

Civil Service LEADER

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Western Training Session

— See Pages 8 & 9

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Wenzl Letter To Ford Objects To Remarks

ALBANY—In a letter to President Ford, Civil Service Employees Assn. president Theodore C. Wenzl stated the union's objection to reports that the chairman of the National Labor Relations Board had made injudicious statements concerning the representation

election by Professional - Scientific - Technical Unit employees.

Dr. Wenzl rejected out of hand the reported insinuations that CSEA would eventually merge with the Public Employees Federation.

A reproduction of Dr. Wenzl's letter to President Ford is reproduced below.

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

33 ELK STREET, ALBANY, N. Y. 12207

THEODORE C. WENZL
PRESIDENT

December 11, 1975

Honorable Gerald R. Ford
President of the United States of America
The White House
1600 Pennsylvania Avenue
Washington, D.C. 20006

Dear President Ford:

In the Albany, New York Times-Union newspaper of December 11, 1975 appeared the following:

"Betty Southard Murphy, chairman of the National Labor Relations Board (NLRB), told reporters Wednesday competition between two unions vying to represent state employes will likely end in a merger.

'They'll compete for a while and they'll probably merge eventually,' Mrs. Murphy said of the Civil Service Employees Association and the five-union Public Employees Federation. Such a merger would be 'healthy', she added at an informal discussion before an address to officials of the Public Employment Relations Board (PERB)."

As President of the 240,000 member Civil Service Employees Association of New York State, I wish to advise you that, if the essence of the above quotation is accurate, your appointee, Betty Southard Murphy, should know that I consider such remarks most improper and indicative of very poor judgment on her part. I feel she should not publicly voice such personal opinions during the course of a crucial election now taking place among public employees here in New York State.

This union at this time wants you to know that there is no merit whatsoever to Chairman Murphy's statements and denies the entire substance of her remarks.

Sincerely,

Theodore C. Wenzl
THEODORE C. WENZL
President

Anticipate SUNY Day-Off Policy Decision

Special to The Leader

ALBANY—A decision is expected this week on whether the State University of New York can legally direct its employees to "take off" on the day after holidays, forcing them

to either lose the day's pay or charge the day against their leave credits.

Richard Burstein, attorney for the employees' union, the Civil Service Employees Assn., says he expects the decision to be unfavorable to the workers, since

it is coming from the university administration itself. He said in that case he will immediately appeal the decision to an arbitrator.

Assistant SUNY Vice-Chancellor Caesar Naples issued a memo in October to all SUNY campus presidents, telling them

to determine which employees are needed on "such days as the day after Thanksgiving." He told them to direct certain employees to "absent themselves" on such days, at the expense of vacation credits. He said those employees

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Solving State Fiscal Woes Is Dilemma Of Picking Lesser Evils

THE fiscal problems that are the focus of public attention in Albany are but the tip of the iceberg of political tensions and maneuvers

(Continued on Page 6)

Wenzl Denounces Carey Threat To Discharge 3,000

ALBANY—Civil Service Employees Assn. president Theodore C. Wenzl has labeled Gov. Hugh L. Carey "ruthless and reckless" in calling for the immediate firing of 3,000 state employees and the possible future firing of several thousand more. Governor Carey late last week called for the immediate firings and threatened the additional layoffs if the State Legislature fails to adopt his proposed new state budget.

In an exceptionally strong denunciation, Dr. Wenzl said Governor Carey "is an enigma who continues to come up far short of adequate in understanding, let alone solving, the problems of government in this state."

Dr. Wenzl called state workers

"pawns in Governor Carey's power play to twist legislative arms to get this kind of state budget at any cost" and said the Governor's announcement to fire 3,000 people was "cruel, ruthless and reckless coming during the holiday season and well before the budget will actually be submitted next month."

"The announcement was undoubtedly designed to set off a

(Continued on Page 14)

PST Runoff Election Ballots To Be Mailed Jan. 12, Tallied Feb. 2

ALBANY—Jan. 12 has been set as the date for ballots to be mailed to the 41,000 employees involved in a runoff election to determine whether the Civil Service Employees Assn. will retain bargaining rights in the state's Professional, Scientific and Technical Negotiating Unit.

The new election was called for by the State Public Employment Relations Board when neither CSEA nor the challenging Public Employees Federation received an absolute majority of the votes cast in an original election earlier this month. Although CSEA had a clear plurality of 510 votes, it did not add up to the 50 percent of eligible votes plus one required to win, even with the inclusion of 497 challenged ballots, because of an unusually high total of 1,015 votes cast for no representation.

Ballots in the runoff must be returned in time to be counted on Feb. 2, although no return address had yet been determined at Leader presstime, a CSEA spokesman said following a meeting last Friday with representatives

(Continued on Page 14)

Don't Repeat This!

Discount Nets Tix Available

MINEOLA—In a special cut-price deal arranged for members of the Civil Service Employees Assn., Nassau chapter president Irving Flaumenbaum has secured a block of tickets for the New York Nets-Kentucky Colonels game Jan. 9

at the Nassau Coliseum. Regular \$5.50 tickets are \$1 to members, and may be secured at the Nassau chapter office, Room 202, Old County Courthouse, Mineola.

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Nassau To Lodge Unfair Practice Suit Against County Executive

MINEOLA—Charging Nassau County Executive Ralph Caso with flaunting the law, the Nassau chapter of the Civil Service Employees Assn. last week was preparing an unfair labor practices charge to counter a reported attempt by Mr. Caso to withhold increments due Jan. 1, 1976.

Mr. Caso had been found guilty of unfair labor practices in an earlier CSEA case for withholding increments due certain employees last Jan. 1. The matter has been taken before State Supreme Court where CSEA is asking a court order directing Mr. Caso to pay.

Now, according to Nassau chapter president Irving Flaumenbaum, there are reports that

Mr. Caso is planning to repeat the illegal act.

Meanwhile, CSEA peppered Mr. Caso with two other unfair-practices charges for unilateral actions concerning employees while negotiations between the county and union are at impasse. The charges, filed by Long Island Region I attorney Richard C. Gaba, concern Mr. Caso's unilateral decision to change the hours of psychiatrists at the Nassau County Medical Center and to parcel out raises unilaterally to selected doctors on the staff there while ignoring others.

In the major case, Mr. Flaumenbaum said Mr. Caso is flouting the law.

Mr. Flaumenbaum, who is also Region I president, said CSEA

had learned that Mr. Caso planned to withhold increments, cancelled the plan, and then revised it to cover only those employees earning more than \$25,000 per year.

In last year's case, increments had been illegally withheld from the over-\$25,000 category and also from employees hired during December 1974, in the Department of Social Services.

A later PERB ruling said increments were guaranteed by the CSEA contract in both cases, and taxed Mr. Caso for making unilateral changes affecting employees without negotiating with the union.

Mr. Caso has failed to negotiate toward a new contract over the last several months, leading to the appointment of a fact-finder. He is Harold Pryor, former chairman of the Long Island Rail Road Brotherhood of Railroad Trainmen and, later, the United Transportation Union. Mr. Pryor has not yet commenced hearings.

**Veterans Administration Information Service
Call (202) 389-2741**

Layoff Watch Set By Westchester Unit

WHITE PLAINS—The Westchester County unit, Civil Service Employees Assn., has plans to carefully watch and oversee any program of layoffs put into effect by the County of Westchester.

The county, in order to bridge a \$30 million gap in its upcoming 1976 budget, proposes to reduce its operation cost to 8 percent below its 1975 figure.

Mike Morella, president of the CSEA unit, addressing a recent meeting of members, said that County Executive Alfred DeBello had agreed to submit any layoff plans to the union.

Mr. Morella said that this would make the union aware of the areas where cuts are contemplated and give the union an opportunity for input and suggestions.

A rumor that the 8 percent reduction would affect only employees' payroll was scotched by Manny Vitale, collective bargaining specialist. He told the members that in the county's contemplated operational cost reduction, the union had been told that manpower would be the last affected.

However, Mr. Vitale said that if layoffs do become necessary, "We shall scrutinize each layoff plan, with the right to appeal to the county executive, in order to make sure that we save as many jobs as possible."

It was learned that the county's personnel department is establishing layoff dates for employees, and Mr. Morella, in a question and answer period, explained to the members what their rights were.

Guests at the membership meeting included James Lennon, president of CSEA Southern Region III, and Ray Cassidy, president of the Westchester County chapter, of which the county unit is a part.


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Guard Wins With CSEA The Second Time Around

BUFFALO—A campus security guard is happy he retained membership in the Civil Service Employees Assn. despite the fact that his SUNY at Buffalo unit is represented by the American Federation of State, County and Municipal Employees.

The guard, Mike Brown, had been advised to plead guilty by an AFSCME representative to disciplinary charges to obtain reduced punishment. He then turned to CSEA for help in a second disciplinary hearing on similar charges.

In this second hearing, the related charges were withdrawn.

Mr. Brown was first charged with a series of unauthorized absences Nov. 30, 1974 and was advised to enter a guilty plea by the AFSCME official. Further charges of a like nature were then lodged against him.

CSEA Western Region VI associate attorney Ronald L. Jaros, who represented Mr. Brown at the subsequent third-stage grievance proceeding, repudiated the previous admissions of guilt and submitted evidence, in the form of doctors' statements, to prove that all absences were due to health problems and medical treatment. Mr. Brown had originally explained this to his AFSCME representative. Mr. Jaros demanded a full hearing regarding all alleged misconduct including that to which Mr. Brown had pleaded guilty. The State then decided to withdraw all charges against Mr. Brown.

Region VI president Robert L. Lattimer hailed the victory as "proof of the superiority of CSEA over any rivals." He congratulated Mr. Brown on his foresight in maintaining CSEA membership which entitled him

to CSEA legal assistance.

"You could pay dues for a lifetime to any union and not gain as much," Mr. Lattimer said of this benefit, under which "only CSEA members are guaranteed legal assistance on job-related problems.

"In all other unions, as far as I know, once you need a lawyer, you get him yourself, and pay for him yourself, or they'll try to cut a deal before it gets that far even if you're right," he said.

Last year Mr. Jaros won another AFSCME-related case. In it, Mr. Jaros and CSEA filed a grievance in behalf of Clyde E. Webb, employed by the Buffalo

Sewer Authority in a job represented by AFSCME. When AFSCME's regional director wrote Mr. Webb that he had "no grounds for a grievance or arbitration" with respect to payment at a higher rate than he was actually receiving, Mr. Webb contacted CSEA field representative Robert E. Young.

Mr. Young filed the grievance, Mr. Jaros pressed the case, and won Mr. Webb more than \$6,000 in back pay. Other Buffalo Sewer Authority employees in similar positions then filed claims. Based upon the arbitrator's decision in the Webb case they received a total of more than \$60,000.

Anticipate SUNY Day-Off Decision

(Continued from Page 1)

who did not charge their leave credits would be considered "on leave without pay." The memo was interpreted variously by the SUNY presidents. One told his staff the day after Thanksgiving would be an "energy holiday."

Some campuses followed Chancellor Naples' memo on the day after Thanksgiving, and many others plan to have extended Christmas vacations or mid-term

breaks. Stony Brook, for example, plans to close for an extra week at mid-term.

The union contends the order violates no fewer than 15 sections of its four contracts with the State of New York.

"This is an extremely important issue to the workers, because if the administration can lock them out on the day after Thanksgiving or the day after Christmas, then what's to stop it from locking them out any time it pleases?" Mr. Burestein asked.

"The SUNY administration is trying to undermine the whole system of collective negotiations," negotiating for accumulation of vacation days or sick days for employees, if the employer can just direct you to take a certain day off at your own expense, anytime he wants.

"These so-called 'vacations' are dangerous to the civil service system," he continued. "They allow a university president to punish or discipline a worker, in effect, by suspending him at whim, without the due process of the suspension clause in the contract."

CSEA represents more than 15,000 employees throughout the

Commerce Yule Fete

ALBANY — The Department of Commerce chapter, Civil Service Employees Assn., has selected Friday, Dec. 19, as the date for its Christmas Party.

The event, which will begin with a brief buffet dinner at 7 p.m., will be held at Herbert's Restaurant, Washington Avenue, Albany, according to chapter president George Olson. Dancing will begin at 9 p.m. Chairman for the party is Dorothy Small.

Correction

In a photo caption appearing in the Dec. 9 issue of The Leader, Donald Webster was incorrectly identified as the president of the White Plains unit, Civil Service Employees Assn. Mr. Webster is president of the Westchester County CSEA chapter's Mount Vernon unit.



SCRUTINIZERS — Among the most responsible positions in the entire structure of the Civil Service Employees Assn. is the budget committee, composed of CSEA directors elected by other members of the Board of Directors. It is their responsibility to oversee preparation of the union's annual budget. Committee chairman Howard Cropsey, standing left, meets here at recent Board meeting with committee members Harold Ryan, standing right, Audit and Control, and, seated, from left, Raymond Cassidy, Westchester County; John Weidman, Ag and Markets, and Karen White, Social Services.

CIVIL SERVICE LEADER, Tuesday, December 16, 1975

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.

DECEMBER

- 16—Hudson River Psychiatric Center chapter meeting: 8 p.m., Cheney Conference Room, HRPC, Poughkeepsie.
- 16—Schenectady Educational Secretaries Assn. Christmas Party: 6:30 p.m., Hogan's Towne House, State St., Schenectady.
- 17—Heck Developmental Center chapter executive council meeting: 5:30 p.m., Building Four cafeteria, Balltown at Consaul Roads, Schenectady.
- 17—State Division chapter presidents meeting: 1 p.m., Quality Inn, off Everett Rd., Albany.
- 18—Metropolitan Division of Employment chapter Christmas Party: 6 p.m., Martin Luther King Jr. Labor Center, 310 W. 43rd St., Manhattan.
- 18—Central Islip chapter meeting: 7:30 p.m., Gullhaven Clubhouse, Central Islip.
- 19—Department of Commerce chapter Christmas Party: 7 p.m., Herbert's Restaurant, Washington Ave., Albany.
- 19—Farmingdale SUNY chapter Christmas party: 8 p.m., Huntington Towne House, Huntington.
- 19—Marcy Psychiatric Center chapter Christmas Party: 2 p.m., Crestwood Golf Club.
- 20—Long Island State Parks chapter Christmas Party: Brentwood VFW Hall, Brentwood.

JANUARY

- 5—West Seneca chapter general meeting: Veterans of Foreign Wars Post 8113, 299 Leydecker Road, West Seneca.
- 12—Mailing of ballots in CSEA-PEF PS&T Unit runoff representation election.
- 23-24—Western Region VI meeting: Marriott Inn, Route 15, Rochester.
- 31—Chemung County unit dinner-dance: Elmira Heights Legion Home.

FEBRUARY

- 2—West Seneca chapter general meeting: Veterans of Foreign Wars Post 8113, 299 Leydecker Road, West Seneca.
- 2—Counting of ballots in CSEA-PEF PS&T Unit runoff representation election.

State University system, in four different Bargaining Units—Administrative, Institutional, Operational, and Professional, Scientific and Technical.

Many union members feel that the administration's move was part of an attempt to reduce the work year for all non-teaching employees of SUNY from 12 months to 10 months.

Al Varracel, president of the CSEA chapter at Stony Brook, said, "We are 12-month employees and we intend to stay that way. We'll fight this any way we have to." He called the SUNY memo "a direct violation of our contract and conditions of employment. This 'forced vacation'

is nothing less than an illegal lockout."

CSEA had a hearing Dec. 8 on the matter before Janice L. Decker, employee relations associate for the SUNY system. Ms. Decker's decision will "undoubtedly reflect the bias of her employer," Mr. Burestein predicted.

"As soon as the decision comes down, if it is unfavorable to us, we will seek a date for a hearing before an impartial arbitrator," he said. "We feel that we must win and will win this case for the SUNY employees. What good are any of the rights you negotiate for, if the state can unilaterally lock you out of your job?"

Fast Action Is Urged In Lottery Job Issue

(Special to The Leader)

ALBANY—Employees of the suspended New York Lottery are urging prompt action by the Governor in an effort to save their jobs.

Faced with the loss of more than 300 jobs, rumored to

take effect on Christmas Eve, Civil Service Employees Assn. Albany Racing and Wagering chapter president Robert Cole said, "If Governor Carey adds the Lottery issue to the agenda of the special session and the Legislature acts quickly to restore the game, our Christmas won't have to be as hopeless as it now appears."

Recent reports show state officials favor establishment of an "Instant Lottery" to take effect by February. However, the Legislature will have to appropriate about \$1 million for the game to take effect. Projected revenues for the last two months of the fiscal year are \$10 million.

According to Mr. Cole, "Even if the 'Instant' game is purchased from the outside, we will still be responsible for the processing and distribution of the tickets. This procedure normally takes four weeks. A Feb. 1 starting date for sales means production would have to start by early January. In addition, the Governor has indicated a drawing

will be held for the Oct. 23 tickets and experienced personnel will be needed to conduct the drawing legally. There is also the question of who will redeem the outstanding tickets for the Halloween Special."

Political Football

In general, the civil servants feel they are being unfairly used as a political football. One clerk said, "If Mr. Bruno (former Lottery head), feels like a sacrificial lamb, how are we to feel? All we did is what we were told to do. Some Christmas this will be!"

Despite the Governor's assurances that most of the employees will be placed elsewhere in the state, the job freeze proposed by Governor Carey will make this difficult.

Mr. Cole said, "Prompt, unified action by the Governor and Legislature is the only way to restore integrity to the Lottery as well as provide an experienced, dedicated staff to help in its reorganization. The longer the issue is avoided the poorer the chances for a successful Lottery.

Manhattan DC Aide Regains Job; Improper Interrogation Is Ruled

MANHATTAN — A Manhattan Developmental Center Mental Hygiene therapy aide, suspended last April, has been restored to his job after an arbitrator found he had been interrogated improperly.

The aide, William H. Dash, was assisted in his appeal by the Civil Service Employees Assn.

Mr. Dash, charged with irregularities in the performance of his job, was called upon to explain them in an interview with Manhattan DC Deputy Director Albert Saqqal, Mental Health Information Service attorney Tony Seymour and a center team leader. According to CSEA field representative Bart Brier, Mr. Dash was interrogated for more than one hour by the three. At no time during the lengthy interrogation, Mr. Brier said, was Mr. Dash advised that he had a right to have a CSEA representative with him or was the aide told that he had a right to have a copy, in writing, of his options in the situation.

Following the interrogation, Mr. Dash was suspended. When CSEA authorities learned of the incident, Mr. Dash was asked to file a contract grievance claiming improper interrogation and asking, as a remedy, that all disciplinary charges be dropped and that he be reinstated. Full back pay was also petitioned.

The Department of Mental Hygiene, at a third step hearing, conceded that Mr. Dash's interrogation was improperly performed but denied the relief sought. At an arbitration hear-

ing before the State Office of Employee Relations, the Department representatives again conceded the irregularity of the interrogation but insisted that the only proper remedial action would be the suppression of evidence that Mr. Dash provided during his interrogation. CSEA argued that only the suppression of the notice of discipline itself would prevent the Department from abusing the rights of its employees in the future.

In the hearing, Director Saqqal denied that there had been any impropriety in the interrogation of Mr. Dash. Mr. Seymour declared that he would continue such interrogations in the future unless otherwise instructed by his superiors in the Department.

Because of their testimony, Arbitrator Dana Elschen ruled that "The record in this case supports a conclusion that the violation was willful and deliberate and

likely to be continued, absent stronger remedial measures. Therefore, I shall sustain the grievance in its entirety. Accordingly, I shall order that William Dash be reinstated effective April 25 and also the notice of discipline dated April 23 shall be rescinded and disciplinary proceedings based thereon shall be terminated."

Mr. Brier expressed satisfaction with the outcome of the Dash case.

"This decision gives teeth to the employee rights section of the contract," he said. "Now, if the state interrogates our members improperly, we can get all disciplinary actions brought against them dropped."

Mr. Brier noted that the successful outcome of the case was due in large measure to the efforts of Manhattan DC CSEA chapter president Jackie Walker and attorney Howard Meyer.

Service Awards Given To 45 Westchester Employees

WHITE PLAINS — Awards for 25 years of service to Westchester County will be presented to 45 employees from 14 departments by County Executive Alfred B. DeBello at a ceremony on Dec. 19 at 3:00 p.m. in the conference room of the Health and Social Services Building, 85 Court St., White Plains.

Recipients of the 25-year service awards for 1975 are: from the Bureau of Purchase and Supply, Frank Bambach, of Rye, and George Scheller, of White Plains; from Westchester Community College, Marvin Ericson, of White Plains, Arthur Hackett, of Valhalla, Allen Fales, of Port Chester, and Joan Sloat, of Croton-on-Hudson; from the Health Department, Frank Tassin, of Ossining, Stanley Scott, of White Plains, Ina Attaway, of White Plains, and Frank Gardner, of Yorktown Heights; from Labs and Research, William R. Lindsay, of Valhalla; from Corrections, Nicholas C. Cummaro, of Yonkers and Harry H. Reynolds, of Mount Kisco; from Public Works, Bertram J. Richards, of Harrison, Robert White, of North White Plains, Andrew Spedallere, of Pleasantville, Samuel Johnson, of White Plains, Louis Casinelli, of Mamaroneck and Frances Balint of Yonkers; from Social Services, Cleo J. Brunson, of New Rochelle, Betty Baird, of White Plains, Aileen B. Ostazeski, of Pelham Manor, Elizabeth H. Costello, of Ossining, and Evelyn G. Morrera, of White Plains.

Also, from the Sheriff's Office, Robert W. Watkins, of White Plains; Probation, Abraham Freedman, of Mount Vernon and Charles Kudan, of White Plains; from Environmental Facilities, Alvah N. Ferris, of Purchase, Ralph V. Herbison, of Yorktown Heights, Kenneth G. Wolf, of Mount Kisco and Richard P. Schulz of White Plains. From the Ruth Taylor Institute, Wilbur C. Jaeger, of Hawthorne, Gordon W. Trutt, of Ardsley, Walter C. Duane, of Hawthorne, Beulah M. Brown, of Ossining,

and Zachary Stagg of White Plains; from the Westchester Medical Center, Daisey Blatch, of Pelham, Irene C. Toran, of White Plains; from Parks, Recreation and Conservation, Nicholas Toscano of Yonkers, John Nyahay, of Yonkers, Louis Ferullo, of Yonkers, George Seelig, of Cross River, Frank Corsi, of Mamaroneck and Frank M. Piro, of Hastings-on-Hudson; from the Playland Commission, George Hagele of Port Chester.

Attending this 13th annual ceremony, along with the County Executive, will be Personnel Officer James W. Dolen, respective department and division heads, and relatives and guests of those receiving awards.

Mr. DeBello will present the 45 employees with certificates of appreciation for their service to Westchester along with pins for the women and tie-tacks for the men.

Levitt Reports Social Services Funds For N.Y.

ALBANY — State Comptroller Arthur Levitt has announced distribution of \$96,023,513.15 for December 1975, to 57 social service districts in the state.

These monies represent approximately 97.5 percent of the federal and state share of the anticipated welfare expenditures for December by localities, as well as a settlement of claims for the month of September 1975. The federal share amounts to \$62,225,782.11.

BUY U.S. BONDS

Open Continuous State Job Calendar

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

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

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

Plan Additional L.I. Workshops

MONTAUK — The first workshop sponsored by Long Island Region I, Civil Service Employees Assn., was so warmly received by the 200 union leaders who attended that similar events are planned in the near future, according to Region president Irving Flaumenbaum.

Mr. Flaumenbaum said that another workshop may be scheduled as early as April.

CSEA treasurer Jack Gallagher was on hand at Gurney's Inn here to officially install Region officers. No sufficiently formal occasion had been found earlier to hold the installation ceremony for the officers who were elected in June.


The business session dealt with lectures and question-and-answer periods on retirement pensions and social security benefits.

Stenotype Academy Now In W'Chester

WHITE PLAINS — Stenotype Academy has opened a branch school in White Plains at 140 Mamaroneck Ave.

Melvin Eisner, Academy director, said the new facility is the only school in Westchester County licensed by the state to teach stenotype. "Up until now, students wishing to study stenotype reporting would have to travel outside of Westchester County," he said.

Administrator of the new branch is Marie Callse, a former Criminal and Supreme Court reporter. Stenotype Academy in New York City is at 259 Broadway, opposite City Hall.




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TUESDAY, DECEMBER 16, 1975



Diminishing Dollars

IN a recent pitch for members, the National Taxpayers Union laid down some astounding assertions.

First off, we want to state that we are not verifying the facts and figures given by the organization. In fact, some of the basic premises seem utterly unbelievable. For instance, to us it is all too obvious that the average family has never been able to retire with a quarter-million dollars socked in the bank.

Nevertheless, as an imaginary situation, some of the points are food for thought.

The projected situation given by the National Taxpayers Union is based on the assertion that before taxes were raised to their present high level, the average family saved \$1,000 a year.

Over a 45-year work cycle this savings, with compound interest, should accumulate to \$230,000, NTU states, and this would yield an annual income of \$13,800 without ever touching the principal.

The organization then goes on to point out that when inflation rose to 6 percent, it canceled out the interest rate, reducing the value of the savings to the amount actually deposited, \$45,000.

Going one step further, NTU notes that with inflation raging out of control, the actual value of the savings ends up at about \$16,000, which would yield a monthly income worth only about \$70.

The assertion ends with a statement that this represents a loss of \$1,000 a month in retirement income, plus more than "\$200,000 of capital confiscated through reckless government."

Responding to the soaring cost of living that affects us all, we have an initial gut reaction to believe the statement. Yet—and we emphasize that we are not speaking with any fiscal expertise—we believe the assertions have been taken through a time warp.

Nevertheless, there seems to be some basic truth to the concept, even if it is exaggerated.

Fewer Employees

WITH the exception of Correctional Services, Health, Mental Hygiene, State Police and Taxation and Finance, all state departments and agencies will be under the gun to reduce their work forces if Governor Carey's budget proposals are accepted by the Legislature.

His projections call for reduction of 4,000 positions during the coming year through attrition and another 3,000 jobs through a 3 percent reduction in the work force by Feb. 29, 1976.

These two categories are expected to save the state \$50 million, with \$20 million of this accounted for by the attrition and the other \$30 million by the reduction in force.

Now if you divide those figures, you come up with \$5,000 per person saved through attrition, and \$10,000 per person through layoff and firing.

These figures strike us as evidence once again that it is the "little guy" who will be asked to make the greatest sacrifice to save the state.

It is not that we expect Governor Carey to work for free, nor the State Legislators either for that matter, but there is something pathetic about the nation's highest paid governor (at \$85,000 annually) and legislators (at \$23,500 plus lulus) apologetically wrecking the lives of thousands of small wage earners, whose only mistake was in trusting the system.

Don't Repeat This!

(Continued from Page 1)

that underlie Democratic approaches and Republican responses to various proposals for putting the state's fiscal position in order.

Governor Carey said that the state is "on the edge of the abyss." This comment places the entire state in the same cliff-hanger position that has plagued the City of New York since early in the year. It means possible default by some state agencies like the Housing Financing Agency, possibly also defaults by other communities and some local school boards.

Retrenchment Of Services

It also means sharply increasing taxes accompanied by sharp retrenchment in levels of state services. Governor Carey has already recommended reductions in the levels of welfare assistance and in the scope of Medicaid coverage. And from the point of view of the civil service employees, it obviously imports a freeze on wages and hiring, cutbacks on fringe benefits, and invasions of public employee pension funds to a degree that alarmed the public employees, as well as State Comptroller Arthur Levitt in his capacity as the trustee of the pension funds.

It is as yet unclear how much of the State Administration proposals are objectives that the Administration hopes to achieve, and how much of those are designed to leave room for compromise with Senate Majority Leader Warren Anderson and Assembly Minority Leader Perry B. Duryea, Jr. Nor is it clear that the opposition to the Governor's proposals expressed by those legislative leaders reflect fixed positions or are also designed to leave room for maneuver.

All political leaders are virtually agreed that a conservative mood is sweeping both the state and the nation. At the federal level, the report of the Gallup poll, showing a substantial increase in Republican and independent support for the candidacy of former California Gov. Ronald Reagan over President Ford, confirms the mood that most political leaders had already recognized.

As interpreted by the political leaders, that mood calls for reductions in taxes and for cutbacks in the extent of services offered by various levels of government. In a sense that mood suggests that the New Deal and Great Society programs, which have been the bulwarks of Democratic victories in past years, are now obsolete. Where the trend is leading to remains highly uncertain, but it is clear that middle-income groups are no longer willing to see the tax dollars go to waste on programs that have fallen far short of their promise.

Elections Next Year

Members of the State Legislature, all of whom must face the voters next November, have very little stomach for the imposition of higher state taxes at this time, or for cuts in state aid funds to localities, a step that would largely shift the burden of taxes from the state to local property owners. From that point of view, Democratic members of the State Senate and Assembly are no more willing than their Republican colleagues to impose additional state taxes or to vote for cuts in various

(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.

Psychological Injury

In May of this year, the Court of Appeals of the State of New York rendered its decision in a workmen's compensation case where it was held that a psychological injury which was caused by psychic trauma is compensable under the Workmen's Compensation Law. The claimant in that case began working for a department store in February, 1968, as an investigator in the Security Department. Subsequently, she became secretary to the Security Director. The record indicates that the Security Director was subject to intense pressure, especially during the Christmas holiday season. The claimant testified that during her several years of employment, her supervisor, the Security Director, would become extremely agitated and nervous during the holiday season. However, he would relax and the symptoms would disappear after the holiday season was over. The symptoms did not disappear, however, after the 1970 holidays.

IN THE EARLY PART of 1971, the Director was concerned about his job performance and his ability to keep up with the work. He began to brief the claimant on handling various aspects of his job. She accepted these duties and attempted to ease his burden. The claimant recommended that the Director see a doctor. However, his condition persisted. On one day in June 1971, the Director called claimant on the office intercom and asked her to call the police to a particular room in the building where they worked. She complied with his request and then was unable to reach him on the intercom again. She went to the room he mentioned, only to find him lying in a pool of blood caused by a fatal self-inflicted gunshot wound in the head. The claimant became extremely upset and was unable to continue working that day. She became extremely depressed and was filled with guilt feelings because of her inability to prevent the suicide. She remained in bed for long periods of time, and finally was committed to a hospital by her physician, where she remained for two months receiving psychotherapy and medication. She was released for a short period and then re-admitted for electroshock treatments which lasted for several more weeks. Ultimately, she was discharged and resumed her employment with the department store.

THE CLAIM for workmen's compensation was granted by the Referee and affirmed by the Workmen's Compensation Board. The case was appealed to the Appellate Division, which reversed, pointing out that mental injury which was caused solely by psychic trauma is not compensable under the Workmen's Compensation statutes as a matter of law. The Court of Appeals did not agree with this conclusion and reversed the Appellate Division, reinstating the decision of the Referee and the Workmen's Compensation Board. The court pointed out that workmen's compensation is distinguished from ordinary negligence cases. Tort liability is based on fault, whereas workmen's compensation is basically social labor legislation designed to shift the risk of loss of earning capacity caused by industrial accidents from the

(Continued on Page 7)

RETIREMENT NEWS & FACTS

Privacy Act Safeguards Individual's Records

By A. L. PETERS

You must be told why you are asked to give information to the Social Security Administration and other Federal agencies under a law that became effective in September.

The intent of the law—the Federal Privacy Act—is to safeguard information about individuals kept in Government records and to inform people of their rights when they are asked to give information, according to Social Security officials here.

Social Security routinely gets information from people in administering retirement, survivors and disability insurance, Medicare, the supplemental security income program and black lung benefits.

"Under the Privacy Act," a social security spokesman said, "people asked for information must be told the statutory authority for the request, whether giving the information is voluntary or mandatory, why the information is needed, how it will be used, and the effects of not providing it."

A fact sheet explaining the law generally is given to people before starting an interview in social security offices, he said.

The Privacy Act restricts Government use of social security numbers. Any Federal, state or local agency that asks for an individual's social security number must cite its authority for the request, say whether giving the number is voluntary or mandatory, and tell how the number will be used, according to the spokesman.

The law also assures people of greater access to Government records of information about themselves, he said.

New York City employees will get \$2.8-billion in fringe benefits and pensions this year, a report from the Office of Management and Budget indicates. This is 55 percent of the \$4.5-

billion payroll. The survey points out that fringe benefits in private industry average about 20 percent. For the federal government, the figure is estimated to be 26 percent.

The New York City Retirement Board took action last week on 904 retirement applications at their December meeting. 144 were for Retirement Without Option, 105 for service retirement under Option 1; 40 under Option 2; 45 under Option 3; 53 under Option 4; 156 under Option 4-2; 23 under Option 4-3.

Death benefits were approved for 147; disability was involved in 84 actions, accidental death in 2 cases; refund of accumulations or transfers in 191 cases. Loans of \$4,147,320 were made to 3,325 members.

Would you like to know how much there is in your social security account? You can find out by sending a postcard—Form OAR-7004 (available from any Social Security office). They will also tell you if you have worked long enough to qualify for a pension if you indicate which quarters you worked. Eventually the pension you get will be based on your earnings record. A free pamphlet, "Estimating Your Social Security Retirement Check," will help you figure out what your pension will be. If you are over 60, the SSA office will estimate it for you on request.

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What's Your Opinion

QUESTION

A bill is pending before Congress to repeal the Hatch Act which bans federal employees from taking part in political campaigns. What do you think?

THE PLACE

State Office Building, 270 Broadway, Manhattan

OPINIONS

Shelly Rokeach, messenger: "As far as running for public office, I would say yes. But as far as affiliating with a political organization, I would be a little wary of it. There should be a little difference somehow in affiliating or running on a line. An affiliation is a smaller tie. The implications are that in a real affiliation that he may influence the government to the furtherance of the party. That's why I'm wary of it. I would say running on a line, there is a little abstract difference between running on the party line when you're saying running for the Republican Party and really being affiliating with the ideals of the Republican Party. Obviously they will be able to gain more power and more monetary benefits and I think that's fine. Private enterprise is lobbying and they have candidates. I don't see why public people shouldn't be allowed to do this. I again would make that abstract difference in running on a party line and being affiliated with a party. Somehow running and being involved in the ideals of a party would be a little different."



Anthony Smith, executive assistant, Welfare General: "I do not believe the Hatch Act should be repealed. I was a federal employee myself for 16 years. I think it is, both on federal as well as the state and local levels, a very important aspect of preserving the integrity of the civil service system. I think there is a potential conflict of interest, particularly pertaining to areas where large contracts are apt to be let. It is an extension of the same problem we see when senior officials in the military establishment leave and end up working for the very suppliers from whom they have been purchasing for the previous 10 or 15 years. I also happen to believe the civil service system is not sacrosanct and isn't anywhere near as effective as it should be. It isn't a merit system and it ought to be. I think there are many, many changes that need to be made. But one of them is not permitting civil servants to run for public office."



Robert Easter, clerk for BCW: "I feel that anyone who is qualified and has the right backing should be able to run for public office—any office he feels that he is qualified for. I think repealing the Hatch Act will aid public employees in having a voice in government. I feel that New York City could contribute by coming out and giving the facts about voting. When some city employees are running for something, workers can come out and back them 100 percent. The federal government can help too, the same way, by giving workers the opportunity to go out and find out about their co-workers. They could effect some good changes for other public employees. They are out with the people doing the same type of work and working closely with these people."

Angelo Petromelis, supervising investigator: "I feel that they ought to repeal the Hatch Act. The federal government has a couple of million employees today. To deny that large a segment of the population of their rights to political activity is wrong. I can understand where certain positions that are sensitive to policy-making should be excluded but overwhelmingly, most of your governmental positions are of no consequence. Civil Service employees are just every-day working people and they should have just as much right to political activity as anyone else. Especially in trying to get ahead in government, Civil service people have to take the test, get on the list, and get appointed from the list, so no matter how much political activity you're involved in it's not going to help you. For instance, I'm a political district leader in the Democratic Party and I'm a civil service employee and I never got anything out of it. Everything I've ever gotten, I've had to take tests for and get high enough on a list to get appointed."



Robert Easter, clerk for BCW: "I feel that anyone who is qualified and has the right backing should be able to run for public office—any office he feels that he is qualified for. I think repealing the Hatch Act will aid public employees in having a voice in government. I feel that New York City could contribute by coming out and giving the facts about voting. When some city employees are running for something, workers can come out and back them 100 percent. The federal government can help too, the same way, by giving workers the opportunity to go out and find out about their co-workers. They could effect some good changes for other public employees. They are out with the people doing the same type of work and working closely with these people."



claimants who incurred psychological disability or disorders as a result of a physical impact.

Don't Repeat This!

(Continued from Page 6)

state aid programs to localities.

Moreover, there is very little prospect that the Assembly, which is controlled by the Democrats, will move on any such programs, without some assurance that the State Senate, under Republican control, will go along. This circumstance puts the problem squarely in the laps of Governor Carey and Senator Anderson. They were able to reach an accommodation in a statesmanlike manner in the solution of New York City's problems. However, it may be an entirely different matter to find a middle ground on the state level, because the impact of any solution will be most seriously felt by Republican legislators from upstate areas, who found no difficulty in increasing New York City taxes, but may find it impossible to vote for increases in state taxes.

Know your type?
Join the mainstream of good guys, who donate blood.

Letters To The Editor

Defends Donation

Editor, The Leader:

As a representative of the County of Westchester Department of Correction section I would like to respond to the letter from the social service workers which referred to the donation of funds by the CSEA to the defense fund of the Officers involved at Attica. The Officers who were ordered to retake Attica justly deserve a defense provided by the State of New York; however, the State has not seen it fit to provide an adequate defense at this time. Since the State will not provide adequate funds for the Officers' defense we, the over two hundred CSEA members of the Department of Correction, think it is entirely appropriate for the CSEA leadership to contribute to the Officers' defense.

We take this stand with the following in mind: First, the defense of the State Police and the Correction Officers is one and the same. This is important to remember since the Correction

Officers are indeed members of the CSEA. Second, these Officers went into a situation created and controlled by the State. Had the Officers been allowed to retake the facility immediately rather than after a prolonged occupation, lives would not have been lost. Thirdly, we think it is time to consider whose side we shall take. The convicted criminals which rebelled and caused a loss of life, were confined for acts of violence against hardworking people of the State, many of whom are CSEA members. Lastly, everyone speaks of the inmates killed in the retaking of the facility. Have they all forgotten that Officers and Staff also died that day?

George Hall
Dept. of Correction Section
Second Vice-President
Valhalla

Full Employment
Is The Key
To Prosperity.
Buy U.S. Made Products

Civil Service Law & You

(Continued from Page 6)

worker to industry and ultimately to the consumer. In view of the fact of its special nature, the Workmen's Compensation Law should be construed liberally in favor of the claimant.

THE WORKMEN'S Compensation Law deals with accidental injury. However, the term is not defined in the statutes. It is necessary to look to the court decisions in order to determine what an accidental injury is. The court pointed out that these injuries fall into three basic categories. First, psychic trauma which produces a physical injury; second, a physical trauma which produces a psychological injury; and third, a psychic trauma which produces a psychological injury. The case before the court fell into the third category. The courts have consistently recognized the principle that an injury caused by emotional stress or shock may be accidental within the meaning of the Workmen's Compensation Law. The courts have also uniformly sustained awards to

claimants who incurred psychological disability or disorders as a result of a physical impact.

THE COURT, therefore, felt that it was a logical conclusion to reach that a psychological injury caused by a psychic trauma (being a combination of cause and effect of the first two categories) is also compensable under the Workmen's Compensation Law. The decision follows the majority of jurisdictions in the United States and also follows the law in England. In this four to two decision, the majority opinion was written by Judge Wachtler. There was a dissent by Judge Breitel, who pointed out that a decision such as this might open the floodgates to claims of psychological injury caused by psychic trauma in areas where the Workmen's Compensation system would be overburdened by claims of this nature. *Wolfe v. Sibley, Lindsay & Curr Co.*, 36 N. Y. 2d 505.

BUY
U. S.
BONDS!

Western Region VI Holds Officers Training Session.

By MARVIN BAXLEY

BATAVIA — Importance of the Professional-Scientific-Technical Bargaining Unit vote was emphasized by Civil Service Employees Assn. vice-president Robert Lattimer as he spoke to several hundred union leaders here last month.

Mr. Lattimer, who serves as president of CSEA's Western Region VI, urged CSEA members to get out and vote in order to protect their rights.

Resorting to sarcasm, the youngest of CSEA's ten statewide officers analyzed the kind of organization that the Public Employees Federation would be

offering Professional-Scientific-Technical employees of the state.

He pointed out that there are two AFL-CIO unions that dominate the five union collaboration known as PEF. These are the United Teachers and the Service Employees International Union.

Mr. Lattimer noted that "Albert Shanker took the teachers out on strike, and he did miraculous things for them: it cost them 45 minutes of prep time.

"Mr. Shanker's group is joined by SEIU," he continued. "This is the same organization that tried to organize Moongate Nursing Home (in St. Lawrence

County). So Moongate fired the employees, and PERB ruled No Election."

Mr. Lattimer, who is also a member of the PST negotiating team, briefed delegates on the progress of contract negotiations.

"We couldn't even agree on ground rules at the first meeting," he said. "The state is being very adamant. Even though only 3/10,000th of our membership is on the negotiating team, the state is disturbed that we want our full teams to participate."

CSEA has its PST negotiating team set to begin bargaining with the state as soon as the (Continued on Page 9)



Sam D'Agostino, left, treasurer of Rochester Transportation District 4 chapter 506, and Robert Smith, president of SUNY at Buffalo chapter 602 and second vice-president of Western Region VI, concentrate on discussion.



June Boyle, left, and Dorothy Haney, both leaders of SUNY at Buffalo chapter, acknowledge applause for their efforts in organizing "Salute to Women's Week" at the Buffalo campus.



Comparing notes were these leaders of Craig Developmental Center chapter 405 in Livingston County. From left are treasurer Evelyn Brown, corresponding secretary Joan Buchmann, third vice-president Jack Galbraith and recording secretary Jean Reisdorf.



Various county leaders attending the training sessions included, from left, Niagara County chapter 832 president William Doyle, Erie Educational chapter 868 first vice-president Joanne Ripstein, Yates County chapter 862 president Ruth Robinson, Western Counties Workshop secretary-treasurer Dorothy Hy, Erie County chapter 815 Correction Officers unit president Joseph Healy, Cattaraugus County chapter 805 board members Earl Roblee and Thomas Bruno and chapter president Jean Freeman.



Discussing the program are, from left, CSEA assistant supervisor of general accounts Joseph Salvino, who conducted treasurers seminar; Western Region VI first vice-president Genevieve Clark; CSEA computer services manager David Tallcott, who talked on membership records, and CSEA director June Boyle (Universities).



Seminar on county problems was headed by, from left, CSEA field representative Robert Young, collective bargaining specialist Gary Johnson and statewide County Division chairman Salvatore Mogavero, who also serves within the region as president of Erie Educational chapter 868 and as the CSEA director representing Erie County.



Leaders of Parks and Recreation chapters get together during lunch break at all-day seminar. From left are Southwestern (Allegany State Park Red House) chapter 107 president Mary Converse, Niagara Frontier chapter 104 president Dario Violanti, NF chapter vice-president Fred Caso and SW chapter vice-president Jerry Bromley. (Leader photos by Hugo Unger)

(Continued from Page 8)
 representation election between CSEA and PEF has been settled. Negotiations for the Administrative, Institutional and Operational Units are continuing, however.

Even though CSEA is the accredited PST representative, it is prevented by law from proceeding with negotiations until the challenging organization, PEF, has been turned back.

In the election this month, CSEA received the most votes, but an unusually large number of void, disputable and "No Union" ballots prevented the Association from recording the absolute majority required by law.

Therefore, a second election date has been set for next month.

At that time, only CSEA and PEF will appear on the ballot, with no alternative boxes.

The Region Chapter Officers Training Session was organized by CSEA education chairman Celeste Rosenkranz, herself a former president of the Western Conference.

The morning session, at the Treadway Inn in Batavia, was divided into separate sections for county and for state employees.

At the state meeting, regional attorney Carmen Pina led a discussion on chapter officers' and employees' rights under their contracts.

County problems were handled by a three-man panel consisting of County Division chairman Salvatore Mogavero, field representative Robert Young and collective bargaining specialist Gary Johnson.

Separate meetings for treasurers and for secretaries dominated the afternoon events.

At the treasurers seminar, CSEA assistant supervisor for general accounts Joseph Salvino explained a new federal law that requires all individuals and organizations, whether profit or nonprofit, to have an identification number for financial transactions.

Required To File

He pointed out that CSEA is tax exempt, but that once a year he files a report listing all chapters and chapter presidents with the Internal Revenue Service. "Sometimes IRS will send a form to the chapter presidents, and sometimes it does not," he noted.

Nevertheless, chapters are required to file a report with IRS if they have funds over \$5,000. Registration numbers are needed in filing the reports. Application form SS4 for the registration number is available from local IRS offices, he said.

The secretaries seminar was

handled by CSEA computer services manager David Tallcott and Buffalo Labor chapter 352's Elaine Todd.

Ms. Todd pointed out that secretaries are responsible for all records except financial records, and that a secretary should keep close tabs on the membership lists, so that he or she can keep members informed.

Mr. Tallcott explained the CSEA Headquarters staff has made great improvements in providing the tools necessary to keep track of membership. It is now possible through computers to provide mail lists or labels of members and/or non-members. These are available in alphabetical or social security number sequence. Special Request Form G-615-74 is used to order the lists from CSEA Headquarters.

Next delegates business meeting for Western Region VI is Jan. 24-25 at the Marriott Inn, Route 15, Rochester.



CSEA director James Bourkney (Mental Hygiene, Western Region) urges immediate action. Mr. Bourkney also heads West Seneca Developmental Center chapter 427.

CIVIL SERVICE LEADER, Tuesday, December 16, 1975



CSEA education chairman Celeste Rosenkranz opens the Western Region Officers Training Session at the Treadway Inn in Batavia, Genesee County, last month. Seated next to her is CSEA vice-president Robert Lattimer, who heads the region.



Partial view of audience shows some of the chapter leaders who attended treasurers seminar Saturday afternoon. Session covered duties of treasurers as well as explanation of uniform accounting system and procedures for filing government reports. Identifiable in background, standing from left, are Civil Service Leader editor Marvin Baxley and CSEA executive vice-president William McGowan.

Jeff City's Credit Union Wins Citation

WATERTOWN — The Jeff City Employees Federal Credit Union of Watertown, which serves Jefferson County and Watertown workers and their immediate families, has received the National Credit Union thrift honor award for stimulating savings among its membership of 431 persons.

Peter G. Grieco, head of the Jefferson Civil Service Employees Assn. unit, is president of the credit union and Elizabeth Gartland is treasurer. The credit union has attained a monthly growth rate of 5.3 percent in accounts under \$20,000, well above the average of federal credit unions of similar size. As of Sept. 30, the Jeff City Credit Union had a membership total savings of \$172,831.

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Schenectady Secretaries' Party

SCHENECTADY — The Schenectady Educational Secretaries Assn. will hold its Christmas Party Tuesday, Dec. 16, at Hogan's Towne House, State Street, Schenectady.

According to secretary Eileen Matarazzo, the event will begin with a social hour at 6:30 p.m. followed by dinner at 7 p.m. Each guest is asked to bring a child's grab bag gift and these will be donated to the Parkhurst Children's Shelter.

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Oswego Unit Files Improper Practice Charge With PERB

OSWEGO—A spokesman for the Civil Service Employees Assn. City of Oswego unit has filed an improper practice charge with the Public Employment Relations Board against the city.

Harman Swits, CSEA collective bargaining specialist, said, "It is apparent that the City of Oswego appointed a negotiating team which did not have the authority to enter into a tentative agreement, and upon the action of the Council Dec. 11, could not, and refused to effectively recommend, a proposed settlement for the City employees."

"It is apparent that Charles J. Ganim, the hired consultant from Buffalo, who is not conversant with the problems with the City of Oswego, has, after months of negotiations, made certain proposals to the Council obviating the proposed agreement," Mr. Swits continued.

"This action resulted after four months of negotiations and numerous meetings that appeared to be progressing satisfactorily before the interjection of Mr. Ganim."

"It would appear that the Common Council was trying to lead the City of Oswego employees to believe that their appointees, namely Gene Saloga and Paul Miller, had the authority to negotiate in good faith. It is now clear that predicated on the Dec. 11 Common Council decision, the city aldermen have no concern whatsoever for the individual City of Oswego employees and that, by their very act, have failed to provide good faith negotiations throughout this whole period of time. We are dismayed by the turn of events after nearly reaching what we believed to be a fair and equitable settlement of the contract," Mr. Swits concluded.

CSEA's Secretary Ends Hospital Stay

ALBANY — Dorothy MacTavish, secretary of the Civil Service Employees Assn., has returned home from Albany Medical Center Hospital where she underwent major surgery last month.

Ms. MacTavish extended thanks to the individuals and CSEA chapters which sent get-well cards and gifts during her hospital stay. She said she expects to resume CSEA secretarial duties in the near future.



GETS AROUND — Since not everyone can visit the Civil Service Employees Assn. Headquarters in Albany, the union has a mobile office that tours the state. It is among the efforts being made by CSEA to keep in touch with its 230,000 members. A visit to New York City this month was hailed by CSEA vice-president Solomon

Bendet, right, head of the union's NYC Region II, as he goes over agenda with CSEA public relations specialist Randolph V. Jacobs. The mobile unit had stopped by the regional office in downtown Manhattan before touring various sites where CSEA members are employed in the five-county area.

New Changes In Health Coverage Also Affecting Retiree's Status

ALBANY—Improvements and changes in the State Health Insurance Program which went into effect last July also affect retirees, officials of the Civil Service Employees Assn. pointed out last week.

CSEA negotiated a number of these changes and improvements as part of negotiations carried on under the provisions of a third-year reopener clause in the current three-year State-union contract.

All enrollees, including retirees, are now permitted to change their insurance options once each year during an open-transfer period set by the state. During these periods, participants can change their options to coverage of any other type available in their area of residence without regard to age or the number of prior coverage transfers. The current period will expire Dec. 31 and retirees interested in changing their coverage should contact the Employee Insurance section prior to then. Retirees

from participating subdivisions should contact their former business or personnel office before Dec. 31.

Under the new insurance provisions, a surgical consultation program will be made available in the New York City area. The program, similar to one in operation in the Albany area, provides free surgical consultations by one of a panel of qualified consultants to any enrollee or dependent who has been told that he or she requires elective surgery.

The annual maximum major medical coverage for enrollees in the plan has been increased from \$10,000 to \$15,000; there has been no change in the \$50,000 maximum lifetime benefits under the major medical portion of the plan.

Blue Cross benefits have been increased to provide coverage for hemodialysis treatment furnished in out-patient departments of hospitals when ordered by a physician.

The new provisions of the plan allow enrollees to join federally qualified health maintenance organizations (HMO) in lieu of one of the enrollment options now available under the state plan.

However, at this time, there are no federally approved HMOs in the state. If eventually more than one HMO is approved in the same area of the state, the state reserves the right to contract with only one such organization.

Blue Shield benefits now embrace expenses incurred for removal of sutures, plastic casts and similar dressings applied as a result of prior out-patient care.

Retirees with questions on these changes should direct them to the Employee Insurance Section or their former business or personnel office, CSEA officials suggested.

LEVIN NAMED

ALBANY—Emil Levin, of Queens, a lawyer, has been appointed by Gov. Hugh L. Carey as a member of the newly reorganized Human Rights Appeal Board. At the Governor's request, the legislature reorganized the Human Rights Appeal Board to give the chairman additional duties and to reduce the jobs of members from full-time to part-time positions. Each member will receive \$150 a day while on official business.

DelBello Blames State For Pkwy Police Layoffs

WHITE PLAINS—Westchester County Executive Alfred B. DelBello attributed proposed layoffs in the Parkway Police Department to cutbacks by the state's East Hudson Parkway Authority.

The Authority, said Mr. DelBello, "reviewed the patrol posts and their safety criteria and indicated they would provide funds to pay only for 25 positions, necessitating the reduction in the patrol force by 11 men. If the county had not agreed, there probably would have been no contract at all with the EHPA and the State Police would have taken over our parkway patrol. We would have lost all 36 jobs for our men."

The EHPA contracts with Westchester County to provide patrol services on the Saw Mill River Parkway, the Hutchinson River Parkway and the Cross County Parkway.

Mr. DelBello said that in other county departments, staff cuts can be absorbed in large part by attrition, retirement and vacancies.

"Unfortunately, there has been almost no employee turnover in the Parkway Police Department, so that the reductions in positions must mean an equal number of layoffs."

Areas to be affected by the layoffs include the Department's headquarters staff, office complement and off-peak period park coverage.

Budget Techs & Maintenance Supers Are Sought In Suffolk

HAUPPAUGE—Budget technicians and assistant building maintenance supervisors are currently being recruited by the Suffolk County Civil Service Department. Salaries are \$8,844 and \$15,500 a year, respectively.

There are no residence requirements for the post. Filing will close Dec. 24, with written exams scheduled for Jan. 17. For budget technician, exam 16-120, applicants must be a college graduate with an associate degree in accounting and one year's bookkeeping experience. A satisfactory equivalent combination of education and experience will also be accepted. High school graduates with at least four years' building maintenance experience may apply for assistant building maintenance supervisor.

exam 16-121.

Further information and applications may be obtained through the Suffolk County Civil Service Department, H. Lee Denison Executive Office Building, Veteran's Memorial Highway, Hauppauge, N. Y. 11787; the East Northport Testing Center, 295 Larkfield Road, East Northport, N. Y. 11731; or the Riverhead Information Center, County Center, Riverhead, N. Y. 11901.

Name Mediator, 3 Fact-Finders

ALBANY—The State Public Employment Relations Board has announced the

appointment of a mediator and three fact-finders to various local government contract disputes involving the Civil Service Employees Assn.

Named mediator in the dispute between the Warren County chapter of CSEA and Warren County was Benjamin Westervelt of PERB's Albany office.

Appointed as fact-finders were Erwin Blant, of Port Chester, to the dispute between the Croton-Harmon Schools, Westchester County, and the Croton unit of CSEA; Robert France, Rochester, to the dispute between CSEA and the Village of Newark, Wayne County, and Charles Leonard, Schenectady, to the dispute between CSEA and Montgomery County.

VETERANS AFFAIRS

ALBANY—Gov. Hugh L. Carey has appointed Joseph C. Anderson, of Forest Hills, a lawyer, as State Director of Veterans Affairs. Mr. Anderson succeeds Frank V. Votto, of Floral Park, who resigned.

MOTOR VEHICLES

ALBANY—Gov. Hugh L. Carey has named Stanley Gruss, of New York City, as deputy commissioner and counsel for the Department of Motor Vehicles. Mr. Gruss will serve in the Albany offices of the Department.

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Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Tuesday, December 16, 1975

EXAM 35-784
ASST ARCHITECT
Test Held May 31, 1975
List Est. Oct. 3, 1975

- Finkle P P Philmont97.7
- Cisek Thomas J Amsterdam94.1
- Sim Ralph W Schenectady88.0
- Gilbert Robert Rensselaer83.1
- Bodane Richard Schenectady81.3
- Green William J Saugerties80.7
- Palquist David Ravena80.1
- Jerew Ralph E Castleton79.7
- Pollard James H Saratoga Spg77.1
- Toole Edward J Rensselaer72.1
- Heidar Farouk A Elnoza71.1

EXAM 35-728
COMP CLAIMS LEGAL INVSTGR
Test Held Apr. 12, 1975
List Est. Sept. 11, 1975

- McCaffrey John Poughkeepsie81.2
- Zebrowski Y G Staten Is.80.7

EXAM 34-893
Test Held Apr. 12, 1975
List Est. Aug. 4, 1975

- DiDomenico A Albany84.3
- Duford Daniel M Waterford83.5
- Grugan Dean F Albany82.8
- Hull Barbara J Troy80.3
- Basle Anthony J Watervliet79.9
- Voght Darlene D Clinton Cors79.0
- Hayes Bertha E Albany77.9
- Pearsall R A Albany77.2
- Henningson S E Troy77.2
- Cushing Flora R St Johnsvil76.7
- Zaloga Martin F Albany75.4
- Hauenstein John Troy75.1

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LEGAL NOTICE

COVE COMMUNICATOR ASSOCIATES

—Substance of Certificate of Limited Partnership filed in the office of the County Clerk of the County of New York on December 3, 1975. The name and principal office of the partnership is Cove Communicator Associates, c/o Mount Shipping Incorporated, 88 Pine Street, New York, New York 10005. Its business is to engage in the ownership and operation of ocean-going vessels and other activities relating to the shipping business. The term for which the partnership is to exist is from November 13, 1975 to November 12, 1976 and thereafter from year to year, unless sooner terminated pursuant to the terms of the Partnership Agreement. The names and residences of the General Partner and the Limited Partners, their cash contribution and the share of profit and income of each Limited Partner as follows:

Warren B. Pack, 870 United Nations Plaza, New York, New York
General Cash \$ 300.00 10%
Herman Berke, 400 East 45th Street, New York, New York
Limited Cash \$1,350.00 45%
Samuel Kahn, 71 Muriel Avenue, Lawrence, New York
Limited Cash \$1,350.00 45%

No Limited Partner has agreed to make any additional contributions. The value of the contribution of each Limited Partner may be returned to him in whole or in part, as provided in the Partnership Agreement and shall be returned pro rata upon dissolution.

LEGAL NOTICE

CRYSTAL & CRYSTAL.

—Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on October 2, 1975. Name and principal place of business—Crystal & Crystal, 235 Park Avenue South, New York, N. Y. Nature of business—to furnish office and management services. General Partner—Bernard S. Crystal, (Residence) 119 Meadowview Avenue, Hewlett Bay Park, New York, Limited Partner—Frederick H. Crystal, (Residence) 78 Neptune Avenue, Woodmere, New York, (cash contribution) \$100, (share of profits) 33-1/3%. Term of Partnership—July 1, 1975 to June 30, 1979, unless sooner terminated. No additional contributions required to be made by any Limited Partner, but failure to contribute when called upon may result in diminution of limited partnership interest. No agreed time prior to termination for return of Limited Partner's contributions. A Limited Partner may transfer his interest in the Partnership to a member of his immediate family by gift, devise or descent, all as more fully set forth in the Partnership Agreement, may assign his interest on notice to General Partner, but may substitute an assignee as a new limited partner only upon unanimous consent of all General and Limited Partners, all as more fully set forth in the Partnership Agreement. Additional limited partners may be admitted upon the unanimous written consent of all General and Limited Partners upon such terms as said Partners unanimously decide. No Limited Partner has priority over any other Limited Partner as to contributions or compensation by way of income. Partnership is dissolved upon the death, incapacity or retirement of a General Partner except that in the case of retirement, a new general partner may be admitted, all as provided in the Partnership Agreement. No Limited Partner has right to demand property other than cash in return for his contribution.

- Cicchinielli L F Waterford74.6
- Willey Ivan A Schenectady74.2
- Newberry Robert Albany73.8
- Baird Sharon L Poughkeepsie72.3
- Sherman Charlie Syracuse71.9
- McLaughlin P A Albany71.5
- Fiaschetti M Troy71.0
- Whitney Jean M Watervliet70.8

EXAM 35-807
ASSOC MECHANICAL
CONSTRUCTION ENGINEER
Test Held June 21, 1975
List Est. Sept. 12, 1975

- Carpenter E E Middletown91.5
- Marino Vincent Troy88.0
- Gill William M Tonawanda87.1
- McColl James R Amsterdam86.8
- Sophides D P NYC84.6
- Quinn Anthony Plainview79.3
- Thorland R S Altamont77.6

EXAM 35-740
SR INSERTING MACHINE OPR
Test Held Apr. 12, 1975
List Est. July 31, 1975

- Grugan Dean F Albany85.8
- Duford Daniel M Waterford85.3
- DiDomenico A Albany84.7
- Edwards Ralph Albany82.4
- Pearsall R A Albany82.2
- Cushing Flora R St Johnsvil80.9
- Henningson E E Troy77.4
- Netzer Francis Troy77.4
- Guest David A Schenectady77.4
- Cicchinielli L F Waterford76.8
- Newberry Robert Albany76.2
- McLaughlin P A Albany75.1
- Fiaschetti M Troy74.6
- Zaloga Marrin F Albany73.6
- Doedema Daniel Albany73.2
- Green John P Cohoes70.3

EXAM 39-090
PRINCIPAL AQUATIC BIOLOGIST
Test Held July, 1975
List Est. Oct. 6, 1975

- Blake Leigh M Felts Mills102.4
- Kellar Alfred T Stony Brook98.3
- Spagnoli John J Cambridge97.8
- Holmes Edward D Hemlock95.5
- Fieldhouse R D Stamford95.0
- Skea Jack C Rome94.5
- Letendre Gerard Cape Vincent88.9
- Frisa Charles N Ithaca88.1
- Loeb Howard A Voorheesville87.4
- Dean Howard J Westerville85.5
- Wilson Douglas Adams85.4
- Vanvolkenbrgh P Sayville84.8
- Colson Ralph B Schenectady83.5
- Dietsch Eli L Saratoga Spgs77.5
- Maynard Paul R Ballston Spa75.6
- Pelchan Francis Glens Falls72.8

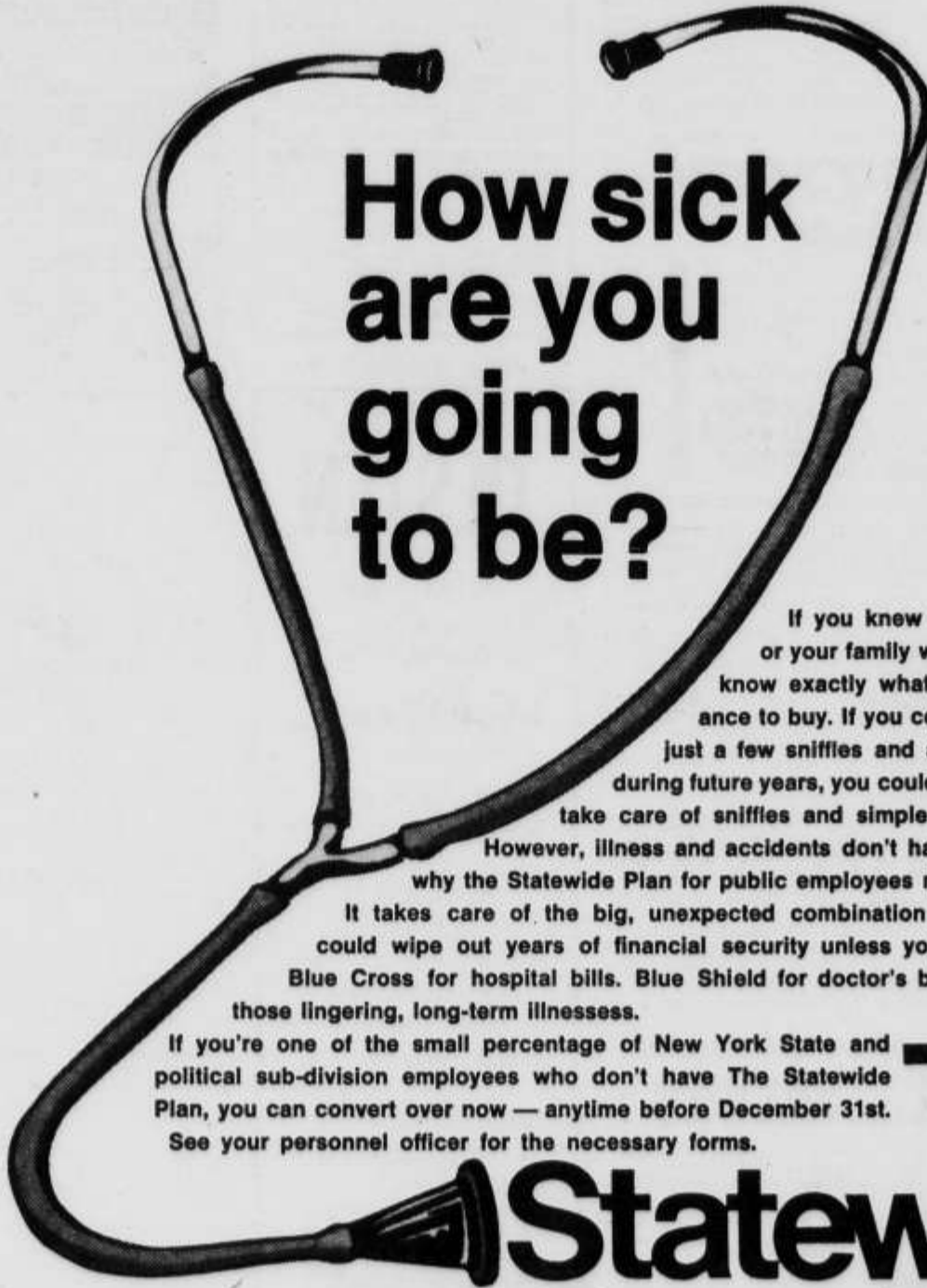
EXAM 39-087
AREA DIRECTOR,
BOARD OF SOCIAL WELFARE
Test Held July 21, 1975
List Est. Aug. 1, 1975

- Doane Mary J Delmar98.0
- Kvanvik Esther Brooklyn89.0
- Lasky Irwin M Troy79.0
- Goodrich Glenn E Ilion78.0

EXAM 39-092
PRINCIPAL WILDLIFE BIOLOGIST
Test Held July, 1975
List Est. Oct. 6, 1975

- Parks Eugene Feura Bush96.4
- Nelson Lawrence Portville95.3
- Proud John C Cortland91.8
- Myers Lawrence Hemlock91.0
- Renkavinsky J L Stony Brook89.1

(Continued on Page 12)



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- (Continued from Page 11) 6 Browne Stephen Berne 88.3 7 Schierbaum D L Altamont 86.5...

- 9 Allanton Lars E Delmar 73.8 Option B 1 Beni Carl A Troy 80.8...

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Unemployment Claims Up, But Levine Sees Leveling

ALBANY—Industrial Commissioner Louis L. Levine, head of the State Department of Labor, announced that 629,171 persons claimed unemployment benefits under four separate programs in New York in the week ending Nov. 14, the most recently compiled reporting period, compared with 620,190 the previous week.

The statewide count in the week ending Nov. 14 included 344,897 persons claiming regular unemployment insurance, as compared to 336,419 a week earlier and 298,980 a year ago.

Among the persons registered for regular unemployment insurance, 38,758 were filing new claims. The new claims figure represented a decrease of 124 from the level the previous week. A year ago, 44,086 new claims were taken. Commissioner Levine said the new benefit claims reflected a leveling off of claims activity in advance of an anticipated seasonal upswing in layoffs through the balance of the year.

There were 102,790 filings for extended benefits during the week by persons who had used up their 26 weeks of regular unemployment insurance. The previous week, 111,401 persons were registered for these benefits.

Some 126,474 claims for emergency benefits were taken from jobless workers who had received both the regular and 13 weeks of extended benefits. The prior week, 119,997 persons were claiming emergency benefits.

There were also 55,030 claims for special unemployment assistance filed by workers whose jobs had not been protected under the New York State unemployment insurance program. The number compares to 52,373 a

week earlier. The number of persons exhausting benefits under the Special Unemployment Assistance Program totaled 293.

The number of persons exhausting benefits under the Emergency Benefits Program totaled 2,621. The statewide cumulative number of persons exhausting the benefit rights under the Emergency Benefits Program, and consequently all eligibility for unemployment compensation, totaled 94,414.

In New York City 289,260 persons filed for unemployment benefits in the week as compared with 292,078 the week before. The total included 157,075 claims for regular unemployment insurance as compared with 152,750 the previous week and 151,841 a year ago. Some 16,521 of these claims were new filings, a decrease from 17,000 the previous week. The year-ago figure was 20,724.

Employee Relations Seminar Scheduled By Cornell University

MANHATTAN—A two-day workshop, "Improving Employee Relations Through Effective Discipline and Grievance Procedures," will be held Feb. 18-19, 1976, by the Cornell University New York State School of Industrial and Labor Relations.

The workshop will consider such subjects as the disciplinary interview, writing warning notices, analyzing discipline problems, basic concepts in contract administration and developing skills in grievance handling. The workshop will be led by NYS-SILR faculty members Matthew Kelly and Wallace Wohlking.

The workshop will be held at the Cornell University building at 3 E. 43rd St., Manhattan, from 9 a.m. to 4:30 p.m. The program charge is \$190 per person which will cover course materials and luncheons. The course will be limited to 25 enrollees.

Additional information and applications are available from Cornell University, 3 E. 43rd St., New York, N. Y. 10017. The telephone number is (212) 697-2247.

CIVIL SERVICE LEADER, Tuesday, December 16, 1975

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LEGAL NOTICE

CDR ASSOCIATES
Substance of certificate of Limited Partnership filed in New York County Clerk's Office November 14, 1975.
Principal Office, c/o Graham-Werwaiss, 570 Seventh Avenue, New York, New York.

Business: Invest garden apartments complex, South Pasadena, Florida.
Term: October 1, 1975-December 31, 2025, unless sooner terminated.

General Partners: Thomas M. Graham, Jr., 52 Washington Square West, New York, New York; John A. Werwaiss, 1140 Fifth Avenue, New York, New York; and Vincent S. Andrews, Jr., Holly Hill Lane, Katonah, New York.

Limited Partners: Michael D. Dowd, Jr., and Genevieve Down, 57 Crosby Brown Road, Gladwine, Pennsylvania, \$30,000.00; Marilyn H. Lewis, 273 Elmwynd Avenue, Orange, New Jersey, \$5,000.00; Murray Platt, 420 East 51st Street, New York, New York, \$5,000.00. Additional capital contributions, proportionate to the original contributions are due on January 2, 1976 totalling \$30,000. Contributions returned upon termination or dissolution. Limited Partners share 80% of the profits in proportion to the amount that their respective capital accounts bear to the total capital accounts of all Limited Partners, with special allocations for specific items. Limited Partners' interest is assignable with written consent of General Partners. Upon the death of a General Partner, the survivors shall have the right to continue the business.

LEGAL NOTICE

QUINCY PARTNERS. Substance of Amendment of Certificate of Limited Partnership filed in New York County Clerk's Office November 7, 1975. The following have been admitted as limited partners and their cash contribution: The Hillman Company, Grant Bldg, Pittsburgh, Pa, \$46,000; Canny, Bowen, Howard, Peck & Associates, Inc, 425 Park Ave, NYC, \$14,000; Donald J. Sutherland, High Farms Rd, Glen Head, NY, \$20,000; George J. Hauptfuhrer, Jr, Robert P. Hauptfuhrer as Tenants in Common, 1710 Martins Lane, Gladwyne, Pa, \$15,000; Vestor Corporation, 72 Colonia Miramonte, Scottsdale, Ariz, \$15,000; Swiss American Corporation, 100 Wall St, NYC, \$15,000; Edith P. Murnane, Box 505 Locust Valley, NY, \$15,000; Siragusa Brothers Partnership, Box 883, Lake Forest, Ill, \$15,000; Diana H. Parkinson, Valley Road, Locust Valley, NY, \$15,000; Rend & Co. Winters Bank Bldg, Dayton, Ohio, \$15,000.

Responsibilities Are Outlined At Saratoga Educational Workshop



CSEA collective bargaining specialist Danny Jinks outlines procedures to union leaders attending Saratoga County Educational chapter workshop.

SARATOGA SPRINGS — Duties and responsibilities of officers was the subject of a workshop here last month for unit leaders and members of the Saratoga County Educational chapter 864, Civil Service Employees Assn.

CSEA director Charles Luch, who is president of the chapter, lauded participants in the workshop at the Gideon Putnam Hotel here for their eagerness to learn.

Coordinator of the workshop was Edward Diamond, CSEA director of education. Other staff officials participating were Danny Jinks, collective bargaining specialist, and Joseph Salvino, assistant supervisor of general accounts.

Other guest speakers were Albany Region IV second vice-president John Vallee, highest ranking local government employee in the region, and Albany Region IV political action chairman Howard Cropsey, who is also a CSEA director and president of neighboring Albany County chapter 801.



Partial view of audience shows attention being given to discussion on duties and responsibilities of officers. Workshop was at Gideon Putnam Hotel in Saratoga Springs.



(Leader photos by Brian Triller)

Joseph Salvino, CSEA's assistant supervisor of general accounts, explained duties of treasurers. Seated, clockwise from left, are Janice Washburn, Hazel Fox, Douglas Ford, John H. Brownell, Mary Kushneir, Sandra Fitzpatrick and Ken Fisher.



Participants and organizers of Saratoga County Educational chapter workshop last month pose together. Seated, from left, are John Vallee, Albany Region IV second vice-president; Sandra Fitzpatrick, chapter treasurer; Margaret Boswell, chapter recording secretary, and CSEA director Howard Cropsey, Albany Region political action chairman. Standing are Danny Jinks, CSEA collective bargaining specialist; Walter Duscharme, chapter first vice-president; Lester Cole, chapter second vice-president; Edward Diamond, CSEA director of education, and CSEA director Charles Luch, chapter president.

Jefferson Unit To Vote On One-Year Pact Offer

(From Leader Correspondent)

WATERTOWN — The Jefferson County Civil Service Employees Assn. membership will soon vote on a one-year contract offer from the county providing for a 5 percent pay increase plus increments.

Peter G. Grieco, unit president, said the membership will be called into session as soon as possible. The present contract expires Dec. 31.

SPECIAL ASSISTANT

ALBANY — Kathleen Linehan, an East Greenbush resident, has been named special assistant to the State Civil Service Commission by Commission President Victor S. Bahou. Ms. Linehan's assignments will involve researching and preparing appeals concerning job duties and salary levels of state jobs.

CSEA and the county had been at impasse since Oct. 30 with the stalemate broken Dec. 9 when union negotiators, at a meeting involving Public Employment Relations Board mediator Eric W. Lawson Sr., agreed to take the offer back to their members. The salary offer, made by county negotiator Elliot Dickson, is the same as the one previously rejected by the CSEA negotiating team headed by Roger Kane, CSEA collective bargaining specialist, acting with Mr. Grieco. The CSEA had sought a 6 percent pay hike.

Two other CSEA units, both representing Watertown Board of Education employees, are involved in continuing contract disputes. The unit comprising 32 10-month employees in the school system will soon return to the negotiation table following Board of Education rejection of a fact-finder's recommended 7 percent pay hike plus increments, a total equivalent to 10.3 percent.

The Education Board has yet to act on another fact-finder's recommendation of a 10 percent average salary hike for 61 full-time and two part-time maintenance employees, members of the CSEA Watertown Custodial unit.

Members of both CSEA units in the school system have been working without contracts since July 1.

PAROLE BOARD

ALBANY—Ennis J. Olgiati, of New York City, has been named by Gov. Hugh L. Carey as a member of the State Board of Parole. Mr. Olgiati is director of a special project for persons under arrest and awaiting trial.

PS&T Runoff Election Ballot Mailed

(Continued from Page 1)
tives of PERB and PEF.

The ballot form in the new election will show the two unions in the same relative positions, CSEA on the left and PEF on the right, without any box for no representation, since this was eliminated as a choice by the results of the initial election.

CSEA president Theodore C. Wenzl noted that his organization had pushed for as early a date as possible for the runoff, in order to permit negotiations to start for the PS&T unit. While talks for the other three state Bargaining Units have been under way for some time, the PS&T group has been delayed pending resolution of the election.

"We would certainly prefer getting the election out of the way earlier than February," Dr. Wenzl said, "but the business of setting up the mechanics just wouldn't permit it, according to

"Our goal this time, of course, is to get our people out to vote. Apparently our members themselves were complacent, feeling that CSEA would have no trouble pulling a clear majority of the votes. This almost proved our undoing, but we've got another crack at it now and we

think our members will have gotten the picture and realize that everybody's vote is vitally needed."

On the subject of the unusually heavy "no representation" vote, Dr. Wenzl called it "most unfortunate" and "a vote for Governor Carey."

The union chief noted that

state workers received only a \$250 token "bonus" for this fiscal year, and that prior to announcing the massive layoffs, Governor Carey called for a wage freeze for state workers for next year as well as a reduction in other benefits.

"The workers are not responsible for the mismanagement that led this state down the road to fiscal unsoundness, and I believe state workers have reached the point where they must unite, stand their ground and tell the

state they've had enough of these terror tactics," Dr. Wenzl said.

"This is a time for total unity among state employees. We need our collective strength to withstand the relentless and vicious attacks against public employees spearheaded out of the executive office in the Capital. Our resistance must be stronger than their determination to carry out their many threats, and that requires a solid wall of unity," Dr. Wenzl stated.

Wenzl Denounces Carey Threat

(Continued from Page 1)
shockwave through the Legislature and a wave of fear through the ranks of state workers."

Calling Governor Carey's plan "a meat-axe approach without any compassion," Dr. Wenzl said "state workers have already had to bear a greater burden than any other people in respect to the state's budgetary problems, and they should not, must not and will not sacrifice further willingly."

The union chief noted that

Latest State And County Eligible Lists

CIVIL SERVICE LEADER, Tuesday, December 16, 1975

(Continued from Page 12)

8 Reskavinsky J L Stony Brook	92.1
9 Wagner Elmer E Pittsford	90.0
10 Ford Winfred N Marlboro	86.0
11 Slater F J Horwell	85.4
12 Degraff Lee W Altamont	84.9
13 Cameron Stuart Theresa	83.4
14 Brown Lawrence Schenectady	74.1

EXAM 27-525

HOSPITALS NURSING SURVEYOR

Test Held Nov. 1975	
List Est. Nov. 14, 1975	
1 Charles Thyra M Buffalo	98.0
2 Woodard Elaine D White Plains	96.0
3 Terrana Mary A West Seneca	94.0
4 Welburn Harriet J Schenectady	92.0
5 Slavik Cecilia E Saratog Lk	88.0
6 Olds Doris M Albany	88.0
7 Marasco Mary D West Seneca	87.0
8 Warmuz Dolores Hamburg	87.0
9 Sisco Nancy P Valley Ctr	86.0
10 McDermott Edith Buffalo	86.0
11 Greene Dorothy New Rochelle	86.0
12 Lino-Nderker M H Syracuse	84.0
13 Wroblewski Eleanor M Buffalo	84.0
14 McGuffin Doris R Buffalo	84.0
15 Empert Ruth A Pleasant Val	84.0

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.

16 Murphy Marie Brooklyn	84.0
17 Teigland Doris I Holtsville	84.0
18 Layton I Wamagh	83.0
19 Sanson Janet Albany	82.0
20 Bee Marion L South Wales	82.0
21 Larson Arne Ft Edward	82.0
22 Moran James T Kings Pk	82.0
23 Thomas Mary J Poughkeepsie	81.0
24 Brooks Margaret Brooklyn	81.0
25 Schauf William R Nunda	81.0
26 Overton William Ronkonoma	80.0
27 Marziale Janet West Seneca	80.0
28 Weitzman Kathleen Spring Vl	80.0
29 Grant Clara New York	79.0
30 Tarentino Mari A Guilderland	79.0
31 Webber A L Freeport	78.0
32 Zeccolo Peggy L Elora	78.0
33 Hemming: Paula Slingerlands	78.0
34 O'Neill Mary Kings Pk	78.0
35 Yevak Kathleen Fayetteville	78.0
36 Winkler Carol Voorheesville	77.0
37 Rivas Juanita W Islip	77.0
38 Arwood Judith Pleasant Val	76.0
39 Wallace Shirley Albany	75.0
40 Dymond Mary T Bloomingburg	75.0
41 Harnett Virginia Piermont	75.0
42 Murray Marcella Latham	75.0
43 Heuby Mary Orchard Pk	74.0
44 Jones Beatrice N Babylon	74.0
45 Sonnenberger Melanie Glenwood	74.0

46 Scordia Eleanor Peekskill	74.0
47 Nendza Marilyn Buffalo	73.0
48 Roets George Tonawanda	73.0
49 Schweikert Muriel Loudonville	73.0
50 Gainer Cheryl H Upper Nyack	73.0
51 LeSoine Peter E Hyde Pk	72.0
52 Dalton David M Medford	72.0
53 Kelly Celestine St James	72.0
54 Toth Eleanor Brentwood	72.0
55 Millsbaugh Marie Delmar	72.0
56 Mannino Mary Long Is	72.0
57 Benjes Georgette Kings Pk	72.0
58 Cooper Lillian W Islip	72.0
59 Kelly Paul Kings Pk	71.0
60 Pollicino Frances New Hyde Pk	71.0
61 Hogan Frances H King Pk	70.0

EXAM 34-745

SR CLERK

Test Held May 3, 1975

List Est. Sept. 2, 1975

(Continued from Last Week)

590 Cramer Janine L Syracuse	86.5
591 Frazzetta Lisa Albany	86.5
592 Beck Mildred A Albany	86.5
593 O'Connor Claire Latham	86.5
594 Hughes Patricia Albany	86.5
595 Kaye Evelyn Brooklyn	86.5
596 Friedman Anne S Plainville	86.5
597 Wagner M L N Tonawanda	86.5
598 Leitberg Edward Troy	86.5
599 Pierson Suzanne Utica	86.4
600 Carrigan Ann M Syracuse	86.4
601 Miller Rosemary N Troy	86.3
602 Rundie Shirley New Paltz	86.3
603 Dupont G A Schenectady	86.3
604 Geraci Rosalie Mt Morris	86.2
605 Lockwood C L Coboes	86.2
606 Meek Arlene M Rensselaer	86.1
607 Gogan Dennis M Albany	86.1
608 Laroe James P Schenectady	86.1
609 Rivchin Clare E Loudonville	86.0
610 Gannon Norma G Saratoga Spg	86.0
611 Leamy Winifred East Meadow	86.0
612 Liberatore A J Honoye Fls	86.0
613 Brodbeck Marc H Albany	85.9
614 Chavez Lorraine Staten Is	85.9
615 Jones Beverly L Esperance	85.9
616 Leslie Diane L Selkirk	85.9
617 Bushell Julia Troy	85.9
618 Holmes Donna L Stillwater	85.9
619 Cooke Barbara S Albany	85.9
620 Malloy Richard Scotia	85.9
621 Alcott Diane L Rensselaer	85.9
622 Wright Mary J Stanfordvill	85.8
623 Antoniak Robert Menands	85.8

Manager, Custodian Jobs Open In Troy

TROY — The Rensselaer County Civil Service Commission is accepting applications for open-competitive and promotional senior custodian exams until Jan. 7 and for the open-competitive business manager exam until Feb. 18. Tests for custodians will be held Feb. 7, with the business manager exam scheduled for March 20.

Salaries for custodians range from \$6,878 to \$8,957 a year, and starting pay for business manager will be between \$12,000 and \$18,000 a year. Applications and detailed announcements are available from the Rensselaer County Civil Service Commission, Third Floor, Court House, Troy, N. Y.

Onondaga Holds Clerk I Exams

SYRACUSE — Applications are currently being accepted for the open-competitive position of clerk I, the Onondaga County Personnel Department has announced. Filing will close Dec. 24 for the \$5,973 to \$7,411 a year position, with a written exam scheduled for Jan. 24.

There are no minimum qualifications for the post. However, applicants must be legal residents of Onondaga County for at least six months. For detailed information and applications, candidates should contact the Onondaga County Personnel Department, 105 County Office Building, Syracuse, N.Y.

Custodian Sought By Madison Cnty.

WAMPSVILLE—The Madison County Civil Service Commission is accepting applications until Jan. 7 for head custodian, exam 82-127. The open-competitive post has a starting salary of \$9,500 per year.

To qualify, candidates must have three years of building cleaning or maintenance experience. Any equivalent combination of experience and training will also be accepted.

For detailed information and applications, individuals should contact the Madison County Civil Service Commission, County Office Building, Wampsville, N.Y. 13163.

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

Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

Agriculture		
Title	Salary Grade	Exam No.
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02
Business		
Computer Operator and Computer Technician	GS-5 to 7	NS-4-15
Engineering And Scientific		
Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6 to 9	NY-8-43
Technical Aide	GS-2, 3	NY-0-22
Technical Assistant	GS-5 to 15	421
General		
Freight Rate Specialists	GS-7, 9	WA-6-13
Junior Federal Assistant	GS-4	411
Mid-Level Positions	GS-9 to 12	413
Professional and Career Exam	GS-5 to 7	
Sales Store Checker	GS-3	NY-3-07
Senior Level Positions	GS-13-15	408
Summer Jobs	GS-1 to 4	414
Technical Assistant	GS-4, 5	NY-5-07
Telephone Operator	GS-3, 4	NY-5-01
Teletypist	GS-3 to 5	NY-4-02
Medical		
Autopsy Assistant	GS-4, 5	NY-9-05
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-5-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07
Military		
Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
Army Reserve Technician	GS-4 to 9	NY-9-26
Social And Education		
Hospital Police Officer	GS-4, 5	NY-72-2
Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09
Stenography And Typing		
Data Transcribers	GS-2	NY-4-05
Keypunch Operator	GS-2, 3	NY-3-01
Reporting Stenographer and Shorthand Reporter	GS-5 to 9	NY-9-17
Stenographer	GS-2 to 5	WA-9-01
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2 to 4	WA-9-01

Drug Abuse Staffers Facing SIC Criticism Find CSEA A Champion

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. has come to the defense of nearly 4,000 employees of the State Office of Drug Services in the wake of derogatory comments made about them by the State Investigation Commission.

CSEA collective bargaining specialist Thomas Linden urged SIC to "put up or shut up" on its charges that ODAS employees often violate rules of discipline at their facilities. He termed the SIC investigation a "witch-hunt."

"These employees have a contract with a disciplinary procedure spelled out in black and white," Mr. Linden said. "If SIC has any proof of its allegations, it can bring formal charges against specific members and then try to make them stick. The way they're operating now, they're just coming in and taking pot-shots at dedicated employees and running away again."

Giles Spoonhour, chairman of the statewide CSEA labor-management committee for ODAS employees, agreed with Mr. Linden.

'Distorted View'

"SIC has given the public a distorted view of ODAS employees," he said. "They bring up wild charges about abuse of clients, but they never mention the work we do in drug counseling and education, or the successes we've had in getting our clients their high-school equivalency diplomas, or in getting them back into society in productive jobs. The typical ODAS employee is a hard-working, concerned person. I didn't see that in any of the newspaper accounts of the SIC charges."

Mr. Linden alleged SIC has a history of making unfounded charges. In 1972, he noted, the commission created a furor in the press with its extensive investigation of officials in the upstate village of Saranac Lake. However, the county district attorney found no basis in any of the SIC reports for the issuance of indictments.

'Shot In The Dark'

"There's no more substance in these new charges than there was in the case of Saranac Lake," Mr. Linden said. "It's just another shot in the dark by a group of people desperately trying to justify their own existence. There isn't one person on the SIC who knows the slightest bit about drug abuse prevention or rehabilitation."

SIC criticism of employees touched on all ODAS facilities around the state, but mentioned most frequently were the drug-abuse rehabilitation centers at Otisville, Ray Brook, Maesten Park and Tonawanda.

Mr. Linden pointed out that one of the biggest problems alleged by SIC—overstaffing—was drawn from information over a year old. This, he said, was a further example of the irresponsibility of the commission. There is now an average of one counselor for every 25 clients engaged in a continuous process of education, treatment, and rehabilitation of drug abusers.

Mr. Spoonhour added, "Our clients are often the product of a terrible home life and years of contact with the drug scene. In this situation, it's almost im-

possible to get as much staff as you need to help them. The employees of ODAS are dedicated to the rehabilitation of the clients at their facilities, and they work hard to achieve that goal. I am sure that the SIC report of disciplinary abuses and overstaffing will be proved wrong again, and the employees will be vindicated."



BRIGHTER HOLIDAY — Check for \$1,400 back pay will brighten holidays for Geraldine Stanton, second from right, following reinstatement to her job in Steuben County Social Services Department. CSEA regional attorney James Hancock, left, had successfully argued that her dismissal by county violated contract with CSEA. Making check presentation is Steuben County chapter 851 president Lyle Slocum as union social services steward Kathy Johnson offers best wishes.

Dutchess' Members Receive \$50,000 Strike Fine Purse

ALBANY—The Civil Service Employees Assn.'s Board of Directors last week advanced \$50,000 from its contingency fund to the 1,000 Dutchess County CSEA unit members who conducted a successful strike last July.

The money, combined with funds donated by various individuals and CSEA chapters, is intended to offset fines incurred by the workers during the week-long strike.

The fines—one week's gross salary per worker—were to be deducted from their net paychecks of Dec. 12 and Dec. 26. Thanks to their union's action, everyone will receive an amount equivalent to their normal paychecks on those days.

The Board unanimously approved the resolution, which was offered by CSEA Region II president Sol Bendet and CSEA executive vice-president William McGowan, and seconded by Region III president James J. Lennon.

Dutchess County chapter president Ellis Adams, accepting the check from CSEA on behalf of the Dutchess unit members, said, "It is heart-warming to see this union rally behind its members at a time of great need. Thanks to the bipartisan support we received from both the State and County Divisions of CSEA, it's going to be a bright Christmas, after all, for our members."

Dutchess County unit members walked off their jobs after the county administration reneged

on a negotiation settlement last July. It was the largest strike by county employees in New York State history. The county finally capitulated after the union had brought county operations to a standstill for a week, and legislators ratified the disputed contract. However, the county went ahead with procedures under the state's Taylor Law and fined each striker two days' pay for each day on strike.

"We are going to make every effort to replenish the CSEA contingency fund," Mr. Adams vowed. "We are starting a campaign immediately to make sure

there will always be enough money in that fund to ensure that when workers are forced to strike, they will not have to suffer unfair economic hardship at the hands of the Taylor Law."

Bernard Vait, president of the Dutchess County unit, added, "This action shows what CSEA is all about. What other public employees' union has ever stood behind its members 100 percent, as CSEA has done? Our union has backed us up all the way, not only with moral support, but also with financial support."

"We are grateful for what our union has done for us."

CSEA Reaches Four Pact Agreements

ALBANY—The New Lebanon School District, the Mohonasen School District, the City of Cohoes School District and the City of Mechanicville have all reached contract settlements with their respective Civil Service Employees Assn. organizations.

The New Lebanon Central

School District unit of the Columbia County CSEA reached its first contract with the school administration. It covers a two-year period. The contract includes a 20 cent per hour wage hike for most employees per year and a 10 cent per hour wage hike per year for hourly employees.

The contract was negotiated by CSEA field representative Aaron Wagner, who termed it "a solid achievement for the employees. This contract contains all the basic elements needed for employee protection and, of course, will allow for improvements in the future."

Field representative Greg Davis supplied the following information on the Mohonasen and Cohoes settlements.

"The Mohonasen contract covers a one-year period and includes a 6 percent across-the-board pay increase retroactive to July 1, and a \$180 longevity step for full-time employees with 15 years of service. The district

Assail Cohoes Mayor In Pact Talks Stoppage

COHOES—A Civil Service Employees Assn. field representative described himself as "shocked at the irresponsible attitude" of Cohoes Mayor Virginia McDonald in refusing to continue contract negotiations with city workers.

Mayor McDonald's term will end Jan. 1 and the CSEA official, James Cooney, said she "has a responsibility to the citizens of Cohoes to give full service as mayor even in her last days of power."

"She has suddenly refused to continue negotiations with all the city workers, so that come Jan. 1, Mayor-elect Ronald Canestrari will be tied up with crucial negotiations that could possibly harm the working relationship of the new administration and its employees," Mr. Cooney declared.

"Mayor McDonald seems to be saying, 'I don't care!' now that she has lost her position," Mr. Cooney added.

"The citizens of Cohoes should remember that any problems they have with public employees in the future are to be blamed on the Citizens' Party who are proving to be sore losers; they should not be blamed on the public employees of the city," Mr. Cooney concluded.

Wilcox Hospitalized

TUCSON, Ariz.—George Wilcox, former director of finance for the Civil Service Employees Assn., is undergoing treatment here for a bacterial infection. Mr. Wilcox's address is Room 401, Tucson Medical Center, Grant Road and Beverly Blvd., Tucson, Ariz. 85712.



SPEAKS OUT — Civil Service Employees Assn. vice-president Solomon Bendet was interviewed by WABC-TV, New York City Channel 7, last week on his reactions to Governor Carey's announced wage freeze for state employees. The news program selected from its lengthy interview the segment where Mr. Bendet reminded the state of the CSEA stand of no contract-no work if a satisfactory agreement has not been reached by April 1.

Heck Exec Meeting

SCHENECTADY—The executive council of the Oswald D. Heck Developmental Center chapter 445, Civil Service Employees Assn., will have its next meeting Wednesday, Dec. 17. Corresponding secretary James D. Greenblott said the meeting will come to order at 5:30 p.m.

Hamburg Names New Officers

share of the health insurance will now increase to 65 percent of the cost.

"In Cohoes, the contract will cover a three-year period with a total pay increase of 15 percent and additional improvements in health coverage."

The City of Mechanicville two-year contract negotiated by Mr. Wagner, Mike White, J. A. Ennello, Eugene LaClaire and Nason Barber includes a 12 percent increase over the life of the agreement and has improvements in the vacation schedule and health coverage.

Hamburg Names New Officers

HAMBURG—Charles Colvard, of Blasdell, and Mike Ring, of Hamburg, were elected president and vice-president, respectively, of the Town of Hamburg unit, Erie County chapter, Civil Service Employees Assn.

Ron Ferro, of Blasdell, was elected secretary and Fran Stappli, of Hamburg, was named treasurer.

The new unit grievance committee was also named. For the highway department, the grievance men will be Mike Schiedel, of Lakeview, and Rex Mott, of Blasdell. The new grievance man for buildings and grounds is Bob Bantle, of Hamburg.