

Civil Service LEADER

America's Largest Newspaper for Public Employees

CSEA PUBLIC RELATIONS

Syracuse Region 5

— See Pages 8, 9 & 14

CSEA PUBLIC RELATIONS

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State Agrees To Discuss Layoff Problems

Threat Of Lawsuit Prompts State OK To CSEA Request

ALBANY — The Civil Service Employees Assn. has reported that the State has agreed, but only under threat of a lawsuit by the union, to a CSEA demand for the immediate reconvening of the Joint State-CSEA Committee on Layoff Units to consider what the CSEA charges are serious problems and inequities occurring among state employees affected by layoffs announced recently by the State.

CSEA president Theodore C. Wenzl wrote to Donald H. Wollett, director of the State Office of Employee Relations, on May 29 demanding the reconvening of the joint committee, established a few years ago to discuss and establish rules, regulations and practices relative to layoffs of state workers. "The State ignored that request for more than a week, but responded immediately late last week when we told them to give us an immediate answer or face court action the following morning. In the face of that ultimatum, the State agreed verbally last Thursday and in writing last Friday," Dr. Wenzl said.

'Dismayed And Disgusted'

Meanwhile, the union leader said he was "dismayed and disgusted with the State for sitting on our letter complaining of serious problems and inequities concerning layoffs while preparing and carrying out announcements of a new wave of layoffs among state workers." The State last week announced it would layoff several hundred additional people shortly, the announcement coming after the State had received Dr. Wenzl's letter and before they responded under threat of court action by CSEA.

Dr. Wenzl says CSEA has information on several serious problems created as a result of the manner in which the State has conducted layoffs. He called upon the state to stop hiring people off the streets while layoffs are in progress—"let's have a total job freeze until this mess is straightened out"—and suggested that permanent employees be placed in temporary and provisional positions instead of being laid off—"it's wrong for thousands of temporary and pro-

(Continued on Page 3)



(Leader photo by Ted Kaplan)

CSEA picketers marched outside the County Office Building in Carmel last week in protest over the county supervisor's failure to approve a new contract this year with its more than 300 employees. Picketers, made up of county office workers on their lunch break, promised to return this week when the Putnam County Board of Supervisors will meet inside the county building. County worker Millicent DeRoas, on the crutches, joined the protesters Tuesday afternoon. (See story on Page 11.)

School Workers Eligible For Summer Unemployment

ALBANY — Guidelines for thousands of non-teaching school district employees eligible for unemployment benefits for the first time this summer have been issued by the Civil Service Employees Assn.,

which represents non-teaching employees in about 40 percent of the state's school districts.

Under a recent amendment concerning unemployment insurance, 10-month school district employees are eligible for coverage and benefits for the first time.

Joseph J. Dolan, assistant executive director-county for CSEA, said local Division of Employment offices have requested that such school district workers applying initially adhere to a schedule tied into the last four digits of their social security

Legislators May Present Report Late This Week

(Special to The Leader)

ALBANY—A joint legislative committee named to conduct a legislative hearing into the contract disputes between the Civil Service Employees Assn. and the State has indicated it may have a recommendation for settlement ready for presentation to the full State Legislature by late this week. That long-awaited legislative hearing was completed in a lengthy, one-day session on June 4.

There was, at Leader presstime, no indication as to how long it may take the full Legislature to act on the recommended settlement from its joint, 12-member committee once it is presented.

The legislative hearing was made necessary after Gov. Hugh Carey partially rejected a fact-finders' panel recommendation for settling the dispute. The dispute went to a fact-finder after nearly three months of negotiations between CSEA and the State failed to conclude in agreement over four items of the present CSEA-State contracts subject to reopened negotiations for the third and final year of the agreements.

When the agreements went to impasse, CSEA was demanding a 15½ percent across-the-board pay hike with minimum and maximum restrictions, plus increments, while the State's final offer was a flat \$250 "bonus." The fact-finding panel had recommended a 6 percent across-the-board pay hike, but Governor Carey rejected that and restated his final offer of a one-time \$250 payment.

During the legislative hearing on June 4, CSEA chief counsel John C. Rice and president Theo-

dore C. Wenzl restated the union's request for a 15½ percent increase and the State representatives stood by its final offer of \$250. There was general agreement in two other areas, health insurance and disciplinary procedures, and partial agreement on the issue of an agency shop.

In answer to direct questions at the legislative hearing, Mr. Rice said CSEA would accept a settlement of 6 percent as recommended by the impartial fact-finders, since CSEA members had voted overwhelmingly to accept that recommendation in lieu of

(Continued on Page 3)



Big MAC May Bail Out City Now, But Problems Remain

PUBLIC discussion of the prospect that the City of New York may default on debt obligations, coupled with acknowledgement that the fiscal till may be so bare that

(Continued on Page 6)

INSIDE THE LEADER

Agreement On Westchester CETA Violations See Page 5
 Condemns Cuts In Labor Department See Page 7
 Investigate Rockland Probation Charges See Page 13

should report at 8:30 a.m. on the day called for by the 4-digit number. Thereafter, half-hour intervals dictate the time for making applications on the proper day," Mr. Dolan said.

Under that formula, the following last digit sets the time for reporting: 0 is 8:30 a.m., 1 is 9 a.m., 2 is 9:30 a.m., 3 is 10 a.m., 4 is 10:30, 5 is 11 a.m., 6 is for 2 p.m., 7 at 2:30, 8 at 3 p.m., and 9 at 3:30. "For example, a person whose last four digits of the social security number is 2113 would report on Tues-

(Continued on Page 3)

"Persons whose last digit is 0



"MAN OF THE YEAR"— Francis T. Purcell, center, Town of Hempstead presiding supervisor, accepts a gift that goes with being named "Man of the Year" by the town's Civil Service Employees Assn.'s unit from unit president Ken Cadieux. At right is Ralph Natale, first vice-president of the CSEA Nassau County chapter. The award was presented at the Hempstead unit's annual dinner-dance held recently at the Holiday Manor, Hicksville.

State Fish, Game Seeks Candidates

Applications must be filed no later than June 16 for a number of positions with the State Environmental Conservation Department's fish and wildlife division.

The positions — supervising aquatic biologist exam (27-503); supervising wildlife biologist exam (27-504); principal aquatic biologist exam (27-500); principal wildlife biologist exam (27-502); principal fish and wildlife biologist exam (27-501); chief wildlife biologist exam (27-505), and chief fish and wildlife ecologist exam (27-464)—have starting salaries ranging from \$17,429 to \$22,694.

For supervising aquatic biologist a college degree and four years fisheries program experience is required. The supervising wildlife biologist post is open to candidates with a college degree and four years wildlife experience.

To be eligible for principal aquatic biologist, a college degree and four years regional fisheries experience is needed. Principal wildlife biologist candidates need a college degree and four years regional wildlife experience.

A college degree and four years as a supervisor of a regional wildlife program will qualify candidates for principal fish and wildlife biologist. Chief wildlife biologist is open to candidates with a college degree and five years supervisory wildlife experience, two of which must have been in a statewide or provincial program.

For chief fish and wildlife ecologist, applicants must have a college degree and five years experience as a supervisor of fisheries or wildlife program, two years of which must have been in a statewide program.

Qualifying candidates will be eligible for the July oral exam. Candidates will also be rated on training and experience.

Applications may be obtained at the state Civil Service Department, 2 World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

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State Officials To Report Fiscal Data

ALBANY — Gov. Hugh L. Carey has directed all members of his executive family whose jobs pay more than \$30,000 a year, or who hold policy-making posts, to file an annual statement of their financial assets and liabilities.

In addition to the sworn statement, executive staffers will also file a statement of other income earned during their period of holding office, specifying amounts in excess of \$1,000. The statements, which will be submitted upon filing of an oath of office and every May 15 thereafter, will be turned over to the state's Board of Public Disclosure.

The board will process the statements, "to insure compliance and to evaluate any claims of privacy," and then they will be made available to the public.

The order to file such financial information, Governor Carey's Executive Order 10, also forbids activities which may be thought to represent conflicts of interest. It directs that affected officers and employees:

- May not hold any public

office or public employment for which compensation, direct or indirect, is received.

- May not expend time or otherwise engage in any private employment, profession, business or other activity from which compensation, direct or indirect, is derived.

- May not serve as director or officer of any profit-making corporation or institution.

- May not serve as an officer of any political party or political organization, or serve as a member of any political party committee, including political party district leader (however designated) or member of a political party's national committee.

Deviations from the four above requirements may be granted by the Board of Public Disclosure, but, according to the order, "only after a specific finding by the Board that such particular activity does not violate the intent of this Order and in no way interferes or conflicts with the proper and effective discharge of the official duties of the person making the request."

The Board of Public Disclosure

consists of the Secretary of State, the secretary to the Governor, the counsel to the Governor and four gubernatorial appointees, one of whom will be named board chairman. There is no pay for serving on the board, and none of the four public appointees may hold public office or office in any political party.

Orange Board Meet

MIDDLETOWN — The board of directors of the Orange County chapter, Civil Service Employees Assn., will hold a meeting Wednesday, June 11. The meeting, which will begin at 7:30 p.m., will be held at the Casa Fiesta Restaurant, Middletown.

Central Islip Meet

A general membership meeting of the Central Islip Psychiatric Center chapter, Civil Service Employees Assn., will be held Thursday, June 19. The meeting, which will begin at 8 p.m., will be held at the American Legion Hall, Elmore St., Central Islip.

RED SKELTON & TANYA TUCKER CIVIL SERVICE DAY SARATOGA FAIR

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DISCOUNT TICKETS FOR CSEA EMPLOYEES

Members of Albany Region, CSEA, receive \$1.00 discount on every adult ticket purchased in advance of the Fair for any of the 10 days of the Fair (June 27—July 6). CSEA price \$2.00. Tickets for children, ages 6-12, may be purchased at the gate for \$1.50. Children under 6 admitted free. Consult your Albany region chapters for discount ticket information.

FOR YOUR CALENDAR

Fri. & Sat., June 27 & 28 OLIVIA NEWTON-JOHN & Jerry Reed	Wed., July 2 B. J. THOMAS & Up With People	Sat., July 5 HUDSON BROS., BO DONALDSON & THE HEYWOODS
Sun., June 29 Saratoga Pops with RICHARD HAYMAN (members of Albany Symphony) with special guest star LYNN ANDERSON	Thurs., July 3 CIVIL SERVICE DAY with RED SKELTON & Tanya Tucker	Sun., July 6 BOB HOPE & La Costa
Mon., June 30 & Tues., July 1 MAC DAVIS & Fred Smoot	Fri., July 4 ROGER MILLER, THE MILLS BROS., Tribute to Duke Ellington	

Saratoga Fair is 1/4 mile from exit 14 of the Northway (I-87). Main gate at Union Avenue (Route 29 West and East Avenue). Grounds, midway exhibits open 10 a.m. (1:05 p.m. on Sundays) to midnight. Grandstand stage shows at 8 p.m. Shows also at 5 p.m. on June 28, July 1, & 5. Parking \$1.00. Strollers available.



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POSING A QUESTION — Edward Lee, left, directs a query to Celeste Rosenkranz, right, Civil Service Employees Assn. education committee chairman and one of the instructors at a two-day seminar on grievance procedures held for the State University of New York at Buffalo chapter. At center are Doris Williams and Mike Day. Twenty-two CSEA stewards and grievance committee members attended the seminar which was arranged by chapter president Edward Dudek.

① CSEA calendar ①

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

JUNE

- 11—Suffolk County Retirees chapter meeting: 1 p.m., Gullhaven Golf Club, Central Islip.
- 11—Orange, Ulster and Sullivan Counties Retiree chapter executive meeting: 1 p.m., Middletown Psychiatric Center, Middletown; 2 p.m., general meeting.
- 11—Orange County chapter board of directors meeting: 7:30 p.m., Casa Fiesta, Middletown.
- 12—State executive committee, county executive committee and board of directors meetings: CSEA Headquarters, 33 Elk St., Albany.
- 13—Albany Region 4 Adirondack committee meeting: 7 p.m., North Gateway Restaurant, Warrensburg.
- 13-14—Syracuse Region 5 meeting: Holiday Inn, Oneonta.
- 14—SUNY at Albany chapter annual outing: 1 p.m.-9 p.m., Picard's Grove, New Salem.
- 14—Creedmoor chapter dinner-dance and installation of officers: Valley Stream Park Inn, Valley Stream.
- 14—Cortland County chapter annual dinner-dance honoring retirees: 6 p.m., San Rocco Lodge, Cortland.
- 17—Orange County unit meeting: 7:30 p.m., Howard Johnson's Restaurant, Middletown.
- 19—Central Islip Psychiatric Center chapter meeting: 8 p.m., American Legion Hall, Elmore Street, Central Islip.
- 20—Buffalo Psychiatric Center chapter employee recognition night: 7:30 p.m., Richardson Room, CTS Building, BPC.
- 21—Last day for returning ballots in CSEA statewide election.
- 21—Wassaic Developmental Center chapter officers' installation dinner-dance: 7 p.m., Brookside Restaurant, Amenia.
- 25—Roswell Park Memorial Institute chapter and Health Research chapter joint banquet and installation: 6:30 p.m., Plaza Suite Restaurant, Buffalo.
- 26—Long Island Region 1 executive committee meeting: 7:30 p.m., Region 1 headquarters, Amityville.
- 27—Pilgrim Psychiatric Center chapter dinner-dance and installation of officers: Huntington Towne House, Huntington Station.
- 27—Central Islip Psychiatric Center chapter annual dinner-dance: 9 p.m., Huntington Town House, Huntington.
- 27—Counting of ballots by Ernst Associates, Albany, in CSEA statewide election.
- 27—Buffalo chapter officers' installation and dinner-dance: 7 p.m., Statler-Hilton Hotel, Delaware Avenue, Buffalo.
- 27-29—Albany Region 4 annual meeting and workshop: Lake Placid Club, Essex County.

Legislators May Issue Report

(Continued from Page 1)
the Governor's offer. However, Mr. Rice said there is ample justification for upwards of 15 1/2 percent and urged lawmakers to consider those merits in arriving at a recommended solution to the impasse. State representa-

tives, meanwhile, told the legislative committee that it could not accept even the 6 percent as recommended by the fact-finders and argued for the \$250 payment.

Any increases and improvements in the contract would probably be made retroactive to

Discretion Advised By CSEA On Prison Picket Line Issue

DANNEMORA—The Civil Service Employees Assn. has advised non-uniformed employees at state prisons and correctional facilities to use their discretion as to whether or not to cross picket lines, should the union representing guards and correctional officers proceed with an announced job action.

A CSEA spokesman said the presence of picket lines suggests a threat of possible physical harm to persons attempting to cross them. It is expected that most, if not all, non-uniformed employees will not cross the lines.

The guards have threatened a statewide job action if the state proceeds with plans to close two facilities at Dannemora: Camp Adirondack and the Adirondack Correctional Treatment and Evaluation Center (ACTEC).

CSEA represents about 150 non-uniformed employees at Camp Adirondack and ACTEC.

The guards' union says any attempt by the state to transfer inmates from those facilities will precipitate a statewide job action by the correctional officers.

Late last week, a judge issued a restraining order halting the closings until both sides can present arguments for or against a preliminary injunction.

CSEA spokesman Thomas Linden, a collective bargaining specialist with the Department of Corrections, said he expects the entire 150-person non-uniformed workforce at Camp Adirondack and ACTEC to honor any picket lines walked there by the guards' union.

"If the guards conduct a job action, the Clinton County sites could be a hot bed of protest. We cannot expect our people to risk harm and injury in trying to get across such lines," Mr. Linden said.

CSEA will have staff representatives present at the various facilities in the event the guards move with the threatened job action to advise non-uniformed personnel and to act as observers.

In a related development, CSEA charged the state is unprepared to properly advise and assist employees affected by the plans to shut down Camp Adirondack and ACTEC.

Non-Teaching

(Continued from Page 1)
day at 10 a.m., and so forth," Mr. Dolan said.

Eligible non-teaching employees who have already filed should continue to report at the time and dates already arranged, the newly announced schedule applying only to those who will be applying for unemployment benefits for the first time.

Mr. Dolan said representatives of the state Division of Employment have been invited to discuss the new unemployment procedure applying to non-teaching employees at a CSEA County Executive Committee meeting on June 12 and a non-teaching school employees committee meeting on June 14.

April 1, the start of the third year of the present contracts covering 147,000 state workers in four bargaining units represented by CSEA. The fact-finders, however, had recommended that increments be payable July 1, a stance objected to strongly by CSEA at the legislative hearing.

BULLETIN

Following a series of meetings between Civil Service Employees Assn. representatives and the State, a spokesman for the State said that the Adirondack Correctional Treatment and Evaluation Center, Dannemora, will be closed and the physical plant reopened as a minimum-to-medium security annex to the adjacent

Clinton Correctional Facility. 600 beds will be provided, an increase of 175 beds over the ACTEC facility. In addition, the new annex will handle reception and classification of all downstate inmates. At Leader presstime, it was estimated that the number of employees that were to be laid off, if any at all, will be greatly reduced.

Efforts by State representatives to counsel and interview employees who would be transferred or fired were termed "chaotic" by Mr. Linden. He said the state, in its haste, is using outdated and incomplete employee data lists.

"Some employees are not even shown on the state lists, and in many instances data and information about employees is either incorrect or incomplete."

In some cases, Mr. Linden said, "the state has conducted

these important and personal career interviews with two or more employees at the same time in the same room, rushing through in typical bureaucratic fashion. They inform an individual he may be transferred, tell him where, and demand an immediate acceptance or rejection. That's too important a decision to make hastily. We've advised our people not to buckle under such pressure tactics and to take the time necessary to arrive at so important an answer.

McGowan, Following Third Attack On Employee, Calls For Probe Of A & I School

BUFFALO—William L. McGowan, president of Western Region 6, Civil Service Employees Assn., has sent a telegram to Gov. Hugh L. Carey demanding an investigation of conditions at the State Agricultural and Industrial School at Industry.

The telegram followed the third incident of assault on a staff member at the school in recent weeks. Mr. McGowan called for the investigation "to forestall another Attica."

The text of Mr. McGowan's telegram reads:

"In light of the third assault on a staff member, the latest of which has critically injured child-care worker Wendell B. Day, now in a Rochester hospital, I demand an immediate investigation and institution of remedial action to correct the situation at the State Agricultural and Industrial School at Industry.

"To this end I place at your disposal the full resources of the Civil Service Employees Assn., its officers, and staff familiar with the increasingly dangerous situation and pledge full cooperation to achieve a resolution of the problems at the institution.

"I wish to bring to your attention the fact that except for their age, residents at the school would be confined at maximum security correction facilities for such serious crimes as armed robbery, rape, and murder, and that despite the serious nature of these offenses, there exists at Industry no meaningful security system for a 1,600-acre institution, which is overcrowded with 215 residents, understaffed by a considerable margin, with a total complement of 180 (of whom there are only 50 child-care workers instead of the 60 called for in the staffing pattern and at least 70 required to provide minimum level care).

"Furthermore, there exists no comprehensive or continuing program for therapeutic correction, with programs being evaluated on criteria other than those for which they were established; no replacement for programs eliminated, such as the farm program; no effective in-service training programs to familiarize the staff with the continuing changes; and failure to heed suggestions and warnings on implementation of new programs and their impact on the employees and the community, leading to the assaults which have caused a further reduction of available staff due to disabilities.

"Similar lack of communication has led to the introduction of a new telephone system which removes the "emergency" capabilities of the former system. Escapes have averaged 30 to 40 per month, endangering not only employees, but also the residents of Rush, Scottsville, Lima, and other communities.

"The situation is explosive, and unless you act immediately, you may be faced with another Attica."

Lawsuit

(Continued from Page 1)
visional employees to keep working while permanent employees hit the streets."

The CSEA president announced that the union would conduct a press conference this week in Albany to publicly discuss the union's position relative to layoffs.

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Administration Intern	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic—Statewide except Albany)	\$ 7,616	varies
Medical Specialist I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$35,373	20-391
Psychiatrist II (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variety Operator	\$ 6,811	20-307

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

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

State's Job Eliminations Total 1,991

ALBANY—Another 331 job cuts were announced last week by State Budget Director Peter Goldmark. This moves the total number of positions terminated by the Carey Administration to 1,991 since the first of the year.

The number of jobs cut and affected state facilities are: 47, Alcoholic Beverage Control Board; 68, Education Department; 20, Health Department; 24, Division of Military and Naval Affairs, and 172, Motor Vehicle Bureau.

At the direction of Gov. Hugh L. Carey, Mr. Goldmark also ended funding by the state of the Civil Air Patrol, closed the New York State Naval Militia armory in Brooklyn and the New York Army National Guard armory at 56 W. 60th St., Manhattan. Also closed was the New York Department of Commerce office in Brussels, Belgium. Mr. Goldmark also said that the department's travel, public relations and business publications budgets would be sharply reduced.

The Motor Vehicles Bureau was ordered to shut its branch offices in Malone, Peekskill and West Haverstraw. Most of the 172 employees affected will be fired. Other reductions included the cancellations of planned expansions at the State University of New York at Westbury and elimination of aid to the state's ocean science laboratory at Montauk.

Saratoga Fair Reduced Rates

SARATOGA—Civil Service Employees Assn. members will be able to purchase reduced rate tickets to the Second Annual Saratoga Fair on Thursday, July 3, when the fair will schedule its Civil Service Day.

Special reduced rate coupons are being distributed to CSEA chapters and units statewide, fair officials reported.

The Saratoga Fair will run this year from Friday, June 27, through Sunday, July 6. On Civil Service Day, the fair's special attractions will include free performances by comic Red Skelton and country and western singer Tanya Tucker.

CSEA Albany Region 4 will also sponsor a run-of-the-fair exhibit illustrating the activities of the union in New York State.

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INSIDE FIRE LINES



By RICHARD VIZZINI
President, Uniformed Firefighters Assn.

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Will Not Be Pawns In Political Game

The fiscal tug-of-war continues with one tactic emerging as one of the most callous strategies ever perpetrated by a city administration on the citizens of this city.

Coming from an administration headed by people from the ranks of civil service, this tactic is all the more reprehensible. From the moment City Hall began to face financial problems, the finger was pointed at firefighters and police as the scapegoats—as pawns to be used as political blackmail.

Mayor Beame's proposed mass layoffs in the city's most vital services becomes more incomprehensible when we consider that during the last decade, while the rolls of municipal employees in New York City have grown by almost 50 percent, there has actually been a decrease in the total number of firefighters and police.

Thirty-five years ago, public safety—fire and police protection—received more than 15 percent of the city budget. This fell steadily to less than nine percent in 1970 and continued to drop—to less than three percent for the fire department in this year's budget.

The administration turned its back on its responsibility and to the priorities which are the overriding concern of any civilized government—the vital services which provide safety and protection of the life and property of its citizens.

The administration disregarded—and the Fire Commissioner chose not to emphasize—that this year our firefighters will respond to more than 400,000 alarms—with a work force of less men than ten years ago.

In the two and one-half years since closing down or relocating 23 fire companies, 90 innocent civilians have died in fires, 481 persons have suffered injuries and 1,668 firefighters have been injured.

Fire Commissioner O'Hagan concedes that with layoffs of firefighters, more lives and injuries will occur—but he says to one segment of our citizens:

"I promise you the rest of the city, and not the ghetto areas will suffer first."

This statement was said to a black audience, of course. What will he say to another audience? He did not reveal that most of the 23 fire companies he ordered eliminated or relocated were in ghetto communities, or tell them of the 90 lives lost in fires.

This is the type of statement that demeans not only the fire department but all firefighters. Another example of the remarks made by some of our departmental officials was quoted in a news account of the contemptible attack on three firefighters while they attempted to shut off an illegally opened fire hydrant. One of the firefighters received 15 stitches in his lower lip.

"You just have to expect this on a hot night," said a Fire Department official.

Layoffs . . . cutbacks . . . payless furloughs . . . freeze salaries . . . break union contracts . . . this is the administration of Mayor Beame . . . all of which the Uniformed Firefighters Association will not swallow and will fight with every ounce of unity and strength.

PERB Rules In 2 CSEA Cases

ALBANY—Hearing officers of the Public Employment Relations Board have ruled against the Civil Service Employees Assn. in charges brought in two recent cases.

Cole H. Pilcher dismissed a charge brought by CSEA against the Town of Orangetown to the effect that the town failed to pay the salary scales provided for certain reallocated positions in the agreement covering the years 1973-74. The action, Mr. Pilcher said, did not constitute the type of unilateral change in terms and conditions covered by the Taylor Law and that PERB

should not exercise jurisdiction over the alleged breach of contract involved.

The other hearing officer, Janet Axelrod, dismissed a CSEA charge against the County of Rensselaer, that the county had unilaterally decided to contract out services performed by the Department of Health laboratory. She ruled that subcontracting of unit work for economic reasons is not a mandatory cause of negotiations.

**Wanna be a good guy?
Join the mainstream of good guys, who donate blood.**

Bills Filed To Save State Meat Inspection Program

ALBANY—Bills have been filed in both houses of the State Legislature that would provide funds in the State's supplemental budget to restore the full state meat and poultry inspection program.

Presently the state program, a function of the State Agriculture and Markets Department, is slated to be abolished and the inspection responsibility turned over to the federal government.

Gov. Hugh L. Carey initially had said the state will relinquish the program effective Oct. 1, but recently accelerated the planned abolishment by announcing the firing of some 285 state inspectors on July 15, some 10 weeks earlier than anticipated.

The Civil Service Employees Assn., which represents the employees scheduled to be fired, announced the filing of the bills in the Legislature. CSEA has strongly protested the abolishment of the state program, contending state residents will be left unprotected by an inadequate federal program.

CSEA said bills to restore the full state program, and the jobs the Carey Administration wants to cut, were filed in the Senate

by Senator Howard C. Nolan Jr., (D-Loudenville) and in the Assembly by Fred G. Field Jr. (R-Newtonville) and Thomas W. Brown (D-Albany).

CSEA also reported that petitions signed by about 20,000 residents from across the State, protesting the program cut as reducing the quality of consumer protection, have been submitted to lawmakers by the labor union.

L.I. Exec Meeting

AMITYVILLE—The executive committee of Long Island Region 1, Civil Service Employees Assn., will hold a meeting Thursday, June 26, Region 1 President Irving Flaumenbaum advised. The meeting, which will begin at 7:30 p.m., will be held in the Region's Amityville headquarters.

BUY U.S. BONDS!

Tentative Solutions Are Found For W'chester CETA Problems

WHITE PLAINS—Westchester County Executive Alfred B. DeBello and Westchester Civil Service Employees Assn. president Raymond G. Cassidy announced last week that union officials and the county have reached tentative agreement on solutions to the emergency job program problems in Mount Vernon.

According to Mr. DeBello, the meeting of Mr. Cassidy and Donald Webster, president of the Mount Vernon chapter, CSEA, brought the two organizations closer to a workable solution to the union's allegations of 41 charges of mismanagement in the federally funded Comprehensive Employment and Training Act (CETA) job program.

Maintain Closer Checks

Mr. DeBello stated, "The CETA Title VI funds were made available to various cities in Westchester to provide public employment for persons unemployed or economically disadvantaged. This is a valuable program and one we should be happy to see continued since it provides employment for many Westchester people.

"The problems which have arisen in Mount Vernon have indicated to us," he added, "that

closer checks will have to be maintained countywide in order to keep the program functioning in the smoothest and most efficient manner. The county is willing to implement these controls."

In reply, Mr. Cassidy said, "Although the union is not wholly satisfied, we do feel we are in basic agreement with the direction the county is now taking and proposes to take in the near future to alleviate the inequities that presently exist."

Charges Included

Charges made against the program by union officials include hiring ineligible people; granting fringe benefits to the job program employees while temporary Mount Vernon employees doing essentially the same work receive none; flouting civil service law by placing the program employees in job titles normally reserved for those who take and pass

tests, and improperly keeping records.

According to Mr. DeBello, the county has agreed to send an auditor to check the employment records of workers hired for the program in Mount Vernon, and has made a referral to the district attorney's office of certain of the allegations of possible criminal misconduct.

County Attorney Gerald Harris stated, "We have written today to the chairman of the Mount Vernon Civil Service Commission requesting review of job classifications to determine whether fringe benefits are being paid to CETA employees who are performing essentially the same functions as temporary city employees."

Two quality control investigators are being hired by the county to review existing emergency job programs in various towns, villages and cities to insure that the rules and regulations of the program are being enforced.

Keith Drake, director of the county's Manpower Office, said "The work that the union did in investigating the program was most useful in helping us to learn that some ineligible candidates had indeed been enrolled in the program. These were removed."

Four Nassau Jobs Opening

MINEOLA — The Nassau County Civil Service Commission is presently accepting applications for four positions with the county.

For division plans coordinator (\$21,060) and superintendent of sanitation division planning and research (\$22,779) filing closes June 20 and exams will be held July 12; for police communications and teletype operator (\$8,600) filing ends June 24, with an exam scheduled for July 19. No written exam is needed for coordinator of public works drafting services (\$21,060), with a July 11 closing date.

Official announcements and application forms may be obtained from the county Civil Service Commission, 140 Old County Road, Mineola or by writing to the commission, enclosing a self addressed stamped envelope.

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TUESDAY, JUNE 10, 1975



Unemployment Mess

AS NATIONAL unemployment tops the 9 percent mark, according to figures released by the government last week, it becomes all the more incredible to realize that unemployment services in New York State will be cut back because of lack of federal funding.

It is one more slap in the face by a government that has failed to provide for its people . . . but it also must be remembered that it is a government that has been elected by the people.

We can never forget that Richard Nixon campaigned for the Presidency in 1968 by stating that greater unemployment would be tolerated as a means of curbing inflation.

In our view, so cruel a policy required a more comprehensive program than a game of Russian roulette in the unemployment line, with the losers ending up on welfare.

William DeMartino, president of the Civil Service Employees Assn.'s Metropolitan Division of Employment chapter, has termed the impending layoff of 500 DofE employees as "unbelievable." He has pointed out that New York is being penalized because its problems are greater and more complex than in most other areas of the nation.

New York State and New York City, in particular, have throughout this nation's history represented the best of America. It would be one of the major catastrophes of the 1970's if political maneuvering should result in this state and its greatest city being brought to heel, because they dared take care of their citizens when the federal government had neglected its responsibility.

Shopping Maze

ONE of the ironies of the current employment crisis is the inability of workers to spend the money they earn.

It is obvious that those people who are unemployed and, therefore, on tight budgets, should have dropped out of the buyers' market.

What is often overlooked, though, is that the people who continue to draw paychecks do not have as much time to buy as they once may have had.

As both the private and public sectors continue to reduce their work forces, those people who retain jobs are forced into situations that require more overtime and/or more expenditure of energy that saps their interest in "shopping."

Perhaps this is all in keeping with the need for those people with jobs to pay a higher proportion of their salaries in taxes.

Postal Morass

FOR the record, the May 27, 1975 issue of The Leader was printed and mailed early (delivered to the Post Office on May 23) in order to keep delivery on schedule despite the Memorial Day holiday.

The Leader, as a newspaper, is supposed to get second-class postage treatment by the Post Office. This means two-day delivery.

Yet, two weeks later, we realize that many people have yet to receive their copies, even though their mail boxes have been stuffed with third-class, junk, bulk mail. The Flushing postal district, we know, is especially bad.

We hope our readers will vigorously protest to their local post offices about the poor service.

Don't Repeat This!

(Continued from Page 1)

the City will be unable to meet payroll obligations, underscores the disastrous fiscal dilemma that confronts the City.

As a vehicle for rescuing the City from its immediate cash flow problem, the Municipal Assistance Corporation is at the cliff-hanger stage. The immediate problem is to resolve the cash flow problem to enable the City to meet debt obligations, payrolls and vendors bills. Whether "Big MAC" will be able to meet that test remains uncertain. Its basic problem is to convert some \$3 billion of short term City obligations into long term bonds. This is not a cheap undertaking. It means that many millions of dollars of state aid funds due to the City will be segregated and locked up to secure obligations that may be incurred by Big MAC.

Not Full Answer

Moreover, complete success on the part of Big MAC will not be the full answer to the budget dilemma that confronts the Beame administration. Still pending before the City Fathers is a proposed budget that involves the firing of some 70,000 public employees, with the bulk of them engaged in such critical services as police and fire protection, sanitation, and health and hospital services and in education programs.

It is a tribute to the administration of Gov. Hugh Carey that he has been able to enlist the services of such spirited, independent citizens as retired Federal Judge Simon H. Rifkind; Felix Rohatyn, an investment banker; Richard Shinn, chief executive officer of Metropolitan Life Insurance Company, and Donald Smiley, president of Macy's. They have worked endless hours through the day and night, commuting between Albany and New York and Washington and New York, in a dedicated effort to help the City resolve a fiscal crisis, which may not only affect bond flotations of every state and city in the nation, but seems also to have affected the price of the dollar in the foreign exchange markets.

Whatever success may be achieved by MAC in buying time for the City in terms of the cash flow problem, Governor Carey and the State Legislature will still have to wrestle with the problem of providing the City somehow with additional revenue resources to permit it to function at some realistic level that will not involve the mass dismissals of public employees and sharp cutbacks in the services provided by the City to its residents and to its business community.

It seems clear that some cutbacks on the level of public services and in the number of City employees is inevitable. Mayor Beame has demanded increases in taxes on banks, on commuters, on stock transfers and a tax on bond sales on the City's securities exchanges. In addition, the Mayor has demanded an increase in state aid to the City. Obviously with respect to the demand for state aid, both the Governor and the Legislature are faced with the fact that the state budget is also tight. There seems to be very little prospect of any increases in the state budget, since that would involve an increase in state taxes. The Legislature is

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

A Merit Increase Case

In a decision recently issued by the New York State Court of Appeals, a prior Appellate Division, Fourth Department decision was affirmed in the case of *Matter of Jefferson County Board of Supervisors v. New York State PERB et al.* The case arose in a situation where the Jefferson County Board of Supervisors refused to grant certain merit increases to employees of the Jefferson Community College in spite of the fact that the trustees of the college had determined in accordance with prior practice and the contract that all of the faculty members were entitled to the merit increases. A sum of money in the amount of \$34,000 was put into the budget request for that purpose. However, the Board of Supervisors only included one-half of that amount in the actual budget for the academic year 1972-73.

THE FACULTY FILED a charge of improper practice with State PERB, claiming violations of section 209-A, 1A and 1D of the Taylor Law. The faculty alleged that the County had interfered with the employees' contractual rights and that the County had refused to negotiate in good faith. A hearing was conducted by PERB which resulted in a dismissal of the subdivision 1A charge. PERB, however, sustained the charge under subdivision 1D and found that the County had refused to negotiate in good faith with the faculty. PERB directed the County, "to negotiate in good faith by ceasing and desisting from refusing to pay . . . merit salary increments." The County commenced an Article 78 proceeding seeking a review of PERB's order and the Appellate Division, Fourth Department held that although PERB had jurisdiction of the charge alleging failure to negotiate in good faith, "it exceeded its powers when, in effect, it ordered the County to pay the merit increments in accordance with the contract."

THE COURT POINTED out that Section 205 of the Civil Service Law gives PERB the power to establish procedures for the prevention of improper employer practices. However, in the case of a public employer's failure to negotiate in good faith, "such procedures shall provide only for the entry of an Order directing the public employer . . . to negotiate in good faith." Therefore, the court held that PERB did not have the authority, directly or indirectly, to order the County to pay merit increases in accordance with the contract. The only power that PERB possessed by statute was to order the County to negotiate in good faith.

IN THE DECISION at 355 NYS 2nd, 684, the Appellate Division said, "It appears that the scheme of the Public Employees Fair Employment Act does not embrace enforcement by PERB in this situation, as to which the parties may have their rights determined by Court action." While the Court does not discuss the issue directly in this case, by inference PERB does have the power to order the payment of money as part of a remedial order in an improper employer or employee practice other than one alleging a violation of 209A 1D, a refusal to negotiate in good faith. (This opinion is not yet officially reported.)

Nassau PERB Turns Down Bid For A Separate Doctors Unit

MINEOLA—The Nassau County Public Employment Relations Board has rejected a bid for a separate representation for 207 residents and interns at the Nassau County Medical Center.

The ruling, which is the latest in a series of findings that neither the employees nor the public interest would be served by severing a unit from the county-wide Civil Service Employees Assn. bargaining unit, noted the union protection afforded by CSEA.

"The employees of the petitioning unit presently have available to them facilities for collective representation and facilities for assistance in grievance pro-

cedures," the mini-PERB decision said. "The employees of the unit have available the means of input into contract demands and the denial of the petition herein would not leave the personnel involved bereft of any protection by collectivization now available to them."

**A young woman awaiting open heart surgery.
A child with Leukemia.
Help them — Give blood.**

500 Labor Dept. Layoffs Condemned By DeMartino

MANHATTAN—A proposed cut of more than 500 jobs in the State Labor Department has drawn fire from the Civil Service Employees Assn.

The state's action was termed "unwise . . . unbelievable" by William J. DeMartino, president of the New York City CSEA local of the Division of Employment which represents the employees.

Presumably the cuts were ordered because of a 20 percent reduction in federal funding of manpower placement programs. The firings are to take effect by July 1, and letters have been sent to some 5,000 Department of Labor employees who may be affected, with instructions to check their seniority and to list

geographic preferences in the event reassignment becomes necessary to another location.

Mr. DeMartino said that the cutbacks come at a time when more workers, not less, are needed in the Division of Employment. He said the unemployed of New York "look to us for assistance in finding jobs

and we will not be able to effectively help them if our work force is drastically cut. The action is certainly penny-wise and pound-foolish."

The New York City-Westchester-Long Island area has the largest number of employees in the program.

CSEA has protested to the Labor Department on the need to send letters to 5,000 employees, when only 500 are to be laid off. The union has asked for copies of all seniority lists and geographic canvasses.

A union spokesman said that contact will be made with all New York State legislators, including U.S. Senators Jacob Javits and James Buckley to secure more funds for the Manpower Service Division.

In a position paper released last week, Mr. DeMartino observed, "There have been 290 million additional dollars appropriated which will translate into 12,000 new positions in various states to enhance their manpower and unemployment insurance programs. However, New York State, with 700,000 unemployed, at a rate of 10 to 12 percent and in dire need of additional Division of Employment staff, was cut \$8 million."

Mr. DeMartino's paper noted that performance standards formulas used by the U.S. Department of Labor and which serve as the basis on which appropriations are made are biased against New York State because of its high operating costs, inner-city problems, a hard-core unemployable population, office leasing problems and others.

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Don't Repeat This!

(Continued from Page 6)

understandably reluctant to increase state taxes during a period of sluggish economy, particularly in light of the fact that taxes here are higher than in any other state.

State's Own Needs

Moreover, the state is faced with the potential need of providing additional revenues to meet its own needs for expanded services and to avoid cutbacks in its own operations. The special legislative committee is scheduled to come up with its own recommendations with respect to the report of a fact-finding committee to provide a salary increase for members of the Civil Service Employees Assn. Obviously, the recommendations of the legislative committee with respect to this matter will have a high priority on the thinking of the Legislature and Governor Carey. There are other similarly significant matters pending in Albany, which have been on the back burner because of the immediate needs of New York City.

These problems will move forward in the legislative schedule in the days ahead. Indeed, in light of all the problems that remain ahead, the Legislature will have to remain in Albany for many weeks ahead.

SYRACUSE REGION 5 DELEGATES MEETING

CIVIL SERVICE LEADER, Tuesday, June 10, 1975



Seeking the three seats on CSEA State Executive Committee as Syracuse Region 5's Mental Hygiene representatives are these six chapter presidents, from left: incumbent William Deck, Marcy Psychiatric Center; Frederick Kotz, St. Lawrence PC; incumbent James

Moore, Utica PC; incumbent Dorothy Moses, Willard PC; Raymond Pritchard, Fort Stanwix chapter at Rome Developmental Center, and Audrey Snyder, Hutchings PC, Syracuse.

SYRACUSE—Delegates for CSEA's Syracuse Region 5 met recently at the Hotel Syracuse here to discuss matters of general interest within the 20-county central area of the state.

Features of the spring meeting included the County Workshop, chaired by Fran Miller, of Oswego County, and the State Workshop, headed by James Moore, of Utica Psychiatric Center.

Among the statewide officers present, treasurer Jack Gallagher informed chapter leaders that he could not send annual rebates unless membership reports are submitted. Most chapters have received their rebates already, Mr. Gallagher said, but there are still some outstanding.

CSEA vice-president Irving Flaumenbaum called for more county officers. He pointed out that he is the only local government employee among the 10 statewide officers. There is a need for more county officers on a proportional basis, he said.



Chester Palega, left, president of Central Barge Canal chapter, and Nicholas Cimino, president of DOT Region 2, Utica, chapter, along with Arthur Allen and John Riley, both of Syracuse chapter, are competing for the four DOT representative positions against five other candidates throughout the state. Mr. Cimino is one of the incumbents, and vice-chairman of the special Transportation Committee.



Four candidates from Syracuse Region are competing in a statewide field of 12 for four positions as Universities representatives on State Executive Committee. Pictured here, from left, are incumbent Eleanor Korchak, president of Binghamton chapter; Patricia Crandall, president of SUNY at Cortland chapter; Dale Dusharm, president of SUNY at Oswego chapter, and Steve Zarod, president of SUNY at Morrisville chapter. Ms. Korchak is also chairman of the region's Universities committee.



Thomas Elhage, president of Mexico SD unit, reveals personal harassment he has been subjected to as result of his union activities. "How can I represent my people?" he asked. Listening is Marjorie Coggeshall, executive representative for Cayuga County chapter.



Candidates for Syracuse Region 5 executive vice-president are pictured during informal moment in business session. Incumbent Louie Sunderhaft, of Oneida County, is opposed for the position by Bonnie Barber, of Tompkins County.



Looking over the shoulder of incumbent region secretary Irene Carr as she records minutes of meeting, Broome Educational chapter president Anne Maywalt picks up some pointers in case she should turn back Ms. Carr's bid for re-election to a fourth two-year term.



CSEA vice-president Richard Cleary, head of Syracuse Region 5, answers questions after meeting adjournment from Marie Inman, of Oxford chapter, NYS Veterans' Home. Mr. Cleary is being challenged in his re-election bid by James Moore, of Utica Psychiatric Center, and Dale Dusharm, of SUNY at Oswego. Mr. Cleary is also president of Syracuse chapter.



Signing in at registration desk is William McMann, recently elected president of Broome unit. Manning the registration desk are, from left, Marge Lincoln, of Syracuse Convention Bureau; Doris Noble, SUNY at Morrisville first vice-president; Jennie Possemato, Broome chapter secretary-treasurer, and Marlene Giola, Broome unit secretary.



CSEA presidential candidate Thomas H. McDonough, the incumbent executive vice-president, second from left, explains his program to Helen Hanlon, regional corresponding secretary; Mary McCarthy, former Syracuse chapter president, and Richard Miller, Chemung County chapter president.



Regional attorney Earl Boyle gestures emphatically as he praises the efforts of chapter leaders in working diligently to protect the rights of CSEA members.



Region 5 treasurer Helene Callahan checks notes with third vice-president Michael Sweet. Both are seeking re-election to the offices.

(Leader photos by Tom Hashem)



Judicial representative Ethel Ross, center, does some campaigning in effort to win CSEA presidency. With her here are Anne Russell, SUNY at Canton alternate delegate, left, and Loretta Rodwell, SUNY at Canton president.



Upstate Medical Center showed sample of special medallions, which delegates could order (from Upstate Medical Center, 750 E. Adams, Syracuse 13210). Upstate delegation was headed by chapter president William O'Neill, right. With him, from right, are treasurer Lois Toscano, delegate Gene Trendell and delegate Gerry Owczarzak.



Incumbent CSEA president Theodore C. Wenzl, center, was on hand to observe deliberations of the regional delegates. Here he is sitting among delegates as he listens to discussion.



Utica chapter president Philip Caruso, center, warned of pending phase-out of respiratory disease centers at Mt. Morris, Sunmount and Utica. With him here are former Central Conference president Clara Boone, left, candidate for State Department representative to CSEA State Executive Committee, and Phyllis Bowen, Utica's Fort Schuyler chapter delegate.

Seek Library Director

One vacancy as director, Division of Library Development, exists with the State Education Department in Albany.

Applications for the \$26,516 a year position, (Exam No. 27-467), must be filed by July 21. An oral test is scheduled for August or September.

Candidates must have a master's degree and at least one year of professional training at a library school. In addition applicants must have a state librarian's certificate and eight years'

library experience, three of them in administrative work.

A doctoral degree may be substituted for one year of general experience.

Candidates will be evaluated on training and experience. The top 15 applicants will be invited to the oral test.

For application forms and more information, candidates should contact the state Civil Service Department, Two World Trade Center, Manhattan.

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Second Contract, With Wage Reopener, Signed In Orange

GOSHEN—Orange County employees finally have a contract.

The 1,200 members of the Orange County chapter, Civil Service Employees Assn., the employees' union, originally ratified a new three-year contract on April 27. It called for an 8½ percent raise in both the first and second years of the pact, and a raise in the third year of between 6 and 10 percent, depending on the rise in the cost of living.

However, even with a 50-to-1 mandate from the employees on a ratification vote, the county legislature voted down the contract a couple of weeks later, claiming it was "too expensive." Angry union members then asked CSEA collective bargaining specialist Manny Vitale, who had been chief negotiator for the workers, to try to work out a new agreement that would not give the employees less than they had already ratified.

Mr. Vitale and the CSEA negotiating team succeeded. The new pact was approved first by the legislature, then the union.

On June 6, county CSEA chapter president Carol Dubovick and County Executive Louis Mills signed the new contract.

It is a three-year agreement, the same in every respect as the first one except that it has a wage reopener clause so that the two sides will have to renegotiate the raises the workers will receive in the second and third years.

The contract, which is retroactive to Jan. 1, allows the county's 1,800 employees to retain all the benefits of their old contract, including shorter working hours during summer months.

The pact also includes clauses establishing a labor-management committee and a four-day work week for Department of Public Works and Parks and Recreation workers.

Central Islip Dance

The annual dinner-dance of the Central Islip Psychiatric Center chapter, Civil Service Employees Assn., will be held Friday, June 27. The event, which will begin at 9 p.m., will be held in the Huntington Town House, Huntington.

LEGAL NOTICE

QUINCY PARTNERS, 299 Park Ave., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on May 23, 1975. Business: Developing and sponsoring investments. General Partner: Sans Fear Corp., 299 Park Ave., NYC. Limited Partners, Cash Contributions and Share of Profits: The Hillman Co., Grant Bldg., Pittsburgh, Pa., \$46,000., 40.01% less 1.43% for each \$15,000. of additional capital contributed by new partners up to 10.01%; Canny, Bowen, Howard, Peck & Assoc., Inc. 425 Park Ave., NYC, \$14,000., 16%; Donald J. Sutherland, High Farms Rd., Glen Head, NY, \$20,000., 35%. Limited partners may assign their interest as provided in agreement. Additional limited partners may be admitted.

LEGAL NOTICE

Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on May 14, 1975, duly executed. Name and principal office of partnership is TROUBLED TIMES COMPANY, 12 E. 46th St., New York, N.Y. Term — May 1, 1975 until all rights of partnership in the film to be produced have terminated. Purpose — Arrange for the production of a certain motion picture entitled "Troubled Times." General Partner is Diana Productions, Inc. residing at East Fair, Lloyd Lane Huntington, N.Y. Limited Partner is Thomas J. McGrath, residing at 6 Sniffen Court, New York, N.Y., who contributes \$1,000.00 cash and receives a percentage of the net profits equal to 1/6 of the fraction of his capital contribution over the capital contribution of the partnership, as his share of profits. Contribution of limited partner shall be returned to him at such times as the partnership has a cash reserve not less than \$5,000.00 after expenditures. Limited Partner shall have the right to assign his interest in the partnership to any other person, firm or corporation, subject to all the duties, liabilities and responsibilities of the limited partner.

It also provides job protection for deputy sheriffs for the first time.

Other provisions call for management to post notices of promotion opportunities for at least five days and for a non-contributory dental plan in the third year. Mileage allowances will go up to 18 cents per mile in the third year.

Ms. Dubovick, commenting on the legislature's rejection of the first contract, said, "It's a tremendous waste of time, effort and money to have to negotiate all over again for the raises in the second and third years, when

the whole thing could have been settled if the legislature had accepted the contract the way it was in the first place.

"However, in light of the current economic scene, the employees are happy with the settlement we got in the first year, and we look forward to equally good settlements in the second and third years."

The union accepted the revised version of the contract by a 20-to-1 margin. Ms. Dubovick added that the union's negotiating team will meet the first week of July to prepare for the wage reopener talks.

Bill Is Filed To Improve WTC's Fire Protection

ALBANY—A bill which would authorize the city to give fire protection services to the Port Authority's World Trade Center and charge the PA, has been introduced in the State Assembly by Michael L. Pesce (D-Brooklyn).

The bill has been approved by the Assembly's cities committee and has been put on the calendar for discussion by the full Assembly.

Mr. Pesce said his legislation would have the city install sprinkler systems, more and better fire-retarding material, and would bring about faster Fire Department response to emergency calls at the twin towers.

"It has been shown that at times there are as many as 100,000 people in the two center buildings," Mr. Pesce said. "My bill would go a long way toward removing inexcusable dangers which threaten the lives of innocent people on a day-to-day

basis." The bill covers items sought for several years by members of the New York City Region, Civil Service Employees Assn.

Sanit Worker Confabs Set

Five employee groups within the Department of Sanitation will hold the following meetings June 12: The Columbia Association, 3 p.m., at Columbia Hall, 543 Union Ave., Brooklyn; The Hebrew Spiritual Society, 6 p.m., 287 Broadway; The Pulaski Association, 8 p.m., at Maspeth Hall, 61-60 56 Rd., Maspeth; The Sanitation Officers Association, 8 p.m., 125 Worth St., and The Steuben Association, 5:30 p.m., at First German Sports Club, 80-80 Metropolitan Ave. Middle Village.

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Region 3's Lennon Calls Hospital Closing Plans 'Political Trickery'

WINGDALE—James J. Lennon, president of Civil Service Employees Assn.'s Southern Region 3 vowed the union "will never allow" Gov. Hugh L. Carey to move on his reported contingency plan to close several large mental institutions in the region, calling the plan "political trickery of the worst kind."

Mr. Lennon told more than 400 workers at Harlem Valley Psychiatric Center: "Let Governor Carey take the jobs away from the political hacks in Albany, not from the workers in Region 3."

Rumors had been circulating for weeks that nearby Wassau Developmental Center would close if the Legislature did not pass Governor Carey's tax package, and that the patients from Wassau would be transferred to Harlem Valley. This in turn would send Harlem Valley patients and staff to other hospitals in the region and could result in layoffs of many Harlem Valley employees.

Mr. Lennon told the workers, "The state seems to be able to come up with all kinds of money for ill-advised construction programs throughout the state, but not a dollar when it comes to its own employees."

He cited a recent series of articles in an Albany newspaper which showed the Department of Mental Hygiene has spent \$83 million in construction costs for the Bronx Developmental Center, which has 15 in-patients; \$55 million in construction for the Monroe Developmental Center, with 25 in-patients; and \$90 million in construction for the Capital District Psychiatric Center, with no in-patients.

"The point of these articles was that the Department of Mental Hygiene spent almost three-quarters of a billion dollars in construction costs alone, while at the same time beginning a program of keeping fewer and fewer in-patients in the hospitals and state schools," Mr. Lennon said. "Now they're trying to get rid of capable, experienced, dedicated employees to make up for the budget problems caused by the Administration's folly. Well, we are not going to allow this to happen."

Mr. Lennon pointed out that Harlem Valley, in particular, was a poor choice for layoffs since it had just been given full two-year accreditation not only by the state but also by a federal committee. This means the hospital will continue to get more than \$5 million through federal Medicare funds.

"I think it's the lowest kind of political trick that Governor Carey is planning layoffs and closings in a Republican area like OSEA Region 3," Mr. Lennon said, "while at the same time projecting hiring increases in other areas around the state, such as at West Seneca Developmental Center."

Mr. Lennon advised the employees to contact their legislators advising them of their feel-

ings about the potential layoffs and closings of state hospitals. He advised against sending petitions to the legislators, saying they are too impersonal.

Mr. Lennon, whose talk was interrupted several times by applause from the employees, joined Harlem Valley Director Yousuf Haveliwala in calling Harlem Valley employees, "some of the very best in New York State."

Defense Agency Seeking Clerks

The Defense Communications Agency is accepting applications until June 30 for clerk-typists GS-2 to 4, and clerk-stenographers GS-3 to 5.

The jobs, which are open to applicants with civil service status, are located in Arlington, Va.

Applications (form SF-171) may be obtained at the federal job information center, 26 Federal Plaza, Manhattan, 10007.

Completed forms should be sent to Defense Communications Agency, ATTN: Code 721, 8th and S. Court House Rd., Arlington, Va. 22204.

SAVE A WATT

Putnam's Pickets Walk; Supervisors Also Walk—Away

CARMEL—The regular meeting of the Putnam County Supervisors was cancelled last week, apparently as a result of the presence of an informational picket line thrown up around the county court house by the members of the Putnam County chapter, Civil Service Employees Assn.

More than 100 chapter members marched during the lunch hour and again at quitting time. At issue in the dispute is the failure of the Putnam supervisors to sign a contract that had already been signed by two of their number and was later overwhelmingly ratified by the county CSEA members.

"Here are the employees—but where are the supervisors?" asked CSEA Southern Region 3 president James J. Lennon who walked the line with the chapter members. Mr. Lennon helped to form the chapter a decade ago.

Also leading the picketers were Putnam County chapter president Russell Cheney and CSEA field representatives Larry Scanlon, Tom Brann and John Deyo.

The union has filed an improper practice charge against the supervisors because of their rejection of the contract. A decision is expected from the Public Employment Relations Board shortly, Mr. Scanlon said.

The informational picketers appeared in high spirits throughout the day despite an afternoon downpour, and elicited sympathetic responses from passersby.

"Why are the supervisors afraid to confront their own employees? That's the obvious question today," Mr. Lennon observed. "To go to such lengths to avoid meeting us is tantamount to an admission of guilt."

The supervisors reportedly have rescheduled their meeting, but the union promises to continue the picketing "any time, anywhere" the supervisors meet.

School Posts Are Available

Career positions for teachers in the Bureau of Indian Affairs, the Federal Bureau of Prisons, the U. S. Job Corps, Defense Department, the Office of Education, and National Institute of Education have been announced.

The jobs are available throughout the United States. Filing closes September 30.

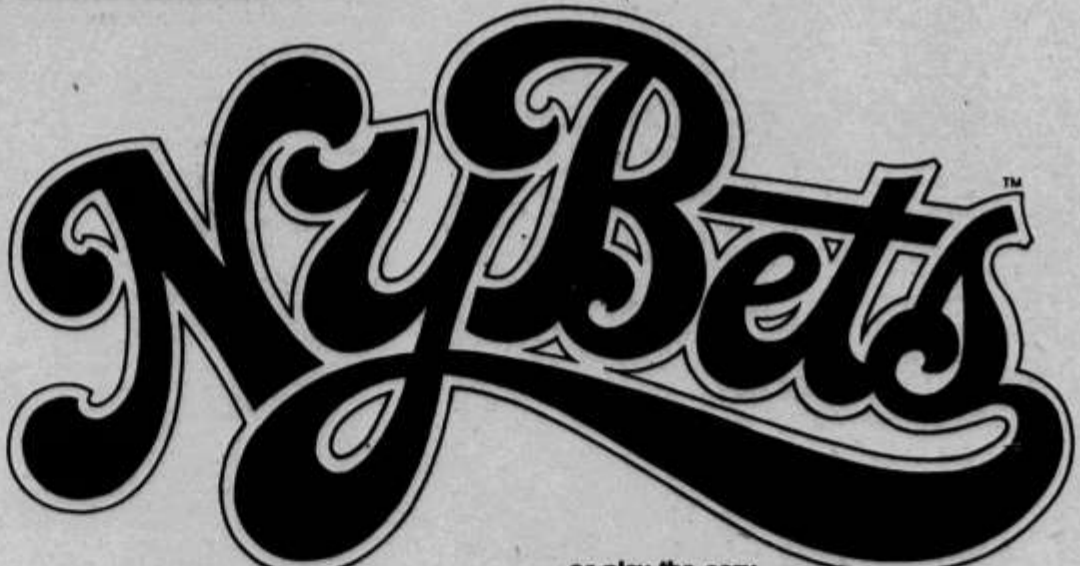
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Mediators & Fact-Finders Named By PERB

ALBANY—The Public Employment Relations Board recently named two mediators and two fact-finders to four disputes involving the Civil Service Employees Assn. and the respective public employers.

The fact-finders are Mark Beecher, of PERB's Buffalo office, to the dispute between the City of Olean and the CSEA city unit, and S. Oley Cutler, of

Syracuse, to the dispute between CSEA and the Pulaski (Oswego County) Central School.

Mediators appointed were Wilber E. Kidder, of Troy, to the dispute between the Richfield Springs (Otsego County) Central School and the Richfield Springs faculty unit, CSEA, and Earle W. Zaidins, of Hastings-on-Hudson, to the dispute between CSEA and the New York State Bridge.

Install Circelli At New Rochelle

NEW ROCHELLE—Michael Circelli, newly elected president of the New Rochelle Housing Authority chapter, Civil Service Employees Assn., was installed recently in a ceremony held in the social room of the Bracey Houses here.

Speakers greeting the chapter's new officers were Mayor Frank Garrito and James Lennon, president of CSEA Southern Region 3. Mr. Lennon was the installing officer.

Guests included Housing Authority board members O'dell Lyerly, William Tedesco and Ellsworth Wright and housing managers Ann Davis and Jesse Marrafino. CSEA officials present were Ray Cassidy, Westchester chapter president, Inez Goring, New Rochelle unit president and Sal Trabakino, a chapter trustee.

Mr. Circelli, in his installation speech, called for closer and more cooperation between management and labor, especially during the current period of economic difficulties.



100 PERCENT — The Town of Huntington unit, Civil Service Employees Assn., now has 100 percent membership of the nearly 300 white-collar town employees. The Huntington assessor's office was the one which sent the unit membership over the top. Above, unit president Dorothy Goetz signs a certificate of achievement for the department. With Ms. Goetz are treasurer Teddy Moore and assessor's office staffers Mary McDonnell and Patricia Zamiello.

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No written test is required. Candidates will be evaluated on their work, experience, and education.

The open positions are available in the Washington, D.C., and in the New York areas. Salaries range from \$8,500 to \$23,998 a year.

Along with completed application forms, which may be ob-

tained at any federal job information center in the city, applicants should include 20 35mm slides. Candidates unable to send a portfolio of slides by the June 20 closing date should enclose a note indicating the slides and identifications will be coming separately. No slides will be accepted after July 1.

Completed forms should be mailed to the U.S. Civil Service Commission, Room 2336, 1900 E Street, N.W., Washington, D.C. 20415.

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Rockland Probation Officers' Charges To Be Investigated

NEW CITY—A special Civil Service Employees Assn. committee has been informed by the State Division for Probation that an investigator has been appointed to look into a number of alleged violations of required standards affecting probation officers in Rockland County.

The CSEA committee's staff coordinator, Nels E. Carlson, demanded the investigation following a recent meeting with Rockland probation officers. Probation officers from the adjoining counties of Westchester, Orange, Dutchess and Sullivan also attended the meeting.

'Intolerable Caseload'

In a letter to Walter Dunbar, state director of probation, Mr. Carlson and the committee charged that some Rockland probation officers "are carrying an intolerable caseload of approximately 120 undifferentiated supervision cases."

In addition, the committee charges that some Rockland investigators are handling a full caseload even though they are not probation officers and are thus working out-of-title; that the methods used in Rockland to transport clients are deficient; that there are not enough supervisors of the probation officers, and that the county has not established the position of senior probation officer.

Immediate Investigation

In its letter, the committee asked that Mr. Dunbar "undertake an immediate investigation of these intolerable situations and the county be made to rectify inequalities and violations of the State Department of Probation standards immediately."

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Committee OK's Public Employee Jobless Bills

ALBANY—Two bills that would guarantee unemployment insurance coverage to all public employees in New York State on a permanent basis have been approved by the Assembly Labor Committee. Both were sponsored by the committee chairman, Assemblyman Seymour Posner (D-Bronx).

Assemblyman Posner noted that Federal emergency legislation now provides jobless teachers and municipal workers with up to 26 weeks of unemployment compensation.

"However," Mr. Posner said, "this coverage is less than the combined state and federal coverage of 65 weeks now provided to employees in the private sector, and is strictly a stopgap measure, due to expire in December."

"Under the existing state Unemployment Insurance Law, the coverage of workers by cities, counties and school districts is voluntary and often not provided," the Bronx Assemblyman said.

The two bills are intended to help protect public employees

who lose their jobs because of budget cuts.

The first bill, A. 7790, would require that all city and local governments provide up to 26 weeks of insurance benefits. The second bill, A. 6412, would guarantee this protection to people employed by school districts, Boards of Cooperative Education Services, and city and community colleges.

Several states, including Connecticut, Florida, Ohio and Washington have laws requiring coverage of local government and school district employees under their states' unemployment insurance laws. The state of Washington gives the public employers a choice in the method they use to finance their benefits.

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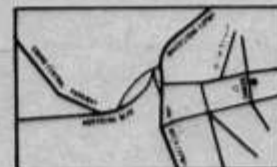
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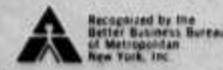


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SYRACUSE REGION 5 DELEGATES MEETING

CIVIL SERVICE LEADER, Tuesday, June 10, 1975



Educational program on grievances was part of the Friday evening events sponsored by State Workshop. Here Workshop chairman James Moore outlines the steps to be followed in winning grievances, and secretary Jackie Burgess records minutes.



CSEA treasurer Jack Gallagher, second from right, greets three of the candidates for regional offices. From left are Devere McRorie, Binghamton chapter, running for first vice-president; Anna Mae Darby, Utica PC, treasurer candidate; Mr. Gallagher, and Jake Banek, Oneida Educational, seeking the third vice-president post.



CSEA vice-president Solomon Bendet, center, head of New York City Region 2, chats with Oneida executive representative Roger Sollimando, left, and Chemung chapter first vice-president Jack Farmer during a break in the meeting.



Dorothy MacTavish, left, four-term secretary of the statewide Association, observes proceedings with Flora Jane Beaton, president of St. Lawrence County chapter, and Frederick Kotz, president of St. Lawrence Psychiatric Center chapter.



Group Health Inc. representatives were on hand to provide information on insurance coverage. From left are GHI assistant vice-president Arthur Rosecrans; Charlotte Murray, of SUNY at Oswego chapter; Van Robinson, GHI associate field director, and William Fleury, of Franklin DOT chapter.



Banking representative Victor Pesel, candidate for CSEA executive vice-president, talks with Jan and Peter SeJan. Mr. SeJan is president of Broome County chapter's Vestal school unit. Many of the statewide candidates were on hand to campaign for support in the election.



A. Victor Costa, candidate for CSEA executive vice-president, is flanked here by Floyd Peashey, left, immediate past president of the Central Conference, and Richard Grieco, president of Jefferson chapter's City unit. Mr. Grieco is also running for regional third vice-president.



CSEA vice-president Irving Flaumenbaum, left, who as head of Long Island Region 1 is the highest ranking county employee in CSEA, chats with Onondaga Social Services delegate Phyllis Dumas and Oswego County chapter president Francis Miller. Mr. Miller is chairman of Syracuse Region County Workshop.

Padavan Condemns Matteawan Transfers

QUEENS VILLAGE—State Senator Frank Padavan (R-C, 11th District), in a letter to State Mental Hygiene Department Commissioner Lawrence Kolb, protested the transfer of mental patients "deemed dangerous" from Matteawan State Hospital to other institutions with medium or minimum security.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

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, 11433 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.

In the autumn of last year, the senator continued, former Gov. Malcolm Wilson directed the then-commissioner of the Mental Hygiene Department to immediately see that these patients were removed from the medium and minimum security facilities and returned either to Mid-Hudson or a new, 300-bed facility at Matteawan.

"There was a general consensus that this was the most intelligent and correct action to take," noted Senator Padavan, "particularly in view of several incidents, one of which involved the killing of a woman psychiatrist by a Matteawan transferee who walked off the grounds of Manhattan Psychiatric Center on Wards Island where an open door policy was prevalent.

"I am now advised that directions and instructions issued by Governor Wilson relative to Building 21 (the 300-bed Matteawan facility) have been superseded by our new Governor and, in effect, a total of 178 former Matteawan patients are now located in minimum security facilities as well as an additional 91 who had been previously housed at Mid-Hudson."

Termining the situation a "most unfortunate and dangerous turn of events," Senator Padavan added that it appears to be "a blatant disregard for the safety of the local residents and communities surrounding the 24 mental institutions which have become depositories of these dangerous, mentally deficient criminals.

that was needed was staff. "Recent court actions would indicate that your department, and therefore the state, would be liable for any unfortunate accidents that might occur to either patients or non-patients who are currently endangered by this situation," the senator told Dr. Kolb.

In an akin development, the transfer of patients was a major topic of discussion at a labor-management meeting held recently between representatives of the Civil Service Employees Assn. and the administration.

The Queens Village senator concluded by stating that a Mental Hygiene Department spokesman said last year that Matteawan's Building 21 was physically ready for patients and that all

Veterans Administration Information Service Call (202) 389-2741

Senator Padavan pointed out that in 1974, as a result of a court decision, persons who had been adjudged mentally incompetent to stand trial for criminal actions were to be transferred from Matteawan.

"The commitment at the time the bill was passed was that such patients would be released only to maximum security facilities such as Mid-Hudson Psychiatric Center. A full year, from May 1, 1974, to April 1, 1975, had been provided in the legislation to properly implement this procedure."

Last summer, Senator Padavan continued, "It was discovered by my office and others that Matteawan patients, many of whom were deemed dangerous, having committed extreme acts of violence, including murder, were located in a number of loosely supervised facilities such as Creedmoor State Hospital, Pilgrim Psychiatric Center, Brooklyn Psychiatric Center, Bronx Psychiatric Center and others."

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Open Competitive State Job Calendar

Applications Accepted To June 16
Oral Exams June Or July

Director, Vocational Rehabilitation		
Correction Program	\$21,545	27-512
Coordinator for Postsecondary Research Information		
Systems and Institutional Aid	\$29,471	27-518
Associate Coordinator for Postsecondary Information		
Systems And Institutional Aid	\$25,161	27-518
Supervising Aquatic Biologist	\$17,429	27-503
Supervising Wildlife Biologist	\$17,429	27-504
Principal Aquatic Biologist	\$19,396	27-500
Principal Wildlife Biologist	\$19,396	27-502
Principal Fish And Wildlife Biologist	\$19,396	27-501
Chief Wildlife Biologist	\$22,694	27-505
Chief Fish And Wildlife Ecologist	\$22,695	27-464

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

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

State Promotional Job Calendar

Applications Accepted To June 16
Oral Exams In June And July

Title	Salary	Exam No.
Environmental Conservation		
Chief Fish And Wildlife Ecologist	G-28	39-048
Supervising Aquatic Biologist (Marine)	G-23	39-078
Supervising Aquatic Biologist	G-23	39-079
Supervising Wildlife Biologist	G-23	39-080
Principal Aquatic Biologist	G-25	39-090
Principal Fish And Wildlife Biologist	G-25	39-091
Principal Wildlife Biologist	G-25	39-092
Principal Aquatic Biologist (Marine)	G-25	39-093
Chief Wildlife Biologist	G-28	39-094

Health Dept.
Assistant Director of Health Dept. Fiscal Management (Apply until June 2)G-27 39-081

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

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

Cars Restored To Cattaraugus Health Staffers Via CSEA Suit

OLEAN—As a result of charges filed with the Public Employment Relations Board by the Civil Service Employees Assn., Cattaraugus County must restore six automobiles for use by the Cattaraugus Department of Health.

The vehicles were taken away from the department staffers, who used them on the job, in a unilateral action by the county last year. The CSEA charges were then filed with PERB officers.

In addition to placing wheels—at county expense—back under the health department employees, the PERB decision is seen as one having much wider implications. The order, signed by PERB hearing officer Zachary Wellman, is thought to firmly establish the principle that employee benefits enjoyed as a result of "past practice" cannot be taken away unilaterally by the employer since they are a term and condition of employment.

CSEA, represented by attorney Arthur N. Bailey, filed the improper practice charge alleging "the County of Cattaraugus violated section 209-a 1(d) of the Public Employees Fair Employment Act when on March 26, 1974, Acting Health Commissioner Moss withdrew cars from six Health Department employees who had enjoyed the use of such cars for travel within the scope of their employment and for driving to and from work."

Citing various sections of the law and PERB rules, Mr. Bailey obtained testimony from county

officials that showed, he said, the benefit in question has a significant and material relationship to conditions of employment," and that the subject was not discussed between the union and the county during negotiations on the contract which were taking place simultaneously with decisions affecting the cars.

"The record evidence is overwhelming that all nurses in the Health Department enjoyed the benefit for 20 or more years and that the county held out the use of a car as a substantial inducement to employment," he added.

This led to the PERB order "that the County shall forthwith return cars to the affected employees for their use as in the past."

The affected employees, which include three public health nurses, two supervising public health nurses and the present director of patient services, testified that when they had their job interviews, they were told that the use of a county car for work and travel to and from work was a "part of the job." C. William Baker, clerk of the legislature and the county's chief negotiator, conceded on cross examination that the value of the benefit "is at least \$1,000."

The decision to take away the cars was forced by the county legislature's resolution passed on July 11, 1973, directing the sale of 14 health department automobiles and the replacement of only eight.

Following the county's action, the six employees used their own cars and were reimbursed for costs.

The improper practice charge was filed by Phillip Miller, then of Jamestown and a CSEA field representative, who is now collective bargaining specialist for CSEA in Albany.

Engineer Honor Goes To Cooney

ROCHESTER — Paul F. Cooney has been named Engineer of the Year for 1975 at the 36th Annual Conference of the Assn. of Transportation Engineers held here recently.

Mr. Cooney, of Menands, a licensed professional engineer, is a past president of the association and was also chairman of the Civil Service Employees Assn.'s first negotiating committee for professional, scientific and technical employees. He also served on the NYSATE board of directors from 1966 through 1971.

A 20-year employee of the State's Department of Transportation, Mr. Cooney is presently a senior civil engineer in the department's design bureau and is in charge of three major highway projects with an estimated construction cost of more than \$60 million.

Mr. Cooney is also a member of the American Society of Civil Engineers.

New Officers Named By Health Research

BUFFALO — Barbara M. Fauser was re-elected president of the Health Research chapter, Civil Service Employees Assn. and Grace Steffen moved up one position to first vice-president of the chapter.

Judy Gapinski will take Ms. Steffen's vacated post as second vice-president and Ruth West will serve as the chapter's secretary. David Codd was re-elected treasurer.

The officers will serve two-year terms beginning July 1.

Candidates Named For St. Lawrence

CANTON — Flora Jane Beaton, after five years as president of the St. Lawrence County chapter, Civil Service Employees Assn., has decided not to seek re-election. She will, however, run unopposed for the post of executive representative.

The candidate for the presidency, running without opposition, is Agnes Sergeant, who has been serving as vice-president.

Contesting for first vice-president are Steven Ragan and Sheila Hobbs. The only other race is for delegate involving Patricia Risdale and Darrell Mills.



ARMORIES MEETING — Delegates from Armories chapters throughout the state attended the annual meeting of the Conference of Armory Employees in New York City earlier this month. Here Alfred Knight, second from left, president of host Metropolitan Armories chapter, greets, from left, Lawrence Vogel, president of Western Armory Employees chapter and the delegate who traveled the farthest to attend meeting; John Lock, outgoing president of the Conference, and Ethel Ross, candidate for president of the Civil Service Employees Assn. New officers of conference were elected. They are president Dick Houghtaling, Genesee Valley; first vice-president James Stevens, Capital District; secretary George Paront, Metropolitan, and Charles Rizzo, Syracuse.

Oneonta Hosting Syracuse Region June 13-14 Meeting

ONEONTA—Irene Carr, president of the Oneonta chapter, Civil Service Employees Assn., said that the chapter will host a two-day meeting of CSEA Syracuse Region 5 at the Holiday Inn, Oneonta, Friday and Saturday, June 13-14.

The Region has nearly 80 local chapters of CSEA scattered throughout Central New York State.

Registration will begin at 2 p.m. Friday. At 5:30 p.m., a state delegates workshop will be held, followed at 8 p.m. by a seminar on the various types of insurance programs available to CSEAs.

Saturday morning will be taken up with committee meetings. From 11 a.m. to 1:30 p.m., a county delegates workshop and luncheon will be held followed by a delegates' business meeting. A banquet will be held Saturday evening. Installation of officers will also be held Saturday and the Binghamton Area Retirees chapter, CSEA, will host a hospitality room at the Holiday Inn for all area retirees. The annual

scrapbook competition will be another feature of the meeting.

Reservations may be made up until Wednesday, June 11, by contacting Ms. M. Wakin, District Health Office, Upper West Street, Oneonta. The telephone number is (315) 432-3911.

Castro Wins A Third Term

BUFFALO — Salvatore Castro was re-elected to his third two-year term as president of the Buffalo Sewer Authority unit, Civil Service Employees Assn.

Other officers elected by the unit's members include Ann Bentivogli, who will begin her 11th year as secretary-treasurer; Edward Sieraoki, vice-president, and Paul Palladino, sergeant-at-arms.

Fred Knoepe and Al Neri were re-elected to the unit board of directors. They will be joined on the board by Mr. Palladino, James Caruso, Lucy Ciancone, Richard Stoddard and Daniel Marinaccio.

Recognition Night

BUFFALO—An employee recognition night will be held Friday, June 20, by the Buffalo Psychiatric Center chapter, Civil Service Employees Assn. The event, which will begin at 7:30 p.m., will be held in the Richardson Room of the CTS Building. Ticket information may be obtained through the hospital switchboard.

Cortland Dinner

The annual dinner-dance of the Cortland County chapter, Civil Service Employees Assn., will be held Saturday, June 14. The event, which will begin at 6 p.m., will be held at San Rocco Lodge, Cortland.



COMMITTEE AND CHAIRMEN MEET — The statewide legislative and political action committee of the Civil Service Employees Assn. met with regional political action chairmen to discuss the current CSEA legislative program and the campaign to win a favorable settlement from the Legislature on the State factfinders' recommendations. Seated, from left, are: Frank Imholz; Jack Rice, CSEA chief counsel; June Boyle, Region 6 political action chairman; Debbie Gabitt, CSEA secretary; Bill Lawrence, Region 3 political action chairman. Standing are: Howard Cropsey, Region 4 political action chairman; Vincent Rubano; John S. Adamski; Ralph Natale, Region 1 political action chairman, and Delbert Langstaff. Present for the meeting, but not in the photo, were John Valice, and Angela Vallone, Region 5 political action chairman.