

# Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXVI, No. 29 Tuesday, October 14, 1975 Price 20 Cents

## Convention Coverage

— See Pages 8, 9 & 14



**HONOR McCONVELL** — An estimated 350 persons turned out at retirement dinner for William McConvell last month in Albany. Friends, including rank-and-file members as well as top leadership of Civil Service Employees Assn., honored Mr. McConvell, center, who retired after many years of service as chief office machine operator in the Albany office of the Tax and Finance Department. Shown from left are John Handerman, toastmaster for the evening; John J. Garry, the Department's administrative director; Mr. McConvell; Thomas McDonough, CSEA State Executive Committee chairman, and Ronald Townsend, CSEA Tax and Finance chapter president. Also among the evening's guests was CSEA president Theodore C. Wenzl.

## Two Green Haven Foremen Restored; CSEA Battling In Behalf Of Seven More

STORMVILLE—Two of nine industrial foremen scheduled to be laid off at Green Haven Correctional Facility will retain their jobs as a result of a meeting between the State Corrections Department and the Civil Service Employees Assn., but CSEA vows it will not stop fighting until the other seven have also been guaranteed job security.

Jack Weisz, Correctional Services departmental representative to CSEA's Board of Directors, said the proposed layoffs came as a result of a shift of emphasis within the Corrections Department.

Last year, the department began emphasizing job training in "relevant" skills for prison inmates, and de-emphasizing the old "production" type jobs such as the making of license plates and brooms. One result of this change was the "phasing out" of Green Haven's industrial shops

and their replacement by blueprint-making, auto-body repair, optical and furniture-shop pro-

(Continued on Page 3)



**WINNER** — Jean C. Gray has been re-elected first vice-president of the Civil Service Employees Assn. Albany Region IV. The ballot count last Friday showed 4,200 votes for Ms. Gray and 4,009 for Jon Schermerhorn. The special election was held after determination was made following the original election last spring that the number of disputed ballots was greater than the vote difference between the two candidates.

## 'Toughest Ever' Negotiations Loom

ALBANY—Events have begun which will lead to the start of contract negotiations between the Civil Service Employees Assn. and the State, which many observers are forecasting as the toughest yet.

CSEA delegates attending the 65th annual meeting recently in Niagara Falls unanimously passed a negotiations timetable that, perhaps more than anything else, clearly established the hard stand the union is expected to take at the bargaining table.

Delegates directed CSEA to present demands to the state by the end of this month, and to call for an impasse in negotiations, if necessary, not later

than Dec. 20. In an unprecedented action, the delegates set an irrevocable "no contract, no work" date of April 1, 1976, the first day following the expiration of the present three-year contract between CSEA and the state.

Wheels were set in motion for preparing CSEA demands during the delegates meeting, when representatives from each of the four statewide bargaining units met to discuss unit demands. Bargaining teams representing each of the four statewide CSEA units will be meeting shortly to arrange the various demands into a package for presentation to the State in the near future.

Anticipating a tough stance from the opposite side of the table later this fall, and the possibility of a down-to-the-wire bargaining marathon, a special ad hoc contingency action planning committee has been appointed to plan for the union's action in the event no contract is agreed upon by April 1 of next year.

That committee, charged with preparing CSEA's membership

for the possibility of an April 1 strike, will hold its first formal meeting this week at CSEA Headquarters in Albany.

Key leaders for both the union and the state last week forecast a tough, hard bargaining period. CSEA president Theodore C. Wenzl told an Albany area television audience that it is difficult to be optimistic in view of the state of the economy. The union chief said CSEA will attempt to make up losses caused by a spiraling inflationary trend, but warned the

(Continued on Page 16)

## Ask A Report Of Welfare Examination Irregularities

ALBANY—The Civil Service Employees Assn. has requested any individual who encountered irregularities concerning the administration of the Social Welfare Examiner Series examination, given Saturday, Oct. 4, to immediately contact CSEA.

CSEA's Phil Miller, state coordinator of CSEA's statewide social services committee, reports that the union is aware of

gross irregularities surrounding the administration of that examination and is in the process

(Continued on Page 3)



## NYC Fiscal Tidal Wave Now Rippling Across The State

THE fiscal crisis in New York City continues to pervade the operations of all levels of State government, not only here but elsewhere in the country.

Double-digit interest rates on tax exempt municipal bonds have become the fashion. Ini-

(Continued on Page 6)

## Hear Arguments, Reserve Decision On "Lulus" Case

ALBANY—The Civil Service Employees Assn. challenge to the constitutionality of legislators' "lulus" is still unresolved.

Supreme Court Justice Edward S. Conway heard arguments on the case Oct. 1, and reserved decision. It could not be determined at Leader presstime when Judge Conway's decision might be handed down.

"Lulus" are the bonuses paid to legislators in lieu of expenses. During the regular 1975 legislative session, state legislators raised their own lulus in excess of those they received in 1974, and created new ones for positions which were not authorized in 1974.

CSEA attorney John DeGraff argued that the legislators' actions were unconstitutional in that they violate provisions of the New York State Constitution prohibiting legislators from increasing their own salaries or allowances during the term for which they were elected.

In all, the Legislature awarded itself a total of more than \$800,000 in lulus.

(Continued on Page 16)

## Equal Pay For Equal Work By Seneca Woman

WATERLOO—The Seneca County chapter, Civil Service Employees Assn., reported that a grievance filed against the Seneca County Sheriff's Department was recently resolved in favor of the Sheriff's Department unit.

Toni Smith, originally employed as a Grade 7 clerk by the

department, filed a grievance requesting equal pay for equal work after being given additional duties as a dispatcher.

Following a meeting with J. Paul Wetzel, director of personnel for Seneca County; Sheriff Matthew McKeon; CSEA unit president Julia Crough; John Sullivan, CSEA field representa-

tive, and Ms. Smith, it was decided that she would be promoted to dispatcher and given the same pay as the male dispatchers who enjoy parity with the deputy sheriffs.

The promotion represents a substantial increase in pay for the grievant.

# Local Government's Securities Are Bought By Nassau Chapter

MINEOLA—For the first time in its 26-year history on Long Island, the Civil Service Employees Assn. has invested money in securities issued by a local government staffed by CSEA employees.

The Nassau County chapter's purchase of \$18,000 in short-term anticipation notes from the City of Long Beach may signal a turning point in investment policies by the chapter.

"This could be the first step in a new era of cooperation for CSEA and the communities it serves," said Irving Flaumenbaum, Long Island Region I

president, "and we are doing our part to insure the economic health of those communities."

The bonds were purchased last week following consultations between Morris H. Schneider, City of Long Beach corporation counsel, Sam Piscitelli, Region I treasurer and investment advisor, and Mr. Flaumenbaum.

"These notes are backed by the full faith and credit of the City of Long Beach and we consider them a prudent and sound investment that have an added dimension of helping guarantee the economic future of the City and of our members," Mr. Flaumenbaum noted. "They are in sharp contrast to the unsecured Municipal Assistance Corp. bonds that Governor Carey and the Legislature wanted to invest our pension funds in," he added.

The notes, which carry a 10.75 percent interest rate, mature July 10, 1976.

The general fund is used for the operating expenses of the Nassau chapter.

# Region III Meeting Profiled

FISHKILL—James J. Lennon, president of Southern Region III, Civil Service Employees Assn., has announced the schedule of the Region's membership meeting set for Thursday evening, Oct. 16, at the Newburgh Holiday Inn.

At 7:45 p.m., the county division will meet in Room 2 and the state division in Room 3. At the state division meeting, appointments will be recommended for membership on the negotiat-

ing team in coming contract talks.

A joint meeting of the state and county divisions will begin at 9 p.m., Mr. Lennon said. At this meeting, to be held in Room 1, problems facing each division will be brought to the attention of the Region board of directors. Mr. Lennon will transmit these items to CSEA Albany Headquarters.

**BUY U.S. BONDS**

## C. S. E. & R. A.

FROM CIVIL SERVICE EDUCATION AND RECREATION ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

### FALL PROGRAM

MINI FIESTA — 7 Nights Sat. & Sun. Departures Weekly 3 Nights Mexico City, 1 Night Taxco or Ixtapan, 3 Nights Acapulco	EP, From.....\$329
MEXICO FIESTA — 14 Nights Sat. & Sun. Departures Weekly 6 Nights Mexico City, 1 Night Taxco, 7 Nights Acapulco	EP, From.....\$389
GUADALAJARA & PUERTO VALLARTA — 8 Nights Sat. Departure Weekly 3 Nights Guadalajara, 5 Nights Puerto Vallarta	EP, From.....\$316
LAS VEGAS — 3 Nights Thurs. Departures Weekly At the HILTON INTERNATIONAL Or at the FLAMINGO HOTEL	CB.....\$239 EP.....\$229
WALT DISNEY WORLD — ORLANDO — 3 Nights 5327 Lv. Oct. 24, Ret. Oct. 27 At the CARLTON HOUSE RESORT INN	EP.....\$169
EXOTIC ST. MAARTEN — 7 Nights October thru December Monday Departures Weekly At the luxurious CONCORD HOTEL & CASINO	Most Meals.....\$299

### THANKSGIVING PROGRAM

COPENHAGEN — 6 Nights 5293 Lv. Nov. 26, Ret. Dec. 3 At the Superior First Class HOTEL IMPERIAL	CB.....\$389
SAN JUAN — 4 Nights 5257 Leave Nov. 26, Ret. Nov. 30 At the Luxurious Hotel Americana	EP.....\$239
BERMUDA — 4 Nights 5313 Lv. Nov. 27, Ret. Dec. 1st At the BELMONT MANOR HOTEL & GOLF CLUB MAP	.....\$275
MIAMI — 4 Nights 5251 Lv. Nov. 26, Ret. Nov. 30 At the beautiful HOTEL MONMARTRE FLIGHT ONLY	MAP.....\$209 .....\$159
LAS VEGAS — 3 Nights 5256 Lv. Nov. 27, Ret. Nov. 30 At the FLAMINGO HOTEL	EP.....\$229
WALT DISNEY WORLD/ORLANDO — 4 Nights 5328 Lv. Nov. 26, Ret. Nov. 30 At the CARLTON HOUSE RESORT INN	EP.....\$179

### YEAR-END PROGRAM

LONDON — 10 Nights 5151 Lv. Dec. 23, Ret. Jan. 3 At the Superior First Class HOTEL METROPOLE	CB.....\$319 FLIGHT ONLY.....\$249
ROME — 8 Nights 5089 Lv. Dec. 24, Ret. Jan. 2 At First Class HOTEL LONDRA & CARGILL	CB.....\$379 FLIGHT ONLY.....\$299
ROME & FLORENCE — 8 Nights 5089A Lv. Dec. 24, Ret. Jan. 2 5 Nights Rome (HOTEL LONDRA & CARGILL) and 3 Nights Florence (HOTEL PLAZA LUCCHESI)	CB.....\$439
AMSTERDAM — 8 Nights 5247 Lv. Dec. 23, Ret. Jan. 1 At the First Class HOTEL PARK	CB.....\$299 FLIGHT ONLY.....\$239
COSTA DEL SOL — 10 Nights 5349 Lv. Dec. 23, Ret. Jan. 3 At the Superior First Class HOTEL ALAY	MAP.....\$349
ACAPULCO — 9 Nights 5273 Lv. Dec. 23, Ret. Jan. 1 At the RITZ MARRIOTT/Ocean View At the PARADISE MARRIOTT/Mountain View At the MARRIOTT AUTOTEL	MAP.....\$559 MAP.....\$529 MAP.....\$449 FLIGHT ONLY.....\$269
ST. MAARTEN 5386 Lv. Dec. 22, Ret. Dec. 28 (6 Nights) 5221 Lv. Dec. 29, Ret. Jan. 5 (7 Nights) At the luxurious CONCORD HOTEL & CASINO	AB.....\$349 AB.....\$379 Holiday Surcharge.....\$ 20
MIAMI — 9 Nights 5252 Lv. Dec. 24, Ret. Jan. 2 At the beautiful HOTEL MONMARTRE	MAP.....\$399 FLIGHT ONLY.....\$159
LOS ANGELES — 9 Nights 5102 Lv. Dec. 23, Ret. Jan. 1	FLIGHT ONLY.....\$189
WALT DISNEY WORLD/ORLANDO — 4 Nights 5329 Lv. Dec. 26, Ret. Dec. 30 At the CARLTON HOUSE RESORT INN	EP.....\$179

PLEASE WRITE FOR DETAILED FLYER ON FALL & YEAR-END PROGRAM

PRICES FOR ABOVE TOURS INCLUDE: Air transportation; twin-bedded rooms with bath; transfers and baggage handling; abbreviations indicate what meals are included.

ABBREVIATIONS: CB — Continental Breakfast daily; AB — American breakfast daily; MAP — breakfast and dinner daily; EP — No meals. NOT INCLUDED: Taxes and gratuities.

FOR ALL TOURS: Mr. Sam Emmett, 1060 E. 28th St., Brooklyn, N.Y. 11210 — Tel: (212) 253-4488 (after 5 p.m.)

All prices are based on rates existing at time of printing and are subject to change.

ALL TOURS AVAILABLE ONLY TO CSE&RA MEMBERS AND THEIR IMMEDIATE FAMILIES.

**CSE&RA, BOX 772, TIMES SQUARE STATION  
NEW YORK, N.Y. 10036  
Tel: (212) 575-0718**



Stenotype reporter in court

## Train for Success As A Stenotype Reporter

If you're tired of a humdrum, low-pay job you owe it to yourself to learn about the money-making opportunities for Stenotypists. STENOTYPE ACADEMY trains you as a Stenotype Reporter—at hearings, conferences, in the courts, or as a Stenotype stenographer. You can work full time or free lance. Classes held daytime, 2 evenings, or Saturday mornings.

- Licensed by N.Y.S. Education Dept.
- Approved for Veterans training
- Authorized for foreign (non-immigrant) students
- Approved for Student Loans

For FREE catalog, call WO 2-0002  
**STENOTYPE ACADEMY**  
259 Broadway, N.Y. 10007 (Opposite City Hall)

### SAVE A WATT

**CIVIL SERVICE LEADER**  
America's Leading Weekly  
For Public Employees  
Published Each Tuesday

Publishing Office:

11 Warren St., N.Y., N.Y. 10007  
Business and Editorial Office:  
11 Warren St., N.Y., N.Y. 10007

Entered as Second Class mail and Second Class postage paid, October 5, 1939, at the Post Office, New York, New York, under the Act of March 3, 1879. Additional entry at Newark, New Jersey 07102. Member of Audit Bureau of Circulation. Subscription Price \$9.00 Per Year Individual Copies, 20c.

## THE OFF-PRICE ROOM VS. DISCOUNT OUTLETS



### The Off-Price Room:

A famous, fine quality men's clothing manufacturer in New York has opened the Off-Price Room to sell their own overproduction. All the suits, sport jackets and slacks are expensively made of 100% wool worsted imported fabrics. Since all the clothing is their own, with no retailer, discount, or middle-man mark-up, the savings to you are substantial.

### Discounter Outlets

Think logically. With store and staff overhead and upwards of 40% mark up, how can a suit sell for \$60.00? There's usually a problem. A problem with the fabric, the tailoring, or the fit. And the originally intended store has rejected it. The discount store running the "sale" has bought them for a song. (They weren't worth a nickel more.) Sure, they probably look good at a glance, but if you look closer, what you're probably buying is somebody else's mistake.

If what we've presented here makes sense, and you need that extra suit, for whatever reason, look closely at the Off-Price Room. You'll see the difference.

Suits from \$69 Slacks from \$7.50 Sport Jackets from \$29 Two bargain racks as well

**The OFF-PRICE ROOM**

84 Fifth Avenue at 14th Street New York, N.Y.  
7th Floor — (212) 242-1797  
Hours 8:30 AM to 5:30 PM

# Hamburg Pact Jumps Sick Leave Time; Has 16% Hike

HAMBURG—An 18-month contract has been signed in the Erie County village of Hamburg, giving workers a 16 percent raise and increased benefits in a variety of areas. The Village of Hamburg unit, Civil Service Employees

Assn., will receive a 9 percent raise for the first 12 months of the pact and another 7 percent raise in the next six months.

The approximately 40 members of the unit will also enjoy increased longevity benefits. They will receive a lump sum of \$125 after five years of service to the village; \$225 after 10 years; \$325 after 15 years and \$425 after 20 years.

One extraordinary aspect of the contract is that the employees, who previously could accumulate only 165 days of unused sick leave, may now accumulate up to 300 days. Also, upon retirement, the workers will be paid one-quarter of their daily salary for each unused day of sick leave they have accumulated. Sick leave increased to one and one-half days per month.

CSEA field representative Bob Young commented, "It was a big break for the employees to go from the minimum of 165 to the maximum of 300 days of allowable accumulated sick leave all at once. This jump was one of the best parts of the contract."

The workers will be covered by the improved N.Y.S. Retirement Plan 75-g. They had been under Plan 75-e.

Under the terms of the new contract, the village provides Blue Cross major medical coverage with maximum benefits of \$250,000, \$50 deductible. Major medical coverage was not provided previously to Hamburg employees.

Hamburg CSEA unit president Allen Dils pointed out, "It is unusual to have only \$50 deductible in a major medical plan. Most units around here have plans calling for \$100 deductible. It's one of the reasons this is the best contract I've seen in this area."

The vacation schedule was also revised. Employees will now receive two weeks' paid vacation after one year of service, three weeks' after five years and four weeks' after 10 years. The employees' birthday was added to the 11 other holidays in the contract.

The final major improvement in the new contract was the inclusion of binding arbitration in the grievance procedure. The arbitrator is requested to issue his decision within 30 days after the conclusion of testimony and argument in the case.

Both Mr. Dils and Mr. Young praised the efforts of the Village of Hamburg CSEA unit's bargaining team which included John Gray; Robert Farrell; Robert Stadelmaier; Floyd Felt; Leo Zittel and Ed Lietz. Mr. Dils also participated.

The contract is retroactive to June 1, and extends through Nov. 30, 1976.

## Ask Report

(Continued from Page 1) of compiling documented examples for subsequent action by CSEA.

Mr. Miller said CSEA has information concerning such irregularities as individuals being denied approval to apply for the exam, eligible individuals not being notified of the examination, unqualified people being allowed to take the examination, and qualified individuals not allowed to take the examination.

He asked any person who personally encountered difficulty concerning the administration of that examination to notify him at CSEA Headquarters, 33 Elk Street, Albany, as quickly as possible.

## Albany SUNY Meet

ALBANY—A business meeting of the State College of New York Albany chapter, Civil Service Employees Assn., will be held Friday, Oct. 24, at 5:30 p.m. in the Polish Community Center, Washington Avenue Extension, Albany.



**SAUSAGE SEASON** — East Hudson Parkway Authority director Ray Radzivila, left, and Civil Service Employees Assn. vice-president James Lennon are served taste treats by Mike Blasie and Ed Tomecheo, chairmen of CSEA's East Hudson Parkway chapter picnic. The event was held late last month in Millwood. Mr. Lennon, a former president of the chapter, now heads CSEA's Southern Region III, which includes Parkway employees.

# Two Green Haven Foremen Win Back Jobs

(Continued from Page 1)

grams. However, the department had not planned for the futures of the nine industrial foremen at Green Haven once their shops had been eliminated.

CSEA had pushed for retraining of the employees. CSEA Green Haven president Carl Golub and Mr. Weisz agreed that retraining had been promised to the foremen for over a year, but that it never materialized.

### 'Seeds Of Unrest'

"CSEA goes along with the concept of training in relevant skills for the inmates, but we just insist that the prison employees be retrained to teach these skills, rather than be discarded. To lay off these people without giving them a chance to become part of the program is immoral and dangerous," Mr. Weisz said. "Green Haven bought auto-repair equipment last year, but hasn't even installed it yet. Meanwhile, while the equipment sits around, the inmates are also sitting around, totally unproductive and restless. This is the same type of situation that led to the tragedy at Attica. The seeds of unrest have been sown at Green Haven."

CSEA officials met last week with Corrections Department officials at the prison, and got two of the foremen new jobs in the vocational-rehabilitation shops. The men are James Goodbred, who will work in the auto-repair shop, and Logan Davis, who will

be reassigned to the furniture shop.

"We're still trying to save all the others," said Mr. Golub. "We resent the way the department went about this. Last week we got a letter without any warning, saying we'd all be laid off Nov. 5. They promised us retraining and then reneged on that promise. We set up meetings with them and they cancelled those meetings. Even during our latest meeting, it became clear that they had not done their homework. The department said they'd find out what jobs are available for us in this area. But there was a Grade 14 job right here at Green Haven that they weren't even aware of."

"We're waiting to hear the Corrections Department by Oct. 17 as to what jobs are really available in other prisons around here," he continued. "We'll see if they really follow through."

Mr. Weisz said that the men were given two "choices" by the Corrections Department, a transfer to upstate's Clinton Correctional Facility or be laid off. He said there was also a third alternative for some of the men: taking a Grade 7 job at Green Haven.

"They don't understand how hard it is to a person who has a family and a home in this community to just pick up and leave," Mr. Weisz said. "One man has had 26 years on the job. Another just bought a house

six months ago. You can't just say to someone, 'Pack up and go, you're not needed any more.'"

"Also, who's to say, after these people are transferred to Clinton, that Clinton won't also close down their industrial shops? This transfer-or-layoff plan is stupid also from a business point of view. A man who has years of experience as a prison employee has a lot to offer. He knows how to deal with inmates, when to back off, when to be firm, how to handle tense situations that can arise in these

places. The Corrections Department would be making a tragic error in getting rid of these industrial foremen and hiring new people in their place."

Mr. Weisz recently made his opinion known to Correction Commissioner Benjamin Ward.

Present at the last meeting on the matter were Mr. Golub; Mr. Weisz; CSEA field representative John Deyo; CSEA research assistant Frank Martorana; and all the industrial foremen at Green Haven who are affected by the situation.

## Ⓛ 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.

### OCTOBER

- 14—New York City Region II Retirees chapter meeting: 1 p.m., Room 5890, World Trade Center, Manhattan.
- 15—Buffalo chapter dinner meeting: 6 p.m., Statler Hotel, Buffalo.
- 16—Southern Region III meeting: Holiday Inn, Newburgh.
- 18—Mental Hygiene Employees Assn. meeting: Ramada Inn, Western Ave., Albany.
- 18—Syracuse Region V clambake: 1-6 p.m., Regan's Silver Lake, Oswego.
- 20—Albany Division Thruway chapter unit I "Night at the Races": 6:30 p.m., Saratoga Raceway.
- 21—Hudson River Psychiatric Center chapter meeting: 7:30 p.m., Cheney Conference Room, 2A, HRP, Poughkeepsie.
- 24—Education Department chapter Octoberfest: 7 p.m.-1 a.m., Knights of St. John Hall, Washington Avenue Extension, Albany.
- 24—SUNY at Albany chapter general business meeting: 5:30 p.m., Polish Community Center, Washington Avenue Extension, Albany.
- 24—Marcy Psychiatric Center chapter general meeting: 7 a.m., Club Monarch Restaurant, Yorkville.
- 25—Western Region VI satellite office dedication: Win-Jeff Plaza, Winston and Jefferson Rds., Rochester.
- 25—New York City Region II installation meeting: New Hyde Park Inn, Jericho Turnpike, New Hyde Park.
- 29—Binghamton chapter general membership meeting: 7 p.m., Elks Club, Washington St., Binghamton.

### NOVEMBER

- 1—Western Region VI chapter officers' training session: Treadway Inn, Batavia (tentative).
- 8—Suffolk County Educational chapter meeting: Island Squire Inn, Middle Island.
- 14-15—Albany Region IV workshop: Queensbury Hotel, Glens Falls.
- 16-18—Long Island Region I workshop: Gurney's Inn, Montauk.

## Sohl Leading Fulton Chapter

JOHNSTOWN — William Sohl and James Greenman were elected president and first vice-president, respectively, of the Fulton County chapter, Civil Service Employees Assn.

Other officers, all of whom will serve two-year terms, are Barbara Leo, second vice-president; Jack DeLyser, third vice-president; Ralph Preston, secretary, and Grace Bevington, treasurer.

Ten board members were also elected. They are Ruth Maylan-

der, Leon Simons, Bertha McLain, Richard Van Nostrand, Donald Whitbeck, Brian Smith, Robert Gisond, Robert Conroy, Shirley Sweeney and Jeannie Loucks.

## Region VI Meeting

ROCHESTER—A meeting of Western Region VI, Civil Service Employees Assn., will be held Friday and Saturday, Jan. 23-24, 1976, at the Holiday Inn, Rochester.

# Halt Nassau Negotiations

## Flaumenbaum Derides County Exec For 'Most Cynical Abuse Of Employees'

MINEOLA—The Nassau chapter of the Civil Service Employees Assn. last week called a halt to efforts to negotiate with County Executive Ralph G. Caso for a new contract.

Irving Flaumenbaum, president of the chapter, revealed that the Caso administration had offered "absolutely nothing" and refused to budge.

"This is the most cynical abuse of employees using the carte blanche power of the Taylor Law ever seen in this county," Mr. Flaumenbaum asserted. "It ranks with, and possibly exceeds, Governor Carey's arrogant refusal to honestly negotiate with state employees earlier this year."

Mr. Flaumenbaum said the chapter would prefer to skip the Taylor Law provisions for mediation and fact-finding and carry its case directly to the County Board of Supervisors, which finally determined the current contract earlier this year after a similar refusal by the Caso administration to bargain.

"Mr. Caso is copping out again," Mr. Flaumenbaum declared.

"He is saying, 'Drop dead. Follow the Taylor Law and we'll skin you alive when it gets to the Board of Supervisors.'"

It was revealed that the county had proposed that CSEA agree to a wage freeze, no increments and a new policy of no increments and termination of the non-contributory pension for new employees.

CSEA had asked for a 13.5 percent basic pay increase to bring wage scales abreast of inflation plus a 5 percent increase in addition to the traditional increments, plus a package of fringe benefits.

Mr. Caso told local newspapers that if the Supervisors grant a pay increase, then he would consider layoffs. Under questioning, however, he conceded that lay-

offs would be the last economy measure to be considered.

Mr. Caso has claimed that the county is running a \$20 million deficit this year, a claim that has been challenged and denied by Mr. Flaumenbaum.

The break-off of negotiations came during a meeting of the Board of Supervisors, and an angry clash immediately erupted there as Mr. Flaumenbaum stormed in to face Mr. Caso. Both men shook their fists and shouted.

Mr. Flaumenbaum denounced Mr. Caso for his "outlandish" stand, and accused him of showing that he was "not the least bit interested in negotiating with us."

The CSEA leader said the Taylor Law was a "management weapon" and, as used by Mr. Caso, may be fatal to peaceful labor-management relations.

Mr. Caso was quoted in the newspapers as telling reporters after the clash with Mr. Flaumenbaum: "At this critical time in the survival of local government, I would think the CSEA would say, 'Thank you for all the benefits you have given us in the past.'"

Mr. Flaumenbaum called for quick action on the mediation and fact-finding stages required by the Taylor Law so that the issue could be taken to the Board of Supervisors.

## CSEA-Levittown School Board Clash Over Fringe Benefits

LEVITTOWN—More than 150 Civil Service Employees Assn. members and leaders picketed, then attended a meeting of the Levittown School District last week to protest delaying tactics by school negotiators at fringe benefit discussions.

After parading in front of the Salk Junior High School here for more than an hour, Levittown School District CSEA unit members then confronted the Board and demanded to know if it was aware of the status of negotiations on fringes between school negotiators and CSEA representatives.

Clark Champney, president of the CSEA Levittown unit, read a letter to the Board asserting

school negotiators were delaying negotiations by advancing unacceptable proposals that, he said, "would set us back 30 years."

There have been only two bargaining sessions on fringe benefits since discussion began in July. Among the demands that

## Many Types Of Scientist Are Now Wanted By U.S.

WASHINGTON, D.C.—Applications are continuously being accepted by the U.S. Civil Service Commission for scientists with the federal government. The GS-5 through 15 positions cover such occupations as agricultural management, agronomy, botany, consumer safety, entomology, biology, genetics, home economics, pharmacology, and physiology.

They carry a salary range of \$8,500 to \$29,818 a year.

The best bets for employment are at the GS-5 and 7 grade levels. As the grade level increases, the number of positions filled decreases. The number of jobs in grades GS-13, 14 and 15 filled from outside the federal service is relatively small. This is because government agencies fill most senior positions by reassignment, transfer or promotion.

Positions filled from eligible lists are mainly in the departments of Agriculture; Interior; Health, Education and Welfare; the Veterans Administration; and other various agencies throughout the U. S., including New York City. A few positions may be filled overseas.

Basic requirements for life sci-

ence positions is the successful completion of study leading to a bachelor's degree, with a major in a pertinent field of life science. Course study must include specific requirements for various positions for which candidates apply.

A combination of study and experience totalling four years will also be accepted for basic requirements. Individual positions require a certain amount of college courses to qualify.

For jobs such as agricultural management, soil science, wildlife biology and a few others, candidates must show the ability to work and deal with the public and the ability to maintain good public relations through contacts with organizations and representatives of other agencies.

For consideration in New York, applicants at the GS-5 to 7 level in agricultural management, consumer safety, entomology, general biology, microbiology, soil science, wildlife biology, and wildlife refuge management should submit applications to the U. S. Civil Service Commission, 310 New Bern Ave., P. O. Box 25069, Raleigh, N. C. 27611. Higher grades for these positions and all other jobs will be filled through the U. S. Civil Service Commission, 1900 E. Street NW, Washington, D. C. 20415.

Applications and full information may be obtained from any federal job information center in Manhattan, Brooklyn, Bronx or Queens.

## Region II Adds Research Ass't

MANHATTAN—The Civil Service Employees Assn. has appointed a research assistant in New York City Region II.

Joseph Calazzo will have offices at Region II headquarters, 11 Park Place, and will have responsibility for compiling and analyzing data used in contract negotiations. He will also be available to the chapters and field representatives for information on Civil Service Law and contract interpretation.

Mr. Calazzo was formerly administrative assistant to New York City Councilman Theodore Silverman.

## Cooperman Named

Arthur Cooperman of Queens Village is the new chairman of the Workmen's Compensation Board. He was appointed last week by Gov. Hugh L. Carey.

Mr. Cooperman's term expires Dec. 31, 1981. His name will be submitted to the State Senate for confirmation when the Legislature reconvenes in January. The 63-year-old trial and labor lawyer has been a member of the State bar since 1940. He has a B.A. from St. John's University and a law degree from St. John's Law School. He is a member of the Brooklyn and Queens Bar Association and the New York Trial Lawyers Association.

## Overtime Back Pay, Retroactive To 1974, Is Won At Grasslands

GRASSLANDS—Approximately 90 blue-collar workers have won overtime pay retroactive to January 1974 as a result of an arbitration victory by the Civil Service Employees Assn.

CSEA Westchester County unit president Michael Morella filed a class-action grievance on behalf of the blue-collar workers at Westchester County's Grasslands Reservation, a hospital-jail complex, almost a year and a half ago, when the County altered the men's work schedule to include weekends on an irregular basis.

The county failed to consider the weekend work as overtime work, as called for in their contract. Instead, the county called the altered schedule a "rotating shift," and denied overtime payments to the workers.

American Arbitration Assn. arbitrator Nathan Cohen found that the union was in the right.

He wrote, "Although the employer contends that Grasslands operates on a continuous seven-day basis, the scheduling of work for the maintenance work force does not resemble the typical rotating work schedules found where an employer's operations are continuous. Ordinarily . . . the same number of employees can be found at work at any time whereas here, only one or two employees out of a work force of 90 are at work on week-

ends. Ordinarily . . . an employee's work cycle is repeated and is predictable so that he knows he works every third or fifth weekend, whereas here the work schedule for any particular employee has no fixed cycle and all he knows is that he is expected to volunteer for a weekend assignment every year or year and a half.

"Based on these factors, it is my conclusion that the work 'norm' for the maintenance employee is Monday through Friday, and that any work outside the Monday through Friday work week is outside the basic work week subject to the overtime provisions of the contract."

The union and CSEA regional attorney Arthur H. Grae claimed the County had violated Article IV, Section I and 3h of their contract, which ran from Jan. 1, 1973, through Dec. 31, 1974. The unit has since come under a new three-year contract, which runs from Jan. 1, 1975, through Dec. 31, 1977. The new contract con-

tains exactly the same wording on overtime as the previous contract, according to Mr. Morella.

The arbitrator concluded that the county "violated Article IV, Sections 1 and 3h of the contract by failing to consider work by non-supervisory maintenance facilities and service personnel outside the Monday-through-Friday work week as overtime work."

"The employer shall consider weekend days worked by such employees since January 1974 as overtime and shall compensate such employees in job grades 9 and below and in job grades 10 and above in accordance with the requirements of Article IV, Section 3d of the contract."

Mr. Morella said, "This victory shows what a strong union can do when the employees decide to get together and fight. CSEA can really help public employees when the employees are willing to stand up and help themselves."

**DONATE BLOOD  
Lives Depend On It**

**Buy American!**

# A. ROSENBLUM DEPT. STORE

(Midtown's Leading Department Store)

# Presenting

## CROSS<sup>®</sup>

SINCE 1846

### It's An Ideal Gift For All Occasions All Year Round



Creating  
a better  
impression

Writing Instruments  
in 12 Karat Gold  
Filled.  
Pen or Pencil  
Set . . . . .

Mechanically guaranteed  
for a lifetime of writing  
pleasure.

Cross Pen Refills, Leads  
and Erasers in Stock.

**CROSS<sup>®</sup>**  
SINCE 1846

**soft tip pen**

NEW FROM  
**CROSS<sup>®</sup>**  
SINCE 1846

An exciting new gift idea  
from Cross—refillable  
soft tip pen in 12  
Karat Gold Filled,  
gift packaged.

Mechanically  
Guaranteed For  
A Lifetime.



For  
Your  
Best Man  
and Ushers



**CROSS  
Desk  
Sets**

The perfect personal season's  
greeting. Available in six styles, single  
or double base, with 12 Karat Gold  
Filled or Sterling Silver Writing  
Instruments.



Prestige Present

**CROSS<sup>®</sup>**  
SINCE 1846

Writing Instruments in 14  
Karat Gold Filled.

We Carry A Complete  
Line Of

**CROSS<sup>®</sup>**

PRODUCTS



Birthdays  
are  
Happier  
with  
**CROSS<sup>®</sup>**  
SINCE  
1846

12 Kt. Gold Filled  
elegance and a life-  
time of writing  
pleasure.

Pen or Pencil  
Set . . . . .

# A. ROSENBLUM DEPT. STORE

(Midtown's Leading Department Store)

129 FIFTH AVE., N.Y., N.Y. 10010

TEL. 473-5610-11-12

(CORNER E. 20th STREET)

# Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by  
**LEADER PUBLICATIONS, INC.**

Publishing Office: 11 Warren Street, New York, N.Y. 10007  
Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007  
212-BEEKMAN 3-6010  
Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher  
Paul Kyer, Associate Publisher  
Marvin Baxley, Editor  
Harcourt Tynes, City Editor  
Charles A. O'Neil, Associate Editor  
N. H. Mager, Business Manager  
Advertising Representatives:

UPTOWN NYC—Jack Winter—220 E. 57 St., Suite 17G, (212) 421-7127  
ALBANY—Joseph T. Bellew—303 So. Manning Blvd., (518) IV 2-5474  
KINGSTON, N.Y.—Charles Andrews—239 Wall St., (914) FE 8-8350  
20c per copy. Subscription Price: \$4.11 to members of the Civil Service Employees Association. \$9.00 to non-members.

TUESDAY, OCTOBER 14, 1975

## Federal Responsibility

PRESIDENT FORD'S so-called "sympathy for the people of New York City" is revealed as mere crocodile tears when he cites the City's fiscal mismanagement over many years as a reason for refusing to consider federal aid to the troubled metropolis.

Perhaps as we approach the nation's bicentennial, we could drag out some stocks and leg irons, and have all the City's population gather on the City Hall green to watch the public humiliation of these fiscal mismanagers—whoever they may be. Perhaps that would satisfy the Presidential need for just retribution.

We do hold the view that there is plenty of blame to be shared, with Mayor Beame heading the list. We still remember the glee with which the then-City Comptroller loved to "discover" a few extra million dollars in order to embarrass former Mayor John Lindsay whenever the Republican-Liberal-Democratic Mayor pleaded poverty on his annual pilgrimages to Albany.

On the other hand, despite Beame's little political games, he cannot be held wholly accountable for the City's frightening fiscal situation today.

In fact, Mayor Beame long ago called for federal takeover to the welfare system.

Still smarting from the memory of a Nixon Administration that pursued a policy of higher unemployment, we are convinced that social welfare is the undeniable responsibility of the federal government, and not of the big cities.

There may have once been a time when the cities could handle the welfare burden, assuming that the welfare recipients were citizens of the cities. But as unions provided better standards of living for factory workers, the rural poor and oppressed people from other parts of the country (and from abroad, as well) poured into the urban areas in search of opportunity at a rate beyond the cities' abilities to absorb them into the job market.

Further complicating the problem has been the hemming in of many of the largest cities. Their boundaries have been fixed by the incorporation of bedroom communities that completely surround these central cities. As the cities age, the more affluent citizens leave to pay their taxes to the suburban governments. The central cities are unable to expand their borders to include the fleeing citizens, and consequently the poorer citizens who remain are forced to carry an ever-more-crippling tax burden—provided they are fortunate enough to have jobs that is.

Of course, the big cities still provide opportunity. Not everyone, however, has the political pull, underworld connections, sheer genius or winning lottery ticket that transforms an occasional working stiff into a millionaire. Many, many people who really do work hard are just able to stay barely ahead of their accumulating debts. Yet, welfare must be continued unless we are willing to watch people starve in the streets (or rob us in the streets or in our homes).

We believe President Ford's All-American Mr. Clean was just the right image for the nation's leader after the exposure of former President Nixon's moral weaknesses. But we do wish he could muster up some of the forthrightness of First Lady Betty Ford in dealing with the issues that confront the country.

The problems of our cities must be faced in light of today's standards. It is not enough to blame past leaders for their mistakes. That is like saying: The people on board the Titanic deserved to drown because they had paid for their passage on the ship before it hit the iceberg.

## Don't Repeat This!

(Continued from Page 1)  
tially, Buffalo, for example, was unable to get any bidders on a proposed bond flotation, but finally managed to do so at an interest rate above 10 percent.

Many school boards throughout the state have run into parallel problems . . . the inability to find buyers for their bonds unless the interest rate was set at 10 percent or higher.

### Interest Rates On Rise

Full faith and credit bonds of the State, which less than a year ago were sold at interest rates of approximately 4 percent, were recently marketed at an interest rate twice that high.

Last year, the State Housing Finance Agency sold its bonds at 4 percent. Last month, it had to sell bonds at an interest rate of close to 11 percent. This month it can't sell its bonds at all, and it is taking major efforts and gimmickry on the part of the state to avoid a default on Housing Finance Agency bonds.

All of this is bad news for the civil service employee. As excessive interest rates throw government budgets out of balance, the first reaction of government officials is to achieve a balanced budget by taking it out of the hides of the public employees, through job freezes, wage and salary freezes and layoffs. The situation appears to be rather bleak for the State of New York, since recent figures on government revenues and expenditures indicate that the State will come up with a budget deficit of about a half billion dollars.

The long-cherished tradition that dedication and performance on the job by a public employee was a guarantee of security has been exploded into a myth. During the past year, throughout the nation about 140,000 civil service employees were laid off because of economy reasons. In the City of Detroit, about 25 percent of all city employees have been laid off.

In New York City, some 20,000 employees have already been dismissed. From plans now under consideration, it is most likely that over the next three years an additional 50,000 jobs will be eliminated.

### Massive Invasion

The threat is equally serious for public employees now on pension and for those who plan to retire shortly. Part of the program for both the State and the City involves a massive invasion of public employee pension funds, as the lender of last resort to the state and to its local governments, to fill the vacuum created by the refusal of banks and private lenders to invest in municipal bonds.

Last week, the Court of Appeals ruled that the State Comptroller could not be mandated to invest pension funds in the securities of the Municipal Assistance Corporation, or for that matter, in any other kind of investment. Theoretically that should have ended the matter. But the case will be reargued again this week before that same Court. Hopefully, the Court will hold the line and continue to give full faith and credit to the provision in the State Constitution that declares the pension rights of an employee to be a contractual obligation which may not be diminished or impaired.

As the situation shapes up,  
(Continued on Page 7)



## Civil Service Law & You

By RICHARD GABA

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

### School, Police Decisions

In a decision from the New York State Supreme Court, Appellate Division, Second Department, the Farmingdale Classroom Teachers Assn. appealed an order of the Nassau County Supreme Court. The local court had refused to grant defendant's motion to dismiss a complaint for failure to state a cause of action. In that case the defendant teachers union had, through its attorney, issued subpoenas requiring 87 teachers who allegedly engaged in a strike to appear at the same time before the New York Public Employment Relations Board. It did this despite a request from the Board of Education that the subpoenas be made returnable on a staggered basis as not to unduly disrupt the orderly operation of the schools. As a result of the issuance of the subpoenas requiring teachers to be present all at the same time, the school district was required to hire 77 substitutes at considerable cost.

**THE FACTS INDICATED** that the teachers involved were ready, willing and able to attend the hearing and that it was not actually necessary to subpoena them to come at the same time. The result was that plaintiff's teaching staff was so severely crippled in number, that at a considerable cost to the plaintiff it was required to hire numerous substitutes. The Appellate Division said that this was a not-too-subtle form of coercion and that the defendants were willing to pervert the use of the law to plaintiff's detriment. Accordingly, the majority of the Court held that there was a cause of action for abuse of process and upheld the Nassau County Supreme Court in that regard. The title of the case is *Board of Education, Farmingdale Union Free School District v. Farmingdale Classroom Teachers Association, Inc., Local 1889* and the citation to the case is Appellate Division, Second Department, November 18, 1974.

**A CONTRACT DISPUTE** between County of Nassau and the Nassau County Patrolmen's Benevolent Association proceeded to binding arbitration pursuant to Section 209 of the Taylor Law. A tripartite panel was convened and came down with its decision. The county commenced a proceeding pursuant to Article 78, CPLR in the Nassau County Supreme Court, arguing that the panel failed to adhere to the statutory standards of Section 209 and that the tripartite panel was not impartial since two of its members were neither neutral nor disinterested. The court, at great length, reviewed the traditional stance of the courts in arbitration proceedings pursuant to Article 75 of the Civil Practice Law and Rules and went on to distinguish those decisions from the case at bar.

**THE COURT HELD** that there was no requirement of impartiality in constituting the panel since each side appoints one arbitrator and the two select a third. Statements made by the parties in the papers before the court regarding the issue of whether or not the county had argued inability to pay the increases which were set forth in the fact-finder's report led to the court's conclusion that since there was no record made of the proceedings, it should be remanded to

(Continued on Page 7)

# NYC's Municipal Worker Wages, \$ Boosts, Decline

Straight-time wage and salary increases for New York City municipal workers between April 1973 and April 1974, were below those registered a year earlier, according to the findings from a new U.S. Labor Department study.

The report—"Wages and Benefits of New York City Municipal Government Workers"—says pay increases were offset by higher prices.

Straight-time pay gains for municipal uniformed service employees—police, firefighters and sanitation workers—averaged 5.2 percent over the year ending

April 1974, compared with 5.6 percent a year earlier. Average monthly earnings in April 1974 reached \$1,269 for firefighters; \$1,241 for police officers; and \$1,117 for sanitationmen.

Average straight-time salary increases for nine key office clerical occupations studied averaged 4.0 percent between 1973 and 1974, as compared with 4.9 percent the previous year. Routine copy typists earned \$536 monthly in April 1974.

Among trade and labor occupations, hourly pay rates for janitors, porters and cleaners employed by the City averaged \$3.81, up 4.8 percent. In the five skilled maintenance trades occupations studied, average hourly earnings in April 1974 ranged from a low of \$7.38 for journeymen painters to a high of \$9.89 for electricians. Over the year, pay gains for this group averaged 5.4 percent, ranging from 3.3 percent for plumbers to 7.3 percent for painters.

Increases in consumer prices, however, outpaced all pay gains between 1973 and 1974, negating most of the increases. Over this period, the Consumer Price Index climbed 9.7 percent in the New York City area.

The Labor Department report, issued by Herbert Bienstock, the department's assistant regional director for the Bureau of Labor Statistics, provides detailed earnings data by occupation for 1973 and 1974. It also includes information on work practices and supplementary benefits of municipal workers, such as holiday and vacation provisions, health insurance and pension plan coverage and overtime compensation.

## Retired Federal Workers Meet

**BROOKLYN**—The Brooklyn Chapter 500, National Assn. of Retired Federal Employees, will hold its next meeting Saturday, Oct. 25, at 1 p.m. at the Kings County War Memorial Building, Cadman Plaza, near Borough Hall.

## Don't Repeat This!

(Continued from Page 6)

the public employees are being threatened twice by national economic conditions, with respect to which they have no responsibility. On the one hand they are threatened with loss of job security. On the other, they are threatened with a potentially insolvent pension system. There is rank injustice in all of this.

## Civil Service Law & You

(Continued from Page 6)

the panel to develop a record and issue its arbitration decision. The court pointed out that the manner in which the statute is drawn requires that a record be made and that evidence be developed so that a review can be had if necessary to determine whether or not the panel in fact confined itself to the standards set forth in Section 209 of the Civil Service Law. The title of the case is *Caso v. Coffey*, Nassau County Supreme Court, Special Term, Part I, September 17, 1975.

# LETTERS TO THE EDITOR

## Wrong 'Squeaker'

Editor, The Leader:

Your Leader article of Tuesday, Sept. 30, 1975, by Alan Bernstein, concerning the Albany Region meeting, is in error on one important issue.

The comment attributed to me about the alleged challenge in the PS&T State Bargaining Unit indicated that I thought it would be a "squeaker." The term "squeaker" was used by me in reference to the question of PEF having sufficient signatures to force the bargaining representation election by PERB.

By no means do I feel that if an election is scheduled by PERB in the PS&T Unit, that CSEA will have any problems winning.

PEF has submitted in excess of 20,000 various types of signatures as a showing of interest.

This State Bargaining Unit has at least 40,600 designated employees.

This information would seem to indicate that 13,533 signatures are needed by PEF. However, almost half of those submitted by PEF to PERB are being found improper.

This creates the "squeaker"!

It also indicates most PS&T people will not abandon CSEA to a conglomerate with no public employee bargaining experience.

Joseph E. McDermott  
CSEA Region IV President

## DOT Layoffs

Editor, The Leader:

I am a former employee of the State Department of Transportation in Ogdensburg; as you know, we lost our jobs as of June 30.

I was one of two watchmen whose job was abolished. The other nine or 10 workers were laid off. I had eight-and-a-half years at DOT. I'm now 46 years old. There are no jobs any-

where. New York State used to put "Hire the Handicapped—It's Good Business" on its envelopes. They don't practice what they preach. I've had polio since I was two years old and I wear a brace on my left leg. I've always worked and I've always done my job the way they told me to. When I was laid off, they said it had nothing to do with my work, that it was satisfactory, but that Albany said to abolish the watchman's title.

If they don't need watchmen, how come they are using a laborer to work Monday through Friday from 4 p.m. to midnight? He's not called a watchman but that's what he does and they have to pay him more than a watchman plus inconvenience pay. Yet, we were told we were let go to save money.

St. Lawrence State Hospital is about three-quarters of a mile from the Ogdensburg DOT barn;

one patient stole a truck and drove it across the DOT lawn. Since we were laid off, tar was poured into the gas tank of one truck. About a month ago, someone broke in and drained the tanks of a couple of trucks and broke into a cigarette machine.

I had eight-and-a-half years on the job, as I said. Another man had 26 years and a veteran, an ex-POW, had 18 years. Others had anywhere from five to 14 years. We all lost our jobs without any warning or any good reason.

The Leader said we were supposed to get three weeks' pay and maybe more, but if you asked the ones who were laid off, we would all say the same thing: We want our jobs back. The pay would be nice but the jobs are more important. Most of the information we get, we get from The Leader so please keep us well informed.

It won't be long before we negotiate a new contract. It's about time the CSEA gets a good contract together and cleans up the

Taylor Law. CSEA better show the man in Albany that we are the people; that he was put into office by the people; and that he can be taken out of office by the people.

David T. Morley  
Ogdensburg

## May Is Appointed To Elections Board

**ALBANY**—The former mayor of Rochester, Stephen May, has been appointed a member of the State Board of Elections. Mr. May was the unsuccessful Republican candidate last year for state comptroller.

The position pays an annual salary of \$25,000 and Mr. May will serve out the uncompleted term of Arthur Schwartz, who recently resigned. The term ends Nov. 30, 1977.

BUY  
BONDS!

# What's Your Opinion

## QUESTION

What should be given top priority in employees contract negotiations with the State?

## THE PLACE

Civil Service Employees Assn. Delegates Convention, Niagara Falls, N.Y.

## OPINIONS

Kevin Meegan, State Commission for the Visually Handicapped, Buffalo:



"Top priority should be to settle the question of state employees going out on strike. If we don't agree on that issue we'll always be afraid to assert ourselves when we feel the state has been unfair to us. If we don't get what we want from the Governor, in terms of salary and other needed items, state employees should be ready to go out and strike. Maybe through such an action the state will then be willing to sit down and make offers that are not ridiculous. In order to have that solid strike we need the complete backing of all state employees and our union."

Jackie Burgess, SUNY at Binghamton:



"Salary is the primary concern with every state employee at the present time. Because of the \$250 insult we got from Governor Carey, which actually amounted to a \$172, we are asking for a substantial increase in the next contract. I feel in the next negotiations that if we don't get what we want we shouldn't fool around and wait. But instead go right out on strike—an all out strike—whether we break the Taylor Law or not, because people are getting sick of being pushed around. The strike should continue even if we have to go on welfare or whatever. This is the only way we can get our message across if no salary hikes are forthcoming."

Hugh McDonald, Willard Psychiatric Center:



"The salary increase should be number one on the list because the price of inflation was up 14.1 percent last year. Some of the paid state workers can't live on their pay today. Can you imagine what is happening to the employee with a few kids, who is making only \$6,500 a year? It's not really a living. We should go to an hourly wage system and should get about 70 cents more an hour—which would help. Also if state employees don't get a contract they should definitely strike. They shouldn't even consider working if we don't get a fair deal. If state workers don't walk out we're dead."

Cindy Egan, Criminal Justice Services, Albany:



"Amendments to the New York State Taylor Law is the top priority right now. Salaries and pensions are also important, but without the amendments we're stifled from doing any good bargaining no matter what we try to do. People are still afraid of the penalties under the law that could cost them two days pay, loss of tenure or the loss of promotions for a full year. This hurts the unions in all kinds of actions they think about taking. Once we have the Taylor Law straightened out we can move ahead with the business of getting better pay and more benefits for state employees."

Peter Higginson, Executive Department, Babylon, L.I.:



"I think getting the Governor to sit down at the bargaining table and negotiate, takes priority over all else. I believe this because all ideas are great, but if we haven't got the negotiating power to sit down we really haven't got a top priority. To get this accomplished we should get to our legislators and the public. What they don't realize is the money that the state says it's saving by not raising state employee salaries is really going for other jobs. Things must be gotten out in the open so that everyone will know what is going on and then the Governor will be forced into fair bargaining with the union."

Evelyn Hays, Empire State College, Albany:



"I believe that layoffs, pensions and state workers' salaries are all equally important, and should be given top priority in negotiations. They are all in jeopardy at this time. To get anything accomplished with the state it will be a hard, uphill fight. Both sides have to sit down at the bargaining table and have an honest, fair round of negotiations. I hope that the state will meet us halfway in our demands, but in the light of the \$250 settlement we got earlier this year, it seems we're in for a rough battle."



Statewide probation committee members meet to discuss problems shared by the probation officers in the various counties. From left are James Mattei, chairman James Brady, staff coordinator Nels Carlson, Eulis Cathey, Sr., Harold Fanning and Peter Grieco.

## Probation Committee Report

The probation committee of the Civil Service Employees Assn. is chaired by James Brady, of Erie County, with committee members Alan Greenfield, Sullivan; Peter Grieco, Jefferson; Joseph Gilligan, Suffolk; James Mattei, Nassau; Harold Fanning, Monroe; Eulis Cathey, Sr., Erie; John Whalen, Westchester; Bernard Marosek, Onondaga, and Nels Carlson, staff coordinator.

The Statewide Committee on Probation was officially appointed on January, 1975. A first organizational meeting was held on March 2 and 3 in Albany where a tentative agenda was set up for the year 1975.

A schedule of three separate hearings was established. The first meeting was held on April 7th and 8th in Utica, and all the probation officers in the surrounding counties were invited to attend. From this meeting, the committee established again that the case loads were excessive in most of these areas and also the testing procedures in regards to probation were not clear.

On May 5th and 6th, the committee held a hearing in Rockland County where several serious situations were brought to the committee's attention. The following complaints were expressed by the Rockland County Probation Department:

- An intolerable case load of approximately 120 undifferentiated supervision cases for some officers.
- It was also brought to the committee's attention that investigators assigned to the Rockland County Probation Department are handling a full case load although they are not probation officers and it appears that these investigators are working out-of-title.
- There appears to be a questionable practice in regards to the method used in transporting clients.
- It was brought to the committee's attention of the current working conditions whereby all probation officers work in an open arena and that show-stall type offices are provided for interviews.

• It was brought to the attention of the committee that there are insufficient amounts of supervisors for probation officers as required under 355.9 and also the County has not established the position of Senior Probation Officer.

The committee immediately brought these facts to the attention of the Division of Probation in Albany, New York. The Division of Probation assigned Probation Program Consultant Mr. Charles Gee to conduct an investigation in regards to the complaints brought by this committee. The State Department took immediate action on all these complaints and stated in a letter to this committee that they had instructed Mr. Gee to intensify his work with the Rockland County Probation Department and other officials of Rockland County to correct any deficiencies in the probation services as rapidly as possible.

On June 1st and 2nd, the committee met at the Statewide County Delegates Meeting and conducted a hearing. At this hearing, it was established that the committee would proceed with legal action against the State Department of Probation for their failure to enforce regulations that were currently in effect and mandated for local probation departments. It was apparent to the committee that many of these regulations were just being overlooked by local county probation directors.

The committee feels strongly that over the past five years that they have made major strides in correcting the problems in probation departments throughout the

State. The committee feels that they have truly established communications with the probation officers throughout the State.

The committee takes great pride in the fact that many deplorable conditions and low salary schedules have been upgraded and changed due to the aggressiveness of this committee. For the coming year, the committee will establish additional hearings in those problem areas throughout the State that the probation officers feel additional attention should be given.

We are quite concerned over the volunteer program that seems to be thrust upon us in a concerted effort by the State Division of Probation. The committee must and will take an aggressive attitude towards any infringement or reduction of professionalism that may occur through the volunteer program.

We are further committed to take an aggressive role in the enforcement of the current rules and regulations of the State Department of Probation and also changing of those rules and regulations that work to the disadvantage of probation officers in doing an effective job and giving professional service to their clients.

We appreciate the cooperation of the probation officers throughout the State who have given input to this committee. We would urge all probation officers throughout the State of New York to participate actively with this committee and with their local CSEA chapters in an attempt to improve conditions of employment, not only for probation officers, but for all public employees in the State of New York.



Lockport Canal chapter president George Reed, right, has the attention of CSEA executive vice-president William McGowan as they discuss local problems.



Dorothy MacTavish, CSEA secretary, prepares to read back motion before delegates vote on issue. Ms. MacTavish is currently serving her fifth term in the statewide office.

## Special Auditing Committee Report

The special auditing committee of the Civil Service Employees Assn. is chaired by Louis Sunderhaft, of Oneida County, with committee members Millicent De-Rosa, Harold Goldberg, George Harrington, Arthur Johnson, Richard Marley and Gerald Toomey.

Our Committee met frequently during the year and our primary concern was the proper authorization and documentation of expenses incurred in the name of the Association. To accomplish this task we reviewed the advance fund procedures and were instrumental in implementing new controls to safeguard this fund from abuses.

We interviewed representatives from the field staff to determine that proper controls are being maintained over staff expenses.

Negotiating team vouchers were reviewed for compliance with the Board of Directors mandates. A joint session was held with the Budget Committee to review the aspects of all committee reimbursement schedules and the total costs to the Association of the Committee program. Proposals were drafted for new guidelines in the reimbursement of members serving on the committees. All committee members now receive the same amount as board members while attending committee meetings.

Meetings were also held with the independent public accountants to review the financial statements of the Association for the fiscal year ended September 30,

1974. Their management letter was also reviewed with F. John Gallagher, Statewide Treasurer, and his staff to verify that suggestions or criticisms were either implemented or corrected.

We feel that an organization of our size and complexity must constantly be reviewed to assure the membership that their dues are being used to the maximum for an expanding and viable union. Our committee will continue to meet regularly to audit procedures and internal controls.



Brooklyn Psychiatric Center chapter's Sallie Jones makes a point with New York City chapter's Willie Raye. Mr. Raye served as one of the convention's assistant sergeant-at-arms.



Syracuse Region V president Richard Cleary meets with delegation of regional leaders representing cross-section of membership. From left are Oneonta chapter president Irene Carr, Mr. Cleary, Chemung County chapter second vice-president Ed Deems, Oswego County State Transportation chapter president Leonard Prins and Mexico school unit president Thomas Elhage.



# Treasurer's Report

## Statement of ASSETS, LIABILITIES and FUND BALANCES as of September 30, 1974 and 1973.

GENERAL FUNDS	1974	1973 restated
<b>ASSETS:</b>		
Cash, including interest bearing accounts and certificates	\$1,919,025	\$2,214,176
Marketable securities at cost (market 1974 - \$1,516,737; 1973 - \$328,466)	1,524,929	327,718
Dues receivable	438,516	766,720
Due from Insurance Fund	98,078	76,089
Other receivables, deposits and prepayments	368,559	152,608
Land and buildings, executive headquarters, at cost - Note 3	1,115,059	1,106,659
Equipment, at cost less accumulated depreciation (1974 - \$191,402; 1973 - \$154,475)	168,262	112,495
<b>Total Assets</b>	<b>\$5,632,428</b>	<b>\$4,756,465</b>
<b>LIABILITIES:</b>		
Accounts payable, taxes withheld and accrued items - Notes 4 and 5	\$ 291,412	\$ 321,386
Due to Chapters for share of dues	1,240,217	1,285,348
Dues collected in advance	-0-	168,397
Mortgage payable - Note 3	185,235	215,721
<b>Total Liabilities</b>	<b>\$1,716,864</b>	<b>\$1,990,852</b>
<b>GENERAL FUND BALANCES:</b>		
Fund for general operations and working capital - Note 5	\$2,088,582	\$1,362,189
Fund for welfare payments	45,958	-0-
Fund for contingency	371,134	150,108
Fund for building and equipment investment	1,087,445	992,792
Fund for additions to building and equipment	147,388	119,918
Fund for replacement of building - Note 1	175,057	140,606
<b>Total General Fund Balances</b>	<b>\$3,915,564</b>	<b>\$2,765,613</b>
<b>Total Liabilities and Fund Balances</b>	<b>\$5,632,428</b>	<b>\$4,756,465</b>



Brooklyn Developmental Center chapter delegates present their credentials at registration desk. From right are Brenda Nichols, Glennie Chamble, Clara Scott and Nathaniel Flowers. Handling registration are New York City's Rosalie Jones and Pilgrim's Kay Kosiorowski.

CIVIL SERVICE LEADER, Tuesday, October 14, 1975

## Statement of INCOME, EXPENSE and CHANGE IN FUND BALANCE for the years ended September 30, 1974 and 1973

GENERAL FUNDS	1974	1973 restated
<b>INCOME:</b>		
Dues - net after refunds to Chapters		
State	\$3,921,105	\$3,729,494
County	2,832,244	2,719,580
Insurance Fund reimbursement net of expenses and refunds - Note 2	406,090	343,601
Interest earned	201,435	59,931
Income from other sources	23,007	16,079
<b>Total Income</b>	<b>\$7,383,881</b>	<b>\$6,868,685</b>
<b>EXPENSES:</b>		
Salaries, payroll taxes and other personal services	\$2,598,580	\$2,301,111
Employees' pension and group life insurance costs	414,265	394,845
Administrative travel, lodging and meals	448,405	431,443
Officers, directors and committees expenses	350,745	338,493
Civil Service Leader (mailed weekly to approximately 205,000 members) - Note 6	814,698	773,372
Printing and communications	241,799	315,885
Legal services	535,613	571,881
Data processing services and equipment rental	273,119	288,076
General expense	72,108	62,680
Headquarters occupancy costs	113,912	91,536
Public relations programs	84,924	68,963
Travel allowance to Chapters	92,181	39,368
Regional offices, conferences and County workshop costs other than payroll	122,384	61,571
Delegate meetings, election expenses and organizational costs	102,636	333,688
Additions to fund for building and equipment investment representing purchases of equipment during year	70,675	5,464
<b>Total Expenses</b>	<b>\$6,336,044</b>	<b>\$6,078,376</b>
<b>Excess of Income Over Expenses Transferred to General Operations and Working Capital</b>	<b>\$1,047,837</b>	<b>\$ 790,309</b>

## THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. INSURANCE FUND - FOR INSURED MEMBERS ONLY

GENERAL FUNDS	1974	1973
<b>Statement of ASSETS, LIABILITIES and FUND BALANCES as of September 30.</b>		
<b>ASSETS:</b>		
Cash, including savings accounts and certificates of deposit	\$ 231,543	\$ 265,039
Due from insurance underwriter	94,907	93,476
<b>Total Assets</b>	<b>\$ 326,450</b>	<b>\$ 358,515</b>
<b>LIABILITIES AND FUND BALANCE</b>		
<b>LIABILITIES:</b>		
Premiums received from members in advance	\$ 38,884	\$ 84,073
Premiums payable to insurance companies	127,490	122,164
Due to General Fund	98,078	76,089
<b>Total Liabilities</b>	<b>\$ 264,452</b>	<b>\$ 282,326</b>
<b>FUND BALANCE:</b>		
Restricted for members insured under the group plan	\$ 61,998	\$ 76,189
<b>Total Liabilities and Fund Balance</b>	<b>\$ 326,450</b>	<b>\$ 358,515</b>
<b>Statement of INCOME, EXPENSE and FUND BALANCE for the years ended September 30.</b>		
<b>INCOME:</b>		
Refund from insurance company	\$ 360,454	\$ 369,268
Interest earned	6,367	23,016
<b>Total Income</b>	<b>\$ 366,821</b>	<b>\$ 392,284</b>
<b>EXPENSE:</b>		
Reimbursement to General Fund of costs of maintaining the group life insurance program - Note 2	\$ 381,012	\$ 370,882
<b>Excess of (Expense) or Income Transferred to Fund Balance</b>	<b>(14,191)</b>	<b>21,402</b>
<b>Fund Balance - October 1</b>	<b>76,189</b>	<b>54,787</b>
<b>Fund Balance - September 30</b>	<b>\$ 61,998</b>	<b>\$ 76,189</b>

## Statement of CHANGES IN FUND BALANCES for the years ended September 30, 1973 and 1974

	General Operations and Working Capital	Welfare Payments	Contingency	Building and Equipment Investment	Additions to Building and Equipment	Fund for Replacement of Building	Total General Funds
BALANCE, October 1, 1972	\$ 398,674	-0-	-0-	\$ 986,962	\$ 94,080	\$108,973	\$1,588,689
Adjustment - Note 5	397,000	-0-	-0-	-0-	-0-	-0-	397,000
<b>1973 CHANGES:</b>							
Income from operations	790,309	-0-	108	-0-	5,838	6,633	802,888
Appropriations between funds	(223,794)	-0-	150,000	28,794	20,000	25,000	-0-
Equipment additions	-0-	-0-	-0-	5,464	-0-	-0-	5,464
Depreciation on equipment	-0-	-0-	-0-	(28,428)	-0-	-0-	(28,428)
BALANCE, September 30, 1973	1,362,189	-0-	150,108	992,792	119,918	140,606	2,765,613
<b>1974 CHANGES:</b>							
Income from operations	1,047,837	-0-	21,026	-0-	7,470	9,451	1,085,784
Appropriations between funds	(321,444)	45,958	200,000	30,486	20,000	25,000	-0-
Equipment additions	-0-	-0-	-0-	101,095	-0-	-0-	101,095
Depreciation on equipment	-0-	-0-	-0-	(36,928)	-0-	-0-	(36,928)
BALANCE, September 30, 1974	\$2,088,582	\$45,958	\$371,134	\$1,087,445	\$147,388	\$175,057	\$3,915,564



CSEA comptroller Thomas Collins, left, and the union's statewide treasurer Jack Gallagher confer before presentation of the Association's financial statements.

## NOTES TO FINANCIAL STATEMENTS

### NOTE 1—Accounting Policies

Accounting policies conform to the fund accounting method for nonprofit organizations in accordance with generally accepted accounting principles. The Association reports on and maintains its records on the accrual basis of accounting, separating the accounts and records for the General Fund and the Insurance Fund.

The Insurance Fund is restricted to use for insured members only, but is controlled by and considered part of one legal entity. The Civil Service Employees Association, Inc.

The Association maintains individual records with respect to members who participate in the Group Life Plan and Supplementary Life Plan underwritten by the Travelers Life Insurance Company and Mutual of New York. Premiums collected through the State Comptroller's office and many municipalities are forwarded to the Association to be processed, and thereafter transmitted to the underwriter's agent in original form. Only monies received in the Association's name are deposited in Association bank accounts.

Investment in land, buildings and equipment is stated at historical cost.

Depreciation is computed for equipment on the straight-line method, based upon estimated

useful lives varying from 5 to 10 years. No depreciation is provided on the investment in buildings. In lieu of depreciation for headquarters building, the Board of Directors approved an annual appropriation from the General Fund of \$25,000 for forty (40) years to fund replacement of this building.

The Association has a retirement plan covering most of its employees. Pension expense is determined in accordance with an actuarial cost method and it is the Association's policy to fund pension costs accrued. Past-service costs under the plan are being funded over a 27-year period.

### NOTE 2—Group Life Insurance Reimbursement of Expenses

The cost study for the year ended September 30, 1974 for

determining the cost of handling the group life insurance program has not been completed or approved. The effect of previous studies resulted in an increase in General Fund income and Balance of Fund for general operations and working capital, and a decrease in Insurance Fund income and Balance of Insurance Fund by a similar amount.

### NOTE 3—Executive Headquarters and Mortgage Debt

The executive headquarters property at 33 Elk Street, Albany, New York is pledged as security for a twenty year, 5 3/4% mortgage with National Savings Bank, Albany, New York. The mortgage agreement requires annual payments of \$42,240 for interest and principal.

### NOTE 4—Employees Retirement Plan

The unfunded past-service cost liability was increased at December 15, 1969 to \$885,116. The liability is being amortized over a twenty-seven year period from December 15, 1969, and requires an annual payment of \$53,482.

### NOTE 5—Adjustment of Balance of Fund

The balance of fund for General Operations and Working Capital has been retroactively adjusted as of October 1, 1972 principally to conform the retirement costs chargeable to operations with the retirement contract year. The restatement has no material effect on net income reported for the current or prior year.

(Continued on Page 16)

# PERB Tells Yonkers Board To Live Up To Contract With Non-Teaching Aides

YONKERS—An improper practice charge brought by the Civil Service Employees Assn. against the Yonkers Board of Education has been upheld by Public Employment Relations Board hearing officer Zachary Wellman.

Mr. Wellman's decision, in effect, orders the Board to live up to a contract which had been ratified by CSEA Yonkers Non-Teaching unit and approved by the Board in early July.

The contract, effective July 1, 1975 to June 30, 1976, provided for a 5 percent increase effective July 1, 1975, and an additional 5 percent increase effective March 1, 1976, and increments for all eligible employees effective Jan. 1, 1976. It further provided for salary upgradings for janitors, janitresses and construction inspectors effective July 1, 1975.

Subsequent to ratification, the Board, whose budget had been reduced by the City Council of Yonkers by approximately \$7 million unilaterally reduced the percentage salary increase to 4 percent.

CSEA considered this an abrogation of the contract and filed an improper practice charge with PERB.

In his decision, Mr. Wellman stated that the Yonkers case was similar in many respects to the situation that appeared in 1971 in the Matter of the Board of Education of the City of Buffalo. In that case, the hearing officer had rejected a contention by the Board that it could ignore its contractual obligations because it had received from the city less funds than sought.

Mr. Wellman cited the case officer's observation that "The clear intent of the Act would be aborted if one side could unilaterally change, or even worse, abrogate a contracted term and condition of employment. Clearly, such unilateral action is the antithesis of the good faith required throughout a collective relationship."

Mr. Wellman termed "clearly

erroneous" the Yonkers Board of Education prime defense that the City Council, as the "appropriate legislative body," had failed to provide sufficient monies and that the provisions of the contract are not effective unless such funds are provided.

Mr. Wellman ruled that the Board of Education and not the City Council was the "appropriate legal body," referring to the PERB act which defines the term "legislative body of the government" in the case of school districts as the "board of education, board of trustees or sole trustee, as the case may be."

The Yonkers Board of Education was further told that it could not escape its contractual agreement by re-ordering its priorities. CSEA had pointed out that at least \$833,000 of the Board's budget had been assigned to non-mandated expenditures, an amount that could be utilized to fund its contractual obligations.

Mr. Wellman said that it was impermissible for the employer to "pick and choose," assigning to its contractual obligations the lowest priority.

CSEA Westchester chapter president Ray Cassidy commended the union's Arthur Grae, regional attorney, on his handling of the case. Mr. Grae filed the improper practice charge on behalf of the union.

### LEGAL NOTICE

Largo Properties, c/o William O. Burnett, Shaw & Co., 120 Broadway, NYC. Substance of Cert. of Ltd. Partnership, duly signed and executed by all partners and filed in the N.Y. Co. Clks Office Aug. 29, 1975. Business: to purchase all rights to one or more motion pictures for the United States and Canada, and to distribute exploit and turn to account the rights at any time held by the Partnership in connection therewith and for no other purpose. General Partner: William O. Burnett, 25 Strawberry Hill Avenue, Stamford, Conn., who has contributed \$1,000, P & L Percentages 1%. Limited Partner: Bruce Balaban, 200 Central Park South, NYC., who has contributed \$1,000, P & L Percentage, 99%.

The Partnership term shall commence on the day upon which pursuant to the Partnership Law of the State of New York, the Certificate of Limited Partnership is duly filed in the office of the County of New York, and thereafter from year to year, and shall terminate on December 31, 1999, unless sooner terminated. No additional contributions may be required to be made by the Limited Partners of the Partnership. The contribution of each Limited Partner shall be returned to him at such times (after distribution of the motion picture has commenced) as the Partnership has paid or made reasonable provision for all debts, liabilities, taxes and contingent liabilities; all cash received from time to time by the Partnership in excess of said cash reserve shall be paid to the Limited Partners until their total contributions shall have been thereby fully repaid, and thereafter, in accordance with their Partnership percentages, after payment of five (5%) percent to the General Partner as compensation. No Limited Partner shall have the right to substitute an assignee in his place, without the written consent of the General Partner. The General Partner may admit additional Limited Partners into the Partnership. No Limited Partner shall have any priority over any other Limited Partner as to contribution or as to compensation by way of income. In the event of the death, retirement or disability of the General Partner, the General Partner shall cease to function or have any authority as General Partner and the Partnership shall be dissolved and liquidated unless within 80 days thereafter all of the Limited Partners have given notice to the Partnership to continue the Partnership and thereafter the holders of a majority in interest of P & L percentages elect a successor General Partner. No Limited Partner may demand and receipt property other than cash in return for his contribution.

# W'chester Suit Seeks To Stop Note Purchase; Remove Levitt

WHITE PLAINS—The Westchester County chapter, Civil Service Employees Assn., last week brought suit in State Supreme Court, Albany, to stop Comptroller Arthur Levitt from investing \$250 million in state employee pension funds in New York State short-term notes.

Judge Cobb reserved decision on the issue until this week.

Westchester chapter president Ray Cassidy authorized CSEA regional attorney Arthur Grae to launch the suit. It seeks to remove Comptroller Levitt from his post as trustee of the pension funds because of alleged violations of employee rights. The suit also seeks the appointment of a new trustee.

Mr. Grae said that as Comptroller, Mr. Levitt is the chief fiscal officer of the state and that as trustee of the pension funds, is charged with obtaining the maximum financial return from prudently investing

the funds.

"The Comptroller is, therefore, in a conflict of interest and has committed possible malfeasance in office, Mr. Grae charged. "He is in serious violation of his duty to give undivided loyalty to the (pension) trust and should be removed."

Mr. Cassidy said that he initiated the suit because of the concern expressed by his chapter

members in the short-term note investment which many, he said, consider rash. He added that he feels the investment in the notes is somehow related in an indirect manner to benefit New York City with respect to the investment of about \$125 million in pension funds in bonds of the Municipal Assistance Corp.

The State Court of Appeals, in a recent 6-1 decision, ruled that the Legislature, in mandating the Comptroller to buy MAC bonds, acted unconstitutionally. The ruling derived from actions brought by CSEA and the Police Conference of New York.

### DCJS

ALBANY — Commissioner Frank J. Rogers named two key personnel to the Manhattan office of his state Division of Criminal Justice Services. Susan McVey, executive assistant to the commissioner, and John J. Purcell, deputy administrator of DCJS' office of Planning and Program Assistance. Mr. Purcell earns \$30,600; Ms. Murphy, \$17,429 annually.

### MOLYNEAUX NAMED

ALBANY—Silas R. Molyneaux, of Barker, has been named as a member of the Board of Trustees of Niagara County Community College. Mr. Molyneaux, a retired U.S. Air Force colonel, is executive assistant to the president of the State University College at Buffalo. Mr. Molyneaux succeeds Joan Hewitt, of Lewiston, whose term expired. He was named for a term ending June 30, 1984.

### HIGHER EDUCATION

MANHATTAN—Armand D'Angelo has been appointed by Gov. Hugh L. Carey to the New York City Board of Higher Education. He will serve a five-year term in the unsalaried post.

Mahogany—the woman every woman wants to be and every man wants to have.



Paramount Pictures presents  
**Mahogany**

Soundtrack available on  
Motown Records & Tapes

Paravision™ in Color  
A Paramount Picture

PG

ON THE WEST SIDE  
**LOEWS STATE 2**  
BROADWAY AT 45th ST. 582-5070

ON THE EAST SIDE  
**LOEWS ORPHEUM**  
EAST 86th ST. AT 3rd AVE. 289-4607

**GO HIRE A BOAT!**

PLANNING A BIG-TIME PARTY? Don't go hire a hall hire **N.Y. THE DUCHESS**

Add new excitement to any important event: Boatride, Company Party, Dance, Entertainment, Fund Raiser, Political Rally, Press Party, Sales Campaign, Trade Show!

Charter newly refurbished S.S. THE DUCHESS for an afternoon or evening afloat, for a bare-boat excursion or a custom catered affair for 500 to 2000. 4 decks, Main Ballroom, accommodates 600 cabaret style, 1000 Theatre style, 1200 for dancing. For Information...

Telephone (212) 964-7270 or write

**CLM ENTERPRISES, INC.**  
15 PARK ROW, N.Y.C. 10038  
MAY thru SEPTEMBER

**Civil Service Activities Association**

# Fall & Winter Travel Program is Here!

## One Week Fall And Christmas Packages

Canary Islands	\$209	Morocco	\$299
Puerto Rico	\$239	St. Maarten	\$299
Aruba	\$279	Antigua	\$199
London	\$289	Hawaii	\$319
Acapulco	\$289	West Coast	\$369
Spain	\$289	Monte Carlo	\$399
Cancun (Mex.)	\$299	Rome	\$399

All prices are per person double occupancy and do not include tax and service where applicable. Subject to change. Prices higher for Christmas. Flights to and from U.S. on certificated jet airlines, incl. Pan Am, TWA, TIA and others. We now carry \$500,000 program insurance.

**C.S.A.A.** P.O. BOX 808  
RADIO CITY STATION, NYC 10019  
Tel. (212) 586-5134  
CSL 10-14

Send the Fall and Xmas Schedule

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

**For Complete Information**  
**Call (212) 586-5134**

All Travel Arrangements Through T/G Travel Service,  
111 West 57th Street, New York City 10019  
Available only to members and their families.

Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on Sept. 9, 1975 duly signed and acknowledged by all of the partners. Name and location—MOUNT-BATEN EQUITIES, 210 E. 86th St., N.Y., N.Y. Purpose—To acquire, hold, improve, operate and dispose of certain property located in N.Y. County, N.Y., and to engage in any related activities. Term—Sept. 9, 1975 until Dec. 1, 2025 unless sooner terminated as per agreement. General Partners, names and addresses—Barnet L. Liberman, 15 Jones St., N.Y., N.Y.; Winthrop D. Chamberlin, 519 E. 82nd St., N.Y., N.Y. Limited Partners, names and addresses and contributions—Lawrence A. Benenson, 60 Sutton Pl. So., N.Y., N.Y., \$15,000; Barnet Liberman, 300 Central Park West, N.Y., N.Y., \$10,000; Samuel Malamud, 754 Eastern Parkway, Brooklyn, N.Y., \$10,000; Murray Liberman, 630 West 246th St., Bronx, N.Y., \$10,000; Dorothy Chamberlin, Lakeville, Conn., \$10,000. Limited Partners shall be required to contribute additional amounts of cash to the Partnership upon the terms of the partnership agreement. The capital of the Partnership shall be distributed to the Partners upon dissolution and termination of Partnership or prior thereto as per agreement. Limited Partners as a class receive 90% of profits of partnership until 50% of capital contribution is reached and then 20% of profits thereafter and in same proportion that their capital contributions bear to capital contributions of all the Limited Partners pursuant to the Agreement. A Limited Partner may not assign his interest in the Partnership without consent of General Partner. General Partners have the right to admit additional Limited Partners until aggregate capital contributions reach \$450,000. If Partnership is dissolved as per agreement, owners of majority in interest of Limited Partners may continue said Partnership. If a General Partner withdraws remaining General Partner continues the business unless Partnership's counsel deems otherwise as per agreement.

# Suffolk Holds Park Foreman Examinations

HAUPPAUGE — The Suffolk County Civil Service Department is currently accepting applications for senior park foreman. There are no residence requirements for the \$12,454 a year open-competitive position.

To qualify for the post, candidates must be a high school graduate and have seven years' experience in the direction or supervision of park or ground maintenance activities. A satisfactory equivalent combination of education and experience will also be accepted.

The Nov. 22 written examination will test for knowledge in such areas as: installation, maintenance and repair of recreational areas and equipment; grounds maintenance; preparation of written material; and supervision. All applications must be received by Oct. 22.

For detailed information and application forms, candidates should contact the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building; Veteran's Memorial Highway, Hauppauge; the East Northport Testing Center, 295 Larkfield Rd., East Northport; or the Riverhead Information Center, County Center, Riverhead.

## Region II Retirees Have Fall Meeting

MANHATTAN — The New York City Region II Retirees chapter begins fall activities with a meeting scheduled for Tuesday, Oct. 14.

The meeting will be held at the World Trade Center, Room 5890, at 1 p.m. Speakers will include Solomon Bendet, president of Region II; William Mensel, president of Nassau County Retiree chapter. Randolph V. Jacobs CSEA public relations officer, and Thomas Gilmartin, CSEA retiree coordinator.



Candidates for public office in the various towns of Nassau County make their appeal for support at mass meeting sponsored last week by Civil Service Employees Assn. Nassau chapter's County Division political action committee. Alphonse D'Amato, Republican incumbent as Town of Hempstead supervisor, is at microphone. Seated at table, from left, are Joel Joseph, Democratic candidate for Town of North Hempstead Supervisor; Vincent Suozzi, Democratic incumbent Mayor for City of Glen Cove; Edwin Cleary, CSEA Long Island

Region I supervisor; Matthew Bonora, Democratic candidate for Town of Hempstead Presiding Supervisor; (Mr. D'Amato), and Donald Deegan, Democratic candidate for Town of Hempstead Supervisor. Identifiable in background are Hugh O'Haire, CSEA Region I public relations officer; Ralph Natale, CSEA Region I first vice-president; Doris Kasna, CSEA Nassau County Division political action chairman; Hyde Smith, CSEA Nassau Court unit president, and Arlene Sperling, court reporter.



Attentive audience listens to presentations by various local candidates in Nassau County.

## CSEA Political Action Group Assails Caso

MINEOLA — Heavy fire fell on Nassau County Executive Ralph G. Caso at a candidates' forum held last week by the county political action committee of the Nassau County chapter, Civil Service Employees Assn., despite the fact that Mr. Caso is not up for election this year.

Most of the candidates, and a cheering crowd of about 350 Nassau employees, denounced the incumbent Republican county executive. CSEA members appeared to feel he had triggered the collapse of negotiations with the union on behalf of 14,000 county employees two days earlier.

The forum is a new technique in political action for the CSEA.

The committee invited all incumbent members of the county board of supervisors and their election opponents. They were permitted to make short statements and then were peppered with questions submitted from the floor.

The political action committee, composed of county unit presidents, was to meet this week to consider whether to recommend any endorsements to the chapter board of directors.

## W'Chester Center Communion Service

VALHALLA — The St. John and St. Camillus Guild of the Westchester County Medical Center will hold its 18th Annual Communion Mass and Breakfast Sunday, Oct. 26.

The Mass will be at 9 a.m. in the interfaith chapel, Macy Pavilion. A continental breakfast will follow in the private dining room on the east corridor of the chapel. Guest speaker will be the Very Rev. Paul Stefan, OFM Cap., vicar provincial of the Capuchin Province of St. Mary.

The New York chapter of The Arthritis Foundation reports that one in four families has someone with arthritis.



## ROLLINS UNITED BUYING SERVICE INVITES YOU TO...

Give it the once-over. Check the 4-barrel carbs. Check the air conditioning ducts. Check the distributor cap. Then check the discount you get as a member of RUBS. On most new cars you pay only \$100 over the dealer's cost! And on other major items, like furniture, appliances and tires, you get up to 60% off! Call today.



### Rollins United Buying Service

New York (212) 759-1670  
Westchester (914) 476-0400  
Long Island (516) 488-3268  
New Jersey (201) 434-6788  
Connecticut (203) 359-4773

### Rollins Buying Service

Atlanta Toll free (800) 223-9855  
Dallas Toll free (800) 223-9855  
So. Jersey & Philadelphia Toll free (800) 223-5143  
Boston Toll free (800) 223-5143

### HOW DOES THE E.R.A. AFFECT YOU?

Attend a Forum for City workers on the Equal Rights Amendment  
Tuesday, OCTOBER 14, 1975  
12:30 to 1:30 p.m.  
Police Headquarters Auditorium  
Moderator: City Human Rights Comm. Eleanor Holmes Norton  
Sponsors: Women in City Government  
Mayor's Commission on the Status of Women

### MEN - WOMEN

Serving your Country has its benefits

We have excellent job openings right now. And if you qualify, you'll start at \$344 a month (before deductions). With a raise to \$383 in just four months. Join the people who've joined the Army.

Call Army Opportunities  
800 523-5000

or write to Box 100, C.S. Leader, 11 Warren St., N.Y., N.Y. 10007

an equal opportunity employer



# TO HELP YOU PASS GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	6.00
Administrative Assistant Officer	6.00
Assessor Appraiser (Real Estate)	6.00
Attorney	5.00
Auto Mechanic	6.00
Beginning Office Worker	5.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	6.00
Bridge and Tunnel Officer	5.00
Bus Maintainer — Group B	5.00
Bus Operator	5.00
Captain Fire Dept.	8.00
Captain P.D.	8.00
Cashier	4.00
Civil Engineer	8.00
Civil Service Arith. and Vocabulary	4.00
Civil Service Handbook	1.50
Clerk N.Y. City	4.00
Complete Guide to C.S. Jobs	2.00
Computer Programmer	6.00
Const. Supv. and Inspec.	5.00
Correction Officer	5.00
Court Officer	6.00
Dietitian	5.00
Electrician	6.00
Electrical Engineer	5.00
Federal Service Ent. Exam	5.00
Fireman F.D.	5.00
Foreman	5.00
General Entrance Series	4.00
General Test Pract. for 92 U.S. Jobs	5.00
Lt. Fire Dept.	8.00
Lt. Police Dept.	8.00
H.S. Diploma Tests	5.00
High School Entrance and Scholarship Test	4.00
H.S. Entrance Examinations	4.00
Homestudy Course for C.S.	5.00
How to get a job Overseas	1.45
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Janitor Custodian	6.00
Laboratory Aide	5.00
Librarian	4.00
Machinists	6.00
Maintenance Man	5.00
Maintainer Helper A and C	4.00
Maintainer Helper Group D	5.00
Management and Administration Quizzer	6.00
Mechanical Engineer	8.00
Motor Vehicle License Examiner	5.00
Notary Public	4.00
Nurse (Practical and Public Health)	6.00
Parking Enforcement Agent	4.00
Police Administrative Aide	5.00
Prob. and Parole Officer	6.00
Police Officers (Police Dept. Trainee)	5.00
Playground Director — Recreation Leader	6.00
Postmaster	5.00
Post Office Clerk Carrier	4.00
Post Office Motor Vehicle Operator	4.00
Postal Promotional Supervisor-Foreman	5.00
Preliminary Practice for H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Probation and Parole Officer	6.00
Professional Trainee Admin. Aide	5.00
Railroad Clerk	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	7.00
Senior Clerical Series	5.00
Social Case Worker	6.00
Staff Attendant and Sr. Attendant	4.00
Stationary Eng. and Fireman	6.00
Storekeeper Stockman	5.00
Supervision Course	5.00
Transit Patrolman	5.00
Vocabulary, Spelling and Grammar	4.00

Contains Previous Questions and Answers and  
Other Suitable Study Material for Coming Exams

## ORDER DIRECT—MAIL COUPON

LEADER BOOK STORE  
11 Warren St., New York, N.Y. 10007

Please send me \_\_\_\_\_ copies of books checked above.  
I enclose check or money order for \$ \_\_\_\_\_

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_

Be sure to include 8% Sales Tax

### STATE PARKS

ALBANY — Gov. Hugh L. Carey has announced the appointment of Clara Beckhardt as general manager of the State Park and Recreation Commission for New York City. The position carries a salary of \$29,000 a year.

### LEGAL NOTICE

HAMPTON ASSOCIATES 1975, c/o Migdal, Tenney, Glass & Pollack, 598 Madison Avenue, N.Y.C.—Substance of the Certificate of Limited Partnership filed in New York County Clerk's Office August 26, 1975. Business: Motion picture production services and exploitation of films. General Partner: Everett Rosenthal, 27 West 72nd Street, N.Y.C. Class A Limited Partners and cash contributions: Daniel Glass, \$500.; Stephen W. Sharmat, \$500. Terms: August 13, 1975, to December 31, 1999, unless sooner terminated. No additional contributions to be made. Additional Class B Limited Partners may be admitted by General Partner. Contributions returned after payment of all debts and upon termination. Shares of profits: General Partner shall receive 1.34% of profits, Class A Limited Partners shall receive 2.66% and Class B Limited Partners shall receive 96% of profits. Limited Partner may assign interest only with written consent of General Partner. No priority among Limited Partners as to contributions or as to compensation by way of income. Remaining Partners have the right to continue business upon the death, retirement or insanity of the General Partner. No Limited Partner shall demand property other than cash in return for his contribution.

### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK: COUNTY OF NEW YORK — HARLEM SAVINGS BANK, Plaintiff against TRUMP REALTY CORP.; 356 WEST 36TH ST. CORP.; JERRY SLUTSKY, THE CITY OF NEW YORK; THE PEOPLE OF THE STATE OF NEW YORK; STATE TAX COMMISSION; UNITED STATES OF AMERICA, if the aforesaid individual defendants are living, and if any or all of said individual defendants be dead, their heirs at law, next of kin, distributees, executors, administrators, trustees, committees, devisees, legatees and the assignees, lienors, creditors and successors in interest of them, and generally all persons having or claiming under, by, through or against the said defendants named as a class, of any right, title, or interest in or lien upon the premises described in the complaint herein; "JOHN DOE #1" through "JOHN DOE #900" inclusive, the names of the last 900 defendant being fictitious, the true names of said defendants being unknown to plaintiff, it being intended to designate tenants or occupants of the mortgaged premises and/or persons or parties having or claiming an interest in or a lien upon the mortgaged premises, Defendants, Plaintiff designated New York County as place of trial.

SUPPLEMENTAL SUMMONS: TO THE ABOVE NAMED DEFENDANTS: YOU ARE HEREBY SUMMONED to answer the amended complaint in this action, or to serve a notice of appearance, if the amended complaint is not served with this supplemental summons, within twenty days after the service of this supplemental summons, exclusive of the day of service, or within thirty days after service is complete if this supplemental summons is not personally delivered to you within the State of New York. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the amended complaint.

The basis of the venue designated is that the real property involved in this action is situated within the County of New York.

Dated: New York, New York  
November 1, 1974

THACHER, PROFFITT & WOOD, Attorneys for Plaintiff, Office and P.O. Address, 40 Wall Street, New York, New York 10005, Telephone No. 483-5800. TO DEFENDANTS SIDNEY CHERNUCHIN, SUED HEREIN as "JOHN DOE #1" AND LILLIAN LITT, SUED HEREIN AS "JOHN DOE #4," if living, and if either of them be dead, their heirs at law, next of kin, distributees, executors, administrators, trustees, committees, devisees, legatees and the assignees, lienors, creditors and successors in interest of them, and generally all persons having or claiming under, by, through or against the said defendants named as a class, any right, title, or interest in or lien upon the premises described in the amended complaint herein. The foregoing summons is served upon you by publication, pursuant to an Order of Hon. Irving G. H. Saypol, Justice of the Supreme Court, New York County, dated September 25, 1975 and filed with other papers in the Office of the Clerk of New York County, at the Supreme Courthouse, New York, New York.

The object of the above entitled action is to foreclose a mortgage recorded in the Office of the City Register, New York County, on July 8, 1965, in Liber 6397 of Mortgages, Page 81, said mortgage securing the sum of \$415,000.00 and interest and covering premises known as and by the street numbers 356-60 West 36th Street, New York, New York; and being more particularly described in said amended complaint. Dated: September 26, 1975.

THACHER, PROFFITT & WOOD  
Attorneys for Plaintiff

# Nassau Job Openings Include Real Estate, Pool Op, Nutritionist

MINEOLA—Real estate inspector trainees, accountants, swimming pool operators, draftsmen, nutritionists and auditors are currently being sought by town and county agencies in Nassau County. Salaries range from \$8,600 to \$13,537 a year.

Applications for all positions must be received by Oct. 22, with examinations to be held on Nov. 22.

For real estate inspector trainee, candidates must be high school graduates with one year's experience in maintenance or security of public or commercial buildings. The post pays \$8,600 a year.

High school graduates with two years' experience as a custodian, general mechanic, or steam fireman may apply for the \$8,820 a year job as swimming pool operator. A satisfactory equivalent combination of experience and education is also acceptable.

Accountant I is needed by both the county and by the towns of North Hempstead and Oyster Bay. Salaries vary with the location of position. Applicants must have a bachelor's degree with a major in accounting to qualify.

Candidates with a bachelor's degree in accounting may also apply for field accountant I, paying \$10,606 to start. A bachelor's degree and three years' experience in accounting or auditing will qualify candidates for field accountant II. It has a starting salary of \$13,537.

The towns of North Hempstead and Oyster Bay are searching for a planning draftsman. The \$10,918 a year job is open to individuals with an associate degree in a field of engineering technology, or high school graduates with a year's experience in drafting.

Individuals with a bachelor's degree in foods and nutrition and 30 graduate hours in public health nutrition, nutrition education, institutional management or related courses, may apply for public health nutritionist I. Two

years' experience as a nutritionist or dietitian will also be accepted.

For field auditor II, candidates must have a bachelor's degree in accounting and three years' accounting or auditing experience. The beginning salary is \$13,537.

Official announcements and applications may be obtained from the Nassau County Civil Service Commission, 140 Old County Road, Mineola 11501. Individuals desiring applications through the mail should include a self-addressed stamped envelope.

## Unemployment Body Gets New Chairman

ALBANY — Gregory Pope, 48, of Lockport, has been named chairman of the Unemployment Insurance Appeal Board, a post paying \$39,650.

Mr. Pope succeeds Harry Zankel as chairman who will remain on the board. The state body hears appeals in unemployment benefit disputes. Mr. Pope is a former state assemblyman and president of Local 516, United Auto Workers.

### BOARD OF APPEALS

ALBANY — Benjamin Greenfield, of Putnam Valley, has been appointed by Gov. Hugh L. Carey as a member of the newly created Industrial Board of Appeals and designated by him as chairman. Mr. Greenfield, a lawyer in Yorktown Heights and town justice of the Town of Putnam Valley, will receive a salary of \$39,650 a year. The new board replaces the Board of Standards and Appeals.

If you want to know what's happening  
to you  
to your chances of promotion  
to your job  
to your next raise  
and similar matters!

## FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is \$9.00. That brings you 52 issues of the Civil Service Leader filled with the government job news you want.

You can subscribe on the coupon below:

### CIVIL SERVICE LEADER

11 Warren Street  
New York, New York 10007

I enclose \$9.00 (check or money order for a year's subscription) to the Civil Service Leader. Please enter the name listed below.

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CITY \_\_\_\_\_ Zip Code \_\_\_\_\_



CSEA president Theodore C. Wenzl, left, introduces Niagara Falls Mayor E. Dent Lackey, who welcomes delegates to the Rainbow Convention Center.

(Leader photos by Ted Kaplan)



Even statewide CSEA vice-president must await turn at microphone. Here Robert Lattimer, head of Western Region VI, is in line behind Pilgrim's Betty Duffy and Workmen's Compensation's A. Victor Costa. All three are CSEA directors.



Carroll Mealey, partner in DeGraff, Foy, Conway and Holt-Harris, counsel for CSEA, enters convention with Paul Kyer, associate publisher of the Civil Service Leader, during important development of Association action.

## Legal Committee Report

The legal committee of the Civil Service Employees Assn. is chaired by Joseph Conway, of Workmen's Compensation, Albany, with committee members Judy Burgess, James Corbin, Dale DuSharme, Frances Gibbons, Fred Gurtowski, Gerald Hart, Michael Morella, Ethel Ross and Edward Wilcox.

This report of the Legal Committee covers cases for the period from July 1, 1974 to the present. In addition, expenses for this period are for the 1974-75 fiscal year.

During the period mentioned above, the State Division requested legal assistance in 49 instances. The Legal Committee recommended to the Board of Directors that legal assistance be denied in seven situations. The remaining approved cases resulted in legal assistance being provided for 51 separate actions. These involved 23 actions in Supreme Court, ten appeals to higher courts, and eight other types of cases which included arbitrations, representation before the

Grievance Appeals Board and the Human Rights Commission.

The County Division requested legal assistance in 77 instances. The Legal Committee recommended to the Board of Directors that legal assistance be denied in five cases and one case be tabled. The remaining approved cases resulted in legal assistance being provided for 77 separate actions. These involved 39 actions in Supreme Court, 32 appeals to higher courts, and six other types of cases which included arbitrations, representation before the Human Rights Commission, etc.

Expenditures for the current fiscal year for special legal services will be approximately \$475,000. This includes matters other than the retainer for our general counsel and regional attorneys. The fee for the same service in fiscal 1974 was \$238,600. The Legal Committee is presently undertaking an extensive study of the entire legal program and will be prepared to report its findings to the Board of Directors in the near future.



County Division chairman Salvatore Mogavero, at microphone, presides over meeting of local government delegates. Seated are CSEA vice-president Irving Flaumenbaum, head of Long Island Region I, and County Executive Committee vice-chairman Howard Cropsey. The three men are also chapter presidents: Mr. Mogavero for Erie Educational; Mr. Flaumenbaum, Nassau County, and Mr. Cropsey, Albany County. In background is CSEA attorney Algird White.



Solomon Bendet, right, president of New York City Region II, asks for order at noontime meeting he had called to seek regional consensus on issues due to be discussed when convention is reconvened that afternoon.



Convention parliamentarian Harold Ryan, left, of Audit and Control, makes ruling on procedures as State Executive Committee chairman Thomas McDonough, center, and Southern Region III president James Lennon stand by during debate.

## Education Committee Report

The education committee of the Civil Service Employees Assn. is chaired by Celeste Rosenkranz, of Buffalo, with committee members Pat Timneri, Irene Amaral, Stephen Zarod, Stanley Briggs, Mary Lauzon, Richard Fila, Marie Romanelli, David Wall, Virginia Colgan and Roger Frieday.

Significant efforts were made this year to extend opportunities for education and training to staff and members in various aspects of CSEA activities. The Education Committee, working in cooperation with Regional Presidents has been advised of training needs in each area, and programs were scheduled to meet these needs.

A new program, offered in conjunction with Cornell School of Industrial and Labor Relations and specially geared to CSEA membership training proved to be successful in its initial year. Members in Western, Long Island, and New York Regions took advantage of this opportunity to become better acquainted with the labor movement with special attention to those working in the public sector. This program will be expanded into other regions with special funding through regional support.

During the past year, the Chapter Officers' Manual was updated, and sent to the regional offices for distribution to the officers. Each chapter has been allotted four manuals. The Field Representative's Manual has also been revised, providing a valuable resource for each

field man. Also revised and published in new format is the Delegates' Handbook. This is designed to help the CSEA delegate participate more effectively in this convention business sessions.

The Committee met in June to finalize the program to be offered at the Annual Meeting scheduled for Niagara Falls, September 28-October 3, 1975. The Education program explained the various insurance programs available to CSEA members, and was held Monday evening, September 29.

Continuing efforts will be made throughout the year to provide workshops, seminars, and conferences for chapters and regions, so that our members will obtain the kind of educational services which they not only need but deserve.



CSEA vice-president Joseph McDermott, head of Albany Region IV, is picture of concentration as he outlines his ideas before presenting them to delegates.

# State Eligible Lists

**EXAM 35-750**  
**ASSOC BACTERIOLOGIST VIROL**  
 Test Held Apr. 12, 1975  
 List Est. June 25, 1975

- 1 Clarke Lorraine E Greenbush .....77.1
- 2 Sikora Edward T Albany .....77.0
- 3 Gross Laurence Albany .....76.7
- 4 Hickey Paul J N Syracuse .....73.4
- 5 Trimarchi C V Albany .....73.2

- 3 Kurtzman Jack M Hamburg .....79.8
- 4 Caleca C J New Hyde Pk .....79.7
- 5 Maher John E L I City .....72.4

**EXAM 24-263**

**SR RENT EXMR**  
 Test Held April 12, 1975  
 List Est. June 30, 1975

- 1 Impara Albert J New Rochelle .....85.0
- 2 Goldberg G New Rochelle .....85.0
- 3 Cahalan Robert Brooklyn .....85.0
- 4 Crystal Bernard NYC .....84.0
- 5 Aldrich Leonard Buffalo .....82.0
- 6 Wtulich Edward Goshen .....82.0
- 7 Camarco Michael Carmel .....81.0
- 8 Stark Rita Holliswood .....80.0

- 9 Hesley Robert A Albany .....80.0
- 10 Pascucci Arthur Howard Bch .....80.0
- 11 Costello H L Bronx .....80.0
- 12 Goertz Desmond Lindenhurst .....80.0
- 13 Baum Ralph Larchmont .....78.0
- 14 Carney Robert P Masspeque Pk .....78.0
- 15 Kellman Kenneth Wappingr F .....77.0
- 16 Byrd Kurr Bayside .....77.0
- 17 Sullivan Minnie Yonkers .....76.0
- 18 Delterzo L Brooklyn .....75.0
- 19 Curran John M Loudonville .....75.0
- 20 Balalaos W R Garden Cy .....74.0
- 21 Tolin J L Brooklyn .....74.0
- 22 Lavine Charles Waterviet .....74.0
- 23 Caseld Robert Albany .....73.0
- 24 Levine Anna L Little Neck .....73.0
- 25 Fremo Samuel Long Beach .....73.0
- 26 Lewis Julia Bronx .....73.0
- 27 Colelli James J Bronx .....73.0
- 28 Silberman B R Little Neck .....72.0
- 29 Medow Selma New Rochelle .....72.0
- 30 Lenozewski S J Middle Vill .....72.0
- 31 Jack Anne R NYC .....71.0
- 32 Auciello E F Glen Cove .....71.0
- 33 Miller James Hollis .....71.0
- 34 Farnon Mary K Brooklyn .....71.0
- 35 Whiten Joseph D NYC .....71.0
- 36 Russell Patrick NYC .....70.0
- 37 Silpe Noebert Livingston .....70.0
- 38 Frey Ruth I Kew Gdns .....70.0
- 39 Tufaro Nano N Staten Is .....70.0

- EXAM 35-725**  
**RENT EXMR**  
 Test Held April 12, 1975  
 List Est. June 26, 1975
- 1 Sack Harry Bronx .....86.2
  - 2 Impara Albert J New Rochelle .....86.0
  - 3 Dabbs Stuart M Bronx .....82.8
  - 4 Maher John E L I City .....79.4
  - 5 McGoey John J NYC .....74.1

**EXAM 24-262**

**RENT EXMR**  
 Test Held Apr. 12, 1975  
 List Est. June 30, 1975

- 1 Vadnais John R Albany .....91.0
- 2 Impara Albert J New Rochelle .....88.0
- 3 Camarco Michael Carmel .....85.0
- 4 Crystal Bernard NYC .....85.0
- 5 Pascucci Arthur Howard Bch .....83.0
- 6 Aldrich Leonard Buffalo .....83.0
- 7 Goertz Desmond Lindenhurst .....83.0
- 8 Stark Rita Holliswood .....81.0

- 9 Meckler Gabriel Albany .....81.0
- 10 Baum Ralph Larchmont .....81.0
- 11 Blumenthal M J Whitestone .....81.0
- 12 Schumacher S H NYC .....81.0
- 13 None
- 14 Kellman Kenneth Wappingr .....79.0
- 15 Homa Andrew NYC .....79.0
- 16 Delterzo L Brooklyn .....78.0
- 17 Lavine Charles Waterviet .....78.0
- 18 Lenozewski S J Middle Vill .....78.0
- 19 Covello D V Phoenicia .....78.0
- 20 Reilly C J Brooklyn .....78.0
- 21 Hass Robert A Brooklyn .....77.0
- 22 Hall James L Brooklyn .....77.0
- 23 Levine Anna L Little Neck .....77.0

(To Be Continued)

## WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

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

**UNITED GOVERNMENT EMPLOYEES**

Christmas and New Years Trips

**CANARY ISLANDS**

**JAMAICA**

**SKI EUROPE**

Send Me Details!

United Government Employees  
 Box 7187, Capital Station  
 Albany, N.Y. 12224

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE \_\_\_\_\_

ALSO, ask about our  
 EUROPEAN FLIGHTS  
 for 1976 from \$299

Phone (518) 465-1116

**DEER HUNTING . . . .**

on 2600 Catskill Mts. acres! Bucks everywhere. Deluxe steam heated rooms. Cocktail Lounge. For reservations:

**paramount**  
**motel/hotel**

**PARKVILLE, N.Y.**  
 Direct Wire: (212) 524-3370

**GIDEON PULINAM**  
 HOTEL AT SARATOGA SPA  
 SARATOGA SPRINGS, NEW YORK 12866

**STATE RATES**

**CONFERENCE CENTER**  
**BANQUET CATERING**

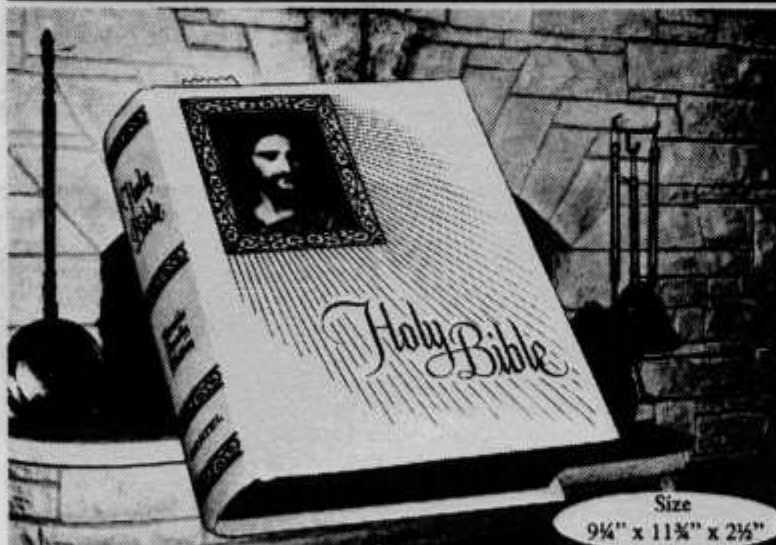
Yoel Eisen 518-584-3000

**ALBANY**  
**BRANCH OFFICE**

FOR INFORMATION regarding advertisement, please write or call:

**JOSEPH T. BELLEW**  
**303 SO. MANNING BLVD.**  
**ALBANY 8, N.Y. Phone IV 2-5474**

# Save on this magnificent Fireside Family Bible



Publisher's retail price \$39.95

**only**

**\$20.95**

**from**

**Civil Service Leader**

**11 Warren Street**  
**New York, N.Y. 10007**

This distinguished beautiful Bible is one of the most useful ever published. Designed especially to give you easy understanding. Has large type on finest English finish paper. The words of Christ in red to facilitate reading and understanding. Gold stained page edges. Richly textured gold embossed padded cover that will last a lifetime.

- OUTSTANDING INSTRUCTIONAL FEATURES INCLUDE**
- Comprehensive Concordance of the Holy Scriptures.
  - Brief history of the origin and purpose of the Bible.
  - William Smith Bible Dictionary.
  - References to inspiring and consoling Bible Chapters.
  - Over 60,000 column references.
  - Great Events in the lives of Noted Bible Characters.
  - Synopsis of the Books of the Bible.
  - Complete Bible course on Personality Development.
  - Christian Character Analysis.
  - Interesting Facts and Figures about the Bible.
  - Select Scriptures for Special Needs.
  - Bible Stories For Young People.

- SPECIAL COLOR FEATURES INCLUDE**
- Great Moments in Old Testament History.
  - Palestine Where Jesus Walked.
  - The Land of Israel in Modern Times.
  - Full Color Section of the Twelve Apostles.
  - Full Color Bible maps with cross reference index to give visual understanding of the Holy Land.
  - Family Record Section.
  - Presentation Page.
- Protestant edition is the authorized King James translation containing both the Old and New Testaments.
- Catholic edition: **THE NEW AMERICAN BIBLE.** A faithful new translation in simple, modern, easily readable English for today. The First New Bible in English for the Roman Catholic Church in more than 200 years, under the sponsorship of the Catholic hierarchy in the United States. Nihil Obstat — Rev. Stephen J. Hartdegen, O.F.M., S.S.L. and Rev. Christian P. Cerro, O. Carm., S.T.D. Imprimatur — Patrick Cardinal O'Boyle, D.D. Archbishop of Washington. Catholic edition also contains full four-color sections of the Vatican, 32-page four-color Mass Section and full-color illustrations of the Life of Mary with the Story of the Rosary. In addition the Bible contains a Catholic Encyclopedia and is profusely illustrated with reproductions in full color of world-famous paintings by the old masters of religious art.

We have made special arrangements with the publishers of the Fireside Family Bible to offer this magnificent volume to our readers for only \$19.95. (The publisher's normal retail price is \$39.95.) It is available for immediate shipment in either the King James Protestant edition or the New American Bible Catholic edition. The Fireside Bible is a deluxe full family size Bible with classic gold embossed padded cover and more than 950 gold-stained pages. It is an exceptional value, and we are quite proud to make this special offer to our readers. To order, clip and mail the coupon at right.

**MAIL TO:**

**CIVIL SERVICE LEADER**  
 11 Warren St., New York, N.Y. 10007

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Please send me the number of Fireside Family Bibles I have indicated in the squares at right. My check (or money order) in the amount of \$ \_\_\_\_\_ is enclosed.

Protestant Edition

Catholic Edition

Please write the number of Fireside Family Bibles you want in the appropriate box.

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

# Rochester Chapter Files Suit Against Dep't Of Civil Service

ROCHESTER—The State Office of Vocational Rehabilitation is hiring counselors from the open market after the State Employment Service reassigned many of its counselors or forced them to resign from state service, charged Samuel Grossfield, president of the Rochester chapter, Civil Service Employees Assn.

Mr. Grossfield said CSEA is taking the State Department of Civil Service to court for giving the Office of Vocational Rehabilitation permission to hire from the open market.

Action in State Supreme Court in Albany will seek to compel the Civil Service Department to reverse its decision and order the Vocational Rehabilitation Office to hire counselors from the preferred list, which includes the State Employment Service transferees and resignees.

"This is one of the things the Civil Service Department does that infuriates others," Mr. Grossfield said. "It shows no feeling of responsibility or loyalty to its own family. It has a moral and legal obligation to go over the (preferred) list very carefully."

### "Absurd" Excuse

Mr. Grossfield termed "absurd" an excuse made that the Vocational Rehabilitation Office needs counselors with special experience in aptitude testing and in dealing with the handicapped.

"State Employment Service counselors were pioneers in aptitude testing and in counseling the handicapped," he said. "We told the Civil Service Department that the Vocational Rehabilitation excuse is a myth."

Mr. Grossfield recalled that the State Employment Service senior counselors and counselors were transferred to State Unemployment Insurance offices, to other State Employment Service offices "a great distance" from their homes, or were forced into leaving state service because of the \$10 million cutback in Employment Service funds.

All, he said, were put on the state's preferred hiring lists and the Civil Service Department notified all state agencies that they should use the preferred list if they needed counselors.

"But the Vocational Rehabilitation Office objected and the Civil Service Department allowed it to go to the open competitive market and hire inexperienced people from college rather than skilled counselors from the preferred list," the president said.

Mr. Grossfield said the policy change was first brought to his attention by officers and members of his chapter. He said the Rochester Vocational Rehabilitation Office hired seven workers from the open market while about a dozen former Employment Service counselors here "would be only too happy to

take a lower grade as counselor trainees" with the Vocational Rehabilitation office.

He said he was certain that the same situation prevails in other parts of the state.

Mr. Grossfield said he called Irving Handler, director of the examination division of the Civil Service Department and two other officials and told them CSEA "takes sharp exception" to the reversal of Civil Service Department policy for Vocational Rehabilitation.

He said he also complained about the matter to Robert Lattimer, president of CSEA's Western Region VI; William McGowan, CSEA executive vice-president; Bernard Ryan, CSEA program specialist; James Roemer, CSEA legal counsel, and Paul Burch, CSEA collective bargaining specialist.

"I told them that the Office of Vocational Rehabilitation conned the Department of Civil Service and pulled the wool over its eyes," he said.

## Rensselaer Sheriff Has Board Support In Re-Election Try

ALBANY—An endorsement of incumbent William A. I. Harkness for re-election as county sheriff was passed by the board of directors of the 1,800-member Rensselaer County chapter, Civil Service Employees Assn.

CSEA Albany Region IV, which represents about 60,000 public employees in the 14-county area, approved the endorsement and advised employees who reside in Rensselaer to follow the direction of chapter officials in supporting Mr. Harkness.

Sheriff's Department CSEA unit president Jack Rogers said, "We have taken this position based on the past record of achievements of the incumbent. During all his years in office, Sheriff Harkness has been instrumental in improving both the quality of the working conditions of the employees and the protection of the county residents."

## Pact Preparations Loom

(Continued from Page 1)

rank-and-file to be prepared for belt-tightening measures. He said he would not be surprised if CSEA is forced to strike on April 1 of next year.

The state's chief negotiator, Donald Wollett, director of the Office of Employee Relations, also appearing on area television, said the state is in financial trouble and called for innovations and new ideas in negotiations. Mr. Wollett said he is

thinking of coming up with some type of "alternatives" to salary increases, but was not specific.

## Finance Report

(Continued from Page 8)

**NOTE 6—Prior Year Restatement**

Financial statements for the year ended September 30, 1973 have been restated to adjust for the recovery of subscription costs of \$125,868 which had been over-billed to and paid for by the Association during the year ended September 30, 1973.

**NOTE 7—Litigation**

The Association has instituted an action against a corporation which formerly provided computer services to the Association. The action is based upon a breach of contract and according to the Association's Counsel, if successful in its entirety, could result in a material financial settlement for the Association. To date, no counterclaim has been filed against the Association.

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

Buy American!



**JOINT CONGRATULATIONS** — Charles Noll, left, and William Deck congratulate each other on being named to their new positions with the Marcy Psychiatric Center Civil Service Employees Assn. chapter. Mr. Noll, the new chapter president, presents a gift to Mr. Deck, the immediate past president who is now a CSEA Mental Hygiene board representative.

# McDermott Says State Pries Into Confidential Medical Data

ALBANY—Joseph McDermott, president of Albany Region IV, Civil Service Employees Assn., has accused the state administration of using confidential personal medical information against its employees, "and this must stop."

In a letter to Jack Carey, CSEA assistant executive director-State Division, Mr. McDermott demanded that this issue be added to the list of items set for discussion when the CSEA-State contract negotiations begin later this year.

Mr. McDermott noted, "There is an experimental alcoholism pilot program going on in the Department of Transportation conducted by the Health Services Department. The actual results of this pilot program are not yet known, but Mental Hygiene wants to have the program expanded to all agencies before the results of this pilot program are analyzed."

"Now it has come to my attention that state managerial people dislike the use of the confidential form being used by the Health Services for the pilot program," he added.

"They want to have access to this information and, in one

case already reported, tried to force a Health Services employee into revealing confidential medical information. Since the record is in the employee health service file and not the state-controlled employee personal file, the state cannot touch it.

Mr. McDermott recommended CSEA protest any rapid expansion of the alcoholism program until pilot results are analyzed.

"Also, CSEA should demand the state endorse, as applicable for their employees, the Patients' Bill of Rights enacted by this year's legislature to protect the medical rights of state citizens.

"Rule 8 of this Bill of Rights prohibits the reading and using of medical information against clients. The section reads, 'Privacy and confidentiality of all records pertaining to the patient's

treatment, except as otherwise provided by law or third payment contract.'"

## Spiking Lulus

(Continued from Page 1)

Article III, Section 6 of the state Constitution reads: "Any member, while serving as an officer of his house or in any other special capacity therein or directly connected therewith not hereinbefore in this section specified, may also be paid and receive, in addition, any allowance which may be fixed by law for the particular and additional services appertaining to or entailed by such office or special capacity. Neither the salary of any member nor any other allowance so fixed may be increased or diminished during, and with regard to, the term for which he shall have been elected, nor shall he be paid or receive any other extra compensation."

CSEA is trying to stop Comptroller Arthur Levitt from paying the lulus to the legislators, and to subtract from their paychecks the lulus which have already been paid.

## Ed Dep't. Fete

ALBANY—The Education Department chapter, Civil Service Employees Assn., will hold an Octoberfest party Friday, Oct. 24. The event will begin at 7 p.m. at the Knights of St. John Hall, Washington Avenue Extension, Albany.

## Ogdensburg Pact Dispute Will Move To Fact-Finder

OGDENSBURG—A spokesman for the Civil Service Employees Assn. announced that a contract dispute with the Ogdensburg City School District will go to fact-finding.

Roger Kane, CSEA collective bargaining specialist and spokesman for the union, said, "The school district is not making any attempt to reach an agreement. As a matter of fact, it has reneged on last year's agreement. The morale of employees is at an all-time low."

Mr. Kane also called attention to the improper practice filed against the school district for

failing to pay previous contract increments. The hearing will be held Oct. 20 in Albany.

"The Ogdensburg School Board had better accept the responsibilities of negotiations or they will be responsible for whatever action the employees decide to take to reach a satisfactory settlement," he concluded.