusted salary calling for an average additional \$175 per step in each grade; longevity increases after 10, 15, 20, 25 and 30 years of service of \$100, \$150, \$200, \$250 and \$300 respectively; an improved vacation schedule; adoption of 75g of the Career Retirement Plan; severance pay of one month's salary for each year of service or fraction thereof; full pay for unlimited period for compensable injuries; payment for out-of-title work after doing such work for five days; and a labor-management committee to study upgradings.

On Jan. 1, 1976, there will be a cost-of-living increase based on the CPI of the metropolitan area and a 50 percent improvement in the dental plan with provision for the town to assume the full cost of the full coverage plan.

Ron Mazzola, CSEA field representative, was the chief negotiator for the two teams in arriving at contract settlements. Negotiations were carried on over a period of several months.



QUARTER CENTURY SERVICE PINS — Five employees of the New York State Psychiatric Institute, Manhattan, were honored recently in recognition of their 25th anniversary in state service. Above, from left, are Raymond J. Devlin, Bernice Pomerantz, Eva Fragancomo, Amanda Perez and Alice Trei. On the right is Lawrence C. Kolb, newly appointed commissioner of the New York State Department of Mental Hygiene.

State Promotional Job Calendar

Applications Accepted To March 3
March Oral Exams

Dept. of Labor

Employment Service Aide	G-12	39-063
Unemployment Service Aide	G-12	39-064

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MINEOLA — The Nassau County Commissioner of the Department of General Services announced that Department's Division of Purchase and Supply will sell 64 used staff vehicles at public bid.

Commissioner Francis E. Connor said the county would sell staff vehicles ranging from 1967-1973 Chevrolets, Fords and Plymouths to a seven-passenger Cadillac Fleetwood limousine.

Bid sheets are available at the inspection site at the Nassau DPW building, Cantlague Rock Road, Hicksville, or at the Nassau County Division of Purchase and Supply office at 1550 Franklin Avenue, Mineola. All bids for the 64 used staff vehicles will be opened Friday, Feb. 21, 1975, at 11 a.m. in the bid room of the Nassau County Division of Purchase & Supply office.

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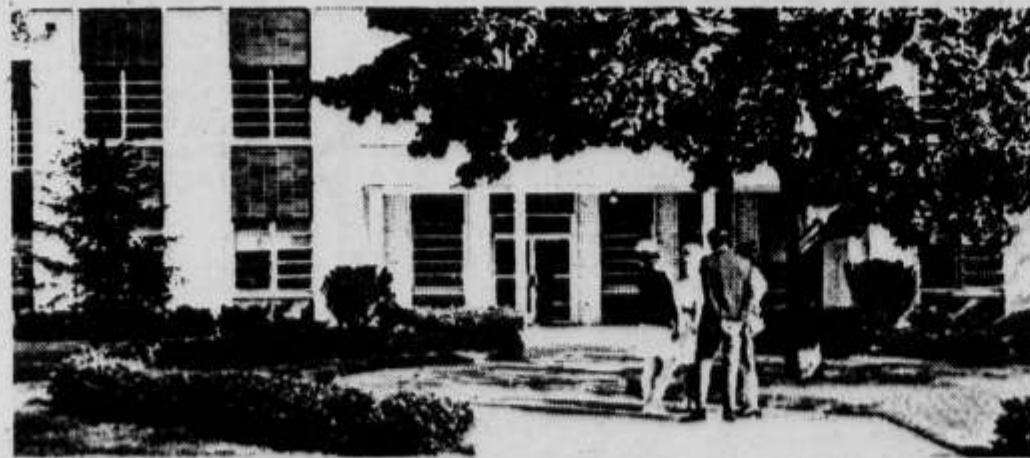
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TUESDAY, FEBRUARY 18, 1975



Little Red School Houses

THE establishment of central school districts is an important page in the history of American education, a history that should be restudied by the new State Administration if rumors prove true the fact that a move is under way to revive the decentralization of our state Mental Hygiene institutions.

Enlightened educators and citizens of many decades ago realized that the little red school houses scattered throughout the countryside were not adequate to meet the demands of modern educational units. As single, small units of learning they could provide no laboratories for the teaching of science, no libraries for student research, no auditoriums for lecture and cultural purposes, etc. Physical education was, in the main, limited to running around the school playground.

Similarly, the centralization of our state mental health institutions is based on parallel reasoning. These hospitals are not confined to the caring of the mentally disturbed. They are research laboratories with vast resources for making advances in curing many forms of mental illness; they are, in a sense, universities for the training of a very special kind of hospital personnel, such as psychiatric nurse training (spared by the state last week) and which can be found in few other hospitals, and there are the financial savings inherent in consolidation.

California has been experimenting with dispersing patients to smaller communities and only last week that state seemed to be getting ready to return to the proven practice of treating patients in large groupings. Two community treatment centers are reported to be closing down in California and a closed larger institution is said being readied for reopening.

Should New York State, indeed, be getting prepared to break up some of our larger institutions it should study the history lessons above.

The worth of the little red school house is gone forever, both in education and mental health care. This is no time for the State to go against the tide and try some 19th century ideas when there are 20th century methods proved so satisfactory.

Police, Fire Pensions

SERIOUS attention must be given a proposal that would allow New York City firefighters and police officers to retire on more than three-quarters pension pay after 30 years of service.

The measure has been proposed by State Sen. Richard S. Schermerhorn (R-C-Newburgh), chairman of the Senate Civil Service and Pension Committee, as a means of saving the jobs of several hundred uniformed men, including housing and transit police, by inducing earlier retirement among some 5,000 uniformed men with that length of service.

There has been some carping that the higher pension rate should apply to all civil servants but, for the present, that is a "dog in the manger" attitude. After all, opening the door for one civil service branch can be a means of opening that door even wider in future pension negotiations.

The important thing now is to save jobs and Senator Schermerhorn's proposal might just be, as Patrolmen's Benevolent Assn. president Ken McFeeley said, "... a godsend" that could solve all current problems in the job area.

Don't Repeat This!

(Continued from Page 1)
current work agreement with the state.

On the one hand, CSEA president Theodore C. Wenzl has been asking the members to be patient and to trust in the union's negotiating team.

Meanwhile, Gov. Hugh Carey seems to be taking a stronger stand against wage increases for state employees unless they agree to layoffs.

At first glance, the two men seem to be on a collision course, and while there is no denying that negotiations this year are going to be extremely difficult, it must still be remembered that both have constituencies that must be satisfied.

Much At Stake

From the political aspect, the Governor has the best of the situation, since he will have four years in which to mend fences. Dr. Wenzl, however, has announced his intention to stand for an unprecedented fifth term as president of the Employees Association this spring.

While official CSEA nominations will not be known for several weeks, it is believed by many people that the Association's second-ranking officer, executive vice-president Thomas H. McDonough, is thinking seriously of challenging Dr. Wenzl for the presidency. Mr. McDonough, too, will have much at stake in the results of the negotiations, since he is chairman of the Administrative Unit negotiating team, one of the four units represented by CSEA.

Consequently, it is assured that the Employees Association will be making its strongest effort to gain the best possible terms for the state employees.

One lesson the Association learned when talks broke down three years ago, is that the union view has to reach the public.

There has been a noticeable increase in the past three years of coverage by the media of employee views. This has been partly due to an increase in the union's public relations staff, with full-time press liaison officers being established in Buffalo (for the union's Western Region) and in Fishkill (for its Southern Region).

An Escalating Distrust?

In addition, demonstrations and informational pickets are becoming more commonplace as a union device to attract public attention. Last week, the CSEA Board of Directors granted permission to its Nassau County chapter members to hold a demonstration, and approved "any action deemed necessary" to members of its Niagara and Ulster County chapters to reach a breakthrough in their negotiations.

The Governor has ambitious plans to move the state ahead. For success, he will need all the friends he can muster—especially civil servants who will put those plans into action.

A refusal to negotiate salary increases—when the contract reopener was specifically provided for such purpose—could result in an escalated distrust of government on the part of employees and the public at large.

Dr. Wenzl has signalled the Association's willingness to work things out to the mutual satisfaction of the state and its employees. It is now up to the Governor to show a similar willingness.



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.

Four Cases

A proceeding was commenced pursuant to Article 78, CPLR, to annul a determination of the Pearl River School District which terminated the employment of a teacher. The Board of Education, acting on the recommendation of its superintendent of schools, voted on June 12, 1973, to terminate the teacher's employment effective June 30, 1973. The teacher was notified of this fact by the School Board on June 27 and she commenced her proceeding in the Rockland County Supreme Court on Oct. 30, 1973.

The Board moved to dismiss the proceeding on the grounds that it was not commenced within four months of the date upon which the determination to be reviewed became final and binding. The Supreme Court denied the motion and the Board appealed to the Appellate Division, Second Department.

Upon consideration of the appeal, the Appellate Division held that the proceeding was brought on a timely basis. The Court said, "... where a determination is made on one date to become effective on a later date, the determination does not become 'final and binding' for purposes of the Statute of Limitations until the date it becomes effective. Since petitioner's services were not terminated until June 30, 1973, the Statute of Limitations did not begin to run until that time." In the matter of *Wininger v. Williamson*, 360 NYS 2nd 262.

THE CITY ASSESSOR of the City of Yonkers commenced a proceeding under Article 78, CPLR, to review a determination of the State Civil Service Commission which refused to approve an action of the municipal civil service commission that placed Mr. Nugent in the unclassified civil service. The Court held that the city assessor did not fit the description of a department head as described in the Civil Service Law and, therefore, could not properly be placed in the unclassified service. In the matter of *Nugent v. N.Y. State Civil Service Commission*, 360 NYS 2nd 286 App. Div. 2nd Dep't.

IN A PROCEEDING against the State Comptroller by a former patrolman on the Yonkers Police Force, it was claimed that the Comptroller's determination to disapprove the application for accidental retirement allowance constituted an abuse of discretion. The petitioner in this case was injured in 1952 while in the performance of his duties as a patrolman. The injury left him crippled and disabled. On Nov. 23, 1971, the petitioner filed an application for accidental retirement disability retirement benefits. The statute (Retirement and Social Security Law) provides that a written notice of the accident must be filed in the Office of the Comptroller within 30 days after the accident.

Petitioner conceded that he did not file an accident report directly to the Comptroller. However, the statute gives the Comptroller the power, for good cause shown, to accept the late filing. In this case, the Court, Appellate Division, Third Department, said, "The Comptroller has held that the record fails to manifest any evidence which would excuse the failure to file, and that determination is supported by substantial evidence." In the matter of *Nizzico v. N.Y. State Policemen's and Firemen's Retirement System*, 360 NYS 2nd 295.

THE SUPERINTENDENT of the N.Y. State Police determined that petitioner was not entitled to veteran's credits on a promotional examination. Petitioner commenced an Article 78 proceeding. The issue was to determine whether the petitioner entered military service from New York State as required in Section 85 of the Civil Service Law.

The petitioner was born in New York City in 1943. In 1951, his mother was confined in Kings Park State Hospital and she died there in 1972. In 1959, petitioner and his brother were dispossessed from their New York City apartment and became temporary wards of Catholic Charities of New York City. That organization contacted an aunt of the petitioner in Stratford, Conn., who agreed to take custody of the petitioner, his brother and his sister. The petitioner remained in that state until he graduated from high school in 1961 and then enlisted in the U.S. Navy. He gave his address as Stratford, Conn.

The Court, nevertheless, determined that the petitioner was a New York State resident in 1961 when he entered the service. The court said that when the petitioner's father

(Continued on Page 15)

LETTERS TO THE EDITOR

★ ★ ★ ★ ★ Secretary Test 'Ridiculous'

Editor, The Leader:

Recently a flyer arrived at this office concerning brush-up courses given for Civil Service secretaries, Grade 5 promotional test, in Albany and Buffalo. It is one of many I have seen over the years, but this is the one that prompts me to take pen in hand; probably because it is the proverbial straw that breaks the camel's back.

Those of us who are Civil Service employees here in Rochester feel sadly neglected. Why in the

world are their no brush-up courses offered here in Rochester? And since there are none offered here, why tantalize us with the visions of distant—very distant—chances to improve skills?

Allow me one more gripe, please, because it relates to the above-mentioned brush-up courses. The Civil Service examination given for Steno Grade 9, a promotional test, borders on the ridiculous. The performance test, dictation by record, is given at a steady speed of approximately 100 words a minute for three minutes. No typing test is given because, I surmise, the creators of the exam assume, and rightly so, that

Civil Service stenos, Grade 5, are proficient enough in this area of skills, and therefore testing is not necessary. Is it not then logical to also assume that one is able to take a dictated memo for the very same reason? And does there exist a supervisor who dictates at a steady speed without break, without stopping to think? I doubt it. And does it not then follow that a high school type test borders on the ridiculous? Some fresh out of a business school may well be able to pass with ease a test that a well-qualified Civil Service secretary cannot; yet that someone may be unable to competently fill

a position which requires many skills.

Offices today frequently use dictaphones; many supervisors prefer writing reports, etc. in longhand. It must be more than obvious that one's shorthand speed is necessarily decreased by lack of practice, when this particular skill is given little or no usage. It follows, then, that one's chances of successfully taking a foolish and outdated Civil Service exam are minimal, thus depriving one of the earned right to climb the career ladder.

Too, and most importantly, if the powers that be decide the test remains and is—and it shouldn't—why then are those of us interested in promotional exams not given the opportunity to improve ourselves? Truly, somebody ought to "give a damn" other than those of us who serve

in the capacity of Steno Grade 5. I am writing this before the results of the last test are released, because whether or not I pass that aggravating exam, my statement stands — it is foolish and outdated, and by no means indicative of the skills a secretary possesses, whether or not he or she passes or fails the performance part of the Steno Grade 9 exam.

And to add insult to injury, in Rochester, we are by-passed in the well-intentioned effort to help stenos pass said exam.

Any suggestions—please?

ISABELLE ASTMAN
Secretary, Division For
Youth, Rochester

Expresses Thanks

Editor, The Leader:

Due to my having had extensive heart surgeries with complications, and being hospitalized during the greater part of last year, I would like to reach all of the many friends, relatives and organizations to thank them for their constant contact with me through their prayers, cards, etc.

As my strength needs building up, I find it impossible to personally thank each individual. I was transferred from Rochester Strong Memorial Hospital to Binghamton General Hospital with hopes of once again returning home to Windsor.

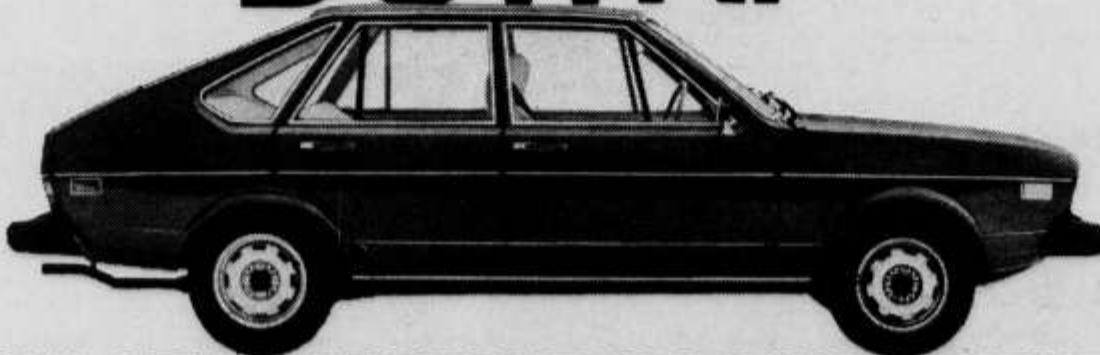
In addition to the above, please relay my gratitude to the following whose consideration and generosity was greatly appreciated:

Charles Palisano, president, Boss Linco Express Lines, Buffalo; employees and staff at Boss Linco Teamster's Union, Local 693, Binghamton; co-workers at Broome County Department

(Continued on Page 10)

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

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

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

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

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

(Seal) David L. Sheehan, Jr., Clerk of the Surrogate's Court This Citation is served upon you as required by law. You are not obliged to appear in person. If you fail to appear it will be assumed that you consent to the proceedings, unless you file written objections thereto. You have a right to have an attorney-at-law appear for you.

County Workshop For Region 3 Set For March 14-16

NANUET—Southern Region 3, Civil Service Employees Assn., will hold a county workshop here Friday through Sunday, March 14-16, at the Sheraton Inn, Route 59.

Following registration Friday evening, guests will hear an address by CSEA president Theodore C. Wenzl and participate in a seminar on legislative action led by former State Assemblyman J. Edward Meyer. Saturday morning's program will consist of a treasurer's seminar led by CSEA treasurer Jack Gallagher; a grievance and legal assistance seminar conducted by CSEA regional attorneys, and a public relations seminar featuring Marvin Baxley, editor of the Civil Service Leader. The afternoon will be given over to a Fair Labor Standards Act seminar; a Civil Service law seminar; a federal funding ("CETA") seminar, and a regional office seminar led by CSEA field supervisor Tom Luposello. Sunday at Nanuet will see a "general gripe" session.

Rooms at the Sheraton are \$23

per night, for single or multiple occupancy, and can be reserved by calling (914) 623-6000. Buffet breakfasts will be served Saturday and Sunday and will cost \$1.60 per person plus tax and tips; a buffet lunch on Saturday will cost \$2.95, and a dinner from the regular Sheraton menu Saturday evening will cost from \$3 to \$8 including coffee, dessert and free wine.

Scott Daniels, chairman of the county workshop committee, expressed the hope that each unit in the Region will send at least two members to the seminars. Additional information, if needed, may be obtained from Geni Abrams at Region 3 headquarters, telephone number (914) 896-8180.

CSEA Southern Region 3 Supports Esopus Officer

KINGSTON—Southern Region 3 of the Civil Service Employees Assn. has joined groups of citizens demanding reinstatement of Joseph Feraca Sr. to the Town of Esopus police force.

James J. Lennon, of New Rochelle, president of the 40,000-member CSEA Region, said, "Joseph Feraca has an impeccable record of good citizenship, in addition to his 17 years of experience on the police force. He is a leader in the community and is widely liked and admired by the people in the area. It seems awfully suspicious that he was suddenly thrown off the force with no explanation to the public, even though an explanation was demanded."

Mr. Feraca is president of the CSEA's Kingston Consolidated School District unit. He is head security officer at the high school.

"During his 17 years on the Town of Esopus police force, Joseph Feraca founded the Ulster County Constables Assn., to ensure adequate training for the

constables in the county," Mr. Lennon noted. "He also founded the Rifton Youth Club in 1962, to provide recreation and educational programs for the boys and girls in the area. He was a fire police captain for 14 years, and is a member of the county safety committee," Mr. Lennon added. "And now the Esopus Town Board mysteriously reappoints every single incumbent on the force except him. What are they trying to hide? Why are they afraid of Joe Feraca?"

"CSEA is proud to join the citizens of Ulster County in demanding the reinstatement of Mr. Feraca, a valuable member of the police force in the Town of Esopus, since the town board refuses to reveal the reason they failed to reappoint him. It's about time the board stopped regarding town government as their private clubhouse."

NEWS OF SOUTHERN REGION 3

President: James Lennon, East Hudson Parkway Authority
 First Vice-President: John Clark, Letchworth Village
 Second Vice-President: Scott Daniels, Westchester County
 Third Vice-President: Richard Snyder, Wassaic DC
 Secretary: Sandra Cappillino, Transportation Region 8
 Treasurer: Patricia Comerford, Helen Hayes Hospital
 Regional Supervisor: Thomas Luposello

REGION OFFICE
 Old Albany Post Road,
 North (RD 1)
 Fishkill, N.Y. 12524
 Telephone: (914) 896-8180

SATELLITE OFFICE
 196 Maple Avenue
 White Plains, N.Y. 10601
 Telephone: (914) 235-2816

Rockland Demonstration Draws 500 Protesters

By HERB GELLER

NEW CITY—More than 500 Rockland County public employees demonstrated in front of the Rockland County office building here recently protesting that, as one worker put it, "a 5 percent raise is no raise at all in these times of inflation and recession." That figure was given by the county as a proposed wage boost.

The crowd was led by Thomas McDonough, Civil Service Employees Assn. executive vice-president. Rockland County unit president Patsy Spicci commented, "Rockland's CSEA has been through 10 negotiations and mediations with the County Board of Legislators but they would not grant more than a 5 percent raise, which does not keep up with the cost of living during these times of terrific price increases for everything."

The CSEA unit, at a meeting Jan. 27, attended by more than 700 people, rejected the proposal and ordered that a campaign be waged to drive home the point that an adequate pay increase

should be given to the county public employees.

The first stage of the campaign was letters from public employees, their families and their friends to the legislators pointing out the injustice and inadequacy of the wage proposal.

The second stage was a recent demonstration held to coincide with the monthly meeting of the Rockland Board of Legislators. Mr. Spicci added: "The campaign will continue until we get a fair and equitable salary increase."

Mr. McDonough expressed pleasure with the size of the turnout, and said in a brief press conference, "This turnout should show the Board of Legislators that Rockland County CSEA has the enthusiastic support of the county public workers in its efforts to improve salaries and working conditions." The public employees at the demonstration also stressed the theme of unity. Ida Liebowitz, an employee in the Rockland Bureau of Motor Vehicles office, put it this way: "They (the Board) thought we were not unified. But we showed them that we are united."

A letter, signed by hundreds of public employees, pointed out the injustice of the 5 percent proposed increase. It was given to the Rockland Board of Legislators at the close of the demonstration.

John T. Grant, chairman of the board, acknowledged the re-

ceipt of the letter in the presence of the county employees. He noted that the Board did not publicly discuss the salary increase question at its meeting, because it was not on the agenda.

The letter stated: "As you are aware, the CSEA contract negotiations with the county have reached an impasse.

"We the employees of the county find this a regrettable and reprehensible situation because, as taxpayers, we too face the frustration of coping with the ever-increasing tax spiral. However, as employees of the county, we believe our demands are realistic and just.

"Over the past three years, the total increase allowed CSEA members amounted to 10½ percent, while the increase in the cost of living has risen 29 percent. Other municipalities, both local and state, have received increases far in excess of what you have allotted to county employees. What we seek now is long overdue to us. To further complicate the situation, those classified as management and middle-management have received substantial increases. We do not begrudge their increases; we only ask for equal consideration.

"As voters of Rockland County, we feel justified in asking for a living wage. We, your constituents, look forward to substantial action on our behalf to continue what we believe to be a harmonious relationship."



Robert Mansfield gets moral support from his two-year-old son, Chris, at the demonstration to show the public that it takes more to feed a family nowadays.



Various demonstrators show their indignation at the Rockland County Board of Legislators' unwillingness to negotiate a fair contract for employees. Shown here are some of the hundreds of County employees who marched in the informational picket line earlier this month at the County Office Building in New City, the County seat.

(Leader photos by Ted Kaplan)



Diane Heck has her picket placard adjusted by CSEA Rockland County unit president Patsy Spicci, right, as CSEA executive vice-president Thomas H. McDonough offers encouragement to the estimated 500 demonstrators who braved the cold weather to publicize their needs for a better work contract.



SOUTHERN NOMINATORS — Civil Service Employees Assn. vice-president James Lennon, extreme left, sits in at organizational meeting of the union's Southern Region 3 nominating committee. Responsibility of the committee is to select at least two candidates for each of the six regionwide offices: president, three vice-presidents, secretary and treasurer. Nominations must be submitted to the committee this month, so that names of candidates can be forwarded to CSEA Headquarters by March 1. Shown here with Mr. Lennon are committee members, from left, Ric Recchia, Hudson River PC; Marie Romanelli, SUNY at New Paltz; James Bennett, Middletown PC; Bernie Veit (foreground), Dutchess County, and Walter Agnes, Palisades Park Commission. Other committee members are John Long, Helen Hayes Hospital, and Carmine DiBattista, Westchester County.

Lennon Calls For Probe In Wassaic Man's Death

AMENIA—The Civil Service Employees Assn. has demanded an investigation of the recent on-the-job death of George Antonakos, an employee of Wassaic Developmental Center, who was attacked by a patient there Jan. 13.

CSEA Southern Region 3 president James J. Lennon called for the investigation in letters to the commissioner of the State Department of Mental Hygiene and the Dutchess County District Attorney. Mr. Lennon alleged that there had been a coverup of the incident by the Wassaic administration in order to hide unsafe conditions and policies there.

"Mr. Antonakos was viciously beaten by a patient in full view of at least four witnesses," Mr. Lennon said, "and the official account of the incident—given by the administration—calls it a 'heart attack.' I say it's a clear-cut case of administrative incompetence and tragically lax safety standards and policies at Wassaic."

Center Head 'Busy'

Wassaic CSEA officials, learning of the beating, rushed to the office of the director of the facility to ask that the patient be transferred to an isolated room. They were repeatedly put off by his secretary, who told them he was "busy." They finally got to see the director when they burst into his office against his secretary's orders.

The patient was transferred to another ward nine hours after she allegedly attacked Mr. Antonakos, but is still not in an isolated ward, according to Mr. Lennon.

"None of this information was released by the administration," Mr. Lennon said. "We want to know why."

The CSEA officer also charged that the same patient who beat Mr. Antonakos has often threatened to kill employees and other patients, and was making such threats both before and after the Jan. 13 incident.

"Why was the patient's history of attacks on other patients and employees never revealed in the official incident report?" Mr. Lennon asked in his letters to Mental Hygiene Commissioner Lawrence Kolb and Dutchess County District Attorney Albert M. Rosenblatt. "The official report said the patient was 'con-

fined to a wheelchair with a broken ankle,' but fails to say that she could still run and was able to kick, punch, and bite Mr. Antonakos. Is it likely he would have had a 'heart attack' on the spot, if this woman hadn't attacked him?"

Department Assailed

Mr. Lennon pointed out that the Department of Mental Hygiene frequently charges its employees with patient abuse, "but seems unwilling to provide the necessary leadership in coming up with conditions and policies that would protect its employees from such tragic and preventable

attacks as killed George Antonakos."

In his letter to Dr. Kolb, Mr. Lennon added that the state Department of Mental Hygiene's hospital employees' lost-time frequency rate of 16 percent is more than 10 times that of other hospital workers in the state.

"With that in mind, I remind you that it is to your advantage to pursue this investigation to the end, and to come up with some decent health and safety standards as a result of it," Mr. Lennon wrote.

CSEA represents over 1,700 employees at Wassaic.

Ulster Chapter Weighs Charge

KINGSTON—The 300-member Ulster County chapter, Civil Service Employees Assn. is considering filing an improper practice charge against the county for allegedly misrepresenting its positions in negotiations.

The county last week voted down its own contract offer after the CSEA chapter had ratified it by a two-to-one margin.

"The county made us an offer and then denied it was their final offer," said CSEA chief negotiator Tom Phillips. "We have documentation that proves it was their final offer to us. Furthermore, they referred to the package they voted down as the 'CSEA contract offer.' It certainly wasn't our offer—that's why we did not urge the membership to vote for it at our ratification meeting."

The elimination of "summer hours" in the county's contract offer, plus a salary schedule that would have benefitted new workers much more than old-timers, led Mr. Phillips to take a neutral stance at the ratification meeting. Previously, employees had a 9 a.m.-4 p.m. day during the summertime.

In the first year of the two-year contract ratified by CSEA, members would receive an 11

percent across-the-board raise. The second year called for a 7-10 percent raise, depending on the cost of living index. However, this percentage would be calculated upon the base pay in each grade, and not upon the salary they are currently making. Thus the "7-10 percent raise" in the second year would not actually be as high as 7-10 percent except for workers on the first step of their jobs.

Misrepresentation Alleged

"I don't know why the county voted down its own contract, but apparently, they want the public to think that wasn't their final offer," Mr. Phillips said. "To us, this misrepresentation of its position may well constitute an improper labor practice."

Concerning the contract, Mr. Phillips said, "We hated giving up the summer hours." (The new pact calls for 9 a.m.-5 p.m. hours year 'round.) "On the other hand, the contract means that some of our members would be getting a

Lennon Condemns State's 'Forked-Tongued Finances'

FISHKILL—James J. Lennon, president of Southern Region 3, Civil Service Employees Assn., attacked what he termed "forked-tongued finances" on the part of both the State Legislature and the Carey administration.

Mr. Lennon said the administration's raises of from 25 to 500 percent for political staffers is "hypocritical" in light of Gov. Hugh L. Carey's remark that "the cupboard is bare" delivered in his State-of-the-State message last month.

"Former Senate Minority Leader Joseph Zaretski's secretary, Mary Barker, is getting \$38,848 this year—a raise of \$22,848," Mr. Lennon pointed out. "And Lt. Gov. Mary Ann Krupsak's budget request is more than double that of Malcolm Wilson's, which was only \$250,000 for the same office. And her husband is also on the payroll as a counsel."

"Other examples include Joseph Crangle, special counsel to the Democrats, who is now making \$43,000 a year, a raise of \$8,920 over last year, and Nassau Democratic chairman Stanley Harwood, who went from a \$10,000 salary to one of \$25,000," Mr. Lennon said.

The above are Democrats but the issue appears to be bi-partisan.

Former Staffers Rehired

Republican State Majority Leader Warren Anderson of Binghamton hired a number of former Rockefeller-Wilson administrative aides at salaries almost equal to what they had been earning before the Carey sweep. John Biggane, former environmental commissioner, was hired at \$40,000; John Harcourt and Ronald Pederson, Rockefeller program aides, were hired at \$28,995, and Richard Wiebe, former director of planning, was hired at \$39,990.

Mr. Anderson also gave raises

to most of his public relations workers. Charles Dumas was hiked to \$41,385 as director of communications and Richard Roth was given the same salary as press secretary. The GOP majority leader also hired two defeated Republican legislators, former Assemblyman John Kingston of Westbury and former Senator Walter Langley of Albany.

'Cry Poormouth'

"While crying poormouth to the career civil servant, who won his job on the Merit System and asks only for a decent raise to keep him abreast of the cost of living, Governor Carey has been dealing hefty raises to his political cronies in Albany," Mr. Lennon declared. "In his State-of-the-State message, he said, 'My budget requires that the governmental payroll not be increased. . . . How that is done will be the subject of negotiations between this administration and the CSEA. It may be that they will choose to voluntarily forego pay increases . . . or it may be that they will prefer to help us determine which jobs can be least painfully dispensed with.'"

"It is my contention that no civil service job can be 'dispensed with' while political hacks are getting 250 percent raises on the political gravy train," Mr. Lennon concluded. "If Governor Carey expects CSEA to accept layoffs and salary cuts while this kind of thing is going on, he's in for quite a surprise."

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

41 percent raise over the two years, and it's hard to recommend to people that they turn down a 41 percent raise. So I just stayed out of it."

Other than raises, Mr. Phillips saw the grievance-procedure clause as the most important item in the county's seemingly final offer. The clause called for binding arbitration. "Without binding arbitration, the grievance

Southern Region School Workers To Have Meeting

FISHKILL — A two-day meeting for non-instructional school district workers will be held by the Civil Service Employees Assn. Friday and Saturday, Feb. 21-22, in the union's Southern Region 3.

The first part of the two-day event will begin Friday, Feb. 21, at 7:30 p.m. in the cafeteria of Poughkeepsie High School, Forbus St., Poughkeepsie, on Saturday, Feb. 22, the second session

(Continued on Page 14)

procedure is practically worthless. That's why hardly anyone ever filed a grievance in Ulster County," he said.

Lowest Paying County

Ulster County had been the lowest-paying county reporting to the State Department of Labor. More than 45 percent of its employees were earning less than \$6,000 a year, and less than 6 percent make more than \$9,000.

The unit also won an increase in mileage allowance, from 12 to 15 cents per mile. The meal allowance rose to \$2 for breakfast, \$3 for lunch and \$7 for dinner, except for the highway department, which has its own allowance. Health department workers got a uniform allowance of \$75. They previously had no uniform allowance.

Also, workers would have received time-and-a-half for working holidays, plus a compensatory day off. Other features of the seemingly disputed contract include:

• Hourly-wage workers will receive a 13½ percent raise instead of the 11 percent raise in the first year.

(Continued on Page 14)

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Letters To The Editor

(Continued from Page 7)
of Social Services, including my supervisor, Nancy Mayer; Civil Service Employees Assn. chapter and units of Broome County School Districts, City of Binghamton and members throughout New York State; Marvin Baxley, editor, Civil Service Leader; Kenneth Ambulance Co., especially my husband, and Kenneth Gilbert; Our Lady of Lourdes Altar Society, Holy Name Society and Rev. Thomas Hobbs of Windsor; Strong Memorial Hospital; Pather Holbert and Ursula Granite; American Legion Post 571 Auxiliary of Windsor, Windsor Civic Club, Broome County Blood Bank and all donors, Monroe Blood Bank, Stillson Memorial Center of Windsor, and any others that I may have missed, and please forgive me if I have.

In my prayers with thoughts of my future health, I also pray that God will give our nation and its peers the power to steer our economy in the right direction.

The recent drastic changes are becoming overwhelmingly alarming to the American people. Present politics must be changed; it is most imperative that the government consider the desires of its people.

Pray to God for guidance.
MARY C. POMPEI

Military Question

Editor, The Leader:
I do not understand the reference in the Civil Service Employees Assn. PST contract to "Section 243 of Military Law" concerning a maximum equal to "one tour of duty." What is "one tour of duty?" Three years? Less? More? Must one have been in Civil Service prior to military service in order to claim the time?

Also, why do so many examinations for Civil Service still

Budget Cuts Hit Schools

ALBANY—Gov. Hugh L. Carey's proposed budget cuts will force 12 nursing schools run by the State Department of Mental Hygiene to close by June 30.

The cuts, which are expected to save \$2.6 million, affect 130 staff members and 900 first and second-year nursing students.

Five regional training centers are also slated for closing.

The nursing schools are:

- Central Islip Psychiatric Center, Central Islip; Craig Development Center, Sonyes; Gowanda Psychiatric Center, Helmsuth; Harlem Valley Psychiatric Center, Wingdale; Hudson Valley Psychiatric Center, Poughkeepsie; Kings Park Psychiatric Center, Kings Park, L.I.; Marcy Psychiatric Center, Marcy; Middletown Psychiatric Center, Middletown; Pilgrim Psychiatric Center, Brentwood, L.I.; St. Lawrence Psychiatric Center, Ogdensburg; Utica Psychiatric Center, Utica; and Willard Psychiatric Center, Willard.

The regional training centers are:

- Long Island Regional Education Center, Farmington, L.I.; Mid-Hudson Regional Education Center, Albany; New York City Regional Education Center, Manhattan;

restrict eligibility to persons with college degrees when the State usually recognizes that actual work and life experience and study is often far superior to courses of formal academic study? This seems particularly obvious in the field of public administration, where many persons have outstanding records in administrative fields in military service or government but could be barred from competitive examination. If the persons cannot pass the examination, fair enough, but what justification is there for barring him from trying?

Why doesn't the CSEA challenge for theoretically competitive openings? An oral examination is just an avenue to appointment of favored candidates.

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Latest State And County Eligible Lists

EXAM 35-531
ASSOC CMPTR SYSTEMS ANALYST
Option A
Test Held Sept. 14, 1974
List Est. Jan. 6, 1975

- 10 Mulligan Thomas New B'timore 90.6
- 11 Miller David K Troy 90.1
- 12 Martin Richard Scotia 90.0
- 13 Clarke Robert W Waterford 90.0
- 14 Steele Donald R Troy 89.7
- 15 Brown James E Westmere 89.2
- 16 Rosi George Waterford 88.7
- 17 Gurak Thomas A Albany 88.5
- 18 Adams Virginia Elnora 88.4
- 19 Kozmel Allan V Schenectady 88.4
- 20 Flanger Lynda B Mayfield 87.4
- 21 Gustafson R G Rensselaer 87.3
- 22 Glickman E M Averill Pk 87.3
- 23 Laden Joseph F Albany 87.2

- 24 Reda Frank A Albany 86.8
- 25 Booth Peter T Albany 86.8
- 26 Legg Donna J Glenmont 86.7
- 27 Kristie Gerald Amsterdam 86.1
- 28 Ellis Robert A Schenectady 85.8
- 29 Keyes Thomas F Elmere 85.8
- 30 Ryan Thomas R W Sand Lake 85.8
- 31 McNulty Robert Albany 85.7
- 32 Friday Charles Ravena 85.7
- 33 Salecker Anton Elnora 85.6
- 34 Hill Robert J Albany 85.4
- 35 Quackenbush R T Albany 85.0
- 36 Mulberry T A Rensselaer 84.8
- 37 Rosenberg Sandy Albany 84.5
- 38 Kelly Dorothy S Schenectady 84.4
- 39 Post Walter H Slingerlands 84.3
- 40 Roberts A Elnora 84.3
- 41 Cooke Ronald E Durham 84.1
- 42 Comparetta Guy Albany 84.0
- 43 McKeon Michael Valatie 84.0
- 44 Bauer F G Rensselaer 84.0
- 45 Sawyer Mary F Watervliet 84.0
- 46 Koster Fred O Ballston Lk 83.8
- 47 Gabriel Richard Albany 83.8
- 48 Darling Nelson Cropseyville 83.6
- 49 Brown Richard E Schenectady 83.2
- 50 Dallaird George Troy 82.9
- 51 Meehan Barry J Albany 82.8
- 52 Straney William Albany 82.6
- 53 Truiston Thomas Loudonville 82.4
- 54 Green Herman R Loudonville 82.4
- 55 Zambri Zachary Elnora 82.2
- 56 Grimaldi Edward Albany 82.1
- 57 Turrell George Troy 82.1
- 58 Hughes Roger W Saratoga Spg 82.0
- 59 Cook Carol A Schenectady 82.0
- 60 Helmes Richard Latham 82.0
- 61 Bolevice David Greenville 81.9
- 62 Tansey James E Troy 81.8
- 63 McNally Paul F Slingerlands 81.8
- 64 Deprima Thomas Albany 81.5
- 65 Preisinger Fred Bronx 81.5

- 66 Tisinger Donald Scotia 81.4
- 67 Meek David T Rensselaer 81.4
- 68 Syrett Richard Albany 81.2
- 69 Patterson James Rensselaer 81.2
- 70 Noonan Gail A Scotia 81.2
- 71 Fiset Nancy A Albany 80.9
- 72 McHugh Charles Saratoga 80.9
- 73 Teal Douglas H Valatie 80.8
- 74 Konkol Edward G Latham 80.8
- 75 Kasper Thomas J Albany 80.8
- 76 Langlots M V Schenectady 80.8
- 78 Trudell Peter M Ballston Spa 80.7
- 79 Leet Ian D Albany 80.6
- 80 Calabro Susan B Schenectady 80.4
- 81 Powell Terry J Elnora 80.3
- 82 Passarelli G F Voorheesvil 79.9
- 83 Alvaro John L Albany 79.9
- 83A Burrough W Troy 79.9
- 84 Waldorph Janet Albany 79.6
- 85 Esolen June A Castletn Hud 79.6
- 86 Hallum Dorothy Delanson 79.6
- 87 Walls Carl W Esperance 79.5
- 88 Asat Ken W Albany 79.4
- 89 Allen Wesley Albany 79.3
- 90 Northway James Voorheesvil 79.2
- 91 Mahar Donald J Albany 79.0
- 92 Fisher William Warrensburg 78.7
- 93 Cancilla Joseph Troy 78.5
- 94 Snyder Joseph W Albany 78.5
- 95 Haile Alfred P Rensselaer 78.5

- 96 Wray William W Watervliet 78.4
- 97 Bryce Judson E Schenectady 78.4
- 98 Casale Patrick Troy 78.3
- 99 Domanico Louih Schenectady 78.2
- 100 Reed Richard J Troy 78.2
- 101 Hewitt Susan Waterford 78.1
- 102 MacArthur D L Waterford 78.0
- 103 Domkowski M J Schenectady 77.7
- 104 Sorell Bernard Loudonville 77.7
- 105 Miller Linda L Ballston Spa 77.6
- 106 Kramer Michael Watervliet 77.4
- 107 Dyndor Gordon F Feura Bush 77.1
- 108 Moon James F Elnora 77.1
- 109 Jones Gary R Schenectady 76.9
- 110 Shore Joan M Albany 76.7
- 111 Padula James P Staten Is 76.7
- 112 Darrah James C E Berne 76.6
- 113 Broadwenter A H E Greenbush 76.4
- 114 Jones Leslie C Schenectady 76.4
- 115 Olsen Walter R Rexford 76.2
- 116 Davies Walter E Ballston Lk 76.2
- 117 Kelsey William Voorheesvil 76.1
- 118 Balson Dennis A Loudonville 75.9
- 119 Casey Abigail O Elnora 75.8
- 120 Wiegrowski E R Rensselaer 75.5
- 121 Patricia R D Cohoes 75.4
- 122 Murphy Frank P Albany 75.4
- 123 Eberhart H O Schenectady 75.4
- 124 Gilbert Victor Loudonville 75.3
- 125 Griffin Donald Ravena 75.2
- 126 Malloy William Albany 75.1
- 127 Prehn Mary E Watervliet 75.0
- 128 Holmes Edward A Albany 75.0
- 129 Lyburner R M E Greenbush 75.0

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



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State And County Eligible Lists A Civil Service Four-Day Week? Don't Hold Your Breath

(Continued from Page 11)

- 130 Jones Earl M Menands75.0
- 131 Szczepkowski J Loudonville74.9
- 132 Louch George D Plainville74.6
- 133 Wheat Nancy E Preston Hiv74.6
- 134 Gundrum Clara B Delmar74.6
- 135 Nelson Alan S Troy74.5
- 136 Vacek Henry S Johnstown74.5
- 137 Cavanaugh J A Albany74.4
- 138 Spas James H Hannacrois74.2
- 139 Fuller Roy Delmar74.0
- 140 Klee Bernard G Watervliet73.9
- 141 Daniels Eric R Troy73.8
- 142 Borthwick David Troy73.8
- 143 Brown Donald R Delmar73.7
- 144 Powell Mary C Albany73.5
- 145 Geiger Sanford Albany73.4
- 146 Rich Carl W Elora73.3
- 147 Leslie C W Saratoga Spa73.1
- 148 Graczyk Eugene Voorheesvil73.0
- 149 Galey Paul M Victory Mts73.0
- 150 Skelly Mary C Delmar72.9
- 151 Donnelly Elene Rensselaer72.8
- 152 Cesare Michael Round Lake72.7
- 153 Perlee Lester H Latham72.7
- 154 Sanford Thomas Saratoga Spg72.8
- 155 Greasley Harry Albany72.5
- 156 Peckham Susanne Schodck Ldg 72.2

- 157 Panichi Barbara Wynantskill72.2
- 158 Gapp Theodore L Voorheesvil71.9
- 159 DiLorenzo M S Albany71.8
- 160 McCarthy T E Latham71.7
- 161 Boivin Daniel J Elora71.6
- 162 Mazula Glenn Waterford71.3
- 163 Pirek Eugene R Amsterdam71.2
- 164 Scott David J Latham70.8

- ASSOC CMPTR SYSTEMS ANLYST**
Option B
- 1 Turner Billy E Schenectady85.4
 - 2 Keenan Joan S Albany84.8
 - 3 Taylor Warren S Schenectady84.8
 - 4 Bregenzler W H Elora83.9
 - 5 Sanders Joseph Schenectady83.2
 - 6 Woodard William Albany81.1
 - 7 Elmendorf Peter Saratoga Spg80.8
 - 8 Conte Frank Schenectady80.4
 - 9 Petronis Gerald Mechanicvl79.3
 - 10 Sarr William M Voorheesvil79.2
 - 11 Cantore Ann M Westmere79.0
 - 12 Curtin Daniel J Schenectady77.2
 - 13 Darrigo Richard Waterford76.6
 - 14 Tidd Michael A Ballston Lk75.8
 - 15 Anderson Tobie E Greenbush74.4
 - 16 Noble John W Amsterdam73.5
 - 17 Muha Leonard A Schenectady72.2
 - 18 Seaman T W Gilbertsvil72.1

- 19 Sprissler L L Albany71.9
- 20 Gustafson K A Rensselaer71.8
- 21 Pugliano Frank Albany71.6
- 22 McGowan G A Altamont70.8

- EXAM 35-511**
ASSOC MANPOWER PROGRAMS
COOR — Option A
Test Held June 22, 1974
List Est. Jan. 27, 1975
- 1 Juinn M Schenectady76.2
 - 2 Romano A Schenectady74.1

- ASSOC MANPOWER PROGRAMS**
COOR — Option B
- 1 Diamond P E Latham83.5
 - 2 Kolapalka B J Delmar81.3
 - 3 Morrison T J Albany80.1
 - 4 Guloty R J E Chatham79.6
 - 5 Gardner L Latham77.7
 - 6 Cavanagh J E Orchard Pk74.8
 - 7 Riccardo F J Saratoga Spgs72.6

- ASSOC COMPUTER PRGMR SCT**
Option B
- 1 Woodard William Albany89.1
 - 2 Taylor Warren S Schenectady88.8
 - 3 Ficarelli A P Albany83.0
 - 4 Higgins Richard Schenectady82.2
 - 5 Gustafson K A Rensselaer79.8
 - 6 Seaman T W Gilbertsvil78.1

- EXAM 35-587**
TRAFFIC & PARK LIEUT
Test Held Nov. 9, 1974
List Est. Jan. 20, 1975
- 1 Smith L N Bellmore93.4
 - 2 Wahl F R Mastic91.3
 - 3 Wilhelm G Oakdale90.5
 - 4 Casey M W Jackson Hts89.9
 - 5 Smith D N N Babylon89.4
 - 6 Ziegler R Sayville88.9
 - 7 Roberts V Hamlin86.4
 - 8 Mesaris R Highland Pk85.8
 - 9 Graf F Bay Shore85.8

Civil Service Law & You

(Continued from Page 6)

abandoned his family, the children assumed the domicile of their mother which was in New York State even though she was hospitalized. His move to Connecticut was of a temporary nature since his mother was still living in 1961 (in New York State) and he was a minor, his residence was still in New York State. Therefore, within the meaning of Section 85 of the Civil Service Law, the petitioner was at all times a resident of New York State and was entitled to veteran's preference credits. Application of Brennan v. Kirwan, 360 NYS 2nd 532.

LEGAL NOTICE

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

General Resources Associates, Incorporated a New York Corporation with its principal office at 745 Fifth Avenue, New York, New York

Irving J. Alter Limited Partner \$50
70 Magnolia Avenue .005%

Larchmont, New York

Betsy Garcia Limited Partner \$50
R.D. #2 .005%

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Sussex, New Jersey

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



UNITED WAY AWARDS — Atty. Gen. Louis Lefkowitz presented awards to three State Department of Law employees for outstanding services rendered during the recent United Way state fund-raising campaign. With the Attorney General, above, are Eunice W. Stritzman, of Troy; Nonie Kepner Johnson, of Wyantskill, and Arthur S. Mebel, of Albany. Ms. Johnson is secretary of Albany Region 4, Civil Service Employees Assn.

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A Civil Service Four-Day Week? Don't Hold Your Breath

WASHINGTON — The U.S. Civil Service Commission termed "misleading" reports in the media that the Office of Management and Budget and President Gerald Ford have approved a Commission-prepared legislative proposal on a four-day work week and other matters.

A statement released by the Commission said that its staff has studied many aspects of the new concept—referred to as "Flexitime"—which provides for flexible working hours and the modification of standard work days and shifts. The study also covered a different work arrangement which compresses a 40-hour week into less than five days.

The most popular form of the compressed work week is the four-day, 10-hours-a-day week. The Commission said it has provided technical assistance and advice to some federal agencies now conducting Flexitime experiments. Further, it said, discussions have been held with some industry leaders in the private sector on their experience with compacted work weeks for employees both here and abroad.

However, the Commission pointed out that, to date, no

staff-prepared draft plan has yet been presented to nor approved by the Civil Service Commissioners; no Commission-approved draft has been submitted to the Office of Management and Budget, and no draft bill has been approved by the White House.

The Commission also pointed out that no consideration is being given any proposal providing 40 hours pay for less than 40 hours work.

At such a time when a draft legislative proposal has been completely developed and approved by the Commission, cleared by the Office of Management and Budget and submitted to Congress for consideration, the complete details of that proposal will be published by the Commission, the statement said.

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Class Action Bill Is Passed

ALBANY—Speaker Stanley Steingut hailed State Assembly passage of the Fink Class Action Bill as an "historic initial step in the fight for consumer rights and a redemption of the Democratic Party's pledge to the people of New York State."

Consumer advocates have long considered expansion of class action suits as the vital procedural component of any program designed to increase consumer power. Class recovery makes suits for relatively small individual sums economically feasible and the total potential loss acts as a deterrent to unfair and deceptive business practices.

Mr. Steingut praised Assemblyman Stanley Fink (D-Kings), chairman of the codes committee and chief sponsor of the bill for "diligence and commitment in guiding the class action legislation through committee and passage on the floor."

Assemblyman Fink noted that in addition to the positive consumer aspects of the bill, "class action also serves as a procedural vehicle for environmental and civil rights groups seeking remedy in the courts of unfair practices in our state." Until enactment of the Fink bill, class action suits were permitted in New York State but restrictive court interpretations of the CPLR's vague statutory language made consumer suits difficult to initiate.

Ter Bush & Powell Relocating Offices

MANHATTAN—Ter Bush & Powell, Inc., the insurance firm, will relocate their office here on March 1. The firm will move from its current East 42nd Street offices to new ones at 444 Madison Ave. at 49th Street, the Newsweek Magazine building. The postal zip code for the new address is 10021; the new telephone number is (212) 755-9300.

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24-252	Clinical Laboratory Investigator	12,670
24-268	Compensation Claims Investigator	9,546
24-253	Compensation Claims Legal Investigator	10,714
24-269	Compensation Investigator	9,546
24-258	Landscape Architect	14,142
24-259	Landscape Architect, Senior	17,429
24-262	Rent Examiner	10,118
24-261	Rent Examiner, Junior	9,029
24-264	Rent Examiner, Principal	16,538
24-263	Rent Examiner, Senior	11,983

Evaluation Of Training And Experience

29-278 Nutrition Services Consultant 13,404

Applications Accepted To March 24 Oral Tests To Be Held During April

27-493	Assistant To The Director Of Correctional Health Services	25,161
27-449	Coordinator Of Foster Grandparent Program	15,684

Applications Accepted To May 5 Oral Exams During June

Employee Health Service Physician II \$37,480 27-492

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CSEA Is Seeking Alternatives To Lay-Offs

(Continued from Page 1)

tion on the budget. According to a CSEA spokesman, who said the study had been under way for some time by the union's research department, its disclosure was made to reassure employees in the Department of Agriculture and Markets, now facing a definite displacement problem caused by plans to transfer meat inspection to the federal government next Oct. 1.

"There are 292 people in the Division of Meat Inspection who stand to lose in this transfer," the spokesman said. While there is a possibility that the federal government might continue these people in their jobs after the transfer, he added that there are numerous state job benefits that they would lose in the process.

"For these employees and many others who are threatened in agency reorganizations in the new budget, CSEA is taking strong, positive action, through the compilation of factual data, to show how personnel cuts can be avoided. We will stand behind president Wenzl's pledge that layoffs will not be tolerated.

"In the case of the proposed meat inspection transfer, we will also point out to everyone, through publicity, the vital importance to the public's health of retaining the present program unchanged," the spokesman concluded.

Approves Action

(Continued from Page 1)

tive Ralph Caso of the fact-finder's report.

"Support in any action deemed necessary" was given to Niagara County, headed by William Doyle, and Ulster County, headed by Harold DeGraff, both members of the CSEA Board.

Niagara negotiations have been in progress for six months, and have been at impasse.

The Ulster situation is particularly confused since the County withdrew what was understood to be "its" final offer. In the meantime, the agreement has been approved by Ulster CSEA members.

Nassau Educational Chapter Is Seeking Candidates' Filings

HICKSVILLE—The nominating committee of the Nassau Educational chapter, Civil Service Employees Assn., said last week that it is ready to accept applications from candidates for various elective posts within the chapter.

Persons who wish to run for office in coming chapter contests must submit their applications to the committee not later than March 1. Positions to be filled in the election include: president, first through third vice-presidents, corresponding secretary, treasurer and sergeant-at-arms. All offices will run for two-year terms.

Nominating committee members are Larry Visconti, Nick Conlon, Robert Cicero, Al Strickland and Mary Spillane. Applications should be sent to: Nominating Committee, Nassau Educational Chapter, CSEA, 111 Old Country Road, Hicksville, N. Y. 11801.



CSEA vice-president Solomon Bendet, second from right, checks over some figures on how meat inspectors would be affected by transfer of responsibilities to federal government. From left are meat inspector James Adkinson, New York City; CSEA field representative Nicholas Pollicino; New York City CSEA chapter officer Abe Libow; Mr. Bendet, and meat inspector Joseph Garlow, Brooklyn.



Attention is given by these meat inspectors at a protest meeting earlier this month at CSEA Long Island Region 1 headquarters in Amityville, Suffolk County. Pictured here, from left, are Charles Schaefer, Queens; Vincent McHugh, Brooklyn, and Michael Mone, Brooklyn. The meeting was attended by an estimated 100 inspectors of the State's Agriculture and Markets Department.

Inspectors

(Continued from Page 1)

and statewide CSEA executive committee "to map plans for action." Many inspectors assigned upstate are represented by the Albany chapter.

The inspectors are to continue in their posts until Oct. 1, under Governor Carey's plan, at which time the state expects the federal government to assume responsibility for meat inspections.

"The public will suffer," Mr. Bendet warned, arguing that the state inspection force had been created seven years ago precisely for the purpose of providing a more thorough system than had been in force up to that time by the federal government. The inspectors assure sanitary conditions at meat processing plants.



New York City chapter secretary Abe Libow, left, explains ramifications of situation.

Fight To Save Nursing Schools

(Continued from Page 1)

enter state service as nurses in the various state hospitals.

CSEA Is Liaison

CSEA's headquarters building across from the State Capitol became the demonstration headquarters. CSEA staff representa-

Ulster Charge

(Continued from Page 9)

• The county will pay 100 percent of the individual's health insurance and 90 percent of the dependents'.

• Accruable sick days will rise from 150 to 165 days.

• Grandparents will be added to the definition of "family" in the "bereavement leave" section of the contract.

• A labor-management committee will meet quarterly.

• Doctors' certificates will not be required unless the employee is out more than three days in a row.

L.I. Armory Meeting

WESTHAMPTON BEACH—The Long Island Armory Employees chapter, Civil Service Employees Assn., will hold a noon meeting Wednesday, Feb. 26, at the New York Air National Guard base here. Albert E. Freeman, chapter vice-president, noted that lunch will be served prior to the meeting.

tives and a coalition of student leaders from all 12 nursing schools plotted strategy there that ultimately resulted in the Governor reversing his previous stand to close down the state nursing school program by June 30. The union also arranged for public address systems at the rally on the steps of the Capitol, and enabled coalition chiefs, accompanied by CSEA staff, to meet with top legislative leaders to lodge their protests over the planned closings and to cite their reasons why they felt the nursing program should be continued.

CSEA intensified its support of the student nurses' cause two days after the actual demonstration when the union's Board of Directors, at a regular monthly meeting in Albany, made arrangements to cover the transportation expenses incurred in busing the students from all over the state to participate in the protest demonstration.

While CSEA chief legal counsel John C. Rice and collective bargaining specialists Robert Guild and Paul Burch, along with student leaders, met with Senate Majority Leader Warren Anderson and Assembly Speaker Stanley Steingut in the Capitol, CSEA president Theodore C. Wenzl joined speakers who addressed the massed demonstrators outside. Dr. Wenzl reiterated CSEA's support of the student nurses'

position and promised continued help on their behalf. Others who met in the biting cold with the demonstrators included Lt. Gov. Mary Ann Krupsak and a number of local legislators from the districts in which the 12 schools are located.

Although the mass rally caused a reversal of the Governor's earlier decision to close the schools this year, it was only a partial victory for the protestors as Governor Carey said the 12 schools will still be phased out, apparently after the last present remaining classes are completed.

School Meeting

(Continued from Page 9)

will begin at 10:30 a.m. in the A-1 Building cafeteria of White Plains High School, North St., White Plains. The meetings will be conducted by CSEA's statewide non-teaching school employees committee.

Danny Jinks, CSEA collective bargaining specialist and staff coordinator for the statewide committee, said the meetings are being held in two locations to permit maximum participation from Region 3 school workers. Items to be covered at the meetings include general interest subjects such as terms and conditions of employment and the non-teaching employee's relationship with his employer.

Syracuse Region 5 Sets Feb. 21 Cutoff For Nominations

OSWEGO—Nominations of candidates for the seven regionwide offices of the Civil Service Employees Assn.'s Syracuse Region 5 must be in the hands of the nominating committee by Feb. 21, according to committee chairman Floyd Peashey.

The offices for which elections will be held are: president; executive vice-president; first, second and third vice-presidents, secretary and treasurer. All the incumbents have notified the committee of their intention to stand for re-election.

Nominations can be made to any member of the nominations committee. Their names and mailing addresses are:

• Floyd Peashey, 80 Mohawk St., Oswego, N. Y. 13126.

• Robert Greene, Utica Psychiatric Center, 1213 Court St., Utica, N. Y. 13502 (Personal).

• Elmer Maki, 620 Shaffer Rd., Newfield, N. Y. 14867.

• Richard Marley, MVCC 1101 Sherman Dr., Utica, N. Y. (Personal).

• Louis Eddy, 1418 Lenox Ave., Utica, N. Y. 13502.

• Jennie Possemato, 69 Margaret St., Binghamton, N. Y.

• Ralph Inman, North Washington Ave., Oxford, N. Y. 13830.

• Clara Boone, 14 Parkside Court, Utica, N. Y. 13501.

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

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

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

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

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

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

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

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

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

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

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 (Continued from Page 12)

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Retirees Holding Brooklyn Meeting
BROOKLYN—Chapter 500, National Assn. of Retired Employees, will hold an open meeting Saturday, Feb. 22, at 1 p.m. at the War Memorial Hall, Cadman Plaza and Orange Street, in the Brooklyn Borough Hall area.

The meeting will deal with current problems encountered by retirees. Additional information about the meeting and NARE may be obtained by contacting Samuel Komansky at 2251 Knapp St., Brooklyn, N.Y. 11229. The telephone number is (212) 834-0244.

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SCREEN STATEWIDE CANDIDACIES —

Time is running out for the submission of nominations for the four Civil Service Employees Assn. offices that are elected by statewide vote: president, executive vice-president, secretary and treasurer. Also at stake this year are the departmental representatives to the State Executive Committee, which will be expanded to reflect

the continued growth of the Association. Three seats will be added for Mental Hygiene and one seat for a new department, Public Corporations. Deadline for submitting nominations is March 1. Committee members have met several times already to review early nominations. The nominating committee is composed of three members elected from each of CSEA's six regions. Seated, from left, are Henry Hill, Region 2; Cynthia

Doyle, 2; chairman Nicholas Fiscarelli, 4; vice-chairman Santa Orsino, 4; secretary Gerry Frieday, 6. Standing are Robert Greene, 5; Charlotte Rue, 2; Joseph Aiello, 1; Louis Eddy, 5; Sarah DaRe, 6; Adele Hanavan, 6; Floyd Peashey, 5, and Leonard Flynn, 3. Other committee members are Robert Pols and Edward Valder, Region 1; Manny Ramirez and Patsy Spicel, Region 3, and Susie Pfaffenbach, Region 4.

Wayne County Is Battling On Variety Of Contracts

ROCHESTER—The Wayne County chapter, Civil Service Employees Assn., is contesting issues on several levels with the county administration.

Negotiations on a contract involving more than 400 CSEA members employed by the county are stalled, pending a Public Employment Relations Board decision on CSEA claims that attempts of the International Union of Electrical Workers, AFL-CIO, will "fragment the existing bargaining unit."

Bargaining over a contract between the county and the CSEA unit of the Wayne County Sheriff's Department has lately advanced to the fact-finder's stage after mediation failed.

The CSEA forced the County Board of Supervisors to reconsider a layoff of three deputies in the Sheriff's Department as part of a budget-paring move.

The CSEA is also protesting what it terms a "unilateral decision" by the Board of Supervisors to discontinue paying for dry cleaning bills for clothes worn on duty by Sheriff's Department detectives.

Gary Johnson, CSEA collective bargaining specialist, said Wayne County employees have been working without a contract since Dec. 31 because of the AFL-CIO challenge. "The IUE is attempting a dues grab by attempting to raid the CSEA's existing membership," Mr. Johnson said.

"As a result of the IUE's interference, contract negotiations have been held up for more than six months. This has caused a great deal of hardship and loss of increased income for Wayne County employees," Mr. Johnson said. The CSEA hopes for a quick decision from PERB, "so CSEA can immediately begin negotiations leading to the pay raises our members justly deserve."

Sheriff's Negotiations

In the case of the Sheriff's Unit, negotiations began in November and mediation sessions broke off Jan. 23, when the fact-finder was appointed.

"The county's position has been absolutely unrealistic," Mr. Johnson said. "In the face of the 12.2 percent increase in the cost-of-living, there's no way that CSEA will stand around and suffer any 12 percent reduction in buying power."

CSEA negotiators asked for 20 percent when negotiations began. Both sides have "given and taken a little bit," he said.

The chapter is also seeking more Blue Cross-Blue Shield coverage, better retirement benefits, more holidays and sick days and other improvements.

Under the county budget approved Dec. 20, the Sheriff's Department appropriation was cut by \$30,000 while appropriations for new parks in rural areas of the county amounted to \$86,000. Three of the 52 deputies would be laid off according to seniority.

'Distorted Priorities'

"We're fighting this on the grounds that the county has a distorted sense of priorities," Mr. Johnson said. He noted money could be transferred from the contingency fund to retain the three deputies. "The misdemeanor or crime rate went up 45 percent

in Wayne County last year," the bargaining specialist said. "How can the politicians justify cutting police services when the crime rate is spiraling?"

"I guess they're building more parks and providing less police protection so more people can get mugged in more parks."

He said the Board of Supervisors is now revising its decision.

The supervisors' decision to stop payment of detectives' dry-cleaning bills, which had been policy for more than 10 years, went to arbitration this week. "This was a unilateral change in working conditions resulting in a change in existing benefits," Mr. Johnson claimed. "What the Board of Supervisors is saying to the detectives is that if you get shot while arresting someone, don't bleed because you'll have to pay to get your suit cleaned."

Albany Region Sponsoring Boston Flower Show Trip

ALBANY—A one-day bus trip to Boston, coinciding with the nationally known Flower Show there, will be held by Albany Region 4, Civil Service Employees Assn. Saturday, March 15.

Fee for the trip is \$10 and departure time is 7:30 a.m. from in front of Building 12, State Campus, Albany. Parking will be available nearby for private vehicles. Return time from Copley Square, Boston, will be at 8 p.m.

Tickets for the flower show, at \$2.50 each, may be obtained from Louise Cantalupo, Massachusetts Horticulture Society, 300 Massachusetts Ave., Boston, Mass. 02115. The show is being held at the Commonwealth Armory, 925 Commonwealth Ave., Boston.

Checks and bus reservations should be sent not later than March 10 to Mary K. Moore,

Kennedy Garden Apartments, H-2, Mechanicville, N. Y. 12118. Checks should be made payable to Albany Region 4, CSEA.

View North Country Satellite Sites

PLATTSBURGH — Civil Service Employees Assn. Albany Region 4 president Joseph McDermott said a committee has been formed to investigate sites for a satellite CSEA office in the North Country area.

Ontario's Contract Has 15% and 12.5% Boosts, Depending On Step Slot

ROCHESTER—An 8 percent pay increase this year and a 7 percent hike in 1976 for all employees in salary Step 6 and above are provided in a new contract negotiated by the Civil Service Employees Assn. for employees of Ontario County.

For employees below Step 6, the contract provides a 6.5 percent increase this year and 6 percent more next year plus the regular step increase.

"I feel it's the best we could do," said Frank A. Christian, chapter president, commenting on the contract. "We were concerned about employees in the lower salary categories but we worked to give them fair consideration."

The two-year contract also provides: an added Blue Cross-Blue Shield emergency first-aid rider for this year, representing seven cents per person and 14 cents per family per month, plus a \$2 co-pay prescription drug rider next year; a reduced probationary period for uniformed deputy sheriffs from three to two years; time-and-a-half pay in addition to holiday pay for all sheriff's deputies, bringing them to parity with other county employees, and a reopening clause for Jan. 1, 1976, for renegotiation of mileage fees if a gasoline tax or price rise significantly increase gasoline prices. The county now pays 15 cents per mile.

Also: Extra pay for identification officers, sergeants and detective sergeants, from \$400 to \$600 annually; new minimum pay for all employees to be increased from \$4,711 to \$5,400; payment by the county for contract printing costs, and raising,

by one step, the classification of deskman, turnkey and guard at the county jail and that of social welfare examiner on Jan. 1, 1976.

Except for one employee at the Ontario County home, the county will no longer pay for meals and board. In the sheriff's department, the county agreed to pay a flat meal reimbursement of \$220 annually to deputies and \$400 to detectives.

Vacation benefits were also changed to provide that instead of waiting until the 15th year of employment to earn an additional day per year up to 20 years, employees will now receive an additional vacation day at the 12th, 14th, 16th, 18th and 20th years.

The new contract is retroactive to Jan. 4.

Empire College Hosts A Dance

SCHUYLERVILLE — The newly formed Empire State College chapter, Civil Service Employees Assn., held its first social activity recently in the form of a holiday dinner-dance at the Someplace Else Restaurant here.

Besides enjoying a roast beef dinner, CSEA members and their guests sipped pink champagne and engaged in a festive evening of dancing.

Mr. McDermott made the announcement to a meeting here of the Albany Region 4 Adirondack committee. He also outlined the means of nominating candidates for the union elections to be held later this year.

Adirondack committee members also heard reports on chap-

ter elections by Timothy McInerney and on the ongoing membership drive by Region 4 first vice-president Jean Gray. The committee also noted that there will be a bowling tournament March 8 for area CSEA members and a Regional "Meet-The-Candidates" night April 14.