

Civil Service LEADER

America's Largest Weekly for Public Employees

County Delegates' Meeting Photos

Vol. XXXII, No. 39

Tuesday, May 25, 1971

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See Page 8

STATEWIDE STRIKE SET TO SAVE JOBS

Backs CSEA Strike

County Division Gives All-Out Support For Actions To Save Aides

KERHONKSON—"There are nearly 9,000 State employees getting the ax right now and this is not the end. Talk is already starting that another 10,000 will be let go starting next Fall. The same thing can happen in every town, village, school district and county. No one is safe these days."

So said Irving Flaumenbaum, first vice-president of the Civil Service Employees Assn., here last week in urging all-out support from County Division CSEA delegates for a proposed State-wide CSEA strike. They were attending a special meeting at the Granit Hotel.

The delegates topped their session with a resolution offering full support — money, pickets and all possible other help—to their brothers in State service. The action was unanimous and S. Samuel Borrelly, chairman of the CSEA County

Executive committee, said, "I am proud to be able to cast a united vote for all of us when the Board of Directors takes action on this issue."

Solomon Bendet, CSEA second vice-president, repeated his charge that "the Governor is so concerned over his edifice complex that he has sacrificed the well-being of the people of this State to the construction of the Albany Mausoleum (the Mall) and those twin fire traps (the World Trade Center in New York) and those twin fire traps (the World Trade Center in New York) and those twin fire traps (the World Trade Center in New York)." The resolution was approved.

Two Days of Work

Prior to the dramatic action that led to support of the strike action, County Division delegates put in two days of hard work here, attending a variety of panel discussions and work sessions dealing with local government operations, negotiations, problems and future goals.

A particularly popular part of the program was a meeting on restructuring of the Civil Service Employees Assn., chaired by A. Victor Costa.

A general meeting of delegates was presided over by Dr. Theodore C. Wenzl, CSEA president, who told the audience "We are at the crossroad now. Our entire organization is being threatened by a brutal, callous budget that not only threatens jobs but human lives."

"Much of our future growth depends on membership increases in political subdivisions and the

great hopes of this organization depend on your support of your fellow workers in a time of trouble, and on your growth, which is so essential to our basic strength," Wenzl declared.

Rep. Fish Speaks

Ironically, Congressman Hamilton Fish, Jr., whose address ended the two-day meeting, had chosen the topic of strikes in public service as his theme, prior to the meeting.

Noting that, except in Pennsylvania and Hawaii, strikes were still forbidden in the public sector, he examined Federal and State labor relations procedures.

"The most important area yet to be found is complete mutual trust," he said, "and neither the Federal or state governments have fully reached this atmosphere of mutual confidence."

He said that "if public employees are not given the right

(Continued on Page 16)

CSEA Board Meets On Walkout Plans

At Leader presstime, it was learned that the Board of Directors of the Civil Service Employees Assn. had called a special meeting for Monday, May 24, to set up machinery for a Statewide strike that is due June 16, but that date may be changed.

One chapter — Middletown State Hospital — has already asked for the strike date to be moved up.

hope to force the Legislature to redraw those sections of the State Budget which CSEA feels are illegal."

CSEA president Theodore C. Wenzl said the State Court of Appeals did not decide whether

(Continued on Page 14)

Middletown Hospital To Petition For An Earlier Strike Action

MIDDLETOWN — Obviously impatient and not wanting to wait for the June 16 strike date set by the Civil Service Employees Assn.'s Board of Directors, more than 600 angry members of the State Hospital chapter here, last week mandated their president to go before the same Board and demand a June 1 deadline.

The hospital was one of the hardest hit of the Mental Hygiene facilities in a budget ax

(Continued on Page 14)

The move for a complete walkout by State employees was approved by the CSEA board last week unless the jobs of more than 8,000 employees who have been or are slated to be fired are restored to them.

In a related action, the Board adopted a motion by Solomon Bendet, CSEA second vice-president, to authorize CSEA attorneys to immediately institute an Article 78 proceeding in State Supreme Court against State Comptroller Arthur Levitt, which would seek to prohibit the comptroller from making any further payments using funds contained in the 1971-72 Budget. The action would not stop pay checks.

CSEA is still maintaining that the lump sum budget bills enacted into law by the State Legislature are illegal, because they are "not sufficiently itemized and that this legal proceeding is another means by which we

Warning — Keep Mum On Strike

ALBANY—The leader of the Civil Service Employees Assn. has advised all CSEA members and other State employees that they should not answer questions being asked by management in some State agencies concerning whether they will strike or cross the picket lines.

Theodore C. Wenzl said last week that the law does not require State employees to answer such questions from management and that "any threats by management to employees or anything that could be construed as a threat should be reported to CSEA immediately."

Polls have been taken by management in several State agencies and departments, he said, to try to determine which employees, and how many, would walk out or would respect picket lines if the strike is called.

Don't
Repeat This!

Philosophical Turn By Rockefeller A Surprise To Many

NOTHING Governor Rockefeller has done while in office the previous 12 years could have prepared anyone for the philosophical turnabout he has undergone in 1971, as evidenced by the butchering of his programs in the current budget.

This is the Governor that fostered Medicaid; created a program

(Continued on Page 2)

Inside The Leader

DOT Wants
Overtime Change
— See Page 3

Raymond G. Castle
to Retire
— See Page 7

Balloting Change
— See Page 2

Eligibles
— See Page 12

Inside Fire Lines



by Michael J. Maye
President, Uniformed Firefighters Assn.

Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Fine Art Of Intimidation

WHEN THE FEDERAL Government needs to raise additional money, a lot of arguments are thrown out to prepare the tax-paying citizen for another clout behind the ear. For example, you start reading about the tremendous costs of maintaining our armed forces and, with very few dissenters, we all agree. And, of course, there are the national health and welfare programs, the money paid to farmers **not to farm** (I guess I never will understand that) and aid to dependent nations abroad. We may not like it, but we accept it—and, more often than not, willingly pay our taxes.

WHEN THE STATE needs money, it turns first to the Federal Government. Sometimes, our State political leaders are lucky enough to conjure up some extreme condition that qualifies the State for a share of one Federal emergency fund or another.

AND, OF COURSE, the State also taxes the blazes out of its own people as well—and everyone is supposed to understand. In any event, each time the tax bite gets deeper, there are damned good reasons and excuses.

BUT WHAT ABOUT the City—our city, for instance?

EVERY BIG CITY in the nation has serious financial problems. Our City is the biggest so, naturally, we have the biggest problems.

THE MAYOR AND the City Council plead to the State and the Federal Government for more help and, while some help probably will be forthcoming, it certainly will not approach the amount needed.

SO WHAT DOES the City do?

IT THREATENS—sometimes not unlike the kid who got the green lollipop when he wanted the red one, although in this case some are trying to make it appear there are no lollipops at all available.

THREAT NO. 1: We will cut 90,000 civil service employees from essential services. The State's answer: That will put you back to where you were six years ago, before you hired them.

THREAT NO. 2: Every sanitation man and thousands of cops were compelled to fill out a form stating time on the job, veteran's time and particular specialties. The State's answer: "There were eight million people in New York in 1932, another 1½ million who commuted every day—and

(Continued from Page 6)

Don't Repeat This!

(Continued from Page 1)
for the best mental health care in the nation; expanded the university system to its greatest heights and, all in all, made New York a better state to live in than most in the nation.

These are the kinds of actions one would expect from a member of the Rockefeller family with its long history of philanthropy and public service. How explain, then, the Governor's almost meek acceptance of a so-called budget revolt that goes against nearly everything he has promoted for the State during his first three terms of office?

After all, Rockefeller did originally propose a budget that would have continued, in the main, most of his concepts of what was needed in terms of public service. But when the attack began from the conservative wing of the GOP, did he really have to cave in so completely, even to the point of eventually becoming the apologist for a retrogressive budget?

Some Guessing

Some observers say the answer lies in the as yet unburied ambitions of the Governor for the White House. One theory is that Rockefeller has become convinced that a Republican who can really effectuate the popular GOP stance—which is to cut down the bureaucracy, slash the public payroll and cut deeply into welfare—is riding with the popular sentiment of the country.

Others say that given a choice between perpetuating his "edifice complex," as expressed in the Albany Mall and the World Trade Center, he went for buildings instead of people, because there is no doubt that Rockefeller genuinely believes that both projects are important to the future of the State. Cynics, on the other hand, claim he is merely paying off an election debt to the construction unions, which were of such great help in his recent election.

The truth of the matter is that Rockefeller watchers throughout the State cannot agree on the reasons for his willingness to cut back so dramatically on programs of his own conception and this disagreement on motives is as strong between those who are pro-Rockefeller as those who aren't.

It's a great puzzle, indeed, and the Governor is providing only routine answers for his turn-about.

To Keep Informed,
Follow The Leader.

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PERB Appoints Staff To Solve Pact Disputes

ALBANY — Mediators and fact-finders have been named by the New York State Public Employment Relations Board in contract disputes involving the Civil Service Employees Assn. and various school districts.

Appointed to the dispute between CSEA and the Ramapo Central School District #2 (Rockland County) was Joel Douglas. Collective bargaining specialist for CSEA in this case is Emanuele Vitale.

Herman Reid was named to the dispute between CSEA and the Lindenhurst Public Schools (Suffolk County). William Griffin is the CSEA field representative.

Frank McGowan was appointed to the contract dispute between the Wantagh School District #23, Town of Hempstead (Nassau County) and the CSEA. Arthur Grey Jr. is the field representative for CSEA.

Named to the dispute between CSEA and Brittonkill Central School (Rensselaer County) was Rev. David Randles. CSEA organizer is James Scripa.

Charles Leonard was appointed to the dispute between CSEA and the Marlboro Board of Education (Ulster County) Central School District #1. Emanuele Vitale is the CSEA collective bargaining specialist.

To Keep Informed,
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Westchester Chapter Okays Flaumenbaum

WHITE PLAINS — At a recent meeting of the Westchester chapter, Civil Service Employees Assn., a resolution was presented and unanimously adopted that the Westchester chapter fully support the candidacy of Irving Flaumenbaum for president of the Civil Service Employees Assn.

The members also voted to "take an active part in campaigning for his election and to urge other county chapters to do likewise."

At the same chapter meeting, numerous persons signed petitions urging elimination of the State budget cuts and cancellation of consultant services that were submitted for forwarding to the various State legislators.

Phone Operators

A telephone operator, GS-382-3, salary at \$5524 to \$7180, is needed at the U. S. Naval Station, Brooklyn.

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Further information and application forms may be obtained from John Crowley, U. S. Naval Station, 136 Flushing Ave., Brooklyn. The telephone number is 625-4500, ext. 598.

Change In By-Laws Has Ballot Placement Determined By Lot

ALBANY—Rules for nominations of officers of the Civil Service Employees Assn., which appeared in a bulletin sent out by CSEA Headquarters to all chapter presidents, contained an error under the heading of "General Information."

A change in the CSEA by-laws requires that candidates' names be selected in a drawing to determine the order of placement of the names on the ballot. The printed rules incorrectly stated that the listing of candidates on the ballot would be in alphabetical order.

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Industry Chapter Honors Costello



RETIREMENT SALUTE — Flanking the retiring superintendent of the State Agricultural & Industrial School at Industry, John B. Costello, are chapter president Carmen Farrugia, left, and Statewide president Theodore C. Wenzl. The occasion was a retirement testimonial for Costello.

Kidney Dialysis Machine For Thruway Employee Bought By Major Medical

ALBANY—An appeal that appeared in The Leader two weeks ago for donations to buy a life-saving kidney dialysis machine for Paul Jordan, an employee of the Thruway Authority, has drawn a great response from members of the Civil Service Employees Assn. and has resulted in the discovery that a machine can be purchased for Jordan through insurance funds.

Mrs. Jean Gray, co-chairman of the committee of concerned fellow-workers who initiated and headed the drive for funds, said last week that a Civil Service Dept. official had seen The Leader article and informed the committee that the machine could be purchased through Jordan's insurance, under the Major Medical portion of Blue Cross/Blue Shield coverage, which was not known before. The coverage will also pay for instructions for Mrs. Jordan to run the machine.

"Because Paul can buy the machine through the insurance," a CSEA spokesman said, "the

committee is returning all contributions made during the campaign by CSEA chapters and members. But it is gratifying to know that when someone is in need of help, everyone in the Thruway Authority and in the State opens his heart and pocketbook to help a fellow employee."

The spokesman also suggested that if anyone would like to help someone less fortunate than Jordan, he may send a check to the Kidney Foundation.

Monroe-Woodbury Elects New Officers

NEWBURGH — Joseph Belotti has been elected president of the Monroe-Woodbury School District unit of the Orange County chapter, Civil Service Employees Assn.

Other officers for the coming year include Frank LaMacchia, vice-president; Gloria Nicoli, secretary, and Rusty Broils, treasurer. Board members are Ray Zimmerman, Charles Reinhart, Don Tuttle, Dan Maher, Hank Levins and Kenneth Smith.

Installation took place recently in Monroe, according to Frank J. English, president of the Orange County Chapter.

service from the original date of employment.

Charles A. Guarino is president of the social service unit of the County CSEA chapter. Michael Norys was the CSEA field representative involved.

DOT Region I Wants Overtime Rule Change

COHOES—Approximately 100 members of the engineering staff of the Department of Transportation's Region I meeting in Cohoes have passed a resolution demanding that the Department rescind its recently announced changes in overtime rules for engineers, or else require contractors to follow the same rules.

The engineers are demanding that a Department memorandum limiting DOT engineers to a 40-hour work week while allowing contractors on State construction projects to work 60 hours, be revoked, or that "all overtime dispensations for contractors" be rescinded.

The engineers are being supported by the Civil Service Employees Assn. and will seek the support of transportation engineers in DOT regions in other areas.

The Cohoes meeting, led by the CSEA chapter president for Region I, Timothy McNery, was attended by Richard Cleary, representative for the DOT on CSEA's Board of Directors, Paul Clooney, official of the Transportation Engineers Assn., and Joseph P. Reedy, CSEA collective bargaining specialist.

Cost More Money

Spokesmen for CSEA and the engineers contend that "the new DOT arrangement to avoid overtime will result in staggered shifts for the engineers, ultimately costing the State more money to pay two men to cover the time that one man formerly covered by overtime work."

"Contractors already are allowed to work 60 hours a week, although it is supposed to be only under "emergency" situations, a spokesman said. "With the new DOT rules, contractors will continue to work 60 hours a week, but DOT people are supposed to be held to 40 hours. This will obviously result in inequity between contractors and engineers. It will probably lead to out-of-title work and result in a need for more consultants.

"Most important of all, perhaps, is that under this arrangement, the engineers will only be specifying performance

for building and will not oversee the end product," the spokesman continues, "thus, seriously jeopardizing the quality and integrity of the work."

The resolution will be distributed to DOT engineers throughout the State in the form of a petition, asking for support "and some form of job action" if the Department does not "equalize the working hours available to both contractors and engineers.

Community Support Is Rallying Behind Central Islip Aides

CENTRAL ISLIP — Community support is rallying behind the layoff-threatened employees at Central Islip State Hospital.

Community groups, the Chamber of Commerce, American Legion and individuals have sent telegrams to the Governor on behalf of the employees. In addition, posters prepared by the Civil Service Employees Assn. Central Islip chapter are being posted in store windows throughout the community.

The hospital, with 2,800 employees, is the community's largest employer.

Appointees Launched

The Governor has appointed Leonard L. Rivkin, Hewlett attorney and Jacob C. Sklaire, Roslyn Heights business executive, as members of the council of the State Maritime College at Fort Schuyler. Rivkin's term will expire in 1979, while Sklaire's will run to 1972.

To Keep Informed, Follow The Leader.

(From Leader Correspondent)
ROCHESTER — John B. Costello, a member of the Civil Service Employees Assn. who will retire May 27 after 21 years as superintendent of the State Agricultural and Industrial School at nearby Industry, was honored recently at a retirement dinner attended by 400 persons at Logan's Party House here.

Among the head table guests was Dr. Theodore Wenzl, State president of the CSEA, who spoke of the similarities between Costello and himself.

"We're both of the same vintage, we were both reared in New York City and we both started in education," he said. "One notable difference between us is that Jack was always number one on the civil service lists, while I was fortunate enough to be among the first three."

Wenzl presented Costello with a certificate signed by him and Carmen Farrugia, president of the Industry CSEA chapter, which recognized Costello for "34 years of meritorious public service."

He also had these words of advice for Costello: "As long as I'm president of CSEA, don't you dare, John Costello, become a consultant for the State of New York."

"Much that we can presently point out as progressive institution programming in Michigan received its original impetus at John Costello's hands," Paul Stark of the Michigan Office of Youth Service said in a telegram.

Costello was also presented with a cash gift from the employees of Industry, stationery with the Costello coat of arms and a set of toy golf clubs as a reminder of Costello's golfing expertise.

Costello is a 1934 graduate of the College of the City of New York and has done graduate work in public school administration, social work, sociology and psychology at several universities. He entered New York State service in 1934 as a teacher at the New York House of Refuge on Randall's Island.

He also served as education supervisor at the State Vocational Institution at West Coxsack, where he later served as education director; as assistant superintendent of the school at Industry, and as assistant director at the Elmira Reception Center.

CSEA Wins Back Service Time Contract For Erie Member

(From Leader Correspondent)
BUFFALO—The Civil Service Employees Assn. has successfully represented a welfare caseworker in Erie County who was denied continuous service for six months mandatory service in the armed forces.

Charles Decker lost his job during the third month of his military assignment in 1968. He was rehired by the County in 1969, but denied continuous service status.

The CSEA brought the matter through grievance procedures and the County agreed to honor



SIGNATURE, PLEASE — At the formal signing of the contract between Kings Park State Hospital and the Kings Park chapter, Civil Service Employees Assn., members of both sides gather to witness the inking. Seated are Dr. Shepherd Nathan, hospital director, and Joseph Aiello, CSEA chapter head. Behind are,

left to right: Gwen Colquhoun, CSEA; Walter Lynch, KPSH; Hal Block, KPSH; Dr. John Pittrelli, KPSH; Morris Keller, KPSH; Kathleen Newcomb, KPSH; James Jewell, CSEA, and Dr. Roberto Garcia, KPSH. Unable to attend were John Corrigan and field representative Nick Pollicino, CSEA negotiating team members.

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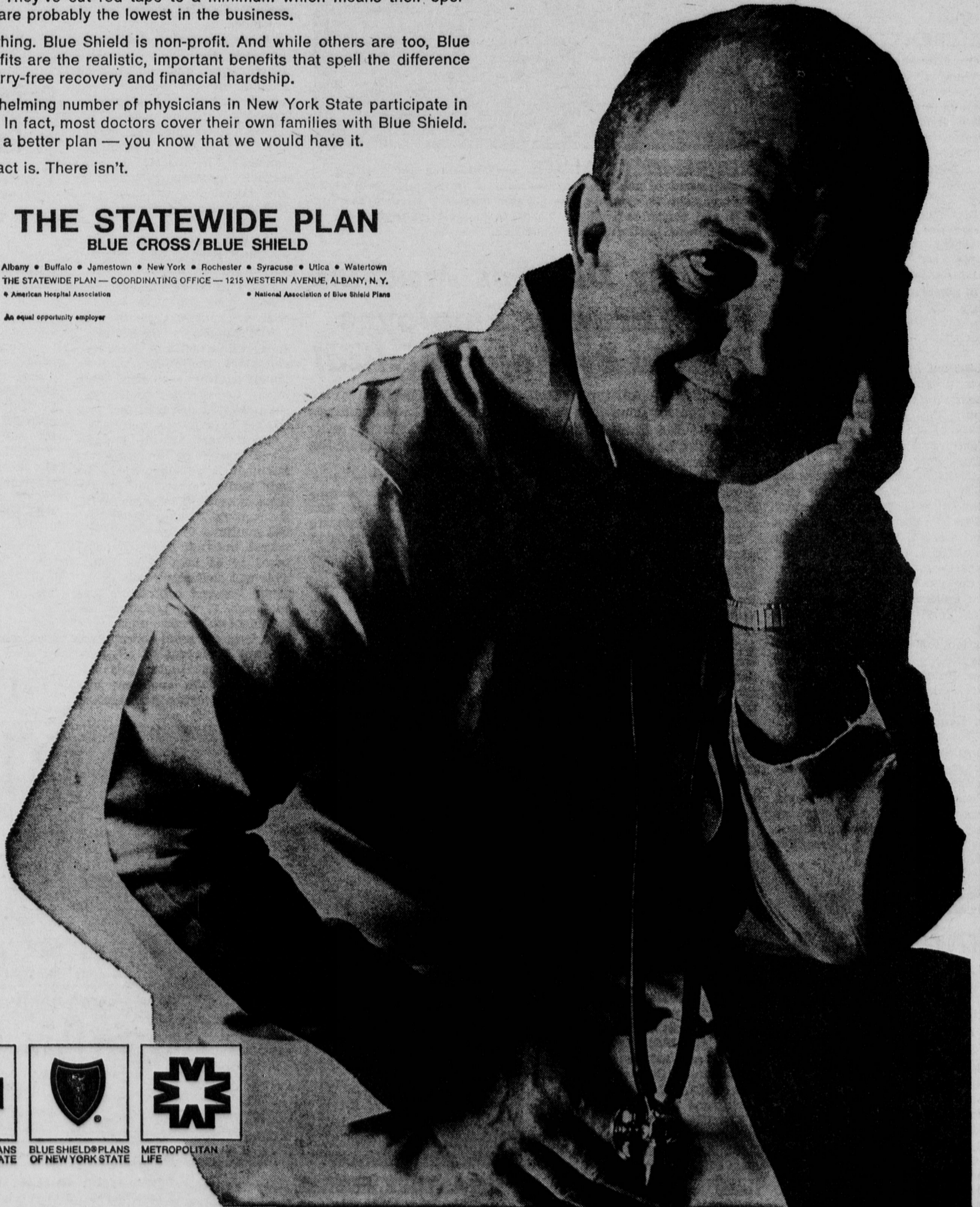
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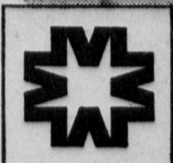
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CELEBRATE LONG SERVICE — To honor Evelyn Mone, seated, center, on beginning year 52 in State service, her Rockland State Hospital co-workers improvised a surprise party. Surrounding Miss Mone are the happy "culprits." They are, left to right, standing: Frances Edmunds, H. Underwood Blaisdell, and seated, Jacqueline Shumate, Miss Mone and Hilda Bernstein. In the honoree's hands in her surprise gift — a memento bracelet.

Matteawan Chapter Installs New Slate

BEACON — The newly elected Civil Service Employees Assn. officers for the 1971-73 period at the Matteawan State Hospital chapter are headed by George elBoccio, president.

Others installed include R. V. Pisco, vice-president; Foster F. Way and Nicholas J. Ferrone, delegates; Vincent F. Smith, al-

ternate delegate; Mrs. Violet Jackson, secretary; Joseph Linder, treasurer, and Warren L. Shapiro, steward.

The Credit Column

List notices were recently sent out to 384 candidates on City Exam No. 0108, a test for accountants.

In the professional field, Dental Hygienists with a State license are wanted for jobs paying \$125-165 a week . . . Registered Nurses are in great demand for both the evening and night shift. The annual wage is \$8,400-9,900 plus a differential from \$1,500-2,200 for night shift . . . Physical Therapists who have graduated from an acceptable school and have a State license can fill positions paying from \$8,000-15,000 a year.

There are numerous attractive openings for Social Case Workers with a Master's Degree in social work plus one year of experience. The beginning salary is \$9,000 a year, and higher salaries are offered for additional experience . . . Apply at the Professional Placement Center, 444 Madison Ave., Manhattan.

On Staten Island, there is an opening for Refrigeration Mechanic to maintain equipment. Must have a minimum of five years experience and a refrigeration license. The salary is \$200 a week . . . Stationary Engineers

are also needed to maintain high pressure boiler equipment. They must also be licensed and experienced. The pay is \$5.07 per hour . . . First-Class Auto and Truck Mechanics with their own tools and an operator's license is wanted for a job paying \$150 a week . . . Apply at the Staten Island Office, 25 Hyatt St., St. George, Staten Island.

Young men, here is a message if you are interested in learning a trade: Four new apprenticeship training programs are being established. Here are the starting rates: for Building Construction Carpenter, \$4.18 an hour, for Shop and Mill Carpenters, \$2.77 per hour, and Millwrights and Carpet and Linoleum Installers at \$4.18 per hour. Applicants must be age 17 through 27 and have one year of high school with a final average grade of at least 60 and/or a High School Equivalency. Applicants must also be U.S. citizens and be able to pass a medical exam as well as an aptitude test. Applications should be filed by June 4; therefore, interested applicants should go right away to any one of the Industrial Offices of the New

York State Employment Service In Manhattan, go to 255 West 54th St.; in Brooklyn, to 250 Schermerhorn St.; in Queens, to 42-15 Crescent St., Long Island City and 25 Hyatt St., St. George, Staten Island.

The following are some of the industrial jobs that are open in Queens. Brake Operators able to set up and operate power brakes on sheet metal can get jobs paying from \$2.38 to \$3.71 per hour, depending on experience . . . Spot Welders are also wanted and must be able to layout from blue prints, weld to close tolerance. The pay range is \$2.73-3.61 per hour . . . There is also an opening for a Dictaphone Serviceman with electro-mechanical background. Must have his own car and the pay for this job is \$107 a week plus car allowance . . . Tile Setters experienced in ceramic tile are wanted. No tools required. Depending on experience the pay is \$4.00 an hour . . . There are jobs for Locker Assemblers with five years experience in sheet metal. Must be able to install, put up lockers and shelving at \$3.50 per hour.

Waterproofers are wanted to do waterproofing in private homes. Must be experienced and have own tools. A chauffeur's license is preferred. These jobs pay \$30 a day . . . An Electronic Mechanic is wanted to fix and maintain electronic test equipment. Must have four years of education and/or experience in electronics. A resume of former experience is required. The salary is \$9,000 a year . . . Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.

Johannes And Russell Are Reappointed

Governor Rockefeller has asked the Senate to confirm the reappointments of Edward J. Johannes, Jr. of Buffalo and Harvey C. Russell, Jr. of Yonkers as members of the State Board of Social Welfare, for terms expiring in 1975.

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TUESDAY, MAY 25, 1971

CIVIL SERVICE LEADER, Tuesday, May 25, 1971

Blame For The Strike

THE Civil Service Employees Assn. is in the process of readying for a Statewide strike by its membership and it is doing so not only to prevent the loss of nearly 9,000 jobs but to battle for the preservation of basic services to the people of the State of New York.

With no consultation among CSEA leadership and the State, the State Administration has willfully and capriciously ordered mass firings that will cause employees in some cases to double and triple their work loads. This will mean less attention and care for the mentally ill and the aged, less efficiency in departmental operations everywhere.

Furthermore, the Employees Association still contends that the current budget is unconstitutional and that the Court of Appeals did not rule otherwise; rather, the Court dodged the question by saying CSEA had no standing in the case.

Therefore, the consequences of a Statewide strike lie directly with the Legislature, for refusing to approve an adequately and legally funded budget, and the Courts, for not resolving the issue.

Rx For Tragedy

AS The New York Times noted so aptly last week, the mentally ill are not capable of lobbying for themselves, and the result is that the Mental Hygiene Dept. is the hardest hit State agency in terms of cutback in personnel and other items.

Last week these columns commented on the cruelty in shifting mental patients from one institution to another without any regard to the havoc and chaos it caused to these unfortunates. The relationship between patients and their attendants is one of the most important aspects of therapies aimed at a return to some form of normal functioning. It is hard to build and hard to retain. For hundreds of the mentally disturbed, whatever has been accomplished has been brutally shunted aside to effectuate an economy among the most unfortunate segment of our society.

A large percentage of persons discharged from institutions still need some looking after to keep them afloat but even the aftercare clinics are being gouged and it should come as no surprise that some unhappy consequences have already occurred. Patients fearful of the future are beginning to backslide into darkness. Suicide threats are beginning to increase. The whole thing is a prescription for tragedy.

Once again we urge the Legislature to restore the funds needed to properly run the Mental Hygiene Dept. and other State agencies.

Letters To The Editor A Patients' Side Of The Story

Editor, The Leader:

I have been a patient at an aftercare clinic for three years, and now my worker has been fired. Before I went to the clinic I had been hospitalized four times within a year and a half.

At the hospital I was drugged and shocked into "tranquility"—but I never saw a doctor for therapy or a social worker to talk about my problems with, because they are so understaffed. I never even knew who my doctor was at the hospital.

When I was discharged in 1968, I was told to go to an aftercare clinic for medication. It took me a long time to lose the cynicism I had developed about social workers and other professional "helpers." I felt bitter and hopeless and alone.

But my social worker at the clinic was patient and took the time to know me and helped me to trust her. She saw me once a week, and when I was extremely depressed a year ago, she was able to see me every day until the worst had passed, so that I would not have to be hospitalized.

Seeing my social worker, and learning social skills in the group therapy sessions run by the clinic in my own hotel helped me to feel competent and to respect myself. I have friends now, for the first time in my life. And I have job skills and a good paying job that I could never have gotten if my worker had not encouraged me to take an intensive training course at DVR.

Knowing that I will never have to depend on welfare again has done more to make me feel whole again than I could possibly tell you.

I have come a long way, but I still have a long way to go. Being arbitrarily transferred to a new worker after June 2nd is painful and infuriating. I feel that I, and thousands of other patients, are being manipulated as if we were so many unfeeling rocks to be shoved around in a totally unfeeling way.

Although I am writing this letter hoping it will help, I feel deep down that it can't. At least it may let people know that what is happening to the aftercare clinics may prove tragic in the effect it has on the patients.

A FRIGHTENED AND
ANGRY PATIENT

Applewhaite Named

Leon B. Applewhaite, of New York City, a regional representative for the State Public Employment Relations Board, has been appointed to the Council of the State Agricultural and Technical College at Farmingdale for a term ending July 1, 1978.

Tyson Now Trustee

Governor Rockefeller has appointed Capt. Victor E. Tyson, Jr., USMS, assistant superintendent of the U.S. Merchant Marine Academy, Kings Point, as a trustee of the South Street Maritime Museum Assn. in New York City. Captain Tyson joins the Board as successor to Vice Admiral George M. Wauchope, who retired.

FIREMEN FIGHT FIRES . . .
NOT PEOPLE!

Civil Service Law & You

By RICHARD GABA



Questions On Preferred List

WHEN EMPLOYEES are concerned with job security and employers are busy abolishing jobs, discussion invariably turns to the preferred list. Section 81 of the Civil Service Law provides that an employee who is suspended or demoted (laid-off) in a competitive position shall have his name placed on a preferred list by the Civil Service Commission, and that the Commission must certify his name, "for filling vacancies in the same or similar position or any position in a lower grade in direct line of promotion. Such preferred list shall be certified for filling a vacancy in any such position before certification is made from any other list, including a promotion eligible list, notwithstanding the fact that none of the persons on such preferred list was suspended from or demoted in the department or suspension and demotion unit in which such vacancy exists. No other name shall be certified from any other list for any such position until such preferred list is exhausted."

IT ALL LOOKS very neat and appears to give the laid-off employee a good deal of job protection—but that depends upon how Section 81 will be interpreted.

IT IS PRETTY obvious that where a position is abolished and the employee who held that position is placed on a preferred list, that employee must be rehired in such position when it is restored.

WHAT OF THE case, however, of John Doe, whose abolished job is the only one of its title in his department? Obviously, his name is placed on a preferred list for his abolished title. But suppose there is a vacancy in a lower grade position in the direct line of promotion. Is Mr. Doe entitled to take that position? If he does, will he lose his place on the preferred list? Suppose there is a lower rated job in direct line of promotion which is filled by a provisional employee. Does a person on a preferred list have the right to displace a provisional employee? Is the position "vacant" if it has a provisional in it?

IF THERE are preferred lists for Typist-Clerk I, II and III, who gets first crack at a vacancy in Typist-Clerk I? Must it be filled from the Typist-Clerk I preferred list or can a more senior person on a Typist-Clerk III list demand employment prior to the person on the Typist-Clerk I list?

DOES THE appointing authority have a choice of candidates from a preferred list or must he choose in order, without deviation? In short, does the one-of-three rule apply to preferred lists?

IS A PERSON selected from a preferred list required to serve any probationary period? If he takes a position in a lower grade, how is his salary computed? If he takes a position other than the one from which he was laid off, does he give up his place on the list?

HOW DOES one determine what positions are similar? Is auditor similar to accountant? Is legal stenographer similar to medical stenographer?

THE QUESTIONS raised are many . . . and many more can be raised. The answers will have to wait. The only certainty is that we will start getting some answers soon in this period when government leaders look for ways to reduce their budgets.

— Inside Fire Lines —

(Continued from Page 2)

only 19,000 cops. Today there are 8 million people in New York and another 1½ million who commute every day, with 34,000 cops, plus school crossing guards and meter maids. THREAT NO. 3: (and this one is a beaut!) We may be compelled to lay off 3,200 firefighters. This stopped everyone cold. There was no answer.

THE WORK LOAD OF the firefighter has gone up over 300 percent over the past 20 years. In the first four months of 1971, it went up 14 percent. This is a time in which, if the firefighter gets anything beyond a first-alarm assignment, he damn near needs written permission from the Chief of Department to do the job.

AS OF THIS WRITING, the City has the State Assembly and Senate sweating blood as to whether it really means it. After all, lives and property are at stake.

ALL I CAN SAY to the elected public officials who are making the threats and who will be making the decisions is: HEAR THIS FROM the Executive Board of the Uniformed Firefighters Assn.—play politics . . . intimidate, threaten, challenge, scare . . . BUT PUSH OUR DEDICATION NO FURTHER!

Testimonial June 3

Raymond Castle To Retire; Gave Long Service To CSEA

SYRACUSE—Concluding his 26th year of State service with the Department of Commerce, Raymond G. Castle, a stalwart in chapter and conference affairs of the Civil Service Employees Assn., has announced plans to retire June 1.

A retirement testimonial dinner is planned two days later.

Castle, who served four years as president of CSEA's Syracuse chapter and two as president of the Central Conference, has compiled a vast record of offices and achievements during his activity in the Employees Association.

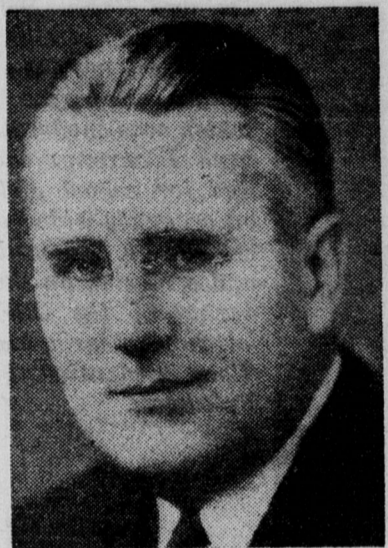
His impact on the decision-making processes of CSEA was highlighted by 15 years of service on the Board of Directors, including one term as fourth vice-president, two terms as second vice-president, and a double-term in the position of first vice-president.

Castle's committee activity is also considerable. He has served as chairman, member and consultant to numerous Statewide committees, the most recent as head of the Fisher Memorial Plaque committee and chairman of the Central Conference Constitution and By-Laws committee.

Heads Regional Office

His civil service title, regional director of the Syracuse office, State Commerce Dept., covers nearly 4,000 square miles of Central New York. The area includes the counties of Onondaga, Cayuga, Cortland, Madison and Oswego.

In addition to service with CSEA, Castle's civic work has brought him a leadership role with the Syracuse Business and Advertising Club, the Syracuse



Council of Service Clubs, and the Toastmasters International organization. He has also participated in fund-raising efforts for the St. Joseph's Hospital and the Community General Hospital, both in Syracuse.

The retirement dinner will be held at the Randolph House off Thruway Exit 37, on June 3 at 7:30 p.m. The price of \$7.50 includes gratuity and tax.

Persons planning to attend are advised to make reservations with Helene Callahan, Department of Social Services, State Office Bldg., 333 E. Washington St., Syracuse 13202. A reservation deadline of May 26 has been established.

4 Training Programs For State Employees Entering Second Year

ALBANY—E. Norbert Zahm, director of education for the Civil Service Employees Assn., has announced that the CSEA-negotiated education and training program is entering its second year.

"Many employees assumed that the program was automatically discontinued when budget cutbacks were announced by the State," he said, "but this is not the case. This program is part of our negotiated contract package, and will remain in effect until the two years covered by the contract are up."

The program, which has been in effect since the Fall of 1970, has four main phases:

- The 'Employee Benefits Training Courses,' to be held at over 25 college locations in the State. Announcements of over 15 courses under this program, to begin in early September, will go out at the end of July.

- The 'Tuition Refund Program' under which 50 percent of tuition and fees up to \$300 in one fiscal year will be refunded to the applicant. Applications will be accepted in early June;

- The 'High School Equivalency Program,' a continuing program to be initiated whenever and wherever enough people apply for it. Courses under this program may be taken through correspondence schools by those unable to attend regular classes;

- The 'Agency Experimental Program,' which was developed to fill the specialized training needs of individual agencies. Courses under this program will begin in the early Summer in some agencies.

Money has also been allocated to implement the training programs to be provided for under the Career Ladder Program in the institutional unit.

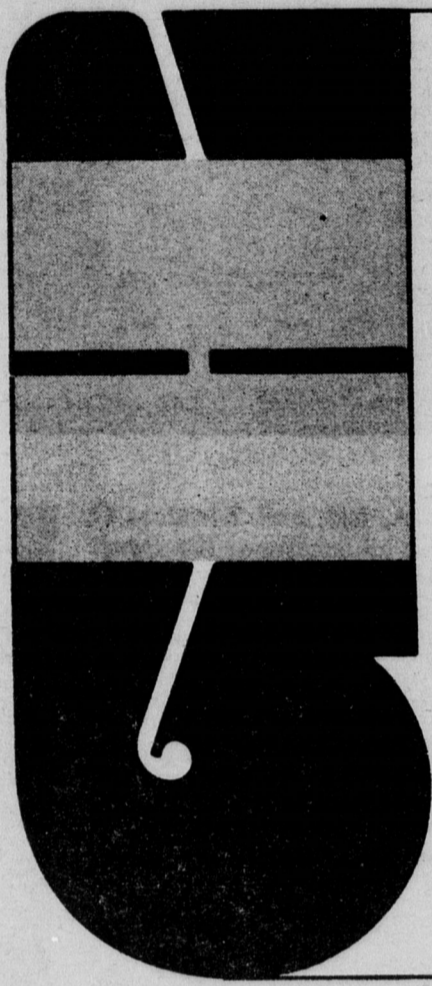
Employees who are interested in any phases of the program, or who have questions or suggestions, are urged to contact E.

Norbert Zahm, in writing, at CSEA Headquarters, 33 Elk St.,

Albany. The Education and Training Program funds are allocated as follows: Institutional unit—\$1,000,000; Administrative unit — \$250,000; Operational unit — \$300,000; Professional, Scientific, & Technical unit — \$200,000.

Worthy Choice

Conrad L. Wirth, of New York City, who headed the National Park Service from 1951 to 1964, has been appointed to another term on the unsalaried Board of Trustees of the State Historical Trust. His term will expire in 1974.



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Lot Of Litter

More than 7,800 tons of litter along 14,000 miles of State highways was removed by 2,000 Department of Transportation maintenance workers and 650 trucks during the Department's Earth Week campaign, despite poor weather and lingering snow cover in some northern counties.

Completely On Key

The City advises that 12 applicants for the senior typewriter maintainer's title were recently summoned to an oral exam.

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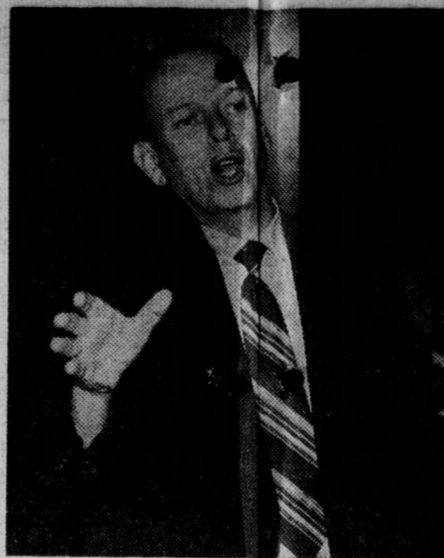
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County Division Meeting

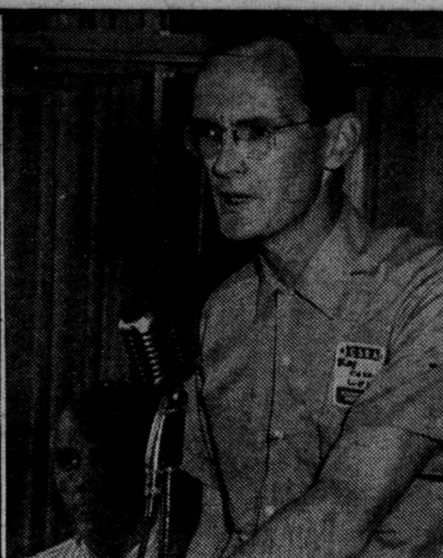
CIVIL SERVICE LEADER, Tuesday, May 25, 1971



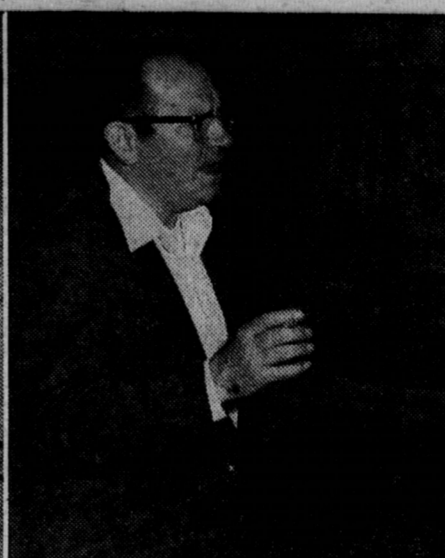
Jack Carey of CSEA Headquarters staff, at podium, spoke on legal services available for grievances filed on the local level. Delegates to the two-day session also took part in discussions concerning county employee problems which was moderated by Joseph Lazarony; chapter status for school district units on a county-wide basis, moderated by Edward Perrot; and a session on the restructuring of the CSEA in an attempt towards decentralization, moderated by Ronald Friedman.



An articulate spokesman at the session on county problems was William Doyle, who is president of Niagara County chapter.



Ray Cassidy, president of the City of New Rochelle unit, describes some difficulties and successes in local government bargaining situations.



Ed Perrot, of the Nassau chapter non-teaching school employees, spoke vigorously on the creation of chapters for non-teaching units during a special meeting concerning these particular local government employees.



"County chapters should hit the streets, too, if State workers are forced to strike," declared David Silberman of the Nassau County chapter at the general session for delegates.



Solomon Bendet, CSEA second vice-president, is seen as he told County delegates that a strike was imminent in State service, not only to save jobs of 8,500 employees, but to maintain minimum needed services for the people of the State.

CIVIL SERVICE LEADER, Tuesday, May 25, 1971

Vow To Support CSEA In Current Layoff Crisis

TOP:

U. S. Rep. Hamilton Fish, Jr., left, and Theodore C. Wenzl, CSEA president, were tablemates at the dinner that closed the two-day meeting of County Division delegates, held at the Granit Hotel.

Sharing table talk are, from left, Richard Tarmey, Dorothy MacTavish and S. Samuel Borelly.

Erie County delegates studying the agenda are, from left, Bob and Harold Dobstaff, Joseph DePalmo, Dick Fuller and Sam Mogavero.

Arthur Bolton, left, Sullivan County, and Ellis Adams, Dutchess County, discuss the meeting events during a coffee break.



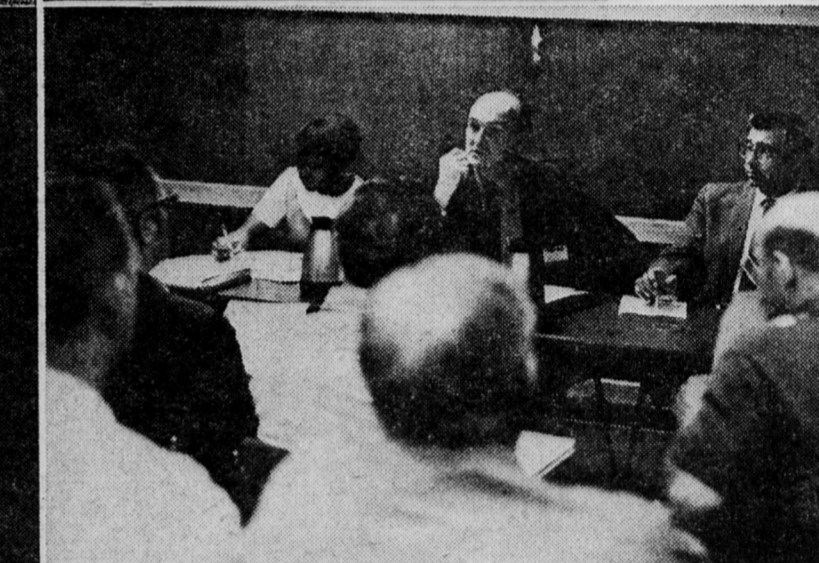
CENTER:

Conference presidents Nicholas Puzziferri, left, Southern, and George Koch, center, Long Island, join A. Victor Costa in a session on restructuring of the Civil Service Employees Assn.

Ron Friedman, left, co-chairman of restructuring committee, molds an idea as committee member Harold Cropsey keeps an eye out for audience reaction.

Frank Festa, left, and Arthur Gozmaian debate a point at meeting of committee on county problems, of which they are both members.

The lively session on county problems was conducted by Joseph Lazarony, center. Also at the table are Marcel Gardner, left, and Pat Monachino.



BOTTOM:

Opening a general session of the County delegates that led to a unanimous pledge of support for State members if a strike occurs is S. Samuel Borelly, at mike, chairman of the County Executive committee. Seated, from left, are Emanuele Vitale, CSEA collective bargaining specialist; Richard Tarmey, CSEA fourth vice-president; James Roemer, CSEA assistant counsel, and Joseph P. Dolan, CSEA director of local government affairs.

Attentive listeners at the County Executive committee meeting are, from left, Thomas Luposello, Thomas Elhage, Elisa Harnes and Francis Miller.

A session on county problems drew the rapt attention of Erron Woodward, left, and Norris Marsh.

CSEA officers looking over the route of the new mobile office are, from left, Jack Gallagher, treasurer; Irving Flaumenbaum, first vice-president; Theodore C. Wenzl, president; Richard Tarmey, fourth vice-president; Solomon Bendet, second vice-president, and Mrs. Dorothy MacTavish, secretary.



Massive Hearing Officer Hunt Undertaken To Fill 250 Federal Vacancies

The U.S. Civil Service Commission is stepping up its search for applicants to fill 250 or more hearing examiner vacancies in the next 17 months.

Positions to be filled are in Washington, D. C., and 70 other locations throughout the U.S. and in Puerto Rico. Most vacancies will be filled at grade GS-15, which now pays \$24,251 to \$31,523 per year, but some appointments will be made at GS-16 (\$28,129-\$35,633). A large portion of the appointments will be made in the Bureau of Hearings and Appeals, Social Security Administration; the balance in other regulatory agencies.

Qualifications for the post were modified last July to give credit for actual trial experience as well as administrative law

experience. Since then, a much higher percentage of lawyers in private practice have been found qualified. The requirements of seven years' membership in the Bar and seven years of specified legal experience have not changed.

Hearing examiners preside at formal hearings required by law. They make or recommend decisions on cases ranging from the rights and liabilities of individual citizens to cases affecting the economic welfare of large regions of the U.S.

Applicants for hearing examiner will be rated on their legal experience, an investigation of their professional qualifications, and an oral interview. There is no written test as such, but each candidate must demonstrate his or her ability to write a decision.

Copies of Announcement No.



AT INSTITUTE DINNER — Guests at the recent dinner of the State Psychiatric Institute chapter, Civil Service Employees Assn., join in some probing pre-dinner discussion on public employee problems. From the left are: Salvatore Butero, chapter president and dinner host; Dr.

Sherbert Frazier, deputy director of the Institute; Dr. Lawrence C. Kolb, also a deputy director; Solomon Bendet, CSEA Statewide second vice-president; Irving Flaumenbaum, CSEA Statewide first vice-president, and Randolph V. Jacobs, who heads the CSEA Metropolitan Conference.

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318 and forms for filing may be obtained from any Area Office of the Commission, major post offices, or from the U.S. Civil Service Commission, 1900 E St., N.W., Washington, D. C. 20415.

Account Clerk

Count yourself in for the account clerk's title, situated in Suffolk County, if you can pass a six-part written test, conducted every weekday outside of Monday. The present pay embarks at \$238 biweekly.

Contents of the aforementioned exam include: number checking, error detection, commercial arithmetic, business vocabulary and applied bookkeeping. The first two subject areas will be timed and score at half-a-credit per item. Candidates will be re-

quired to present proof of high school graduation at the time of application.

Responsibilities point to performing specialized work in keeping financial records of "variety and complexity," declares the County; for more insight into the criteria sought, call PA 7-4700, ext. 249.

EDP Trainees

Data processing operator trainees are currently sought by Suffolk County, at the biweekly starting salary of \$210. Waiving both experience and education standards, the County advises applicants they must take a written test, however.

Given every weekday except Monday, the exam will encompass mechanical aptitude, abstract reasoning, reading comprehension, verbal analogies and vocabulary.

Job duties concentrate on operating a host of tabulating machines in a data processing unit, plus performing related duties. To get further details, phone PA 7-4700, ext. 249, and ask for the County Civil Service Dept.

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Health Sanit. Trainee

A tremendous need for trainees as public health sanitarian, a title directly linked to ecological activities, has been cited by Suffolk County. The \$326 biweekly pay for appointees is featured, and candidates require no special experience to compete.

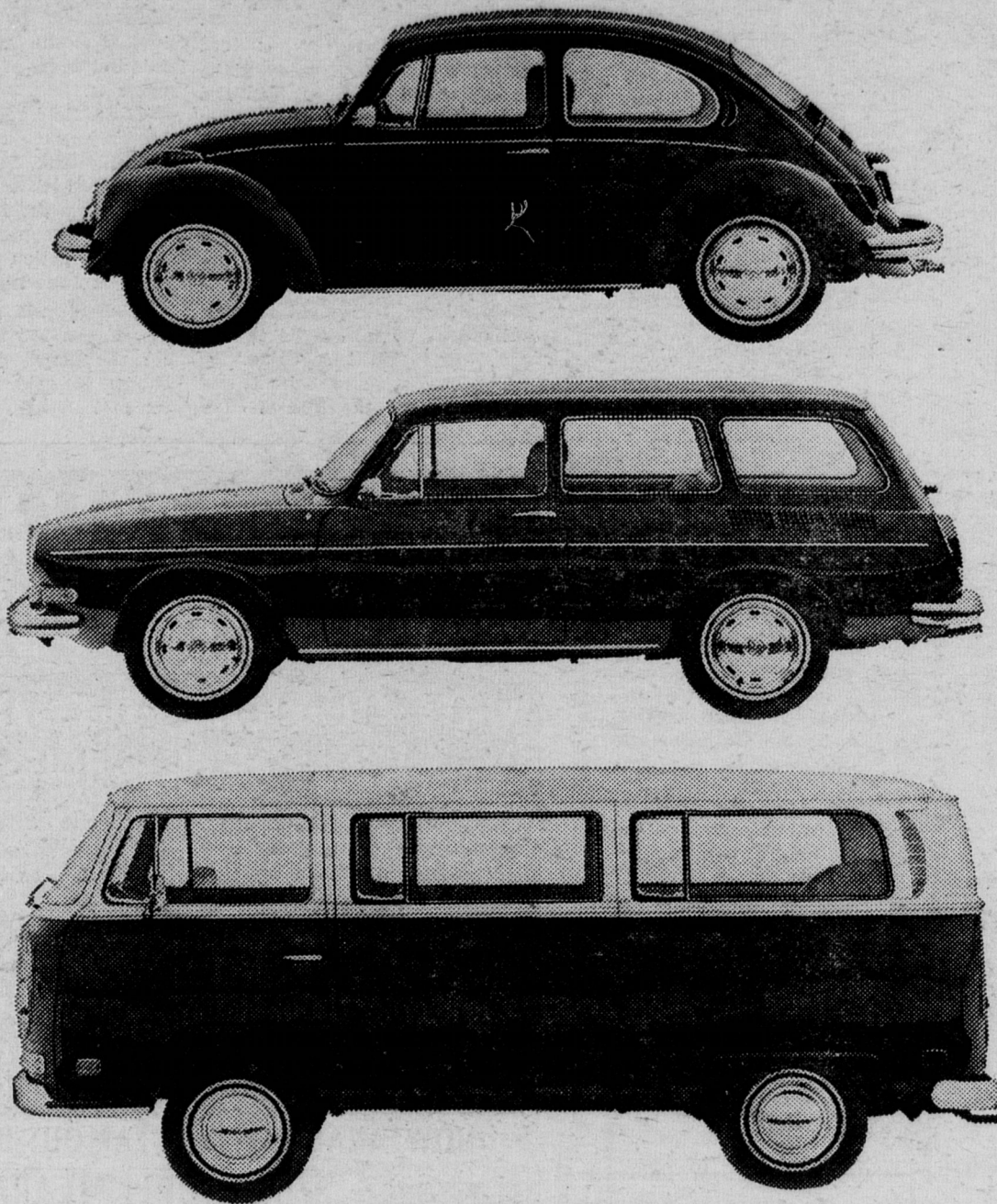
Vacancies occur with the County Health Dept., seeking persons to perform "elementary, professional environmental health work while undergoing supervised in-service training." Educationally, entrants must have a bachelor's degree with heavy concentration in math and the sciences.

Exams are scheduled twice daily every weekday—excepting Monday—at the County Center, Riverhead. Subjects to be tested: numerical relationships; abstract reasoning; English usage; report organization; verbal analogies, and chemistry and biology.

For general instructions on applying, phone the County Civil Service Dept. at PA 7-4700, ext. 249.

Doubly Super

The twin titles of supervising clerk and supervising steno will be having 9,368 candidates summoned for the coming written exam.



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Install Armory Chap. Officers

GUILDERLAND — The installation of new officers was recently conducted by the Capital District chapter of Armory Employees, Civil Service Employees Assn., with ceremonies being held at the Guilderland Rifle Range here.

Installed by CSEA field representative James A. Cooney, the new armory employee chapter executives included: Charles W. Shatley, State Armory, Schenectady—president; John I. Lock, Washington Ave. Armory, Albany—vice-president; John J. Goot, State Armory, Cohoes—treasurer; John D. Corcoran, Sr., Washington Ave. Armory, Albany—treasurer.

Others sworn in were: Cor-

coran — Armory Conference delegate; Robert C. Cooper, Amsterdam—alternate delegate, and Joseph J. Piombino, sergeant-at-arms. Corcoran is retiring as chapter president.

The chapter consists of employees of armories in Albany, Amsterdam, Cohoes, Glens Falls, Gloversville, Hoosick Falls, Saratoga, Schenectady, Ticonderoga, Troy and Whitehall, all of which are considered part of the Capital District.

They're Snared

Among applicants for licensure as special rigger, the City notes that 25 are being summoned to take the practical exam.

Utica Area CSEA Members Protest Employee Layoffs

(From Leader Correspondent)

UTICA — County and City employees — members of the Civil Service Employees Assn. — turned out for a political action rally last Tuesday night at Hotel Utica to protest the firing of 18 Department of Motor Vehicle employees by the State. The gathering followed picketing at the Department office the previous week.

The Utica Office of Motor Vehicles was the hardest hit in the Central New York area. The State cutbacks resulted in only a handful of job losses in the two State hospitals in Utica.

The Rome State School was hard hit with the loss of nine

jobs on its roster and several more due to be dropped in the Fall.

Several State legislators were invited to the Tuesday night affair but none of the three could make it.

CSEA field representative Ted Modrzejewski took over the meeting and began by telling the crowd that no job was secure anymore. He urged members to take part in the State-wide job action which is due to start on June 16th.

Modrzejewski praised the people of the Motor Vehicle Dept. for the perseverance they have shown. He said, "It isn't a matter of helping your fellow man,

it's a matter of stopping the State from going any further than it has." He continued, "It's pretty bad when a man with 22 years' experience gets a pink slip."

Modrzejewski urged all members to get involved in political action groups to bring pressure on State legislators. Other chapter presidents were also present at the session and issued a call for unity on June 16th.

Phil Caruso, president of the Utica chapter, said, "Some of these people have dedicated their lives to the Motor Vehicle Department. The government has treated them inhumanely. When it comes time to walk we better make up our minds to do it. Either we stand behind our group or we don't."

Modrzejewski concluded the meeting saying, "It's go for broke all or nothing." Picketing, meanwhile, continued at the Department offices and will continue until further notice.

Health Sanitation Job Filing Shuts Tomorrow

A two-day filing period for the public health sanitarian post has been set forth by the City, with application deadline slated tomorrow, May 26, in person only. Presently, 35 vacancies have been noted.

Competitors for the \$8,000 title require a bachelor's degree inclusive of 24 credits in chemistry, pharmacy, biology, bacteriology, physics or related engineering courses. One year in the inspection of foodstuffs or sanitary facilities will also be needed to qualify.

While no written test applies, candidates still face an un-assembled examination of training and experience. For that reason, they will be asked to turn in an Experience A Form, to Room 216, 55 Thomas St., Manhattan. "No applications are issued or received by mail," stated the agency.

Happy Hang-Up

Among candidates for licensure as master rigger, the City says that one is being summoned for the practical exam portion.

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Election Next Week

Wagner, McDonough Set To Vie For Presidency Of Capital Conf.

By MARVIN BAXLEY

COLONIE—Much of the business at the May 17 meeting of the Capital District Conference, attended by some 35 chapters, was keyed to the organization's upcoming annual meeting and workshop scheduled for next week.

It will be at the annual meeting, June 4-6, that balloting will be conducted for new Conference officers. Consequently, at last week's program at the Valle Restaurant, in suburban Albany, nominations and acceptance speeches were made by candidates for the five elective offices.

Former Conference president Max Benko read the names that the nominating committee was placing in consideration. Additional nominations were also accepted from the floor.

Set to vie for the presidency are incumbent president Ernest Wagner and the first vice-president Thomas McDonough.

Wagner, now completing his first two-year term as Conference president, is also serving a second term as president of the Employees Retirement chapter. In six years as a member of the Civil Service Employees Assn., he has served as chairman of the Statewide pension committee, chairman pro-tem of The Leader contract committee and as a member of the directors charter committee and the retirement age committee.

McDonough, finishing his second term as Conference first vice-president, has served eight years as president of the Motor Vehicles Dept. chapter, and has just been re-elected to an additional term. In 15 years of CSEA membership, he has served as chairman of the Statewide Administrative unit negotiating committee and as a member of the grievance committee, parking committee and coalition negotiating committee.

Both men have served on the Board of Directors and on the State Executive committee.

Other nominees are (* indicates the current office-holder):

First Vice-President — George LaFaro (Insurance), Jack Daugherty (Tax and Finance) and Gerald Toomey (State University Central Administration).



ERNEST WAGNER

Second Vice-President—*Albert Pagano (Transportation), Jean Grey (Thruway Authority) and James Tobin (General Services).

Secretary — *Marian Farrelly (Correction) and Elaine Rett (General Services).

Treasurer — *Edgar Troidle (Agriculture and Marketing), Eleanor Chamberlain (Education) and Henry Henderson (Transportation).

A system for absentee voting has been arranged, Benko explained to the delegates. Those chapters who will not be able to have representatives at the annual meeting may get preliminary ballots from Marian Farrelly. These are to be returned in a sealed envelope to Mrs. Farrelly before June 1, along with an authorization form. If delegates later are able to attend the meeting, they may retrieve the preliminary ballots and change their vote if so desired.

In other action at the meeting last week, discussion was held on the flu shot program and various planned social events, such as a Boston excursion, various projected overseas group

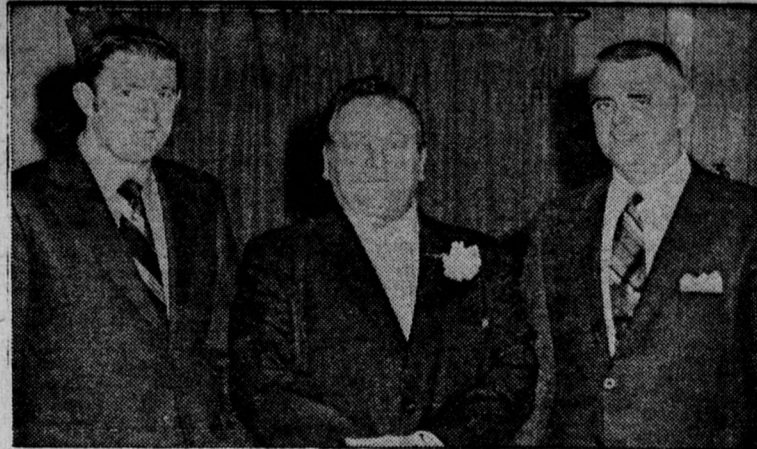


THOMAS McDONOUGH

tours and a trip to New York City to see "Fiddler on the Roof."

In a highly emotional moment, activities chairman Jean Grey announced that a heartwarming flow of checks had been received from all over the State in response to a Leader story about a kidney patient. She explained that the patient had previously been told his expenses would not be covered, but, in addition to the contributions, the Leader article also attracted the notice of a Blue Cross official who said he would indeed be covered. At this point, Mrs. Grey, in a tear-choked voice, said this showed that people read the Leader from cover to cover and that the outpouring of contributions made her proud to be part of an organization with so many wonderful people as the CSEA. The contributions will be returned, she said.

Also introduced at the meeting were two new chapter presidents, John Joyce of the Retirees chapter and John Dailey of the Tax and Finance chapter.



RETIREMENT FETE — A long-time civil servant at Harlem Valley State Hospital was recently honored at the Cattle Car Steak House in Pawling on his retirement from State service. Left to right are: field representative John Deyo, guest speaker for the event; retired CSEA chapter president Rooney (Pat) Maseo, and acting chapter president Arthur Winship. Maseo began as a ward attendant in 1935, served two years during wartime as a construction dispatcher in Ethiopia, and returned to HVSH in 1942, where he remained until his retirement last November as a motor vehicle operator chauffeur.

Meet To Determine Strike Deadline

(Continued from Page 1)

or not the budget was constitutional, but instead dismissed the CSEA appeal on the grounds that the five plaintiffs, State employees who have been fired, did not have legal standing to bring the suit.

Strike Poll Results

In announcing the two-pronged effort, the Board also released the results of the recent Statewide strike poll. Of the 106,000 ballots sent out to CSEA members, 55,148 or 52 percent were returned. Of that number, 37,665 or 36 percent of our State membership involved in the poll voted "Yes" to authorize a job action,

while 17,483 voted against a strike. The Board said it was "extremely gratified with the results of the poll and, have decided that serious violations of our contract with the State have occurred."

The Board, through a resolution introduced by Bendet, directed Wenzl "to call a strike in accordance with the overwhelming vote of the members."

Bendet said that "we are trying to exhaust all legal and other available means to correct the tragedies incurred by this illegal budget. If the courts and the laws won't accommodate us, then it will have to be strike."

Middletown Hospital

(Continued from Page 1)

swung by the State Administration. The entire Middletown area is hard-pressed for employment opportunities because of the shut-down of the New Hampton Training School — a facility of the State Department of Social Welfare — and other State institutions in the area, including the local State Armory.

Public sentiment in the area is with the employees. When a CSEA staff member and three employees were arrested in a demonstration at the State Hospital, several local businessmen came forward to pay the bail bond. However, the Employees Association had already posted the \$250 bond for each of those charged.

The resolution calling for the June 1 deadline was offered by Richard Moran, one of the arrested employees who is among those being terminated on June 2. The over-capacity crowd that jammed the rehabilitation hall roared approval of the motion.

Legal Plans Outlined

Attending the meeting, conducted by Philip Del Pizzo, chapter president, were CSEA Statewide president Theodore Wenzl, who reported on actions taken to date and future legal plans to prevent the discharge of the 8,250 State employees affected by the budget cut.

Wenzl told the gathering, which included representatives of the Manhattan Aftercare Clinic and Bronx State Hospital, that "when the button is pushed, we go out together!"

Staff members attending the meeting included Robert Guild, CSEA collective bargaining specialist; Thomas Luposello, reg-

ional field staff supervisor; Felice Amodio, the former hospital chapter head who is now a field representative, and Robert Jones, regional public relations specialist.

The chapter members also heard from Issy Tessler and Vito Masi, both of whom had social service chapters in the area and who also received "pink slips." Both urged united action since they claimed "The State is attempting to force brother against brother."

Five resolutions offered by Dr. Bernard Favorsky, a part-time psychiatrist at Middletown State Hospital, were overwhelmingly approved by the delegates. The resolutions concerned:

- A CSEA protest against the conduct of a meeting between employees and Dr. John Cumming, assistant commissioner of the Department of Mental Hygiene, during which "unapproved" questions went unanswered;
- A protest against the transfer of patients by non-medical employees who brought the patients to the transfer buses;
- The utilization of publicity on the harmful effects of the transfers on both the patients and the staff as well as the Orange County economy;
- A refusal by employees to take part in patient transfers;
- An investigation by CSEA of the causes leading up to the economy measures and the link with planning and spending by the Department of Mental Hygiene.



Middletown Hospital CSEA members are seen as they urge speedier strike action.

Westchester's 'Mr. Sewer' Retires

WHITE PLAINS — Carl J. Suhr, assistant deputy commissioner of public works of Westchester County, known affectionately as "Mr. Sewer," was honored for 45 years of service upon the occasion of his retirement at a dinner recently, at the Scarsdale Elks Lodge.

Edward J. Delehanty, commissioner of public works, served as master of ceremonies. William G. Borghard, deputy commissioner of public works, gave the benediction and, along with Richard P. Schultz, presented gifts.

Speakers included James C. Harding, past commissioner of public works, and Westchester County Executive Edwin G. Michaelian.

In November 1925, Suhr joined a staff of engineers that became the nucleus for the formation of the Westchester County Sanitary Sewer Commission, which was formally established on April 23, 1926, and which was incorporated into the Department of Public Works of Westchester County on Jan. 1, 1939.

In addition to membership in the Civil Service Employees Assn., he has been a member of many organizations in the field of water pollution control.

He and his wife, Virginia, live on Old Well Road, Purchase.



Two hundred eighteen years of combined service is the total represented in this picture of those honoring Carl J. Suhr. From left are Frank M. Horton, 45 years; Arthur G. Horton, 34 years; Carl J. Suhr, 45 years; Anthony E. Paradise, 42 years, and Edward J. Delehanty, 52 years.

Designate Dr. Eliot

Governor Rockefeller has recommended the reappointment of Dr. Robert C. Eliot of Brewster as a member of the Board of Visitors to Harlem Valley State Hospital, for a term ending in 1976. Members of the Board receive no salaries.

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County Delegates Top Meeting With Pledge Of Strike Support

(Continued from Page 1)
to strike, government must provide equity.

"Because of the peculiarity of governmental labor relations, there has been a groping toward development of machinery which would insure unions the right of sincere, meaningful attention to the needs of their members, while at the same time providing management with a means of insuring the steady uninterrupted conduct of the

with those who want the chapter status."

Many of the delegates reported that they do not want power over the county chapters but rather a sense of more complete and knowledgeable involvement in their separate problems. The delegates agreed that the requested divorce was not because of ill-will but rather a split in order that both might grow.

It was pointed out that problems unique to the school dis-

CSEA's County Delegates Meeting at the Hotel Granit II.

The committee is hearing recommendations from members of the 220,000-member union which is attempting to decentralize many of its operations in order to streamline it. Among the other topics of major importance discussed was the feasibility of approving school district chapters on a permissive basis, to encompass non-teaching school aides on a countrywide scope. This topic is covered in depth in another story in this week's edition.

The thinking of the delegates concerning the Statewide telephone number was in favor of the plan, which would provide instantaneous assistance to a member on a 24-hour-a-day basis.

Asking for full-time delegates in large chapters to be paid by the employing jurisdiction, Frank Imholz of Suffolk County noted that the power of a union lies within a financial and service pool. This benefit should be CSEA policy and sought in all jurisdictions with large numbers of employees.

Board of Directors

The restructuring of the CSEA Board of Directors is one of the goals the committee is striving to attain. A. Victor Costa, committee chairman noted. Present thinking, he said, is to have each regional conference elect its own president, who, in turn, would serve as a Statewide vice-president. The executive board would include these vice-presidents as well as the chairmen of bargaining unit committees.

Under the propositions being considered, voting delegates would meet separately within their division—County or State—and elect an equal number of delegates to a major executive board.

The present system of conventions would be scrapped, with the March meeting eliminated completely, but separate State and County Division meetings would be substituted. Since only two hotels can accommodate the ever-increasing number of CSEA delegates, it has been suggested that the delegates be cut in number from one to each 100 members to one for each 500 members. The Fall meeting, under the proposals, would be delayed until the end of September so that it would be easier for some employees to attend the meetings. It was noted that school district employees find it difficult to get time off at the beginning of the month because of school opening duties.

Professional Parliamentarian

It was also suggested, and strongly supported by those attending the meeting, that a professional parliamentarian be engaged for CSEA meetings instead of the present practice of using a member of the legal staff for these duties.

Nicholas Puzifferri, a committee member and president of the Southern Conference, noted that membership in conferences, now optional, would be made mandatory, and complete support for conference operating budgets would come from CSEA State-



"I am proud of our unity in pledging unanimous support for a CSEA Statewide strike," S. Samuel Borelly tells fellow County members.



Congressman Hamilton Fish, Jr., was speaker at the closing dinner of the two-day County Delegates session at the Granit Hotel.

wide headquarters. At present, chapters belonging to regional conferences pay per capita dues with additional funds being disbursed from Headquarters.

Ronald Friedman, co-chairman of the committee, reported on suggestions from some areas that all dues be collected by the chapters and a per capita tax be returned to Albany headquarters. The chapters would, in turn, be members of a region that would be self-sufficient, with a staff including attorneys, working out of a central office.

Earlier Nominations

Edward Perrot, of the Nassau chapter's non-teaching unit, urged that the committee give consideration to announcing nominations for Statewide office in February or March in order to give candidates an opportunity to campaign at meetings. At present, the candidates have only six or eight weeks during the Summer for this purpose, he explained, and the opportunity for communication with other members is further reduced since few, if any, chapters or conferences have meetings in the Summer. This is further complicated, he added, by the fact that many members are vacationing while the candidates are campaigning.

"We must give the voters a good opportunity to make a qualified judgment as well as the candidates the opportunity to be heard," he concluded.

A proposal to hold the Statewide election in January met with resistance from members who pointed out that negotiations are usually under way in January and it could mean "changing horses in mid-stream."

Noting that "The Leader is going to play a very important role in the CSEA activities in any decentralized operation," Costa said, "It will be the main means of letting our left hand know what our right is doing."

* * *

County Problems Aired As Lazarony Committee Meets

KERHONKSON — Under the no-nonsense leadership of Joseph Lazarony, the Civil Service Employees Assn. committee on county problems met at the Granit Hotel on May 17.

Since the meeting was held in conjunction with the County Division Delegates Meeting here,

the committee allowed County delegates to sit in and join in the discussion after the committee's regular business had been concluded. There was an overflow audience.

Topics on the agenda included:

- Educational Seminars—Current subject matter is negotiations, and the seminars were enthusiastically endorsed for continuation.

- Regional Offices—It was determined that there is a need for certain suboffices, for example in Albany, where it is not feasible for local chapters to use the services of the State Headquarters, or in the Central Conference, where some chapters are as much as 120 miles from Binghamton.

- Statewide Bargaining — It was recommended that minimum standards for salaries and benefits should be set for all political subdivisions, so that counties would be on a par with the State.

Under new business, the committee and members from the floor discussed the lack of continuity among field representatives, the difficulty in receiving membership cards and insurance papers. These problems were all determined to be of enough merit to be brought to the attention of the County Executive committee.

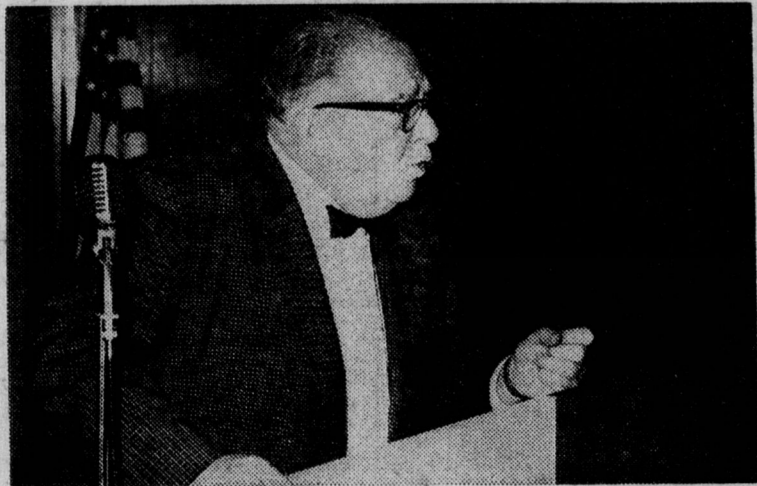
During discussion on insurance, Irving Flaumenbaum, Statewide first vice-president and Nassau County chapter president, argued in favor of women receiving same insurance benefits as men. This was endorsed by the attendees as being worthy of further consideration.

In addition to committee chairman Lazarony of Rensselaer County, committee members in attendance at the meeting were Arthur Gozmaian, Thomas Stapleton and Frank Festa.

Chairman Lazarony, commenting on allowing interested non-committee members to participate in the discussion, said that he thought they had come up with many good ideas, and that he would recommend holding open sessions in the future.

Johannes, Russell Join Welfare Board

The State Senate has received the nomination of Edward J. Johannes, Jr., of Buffalo, and Harvey C. Russell, Jr., of Yonkers, for reappointment to the State Board of Social Welfare for terms expiring July 1, 1975. Board members receive \$75 per day up to \$2,250 per year.



"The end is not in sight. Nine thousand employees are being fired now, another 10,000 will go next Fall. No one is safe. We have to fight now," declares CSEA first vice-president Irving Flaumenbaum, in asking County support for a strike by State workers.

public's business."

Congressman Fish said that right now there appeared to be "voids at the top," meaning incomplete conclusions to the final resolution of public labor disputes. These voids must be filled if there is to be peace and fairness in the public work sector, he declared.

* * *

School Chapters Sought

KERHONKSON—The feasibility of the implementation of county-wide chapters of school district employees within the Civil Service Employees Assn. was discussed here during the County Division delegates meeting at the Hotel Granit II.

The consensus of the meeting, as reported to Edward Perrot, chairman of the non-teaching school district employees committee, was

- In favor of chapter status for school district units, on a permissive basis and on a county-wide level.

- In favor of attempting to achieve master negotiations and a master contract for all employees within individual counties.

Tom Elhage of Oswego County was one of the school district employees who has, in the past, spoken out against the chapter status. "However," he said, "as long as the matter is permissive, I'll probably go along

with those who are taking much time at chapter meetings and that the chapter status could avoid this situation.

* * *



Marvin G. Nailor, assistant director of public relations for the Employees Association, was toastmaster.

Restructuring Committee Hearing

KERHONKSON—A recommendation that the Civil Service Employees Assn. utilize an "800" or Enterprise telephone number throughout the State was brought before the restructuring committee last week at hearings held during the