

DELEGATES MEET TO DECIDE ACTION ON NEGOTIATIONS



Grim determination shows on the faces of CSEA's two top elected officials. Reacting to representatives of the news media after demonstration here are executive vice-president Thomas H. McDonough, left, and president Theodore C. Wenzl.

Face Eleventh-Hour Decisions On Contract Re-opener

(Special to The Leader)

ALBANY—With no settlement in sight at Leader presstime, in Civil Service Employees Assn. contract re-opener talks covering thousands of state workers, CSEA attention focused intently on what action would be taken by the union's statewide delegates at a special meeting here early this week.

Should a tentative agreement be reached by meeting time, there seemed a good chance that delegates would support their negotiators and vote to submit the package to the rank-and-file membership for ratification.

Falling such agreement, the delegates could also decide that the possibility of additional progress seemed likely enough to warrant continuing negotiations for an additional period.

There was at least an equal possibility, however, that neither of those things would happen and that the CSEA delegates will find themselves facing an unacceptable offer from the state and will have no choice but to stiffen their demands by applying additional pressure.

Reports last week revealed widespread activity at the grass-

roots level of CSEA to prepare delegates for this contingency. Special chapter meetings and polls were reported throughout the union's six regions to determine member sentiment on how their delegates should vote on the question of a job action.

Locally prepared posters and handouts summing up the issues were distributed to inform individual members on what was at stake. At presstime, spokesmen in all CSEA regions reported strong member support for a firm stance by the delegates.

The March 31 meeting was set as a deadline for decision by delegates at a similar meeting two weeks earlier. While the present three-year CSEA-State contract does not expire till March 31, 1976, CSEA leaders nevertheless felt a deadline for

the current negotiations was imperative.

On the table in the third-year re-opener talks are salaries, annual increments, health insurance, disciplinary procedures and agency shop. The benefits cover 147,000 state workers in four negotiating units.



Legislature Adopts Budget, But Is It Fiscally Realistic?

TECHNICALLY the Legislature complied with the Constitutional mandate that it adopt a budget before April 1. However, the question remains whether what the Legislature adopted is a viable product that sets forth realistically state revenues and expenditures for the fiscal year. Also remaining is the question whether the

(Continued on Page 6)

McGowan Notes Dissatisfaction With Demonstration's Coverage

BUFFALO—While conceding that the whole story could not be told in the few paragraphs devoted in the press to the March 18 demonstration in Albany by the Civil Service Employees Assn., William L. McGowan, president of CSEA Western Region 6, said "participants, in the largest union gathering in the state, are upset about several aspects of press coverage."

These included items relating to the demonstration's purpose, scope, size and mood, he added.

Mr. McGowan offered to substantiate these criticisms by offering "to anyone interested in the true story" two hours of unedited video-tape prepared for CSEA, or tapes filmed by the public television network, which covered almost all of the proceedings.

"The demonstration was called to bring home to Governor Carey the concern of state employees, and their fellow mem-

(Continued on Page 3)

Costa Withdraws From Top Race To Petition For Exec

A. Victor Costa has withdrawn as a candidate for president of the Civil Service Employees Assn.

Mr. Costa, along with incumbent president Theodore C. Wenzl and executive vice-president Thomas H. McDonough, had earlier been named by the CSEA nominating committee for

(Continued on Page 14)

April 15 Deadline For Petitions

ALBANY — In accordance with Restructuring and the Constitution and By-laws of the Civil Service Employees Association, April 15 is the deadline for all independent nominations for regional, statewide and State Executive Committee elective positions.

CSEA has computed the following membership for each of the six regions and these figures will be used for determining the

minimum number of valid signatures needed on any petition form for either regional or statewide officer positions. Executive Committee positions need 10 percent of the department for which the nomination is made.

Region One, 4 percent of 45,564 equals 1,822 signatures; Region Two, 4 percent of 23,342 equals 934 signatures; Region Three, 4 percent of 31,791 equals 1,272 signatures; Region Four,

4 percent of 34,952 equals 1,398 signatures; Region Five, 4 percent of 32,952 equals 1,318 signatures; Region Six, 4 percent of 32,635 equals 1,305. Statewide nominations need 2 percent of the 303,698 members, which equals 4,074 signatures (minimum).

The figures are based on the last official audit of the entire membership of CSEA as of June 1, 1974.

Inside The Leader

File Improper Practice Charge In Warren — See Page 3

Brockport Workers Get 24% Pay Boost — See Page 14



SPEAKS AT CREEDMOOR — Civil Service Employees Assn. collective bargaining specialist Robert Guild was principal speaker earlier this month at meeting of the union's Creedmoor Psychiatric Center chapter 406. Mr. Guild is greeted by, from left, Dorothy King, chapter first vice-president and New York City Region 2 Mental Hygiene representative to CSEA Board of Directors; Terry Dawson, chapter president, and Evelyn Brogdsdale, member of the chapter executive committee. The general membership meeting was held on the grounds of the Mental Hygiene institution. Creedmoor chapter, located in Queens, is the ninth largest in the CSEA structure.

Six State Programs Are Funded By U.S.

MANHATTAN — Approval of federal grants totaling \$212,464 to the State of New York has been announced jointly by the Office for Local Government and Virginia M. Armstrong, director, New York Region, U. S. Civil Service Commission.

These grants, awarded under the provisions of the Intergovernmental Personnel Act, will fund six items. They are: a study to validate selection procedures for some entry level positions in Manhattan; improvement of the New York State Tax Department's personnel management system; development of a policy and procedures manual for Orange County's Office of Personnel; a classification and compensation study of management positions in Rochester; executive development programs for local officials in the Albany area, and training of local government employees in public administration at Cornell University, Syracuse University, and the State University of Utica-Rome.

IPA grants are intended to help improve the quality of public services by up-grading personnel systems and practices and by training State and local government employees. In addition to grants, the IPA provides for the temporary assignment of personnel between the federal and state and local governments and institutions of higher education; the admission of state and local government employees to federal training courses; the studying and recommending of ways to improve personnel management systems, and providing technical assistance in personnel services.

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5087 Lv. June 21, Ret. July 6	}
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5075 Lv. July 15, Ret. July 29	
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LOS ANGELES—22 Days\$199
5079 Lv. Aug. 9, Ret. Aug. 30	
SAN FRANCISCO—15 Days\$189
5080 Lv. Aug. 12, Ret. Aug. 26	
LOS ANGELES—14 Days\$189
5081 Lv. Aug. 14, Ret. Aug. 27	

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Decision On Nassau Pact Seen Shortly

MINEOLA — A decision is expected about mid-April on a contract for Nassau County employees, according to sources close to the Board of Supervisors.

The board, whose members have said that the 4 percent salary increase proposed by County Executive Ralph G. Caso is too low, debated an imposed contract following the collapse of negotiations with Mr. Caso and a legislative hearing.

Negotiators for the Nassau chapter of the Civil Service Employees Assn., led by chapter president Irving Flaumenbaum, presented a three-hour case in support of a increase of 12.5 percent.

Arthritis Telethon Helped By CSEAs

MINEOLA — A good part of the success of a two-day telethon for the Arthritis Fund was made possible by the contributions of civil servants, noted Irving Flaumenbaum, Long Island Region 1 president of the Civil Service Employees Assn.

Mr. Flaumenbaum, who is also head of the CSEA Nassau County chapter, appeared on the telethon as drive chairman for public employees, expressed his thanks to CSEA members for their generous response.

Mr. Flaumenbaum handed in \$8,000 in advance donations and reported that many telephoned pledges came from CSEA members. The telethon raised more than \$350,000.

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SCHOLARSHIP AWARD — William O'Neill, president of SUNY Syracuse chapter, Civil Service Employees Assn., presents a check to chapter member Mary Maio, a licensed practical nurse at present attending Onondaga Community College. Ms. Maio works full-time in the emergency room at Upstate Medical Center and is working toward a registered nurse's certificate. The check was drawn from a chapter scholarship fund started last year which seeks to aid members pursuing courses in health-related professions.

Madison Bulletins Note Improper Practice Claim, Council 66 Broke

ONEIDA—Madison County members of the Civil Service Employees Assn. have been told that an improper practice charge has been filed against the county for failing to pay increments and also that Council 66, American Federation of State, County and Municipal Employees, has an empty treasury and is in receivership by its international.

The announcements were made in bulletins issued by CSEA headquarters in Albany to Madison County members.

The improper practice charge was made against Madison County because of its alleged failure to pay increments to all county employees as of Jan. 1 according to contract.

"CSEA did present a formal request to the county administration," the bulletin added, "asking them to live up to the terms of the existing agreement and save the taxpayers' money from being wasted on an unnecessary PERB (Public Employment Relations Board) hearing. "Based on CSEA's track record

in such cases, PERB will shortly be ordering the county administration to live up to the agreement and pay the increments."

Under a headline that read "AFSCME Is Asking You To Join A Union That Is Broke And Now Has No Field Staff!" the CSEA bulletin declared, "That's a fact! AFSCME Council 66, that union's political sub-division supposed to represent public employees represented by AFSCME in New York State, is broke, has no active field staff left, and has gone into receivership by its international in Washington."

The bulletin added, "Council 66 is in such rough shape that not

only doesn't it have any field staff working—its executive director is now forced to work as a field representative for Council 82 in Albany. Council 66 dues are being sent to Syracuse and immediately forwarded to AFSCME headquarters in Washington because the council is unable to manage its own affairs and is in receivership by the international.

"If you belonged to AFSCME and needed help, would you honestly expect to get any? Of course not, because Council 66 exists merely on paper and has no one to help anyone they represent."

Assail Demonstration Coverage Warren Chapter Levels A Charge Against County

(Continued from Page 1) bers in CSEA, over the Governor's failure to negotiate in good faith and his failure to negotiate at all. It was also called to dramatize to the public the possible loss to the citizens of the state certain services best understood by the workers who actually deliver them.

"It is to the credit of the many speakers at the demonstration, as the video-tapes indicate, that they did not yield to the temptation, in speaking to their fellow members, of deploring personal losses. Rather they explained that losses of certain state programs meant real losses to all public workers, all other workers and all other citizens."

The tapes, according to the union officials, reveal that union negotiators stressed that the Governor evaded direct contact with the union. Instead, he leaked various positions on matters covered by the labor agreement to the media; thus, despite the approaching deadline, he failed to negotiate in good faith on the four issues being reopened. These are the agency shop, health plan benefits, disciplinary procedures, or wage adjustments.

"The only real mention of figures on the wage issue took place at the morning news conference, and this was only in response to a direct question from a reporter present," Mr. McGowan said. "Yet, press reports made this the central issue."

Mr. McGowan praised The New York Times coverage, which "presented a more balanced picture, even as to the number of participants." He offered as evidence a video-tape scene showing 11:55 a.m. on the Albany City Hall clock. The crowd was already partially assembled with a long line of buses still approaching the site of the demonstration. "Just minutes before

the lunchtime arrival of about 20,000 state workers from the South Mall, Alfred E. Smith Building, and other state buildings in the immediate vicinity of the Capitol."

He also said CSEA had agreed to pay the City of Albany \$10 per bus to defray some of the added city police costs. According to March 18 figures, this involved 507 buses. "With the police admitting that a substantial number were not counted, including Trailways and Greyhound buses which parked at their own parking areas.

"Even with a conservatively estimated passenger-load of 40 persons each, this would indicate that more than 20,000 CSEA members came from outside Albany and therefore a figure of 40,000 or more would be more realistic," he said. Mr. McGowan added that CSEA TV cameraman Andrew C. Beecher, of Hamburg, said the crowd was about three times larger than the 1970 Albany demonstration against U.S. involvement in Cambodia. This was reported at 15,000 participants.

The mood at the demonstration, Mr. McGowan said, ranged from "serious to grim, with fortunately some light relief in view of the fact that these people used time away from their families to be there, in behalf of their fellow members, workers, and citizens.

"There were present many institutional employees, who work in places where 24-hour, seven-day service is required. They were there on their day off. They don't get weekends off often. Others took vacations or other time off, which they also could have spent with their families, or otherwise, and for which time the state and all businesses budget.

"What must be emphasized is that no one took off extra time and that many of the workers

just had to work that much harder when they returned to work Wednesday," he said. "They had to do extra catch-up work, as they have to do anytime they're sick or otherwise absent."

Some of the participants were also piqued over reports that there was a "picnic air," Mr. McGowan complained. He explained that "more precise wording of the reports" would say that the demonstrators "could find little room to sit down and ate sandwiches standing up" because most out-of-town groups packed lunches. "Knowing that the size of the demonstration would overtax Albany's restaurant facilities.

"CSEA demonstrated that it is real, that it can be counted to stand up and that its workers are dedicated to the service of the people of this state," Mr. McGowan concluded. "On one issue that was dramatized, we are happy to report that legislation has been introduced to keep occupational safety and health standards for all workers at New York State's high level and to extend their provisions to public employees, a key issue with CSEA."

WARRENSBURG—The Warren County chapter of the Civil Service Employees Assn. filed an improper practice charge with the State Public Employment Relations Board, charging the county with a violation of the union's current work agreement, violating past practice and unilaterally attempting to change a negotiated contract provision.

CSEA field representative Aaron Wagner, who filed the charge with PERB in behalf of the chapter, said the union was forced to take this action "because the county has refused to acknowledge that a memorandum sent to department heads from the Board of Supervisors last October makes directives that are clearly a violation of our contract."

Mr. Wagner said that a memo sent by Walter Lamb, chairman of the Warren County Board of Supervisors, to all department heads on Oct. 7, 1974, outlined procedures for establishing "proper salary levels" for any em-

ployee whenever a transfer, promotion or change of title occurs.

The CSEA representative quoted a part of the memo dealing with transfers which said: "In no case will an employee be paid at the same step level unless the new position has a salary range equal to the former position." Mr. Wagner said the memo also gave a hypothetical example of an employee working as a typist in the Department of Social Services in his or her fifth salary step and transfers to the County Treasurer's office as an account clerk. The directive indicates that the employee should then be paid at the second step of the new salary range rather than at the increment level attained as a typist.

Mr. Wagner said that CSEA maintains that the memo is a violation of a clause in the present contract covering county employees which has been in effect since Jan. 1, 1974, which states, "Any employee transferred from one job classification to another shall transfer and be paid at the same annual increment and longevity he has attained, maintaining his step level and time in grade."

The union representative said that the management directive also violates past practice by the county regarding transfers, a practice that has been going on for at least five years.

E. J. Meyer Unit Nomination Meet

BUFFALO—Nomination of officers for the Edward J. Meyer Memorial hospital unit of the Erie County chapter, Civil Service Employees Assn., will be held Thursday, April 17. The nomination meeting will be held at the Candlelite Room, 3740 Harlem Road, Cheektowaga.

Ⓛ 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

- 4—Westchester County chapter "Meet The Legislators Night": 7:30 p.m., 196 Maple Ave., White Plains.
- 4—Oneida County chapter silver anniversary celebration: 7 p.m., Polish Community Club, Utica.
- 4—Albany Region 4 Adirondack committee: "Meet The Candidates Night."
- 4-5—Western Region 6 meeting: Holiday Inn, Dunkirk.
- 5—Albany Region 4 county committee workshop: 8:30 a.m., Howard Johnson's Restaurant, Route 3, Plattsburgh.
- 7—West Seneca Developmental Center chapter: general meeting.
- 8—Orange County unit board of directors meeting: 7 p.m., Casa Fiesta, Middletown.
- 9—Orange, Ulster and Sullivan Counties Retiree chapter meeting: Solomon Kiner Building, Middletown Psychiatric Center, Middletown.
- 14—Statewide Human Rights committee meeting: 12 noon, Holiday Inn, Route 9, Fishkill.

Middletown Meeting Will Draw Retirees

MIDDLETOWN—A meeting of the Orange, Ulster and Sullivan Counties Retiree chapter, Civil Service Employees Assn., will be held Wednesday, April 9, at the Solomon Kiner Building at the Middletown Psychiatric Center here.

Chapter president John M. Van Duzen said the principal subject to be discussed at the meeting will be pensions and invited all CSEA retirees in the area to attend.

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Open Continuous State Job Calendar

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

Female Parole Officer Wins Award In Discrimination Case

(Special to The Leader)

BEDFORD HILLS—A senior parole officer at Taconic Correctional Facility, Lucy Berman, has been awarded several hundred dollars in lost earnings after she and the Civil Service Employees Assn., won a sex discrimination case brought against the New York State Department of Correctional Services.

The State Division of Human Rights ruled in favor of Ms. Berman and CSEA, who had charged that the Department of Correctional Services had discriminated against Ms. Berman in not offering her a promotion on the basis of her sex.

Ms. Berman was serving as a parole officer when, in 1973, she took and passed a promotional examination for the position of senior parole officer. She was the highest ranking candidate on the list to indicate the Ossining

Correctional Facility, an all-male maximum security institution, as a location of preference. By chance she later discovered that the Correctional Services Department canvassed prospective candidates for the senior parole officer at Ossining but did not canvass her. She then contacted Steven Yellich, director of the Department of Correctional Services' Institutional Parole Services, who told her it was "an oversight" that she was not contacted about the job.

The Division of Human Rights ruled that specific questions and inquiries then made of Ms. Berman by Mr. Yellich—but not of other candidates—constituted discrimination against her on the basis of sex. The Division also found that a statement made by Mr. Yellich to Jack Weisz, president of the New York State Parole District chapter, CSEA, and the Correctional Services representative to the CSEA Board of Directors, that Ossining was no place for a woman to work also constituted discrimination against her due to her sex.

A male was ultimately appointed to the senior parole officer vacancy at Ossining on Feb. 14, 1974. Ms. Berman was appointed as a senior parole officer at Taconic Correctional Facility, a position she continues in to date, on April 1, 1974.

The Division of Human Rights ruled that Ms. Berman is to be awarded back pay representing the difference between the salary of senior parole officer and that of a parole officer for the period Feb. 14 to April 1, 1974.

The Department of Correctional Services also was ordered to cease and desist from discriminating against any employee or individual in terms, conditions and privileges of employment because of the person's sex.

Nominate Whalen Health Dep't Chief

ALBANY—Gov. Hugh L. Carey has announced the nomination of Robert P. Whalen as commissioner of the State Health Department. Dr. Whalen has been acting commissioner since the retirement in January of Hollis S. Ingraham.

His nomination to the \$51,150 annual position requires confirmation by the State Senate.

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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.

Police Honor 43 Civilians

Forty-three civilian commendation awards were presented by Mayor Abraham D. Beame during ceremonies on March 19, at Police Headquarters.

The civilian commendation award is presented to private citizens who have performed distinguished acts of public service. Some awards were for assisting in capturing of criminals, rescuing trapped persons, and preventing suicides.

State Jobs Open In April

There are numerous employment security clerk (Exam 24-282) vacancies throughout the state with the state labor department.

Appointees from New York City for the \$7,204-a-year jobs will receive a \$200 a year salary differential. The positions are open competitive exams.

Candidates need a high school diploma or two years business experience. They also need one year of specialized business experience involving frequent contact with the public.

The written exam—alphabetizing and arithmetic—will be held May 31. Applications must be postmarked on or before April 28.

Also opening with the state are the \$6,842-a-year building guard positions and elevator operator jobs which pay \$6,450.

Many appointments will be made throughout the state, including New York City. Appointees from New York City for these jobs will also receive a \$200 a year salary differential.

There are no training or experience requirements for this examination to be held May 31, but all candidates must be in good physical condition. Filing

closes April 28.

Other state jobs are: Office of Employment Security (Spanish speaking) exam 24-086 (\$6,450)—candidates need one year of general business experience or a high school diploma and six months of specialized business experience involving direct contact with the public. Applications must be postmarked no later than April 28; written exam May 31.

Youth division counselor, exam 24-210 (\$13,404)—candidates need bachelor's degree and two years experience in counseling with persons having behavioral problems. Applications accepted until April 28; written exam May 31.

Assistant architect, exam 24-270 (\$14,142)—candidates need a degree in architecture from a program accredited by the National Architectural Accrediting Board, and one year of architectural experience. Applications accepted until April 28; written exam May 31.

Toll equipment repairman trainee (\$9,030) and toll equipment repairman (\$10,714), exam 24-279 — candidates need two years of experience in mainte-

nance or repair of complex electro-mechanical equipment or four years of experience in maintenance, repair of electrical or mechanical equipment. Applications accepted until April 28; written exam May 31.

Office manager - employment security (Spanish-speaking), exam 24-299 (\$7,204)—candidates need a high school diploma or two years of general business experience; one year specialized business experience involving frequent contact with the public. Applications accepted until April 28; written exam May 31.

Forester, exam 27-509 (\$10,714)—candidates need B.A. degree in forestry and one year forestry experience or 30 graduate credits in forestry. Applications accepted until April 28; no written exam.

'Learning Day' Set For Nurses

ALBANY — The Occupational Health Nurses of Districts nine and ten, will sponsor a "Learning Day" for all nurses and allied professionals on Saturday, April 12, at the State Office Building Campus cafeteria here.

The program will run from 8:30 a.m. to 4 p.m., and registration will be 8:00 to 8:30 a.m. The session is entitled "Building Bridges: Home, Hospital, Work." The basic skills of interviewing and counseling will be shown through lectures and workshops. Some of the subjects to be covered will be alcoholism, family dynamics, marriage counseling, death and dying and trauma.

The fee is \$6 for regular admission and \$4 for students, and includes two coffee breaks and a buffet luncheon. There will be scientific exhibits throughout the day. Registration forms may be secured at local hospitals, schools of nursing, colleges or by calling (518) 457-2616. Checks should be made payable to the Occupational Health Nurses and sent to Geraldine Baxton, 129 Kent St., Albany, N.Y.

Residency Bill Pushed Again

MANHATTAN — City Council President Paul O'Dwyer has drawn up a bill requiring city employees to live in the city.

It was introduced in the State Legislature by State Senator Carol Bellamy and Assemblymen Joseph Ferris and Angelo Del Toro.

Mr. O'Dwyer said his proposal is stronger than one proposed several weeks ago by Mayor Abraham Beame.

"The Mayor would exempt all present employees and would allow them to move out of the city," said Mr. O'Dwyer. My bill requires present city employees to remain in the city if they are to keep their employment."

He said present city employees living outside New York are exempt "as it would be an unfair financial burden to require them to move back."

The Council President said a stringent residency bill would put the city in a more equitable financial position. Last year an analysis by the City Comptroller showed over 40,000 of the 350,000 city employees are non-residents.

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Paul Kyer, Associate Publisher

Marvin Bazley, Editor

Harcourt Tynes, City Editor

Charles A. O'Neill, Associate Editor

N. H. Mager, Business Manager

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TUESDAY, APRIL 1, 1975



About-Face On OSHA

BACK in January of 1972, a document was signed by representatives of various trade councils, industrial organizations and AFL-CIO unions to urge effective implementation of the Occupational Safety and Health Act.

It begins by stating: "Whereas the State of New York has had an on-going and effective program for the protection of worker safety for almost half a century," and ends by urging that the state make the necessary agreements with the federal government in order to receive the federal funding available within the provisions of the Act.

What irony to realize the about-face taken since then by the New York State AFL-CIO, reportedly at the direction of George Meany, president of the national organization.

It is a timely reminder for members of the Civil Service Employees Assn., which continues to back OSHA, that unions controlled from without the state do not necessarily have the good of New York in mind.

CSEA, which prides itself on being the nation's largest independent union of public employees, has been waging an aggressive fight to retain state involvement in inspection of industrial and public facilities.

CSEA has rightly argued that the facts speak for themselves as to the effectiveness of the state program. The 450 state inspectors last year made about 300,000 checks on businesses throughout the state, as compared to 4,500 checks by the approximately 50 federal inspectors.

Even if the number of federal inspectors would be doubled or tripled, as indicated recently by State Industrial Commissioner Louis Levine, this would still be woefully below the current state contingent.

Given the possibility that 70 state inspectors would be transferred to the federal inspection agency, and that another 100 would retain their state jobs to continue monitoring ski tows and other areas not covered by the federal inspectors, New York State would still have approximately 280 fewer inspectors.

We fail to see the substantial savings that could justify such an action.

We do see that public safety can be jeopardized. We do see a loss to the state of income taxes that would be paid by the inspectors if their jobs are not abolished. We do see a loss of federal funds. We do see an added outlay for unemployment benefits.

Since the taxpayers are going to pay one way or the other, why can't they get some services for their money?

Questions & Answers

Q. I'm 64 and I'm getting reduced social security payments. I've been told that I'll be enrolled automatically in Medicare when I become 65. What should I do if I don't want medical insurance coverage?

A. Social security will send you information about both hospital and medical insurance a few months before you're 65. You'll also get your Medicare health insurance card. If you decide you don't want medical insurance, just fill out the back of the card.

sign it, and return it to social security before the month you're 65.

Q. I'm 39 and working regularly, but each weekend I have to get kidney dialysis. My doctor told me that as of July 1 Medicare helps pay for this treatment. How do I apply for this Medicare coverage?

A. To see if you are eligible for this Medicare coverage, call, write, or visit any social security office.

Don't Repeat This!

(Continued from Page 1)

budget establishes an effective blueprint for state policies and programs for the fiscal year.

Both Governor Carey and the Democratically controlled Assembly insist that the budget is unbalanced and requires additional taxation to bring it into balance. Also both insist that additional appropriations are needed for the support of local governments, including school districts. The Republican Senate takes the position that revenues will meet expenditures, and that no further taxation is needed to bring the budget into balance.

Forecasting Is Difficult

Both sides to the budget balancing act are speculating in an orbit of uncertain economics. Recent figures on economic conditions disclose that unemployment throughout the state remains on its upward trend. While the rate of inflation has been reduced, prices continue to rise, which means that government purchases of commodities and services will come at higher prices. Under the circumstances, the business of forecasting revenues and expenditures for the year ahead is a treacherous one, which plagues not only government but also planning in the private sector.

As it shapes up, there is nothing in the budget that holds out much hope for the civil service employees, who are faced not only with the problem of rising living costs but also with the threat of dismissals and cutbacks of gains achieved with endless struggle throughout the years. The recent demonstration in Albany called by the Civil Service Employees Assn. was an exciting display of the unity of CSEA leadership and members in resisting efforts by government at all levels to make the public employee the principal scapegoat for the difficulties that confront elected officials.

Setting forth the position of CSEA, its president, Dr. Theodore Wenzl, said: "The issue, fundamentally, is that the new administration has refused to bargain with us in good faith. We've been pushed to the wall. We want to enlighten the public on the issue."

In light of this sense of frustration, many of the demonstrators talked in terms of strike. Dr. Wenzl confirmed that the thought of a strike has been "conjectured." He asserted that some state activities are "currently viewed with alarm" by CSEA. However, he cautioned that "it's too early to come out with a bald statement to that effect."

Obviously the future course of events may determine what action will be taken. In large measure this may depend on a change in course by the state administration to bargaining in good faith on the many issues raised by CSEA. Bad faith bargaining destroys employee morale, with a consequent decline in efficiency. Once that happens, it becomes extremely difficult to rebuild morale.

Local Problems

Moreover, public employees of local government units—counties, cities, towns, villages and school boards—are running into problems whose dimensions are as serious as those confronting the employees of the state. Unless the state budget is drastically

(Continued on Page 10)



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 Cases Explored

Fourteen months after he was appointed as a member of the North Tonawanda Civil Service Commission, Albin S. Brzezinski was notified by the Mayor of North Tonawanda that a hearing would be held for the purpose of seeking his removal as a member of the Civil Service Commission. Attached to the letter was an itemized list of eleven charges of alleged misconduct. On the return date of the hearing, the Mayor read the charges; the respondent denied the charges and made a motion that the Mayor disqualify himself from presiding at the hearing. The motion was denied and the hearing was concluded after Mr. Brzezinski refused an invitation to call witnesses or present a defense. Thereafter, the Mayor removed the Commissioner from office.

Section 24 of the Civil Service Law provides for the removal of a Civil Service Commission member during his term for cause after a hearing, or in the alternative, for removal by the State Civil Service Commission. In either event, removal must be based upon evidence of cause established at a hearing. It must be more than a mere formality which precedes an already-made determination to remove the individual from office.

IN THIS CASE, since the removal was proposed to be made by the Mayor, the burden was upon him to present sufficiently specific charges to warrant removal, and he had the further burden to prove those charges unless they were admitted. Since several of the charges were matters that were within the exclusive knowledge of the Mayor, he should have disqualified himself and referred the matter to the State Civil Service Commission for hearing. The court, therefore, affirmed a lower court decision which held in favor of the Civil Service Commissioner and stated that in the event that another hearing was to be held, the Mayor should disqualify himself and refer the matter to the State Civil Service Commission. **Application of Brzezinski v. Wiater**, Appellate Division, 4th Dept., 361 N.Y.S. 2d 771.

In a recent decision, the Supreme Court of Orange County held that John J. Callahan, the Chief of Police of the Village of Washingtonville, was required to take a competitive civil service examination in order to keep his job. The Chief urged that he was exempt from requirement of a written competitive examination by the terms of Section 58(3) of the Civil Service Law and by virtue of the fact that he is a department head, that is, of the Washingtonville Police Department, and therefore exempt pursuant to Section 35(e) of the Civil Service Law.

IN THE COURT'S OPINION, it was stated that Section 58(3) does nothing else but to exempt a police chief from having to fill the minimum basic requirements for appointment as set forth in that section. With regard to the petitioner's second argument, it is true that he is police chief and the head of a department under the Village Law, but he is not a head of a department in the sense that would qualify him for exemption from the Civil Service Law obligation to take a competitive exam. Section 35(3), which places department heads in the unclassified service, refers to those heads of any department of the government "who are vested with authority, direction and control over a department, and who have the power and authority to appoint and remove officers and employees therein."

Since the Village Law gives the Mayor responsibility to exercise supervision over the conduct of the police and other subordinate officers of the Village, and since the Board of Trustees is vested with the power to appoint personnel, it seems clear that the Chief of Police in this case lacks the final duty and authority to supervise the Police Department and lacks the power to appoint and remove personnel. It was held, therefore, that the Chief of Police did not qualify for exemptions from taking a competitive examination. **Application of Callahan v. Poston**, 361 N.Y.S. 2d 837.

Letters To The Editor

Distressing Condition

Editor, The Leader:

I was disturbed by the portrayal of women officers in the March 18th edition of The Leader in "How the New Breed of City Police Gals are Doing"

by Alan Bernstein. The stereotype of the women as sweet young things, less capable than male officers, is compounded by the author.

The women are twice described as "attractive." This emphasis

(Continued on Page 10)

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Flowers are presented to Barbara Cush, left, for her efforts in saving life of visitor to Hudson River Psychiatric Center. Making presentation are Tris Schwartz, chapter president, and Scott Daniels, second vice-president of the Southern Region 3.

(Leader photos by Ted Kaplan)



Westchester local 860, first CSEA chapter to officially change its name to "local" to indicate better its unionism, was represented by the chapter treasurer Irene Izzo and second vice-president Stanley Boguski.



Rockland County chapter president John Mauro joins in lively debate under watchful eye of Warwick State School chapter president Solomon Williams.

SOUTHERN REGION COMMENDS WORKER FOR SAVING HOSPITAL VISITOR'S LIFE

By HERB GELLER

FISHKILL—Commendation of a public employee for skilled service "above and beyond the call of duty" which helped save a man's life was one of the highlights of the Civil Service Employees Assn. executive board meeting of Southern Region 3 held recently at the Holiday Inn here.

The honor was given to Barbara Cush, who has worked 27 years at Hudson River Psychiatric Center as an attendant. A

visitor to the hospital was stricken with a sudden heart attack and stopped breathing. Ms. Cush performed mouth-to-mouth re-

suscitation on the man and started him breathing again.

Ms. Cush was commended for her life-saving action at the executive board meeting by Scott Daniels, regional second vice-president, and Tris Schwartz, president of the Hudson River Psychiatric Center chapter. "Her action speaks louder than words," Ms. Schwartz said.

A letter was also read from Herman B. Snow, director of the Psychiatric Center, stating that Ms. Cush had performed service "above and beyond the call of duty." Mr. Daniels gave her a plaque and Ms. Schwartz gave her a bouquet of flowers from her fellow employees.

Mr. Daniels presided at the meeting in the place of Region 3 president James J. Lennon, who is at home recovering from an illness, and first vice-president John Clark, who was called

(Continued on Page 9)



Gene Barkley, Walter Gass and Steve Ampellizzeri, all of Eastern Correctional Facility, check over report prior to opening of business session of Region.



Region secretary Sandra Cappillino adjusts tape recorder.



Nominations are announced by Bernie Vlot of Dutchess County.



Transportation Region 8's William Hurlhe gives opinion.



Florean Snyder, of Wassale Developmental Center, and Rose Marcinkowski, of Highland State Training School, were attentive during discussion.



Participating in meeting is Chuck Zoffer of East Hudson Parkway.



Middletown Psychiatric Center chapter first vice-president Nicholas Patti, left, exchanges opinions with Retiree chapter member Clarence Cokey.



Regional attorneys Bart Bloom, left, and Arthur Grae were on hand to give legal opinions during course of debates.



Kingston unit president Anthony Fattarino was emphatic.



John Lilles, of Green Haven, makes strong presentation of views.



Southern Region 3 second vice-president Scott Daniels, at microphone, was presiding officer at meeting. Seated on the dais are regional secretary Sandra Cappillino and third vice-president Richard Snyder.

Southern Region

(Continued from Page 8)
to CSEA Headquarters in Albany on the night of the meeting.

High on the agenda at the meeting was a report on nominations by the committee headed by Bernard Viet. The following candidates were nominated to run in the election to be held this spring:

For president, James J. Lennon and Raymond Cassidy; first vice-president, John Clark and John Mauro; second vice-president, Scott Daniels and Richard Snyder; third vice-president, H. Larry Jonke, John Priesel and Rose Marcinkowski; treasurer, Patricia Comerford and Salvatore Trabakino, and secretary, Sandra Cappillino and Janet Schaff.

In accordance with the CSEA constitution, the nominating committee nominated at least two candidates for every post. Anyone else wishing to run for these posts can do so by submitting a nominating petition signed by at least 4 percent of the Region 3 membership of 30,000, Mr. Viet said. Deadline for submission of these petitions is April 15.

Alvian N. Smirensky, an information representative of the
(Continued on Page 14)



Judy Van Ness, of Rockland Psychiatric Center, confers with John Priesel, of East Hudson Parkway Authority, as delegates moved about meeting room to exchange views.



Green Haven Correctional Facility chapter president Angelo Senisi, left, talks to Walkill's David Froer about preserving Merit System for promotion of employees.



George Ashenden, of Matteawan State Hospital, updates Correctional Services representative Jack Weisz on conditions at institution. In background is regional third vice-president Richard Snyder.



Westchester Local 860 president Raymond Cassidy, left, talks with the local's sergeant-at-arms William Magrino about strategy during intense debate on regional policy.



Moment of union camaraderie is enjoyed by, from left, CSEA field representative Flip Amadeo, New York Division Thruway chapter president Lewis Lingle and Middletown Psychiatric Center chapter president Alex Hogg.

Social Worker Jobs Opening

Several open-competitive social work positions now exist with the State Department of Health.

The \$12,670 Medical Social Worker B position (27-496) are available at the Roswell Park Memorial Institution, Buffalo; the state Veteran's Home, Oxford, and Helen Hayes Hospital, West Haverstraw.

Public Health Social Worker (27-495), with a beginning salary of \$13,404, exist with the de-

partment's regional offices in Albany, Buffalo, Rochester, Syracuse, White Plains, and the Office of New York City Affairs. The \$14,142 positions as Senior Medical Social Worker (27-497) is listed at Roswell Park Memorial Institution, Buffalo and Helen Hayes Hospital, West Haverstraw.

All positions require a master's degree in social work. For public health social worker, applicants must also have two years post-

master's experience of which one year must be in medical, psychiatric or public health. The senior medical social worker must also have two years experience in psychiatric social work in a hospital or clinic.

Applicants for public health social worker and senior medical social worker may also apply for the medical social worker B position. Applicants, if they qualify, may file for all examinations on one application, noting the title and examination numbers.

No examinations will be given for these jobs. Applicants will be rated on an evaluation of education and experience.

Appointees in the New York City area will receive an additional \$200 annual salary differential.

Westchester Jobs Open Until April 4

WHITE PLAINS — Candidates with a master's degree in business administration are eligible for the \$11,240-a-year public administration interne position with the Westchester County Department of Personnel.

Those with two years of public administration, analytical research and agency administrative experience can also apply. There are no residency requirements.

A written exam, testing knowledge of state and local government, will be May 30. Those scoring among the highest twenty will be invited to take a qualifying oral exam.

Another position in Westches-

ter — Maintenance Mechanic Grade 1 (Heating Plant), exam 60-097, which pays \$8,805 to \$10,725 per year—requires four months residence in Westchester, a high school or trade school diploma; and four years experience as a steam fireman, oiler, steamfitter or electrician.

Heating plant maintenance man, (exam 60-092) which pays \$8,090 to \$9,830 per year, requires a high school or trade school diploma and two years of work experience.

Candidates should obtain applications by mail or in person from the Westchester County Personnel Office, Room 104, County Office Building, White Plains, N. Y. 10601.

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LETTERS TO THE EDITOR

(Continued from Page 6)

says that no matter what their capabilities, the women must first be presented with regard to their appearance. Male officers, particularly male officers assigned to the South Bronx, are not first described as "attractive." And an article about men would not refer to them as "Police Guys." "Police Gals" gives the women less respect than would "police women."

"Both Ms. Allen and Ms. Jones, petite and attractive [the author yet again refers to their ok looks] even while weighted down with guns, nightsticks, handcuffs, and walkie talkie" suggests the incongruity of the women's appearance with their function in the department. It further suggests the author's own prejudiced amazement that women in this capacity are not also the inevitable ugly that the stereotype says they are.

Please teach your writers to portray women with respect. You at The Leader owe it to your readers to examine your own biases and present the news fairly.

JOYCE GOLD
New York

Correct Usage

Editor, The Leader:

I was delighted to see that you published an article recently regarding abuse of developmental center residents (March 4, Page 11).

However, I find it essential to call your attention to the consistent misuse of appropriate labels. I am sure that (in the article, ward attendant) Joan Brown was, in fact, a therapy aide and that the inmate or pa-

tient was, in fact, a client or resident. Further, wards are generally called wing units today.

I cannot emphasize enough the importance of language in communicating personal feelings regarding situations and conditions.

NANCY A. GLUSKER
Syracuse

Inspectors Unite!

Editor, The Leader:

In the March 18 issue of The Leader a Page One article outlined why meat inspectors of the Department of Agriculture and Markets should be retained. There was more to be said but was not.

For instance, where is the Department of Agriculture and Markets? Why aren't they defending their program and inspectors? Except for one meaningless statement, they have made no effort publicly to save an important consumer function.

Political expediency? Of course! The meat inspectors are Ag and Markets' sacrifice to the Great God of the Capitol.

As of now, a great many of the state employees considered surplus are inspectors. This shows me the position of importance held by inspectors on the ladder. I want the inspectors' title to have meaning in state service and not be delegated to the bottom rung and used as trade bait. I do not want to wake up some morning and find that I have been traded to the U.S. Department of Agriculture for cash and a player to be named later.

In the Dept. of Agriculture and Markets there are 15 patronage jobs totaling \$359,266. If all 282 meat inspectors were at the top of their grade, their total annual salary would be \$366,600.

The CSEA is actively fighting for its members. But what is the CSEA? It is you and I, and in the final analysis it is up to us.

Approval of the budget without restoration of all employees is not the final page. I urge you to write or call your senator or assemblyman at his local office; many will be in their local area until April 5. Your call or letter now means a great deal to the men and women currently threatened and perhaps to you and me in the future.

KENNETH E. BREHM
D. of Ag. & Mark.

Don't Repeat This!

(Continued from Page 6)

revised by a supplemental budget, state aid to localities will be reduced substantially. This would happen at a time when the Federal appropriations for local government purposes are also in the process of retrenchment.

As a result there will be considerable pressure on local governments to cut back on public employee working conditions, salaries, and on the character of services they provide to the public. Mayor Abraham D. Beame warned of this prospect as he starts wrestling with his budget problems for the next fiscal year. According to Beame, in order to keep the city's budget in balance, he will have to reduce public employment, reduce the quality and character of the city's services, and increase taxes. There is no reason to believe that other municipalities will not move in the same direction in order to balance their own budgets. It is unfortunate, that the first approach of elected officials is to move against their civil service employees.

"SIZWE BANZI IS DEAD' & 'THE ISLAND' ARE GLORIOUS."
—Harry Belafonte

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Senate Civil Service Committee Schedules Four Public Hearings

ALBANY—State Senator Richard E. Schermerhorn (R-C, Cornwall) said "the Senate Standing Committee on Civil Service and Pensions will hold its second public hearing in Buffalo on April 4. It will begin at 10 a.m. in Suite 750, Genesee Building, 1 W. Genesee St.

"As chairman of the Civil Service and Pensions Standing Committee, I invite all parties who are interested in constructive reform of the Civil Service Laws to testify," the senator said.

"The input received at these hearings will be made part of a report to be submitted to the total committee of the New York State Senate.

"My committee has concerned itself with the need to redefine the Civil Service Laws and the Taylor Act, and in particular the impact of the federal laws pertaining to equal employment opportunities."

Three more meetings are set for this month by the committee. Dates and places are: April 11, Hall of Justice, Room 23, 99 Exchange St., Rochester; April 18, Hughes State Office Building, main conference room, 333 E.

- A child with Leukemia.
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Washington St., Syracuse, and April 25, hearing room A, Legislative Office Building, Albany. The meeting, all on Fridays, will start at 10 a.m. A previous meeting was held March 21 at the World Trade Center in Manhattan.

If any person wishes to testify

The Committee On Public Access To Meet April 4

ALBANY—The New York State Committee on Public Access to Records announced its next meeting will be held in the Office of General Services' conference room, 41st Floor, Tower Building, Empire State Plaza, Albany, at 10:30 a.m. Friday, April 4.

The major topic of the meeting will be proposed open meetings legislation.

All meetings of the committee are open, and the public is invited to attend.

before the committee, 15 copies of their statement should be presented at the meeting. Persons interested in speaking before the committee should contact its Albany headquarters so that an agenda of speakers may be arranged. The telephone number is (518) 472-7877.

Open Competitive State Job Calendar

Applications Accepted To May 5
Oral Exams During June

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

Canal Operators

ALBANY—A canal structure operator eligible list from Open Competitive Exam 24-125 with 70 names was established March 18 by the state civil service department.

Public Health Dentists

ALBANY—A regional public health dentist eligible list with four names—from open competitive exam 27-494, was established March 14 by the state civil service department.

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NEW ROCHELLE INSTALLS — New officers were installed recently for the New Rochelle unit, Civil Service Employees Assn. Above, left, Irving Flaumenbaum, president of CSEA's Long Island Region 1, congratulates the new unit president, Inez Goring. With Mr. Flaumenbaum and Ms. Goring are, from left, Frank Davis, vice-president; Doris Caren, secretary; Marie Immucci, treasurer, and Anthony Blasic, sergeant-at-arms.

NYC's Chapter Board Meeting

MANHATTAN — A regular meeting of the executive board of the New York City chapter, Civil Service Employees Assn., will be held Thursday, April 17. The meeting, which will begin at 5:15 p.m., will be held at Francols Restaurant, 110 John St., Manhattan.

LEGAL NOTICE

The Sands Company, 405 Park Avenue, NYC, Substance of Cert. of Ltd. Partnership filed N.Y. Co. Clk's Office July 16, 1975, and Amended Cert. of Ltd. Partnership filed Feb. 6, 1975, Business: producing and arranging the distribution of feature length motion pictures, etc. General Partner: Ernest Sands, 25 Poplar Drive, East Hills, N.Y. Limited Partners, set forth below.

Term of partnership twenty years unless earlier terminated as provided in partnership agreement. Limited Partners have not agreed to make any additional contributions. Limited Partners shall have the right to have the amount of their contributions returned to them out of the profits of the partnership as provided in partnership agreement. However, each Limited Partner shall remain liable to the Partnership for the full amount of his original contribution until such time as the Partnership is terminated or upon his withdrawal as Limited Partner, etc. A Limited Partner shall not have the right to substitute an assignee as contributor in his place without the written consent of the General Partner, and without offering the other Limited Partner the right to acquire his interest on terms and conditions set forth in Partnership Agreement. General Partner shall have the right to admit additional Limited Partners, provided that at no time shall the aggregate contributions of all Limited Partners exceed \$275,000. No Limited Partner shall have priority over other Limited Partners as to repayment of contributions or profits. Upon death, insanity, bankruptcy, assignment for the benefit of creditors, retirement or resignation of the individual General Partner, the Partnership business may continue only with the written consent of Limited Partners representing two-thirds of the aggregate amount of contributions. The Limited Partners shall have no rights to demand and receive property other than cash in return for their contribution. Article 4 of said Cert. of Ltd. Partnership is hereby amended to read as follows: Ernest Sands of 25 Poplar Dr., East Hills, N.Y. is the General Partner. Limited Partners, their address, Cash Contribution and Percentage of Share of Net Profits are Raymond Brunjes, 128 B'way, B'klyn, N.Y.; Ben Messenger, 200 E. 57th St., NYC; Nicholas Ryan, Ironwood Road, Muttontown, N.Y., each \$10,000, each 3.6%; Harvey Friedman, 420 E. 55th St., NYC; Seymour Terry, 463 7th Ave., NYC; William Griffo, 20 Markwood Lane, East Northport, N.Y.; and David G. Birnbaum, 1452 53d St., B'klyn, N.Y., each \$25,000, each 9.0%; Milton Jacobs, 2751 South Ocean Dr., Hollywood, Fla.; Vincour Griffo, 6 Midfarm Rd., Rockville Centre, N.Y.; Robert L. Horoboc, 188 Coachman Dr. North, Freehold, N.J.; Aaron W. Weingarten, 215 Chestnut Dr., East Hills, L.I., N.Y.; and Michael Klein, 4 Rockaway Ave., Garden City, N.Y., each \$15,000, each 5.4%; Phil Kreger, 40 Remsen Rd., Great Neck, N.Y., \$20,000, 7.2%; and William Tabachnik, 13 Sugar Maple Dr., Roslyn, N.Y., \$50,000, 18.0%.

CSEA Joins Battle On Artist-Designer Career Promo Issue

ALBANY—William L. Blom, director of research for the Civil Service Employees Assn., has termed "completely unacceptable" a response by Ersal H. Poston, president of the state Civil Service Commission, on the current state of advancement examinations in the artist-designer series.

Mr. Blom's attention to the situation was brought by Joseph E. McDermott, president of CSEA Albany Region 4.

In a message to Mr. Blom, Mr. McDermott noted, "The artist-designer examination series had been given as open competitive examinations for grade levels 8 (junior), 11 (artist-designer) and 14 (senior). Promotional examinations were not given for Grades 11 and 14 and indeed, have never been given since the series was established in the early Sixties.

"Such being the case," Mr. McDermott continued, "employees in the artist-designer series have had to compete on an open-competitive basis as they progress from level to level. This procedure is not consistent with the conception of career ladders in other fields and should, I believe, be investigated and a strong protest placed with the Department of Civil Service."

Situation Explained

Mr. Blom explained the situation in a message to Ms. Poston. In the letter, he said: "We ask that immediate steps be taken to assure that future examinations for promotional titles in the artist-designer series be held on a departmental or interdepartmental basis, whichever is appropriate, and backed-up by open-competitive examinations if necessary.

"State employees holding positions in the artist-designer series should be given an opportunity to promote within the series without first having to overcome

open-competitive competition."

"An answer to our request, demonstrating that the number of candidates would be too few to justify promotional examinations within the series, will not be acceptable to our membership holding these titles.

'Hardly Satisfactory'

Ms. Poston's response was hardly satisfactory, Mr. Blom noted. Her letter said: "Section 51 of the Civil Service Law authorizes the Department of Civil Service to hold open-competitive examinations to fill titles for which the promotion field is deemed inadequate; e.g., less than three candidates eligible for promotion within any promotion unit or agency.

"Each time an examination is held, the vacancy situation as well as the promotion field is carefully reviewed and decisions are made accordingly. When the artist-designer series is again held, probably in the spring of 1976, we will review the entire picture and announce the examination in such a way as to be most advantageous to the State service."

Mr. Blom wrote back to the commissioner with some asperity.

He said her letter "does not offer our membership in these position titles a definite answer, but rather elaborates on the content of the next to last paragraph in my letter (quoted above) to you which states that such an answer is completely unacceptable."

The situation presently rests here.

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Southern Region 3 Meeting

(Continued from Page 9)
State Retirement System, told of changes in retirement benefits that went into effect in the state beginning July 1, 1973.

One major change is that career public servants will receive full benefits if they retire when they are 62 years of age. If they retire at 55, there is a 27 percent discount on their benefits until they reach 62. Mr. Smirensky said.

Mr. Smirensky said there are at least 17 different versions of retirement benefits affecting state, county, town, village, city and other public employees. He urged public employees desiring information on their benefits to contact him and other traveling consultants in Poughkeepsie at the County Office Building, Nelson House Annex, the first Thursday of every month; in Goshen, New County Center, fourth Wednesday; in New City, County Office Building, first Friday, and in White Plains, second and third Mondays.

Stanley Boguski, second vice-president of Westchester Local 860, pointed out that the local has recently formed a legislative committee to press for enactment of new and better laws affecting public employees. He urged that the Region 3 legislative committee get moving on preparation of a legislative program affecting the entire region. "Time is of the essence, we need this legislative program now," Mr. Boguski said.

The Southern Region representatives unanimously approved a resolution asking that the Civil Service Merit System be used for promotion of employees at Green Haven Correctional Facility. The resolution was requested by Angelo Senisi, president of the Green Haven chapter.

Mr. Senisi said the prison administration has allowed provisional employees to be promoted over permanent employees with more experience and qualifications, and has not given competitive examinations for jobs within the prison. He cited the case of a man who was given a permanent appointment as industrial foreman at a salary of \$10,714 and a short while later was jumped to the position of

industrial superintendent at a salary of \$18,369 without taking a Civil Service test.

The Civil Service Employees Assn. is investigating the alleged abuses at Green Haven that have been pointed out by Mr. Senisi.

Manuel Ramirez, chairman of

the Region 3 human rights committee, said the committee will be the hosts for a meeting of the State CSEA human rights committee to be held at the Region 3 offices at Route 9, Fishkill on Tuesday, April 15. The meeting will include a luncheon at the Holiday Inn in Fishkill.



Hudson River Psychiatric Center chapter officers Ric Recchia and Margaret Connors discuss regional matters during break in meeting.

Erie Executive Is Warned On Job Title Downgrading

BUFFALO—Erie County Executive Edward V. Regan was warned recently by Robert E. Young, field representative for the Civil Service Employees Assn., that unilateral implementation of recommendations contained in a recent county job survey may result in an improper practice charge, a court suit, or a job action by the union which represents 5,200 county white-collar workers. Part of the survey recommends downgrading of 219 job titles.

Reminding Mr. Regan of an earlier letter sent Dec. 3, prior to the start of the survey, Mr. Young said, "CSEA does not and will not recognize such a survey" without negotiations between CSEA and the county.

In the 1973 letter, Mr. Young told Mr. Regan that "the county better start to realize that unions do exist" for county employees and that they must be consulted on changes in conditions of employment.

Elaborating on this latest move by the union, Mr. Young said, "We've got to stand up to the employers. Otherwise they will make the working people pay the price for all problems of our society."

"First the working people, especially those in government service, get hit with lower purchasing power because of inflation. Our workers in Erie County lost 20 percent over the last two years of our contract, during which we received only up to 5.5 percent per year permitted under the wage freeze then in effect.

"Then in current negotiations, the county offers us 6 percent, or half a percent more than Mr. Nixon gave us, for next year even though economists predict continuing inflation, with the most conservative estimate being a 7 percent rise in the cost of living this year. With the 8 percent lost over the past two years, this will bring us 15 percent behind by the year end.

"Now they come up with a survey that cuts the pay of some of our workers. They don't cut their own pay, but they want us to take a cut.

"Our workers didn't cause inflation and our workers didn't cause the recession. Why should they be singled out to pay the price of these problems?" Mr. Young asked.

"We're not going to stand still while they try to chop off the heads of working people for problems caused by politicians."

Mr. Young explained that issues such as those covered by the Ernst and Ernst accounting firm's surveys are covered by the Taylor Law which governs public employee labor relations and negotiations.

The Taylor Law, he said, makes job classification subject to negotiation. The law forbids strikes by public employees except in cases of extreme provocation, which Mr. Young said could be the situation if Mr. Regan chose to act unilaterally to implement recommendations in the survey.

(Continued from Page 1)
the union's highest elective office.

It may still be a three-way race, however, since Ethel Ross, a lawyer representing the Judicial Department on the CSEA Board of Directors, has been actively seeking an independent nomination via petitions.

Mr. Costa, chairman of the statewide restructuring committee, will instead circulate peti-



Letchworth Village chapter first vice-president Manny Ramirez seems intent on conversation with Anna Bessette, Harlem Valley chapter president and Southern Region Mental Hygiene representative to CSEA Board of Directors.



Alice Dittmar, secretary at the regional office in Fishkill, relaxes with former Southern Conference president Nellie Davis, now head of Dutchess-Putnam Retirees chapter.

New Brockport Contract Holds 24 Percent Boost

BROCKPORT—A 24 percent pay increase is provided over two years in a new contract negotiated by the Civil Service Employees Assn. for the 50 employees of the Village of Brockport in Monroe County. "It's a super contract," said Thomas Pomodoro, CSEA regional field representative and chief negotiator.

The contract provides a 12 percent pay hike June 1 and another 12 percent increase June 1, 1976.

Other features include a \$2 co-pay prescription drug rider on the Blue Cross-Blue Shield contract and an increase from 11 to 15 cents a mile for workers who use their cars on village business.

Double time-and-a-half pay for holiday work (20 hours pay for eight hours of work, for ex-

ample) and an extra two days of personal leave, increasing the total to five a year, are included.

Mr. Pomodoro said the new contract will mean at least \$1,500 more annually for members of the police department and for fire and police dispatchers. Highway department workers will have their annual pay increased by \$1,200 to \$1,300, he said.

Mr. Pomodoro, assisted by unit president David Smith, spent three months in negotiations. The old contract expires May 30.

One-Day Workshop For Albany Region 4

PLATTSBURGH—A one-day workshop, sponsored by Albany Region 4, Civil Service Employees Assn., will be held Saturday, April 5, at the Howard Johnson's Restaurant here on Route 3.

The workshop, which will be held under the auspices of the Region 4 county committee, will begin at 8:30 a.m. Morning and afternoon sessions will be held covering such items as organization, fiscal responsibilities, political action at the local level, how retirement and pensions affect members and contracts and grievances.

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Business and industry presently using, or expecting to utilize, radioactive materials may contact the New York State Commerce Department's Division of Industrial Sciences and Technologies, 99 Washington Ave., Albany, N. Y. 12245 for assistance.

Costa Withdraws, Seeks Exec

tions for the right to face committee-designated nominees William McGowan, who is a CSEA vice-president, president of Western Region 6 and chairman of the Mental Hygiene Presidents Council, and Victor Pesci, chairman of the State Executive Committee and Banking representative to the Board of Directors.

Petitions for executive vice-president are also being circu-

lated by Gerald Purcell, a member of General Services chapter and one of the four Executive Department representatives to the Board.

All the above named candidates are also seeking seats on the CSEA Board of Directors, except for Dr. Wenzl, who would automatically be retained on the Board as the past president, even were he to be defeated.

CSEA Flexes Its Muscles

Civil Service Employees Assn. delegates reassembled in Albany this week near the site of the massive demonstration just two weeks previous when an estimated 40,000 CSEA members protested against the Carey Administration for its lack of good-faith bargaining.

As the delegates gathered, talk was still in the air about the strength that the organization had mustered in order to publicize their predicament.

On the one hand, they are prohibited by the Taylor Law from taking strike action. On the other hand, they are facing an administration that has been reluctant—to say the least—to engage in meaningful bargaining talks.

The protest had been called to show the administration that there is a unity of purpose among the rank-and-file members of CSEA, and that they are willing to take whatever measures are necessary to force agreement on an equitable and fair contract settlement.

At Leader presstime, it was not known what specific action the Delegates would take. Among the alternatives are to call an impasse and go into fact-finding, to stage a work slowdown, to extend the deadline for reaching a settlement or to resort to some other form of job action.



Riding high, one union demonstrator mounts equestrian statue on Capitol grounds as other protesters crowd base of landmark.



This group of demonstrators took time out for a lunch break. Many of the chapters furnished boxes lunches for the demonstrators, some of whom traveled hundreds of miles to participate in the protest.



Executive vice-president Thomas H. McDonough was among the various officials who pitched in and helped wherever they were needed. Here he distributes posters to protesters, including Albany Region 4 first vice-president Jean C. Gray, Social Services representative Karen White and statewide nominating committee chairman Nicholas Fiscarelli.



Delegates crowd Chandler Hall after demonstration in order to decide on course of action to take next. Authority was given to president Wenzl to call another Delegates Meeting if satisfactory progress is not made in negotiations. The meeting was called for March 31.



Statewide CSEA officers face the press during news conference. From left are vice-presidents William McGowan and Joseph McDermott, secretary Dorothy MacTavish, executive vice-president Thomas H. McDonough, president Theodore C. Wenzl, vice-presidents Irving Flaumenbaum, Richard Cleary and Solomon Bendet, and treasurer Jack Gallagher.



Three coffins were carried by demonstrators to dramatize their fight for state participation in the Occupational Health and Safety Act of 1970. Coffins represented public employees, factory workers and construction workers who could suffer fatalities if state safety inspections are eliminated.

(Leader photos by Ray Hoy)



Carrying placards, demonstrators march on the Capitol. The question now is "Did the Governor get the message?"