

Civil Service LEADER

America's Largest Newspaper for Public Employees

ALBANY
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Southern Workshop

See Pages 8 & 9

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Tuesday, April 15, 1975

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CALL OFF RULE BOOK ACTION



Negotiations for a one-year contract between the Civil Service Employees Assn. and Clinton County ended recently. The negotiating team included, from left, Walter Schneider, Bernie Blew, Fran Bessette and Danny Jinks for CSEA and Robert Garrow and James Sears for the county. (Story on Page 16.)

Await Fact-Finders' Recommendations

ALBANY—The 120-member Board of Directors of the Civil Service Employees Assn. voted last week to suspend the rule book action planned for this week, since fact-finding is still in progress.

The rule book action called for the state employees to do only what was expressly called for in their job descriptions. They would not perform out-of-title work.

The Board determined, however, that since fact-finding is still in progress, it would be better to wait and see the results of the report before further implementation of the five-point program voted by Delegates at their statewide meeting on March 31.

★ ★ ★

Salary Issues Still To Be Heard By Panel

ALBANY—At Leader presstime, fact-finding in the State-CSEA contract dispute was scheduled to resume over the past weekend, with the fifth and sixth sessions in the series scheduled for Saturday and Sunday. It marked the second consecutive full weekend of discussions with the three-member panel appointed to hear testimony in the matter and come up with recommendations. The sessions this past weekend dealt with the health insurance issue, the third of the four issues to be discussed. Salary issues are on tap as the last item to be heard. Testimony on disciplinary procedures took the first two and one-half days of the sessions, while the agency shop issue occupied nearly a half day last week.

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Temporary Restraining Order In Effect

ALBANY—CSEA officials were in Supreme Court twice late last week relative to a temporary restraining order issued by the Supreme Court on March 31 at the request of the State. The temporary restraints prevent CSEA from conducting a strike and from engaging in strike-related activities. Last Thursday, a Supreme Court justice adjourned the matter until April 25 "status quo," but granted CSEA the right to submit a motion to any other justice requesting the temporary restraining order be vacated. On Friday, CSEA was back in court seeking that relief, but the justice adjourned those proceedings also and requested that briefs be filed. CSEA claims the order unlawfully restricts legitimate activities of the union, its officers, its members and its agents.

★ ★ ★

To Reimburse Penalized Demonstrators

ALBANY—The CSEA Board of Directors voted last week to reimburse members who attended the demonstration at the Capitol last month without authorized leave.

It was noted that some departments and agencies set a quota on the number of people that would be granted time off for personal leave, vacation time, etc.

Consequently, many people, especially in Tax and Finance and Parks and Recreation, attended the demonstration, but were docked pay for their participation.

Therefore, the Association Board voted to show good faith to those members who had put their paychecks on the line. Only those participants who were refused authorized leave are covered by this program, it was noted.

Election Schedule

ALBANY—The deadline for submitting petitions for election to regional and statewide offices of the Civil Service Employees Assn. is Tuesday, April 15.

Bernard Schmahl, chairman of the CSEA special election procedures committee, added that the printed positions of names of the office-seekers on the ballots will be made on the basis of a drawing to be held Friday, April 18, at the union's headquarters, 33 Elk St., Albany. Candidates for CSEA president, executive vice-president, secretary and treasurer, plus the state executive committee, are invited to attend. Mr. Schmahl said that members of his committee will draw positions for those candidates unable to attend.

Election ballots will be mailed to CSEA members Friday, May 23, and are expected to reach members by Tuesday, May 27 at the latest. They must be returned to Ernst Associates of Albany, an independent election agency, not later than 6 p.m. Saturday, June 21. Replacement ballots must be received by the firm by 6 p.m. Thursday, June 26.

The votes will be counted Friday, June 27, and the results will be made known Saturday, June 28.

Petitions are currently being circulated for Irving Flaumenbaum for the CSEA presidency. Mr. Flaumenbaum says, however, that he is not personally involved with these petitions, although he will consider making the race if a "serious draft movement develops." He is incumbent president of Long Island Region 1, and a candidate for re-election.

Ethel Ross, New York City attorney, is also continuing her petition campaign to be put on the ballot for the presidential election.

For executive vice-president, petitions are being circulated by former CSEA second vice-president A. Victor Costa and by CSEA Board member Gerald Purcell.

The official nominees for president are the incumbent, Theodore C. Wenzl, and executive vice-president Thomas H. McDonough.

Candidates for executive vice-president are Western Region 6 president William McGowan and State Executive Committee chairman Victor Pesci.

NOTICE TO CANDIDATES

Candidates for Civil Service Employees Assn. statewide and regional offices and seats on the State Executive Committee may submit resumes and photographs directly to The Leader before May 1.

These will be used in The Leader during May, prior to the mailing of ballots on May 23, to inform the membership of the candidates' qualifications.

Resumes should be limited to 150 words, and be written in paragraph style. Photographs should be black and white, of any size, but the larger the better (5x7 or 8x10).

Don't Repeat This!

Gordon, Thorp, Dunne

Lead Judicial Reform Effort

WITH the budget and its attendant problems at least temporarily out of the way and the Easter recess behind them, members of the State Legislature are ready to come to grips with some of the other basic problems that must be resolved before the Legislature
(Continued on Page 6)

Watertown Calls Impasse

WATERTOWN—The Watertown City unit, Civil Service Employees Assn., representing 210 general employees, is at impasse with the City of Watertown in contract negotiations.

Richard J. Grieco, the CSEA unit president, said the membership has rejected by a three to one vote the latest offer proposed by City Manager Ronald G. Forbes. He said letters have been sent to the City Manager and the Public Employment Relations Board advising them of the CSEA decision on impasse. The PERB letter will request assistance "as soon as possible."

Details of the city's offer were not spelled out but Mr. Grieco said "it all boils down to the money item," adding, "it wasn't
(Continued on Page 3)

Suffolk Key Punch Exams

Candidates with at least two years of key punch operator experience can apply until April 30 for various competitive (key punch) positions open with the Suffolk County Department of Civil Service. Other promotional positions are open for those already working in Suffolk County.

Those with two years experience as a key punch operator in a data processing installation, and a high school diploma, can apply for **Senior Key Punch Operator, Exam 15-199**, which pays \$264 bi-weekly. A senior key punch operator supervises the work of a key punch unit engaged in punching accounting, or statistical data, on tabulating cards.

Eligibles with four years experience in key punch and verifier machine operation, and a high school diploma, can apply for **Key Punch Supervisor, Exam 15-205**, which pays \$8,000 per year. A key punch supervisor directs the work of the key punch section of a data processing unit.

Those with four years of experience as a key punch and verifying operator in a data processing installation, and a high

school diploma, can apply for **Principal Key Punch Operator, Exam 15-201**, which pays \$314 bi-weekly. A principal key punch operator assists in supervising, planning and scheduling, the work of the key punch section of a large data processing unit.

And eligibles with six years experience, and a high school diploma also, can apply for **Chief Key Punch Operator, Exam 15-203**, which pays \$377 bi-weekly. A chief key punch operator supervises and schedules all work of a key punch section in a large data processing unit.

The written exam for all the former competitive positions will be held May 31, 1975.

Promotional Jobs

The following promotional exams are also open until April 30, and the written exams for all are scheduled May 31.

Senior Key Punch Operator, Exam 15-200 (\$264 bi-weekly)—open to those with one year of experience as a key punch operator in the jurisdiction where the candidate seeks promotion.

Chief Key Punch Operator, Exam 15-204 (\$377 bi-weekly)—open to those with two years of experience as a principal key punch operator in the jurisdic-

tion where the candidate seeks promotion.

Principal Key Punch Operator, Exam 15-202 (\$314 bi-weekly)—open to those with at least two years experience as senior key punch operator in the jurisdiction where the candidate seeks promotion.

The Suffolk County personnel department is receiving applications for two promotional jobs.

They are **duplicating machine operator 2 and 3**. Duplicating operator 2 pays \$276 bi-weekly. The duplicating operator 3 salary is \$314 bi-weekly. The filing deadline is April 18.

Minimum requirements for operator 2 are a year's duplicating operator 1 experience in Suffolk County. Operator 3 candidates must have a year's experience as an operator 2 in Suffolk. Written exams for both posts will be May 17.

For applications and more information, on both the competitive and promotional jobs, contact the Suffolk County Department of Civil Service, H. Lee Dennison Executive Office Building, Veteran's Memorial Highway, Hauppauge, New York.

Duffy Recuperating From Recent Injury

WEST ISLIP—Betty Duffy is recovering at Good Samaritan Hospital here from injuries suffered while she took part in the Civil Service Employees Assn.'s demonstration in Albany last month to protest policies of the State Administration.

Ms. Duffy, long-time president of the union's Pilgrim Psychiatric Center chapter and a Mental Hygiene representative to the CSEA Board of Directors, fractured a vertebra when she fell as she got off the bus that Pilgrim employees chartered to transport them to Albany.

The injury occurred after the bus had returned the employees to Long Island.

The union leader said that she is recovering well, but expects to stay in the hospital through this week. She may be reached by a private bedside phone at (516) 321-2376.

File For Helper Jobs

The Manhattan and Bronx Surface Transit Operating Authority (MABSTOA) has announced promotional openings for the position of bus and shop helpers.

Applications must be received no later than April 18. A written exam is scheduled May 3.

The written test will consist of two parts. A general knowledge section, with questions concerning safety and other pertinent material, and a section dealing with use of tools and arithmetic.

Applications may be obtained at 605 West 132nd St., Manhattan or 84 Fifth Ave., Manhattan.

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ALBANY SPOTLIGHT

(From Leader Correspondents)

ALBANY—Just to prove the need for vigilance while the Legislature is in session, take a glance at some of the bills now in the hoppers that could markedly affect jobholders in public service.

Not counting the Civil Service Assn. program bills discussed previously in this column, there are presently at least another three dozen measures covering at least two dozen subjects, ranging from a program for publicly-employed alcoholics to reduction of state salaries by 5 to 20 percent.

That's right! On the very day that CSEA members from all over the State were giving Albany and the Legislature and Governor's Office the biggest demonstration in the history of this old town, Senator Edwyn E. Mason of Hobart, and Assemblyman Clark C. Wemple of Schenectady, introduced S-3933 and A-5174 which would reduce state salaries between \$10,000 and \$20,000 by 5 percent; those between \$20,000 and \$30,000 by 10 percent, and those above \$30,000 by 20 percent. Those below \$10,000 would remain as they are.

Among other interesting items—not all of them bad for public workers—are the following:

S-2681, Pisani—A-7403, Sullivan—would establish in-service treatment programs for public employees with a drinking problem.

S-60, Donovan—would set a quota for mandatory hiring of blind workers.

S-2899, Winikow—A-3558; Siegel, et. al.—would include marital status in the list of items against which there could be no discrimination in hiring or employment.

S-2998, Bellamy—A-3559; Siegel, et. al.—would go a step further in the same anti-discrimination area and include "sexual orientation" on the list of areas into which no inquiry could be made or hiring or service discrimination held.

S-4792, Flynn—A-7359; Runyon, et. al.—would require open competitive exams for managerial level positions, most of which are presently filled by direct appointment without examination.

Four measures—S-1924, Flynn—A-1626, Barbaro et. al.—A-2192, Greco—A-4629; Barbaro alone, would repeal the present ban on CSEA membership for persons placed in the management or confidential status.

A-7386, Stott—would guarantee preference to blind and/or veterans at both hiring and layoff.

The Legislature returns to town April 15. If it is able to hold to its present (and entirely unofficial) schedule, it should be ready to adjourn about the middle of June. This means that anyone having any interest in any of these or other measures had better start contacting their Senators and Assemblymen at once!

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5061 Lv. Aug. 1, Ret. Aug. 27\$349

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5224 Lv. Aug. 7, Ret. Aug. 28\$329

COPENHAGEN—22 Days
5062 Lv. July 19, Ret. Aug. 10\$369

LONDON—21 Days
5063 Lv. July 6, Ret. July 27\$329

LONDON or AMSTERDAM—21 Days
5155 Lv. July 11, Ret. Aug. 1\$329

AMSTERDAM—15 Days

5087 Lv. June 21, Ret. July 6 }\$309
5065 Lv. July 5, Ret. July 20 }
5067 Lv. July 19, Ret. Aug. 3 }
5085 Lv. Aug. 9, Ret. Aug. 24 }

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LOS ANGELES—16 Days
5068 Lv. July 1, Ret. July 16\$189

TO SAN FRANCISCO FROM LOS ANGELES—15 Days
5069 Lv. July 8, Ret. July 22\$189

SAN FRANCISCO—15 Days
5070 Lv. July 9, Ret. July 23\$189

LOS ANGELES—22 Days
5071 Lv. July 10, Ret. July 31\$199

TO SAN FRANCISCO/FROM LOS ANGELES—15 Days
5072 Lv. July 22, Ret. Aug. 5\$189

LOS ANGELES—15 Days
5073 Lv. July 23, Ret. Aug. 6\$179

LOS ANGELES—15 Days
5074 Lv. July 29, Ret. Aug. 12\$179

TO SAN FRANCISCO/LOS ANGELES—15 Days
5077 Lv. Aug. 5, Ret. Aug. 19\$189

LOS ANGELES—22 Days
5079 Lv. Aug. 9, Ret. Aug. 30\$189

SAN FRANCISCO—15 Days
5080 Lv. Aug. 12, Ret. Aug. 26\$189

LOS ANGELES—14 Days
5081 Lv. Aug. 14, Ret. Aug. 27\$189

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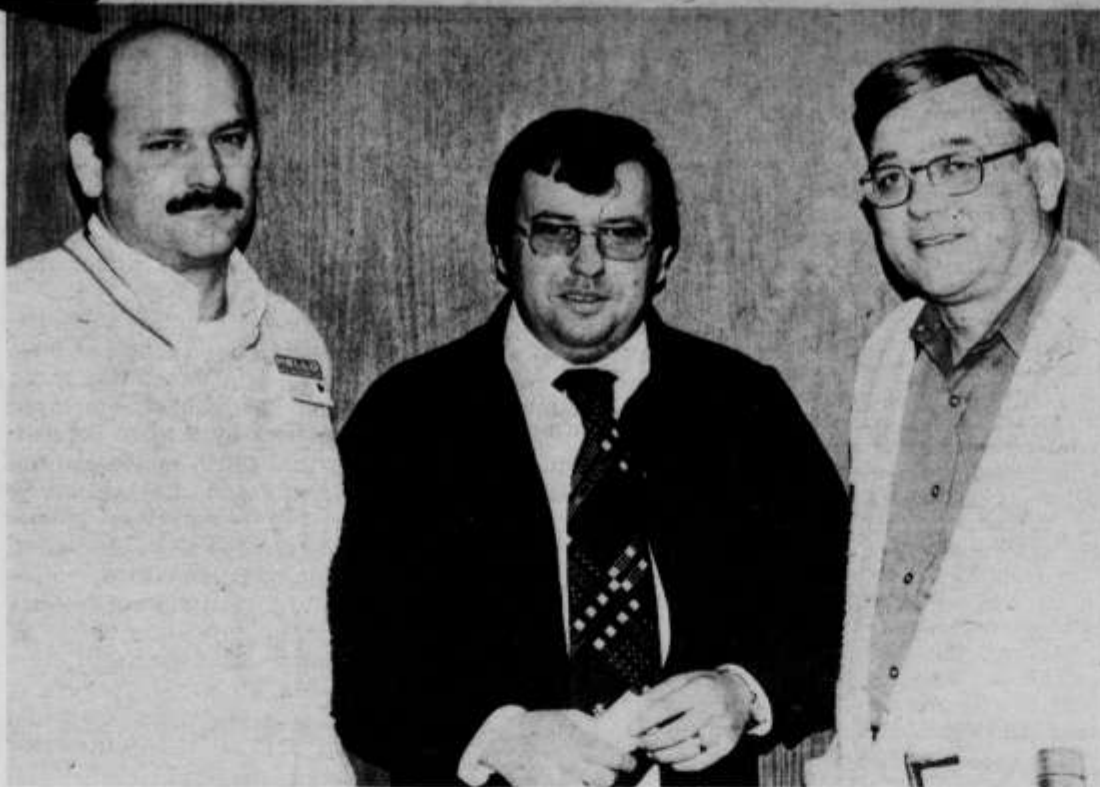
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REGION 5 CANDIDATES — When the Civil Service Employees Assn.'s Syracuse Region 5 delegates meet later this month, prime interest will be concentrated on these three candidates for the regional presidency. From left are Dale Dusharm, president of SUNY at Oswego chapter and chairman of the regional education committee; James Moore, president of Utica Psychiatric Center chapter and chairman of the Region's State Workshop, and Richard Cleary, president of Syracuse chapter and the incumbent president of Region 5. The regional meeting is slated for April 25 and 26 at the Hotel Syracuse, and will feature a Friday "Meet the Candidates Night."

Spike IUE Challenge To Wayne's Chapter

(From Leader Correspondent)

ROCHESTER—An attempt by the International Union of Electrical Workers, AFL-CIO, to fragment the Wayne County chapter of the Civil Service Employees Assn. has been defeated by the Public Employees Relations Board.

"Now, at long last, we can begin negotiations on behalf of our members," said Gary Johnson, CSEA collective bargaining specialist. Mr. Johnson reported that the IUE's attempt to split the recognized bargaining unit into one for blue- and another for white-collar workers was dismissed by PERB. Under the proposal, which has delayed CSEA negotiations since last fall, the IUE would have represented the white-collar workers, he said.

Mr. Johnson said negotiations for the 400 county employees probably would begin next week. Wayne County employees have been working without a contract since Dec. 31 because of the AFL-CIO challenge.

"The attempted IUE dues grab caused a great deal of hardship and loss of increased income for

our employees," Mr. Johnson said. The CSEA also won a victory for the Wayne Sheriff's Department employees, Mr. Johnson said.

Arbitrator John Drotning, an associate dean at Cornell University, told the Board of Supervisors that it acted unilaterally and contrary to the contract when it discontinued payment of dry cleaning bills for clothes worn and duty by Sheriff's Department detectives. He ordered the county repay detectives for all their dry cleaning bills last year.

Before the supervisors stopped paying the bills without consultation with CSEA representatives, the county had paid the bills for more than 10 years. Mr. Johnson said the CSEA's Sheriff's Department unit and the county have reached tentative agreement of a new contract. He will discuss it with members this week.

Negotiations began in November, but mediation sessions broke off Jan. 23, when a fact-finder was appointed.

Watertown Impasse

(Continued from Page 1)

much in the membership's eyes and was not enough to keep up with the rise in the cost of living."

Conceding that City Manager Forbes is under financial pressure in the negotiations, Mr. Grieco said the CSEA responded by "dropping 12 or 13 proposals in favor of limiting talks to salary increases."

The CSEA action in declaring impasse follows similar steps taken by the Watertown Firefighters Assn. and the Police Benevolent Assn.

Onondaga Worker Wins Cash Award

SYRACUSE — John VanDusen, an Onondaga County Social Services Department senior case worker was recently awarded \$965 in payment for doing work out of title.

Mr. VanDusen filed his grievance in April 1973, claiming he was performing duties in a higher classification and was thus entitled to added compensation, as stipulated under the county contract with the Civil Service Employees Assn.

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

The case was taken to the Onondaga County grievance board appointed by the county executive. The board said unanimously in January 1974 it agreed that Mr. VanDusen was working out of title and was entitled to a higher pay classification.

The county refused to accept the decision.

An Article 78 proceeding was brought against the county, and State Supreme Court Justice Edward F. Crawford ordered the county to enter into arbitration. The final agreement was reached through Arbitrator Irving Markowitz.

Greenwich Central's Pact Holds 18% Salary Boost

GREENWICH — Members of the Greenwich Central School District unit, Civil Service Employees Assn., have ratified a new two-year agreement with the school district which includes a guaranteed base wage increase of 18 percent.

The first year of the pact has a 10 percent overall salary boost plus longevity and increment increases where applicable. The second year has a guaranteed raise of 8 percent plus a cost-of-living escalator clause to a maximum of 12 percent.

Joseph Bakerian, CSEA field representative, said other provisions of this agreement include two additional longevity steps, at 20 and 25 years, and a parity clause whereby employees covered by the contract, would automatically receive wage adjustments should another employee group in the district receive a greater raise.

Mr. Bakerian also said there was considerable improvement in contract language in continued provisions including seniority application and the treatment of new positions and job openings.

The new pact, unanimously ratified by the Board of Education and the general CSEA membership, also includes two new paid holidays, elimination of the title of matron with upgrading to maintenance helper, improved compensation for Transportation Department employees for extra and late bus runs and

district-subsidized training programs for cafeteria workers.

The president of the unit, Larry Riley, helped negotiate the agreement. Other members of the team were Donald Erbe, James Perry, Nelson Sloan, William McMurray, Larry Roland, John Kenyon, Beverly Barbur and Marie Langloise. The unit is part of the Washington County chapter, CSEA. The unit includes bus drivers, maintenance and custodial workers and cafeteria and clerical employees.

Erie Officials Get Complaints

(From Leader Correspondent)

BUFFALO — A group of Civil Service Employees Assn. members have complained to Erie County authorities about alleged excessive job workloads and out-of-classification work assignments.

Conrad Miles, president of the Erie County chapter's Social Services Department unit, said a number of job titles should be upgraded, not downgraded as

recommended in a consultant's study.

Mr. Miles said senior clerks were actually working in the more demanding tasks of coordinating services to persons on public assistance. The job, he said, should be made Grade 5, up from the present rate of Grade 4.

Index operators, who Mr. Miles said were overworked because of manpower shortages, should be

upgraded to Grade 6 from their present Grade 5.

He noted the index operators work under "unbearable" conditions, intensified by management's alleged refusal to remedy the manpower shortage.

The index operators, he explained to a meeting of the Erie County Legislature's Social Services Committee, are responsible for the records of all persons who receive aid from the county.

CSEA calendar

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

APRIL

- 15—Deadline to submit petitions for CSEA statewide and regional offices.
- 16—Town of Colonie chapter meeting: 7:30 p.m., Albany Region 4 headquarters, 10 Colvin Ave., Albany.
- 16—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M&T Plaza, Buffalo.
- 17—New York City chapter executive board meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
- 17—Edward J. Meyer Memorial Hospital unit nomination meeting: Candlelite Room, 3740 Harlem Road, Cheektowaga.
- 17—Central Islip Psychiatric Center chapter meeting: 8 p.m., American Legion hall, Elmoro Street, Central Islip.
- 18—Drawing for ballot positions for CSEA statewide elections: CSEA Headquarters, 33 Elk St., Albany.
- 23—Metropolitan Armory Employees chapter meeting for nomination of officers: 2 p.m., Kingsbridge Armory, 29 W. Kingsbridge Road, The Bronx.
- 25—SUNY at Albany chapter general membership meeting: 5:30 p.m., Silo Restaurant (Ramada Inn) 1228 Western Ave., Albany.
- 25-26—SUNY at Buffalo chapter grievance seminar: 7 p.m., Holiday Inn, Niagara Falls Blvd., Buffalo.
- 25-26—Syracuse Region 5 meeting: Hotel Syracuse, Onondaga at Warren Street, Syracuse.
- 26—"3-6-9" bowling tournament: Sunset Recreation, 1160 Central Ave., Albany. (Squad times: 1, 2:30 and 4 p.m.)

MAY

- 5—West Seneca Developmental Center chapter meeting.
- 6—Syracuse Area Retirees' chapter luncheon meeting to elect and install new officers: 1 p.m., Raphael's Restaurant, State Fair Boulevard, Syracuse.
- 7—Statewide Committee to Study Probation open meeting for Oneida, Madison, Otsego, Herkimer and Chenango County probation officers: Treadway Inn, New Hartford.
- 9—Binghamton chapter Meet the Candidates Night and dinner-dance: 6:30 p.m., Fountains Pavilion, Johnson City.
- 9—Albany Region 4 "Mix and Mingle": 5:30 p.m. to 1 a.m., Polish Community Center, Washington Ave. Ext., Albany.
- 14—Suffolk County Retiree chapter meeting: 1 p.m., Gullhaven Golf Club, Central Islip Psychiatric Center, Central Islip.
- 14-16—Conference of New York State Armory Employees annual meeting and election of officers: Holiday Inn, 57th Street and Ninth Avenue, Manhattan. (Annual banquet May 15).
- 23—Mailing of ballots to CSEA members in statewide election.

JUNE

- 2—West Seneca Development Center chapter meeting.
- 11—Suffolk County Retirees chapter meeting: 1 p.m., Gullhaven Golf Club, Central Islip.
- 21—Last day for returning ballots in CSEA statewide election.
- 27—Counting of ballots by Ernst Associates, Albany, in CSEA statewide election.
- 28—Announcement of results in CSEA statewide election.

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
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
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 Intern Corrections	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Medical Specialist II	\$33,704	20-408
Medical Specialist I	\$27,942	20-407
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Nurses Services Consultant	\$15,684	20-405
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variety Operator	\$ 6,811	20-307
Supervising Veterinarian	\$14,880	20-313/314

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

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

Newburgh State Labor Office Cited For 'Discriminatory' Memo

ALBANY—Paul T. Burch, collective bargaining specialist for the Civil Service Employees Assn., has filed an improper practice charge against Henry J. Werkman, employment service manager in the Newburgh office of the New York State Department of Labor. CSEA charges that a memo from Mr. Werkman expressed discrimination against the union and the public employees under his supervision.

In the memo, Mr. Werkman is said to admit transferring a permanent employee who served as an employment interviewer into a position in an insurance unit while favoring another employee, with temporary status and who was hired under the Comprehensive Employment Training Act program, for the employment interviewer's position. The temporary employee received the position after the permanent employee was trans-

ferred.

Following a complaint lodged by a CSEA representative, Mr. Werkman was instructed by his district office to relieve the temporary employee of the position. In a memo termed "sarcastic" by CSEA to the employment service and unemployment insurance staff, Mr. Werkman accused the anonymous complainant and CSEA of denying the department the services of the temporary employee and ruining the employee's "promising career."

"Mr. Werkman has castigated CSEA and the employees involved in this situation for asserting their rights regarding the reassignment of a permanent employee as opposed to a temporary employee. Mr. Burch said, "CSEA has maintained the right of the permanent employee to remain in his position while the department should reassign temporary and provisional employees first and only reassign permanent full-time employees as a last resort."

Mr. Burch said he filed the improper practice charge because he believes that Mr. Werkman, in a managerial position, could use this situation as a basis to discriminate against the complaining employee as well as all CSEA members under his supervision. The collective bargaining specialist cited Mr. Werkman's demand that all employees sign his memorandum as proof that the manager is trying to harass CSEA members and the complaint for retributive purposes.

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A New Publication On Labor Relations

BLOOMINGTON, Ind. — A new publication has been released for those involved in labor relations.

"Midwest Monitor" focuses on labor relations between public employees and government by providing up-to-date analyses and summaries of significant issues and literature in the field.

It is published by the Midwest Center for Public Sector Labor Relations, located here at Indiana University's School of Public and Environmental Affairs. The Center was set up in January 1975, under a \$32,000 grant from the U.S. Civil Service Commission.

The first issue of "Midwest Monitor" concentrates on productivity in the public sector, citing examples of productivity improvement which have been carried through collective bargaining.

"Midwest Monitor" is available from the Midwest Center for Public Sector Labor Relations, Indiana University, School of Public and Environmental Affairs, 400 E. Seventh St., Bloomington, Ind. 47401.

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Carey Vows Fight For More Mental Hygiene Dep't Money

(From Leader Correspondent)

ALBANY—In signing the State Purposes Budget bill, Gov. Hugh L. Carey vowed to continue to fight for \$11.7 million in additional funds for the Department of Mental Hygiene funds, which had been cut from his original budget request by the legislative fiscal committees.

"As part of my proposed appropriations for the Department of Mental Hygiene," the Governor wrote in an approval memo, "I included an amount of \$16.7 million to meet the potential cost of pending litigation in the so-called 'Willowbrook case.' The legislature has reduced that amount to \$5 million.

"This amount falls short of the needs of the State in this vital area. It will only fund approximately 550 jobs already provided for Willowbrook to meet staffing standards. It would provide no funds for improved care at 10 related facilities covered under the class action suit, no funds to purchase the equipment and furnishings required for a more humane environment, program and living space standards. It provides no funds to support the development of community programs and residential facilities.

"Therefore, I will submit a supplemental budget request to the

legislature asking that the full \$16.7 million originally requested be appropriated so that the State of New York can keep its commitment to help each mentally retarded person develop his or her maximum potential."

The Governor noted that the Legislature also trimmed another \$6 million from his request for the department. This money had been intended "to bring basic services to an acceptable level." He warned that such a cut "will impair the department's ability to provide an adequate level of treatment and care."

Corporate Headquarters

New York State—particularly New York City—has the largest concentration of major corporate headquarters in the nation. Industries considering a New York location are invited to contact the State Department of Commerce, 99 Washington Ave., Albany, N. Y. 12245, for information and assistance.

Bargaining Seminar Scheduled For May

MANHATTAN—A one-day conference "New Developments In Public Employment Bargaining in New York," will be held Friday, May 9, at the Hotel Biltmore, 43rd Street and Madison Avenue, Manhattan.

The conference is sponsored by Cornell University's New York State School of Industrial and Labor Relations. The conference will consider the complexities of negotiating in the face of present-day budget limitations and recent changes in impasse procedures under the Taylor Law.

Charge for the conference is \$30 per person. Additional information and registration forms are available from Rochelle Semel, NYSSILR, Cornell University, 7 E. 43rd St., New York, N.Y. 10017. The telephone number is (212) 697-2247.

First Money From MONY

MANHATTAN—The first dividend on the Mutual of New York supplemental life insurance plan was mailed April 11, to all CSEA members who qualified.

The amount of the check represents 5 percent of the premium payable for that coverage which was in force for the entire policy year of Nov. 1, 1973 to Oct. 31, 1974. Premiums for any coverage added after Nov. 1, 1973 do not qualify for this dividend.

It is hoped that with continued growth of member participation in the Supplemental Life plan and continued favorable claim experience that further dividends will be possible, company officials said.

CSEA members who believe they qualify for this dividend, but did not receive a check, are urged to notify the plan adminis-

trator, Ter Bush & Powell, Inc., P.O. Box 956, Schenectady, New York 12301.

PERB Appoints Four Mediators

ALBANY—Four mediators were recently named by the Public Employment Relations Board in four stalled contract negotiations involving the Civil Service Employees Assn.

Leon Applewhite, of PERB's New York City office, was named to the dispute between Oceanside School District 11 and the Oceanside clerical and custodial units, Nassau County Educational chapter, CSEA. Also involved is the Oceanside Union Free School District and the Assn. of Oceanside Administrators, Supervisors and Department Chairmen.

Also named were Paul B. Curry, of PERB's Albany office, to the dispute between South Glens Falls, Saratoga County, and CSEA; Benjamin Westervelt, also of the Albany office, to the dispute between the Village of Canajoharie, Montgomery County, and CSEA, and Charlotte Gold of Ithaca, to the dispute between Arkport Central School District, Steuben County, and CSEA.

Name Is Omitted

WHITE PLAINS—The name of Patrick Mascioli was inadvertently omitted from the list of a Civil Service Employees Assn. negotiating team which drew up a new three-year contract with Westchester County officials. Mr. Mascioli is an Environmental Facilities Department representative.

New Rochelle Has Personnel Opening

The New Rochelle Civil Service Commission is accepting applications for the \$16,000 to \$19,000-a-year personnel management job.

Candidates must be Westchester County residents, have a B.A. degree in public or business administration and five years personnel administration experience. The filing deadline is May 21. A written exam is scheduled for June 21.

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TUESDAY APRIL 15, 1975



Bad Mixture

ONE thing that the Civil Service Employees Assn. should learn from its current entanglement is that politics and negotiations do not mix.

As CSEA president Theodore C. Wenzl told members of the union's Board of Directors last week, contract negotiations and union elections should, in the future, be held as far apart as possible.

The four-term president's reaction is understandable in light of the repeated innuendos by Albany-based newspapers that the leading candidates are jockeying for political advantage, trying to make use of the stalemate that has developed between the public employees union and the administration over the third-year reopener of the contract for state workers.

There can be no doubt that this year's election for CSEA president will be hard fought as a result of the intense emotions that come to the fore when the union's two top officials face each other for the presidency. It will intensify even more, should other candidates be successful in their petition campaigns.

The irony is that the two official candidates for president, Dr. Wenzl and executive vice-president Thomas H. McDonough, have been striving mightily to avoid any actions that could be interpreted as political.

Unfortunately, while the leadership of the Association tries to find the best path by which to settle the contract dispute, every difference of opinion is magnified out of proportion by certain news media, and they are accused of political maneuvering.

The constant accusations must get under the skin of the major candidates, though, since there has been an unspoken agreement to refrain from political activity while the union is embroiled in the contract crisis.

We heartily agree with Dr. Wenzl that it is unfair for the candidates to be subjected to so many irrelevant charges, at a time when their energies should be directed toward getting the best contract possible for the employees.

We hope that the Association will put this high on their list of items to consider when revisions to their constitution and bylaws are discussed.

Play By Rules

SUSPENSION of the rule-book action slated this week by the Civil Service Employees Assn. is one more example of the union's efforts to play by the rules in its dispute with the State Administration.

The Employees Association had originally voted to institute the action if movement was not made on the fact-finders recommendations.

Since fact-finding is still continuing, the union's Board of Directors voted to await the report before proceeding with further efforts to publicize its problems.

Under the rule book action, employees would have refused to work out of title, instead of doing only the assignments specifically called for in each job description.

We have to commend the public employees union which—though its delegates tend to be somewhat noisy in reaching democratic decisions—usually manages to arrive at responsible alternatives.

Don't Repeat This!

(Continued from Page 1)
can adjourn.

Among the major problems remaining to be resolved are those relating to reform of the judicial system. This will bring to stage center of the Legislature Senator Bernard G. Gordon of Peekskill, the Republican chairman of the Senate Judiciary Committee, and Assemblyman John S. Thorp, Jr. of Rockville Centre, the Democratic chairman of the Assembly Judiciary Committee.

Controversial Issue

Problems of judicial reform have been a matter of burning controversy for some years. Sensitive issues such as whether judges should be elected or appointed have their partisans in the Legislature, among bar associations and civic groups, and within the judiciary. There are also wide differences of opinion on procedures for disciplining or removing judges.

The public is clearly disenchanted with congested court calendars and delays in bringing cases to trial. Rising crime rates have made the public more acutely aware of problems of bail, the failure of our prisons to reform, and the high rate of recidivism among criminals. There has been increasing concern among middle income families about the high cost of legal services, an area of the administration of justice within which Senator Dunne has taken the leadership.

Proposals for judicial reform, together with proposed Constitutional amendments, have been referred to the Legislature's Judiciary Committees, a circumstance that brings into critical position the committee chairmen, Senator Gordon and Assemblyman Thorp.

Distinguished Careers

Both Gordon and Thorp are members of the bar who have distinguished themselves in their professions in addition to the distinctions they have earned in their political careers. Initially elected to the Assembly in 1960, Gordon was elected to the Senate in 1964. As chairman of the Judiciary Committee, Gordon holds one of the most significant posts in the Senate hierarchy.

Assemblyman Thorp was elected to the Assembly in 1964 and became chairman of the Judiciary Committee this year, when the Democrats captured control of the Assembly. He and Senator Gordon are both veterans, and each is active in the civic life of his community.

Senator Dunne is also a lawyer, who has worked hard with the American Bar Association and the State Bar Association to develop plans under which middle-income families can buy prepaid legal insurance, in the same way that they purchase Blue Cross and Blue Shield insurance to cover hospital and medical expenses. His bill to establish such plans passed the Senate last year but died in the Assembly. A revised bill is pending in the Legislature this year.

Widespread Dissatisfaction

What programs will emerge from the Judiciary Committees to improve the judicial administration remains uncertain. While there is widespread dissatisfaction with the system of electing judges, there are many who point to the fact that the elective system here has produced the finest state judiciary in the Nation and

(Continued on Page 7)

NOBODY LIKES ME ANYMORE



Civil Service Law & You

By RICHARD GABA

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

Two Dismissal Cases

A unanimous decision of the New York State Court of Appeals in the case of **Board of Education C.S.D. No. 1, Towns of Conklin, et al., Broome County v. State Division of Human Rights**, 35 N.Y. 2d 822, 362 N.Y.S. 2d 859; affirmed the decision of the Appellate Division 3d Dept. reported at 349 N.Y.S. 2d 25, which held that although a teacher has no vested rights during the probationary period and that the teacher's services may be discontinued without a hearing or without giving reasons for the dismissal, this right is circumscribed by the equal protection clause of our State Constitution and is further subject to the provisions of the Human Rights Law and the Taylor Law.

It is interesting to note that in 1972 the Legislature added Section 3031 to the Education Law which provides that probationary teachers who are not to be recommended for tenure and who are recommended to be discontinued, must be given at least thirty days' notice of the Board meeting at which such action is to be considered. Such teacher may then request, in writing, a statement of the reasons supporting the recommendation, and may file a written response thereto. That section further provides that it shall not be construed as modifying existing law with respect to the rights of the boards of education in discontinuing services of probationary teachers.

A DECISION of the Monroe County Supreme Court, which was recently rendered, involved Section 80 of the Civil Service Law which requires that where jobs in the competitive class are abolished for economy reasons, the incumbents shall be terminated in the inverse order of original appointment on a permanent basis. The City of Rochester abolished one position of electrical inspector in the competitive class and requested that the Monroe County Civil Service Commission provide it with a layoff list. According to this list, Donald Briggs was the incumbent with the latest effective date of appointment, and on May 10, 1974 Mr. Briggs' employment was terminated by the City. Mr. Briggs filed a written grievance with the City, which was denied on May 24. He thereafter protested his termination in writing to the State Civil Service Commission, which confirmed that an error had been made and that another employee named Schwartz (and not Briggs) had been the last to be appointed. Relying on that opinion, the Monroe County Civil Service Commission directed the City to terminate the employment of Mr. Schwartz and reinstate Mr. Briggs. That directive was issued Sept. 5, 1974. Again on Sept. 18, 1974 the direction was repeated, and the Commission stated it would not certify any payroll not in compliance with that directive. Thereupon, the City of Rochester commenced a lawsuit to compel the Commission to certify the payroll with Mr. Schwartz's name on it.

(Continued on Page 7)

LETTERS TO THE EDITOR

Four Units Join CSEA In Rockland And Putnam

Conspiracy Claim

Editor, The Leader:

There is presently a conspiracy in the New York State government to undermine and degrade non-college graduates. This activity has reached such a point, that on several occasions, state work has been given to outside consultants rather than qualified state workers. Granted, everyone is entitled to a living, but occurrences like the one just mentioned tend to infringe upon others' rights. I have already lost some work, which I myself have completed, to outside consultants. In typical bureaucratic fashion, when I questioned this procedure, I was told not to fight it.

For some reason, the chief of our bureau despises non-college graduates. The latter are referred to as technicians who are "good guessers" when it comes to passing state tests. Unfortunately, the self-taught man encounters difficulties because of glittering generalities of this type. I don't want it to seem that I'm attacking the institutionally educated man. We have an abundance of college graduates here who are extremely adept at their jobs. There are also others, however, who wouldn't know enough to come in out of the rain. All I'm saying, is that a degree does not necessarily mean quality and vice versa.

NAME WITHHELD
Albany

Save Meat Program

Editor, The Leader:

As a taxpayer and consumer of New York State, I am amazed at Governor Carey's plan to abolish the meat inspection program. The idea is so repugnant and so irresponsible that I can't grasp the reasoning behind it. If he had a little background on the subject and how it will adversely affect you, himself and everyone else in the State, I think he would drop the whole idea.

In July of 1963 I went to work in the meat inspection division, a newly created division of the

Department of Agriculture and Markets, headed by one of the most brilliant men I will ever have the honor of meeting. Dr. William E. Jennings, a retired Army colonel and a native New Yorker, had set up similar programs in different countries all over the world and was highly regarded in international veterinarian circles, as well as in the United States, both as a speaker and a teacher. This man did a stupendous job in organizing and setting up this program. He was honest and above any chicanery; he set out to do a good job and do it he did.

Now, not all slaughterhouses were filthy and followed unlawful practices so far as the consumer was concerned. But when state meat inspectors found violations against public health, the violations were given warnings and sufficient time to clean up their plants and change their practices. However, in the interim, we insisted on clean and wholesome meat. When the allotted time was up, if there was no indication of any intention on their part to act in good faith, they were given a hearing and, if they refused to cooperate, were closed down.

I believe the Federal meat inspection program, which may replace the state program, will do a good job so far as the coverage they provide under existing laws; but it is not enough! They will not provide for herd quarantine, residue inspection, both insecticide and biological, custom slaughtering, same-day inspection of retained carcasses, and poultry inspection.

It is too bad the Governor isn't interested enough in the public, to take time to check meat inspection conditions in New York State at the time the state took over the program and held the hearings on them. Conditions were very bad in New York State at that time. Now they want to regress, to revert to the days of filth and eating diseased carcasses. Some of the slaughterers even pulled "downers" (animals that had died in the field) into their slaughtering

plants at night and cut up and sold the meat—not even knowing why the animals had died. Possibly you and I and others in the state were buying and eating this meat.

If our leaders in state government are really concerned about their constituents (and they should be—that's why we elected them) they will do all in their power to continue this program. It is a program second to none in the country.

I cannot too strongly urge the people of this state to notify their representatives to investigate these past conditions and ask them, "Do you really want to go backwards in this area?" It will be you and your children who will suffer.

MARY E. WEIDMAN
Menands

FISHKILL—Four new bargaining units have joined the Civil Service Employees Assn. in the union's Southern Region 3.

The units add a total of about 225 new members to the union. The units are Rockland County BOCES, Clarkstown Schools and the Village of Spring Valley, all in Rockland County, and the Carmel School District in Putnam County.

The Public Employment Relations Board granted certification to CSEA without an election in the three Rockland units.

In the case of the Carmel School District employees, the school board decided to voluntarily recognize the CSEA as bargaining agent for the workers without an election. The Carmel unit has already elected its offi-

cers. John Emanuele is president, Aldo Picchianti, vice-president, Frank Grimaldi, treasurer and Frank Itri secretary.

The Spring Valley unit has also elected its officers with Joanne Dunham, president, Dan Campbell vice-president, Blanche Moore, treasurer and Blanche Geffer, secretary.

Jane Cameron is temporary chairman of the Rockland BOCES unit, and Arlene Musto is temporary chairman of the Clarkstown school unit and will serve until formal elections can be held in those two units.

Civil Service Law & You

(Continued from Page 6)

THE COURT REASONED that Mr. Briggs was entitled to be retained and that Mr. Schwartz was to be terminated. At the time the list was promulgated, Mr. Briggs was number three on the list and Mr. Schwartz was number five. Under the rule of one out of three, Mr. Briggs had to be appointed before Mr. Schwartz could be reached. Mr. Schwartz, however, was working under a provisional appointment and was given permanent status on March 1, 1971, although Mr. Briggs was told to report to work on March 15, 1971. "Even though there were three appointments to be made from the list, the rule of 'one in three' requires that each appointment be made separately."

The way in which the appointments were made indicate that Mr. Schwartz could only have been the third person to be appointed. The court pointed out that although they started work at different times, all three individuals involved were appointed on February 26, 1971. Where appointments are made from the same list on the same day, it is assumed that those having the highest standing are first appointed. The statute requires layoff in the inverse order of "appointment" and not in inverse order of the dates of commencing work.

Although ordinarily Mr. Briggs would have been entitled to reinstatement with back pay, the court held that he was not entitled to it because more than four months passed from the time his demand for reinstatement was refused on May 24, 1974 until the time he commenced his Article 78 proceeding, which was October 28, 1974, and therefore he was not entitled to relief. Application of *Brayer v. Lapp*, 362 N.Y.S. 2d 961.

Don't Repeat This!

(Continued from Page 6)

has made the Court of Appeals the most respected State Court in the Nation. There are also many in the Legislature who believe that the special problems in New York City have tended to obscure the fine work of the judicial system in other parts of the State.

Moreover, there are many who believe that there is nothing wrong with our judicial system that could not be cured by more generous financing to give the courts the staffs they need to operate at maximum efficiency.

Both Senator Gordon and Assemblyman Thorp are dedicated legislators and dedicated members of the bar. They necessarily have different views, shaped in part by different political labels. However, through compromise there is promise that they will come up with workable and constructive programs that will sustain the public faith in the true administration of justice.

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Unfurling the regions' new banner are Ellis Adams, president of Dutchess County chapter 814, and Scott Daniels, Southern Region 3 second vice-president. Seated at table, from left, are former Assemblyman J. Edward Meyer, CSEA treasurer Jack Gallagher and CSEA president Theodore C. Wenzl. Presentation of the banner took place at the Friday evening session on legislative action.



Rapt attention is shown during seminar on Federal Funding attended by Ronald Kobbe, Putnam County chapter 840 executive representative, and Patsy Spicci, Rockland County Social Services unit president.



In picture at left above, Orange County chapter 836's Marian Drake, left, and Carol Dubovich discuss the workshop. Ms. Dubovich is the county unit president. In the right photo, Barbara Greenblatt, of Rockland County Social Services, gestures dramatically during semester.



ABOVE: Southern Region third vice-president Richard Snyder, left, enjoys moment of conversation with Ulster County chapter 856 president Harold DeGraff. Mr. Snyder is also Wassale Development Center chapter 426 president and Southern Region Mental Hygiene representative to CSEA Board of Directors.



Exchanging opinions are, from left, Irene Kobbe, Marie O'Dell and Millicent DeRosa, all of Putnam County. All seven counties in the region were represented by sizeable delegations.



LEFT: Ethel Ross, left, was on hand at meeting to circulate petitions for her independent candidacy for CSEA president. Showing interest here is Judy Sansone, of Westchester County.



Delegation from Westchester, largest at the workshop, included, from left, local 860 second vice-president Stanley Boguski, Tony Blasi and Larry Nardecchia.



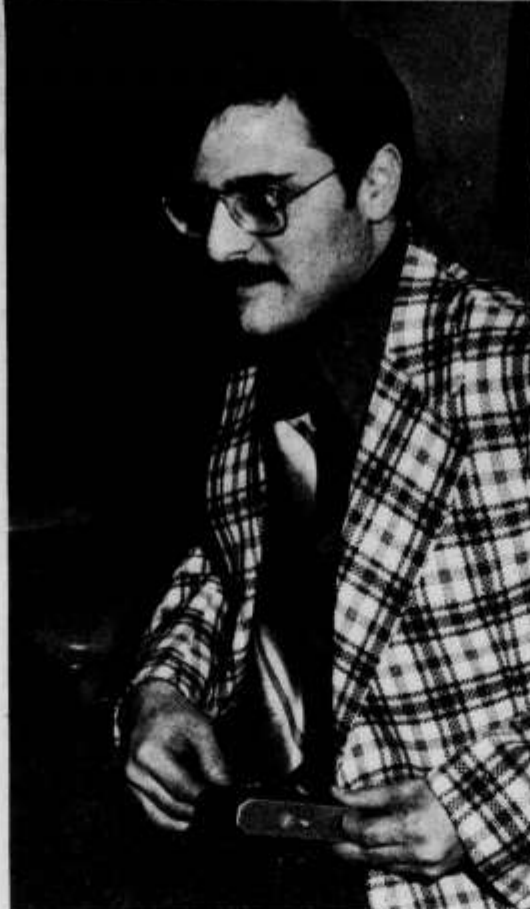
Participating in public relations seminar were, from left, moderator Harold DeGraff, regional public relations specialist Geni Abrams and Civil Service Leader editor Marvin Baxley.



Westchester County Local 860 members Ted Giordano, left, and Frank Troxel look over program for weekend workshop.



Southern Region 3 second vice-president Scott Daniels was chairman of the weekend workshop and an active participant in the discussion at various seminars during the three-day event.



Carmine DiBattista, fourth vice-president of Westchester County local 860, brought along a camera to record the event for his local. Mr. DiBattista also serves as public relations chairman for the local.



Regional attorney Arthur Grae advises delegates as J. Martin Cornell, seated, another of the regional attorneys, and John Mauro, president of Rockland County chapter 844, listen.

(Leader photos by Ted Kaplan)

DANIELS TERMS SOUTHERN REGION'S FIRST COUNTY WORKSHOP 'SUCCESS'

NANUET—The first county workshop for the Civil Service Employees Assn.'s Southern Region 3 was termed "a success" by the Region's ranking county-employed officer, second vice-president Scott Daniels, of Dutchess County.

Mr. Daniels praised the committee workers who made the workshop in Rockland County

last month "one of the best meetings of its kind that I have ever attended."

Program for the weekend meeting at the Sheraton Inn here included a Friday evening seminar on legislative action.

Saturday sessions featured morning seminars for treasurers and on publicity and grievance and legal assistance. The afternoon meetings included discus-

sions on Civil Service Law, chaired by CSEA assistant director of research Thomas Coyle, and the Fair Labor Standards Act and Federal Funding (the CETA program), led by CSEA assistant counsel Marge Karowe.

A general gripe session was held Sunday morning, so the delegates could appraise what they had learned.



Serving at the registration desk were Westchester County local secretary Irene Amaral, left, and the local's executive secretary Marilyn Matthews.



Sullivan County chapter 853 president Earl Bivins, left, and Thomas Schmidt exchange opinions with Orange County's Jane Lewis, Ramapo.



Westchester County local president Raymond Cassidy, left, greets former Assemblyman J. Edward Meyer and Assemblyman Eugene Levy (R-C, Suffern) at the Friday session on legislative action.



Other delegates from Westchester County chapter study the program in order to choose which seminars they will attend. From left are William Mairs, Leonard Martone and Marjorie McDaniel.



CSEA president Theodore C. Wenzl, left, observes one of the seminars. With him here is Russell Cheney, president of Putnam County 840 chapter.



A word to the wise from CSEA assistant counsel Marge Karowe for CSEA vice-president Irving Flaumenbaum, left, and Putnam's Ron Kobbe.



CSEA executive vice-president Thomas H. McDonough listens intently as State Senator Linda Winikow (D-L, Spring Valley) addresses gathering.

Open Competitive State Job Calendar

Applications Accepted To May 5
Oral Exams During June

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

Social Worker List

ALBANY—A psychiatric social worker eligible list with 454 names from exam 27-490 was established April 1 by civil service state department.

Driver Analyst List

ALBANY—A senior driver improvement analyst eligible list with three names was established April 2, from Exam 24-036, by the state Civil Service department.

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STANDING ROOM ONLY — Approximately 230 persons attended the special preparatory course sponsored by the Civil Service Employees Assn. for the coming inter-departmental promotion examinations for clerks. Evelyn Glenn, right, serves as coordinator for the course. The examinations to be held include Senior Clerk Grade 7, Senior Account Clerk Grade 9, Senior Audit Clerk Grade 9 and Senior Statistics Clerk Grade 9. The course, which will end April 29, is being held at 2 World Trade Center, Manhattan. A similar course, for Senior Account Clerk Grade 9, is being held by the Kings Park Psychiatric Center chapter, CSEA, at Kings Park.

Scuffle Caused By Taylor Law's Bias: McGowan

BUFFALO — Terming the incident as "unfortunate," William L. McGowan, president of Western Region 6, Civil Service Employees Assn., said that the scuffle with reporters at the March 30 CSEA delegates' meeting "serves to dramatize the unfair aspects of the Taylor Law and its one-sided approach of penalizing the employees and the union, while the employer is permitted unlimited threats, can fake negotiations and suffer no penalties."

Speaking at the Western Region 6 conference April 5 in Fredonia, he called for a major effort on the part of the union to seek revisions of the law to equalize bargaining positions.

"All week long, prior to April 1, the Carey Administration posted notices on employee bulletin boards reminding them that even discussion of job action could result in penalties to the employees," Mr. McGowan said, "These were obvious threats, like guns held to the heads of all employees."

"Then, even while the delegates meeting was in progress, CSEA officers were served with subpoenas," he continued. "Now the guns were cocked."

"It was, therefore, not surprising that delegates who favored job action demanded that their

(Continued on Page 13)

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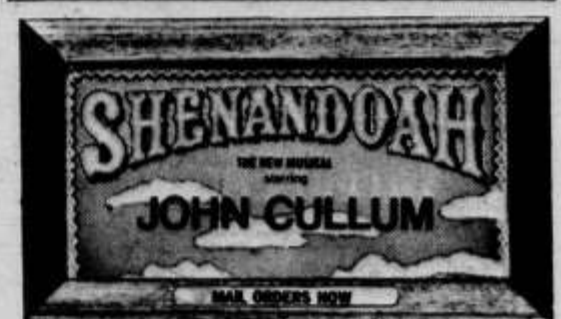
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Latest State And County Eligible Lists

EXAM 35-603 SR STENO Test Held Nov. 23, 1974 List Est. Feb. 28, 1975 (Continued from previous editions)	184 Bird Elizabeth Watertown86.1 185 Mancuso Mary G Albany86.0 186 Kuriik E F Selkirk86.0 187 Zretak Marion Z Selkirk86.0 188 Hairston Sharon Elmira85.8 189 Seymour M R Windsor85.8 190 Adamkiewicz E K Amsterdam85.8	191 Ferguson Marie Warwick85.8 192 Jackman Judy M Massena85.7 193 Wright Mary J Stanfordvil85.7 194 Patton Linda M Waterford85.6 195 Oswald Norene Hudson85.6 196 Tarbox Bertha Binghamton85.6 197 Makeham Mary Rochester85.4 198 Coluccio Eileen Albany85.4 199 Holman Deborah Watertown85.4 200 Rado Mildred T Troy85.4 201 Fennelly Marian N Troy85.4 202 Lloyd Linda A Schenectady85.3 203 Lutz Joan C Huntington85.3 204 Allan Suzanne M Niagara Fls85.2	205 Spataro Alice Kings Pk85.2 206 Sando Nancy L Horsehds85.2 207 Horvath M C Buffalo85.2 208 Tobin Jeanne M Coboes85.2 209 Bena Irene A Yonkers85.2 210 Martino Ethelyn Albany85.2 211 Dougherty S G Syracuse85.1 212 Moffitt Bonnie Tonawanda85.1 213 Kresconko C R Lackawanna85.1 214 Mack Janet A Troy85.1 215 Allen Barbara R Kings Pk85.1 216 Sauer Dorothy J Rome85.1 217 Wade Mary J Horseheads85.0 218 Dwyer Joanne Albany85.0	219 Cahn Christine E Islip85.0 220 Deinzer Kathy Cheektowaga84.8 221 McKerchie M A Fulton84.8 222 Ramp Frederick Delhi84.8 223 Scholl Lauren E NY Mills84.6 224 Dardas Elaine Saratoga Spgs84.5 225 Swanson K NYC84.5 226 Penta Darla M Dansville84.5 227 Friese Lucia F Albany84.5 228 Chiuchiole E A Patchogue84.4 229 Belisario Carol Fabius84.4 230 Knight Marcia Rensselaer84.4 231 McElligott Anne Binghamton84.4 232 Parmele R A Buffalo84.4 233 Missale Carmela Tappan84.4 234 Foster Evelyn N Oswego84.3 235 Jacyna Carol A Johnson City84.3 236 Remillard Terry Cohoes84.3 237 Craver Cathy A Rome84.3 238 Knorre Angela M Albany84.2 239 Gustafson S M Seneca Fls84.2 240 Greene Jeanne M Eden84.2 241 Coffey Dorothy Albany84.2 242 Eggleston D B Potsdam84.2 243 Scavone K T Utica84.2 244 Urban Carol A Schenectady84.2 245 Deleon Diane M Albany84.2 246 Carlisle A Carthage84.2 247 Murphy Amelia M Staten Is84.1 248 Nardini Deborah Schenectady84.1 249 Delacey Ramona Liverpool84.1 250 Strish Lynn B Holbrook84.1 251 Turner Carolyn West Chazy84.0 252 McArdle Diane I Tonawanda84.0 253 Duncan Anne S Madrid84.0 254 Sheehan Susan M Tonawanda84.0 255 Koppos Audrey C Pt Jeffrsn84.0 256 Haskins Hilda J Castle84.0 257 Burroughs D B Rhinebeck84.0 258 Hirsch Melvia H Elma84.0 259 Terek Suzanne J Camillus83.9 260 Riccio Patricia Lindenhurst83.8 261 Ward Kathryn A Eggertsville83.8 262 Jackson Darlene Mt Morris83.8 263 Deforest K J Buffalo83.8 264 Bisson Denise Y Albany83.6 265 Wedlake Doris R Oswego83.6 266 Decapio Carol J Fulton83.6 267 Brown V A Apalachin83.6 268 Piester S S Binghamton83.5 269 Dellarocco E A Albany83.5 270 O'Brien V C Massent83.5 271 Burskowski C W Plattsburgh83.4 272 Weston Enis Seaford83.4 273 Giehl Doris S Pavilion83.4 274 Thiel Marjorie Homer83.4 275 Fisher Nona D Lisbon83.3 276 Lord Elizabeth Binghamton83.3 277 Cowell E E NYC83.3 278 Ranger Deborah Lake View83.3 279 Gudz Josephine Albany83.2 280 Coutu Nancy J Waterford83.2 281 Pennisten S L Bladell83.2 282 Kontje Patricia Rochester83.2 283 Blanchard Joni Albany83.2 284 Stever Susan F Peeryburg83.2 285 Preiss Helen L Rocky Point83.2 286 Rinaldi Linda A Schenectady83.2 287 Heaney Karen E Brockport83.2	288 Dunn Rose M Almond83.2 289 Ardouin M D Spring Val83.1 290 Riley Catherine Seneca Fls83.1 291 Amarando M M Auburn83.1 292 Kocik Cecilia M Binghamton83.1 293 Skojec Sherry A Johnson City83.0 294 Loblanco R Stony Point83.0 295 Machajewski S M Aiden83.0 296 Toman Alice Binghamton83.0 297 Matthews Karen Saranac Lake82.9 298 Miller C E Albany82.8 299 Danielson Joann Ashville82.8 300 Henderson U Otisville82.8 301 Lobdell Sheila Westport82.8 302 Lipscomb Ezella Albany82.7 303 Collins Rose M Elmira82.7 304 Qualtere Angela Schenectady82.5 305 Burke Kathy M Rochester82.5 306 Law Mary T Watervliet82.4 307 Gardner Linda M Utica82.4 308 Heller Barbara Williamsvil82.4 309 Gelb Ann Staten Is82.4 310 Bessette Pamela Castleton82.4 311 Robbins Karen A Belmont82.4 312 Trapani Barbara New Paltz82.4 313 Nitschke Dale E Grahamsville82.4 314 Demare Barbara Albany82.4 315 Lane Ruth E Silver Creek82.4 316 Fairman C E Dexter82.4 317 Paul Lynda L W Seneca82.3 318 Isaacowitz Jean Centereach82.3 319 Arcuri E I Utica82.3 320 Abearon Charlene Amenia82.3 321 Loffredo Carmel Schenectady82.2 322 Corfield C A Auburn82.2 323 Clark Catherine Binghamton82.2 324 Shaw Gloria Brooklyn82.2 325 Kested Cheryl D Johnstown82.2 326 Mercurio Claire Newark82.2 327 Nabor Marian D Babylon82.2 328 Belak Karen C Schenectady82.2 329 Wadsworth M K Lyons82.1 330 Bauer Donna Binghamton82.1 331 Pilger Paula V Dansville82.1 332 Bellamy Donna Medina82.1 333 Thaden M Wingdale82.0 334 Witt Winifred M Buffalo82.0 335 Klotz Gabriele North Rose82.0 336 Feron Kathleen Buffalo82.0 337 Fedor Christine Yorkville82.0 338 Wood Bonnie L Oneonta82.0 339 Hargrave G M Troy82.0 340 Strum Gertrude Long Beach82.0 341 Lotters Arlene Loudonville82.0 342 Koziel Nancy Depew81.8 343 Pakla Isabelle Utica81.8 344 Whitney Theresa Merrick81.7 345 Mabin Louise A Albany81.6 346 Quinones Linda Franklin Sq81.6 347 Holbrook K M Groveland81.6 348 Whorlow Jean Bellerose81.6 349 Mulholland D M Andover81.5 350 Baxter Maria L Nassau81.4 351 Lawler June A Auburn81.4 352 Gear Mildred F Greene81.4 353 Ryngwalsk Rose Buffalo81.4 354 Molony Eileen C Upper Nyack81.3 355 Basano Diana L Binghamton81.3
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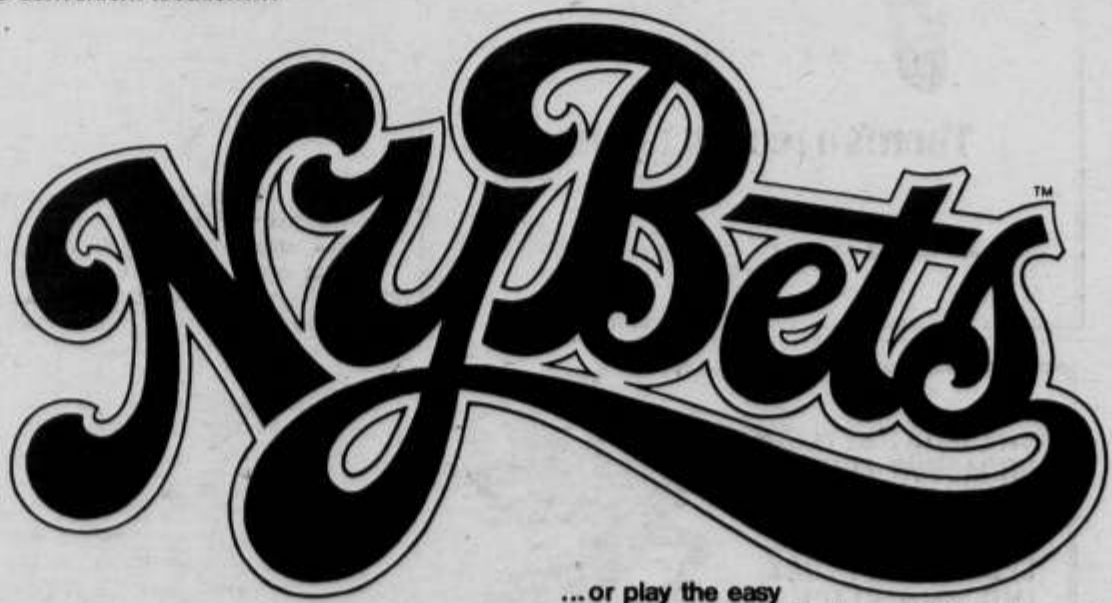
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Latest State And County Eligible Lists Cash Awards And Merit Certificates Are Earned In Suggestion Program

(Continued from Page 11)

356	Spychalski F M Watervliet	81.3
357	Rose Lillian Syracuse	81.3
358	Bowers Cheryl A Trumansburg	81.3
359	Cring Barbara J Ravenna	81.3
360	Brady Arleen M Brooklyn	81.2
361	Ross Joan M Green Island	81.2
362	Ortiz Juanita Brooklyn	81.2
363	Krempa K J Albany	81.2
364	Lester Cheryl A Paul Smiths	81.2
365	Aldi Linda Schenectady	81.2
366	Newton E F Binghamton	81.2
367	Mason Linda A Altamont	81.2
368	Middlebrook D Sharon Ct	81.2
369	Berry Barbara A Loudonville	81.1
370	Black Shelly M Tonawanda	81.1
371	Albanese M A Amsterdam	81.1
372	Brandstein V Guiderland	81.1
373	Yacono Gertrude Cortland	81.1
374	Troiano Edna B Staten Is	81.1
375	Dandrea S M Middletown	81.0
376	Dickman Myra L Watervliet	81.0
377	Taylor C Saratoga Spg	80.9
378	Reagan Susan M Binghamton	80.8
379	Kenyon Molly B Hornell	80.8
380	Goehring Ann W Henrietta	80.8
381	Wiesel Donna A Buffalo	80.8
382	Ripley Leona E Clemens	80.6
383	Riley Frances J Menands	80.5
384	Zucker Nathan Brooklyn	80.5
385	Kent Diane M Pine Valley	80.5
386	Eastman Donna S Albany	80.4
387	Terry Deborah J Mt Morris	80.4
388	Kresge Marilyn Binghamton	80.4
389	Carroll M L Ravenna	80.4
390	Folkerth CM Buffalo	80.4
391	Jones Patricia N Amityville	80.4
392	Robert Mary J Delhi	80.4
393	Purrell M Rensselaer	80.4
394	Hammond Laverna Rome	80.3
395	Degrass B Staten Is	80.3
396	Washock Martha Albany	80.3
397	Stanton Teri L Greenfld Ctr	80.3
398	Galvin Barbara N Syracuse	80.2
399	McCue Theresa Blauvelt	80.2
400	Duprey Cheryl M E Breenbush	80.2
401	Deyo Carole J Rensselaer	80.2
402	Walling Barbara Binghamton	80.2
403	Hallocan P E E Greenbush	80.2
404	Woodward Wanda Canton	80.2
405	Chaffers M Howard Beach	80.2
406	Moskowitz B Pt Jeffers St	80.2
407	Simmins Judith Bay Shore	80.2
408	Mannella Diane Albion	80.2
409	Colenzo Claudia Utica	80.1
410	Nagay Anna Schenectady	80.1

411	Mandigo Carol I Schenectady	80.1
412	Lanza Kathleen E Syracuse	80.1
413	Bruda Mary A Albany	80.0
414	Harris Linda J Hauppauge	80.0
415	Sykes Barbara J Ctr Moriches	80.0
416	Pirone Valerie Ozone Park	80.0
417	Zembruski E M Albany	80.4
418	Breen Helen M Saratoga Spg	79.9
419	Chasnov Ruth Bay Shore	79.9
420	Ackley Mary L Albany	79.9
421	Laroux Judy A Mechanicvil	79.8
422	Blake Kathleen Johnson City	79.8
423	Sinnamon SL Delmar	79.8
424	Burns Norma L Schenectady	79.7
425	Sutton Dolores Middletown	79.6
426	Smith Elizabeth Tupper Lake	79.6
427	Fleischhauer M Woodhaven	79.5
428	Cocco Sandra A Cohoes	79.4
429	Canfield Sandra Colonie	79.4
430	Rathje Nettie Vestal	79.4
431	Stalpiński A D Schenectady	79.4
432	Bell Susan Pt Jefferson	79.4
433	Foster Diane M Endicott	79.3
434	Napier Beluah M Poughquag	79.3
435	Sacca Jeanne A Albany	79.3
436	Rosenberg M Bayside	79.3
437	James Myla D Rensselaer	79.3
438	Curran Patricia Albany	79.3
439	Personius D A Cortland	79.3
440	Miller K L Albany	79.2
441	Skelly Donna R Albany	79.2
442	Reandean Elaine Tupper Lake	79.2
443	Holmes Patricia Stony Brook	79.2
444	Cook Idella M Kenmore	79.2
445	Cogswell D A Latham	79.2
446	Calligheris B A Stony Brook	79.2
447	Johnson P C Buffalo	79.2
448	Morgan Marylou Morris	79.1
449	Peters Phyllis Albany	79.1
450	Gorman Judith C Selden	79.1
451	Tice Zole M Elmira	79.1
452	Lockhart F J Poughkeepsie	79.1
453	Reed Stephanie Fulton	79.1
454	Bohlender E M Seony Point	79.0
455	Carpenter C H E Greenbush	79.0
456	Beckwith L J Oswego	79.0
457	Velt Karen L Webster	79.0
458	Kelleher June P Kirkwood	79.0
459	Locigno Susan Conklin	79.0
460	Lombardo M Albany	79.0
461	Murray Frances Albany	78.9
462	Knapp Elizabeth Albany	78.8
463	Pratt Cynthia L Westport	78.8
464	Greenfield S M Tonawanda	78.8
465	Kaufman M M Albany	78.8
466	Lindsley Sabina Binghamton	78.7

467	Naumowicz K M Schenectady	78.6
468	Kwiatkowski M A Syracuse	78.6
469	Malaret J C Johnstown	78.6
470	Cisek Annmarie Kenmore	78.5
471	Laffin Barbara Wappingers Pls	78.5
472	Palmer Jane M Sloansville	78.4
473	Fonato Martha A Troy	78.4
474	Paone Denise M Oswego	78.4
475	Viall Carol J Schaghticoke	78.4
476	Peet Margaret E Binghamton	78.4
477	Vaccariello K M Albany	78.4
478	Madigan Suzanne Mechanicvil	78.4
479	Goetz Patricia Glenmont	78.4
480	Goodcoff Sylvia Tappan	78.4
481	Meyers Carolyn Shirley	78.4
482	Jensen Dian C West Seneca	78.3
483	Wilder Joanne Albion	78.3
484	Scrufford E Schenectady	78.3
485	Sarnacki Mary F Troy	78.3
486	Dugan Claire A Sound Beach	78.3
487	Baron Carol A NYC	78.2
488	Simon Marianne Albany	78.2
489	Comeau Marian Rouses Point	78.2

(Continued on Page 15)

ALBANY—Thirty cash awards totaling \$1,270 were made to state employees in March for money-saving ideas submitted to the New York State Employee Suggestion Award Program. The program is administered by the State Department of Civil Service. The estimated first-year savings from these suggestions is \$6,000.

The award winners, their residences and departments are:

\$100—Reuben C. Cary, Syracuse, Department of Transportation; Benjamin Falk, Bronx, Workmen's Compensation Board, and Norman McConney, Albany, Department of Labor.

\$65—John T. Moore, Albany, Department of Motor Vehicles.

\$50—Fred Hamilton, Cortland; Emmet E. Ledder, Buffalo, and Robert O. LaBarge, Fulton, all State University; Joseph W. Palmer, Depew, Transportation; Robert F. Kirk, Baldwinsville; Francis A. Shea, Latham (two awards), and Victor L. Morelli, Albany, all Department of Taxation and Finance; Eleanor A. Garrett, Ballston Spa, Motor Vehicles; and David L. Braman, Binghamton, Transportation, shared jointly with the late Paul A. Amedeo, Binghamton, who also was with Transportation.

\$30—Marion M. Drexel, Loudonville, Motor Vehicles.

\$25—John DeSorbo, Schenectady; Harold A. Collins, Brockport; June M. Buchholz, Buffalo; Edward C. VanDenburgh, Schenectady, and Benjamin P. Burghardt, West Seneca, all State University; Edward H. Smooke, Howard Beach, Insurance Department; Milton E. Brickman, Kew Gardens, and Patricia A. Stoddard, Schenectady, both Taxation and Finance; Marvin H. Block, Buffalo, and Tom Dixon, West Seneca, both Department of Labor; Allen Matlock, Manhattan, and Ann M. Barry, Syracuse, both Workmen's Compensation Board; L. Raymond Powers, Watertown, Transporta-

tion; Ann Marie DeGroat, Binghamton, and Anthony DiAndrea, Utica, both Motor Vehicles.

Cash award winners also receive certificates of merit. Also awarded certificates of merit were: Sarah Lazar, Troy, Motor Vehicles; Paul Altruda, Brooklyn, and Nathan Silver, Brooklyn, both Insurance; Henry Lyons, Corona, and Marion Webster, Elnora, both Labor; Shirley J. Carey, Troy, and Bernice DeWitt, Rochester, both Education Department; Esther C. Gardner, Schenectady; Bernice Lans, Voorheesville; John H. Bush, Brockport, and Melvin Nelson, Potsdam, all State University; Kenneth W. Stewart, Voorheesville; Amelina A. Nappi, Howard Beach; Harriet M. Laymon, Mechanicville; Leonard H. Sallis, New Hyde Park; Shirley Loucks, Westerlo; Richard C. Olson, Depew, and Elbert H. Phillips, Troy, all Tax and Finance.

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IN AID OF P.O.W.'s — A meeting of concerned citizens determined to aid Vietnam War prisoners of war not returned to this country or declared dead and whose status remains uncertain met recently in Washington. The conference seeks the appointment by President Gerald Ford of a task force of citizens to assess reasons for the failure to account for these Americans and to develop an effective program to make such an accounting. Among the delegates at the meeting were, from left: Frank Palumbo, secretary-treasurer, International Association of Fire Fighters; Edward J. Kiernan, president, International Conference of Police Associations; John M. Connolly Jr., executive director, Council for Civilized Treatment of P.O.W.s; Howard McClennan, president, International Association of Fire Fighters, and Raymond Gimmler, past president of the Uniformed Fire Officers Association of New York City and Civil Service chairman of the group. Other organizations participating included the National League of Families, The American Legion, the Veterans of Foreign Wars of the United States and the Marine Corps League. Additional information about the group is available from Mr. Connolly at 1798 Shipley Ave., Valley Stream, N. Y. 11508, or from Mr. Gimmler at 9 Seawane Road, E. Rockaway, N. Y. 11518.

LEGAL NOTICE

SUMMONS: Plaintiff Designates New York County as the place of trial based on the location of the premises herein. SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK; FEDERAL NATIONAL MORTGAGE ASSOCIATION, Plaintiff, against HERMINO TORES and JUANITA TORES, his wife, if living, and if they be dead, the respective heirs-at-law, next-of-kin, distributees, executors, administrators, trustees, devisees, legatees, assignees, lienors, creditors and successors in interest and generally all persons having or claiming under, by or through said defendants who may be deceased, by purchase, inheritance, lien or otherwise any right, title or interest in and to the real property described in the complaint herein and "JOHN DOE," "RICHARD ROE," "JANE DOE," "CORA COE," "DICK MOE" and "RUBY POE," all of whose names are unknown to the plaintiff, the last six names being fictitious, they being intended for tenants or other persons having an interest in the premises whose names are unknown to the plaintiff, THE PEOPLE OF THE STATE OF NEW YORK, JULIE SUGARMAN, AS COMMISSIONER OF SOCIAL SERVICES OF THE COUNTY OF NEW YORK, FIRST NATIONAL CITY BANK, THE CITY OF NEW YORK (PARKING VIOLATIONS BUREAU), Defendants.

TO THE ABOVE NAMED DEFENDANTS:— YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance on the Plaintiff's Attorneys within twenty (20) days after the service of this summons, exclusive of the day of service (or within thirty (30) days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated: New York, New York, January 28, 1975.

CADWALADER, WICKERSHAM & TAFT, Attorneys for Plaintiff, Office and P. O. Address, One Wall Street, New York, New York 10005. Tel. No. (212) 785-1000. To the above named defendants: The foregoing summons is served upon you by publication pursuant to an order of the Hon. Nathaniel T. Helman, a Justice of the Supreme Court of the State of New York, dated March 10th, 1975 and filed along with the supporting papers in the New York County Clerk's Office. This is an action to foreclose a mortgage on premises, 328 East 120th Street, New York, N. Y., briefly described as follows: On the south side of 120th Street, 303 feet 6 inches west of First Avenue, being a plot 100 feet 10 inches x 21 feet 6 inches x 100 feet 11 inches x 21 feet 6 inches, being Lot 41, Block 1796, Section 6. Dated: March 25th, 1975. Cadwalader, Wickersham & Taft, Attorneys for Plaintiff.

McGowan: Taylor Law Bias

(Continued from Page 10) remarks not be recorded by reporters present. These recordings could be used in evidence against them."

Mr. McGowan also called the incident in which a radio reporter suffered hand injuries, "unfortunate because CSEA has always been proud of being an open and democratic union which has permitted the presence of the press at even the most crucial meetings, as it did Monday, even in the face of possible penalties." He expressed hope that there would not now arise a "clamor to close meetings."

On the alleged unfairness of the Taylor Law, Mr. McGowan recalled Governor Carey's address last Oct. 9, when a gubernatorial candidate. He said then he favored the "right" of public employees to strike.

"Last week Governor Carey was credited by Associated Press writer David Shaffer as being in favor of a strike because of the money he could save on lost wages of strikers.

"Last October Candidate Carey was for the right to strike. Now Governor Carey is in favor of an illegal strike," Mr. McGowan observed.

Quoting the AP article, which said, "Throughout the negotiations with the CSEA, the Carey Administration has treated the union's demands with disdain so obvious as to suggest it really would have welcomed a strike." Mr. McGowan then recited what

he called "a litany" of such threats through press releases, leaks and administration statements.

The threats involved loss of increments, jobs, pensions and health benefits and a token approach to bargaining on any of the issues subject to the reopen clause of the union's contract with the state, Mr. McGowan explained.

"Some workers are threatened with loss of their jobs, others with increments they thought they were getting and all workers with deductions of \$15 or more per pay period for pensions payments under the Lieutenant Governor's proposals and \$5 per pay period as their contribution for health insurance cost increases," he said.

Citing the experience in the state of Oregon where public employees have had the right to strike for two years and where there have been fewer job actions since legalization of strikes, Mr. McGowan said "now the employer and employees are on equal grounds and must negotiate fairly." He asked the region's political action committee to bring this matter to the attention of area legislators.

Managing Specialist

ALBANY — A social service managing specialist eligible list from Exam 24-122 was established March 18 by the State civil service department. The list contains 109 names.

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WEARING OF THE GREEN — Checking out boutonnieres for the Letchworth Village St. Patrick's party are Vincent DuPont and Patricia Comerford, treasurer of the Civil Service Employees Assn.'s Southern Region 3. Looking over their shoulders are, from left, CSEA executive vice-president Thomas H. McDonough, chapter first vice-president Manny Ramirez, CSEA collective bargaining specialist Joseph Reedy and chapter president John Clark, who is also Southern Region 3 first vice-president.

Expect Fact-Finder For Livingston Talks

(From Leader Correspondent)

GENESEO — A fact-finder is expected to be called into contract negotiations between the Civil Service Employees Assn. and the Livingston Board of Supervisors.

Gary Johnson, CSEA collective bargaining specialist, said negotiations, which began last fall, reached an impasse after the fourth mediation session. He was to meet with CSEA members this week to outline the supervisors' offer, which reportedly is "far below" the 19 percent wage increase originally sought by the CSEA.

The CSEA and the supervisors' negotiating team had reached a tentative agreement, but the supervisors refused to accept the recommendation. The final bargaining session lasted five hours, but CSEA negotiators never met face-to-face with the full Board of Supervisors, which acted as a negotiating committee - of - the - whole.

Mediator Mona Miller spent her time moving back and forth between the supervisors and the CSEA negotiators, who had been called to the county courthouse in Geneseo.

Four times the board recessed, then reconvened in closed session to consider the latest message from the CSEA team, as relayed by Ms. Miller. The two sides never made direct contact.

Besides Mr. Johnson, the CSEA negotiators included James Murray, chapter president, and Mary Jane Magglo, Lois Damon, William Proctor, William Brooks and William Learn.

The Livingston County chapter represents about 300 county employees.

Therapy And Information Rochester PC News Goal

(From Leader Correspondent)

ROCHESTER—Involvement for patients and information for its members are twin goals of a new publication of the Civil Service Employees Assn. at Rochester Psychiatric Center, according to Jo Mae Falls, first vice-president and publications committee chairman of RPC chapter.

Ms. Falls announced the appearance last week of the CSEA "No Name Yet Gazette" and a contest to produce another name.

"For patients, it's occupational therapy," Ms. Falls said, commenting on their involvement in both the production and distribution processes. "For our union members, it's a means of keeping them informed about important issues, benefits, meetings and other events."

A contest to name the four-page publication, edited by Lovina Daszkiewicz, is open to all employees and patients of the Psychiatric Center and a prize list will be announced shortly, Ms. Falls said.

Except for plates for the photo-offset process by which the monthly periodical is pro-

duced, she said all work is done either by patients enrolled in occupational therapy programs at the center or by CSEA members.

Former CSEA Western Conference president William Rositor is production chief; Willis Smith, associate editor; Kay Martin, secretary, and Willie Drake and Jim Allen, reporters.

Colonie Meeting

ALBANY—A meeting of Town of Colonie office, clerical and administrative employees who are members of the Civil Service Employees Assn. will be held Wednesday, April 16. The meeting, which will begin at 7:30 p.m., will be held in CSEA Albany Region 4 offices at 10 Colvin Ave. here.

Arbitration Win Nets \$2,000 For Geneva Aide

GENEVA — An arbitration case worth more than \$2,000 for a City of Geneva school district employee has been won by the Civil Service Employees Assn.

Arbitrator Byron Yaffe, a Cornell University professor, found that the school district violated the CSEA contract when it promoted a teacher's aide to a teaching assistant. Two other teacher's aides with better qualifications and more seniority filed a grievance through the CSEA.

Gary Johnson, CSEA collective bargaining specialist, said the arbitrator ordered the district to demote the woman it had promoted to her previous position and promote one of the two women who had filed grievances. The person who is promoted also will receive more than \$2,000 in retroactive pay, he said.

Both women eligible for promotion have identical seniority, since they were hired on the same day, he said.

SUNYA Nomination Deadline Is Nearing

ALBANY—The chairman of the nominating committee of the State University of New York at Albany chapter Civil Service Employees Assn., reminded chapter members that the deadline for submitting nominations for this year's election of chapter officers is Wednesday, April 23.

Committee chairman Kenneth Wolven said that the offices to be voted on in the upcoming balloting are president, first vice-president, second vice-president, recording secretary, treasurer and

two delegate positions. Winning candidates will serve two-year terms.

Mr. Wolven said that employees seeking more information on the nominations should contact any member of the chapter nominating committee or mail nominations to: Nominating Committee, Chapter 691, CSEA, Box 1001DD, SUNYA, 1400 Washington Ave., Albany, N.Y. 12222.

Other members of the committee are Ellen Diange, George Edwards, William Harting, Mary Warburton, Frank Hubbs, Virginia Marcella and Leona Siple.

Rochester Groups Find CSEA Is Best

ROCHESTER — Six groups of employees in the Rochester area have selected the Civil Service Employees Assn. to represent them.

Choosing representation by the CSEA are about 400 employees of the Corning School District, about 125 employees of the Palmyra-Macedon School District, about 100 employees of the Sodus

Central School, about 50 employees of the Avoca School District and the members of the Palmyra and Newark (N.Y.) police departments.

About 25 members of the Newark department and about 20 members of the Palmyra department formerly were represented by the Police Benevolent Association.

Bowling Tourney Is Set At Albany

ALBANY—The Civil Service Employees Assn. is sponsoring a "3-6-9" bowling tournament, in which bowlers are given a strike in the third, sixth and ninth frames, on Saturday, April 26.

Participating keggers will roll off at Sunset Recreation, 1160 Central Ave., Albany. Squad times are 1, 2:30 and 4 p.m. and the entry fee is \$2.50 per bowler. There will be four classes in which winner takes all in each class. Based on the bowler's highest current average, the classes are: A, 170 and over; B, 155-169; C, 130-154, and D, 129 and under. Three games will be bowled.

All WIBC or ABC sanctioned bowlers are welcome to enter and re-entries are permitted. Reservations may be obtained by contacting Dorothy Honeywell. The telephone number is (518) 457-6548.



THEFT FOILED — Thomas Alexson, center, a mail clerk at Civil Service Employees Assn.'s Albany Headquarters, was robbed of \$1,353 in union dues near the State Capitol. However, Mr. Alexson pursued the thief to a nearby parking lot where he wrested the money bag away from the would-be robber. To express the thanks of CSEA, Mr. Alexson was presented with a gift certificate from an Albany sporting goods store with which he will pick up equipment for his favorite hobby, fishing. With the young man are, left, CSEA executive director Joseph Lochner and CSEA comptroller Thomas P. Collins.

Low-Cost Life Insurance Now Available To CSEAs

ALBANY—Enrollment in a special, low-cost group life insurance plan, which does not, in most cases, require a medical examination, is available during the month of May to state employees who are members of the Civil Service Employees Assn.

Applications, with signed authorization to have premiums deducted from salary, should be sent to the Insurance Department, CSEA, 33 Elk St., Albany, N.Y. 12207, prior to May 31. Applications and literature explaining the group life insurance plan may be obtained from local CSEA chapter representatives or from the union headquarters at 33 Elk St.

CSEA members under 50 years of age, who have not been previously rejected for this insurance on the basis of a medical examination, are eligible for the plan without a medical examination.

Members over 50 must take a medical examination at the expense of the insurance company. Premiums are waived should a member become permanently disabled before age 60 with double indemnity in the case of accidental death.

The cost of the insurance is 10 cents bi-weekly per \$1,000 worth of coverage for members 29 years or younger. Older members may obtain this insurance at lower rates. Members pay their insurance premiums through the automatic payroll deduction plan.

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

State And County Eligible Lists

(Continued from Page 12)

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(To be continued)

Switch Filing Date

The filing deadline for mason's helper open competitive Exam 4124 has been extended until the end of May. The test has been rescheduled for June 28. The old filing deadline was the end of April.

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If you can prove you can save a life in a pool or ocean, there may be a lifeguard job for you in Suffolk County, L.I., this summer.

Any resident (there is no residency requirement) is eligible. The qualifying exam for pool and still water lifeguards will be April 18 at Connetquot High School pool, Smith Road, Lake Ronkonkoma.

The ocean lifeguard test will be June 21 at Smith Point Park, Shirley. Candidates must be at least 16 years old.

Applicants should contact Suffolk County Department of Civil Service, Veterans Memorial Highway, Hauppauge.

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NYC And Buffalo Civil Service Office Hours Are Reduced

ALBANY—The hours during which the Manhattan and Buffalo offices of the State Department of Civil Service will be open to the public have been reduced, and revised procedures have been adopted regarding requests for examination information, announcements and applications.

The Manhattan Office, on the 56th floor of 2 World Trade Center, is now open to the public from 10 a.m. to 3 p.m. The Buffalo Office, 1 West Genesee St., is now open to the public from 9 a.m. to 4 p.m.

Individuals may obtain examination information, announcements and applications by visiting the Manhattan or Buffalo offices during these hours, or by writing directly to the N.Y. State Department of Civil Service, Building 1, State Office Building Campus, Albany, New York

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); State Office Campus, Albany, 12226; Suite 750, 1 W. Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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

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

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

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

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CSEA Denounces Bills Mandating Post-Grad Education For Nurses

(Special To The Leader)

ALBANY—The Civil Service Employees Assn. has issued a denunciation of efforts to impose mandatory continuing education on nurses as a condition for renewing licenses. The union has called for defeat of bills currently in the Legislature which would implement the mandatory education requirement.

CSEA represents several thousand nurses at the state and local government levels, and reports the overwhelming majority of those nurses view the mandatory continuing education requirement as unnecessary, discriminatory and restrictive.

A CSEA spokesman said the bills now under consideration were proposed by the New York State Nurses Assn. and would require 40 hours of continuing education annually for all nurses as a condition of retaining their licenses.

"The State Nurses Assn., while representing only 13 percent of the more than 180,000 registered nurses in the state, seeks to impose restrictive measures on all nurses, and in fact pretends to speak for all nurses," a CSEA spokesman said.

"The truth is, however, that a large percentage of those nurses actually represented by the New York State Nurses Assn. object strongly to the proposal and have organized a campaign to defeat the bills. It is clear that an even larger percentage of nurses not actually represented by the Nurses Assn. object to the measure. CSEA-represented nurses overwhelmingly are opposed to mandatory education requirements as outlined in the pending bills, and CSEA is in complete sympathy with all nurses who feel likewise."

The CSEA spokesman noted nurses, by virtue of their daily work, are already undergoing a form of continuing education

and keeping abreast of changing medical developments. Furthermore, it was stated, the courses required in the bills now under consideration would not, in many cases, be readily available to all nurses, posing a hardship in meeting the proposed requirements.

CSEA said it is strongly opposed to the bills and urges individuals to contact their state legislators to voice opposition to the proposed measures.

Erie's Chapter Wins 'Input' In Job Reclassification Plan

BUFFALO—Plans for "union input" into a \$95,000 Erie County job survey were made last week at an executive committee meeting of Erie County chapter, Civil Service Employees Assn.

The plans were made after agreement was reached between the county and the union under which employees affected by job reclassification will be entitled to representation by CSEA research specialists in their appeals. The deadline for the appeals also was extended to May 1 under the agreement.

The union, which represents 5,200 Erie County white-collar workers, has insisted since December 1973 that the recently completed study by an outside accounting firm "was not valid without union input" and that employees could not be expected to file complicated appeals without expert advice.

George H. Clark, chapter president, emphasized however, "implementation of the recommendations contained in the study and whatever changes could result from the appeals," are still subject to further agreement between the county and the union because "changes in terms and conditions of employment are involved." Such changes are subject to the union's labor contract with the county.

Expert Advice

"We want our people to have the expert advice they need for appeals, and the time to prepare and complete the complicated forms and then we'll go on from there," Mr. Clark said.

The union had previously advised its members not to file appeals because of the complex nature of the study and what was termed the "impossibility" of meeting the original deadline for such appeals on April 1. There are 1,714 employees in 219 job titles recommended for lower pay scales. Mr. Clark said unit presidents were advised at last week's meeting to choose representatives of job groups affected. "They can meet with our research people and learn how to prepare and file appeals for entire job title groups," he added.

"Aggrieved individuals will not be forgotten and can also seek this expert advice and assistance through their unit presidents, but the great majority, however, will best be served by the group approach."



DELIVERS CHARTER — Following installation ceremonies held at Brookhaven Town Hall, James Corbin, Civil Service Employees Assn. Suffolk chapter president, presented a unit charter to Ruth Kempf, president of Brookhaven Town's white-collar unit of CSEA. Shown above are, from left: Brookhaven Supervisor Charles W. Barraud; Joseph Centineo, sergeant-at-arms; Kathy Busch, corresponding secretary; Dorothy Ilovic, treasurer; Elaine Holland, third vice-president; Julie De Torre, treasurer; John Girandola, second vice-president; Robert Dixon, first vice-president; Ms. Kempf, and Mr. Corbin.

A Civil Action Filed Against New Paltz SUNY

ALBANY—Paul Burch, collective bargaining specialist for the Civil Service Employees Assn., said CSEA has instituted a civil suit against the State University of New York at New Paltz to prevent the college and the Civil Service Commission from making a probationary employee permanent, pending the outcome of a grievance filed by two members who are SUNY employees.

The employees' grievance alleges that SUNY officials selected an applicant not already employed by the college to fill a position without properly considering two current employees for the appointment. The civil suit, an Article 78 proceeding, was filed early this month.

Mr. Burch has charged SUNY officials with "acting in bad faith" during the first three stages of the grievance procedure filed by the CSEA members. According to the collective bargaining specialist, the college's president reversed a decision that had been favorable to the grievants during the second stage and "used his influence as a high-level administrator" to have the reversal upheld during the third-stage hearing.

"The legal maneuvers taken by CSEA were extremely necessary in this case. When decisions made by competent hearing officers are reversed by 'higher authorities,' then the only way to guarantee a fair and reasonable resolution to the problem is through the grievance procedure and legal action," Mr. Burch said.

No date has been set for the fourth stage of the grievance.

CSEA had first sought "union input" into the survey when County Executive Edward V. Regan first announced the hiring of the accounting firm of Ernst and Ernst in December 1973. At that time, union representative Robert E. Young wrote Mr. Regan that "the county better start to realize that the union represents the county employees and any study should have the union representative right in the middle of it."

At March 10 submission of a preliminary report by Ernst and Ernst, union representative John Allen said Erie County can conduct "any study their little heart desires," but warned against unilateral implementation. Mr. Young wrote Mr. Regan on March 11 that any recommendation to the County Legislature on the survey without "union input" could lead to an improper practice charge,

court action, or possible job action.

William Blom, CSEA research director, has assigned research staff members Joseph Abbey and Walter H. Leubner for the appeals. Erie County and Ernst and Ernst have furnished Thomas Coyle, who represented Mr. Blom last week, with copies of the preliminary report, which covers the methodology, intent and techniques of the survey.

The county and the survey firm have also promised open access to all the pertinent information in their possession, he said.

Others involved in framing last week's agreement included Victor E. Marr, a chapter vice president; John V. Clark, county personnel director; Kevin J. Loos, a county personnel technician, and attorneys Ronald L. Jaros for CSEA and Michael J. Connors for Erie County.

Clinton's One-Year Pact Contains \$800 Increase

ALBANY—An \$800 salary increase plus increment is provided this year in a new contract negotiated by the Civil Service Employees Assn. for employees of Clinton County.

Other features of the one-year pact, which is retroactive to Jan. 1, according to Danny Jinks, collective bargaining specialist for CSEA, include binding arbitration as a final stage of the grievance procedure, double time for work on a holiday or Sunday, 15 cents per-mile allotment when personal vehicles are used for business, a liberalized policy on overtime provisions and a new policy regarding bereavement or illness which occurs during vacation time.

The county has also agreed to reimburse employees for the cost of any clothing or other personal property not covered by insur-

ance when it is damaged during the time an employee is discharging his duties. The County will also provide and pay for attorney's fees needed for the defense of an employee involved in a civil or criminal action while discharging his duties as called for in his employment specifications.

A labor-management committee has also been set up.

Syracuse Retirees To Hold Luncheon

SYRACUSE — A luncheon meeting of the Syracuse Area Retirees' chapter, Civil Service Employees Assn., will be held Tuesday, May 6, at Raphael's Restaurant here on State Fair Boulevard.

The meeting, which will begin at 1 p.m., will see the election

and installation of the chapter's new officers. All CSEA retirees in the Onondaga-Cayuga-Oswego Counties area are invited to attend.

Reservations may be made with Hazel C. Ranger, 133 Aberdeen Terrace, Syracuse, N. Y. 13206. The telephone number is (315) 463-3297.



HE'S BACK — CSEA vice-president James Lennon returned to active leadership of the union's Southern Region 3 last week after surgery that laid him low for the past two months. Mr. Lennon attended the union's Board of Directors meeting in Albany last week, and expressed his appreciation for the many kindnesses shown him during the period of his recuperation. He especially praised the efforts of regional first vice-president John Clark, who served as acting president during that time.