

Civil Service LEADER

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CSEA PUBLIC RELATIONS

Convention Special

— See Inside

CSEA PUBLIC RELATIONS

THE PUBLIC EMPLOYEE

By DR. THEODORE WENZL
President,
Civil Service Employees Association



THE MESSAGES from your elected leaders in this most timely and important Convention Issue of The Leader contain valuable information on New York State's biggest and strongest public employees union, the Civil Service Employees Assn. The messages relate, region by region, the problems facing CSEA today, as well as our accomplishments, victories, priorities, philosophy and goals, both long-range and immediate.

My own report will discuss the overall statewide situation of CSEA.

Some of our highest priorities right now include: extensive revisions in the Taylor Law; new approaches and greater funding in the area of political action; unalterable opposition to the investment of retirement funds in bailing out bankrupt political entities; infusion of new ideas and personnel in state negotiations, and solid salesmanship in meeting all rival union challenges by spreading the truth that CSEA is, far and away, the best union for the job of representing all governmental employees.

CSEA WILL PRESS for extensive revisions to the Taylor Law in the next legislative session. We will ask for changes in the following items: the strike provision; agency shop; last-offer binding arbitration; balance of penalties between employer and employees; effective bilateral participation in all procedures related to splintering of present bargaining units; open verification of challenges made by rival unions; a changing role for PERB, and separation of PERB from the executive branch of state government.

Political action activities must be more clearly defined and better coordinated. We will accomplish this through the efforts of the top leadership and through revitalization of the state and local legislative and political action committees.

CSEA has been using every possible pressure in our legal and public relations departments to stop retirement funds from being forced into insolvent political entities such as New York City.

AS FOR THE UPCOMING state negotiations, our first goal is to right the wrong that has been done to us by the Governor and the Legislature. The Governor did not keep his campaign promises, and the Legislators gave first priority to themselves at the expense of the state worker. For us, the only acceptable contract is one that would correct the wrongs of the past and counter the devastating effects of rampant inflation upon the state worker's salary.

A hastily put-together hodgepodge with very questionable legal validity called PEF has set out to challenge CSEA's right to represent the state Professional, Scientific and Technical Bargaining Unit this fall. Our goal here is to make sure the PS&T Unit members get all the facts, because it's the facts and the truth that will convince them, without a doubt, of the wisdom of staying with New York State's Number One public employees union—CSEA.

BULLETIN

MANHATTAN — Special Sessions Court Chief Judge Charles Breitel reserved decision last week on a suit brought here by the Civil Service Employees Assn. to block the purchase of Municipal Assistance Corp. bonds with pension funds of state and city employees.

CSEA alleges that such a purchase is illegal.

CSEA is also fighting the proposed pension fund purchase of the securities in the State Court of Appeals, Albany. It is anticipated that this appeal will be decided on or before Sept. 30. The action states that the purchases of the MAC funds is in violation of the New York State Constitution.

DOT Worker Case Will Resume Oct. 7

ALBANY—The next round of arbitration hearings in the case brought by the Civil Service Employees Assn. against the State Department of Transportation, in which the union seeks to obtain full back pay for 369 DOT workers laid off July 1, is set for Oct. 7-10 here.

Additional hearings will also be held in November and December, according to CSEA at-

(Continued on Page 17)

Wenzl Blasts Plan Requiring Pension Plan Contribution

ALBANY—"Gentlemen, you are now trying to take away negotiated benefits!"

That was the core of the message delivered last week by Theodore C. Wenzl, president of the Civil Service Employees Assn., in his remarks to the Assembly Standing Committee on Government Employees. The committee is now studying reintroduction of a contributory pension plan for state employees.

Assemblyman Stephen R. Greco (D-C, Erie), the committee chairman, sponsored three bills during this year's legislative session which had to do with mandating employee contributions to pension plans. Dr. Wenzl pointed out, Assembly Bill 8015 requires an employee who joined or rejoined a public retirement system after July 1, 1973, to contribute, starting on July 1, 1976, 8 percent of his or her gross annual earnings toward the cost of his or her membership in the system; Assembly 8016 requires prospective members of the State Retirement System to contribute in the same manner as Assembly 8015, and Assembly 8017 requires legisla-

tors who joined or rejoined a retirement plan after April 1, 1973, to contribute at the same rate.

"I would like to comment about Assembly 8015," Dr. Wenzl told the committee. "CSEA's counsel has some question as to whether or not this type of action would be in violation of Article 5, Section 7, of the New York State Constitution.

"As you know, that Section of the Constitution prohibits the diminishing or impairing of benefits heretofore provided on a permanent basis. This bill amends Article 11 of the Retirement and Social Security Law by merely adding a new Section. Article 11 did not create a different system mandating employee contributions but merely set limitations which are applicable to new entrants. Therefore,

(Continued on Page 3)

New Discipline Rules Are Termed More Advantageous To Workers

ALBANY—Several major improvements in disciplinary procedures for New York State employees resulted from the 1975 contract-reopener negotiations between the state and the Civil Service Employees Assn.

Article 33 of the contract now guarantees an employee that he can have union representation during his interrogation and prior to his being requested to sign any statement. In the previous article, the wording on this matter allowed different interpretations, while the new language constitutes an "iron-clad guarantee" of an employee's right to such union representation throughout each step of the disciplinary procedure, according to Bernard J. Ryan, CSEA's State Programs Administrator.

Another benefit of the new procedure is that now, in cases where a department head or his representative fails to answer an employee's grievance within a specified time limit, the employee has the right to proceed directly to binding arbitration, resulting in a speedup of the disciplinary process.

A major change in the disciplinary procedure involves employees who have been suspended. Under the previous wording of Article 33, employees often had

to remain suspended, without pay, for long periods of time, while lengthy departmental hearings dragged on. Under the new wording, a suspended employee can waive the departmental hearing and go directly to arbitration. The American Arbitration Assn. is then directed to give the case priority and must hear the case within 14 days. This change gets the employee back on the job and on the payroll weeks earlier than was previously possible.

Also, in cases where the arbitrator of a suspension can reasonably assume the hearing will last more than one day, the union now has the right, jointly with the state, to authorize the arbitrator to issue an interim decision on whether or not there was probable cause for the suspension. If the answer is "No," the employee can go back to work until the arbitrator has time to hear the entire case.

This situation is likely to arise (Continued on Page 20)



Can Legislature Legally Mandate Use Of Pension \$

THE State Court of Appeals held an unusual session in New York City on Friday to hear arguments in a law suit challenging the validity of the law that mandates investments of state employee pension funds in bonds issued by

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Name New DMH Deputy Chief

ALBANY—Thomas Coughlin, 37-year-old executive director of the Jefferson County Assn. for Retarded Children and a former state trooper, has been appointed by Gov. Hugh L. Carey as the new Department of Mental Hygiene's deputy commissioner for mental retardation.

Mr. Coughlin succeeds Robert W. Hayes as deputy commissioner. The new appointee had served as chairman of the Department's advisory committee on retardation. Mr. Coughlin is a 1962 graduate of the State

Police Academy and was a trooper for 10 years. He also attended Jefferson Community College and Goddard College, Plainfield, Vt. The post pays an annual salary of \$45,071.

SUSSKIND TO MVB

ALBANY—Arthur Susskind Jr. has been named assistant to Edward O'Neill, recently appointed public relations officer for the New York State Department of Motor Vehicles. Mr. Susskind was appointed by DMV Commissioner James P. Melton.

Not Too Late For College Dropouts

For adults who wish to return to college, there is Brooklyn College's Adult Learning Center.

The center, in operation for over a year, offers three programs to persons whose studies have been interrupted. They include Liberal Studies for Police, Veterans Outreach and Downtown Adult Education.

"The primary objectives of the Learning Center are to create an environment where adults can work productively and to provide a solid liberal arts background in course work for students there," said College President John W. Kneller.

Police officers can earn up to 12 college credits in the Liberal Studies Program for Police which is administered in cooperation with the College Liaison Unit of the New York City Police Academy. The first group of police officers—men and women—already joined students at the college's main campus.

Students must spend their first year at the downtown campus at 72 Schermerhorn Street.

Beame Picks 2 Executives

NYC Mayor Abraham D. Beame has appointed two business executives to serve as non-salaried consultants on the staff of Kenneth Axelson, the new deputy mayor for finance.

The new appointees are Joseph W. Bower, 60, a certified public accountant who recently retired from the firm of Coopers and Lybrand, and Kevin J. Collins, 36, a vice-president with First Boston Corp., an investment banking concern.

Mr. Axelson was sworn in two weeks ago as the city's top fiscal officer.

Motor Vehicle Tax

ALBANY—State Comptroller Arthur Levitt announced the distribution of \$5,073,135.03 as the third 1975-76 installment of motor vehicle tax receipts to the counties of the State and to the City of New York for the counties comprising the City. New York City's share of this total is \$1,283,535.06.

This total is a share of the State-collected motor vehicle fees for the three months ending June 30, which is being returned to the counties in accordance with the State Highway Law.

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LOS ANGELES — 9 Nights 5102 Lv. Dec. 23, Ret. Jan. 1	FLIGHT ONLY.....\$189

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

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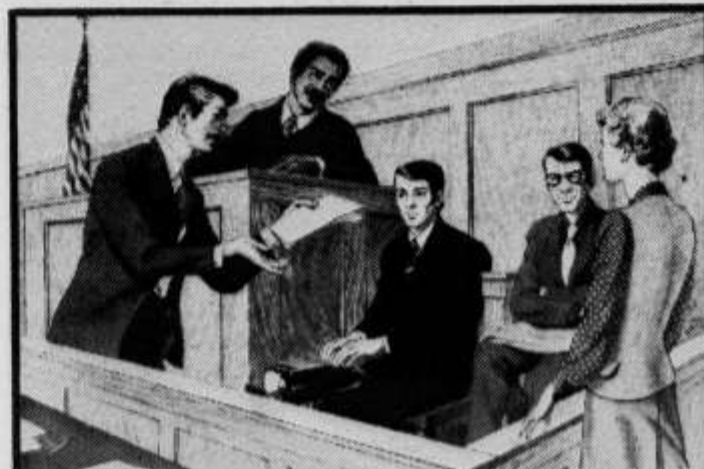
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A Videotape On Retirement Screened By DOT Region 3

SYRACUSE—Richard E. Cleary, president of Syracuse Region V, Civil Service Employees Assn., informed Region members that State Department of Transportation Region 3 will screen a special pre-retirement videotape series.

Ward Bury, DOT Region 3 personnel officer, is coordinating the viewing schedule. The videotapes are available for screening by state employees over 53 years of age.

"So far, we've been pleased with employee response to the tapes," Mr. Bury said. "The turnouts for sessions have been good and the overall comments made by the viewers indicate that the tapes are quite informative."

The DOT Region 3 videotape

series will be held in the seventh floor training center of the John Hughes State Office Building, Syracuse. Mr. Bury said that other state departments can make arrangements for viewing the tapes through his office. The telephone number there is (315) 473-8153. They are one to two hours in length and cover such

topics as Social Security, employee health insurance, survivors' benefits, budgeting income and other retirement topics.

DOT sections, viewing times and dates are:

Oct. 14, Section 6, 9 a.m., Wayne County, 1 p.m.

Oct. 22, Equipment Management, 9 a.m.; Onondaga East, 1 p.m.

Oct. 29, Onondaga West, 9 a.m.; Cayuga County, 1 p.m.

Nov. 5, Tompkins County, 9 a.m.; Seneca County, 1 p.m.

Nov. 12, Section 5, 9 a.m.; Cortland County, 1 p.m.

Nov. 19, Oswego County, 9 a.m.; Floating Plant Section 5, 1 p.m.

Dec. 3, Oswego County, 9 a.m.; Cayuga County, 1 p.m.

Dec. 17, Section 5, 9 a.m.; Section 6, 1 p.m.

Win Back Broome Holiday

BINGHAMTON — Maintenance, athletic department and laboratory assistant employees of the Broome Community College unit, Civil Service Employees Assn. are entitled to the day after Thanksgiving as a paid day off according to an arbitrator's favorable decision based on a class grievance argued in their behalf by CSEA Region V attorney John Rittinger.

The unit employees involved had, in the past, received pay for the day after Thanksgiving without being required to work. The week before the 1974 Thanksgiving holiday, employees learned of the county's decision to charge the day off after Thanksgiving to each employee's accumulated vacation or personal leave.

The County, in its argument, cited inequities among county employees regarding compensation for the disputed holiday while claiming that, according to strict interpretation of the CSEA contract, the employees should be working that day.

In his report, Public Employment Relations Board arbitrator Phillip Ross wrote that, "unit employees have enjoyed the benefit of the use of the day after Thanksgiving as a paid holiday for many years" and, to ignore the contract's provision regarding "previous rights, privileges and benefits" would itself "violate the contract." He concluded his report by "sustaining" the employees' grievance and crediting them with a paid day off after the Thanksgiving holiday.

Wenzl Blasts Plan

(Continued from Page 1)

I feel, gentlemen, that this legislation may be unconstitutional."

Dr. Wenzl pointed out that prior to the inception of the Taylor Law, which governs conduct by public sector employees, CSEA was responsible for negotiating many benefits for state employees, many of them in the area of retirement improvements.

"In 1957, CSEA was responsible for gaining Social Security coverage for state and local government employees on a permissive basis," the CSEA chief said. "In 1960, CSEA won a reduction of 5 percent in the employee contribution to the State Retirement System. This benefit was negotiated in lieu of a salary increase. In 1964, we further reduced the employee contribution rate by an additional 3 percent. The salary increase secured in that year was minimal. In 1965, we negotiated a noncontributory retirement system for all state employees and, let me add, in lieu of any salary increase.

"Gentlemen, you are now trying to take away negotiated benefits!"

Dr. Wenzl avowed that critics of the noncontributory aspect of the retirement system forget that the benefit was won at the negotiating table and that pay raises were sacrificed in favor of gains in the retirement plan area.

"When we negotiated these benefits during pre-Taylor Law years, it was our expectation that these benefits would continue until changed through the process of negotiations," Dr. Wenzl stated. "The bills that you are proposing appear to be

a usurping of the right given the Executive Branch by the Taylor Law, the right to bilaterally agree on changes in benefits. This type of unilateral action is abhorred by CSEA."

The statement has been made, Dr. Wenzl noted, that given the spiraling inflation rate of the 1970's, public employees should develop a more responsible attitude so as to ease the fiscal crisis facing government.

"Let me assure you, the membership of CSEA was made well aware of the inflationary problems of the 70's and the fiscal crisis facing government," Dr. Wenzl commented. "Last month, we received a so-called bonus check which amounted to a measly \$175. This was our total wage settlement for the same 12-month period that showed the cost of living rising at a rate of 10.2 percent.

"My membership is a responsible group, and we realize that times have changed in public service and that the public demands that the cost of government be kept at a responsible level. What you are now proposing is asking the ordinary worker to suffer a further reduction in his take-home pay by contributing to a retirement plan.

"The three bills that have come before your committee propose a projected contribution rate of 8 percent of gross annual earnings," Dr. Wenzl told the committee. "Had this deduction been in effect in 1975, a state employee earning \$9,000 who received the bonus would have received a decrease in his annual net earnings of \$541.28.

"The erosion in wages caused

Palega And Saleski Win Fourth Term With Central Barge

SYRACUSE — Chester P. Palega was elected president and first delegate and F. Ronald Saleski was named secretary and second delegate, each for their fourth terms, by the Central Barge Canal chapter, Civil Service Employees Assn.

Albert G. Albro was named to his third term as treasurer by the chapter members. Following a tie vote for first vice-president, a run-off election was held. In this election, Donald M. McKinnon was named to the post. The second vice-president slot was taken by Frank Cinelli while Richard Greer and Clarence Bullock were elected alternate delegates.

Marcy PC Future Will Be Discussed

YORKVILLE — A general meeting of the Marcy Psychiatric Center chapter, Civil Service Employees Assn., will be held at the Monarch Restaurant here Friday, Oct. 24. The meeting will begin at 7 p.m.

Attendees will hear remarks from Keith Hoffman, MPC deputy director for administration, on the future of the institution, especially on the proposed merger of Utica PC and Marcy PC. A question and answer period will follow Mr. Hoffman's talk.

SeJan Returns

VESTAL—Peter SeJan, president of the Vestal unit, Civil Service Employees Assn., has returned to work on a half-day basis following a heart attack suffered July 4. Mr. SeJan is also a member of the executive board of the Broome County Educational chapter, CSEA.

by inflation has imposed a great enough hardship on government employees without adding the additional burden of a contributory pension plan.

"We feel this legislation is totally improper and unfair."

SYRACUSE REGION 5



Regional Headquarters Office:
Midtown Plaza (Room 118)
700 East Water St.
Syracuse, N.Y. 13210
Phone: (315) 422-2319

By RICHARD CLEARY
CSEA Vice-President/Region 5 President

MY thanks to the membership of the Syracuse Region for their support in returning me to office as the Region 5 President.

I consider it a distinct honor to represent them. My intention is to serve you and promote the growth and ideals of CSEA.

We are again in a difficult challenge period both at the State and the local levels. Rival unions have their eye on the financial gains they can make by taking us over and are willing to spend huge sums, hoping for a fast return on their investment.

CSEA stands on its record! We do not make grandiose promises that cannot be met. Our purpose is to truly represent the membership. This is being done now, and we do not have to send our tribute to Washington to determine our mission and purpose in the negotiation area.

It certainly will be to our interest to have lobbying done at the Federal level but the cost of the rival union lobbying is prohibitive, with no guarantees that money expended will go to our programs.

CSEA lost a skirmish this year, but our strength is great and we will go on to greater benefits and greater battles.

The disgruntled number of members is small in comparison to the large segment that knows CSEA's history.

We have our record of achievement and the determination of the membership can only improve and expand this record.

POLITICAL ACTION is paramount in the region. Each member is asked to contribute individually to the program and I am also asking each chapter to send 20 cents per member to our treasurer to be used for Political Action.

This will be discussed at the region meeting to be held at the convention. Notices will be posted as to time and location.

Time is short to gear up for the local elections, but we must plan and gain experience for next year's state legislative election. Effort expended now will help us in our negotiations at all levels of government. We must show the elected legislatures that CSEA is to be reckoned with and that our support will be withheld from those who oppose our aims.

The Political Action committees at the state and region levels have a decisive responsibility ahead of them. We must back their recommendations with contributions, paid ads on radio, TV and the newspapers. We can also help them by our direct labor. I will ask the retirees' chapters to help in this matter by working in candidates' offices to gain support from our members. Many of our members are restricted by the Hatch Act, but this does not apply to retirees. Our lobbying has to extend to the grass roots to build a firm foundation for our programs.

AN EDUCATION PROGRAM is being advanced by the regional committee for presentation this October. Its purpose is to train the chapter officers in their duties. The program will be explained more fully at the convention region meeting.

The petitions and signed cards obtained by the challenging union in the PS&T sector are being vigorously challenged by CSEA. Many cards were signed by non-members, unemployed persons, employees in other bargaining units and others not eligible. We have demanded that PERB validate and prove conclusively that the proper number of challenge cards exist.

There are 3,882 PS&T members in Region 5 and 1,299 non-members. Each chapter president will be asked to set up a challenge committee to combat this intrusion. There is no doubt in my mind that we will win, but I want to win big to demonstrate to our rivals that future efforts will be futile.

You will be hearing more from the Region and 33 Elk St. on this matter.

Best wishes for a successful Annual Meeting and a safe trip home.



DISCUSS SOCIAL ISSUES — Members of the Civil Service Employees Assn. statewide Social Services Committee discuss local conditions with Long Island Region I social service workers at a recent meeting in headquarters at Amityville. From left are Gerrie McGraw, Cattaraugus County; Grace Vallee, Rensselaer County; Steve Ragan, St. Lawrence County; Patricia Spicci, Rockland County, vice-chairman of the statewide committee, and Haward Quann, Nassau County, chairman of the mini-Social Services Committee for Long Island.

Lazar Giving Transit Course

MANHATTAN—New York City Transportation Administrator Michael J. Lazar will teach a course entitled "Mass Transportation: Politics and Strategies" at the Center for New York City Affairs of the New School for Social Research this fall.

Eight sessions, beginning Wednesday Nov. 19, will examine past and current and future transportation policies and their effects on consumers of the services as well as non-users. Lectures and discussions will focus on the relative importance of political versus mechanical considerations and the effects of economic considerations on the day-to-day business of getting people from place to place.

Guest lecturers will include Raymond T. Schuler, New York

State Commissioner of Transportation and William J. Ronan, Chairman of the Port Authority of New York-New Jersey.

The lectures will be held on Wednesdays from 5:55 to 7:25 p.m. at the New School, 66 West 12th St., Manhattan. Registration may be made in person through Oct. 3.

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Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on Sept. 9, 1975 duly signed and acknowledged by all of the partners. Name and location—MOUNT-BATEN EQUITIES, 210 E. 86th St., N.Y., N.Y. Purpose—To acquire, hold, improve, operate and dispose of certain property located in N.Y. County, N.Y. and to engage in any related activities. Term—Sept. 9, 1975 until Dec. 1, 2025 unless sooner terminated as per agreement. General Partners, names and addresses—Barner L. Liberman, 15 Jones St., N.Y., N.Y.; Winthrop D. Chamberlin, 519 E. 82nd St., N.Y., N.Y. Limited Partners, names and addresses and contributions—Lawrence A. Benenson, 60 Sutton Pl. So., N.Y., N.Y., \$15,000; Barner Liberman, 300 Central Park West, N.Y., N.Y., \$10,000; Samuel Malamud, 54 Eastern Parkway, Brooklyn, N.Y., \$10,000; Murray Liberman, 630 West 246th St., Bronx, N.Y., \$10,000; Dorothy Chamberlin, Lakeville, Conn., \$10,000. Limited Partners shall be required to contribute additional amounts of cash to the Partnership upon the terms of the partnership agreement. The capital of the Partnership shall be distributed to the Partners upon dissolution and termination of Partnership or prior thereto as per agreement. Limited Partners as a class receive 90% of profits of partnership until 50% of capital contribution is reached and then 20% of profits thereafter and in same proportion that their capital contributions bear to capital contributions of all the Limited Partners pursuant to the Agreement. A Limited Partner may not assign his interest in the Partnership without consent of General Partner. General Partners have the right to admit additional Limited Partners until aggregate capital contributions reach \$450,000. If Partnership is dissolved as per agreement, owners of majority in interest of Limited Partners may continue said Partnership. If a General Partner withdraws remaining General Partner continues the business unless Partnership's counsel deems otherwise as per agreement.

LEGAL NOTICE

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



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Jerry Finkelstein, Publisher

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TUESDAY, SEPTEMBER 30, 1975

CSEA Diversity

DELEGATES representing the 230,000 members of the Civil Service Employees Assn. in 305 chapters throughout the state converge this week in Niagara Falls to chart a course for the next year.

CSEA is composed of public employees who are grouped into 222 chapters for state employees, 55 chapters for county and local government employees, 8 chapters for non-teaching employees of school districts, 10 chapters for Authorities employees and 10 chapters for retirees.

Most of the state chapters are organized along departmental lines, although some, such as the New York City chapter, third largest of CSEA's chapters, combine membership from various departments within a geographic area.

Because of the immense size of some of the county chapters, they are broken down further into units. For example, Nassau County chapter, whose 23,000 members account for 10 percent of the total CSEA membership, has nearly a hundred units, some of which are larger than many chapters. In Westchester County chapter, second largest in the state, units are broken down even further into sections for greater rank-and-file participation.

The educational chapters, composed of non-teaching personnel, are relatively new on the CSEA scene. Previously, school employees had been included within the county chapters. Now, if there are more than a thousand school employees in a county, they have the option of forming their own chapter. Thus, Suffolk County chapter, which had been the second largest in the state, dropped to fourth with the creation of Suffolk Educational chapter, which ranks 12th in size.

Represented on the CSEA State Executive Committee are the Authorities. These are not really state departments, but special commissions set up to oversee operations on the Thruway, East Hudson Parkway, New York Harbor and State Bridges. The Authorities conduct separate contract negotiations with the State apart from those of other state workers.

The retiree chapters are composed of former employees in all the above-mentioned categories. These are organized along geographic lines.

It is not an easy task to administer these diverse groups, and so the Association has been divided into six regions, with roughly the same membership, but vastly different geographic sizes. These range from the compact New York City Region II to the sprawling Syracuse Region V, which covers a 20-county area. Western Region VI, with its twin population centers of Buffalo and Rochester, includes 14 counties, as does Albany Region IV.

Within the regions, though, there may be major differences in the type of employees who are represented. Most obvious examples here are New York City Region II, where there are no local government employees, and Long Island Region I, where local government employees far outnumber state employees.

Yet, it is the Southern Region III, middle-sized in both size and number, where much of the greatest activity within the past year has taken place. It is here that CSEA turned back challenges in Orange, Sullivan and Ulster Counties, conducted a successful strike in Dutchess County (first major strike by a county in the state's history) and reached a contract settlement in Putnam County after members there voted to strike.

Yet, this week, all these diverse people will come together and somehow manage to hammer out a program that

Don't Repeat This!

(Continued from Page 1)
the Municipal Assistance Corporation.

The suit was instituted by the Civil Service Employees Assn. and by the State Conference of Police Officers. The law involved was enacted at the recent special session of the State Legislature and was designed to assist New York City out of its financial crisis, when it appeared that the bonds of the Municipal Assistance Corporation would not be marketable through normal investment channels.

Mandate By Law

The state law mandates the making of such investments. State Comptroller Arthur Levitt, who initially refused to make such investments on the general theory that investments of that character were improvident, is mandated under the law to buy those securities. In addition the law exculpates the comptroller, as sole trustee of the state pension funds, and the trustees of pension systems operated by the City of New York, from any liability that may accrue in the event that the investments turn sour.

The precise issue before the Court was whether such mandated investments violate the State Constitution, which provides that pension systems are a contract and that rights under the systems may not be diminished or impaired. At Leader presstime, the Court had not yet handed down its decision. There had been a Supreme Court decision which upheld the validity of the law, on the general theory that the dollar volume of mandated investment was relatively small in comparison to the total value of pension fund assets.

On the other hand, the State law involved may be an entering wedge into further legislation to increase the amounts that the pension funds will be required to invest in Municipal Assistance Corporation bonds. There are already rumors that such legislation may be sought, since MAC is still faced with difficulties in marketing its bonds.

Actually the proportion of investment to total pension funds assets, as a guide to judicial decision, seems to be an irrelevant one. The real issue is that at least in this respect the Legislature has substituted itself for the State Comptroller as the trustee of the pension funds, at least to the extent of this investment. Having done so once with respect to this amount of investment, the Legislature would seem to have the power to increase the dollar volume of the mandate.

Thus the real question before the Court is whether the State Legislature can willy nilly become the trustee of the pension funds and use assets of the pension systems for purposes that have nothing to do with the welfare of members of the pension system and the rights of those who are beneficiaries of the system. Viewed from that vantage point, it is hard to see how such legislation does not impair the rights of those entitled to pensions.

Reaction Of Lawyers

A curious sidelight to all of this is the reaction of lawyers who drafted that legislation to a proposal advanced by Manhat-



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.

Broader PERB Powers

The New York State Public Employment Relations Board, in a two-to-one decision, has opted to increase its jurisdiction. PERB has decided that where an employer engages in conduct which constitutes a violation of a collective agreement, it will almost invariably take jurisdiction under C.S.L., (Section 209-a.1d) on the theory that there has been a unilateral change in terms and conditions of employment. PERB will take jurisdiction, perhaps decide in favor of the employees, and then mournfully relate that it has no power to order the employer to do anything except negotiate regarding the matter.

THE DISSENTING OPINION points up a typical situation. A collective agreement calls for premium pay for work on a holiday. The public employer refuses to make the payment called for by the contract. This would constitute *prima facie* an improper practice—which PERB is powerless to remedy. Assuming that there is no procedure in the contract for binding arbitration, the employees may be without a remedy. If the employee organization (charging party) knew that PERB would not exercise jurisdiction over such a case, it could immediately proceed to a lawsuit in the state courts for breach of contract. Nowhere in the Taylor Law is PERB given the authority to litigate contract disputes where the parties to the agreement have a difference as to the meaning of certain language.

THIS IS FAR different from a situation where the employer unilaterally withdraws a benefit not provided for in the contract without negotiating it or where the employer unilaterally institutes a term or condition of employment not provided for in the agreement. Clearly, in these latter two cases, PERB has jurisdiction under Section 209-a.1(d). "However," says the dissent, "in a situation where the employer refuses to implement an express provision of the contract, or does so in a manner which the employee organization feels is not in accordance with the provision in the contract, what would be involved is a pure contractual question and the enforcement of the contract as such, and thus outside the jurisdiction of this Board." The dissent goes on to say that Legislature should address the problem either by giving PERB jurisdiction in breach of contract cases, or requiring a grievance and arbitration procedure for the resolution of such disputes. (Town of Orangetown, Case Nos. U-1052 and U-1130, July 1, 1975, 8 PERB 3069.)

IN ANOTHER two-to-one decision issued on the same date, PERB held, reversing the hearing officer, that the grievance procedure in a prior contract remained viable during negotiations for a successor agreement. In the Spring of 1974, the parties commenced negotiations for a new contract to commence July 1, 1974. Both sides had agreed that all items in the current contract would remain the same unless one party requested a change in a particular item. The demands by the employee organization did not seek a modification of the grievance-arbitration procedure. The public employer did not offer any modifications of the grievance procedure and the subject was not even discussed during negotiations. The Board did not address itself in this

(Continued on Page 2)

Don't Repeat This!

(Continued from Page 6)
 tan Borough President Percy Sutton and City Council President Paul O'Dwyer. Their proposal calls for the establishment of a Municipal Bond Investment Fund, and all banks, insurance companies, and other financial institutions, including public employee pension funds, would be required to invest a portion of their portfolios in securities of that fund, which would become, in effect, the marketing agent for bonds of all municipalities in

the state, not just those affecting New York City.
 The lawyers who drafted the legislation to compel public pension funds in MAC bonds argue that the Sutton-O'Dwyer proposal is unconstitutional in that it is virtually confiscatory with respect to the assets of the banks, insurance companies and other financial institutions. It is, of course, difficult to see why the legislation is any less confiscatory when it applies only to public employee pension funds.

Two Are Appointed To Prisons Board

ALBANY — The last two vacancies on the State Commission of Correction have been filled by appointments made last week by Gov. Hugh L. Carey.
 Named to the Commission were Eugene S. LeFevre, superintendent of the Adirondack Treatment and Evaluation Center, Dannemora, and Dorothy Wadsworth, a member of the McKay Commission which studied the 1971 prison uprising at Attica. The positions pay \$36,100 annually.
 The Commission, which was overhauled earlier this year, monitors the state's correctional facilities.

Questions & Answers

Q. While I was in the hospital last month, I received radiology services from a doctor. I thought the charges for these services would count toward my medical insurance deductible, but the doctor said they don't. Is this true?
A. Yes. While you are an in-

patient in a hospital, medical insurance pays 100 percent of the reasonable charges for services by doctors in the fields of radiology and pathology. Because the full reasonable charges are paid, they do not count toward the \$60 annual medical insurance deductible.

BONACUM APPOINTED

ALBANY—William T. Bonacum, former New York City Police Department assistant chief, has been named deputy commissioner of the State Division of Criminal Justice Services. The post pays \$37,500. Mr. Bonacum, 52, will head the Division's Identification and Information Services.

Civil Service Law & You

(Continued from Page 6)

case to the arbitrability of the merits of the dispute—but only to the effectiveness of the grievance-arbitration procedure. Thus, the Board concluded that "the respondent has violated Section 209-a.1(d) of the Act by refusing to negotiate in good faith . . ." The employer unilaterally withdrew a previously enjoyed benefit of binding arbitration of grievances while the parties were negotiating a successor agreement to the one which expired June 30, 1974. (Board of Ed., Malone CSD, Case No. U-1319, July 1, 1975, 8 PERB 3073).

Letters To The Editor

"Hard To Swallow"

Editor, The Leader:

The Committee to Maintain Fire Protection, an independent group of citizens who have conducted extensive research into the present New York City fire situation, find the recent headline on a story in The Leader that "Fire Service High Despite Cuts," dealing with assertions by fire commissioner John T. O'Hagan, hard to swallow.

During the 10 years that O'Hagan has been a prime force motivating the Fire Department and more recently as both chief and fire commissioner, fire deaths in New York City have risen 60 percent and insured fire losses 100 percent. In the face of such statistics, the commissioner, in the name of economy, has instituted and backed policy changes which have in effect reduced to a pre-1939 level the lifesaving and firefighting capacity of a fire department burdened with a workload which has increased in the neighborhood of 700 percent since 1939.

For the most part, such programs, audaciously referred to as "innovations" and "improvements" by Fire Department public relations men, were instituted long before any alleged "fiscal necessity" to reduce fire protection and have enhanced little more than the commissioner's image as a thrifty administrator. In the last few years, 20 fire companies have been disbanded while others have been transferred out of the neighborhoods they had been protecting for many years. In each instance the response time to fires, and therefore the likelihood that life and property would be lost, has been substantially increased, despite Fire Department claims to the contrary.

Commissioner O'Hagan's statements regarding the validity of of a 20 percent rise in injuries to firemen are hardly worth comment. However, I think the following statistics will serve to put things into their proper perspective. A 30-year study (1939-69) conducted by the Uniformed Fire Officers Assn. revealed a 9.5-1 line of duty death ratio between city firemen and persons doing police work in this city and a 12-1 ratio in heart ailments. In addition, New York City firefighters die nine years sooner than the national mortality rate. Since 1969, manpower has been reduced from approximately 14,000 to less than 9,500, while alarms have increased from 240,000 to a projected 400,000-plus this year.

It seems conceivable enough that with considerably fewer firemen fighting so many more fires, the likelihood that the rate of individuals being injured or over-

ticeably increased. The commissioner, however, attributes the rise in injuries to a change in attitude and a failure to "hang in there" on the part of firefighters who presumably are claiming bogus injuries. Considering the malpractice suits recently brought by firemen who, although seriously injured, were returned to duty by Fire Department doctors of whom it is agreed that they acted under pressure from the top, it seems highly improbable that anything but bona-fide injuries are included in these figures. Moreover, a policy that returns firemen overcome by smoke to duty after two hours' rest, with 75 percent of the carbon monoxide still in the blood, under threat of malingering charges, must surely discourage firemen wishing to report injuries. Also, those "awarded" this rest period are not considered injured when compiling injury statistics, making the 20 percent rise in injuries hardly representative of reality.

Mike Highan, NYFD (Ret.)
 Committee Technical Advisor
 Staten Island

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1:30 P.M. SESSION—PARCELS 98-193

WEDNESDAY, OCTOBER 29, 1975

9:30 A.M. SESSION—PARCELS 188-283

1:30 P.M. SESSION—PARCELS 288-488

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Former presidents of Western Region (or its predecessor Western Conference) offer congratulations to Robert Lattimer, right, the current title holder. The former presidents and their current position in CSEA are, from left, Celeste Rosenkranz, statewide education committee chairman; Melba Binn, retiree; John Adamski, board member of Roswell Park Memorial Institute chapter; Samuel Grossfield, president of Rochester chapter, and William McGowan, statewide executive vice-president.



Named chairmen of key regional committees were Rochester chapter's John Garvey and SUNY at Buffalo chapter's Jerry Frieday. He will head regional CETA committee, and she will coordinate regional meetings.



New presidents, from left, Lyle Slocum, of Steuben County, and Ruth Robinson, of Yates County, go over material with Phil Logan, president of Hornell chapter. These three, from the southeastern section of the region, probably traveled the farthest to attend meeting.



Cattaraugus County delegation included, from left, chapter secretary Maxine Tanner and past president Phyllis Felton. Seated behind them are industry leaders Edward Gilbert and Paul Blanchard, chapter president and child care representative, respectively. Seated next to Mr. Gilbert is his wife, Jerry.



Members of regional field staff were on hand to observe deliberations and to provide service to delegates. Shown here are Pat Phelan, left, and Ray Ducharme, both assist field representatives.

(Leader photos by Hugo Unger)



Regional attorney Charles Sandler, left, receives plaque from former Western Region president William McGowan, who is now CSEA executive vice-president. Mr. McGowan cited Mr. Sandler for his services to the region and his success in helping the membership.



Long-time CSEA activist Maye Bull, president of Gowanda Psychiatric Center chapter, expresses her appreciation after she had been presented plaque by William McGowan. Ms. Bull, now retired, said, "I might fight with you all, but I'm with CSEA."



Lee Andrews, first vice-president of the Buffalo Labor chapter, exhorts members to have "faith in negotiating teams."



Ronald Stanton, new president of Buffalo Psychiatric Center chapter, was active participant in discussion.



CSEA president Theodore C. Wenzl, right, drove from Albany to Buffalo to attend Western meeting. Here he is shown with two Erie Educational unit presidents, Norman Lemke, of West Seneca Central Schools, and Ruth Walker, of Lancaster School District.



Western Thruway Authority chapter's outgoing and incoming presidents and their wives shared table at Saturday evening dinner. At left are the chapter's new president Frank Bumpus and his wife, Mary. Seated across from them are Albert Sibillo, now a chapter



Officers of CSEA Western Region VI are installed by statewide president Theodore C. Wenz at the regional meeting earlier this month. Left from Dr. Wenz are secretary Judith Burgess, Ontario County; third vice-president Romona Gallagher, Labor, Buffalo District; first vice-president Genevieve Clark, Roswell Park Memorial Institute, and president Robert Lattimer, Labor, Buffalo District. Unable to attend the meeting were second vice-president Robert Smith, SUNY at Buffalo, and treasurer Barbara Fauser, Health Research.

Western Delegates Warned About Outside Contractors

(From Leader Correspondent)

CHEEKTOWAGA — An alarm was sounded at a Civil Service Employees Assn. Western Region VI meeting last week about state efforts to supplant CSEA workers with outside contractors in the Mental Hygiene Department.

Ronald Stanton, president of the CSEA chapter at Buffalo Psychiatric Center, warned delegates to the meeting in the Holiday Inn here that state officials have organized a "corporate system to compete with state workers in the field."

The system, Mr. Stanton said, was manned by out-of-work college professors willing to accept low-wages during the economic crisis.

He said the "takeover of Mental Hygiene services results in the lessening of civil service status and civil service personnel."

The professors, he added, were assuming civil service "job functions at cheaper wages . . . scabbing against us.

"This is something that can spread," he warned delegates from chapters in other state departments.

The meeting was the first presided over by Robert Lattimer, recently elected Region VI president.

He and other officers—Genevieve Clark, first vice-president; Robert Smith, second vice-president; Romona Gallagher, third vice-president; Barbara M. Fauser, treasurer, and Judy Burgess, secretary — were installed at a dinner following the afternoon business session.

Mr. Lattimer pledged during the meeting to "work with anyone and everyone in this organization to further the best interests of this organization. I'm not the type of person who is very good at participating in a popularity contest," he added in promising to make "an objective analysis of each problem" and "not always say 'Yes.'"

"This is the only way I know how to operate," he added.

"I would hope," he continued, "that during the next two years we are going to pull together and work for the one common goal

of elected officers: a responsibility to work for the membership and CSEA."

He asked delegates in dealing with him to "put all the cards on the table" during discussions of problems. "Everyone has the right and obligation to hold me accountable for everything that happens in this Region," he added. "I accept the responsibility with no qualms" and "I think we can provide leadership and examples for the rest of the organization."

William McGowan, CSEA executive vice-president and outgoing Region VI president who was presented an attache case during the dinner, made a pitch at the meeting for CSEA to pay the state salaries of region presidents for the entire two years of their office. Currently, CSEA has been paying the regional presidents' salaries under an agreement that ends next month. Mr. McGowan said he owed the state 396 hours of work when he was elected to the statewide post. "In order to do the job you've got to have the time," Mr. McGowan said. "You've got to get out to the rank and file."

Problems, he said, are created when CSEA leaders have no time to explain CSEA rules and procedures to members and guide them through crises.

Mr. Lattimer agreed with the McGowan proposal. "I myself am finding there is plenty for me to do," he said, adding, "I'm not making any money on it."

Mr. Lattimer also asked the delegates to keep watch for violations of the Comprehensive Employment and Training Act. "Most of us have had bad situations with CETA," he said. "We're not against the act in theory, we're against the act in implementation."

(Continued on Page 20)



James Bourkney, president of the host West Seneca Developmental Center chapter, acted as master of ceremonies at the Saturday evening dinner.



Erie County's George Clark, second from left, accepts congratulations from Vic Marr, his predecessor as chairman of the Western Counties Workshop. At left is Niagara County's Dorothy Hy, re-elected as secretary-treasurer, and between the two men is Cattaraugus County's Jean Freeman, outgoing vice-chairman, Niagara County's Neil

WESTERN REGION 6

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By ROBERT LATTIMER
CSEA Vice-President/Region 6 President

WHILE there may be a great temptation in beginning a new term to launch new projects, and perhaps abandon those started by predecessors, in Western Region 6 we plan to expand and refine the programs of my predecessor, CSEA executive vice-president Bill McGowan.

These plans include improvements in our communications and education facilities, activities and capabilities.

First comes communication. For a democratic organization to function, communications must be free, fluid, and flowing in both directions. There must be information from the leadership to the membership and feedback from the membership to the leadership. With information there is greater participation, and with greater participation, there is more accomplishment and satisfaction of the functions of our union.

It will be my job to keep officers and committees functioning, and I hope the membership will take this opportunity to provide them with the information to steer them in the direction the membership wants them to take, to nurture them with ideas and nourish them with cooperation and involvement by everyone on the following regional committees; Budget, Audit, Constitution and By-Laws, Education, Finance, Legislative and Political Action, Membership, Public Relations, Resolutions, Citations, and County Affairs.

TO MAKE THE PARTICIPATION more meaningful and productive, I hope to expand and multiply our education programs. This will include, hopefully, greater participation by officers and members in the continuing and revolving (to permit new entrants at any time) two-year Labor Studies courses conducted by Cornell University, offering college credits. The region will continue half-scholarships, and I hope to encourage all chapters to pick up the tab for the other half—thus offering our members another free benefit, and an invaluable benefit to CSEA.

While plans are in the works for training seminars for various officers, stewards and others, to be held at various locations, there are still openings for additional requests and suggestions.

And while these requests and suggestions can be made at any of the regional meetings which will be held at various locations throughout the region, they can also be made directly to regional headquarters at 4122 Union Rd., Cheektowaga, N.Y. 14226, phone (716) 634-3540. (Invitations to host meetings should be made to Gerri Frieday at 424 Esther St., North Tonawanda, N.Y. 14120, phone (716) 831-2835.

WHILE ON THE SUBJECT of invitations, everyone is invited to the grand opening of the Rochester Office located in the Win-Jeff Plaza at Winston and Jefferson roads on Saturday, Oct. 25.

AT BOTH LOCATIONS are various publications with factual CSEA materials which will rebuff anything put out by PEF or any other group.

And that's all I ask our members to consider on this PEF challenge in PS&T—the facts. On facts, CSEA will win every time.

To illustrate, PEF's latest publication makes a big to-do about a contract demand form printed therein, as if it were invented by them. CSEA members, however, know that contract demand forms have been part and parcel of CSEA for so long that we don't even claim the invention anymore. But it is time for state workers to fill them out and feed them to the negotiating team. This is the necessary feedback.

As to when negotiations will begin, that will depend on when the PEF challenge is resolved. At the moment, there is uncertainty about whether there are sufficient PEF cards for an election and court or other proceedings could postpone things, as they do in all challenges. Nevertheless, now is the time for membership participation in the nego-

Legislators' Lulu List: Who Gets \$\$\$

In the closing days of the regular 1975 Legislative Session, special allowances, above and beyond salaries and expenses, were allocated for 167 leadership positions in the State Senate and the Assembly.

Distribution of the nearly \$1,000,000 for allowances, included in the supplemental budget that also provided a \$250 non-recurring bonus for state civil service employees, was by title and not by name.

Therefore, The Leader is printing the names of those senators and assemblymen who share in the "Lulus," ranging from \$1,000 to \$21,000. Also listed are their titles and the amounts they receive.

Although 167 titles are rewarded—103 in the Assembly and 64 in the Senate, several of the legislators hold more than one position.

THE ASSEMBLY

Stanley Steingut, D-New York City, speaker, \$21,000.
 Albert H. Blumenthal, D-New York City, majority leader, \$18,500.
 Perry B. Duryea, R-Montauk, minority leader, \$18,500.
 Louis DeSalvio, D-New York City, speaker pro tempore, \$14,000.
 William Passanante, D-New York City, majority coordinator standing committees and chairman joint conference committee, \$14,000.
 Charles D. Henderson, R-Hornell, minority chairman joint conference committee, \$10,000.
 William I. Burns, R-Amityville, minority coordinator standing committees, \$7,500.
 Francis J. Griffin, D-Buffalo, deputy majority leader, \$10,000.
 Dominick L. DiCarlo, R-Brooklyn, deputy minority leader, \$10,000.
 Arthur O. Eve, D-Buffalo, assistant majority leader, \$10,000.
 James L. Emery, R-Geneseo, assistant minority leader, \$10,000.
 Guy R. Brewer, D-Jamaica, majority whip, \$9,000.
 Glenn H. Harris, R-Canada Lake, minority whip, \$9,000.
 Thomas W. Brown, D-Albany, chairman majority conference committee, \$8,000.
 Louis Nine, D-Bronx, vice chairman, majority conference committee, \$4,000; also, vice chairman social services committee, \$1,000.
 Peter G. Mirto, D-Brooklyn, secretary majority conference committee, \$4,000; also, vice chairman insurance committee, \$1,000.
 Don W. Cook, R-Henrietta, chairman minority conference committee, \$8,000.
 John A. Esposito, R-Queens Village, vice chairman minority conference committee, \$4,000.
 Clarence D. Rappleyea, R-Norwich, secretary minority conference committee, \$4,000.
 Neil W. Kelleher, R-Troy, minority coordinator legislative operations, \$5,000.
 Oliver G. Koppell, D-Bronx, chairman majority program committee, \$1,000; also chairman subcommittee on public authorities of committee on corporations, \$4,000.
 Benjamin P. Roosa, R-Beacon, chairman minority program committee, \$1,000.
 Daniel Haley, D-Waddington, majority coordinator federal and state relations, \$1,000; also chairman subcommittee on energy of committee on environmental conservation, \$4,000.
 Constance E. Cook, R-Ithaca, minority coordinator federal and state relations, \$1,000.
 Burton G. Hecht, D-New York City, chairman ways and means committee, \$18,000.
 Arthur J. Kremer, D-Long Beach, vice chairman ways and means committee, \$2,000; also, chairman corporations authorities and commissions committee, \$5,000.
 Willis H. Stephens, R-Brewster, ranking minority member ways and means committee, \$9,500.
 Joseph M. Margiotta, R-Uniondale, assistant ranking minority member ways and means committee, \$2,500; also ranking minority member education committee, \$4,000.
 John S. Thorp, Rockville Centre, chairman judiciary committee, \$9,000.
 Leonard P. Staviaky, D-Whitestone, vice chairman judiciary committee, \$2,000; also, chairman education committee, \$7,000.
 Gordon W. Burrows, R-Yonkers, ranking minority member of judiciary committee, \$5,000.
 Richard E. Mannix, R-Mamaroneck, assistant ranking minority member judiciary committee, \$1,000.
 Stanley Fink, D-Brooklyn, chairman codes committee, \$9,000; also, vice chairman banks committee, \$2,000.
 Milton Jonas, R-Mineola, ranking minority member codes committee, \$5,000.
 George A. Cincotta, D-Brooklyn, chairman banks committee, \$7,000.
 Donald L. Taylor, R-Watertown, ranking minority member banks committee, \$4,000.
 Anthony G. DiFalco, D-New York City, chairman committee on cities, \$7,000.
 John T. Flack, R-Glendale, ranking

minority member committee on cities, \$4,000.
 John B. Daly, R-Niagara Falls, assistant ranking minority member education committee, \$1,000.
 Herbert J. Miller, D-Kew Gardens, chairman health committee, \$7,000.
 Emeel S. Betros, R-Poughkeepsie, ranking minority member health committee, \$4,000.
 Raymond J. Lill, D-Rochester, chairman local governments committee, \$7,000.
 Alvin M. Suchin, R-Dobbs Ferry, ranking minority member local governments committee, \$4,000.
 Daniel B. Walsh, D-Franklinville, chairman agriculture committee, \$5,000.
 Richard L. Marshall, R-Elmira, ranking minority member agriculture committee, \$3,500; also, assistant ranking minority member environmental conservation committee, \$1,500.
 Arthur J. Cooperman, D-Jamaica, chairman commerce industry and economic development committee, \$5,000.
 Philip B. Healey, R-Massapequa, ranking minority member commerce, industry and economic development committee, \$3,500.
 Herbert A. Posner, D-Far Rockaway, chairman environmental conservation committee, \$5,000.
 Clarence D. Lane, R-Windham, ranking minority member environmental conservation committee, \$3,500; assistant ranking minority member rules committee, \$3,500.
 Thomas J. Murphy, R-Syracuse, ranking minority member corporations, authorities and commissions committee, \$3,500.
 Alan Hochberg, D-Bronx, chairman ethics and guidance committee and chairman subcommittee on Mitchell-Lama of housing committee, \$5,500.
 George A. Murphy, R-Long Island, ranking minority member ethics and guidance committee, \$3,500.
 Stephen R. Greco, D-Buffalo, chairman governmental employees committee, \$5,000; vice chairman rules committee, \$2,000.
 Seymour Posner, D-Bronx, vice chairman governmental employees committee, \$1,000; also, chairman labor committee, \$6,000.
 L. S. Riford, R-Auburn, ranking minority member governmental employees committee, \$3,500.
 Joseph F. Lisa, D-Flushing, chairman governmental operations committee, \$5,000.
 Lawrence Herbst, R-Newburgh, ranking minority member governmental operations committee, \$3,500.
 Armando Montano, D-Bronx, chairman housing committee, \$5,000.
 Rosemary R. Gunning, C-Ridgewood, ranking minority member housing committee, \$3,500.
 Leonard Silverman, D-Brooklyn, chairman insurance committee, \$5,000.
 William R. Sears, R-Woodgate, ranking minority member insurance committee, \$3,500.
 Nicholas J. Calogero, R-Utica, assistant ranking minority member insurance committee, \$1,000.
 Joseph M. Reilly, R-Glen Cove, ranking minority member labor committee, \$3,500.
 George W. Miller, D-New York City, chairman social services committee, \$5,000.
 Clark C. Wemple, R-Schenectady, ranking minority member social services committee, \$3,500.
 Thomas R. Frey, D-Rochester, chairman transportation committee, \$5,000.
 Ronald H. Tills, R-Hamburg, ranking minority member transportation committee, \$3,500.
 Thomas R. Fortune, D-Brooklyn, chairman committee on aging, \$5,000.
 Fred G. Field, R-Newtonville, ranking minority member committee on aging, \$3,500.
 James W. McCabe, D-Johnson City, chairman mental health committee, \$5,000.
 Robert C. Wertz, R-Smithtown, ranking minority member mental health committee, \$3,500; also, ranking minority member subcommittee on institutional care or committee on health, \$2,500.
 Irwin J. Landes, D-Great Neck, chairman higher education committee, \$5,000.
 Hyman Miller, R-Fayetteville, ranking minority member higher education committee, \$3,500.
 Brian Sharoff, D-Brooklyn, chairman real property taxation committee, \$5,000.
 Andrew W. Ryan, R-Plattsburgh, ranking minority member real property taxation committee, \$3,500.
 Melvin H. Miller, D-Brooklyn, chairman election law committee, \$5,000.
 John G. LoPresto, R-Astoria, ranking minority member election law committee, \$3,500.
 Richard N. Gottfried, D-New York City, chairman child care committee, \$5,000.
 Alfred A. Delliovi, R-Richmond Hill, ranking minority member child care committee, \$3,500.
 Harvey L. Strelzin, D-New York City, chairman consumer protection committee, \$5,000.
 Eugene Levy, R-Suffera, ranking minority member consumer protection committee, \$3,500.
 Richard C. Ross, R-Mount Vernon, ranking minority member subcommittee on public authorities committee on corporations, \$2,500.
 Gerald B. Solomon, R-Glens Falls,

ranking minority member subcommittee on energy committee on environmental conservation, \$2,500.
 I. William Bianchi, D-Patogue, chairman subcommittee on towns and villages of committee on local governments, \$4,000.
 John J. Flanagan, R-Greenlawn, ranking minority member subcommittee on towns and villages of committee on local governments, \$2,500.
 Alan G. Hevesi, D-Forest Hills, chairman subcommittee on institutional care of committee on health, \$4,000.
 Saul Weprln, D-Jamaica, chairman subcommittee on corrections of committee on codes, \$4,000.
 James F. Hurley, R-Lyons, ranking minority member subcommittee on corrections of committee on codes, \$2,500.
 Guy J. Vellela, R-Bronx, minority member subcommittee on Mitchell-Lama of committee on housing, \$2,500.
 Frederick D. Schmidt, D-38th District, majority coordinator legislative operations, \$5,000.

THE SENATE

Warren M. Anderson, R-Binghamton, temporary president, \$21,000.
 William Conklin, R-Brooklyn, deputy major leader, \$18,000.
 Manfred Ohrenstein, D-New York City, minority leader, \$18,000.
 Robert Garcia, D-Bronx, deputy minority leader, \$6,500.
 William T. Smith, R-Big Flats, majority chairman of the Senate Conference, \$3,000; also chairman of the Social Services committee, \$5,000.
 Vander L. Beatty, D-Brooklyn, chairman of the minority police committee, \$3,000; also ranking minority member of Senate housing and urban development committee, \$3,500.
 John D. Caemmerer, R-Williston Park, majority secretary of the Senate conference, \$2,000; also chairman of transportation committee, \$5,000.
 James D. Griffin, D-Buffalo, secretary of the minority policy committee, \$1,500; also ranking minority member of health committee, \$4,000.
 John Marchi, R-Staten Island, chairman of the finance committee, \$18,000.
 Jeremiah B. Bloom, D-New York City, ranking minority member of finance committee, \$9,500.
 Bernard Gordon, Peekskill, chairman of the judiciary committee, \$9,000.
 Jack E. Bronston, D-New York City, ranking minority member of judiciary committee, \$5,000.
 H. Douglas Barclay, R-Pulaski, chairman of codes committee, \$9,000.
 Abraham Bernstein, D-New York City, ranking minority member of codes committee, \$5,000.
 Jay P. Rolison, R-Poughkeepsie, chairman of banks committee, \$7,000.
 Joseph L. Galiber, D-Bronx, ranking minority member of banks committee, \$4,000.
 Leon Giuffreda, R-Long Island, chairman of education committee, \$7,000.
 Fred J. Eckert, R-Rochester, vice chairman of education committee, \$5,500.
 Albert B. Lewis, D-New York, ranking minority member of education committee, \$4,000.
 Tarky Lombardi, R-Syracuse, chairman of health committee, \$7,000.
 Jess Present, R-Jamestown, chairman of local government committee, \$5,000.
 Caesar Trunzo, R-Brentwood, vice chairman of local government committee, \$3,500.
 Linda Winikow, D-38th District, ranking minority member of local government committee, \$3,500.
 Norman Levy, R-Merrick, chairman of labor committee, \$5,000.
 Frederick L. Warden, R-Geneseo, vice chairman of labor committee, \$3,500.
 A. Frederick Meyerson, D-Brooklyn, ranking minority member of labor committee, \$3,500.
 James Donovan, R-Chadwick, chairman

of mental hygiene and addiction control committee, \$5,000.
 Dale Volker, chairman of subcommittee on alcoholism of the mental hygiene and addiction control committee, \$5,500.
 Fred Isabella, D-Schenectady, ranking minority member of Senate mental hygiene and addiction control committee, \$3,500.
 John R. Dunne, R-Garden City, chairman of Senate Insurance committee, \$5,000.
 Israel Ruiz, D-31st Senate District, ranking minority member of insurance committee, \$3,500.
 Major Owens, D-17th Senate District, ranking minority member of social services committee, \$3,500.
 Douglas Hudson, R-Castleton, chairman of tax committee, \$5,000.
 Martin Auer, R-Syracuse, chairman of subcommittee on federal aid cutbacks of the tax committee, \$3,500.
 John D. Perry, D-53rd Senate District, ranking minority member of Senate tax committee, \$3,500.
 James T. MacFarland, R-Buffalo, chairman of corporations, authorities and public utilities committee, \$5,000.
 Chester J. Straub, D-Brooklyn, ranking minority member of corporations, authorities and public utilities committee, \$3,500.
 Frank Padavan, R-Queens Village, vice chairman of transportation committee, \$3,500.
 Joseph A. Tauriello, D-Buffalo, ranking minority member of transportation committee, \$3,500.
 Edwyn Mason, R-Hobart, chairman of agriculture committee, \$5,000.
 Howard Nolan, D-Loudonville, ranking minority member of agriculture committee, \$3,500.
 John Flynn, R-Yonkers, chairman of cities committee, \$7,000.
 John Santucci, D-Richmond, ranking minority member of cities committee, \$4,000.
 Richard Schermerhorn, R-Newburgh, chairman of civil service and pensions committee, \$5,000.
 Franz Leichter, D-29th Senate District, ranking minority member of civil service and pensions committee, \$3,500.
 Martin Knorr, R-Ridgewood, chairman of commerce and economic development committee, \$5,000.
 John Moore, D-Jackson Heights, ranking minority member of commerce and economic development committee, \$3,500.
 B. C. Smith, R-North Port, chairman of conservation and recreation committee, \$5,000.
 Lloyd Paterson, R-Niagara Falls, vice chairman of conservation and recreation committee, \$3,500.
 Carol Bellamy, D-Brooklyn, ranking minority member of conservation and recreation committee, \$3,500.
 Joseph Pisani, R-New Rochelle, chairman of consumer protection committee, \$5,000.
 Karen Burstein, D-Woodmere, ranking minority member of consumer protection committee, \$3,500.
 Ralph Marino, R-Oyster Bay, chairman of crime and correction committee, \$5,000.
 Emanuel Gold, D-New York City, ranking minority member of crime and correction committee, \$3,500.
 John Calandra, R-Bronx, chairman of elections committee, \$5,000.
 Carl McCall, D-28th Senate District, ranking minority member of elections committee, \$3,500.
 Ronald Stafford, Peru, chairman of higher education committee, \$5,000.
 Owen Johnson, R-4th Senate District, vice chairman of higher education committee, \$3,500.
 Donald Halperin, D-Brooklyn, ranking minority member of higher education committee, \$3,500.
 Roy M. Goodman, R-New York City, chairman of housing and urban development committee, \$5,000.

\$31.4 Million Is Distributed By Comptroller

ALBANY—State Comptroller Arthur Levitt announced the distribution of \$31,487,912 in per capita assistance to counties, towns, villages and town-outside village municipalities.

Included in the payment are all 57 counties of the State, excluding the five which comprise the City of New York, 556 villages and 930 towns.

Unlike other types of state aid, which are granted for a specific purpose, such as education, highways and health, the per capita aid can be used for any general municipal purpose.

This payment is allocated to the local units of government on a per capita basis. The payment formula for all units of government except counties has two parts, a basic minimum, and an adjustment factor to compensate for deficiencies in local property taxes. The formula for the following minimum annual payments per municipal resident is: town-wide—\$3.55, village—\$3.60, and town-outside village—\$2.05. With the exception of town-wide, these minimums are increased by five cents per capita for each \$100 by which a municipality's per capita full valuation is less than \$8,000.

The county formula is an amount equal to the population of the county multiplied by 65 cents plus an increase of five cents for each \$100 or part thereof in which the county average of full value and personal income per capita is less than \$8,000.

In addition, all localities share on a pro-rata basis the difference between 9 percent of the New York State Personal Income Tax Collections for the State fiscal year ended March 31 and the total paid under the above formula.

BRANCHE APPOINTED

ALBANY—Harvey P. Branche, of Watertown, has been appointed by Gov. Hugh L. Carey to the Thousand Islands State Park and Recreation Commission. Mr. Branche, a retired master sergeant in the U.S. Air Force, succeeds Ray M. Reeves, of Sackets Harbor, whose term expired.

Public Interest Group Claims Lefkowitz Stalls 'Lulu' Case

MANHATTAN—The New York Public Interest Research Group, Inc., a non-profit research organization supported and directed by New York State college and university students, last week accused Attorney General Louis Lefkowitz of stalling tactics in determining the constitutionality of the Legislature's "lulus."

"The Attorney General has refused to allow legislators to turn over documents to show what services they performed for their 'lulus,'" said NYPIRG director Donald Ross, who is also a plaintiff in a case brought by the advocacy group.

A NYPIRG attorney recently asked the legislators to turn over such documents to the group. Most legislators ignored the request, "presumably on the advice of the Attorney General," who criticized the group for making it. "The Attorney General has left us no choice but to subpoena the evidence," said NYPIRG attorney Martin Garbus.

The "lulu case" is currently before the Supreme Court in Albany County as a result of suits filed by NYPIRG and others. NYPIRG contends that the bonus payments made to 163 out of 210 members of the Legislature on the next to the last day of the legislative session violate Article 3, Section 6 of the New York State Constitution which prohibits legislators from increasing their own salaries during their terms of office.

"Instead of dealing with the important constitutional question, the Attorney General has sought to slow down the pro-

ceeding and dodge the real issue," Mr. Ross said. "The Attorney General is the lawyer for all of the people of New York State. The people deserve to have this case heard as rapidly as possible."

MS. WOLFE NAMED

ALBANY—Norma Sue Wolfe, a former staffer for ex-Manhattan District Attorney Richard H. Kuh, has been named public information officer for the State Division of Criminal Justice Services. The announcement was made by Frank J. Rogers, chief of the Division.

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Madison Seeks A Psychologist

WAMPVILLE — Applications are being accepted until Nov. 14 for supervising psychologist in the Madison County Mental Health Department. At present there is one vacancy for the \$21,140 a year position.

All candidates must be legal residents of Madison County for at least four months prior to the Nov. 14 filing date. A license or limited permit to practice psychology issued by the State Department of Education and one year's experience in the practice of psychology will qualify applicants.

There will be no written or oral for this position. Candidates will receive a rating based on their training and experience. For complete information and applications, candidates should contact the Madison County Civil Service Commission, County Office Building, Wampsville, N.Y.

Corrected Comment

A story appearing Sept. 23 in The Leader concerning testimony delivered by Solomon Bendet, president of New York City Region II, Civil Service Employees Assn., before the State Assembly's Government Employees Committee, incorrectly quoted Mr. Bendet as stating that state pension systems in 1930 were non-contributory. At the time, employees were required to make pension contributions.

LUGAR NOMINATED

WASHINGTON, D.C.—Milton L. Lugar, of Albany, director of the State Division for Youth since 1966, has been nominated by President Gerald Ford to be an assistant administrator of law enforcement in the Department of Justice. Mr. Lugar, 50, will head the Office of Juvenile Justice and Delinquency Prevention of the Department's Law Enforcement Assistance Division.

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- 51 Hooper Richard Syracuse82.8

- 52 Keeney Michael W Seneca82.3
- 53 Sevoren Thomas Blasdell82.3
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- 78 Granger Gregory Albany76.3
- 79 Bronski John J Jamaica76.3
- 80 McCormick R D Depew76.3
- 81 Gray Michael T Windsor76.2
- 82 Scarlata Arthy W Coxsackie76.0
- 83 Cable Laurence Deposit75.8
- 84 Berry Thomas J Hornell75.6
- 85 McUmber Thomas Newark75.4
- 86 Coppa Dominick Troy74.8
- 87 Libritz Joseph Utica74.8
- 88 Matthaei Edward Bellmore74.8
- 89 Morgan Rickey L Johnsonville74.8
- 90 Argersinger D H Amsterdam74.4
- 91 Lenhardt Earl G Slingerlands74.3
- 92 Spairana J M Troy74.2
- 93 Zubrzycki M W Cheektowaga73.9
- 94 Brown Stephen L Hornell73.8
- 95 Benjamin Thomas Endwell73.3
- 96 Heckel John M Hornell73.3
- 97 Remington E L Adams73.2
- 98 Pierson William Hudson71.9
- 99 Miller Joel R Schenectady71.8
- 100 Rice Edward J Watervliet71.8
- 101 Capraro L J Utica71.8
- 102 Flansburg C R Hornell71.8

- 103 Ordway Jack L Hornell71.1
- 104 Spena Frank P Watkins Glen71.1
- 105 McLaughlin M J Scotia70.4
- 106 Galloway P J Syracuse70.3
- 107 Leanza Robert A Greenville70.3
- 108 Osman Gail J Poughkeepsie70.3
- 109 Hunt Teresa D Victor70.3
- 110 Stremich S R Hamlin70.3

EXAM 35-691
SR ENGRG TECH
 Test Held March 22, 1975
 List Est. May 11, 1975

- 1 Hager Jay F Afton91.4
- 2 Weber William C Rome90.3
- 3 Canfield James Windsor90.1
- 4 Dahl Gary J Watertown90.0
- 5 Shaut Rodney A Iilon89.5
- 6 Ladage Leonard Wellsville89.5
- 7 Windus John W Rochester88.8
- 8 Puffer Dona J Hornell88.5
- 9 Thomas Roger E Alfred88.2
- 10 Mason Alan R Hornell87.6
- 11 Mauro Thomas J Bath87.3
- 12 Slezak Anthony Amsterdam87.2
- 13 Jasinski Clyde Utica87.0
- 14 Pilawa Donald A Whitesboro86.9
- 15 Kotecki Richard Cheektowaga86.2
- 16 Meade Edlah S Binghamton86.1
- 17 Frasier Charles Mt Pleasant85.8
- 18 Grimm Robert F Schenectady85.4
- 19 Forrester R L Almond84.0
- 20 Thompson Robert Liverpool83.9
- 21 Jonto David V Marcy83.3
- 22 Mercer Ronald D Binghamton83.3
- 23 Pardy Robert L Canastota82.9
- 24 Reiss Carl N Allegany82.9
- 25 List Robert A Herkimer82.9

- 26 Kraemer Gregory Kenmore82.8
- 27 Roller Richard Kanona82.7
- 28 Danner Richard Buffalo82.4
- 29 Budosh David M Binghamton81.9
- 30 Giovannelli A Endicott81.9
- 31 McNally Thomas Troy81.9
- 32 Penton Thomas P Johnson Cry81.9
- 33 Marleau George Baldwinsvil81.9
- 34 Beaver Gary D Buffalo81.8
- 35 Stopp James E Monroe81.2
- 36 Boire John L West Seneca80.9
- 37 Cox Donald H Syracuse80.9
- 38 Farrand Dale C Canistota80.3
- 39 Kosty Michael W Endicott80.0
- 40 Mason Arnold E Gouverneur79.9
- 41 StPierre Terry Watertown79.9
- 42 Kordrupel John West Seneca79.9
- 43 Beckwith Brian Hannibal79.9
- 44 Marshall John G Poughkeepsie79.8
- 45 Makoske Raymond Hudson79.7
- 46 Trota Joseph F Utica79.7
- 47 Young Sharon M Binghamton79.5
- 48 Sheehy Norman H Castleton79.3
- 49 Thornton W T Lagrangevil79.2
- 50 Firsching R J Binghamton79.1
- 51 Kubisty George Buffalo78.9
- 52 Pfeffer William Rocky Point78.9
- 53 O'Toole Michael Rochester78.9
- 54 Hogan Thomas A Hornell78.9
- 55 Suda Douglas C Lackawanna78.8
- 56 Kyriakos G P Orchard Park78.5
- 57 Thayer Wendall Albany78.4
- 58 Hammond Richard Albany78.3
- 59 Smith Wayne E Staatsburg78.3
- 60 Telecky Donald Cheektowaga78.1
- 61 Preston Victor Canistota78.1
- 62 Kostraba Dennis Avon78.1

(Continued on Page 15)

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Administration Intern	\$10,118	20-555
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
Medical Specialist I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
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
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$35,373	20-391
Psychiatrist II (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior 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
Vartype 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 Genesee Street, Buffalo, New York 14202.

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

6 Firefighters End Training

Six members of the New York City Fire Department have successfully completed a course in the care and operation of ladder trucks and have been designated chauffeurs and tillermen. The men can be used by either department ladder companies or rescue companies throughout the city.

The six are Killiam J. O'Keefe, Ladder 4; James F. Noonan, Ladder 44; Lawrence W. Brennan, Ladder 120; Robert J. Ferriola, Ladder 137; William G. Lee, Ladder 148; and Carl R. Bayer, Ladder 172. Mr. Brennan achieved the highest rating in his class.

Two Rensselaer Slots Available

TROY — Applications are being accepted until Oct. 22 for open-competitive positions as accountants and drug abuse counselors. Candidates for both positions must be legal residents of Rensselaer County for at least four months prior to the Nov. 22 written test.

Application forms and detailed announcements may be obtained from the Rensselaer County Civil Service Commission, Third Floor, Court House, Troy.


Diploma Test Set

Individuals, at least 19 years old, who have been New York State residents for at least 30 days are eligible for take the high school equivalency diploma examination. They are held periodically at state testing centers in New York City.

Persons under 19 years old are also eligible if they meet special requirements of the State Education Department.

No fee is charged. Applications can be obtained by writing: G.E.D., Box 289, Congers, N. Y. 10920. Letters should enclose a stamped self-addressed envelope.

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

ADDRESS _____

CITY _____ Zip Code _____

8 New Complaint Board Members Are Appointed

MANHATTAN—Eight new
members of the New York
City Police Civilian Com-
plaint Review Board have
been designated by Police Com-
missioner Michael J. Codd.

Bernard Kelland of the De-
partment's Employment Division
will head the group with Pamela
D. Delaney as vice-chairman.
Other members of the board are
Deputy Commissioner Roosevelt
Dunning, Deputy Commissioner
Francis B. Looney, Nelson Al-
monte of the Employment Divi-
sion, Michael Amarosa of Sup-
port Services Bureau, Carol Belk
of the Deputy Commissioner's
Office and Allan J. Graham of
Audit and Accounts Division.

The civilian complaint review
board investigates charges
brought against New York City
police officers by members of the
community. They recommend ac-
tion to be taken and submit their
ideas to the Police Commissioner.

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Home Address _____

Where Employed _____

Employee Item No. _____

LONG ISLAND REGION 1

Regional Headquarters Office:
740 Broadway (Route 110)
Amityville, L.I., N.Y. 11701
Phone: (516) 691-1170



By IRVING FLAUMENBAUM
CSEA Vice-President/Region 1 President

IN Long Island Region 1, we like to say "we're number one!" I think our 50,000 members are backing it up by being tops in CSEA-consciousness.

Never before has there been such intensity of identification with the Civil Service Employees Assn.—and with each other—among employees in state hospitals, two great counties, more than 100 school districts, and so on. Regardless of the identity of the employer, our members are conscious as never before that what affects one group of civil service employees will affect the welfare of others.

I say we're tops because I am proud of our membership, but, of course, it is true throughout the state.

And, it's a good thing, too. Because, be it upstate or downstate, municipal, county or state, we are faced with a fashion among politicians to make civil service the scapegoat.

The rank-and-file membership realizes that their personal security depends on their commitment to a massive, unified CSEA.

The leadership of our chapters and the Region have responded to the times with a demonstration of cooperation and unity.

THE REGIONAL PROFESSIONAL staff has been greatly strengthened with the addition of a full-time public relations spokesman, a research analyst and clerical staff. They supplement the first-rate services of our 12-man corps of field representatives under the direction of Edwin J. Cleary, and they, incidentally, consistently lead the state in recruiting new members.

The Region has also opened a satellite office in Hauppauge, supplementing our free-standing CSEA regional headquarters building in North Amityville.

CSEA is poised with the best spirit, organization and tools that we have ever had.

Region 1 has come through a lot in the last year. The Long Island State Parks chapter had to go to picket lines before excessive cutbacks were rescinded.

The State Department of Transportation Region 10 chapter required all the resources of CSEA in the Region and state to overcome a renewed threat of a parking fee at the State Office Building in Hauppauge. The mental hospitals, Pilgrim, Central Islip, Kings Park and Suffolk Developmental Center, required long and dedicated work by elected representatives of the employees and the professional staff to weather through the threats to close one of them.

Hundreds of municipal subdivisions represented in the Nassau and Suffolk chapters waged hundreds of skirmishes adding up to a massive battle for fair contracts.

WE ALSO INSURED completely democratic elections, notably in the Central Islip chapter, where the state elections committee finally decided on a run-off. With the cooperation of all, that chapter is past a difficult period and firmly on the road to serving its membership.

These and many things were made possible by the spirit of mutual assistance among the chapters.

I'd like to commend all the chapter presidents, and the regional officers: Ralph Natale, Nick Abbatiello, Bob Conlon, Ruth Braverman, Sam Piscitelli and Dorothy Goetz.

While we have had a great deal of success, we are all intensely aware that the deck is stacked against the employees by the antiquated Taylor Law.

The Region has taken a lead in agitation and lobbying for reform or repeal of the Taylor Law, as well as maintaining pressure on legislators to relieve the impact of inflation and to protect our pension funds from Governor Carey's fiscal raids.

The Region is able to speak with the voice of 50,000 members in two counties, and we expect our elected representatives to take notice of our needs.



Ernest Signorelli, standing, addresses a meeting of the Suffolk County Educational chapter, Civil Service Employees Assn. Mr. Signorelli, a candidate for Suffolk County surrogate judge, was one of several candidates who spoke to the CSEA chapter at a recent meeting. The meeting also saw the formation of a political action committee. At the dais with Mr. Signorelli, are, from left, Walter Weeks, chapter president; Robert Conlon, second vice-president; John Reilly, first vice-president; Vincent DiBrienza, fourth vice-president, and Frances Bates, treasurer.

Suffolk's Educational Chapter Forms A Political Action Group

MIDDLE ISLAND—A five-member political action committee has been formed by the Suffolk County Educational chapter, Civil Service Employees Assn.

The role of the new committee was described by chapter second vice-president Robert Conlon in an address to the chapter exhorting them to support pro-CSEA legis-

lators and to vote against those whose actions hurt the union. "We plan to find out who the legislators were who voted against us," Mr. Conlon promised the chapter members, "and we will vote them out of office."

The Suffolk Educational chapter members also heard addresses by area political candidates at the meeting, which was held at the Island Squire Inn here last week. These included Judge Ernest Signorelli, candidate for county surrogate judge; John Wehrenberg, Suffolk Eighth District incumbent legislator, and Ellen Davis, incumbent Town of Brookhaven council member and a former Suffolk Educational chapter member. All the candidates asked the support of the chapter in the coming fall elections.

The members of the new political action committee are John Reilly, first vice-president, chairman; Thomas Corridan, Deer Park School District; William Connors, Smithtown School Dis-

trict; Nicholas Avella, Elwood School District, and Augie Galbraith, Lindenhurst School District.

On the dais with chapter president Walter Weeks were Mr. Reilly and Mr. Conlon; Rudy Scala, third vice-president; Vincent DiBrienza, fourth vice-president; Frances Bates, treasurer,

and Joseph Quinn, sergeant-at-arms. Also attending the meeting were Warren Smith, Region I attorney; Ed Perrott, president of the Nassau Educational chapter, and Hugh O'Haire, Region I public relations associate.

CSEA field representatives John Cuneo and Irwin Scharfeld also attended.

Adopts A Schedule To Fight H'wy Jams

FARMINGDALE — Employees at the State University of New York at Farmingdale campus are testing a new work schedule negotiated by the Civil Service Employees Assn. intended to eliminate rush-hour automobile traffic jams near the campus.

The schedule, secured by chapter president Arthur Hennessy and a labor-management committee, provides a staggered schedule of quitting times. These

run from 3:30 to 4:45 p.m. Under the old schedule, employees left the campus only to be trapped in heavy 5 p.m. traffic generated by offices, stores and factories clustered along Route 110.

The new staggered end-of-work schedule agreed on by the labor-management committee was published by Charles W. Laffin Jr., president of the SUNY Agricultural and Technical College, at the start of the fall semester.

Kings Park Shop Stewards Taught Grievance Tactics

KINGS PARK—A seminar on the techniques of handling grievances for shop stewards was held here last week by the Civil Service Employees Assn.'s Kings Park State Hospital chapter.

The 90-minute session was the first of a year-long series of twice-monthly in-service training seminars planned by the chapter.

Gregory Szurnicki, president of the Kings Park chapter, discussed "PAR (problem, appraisal and resolution) value of a grievance" before an audience of more than 30 stewards. Executive board members, fieldmen and regional staffers also attended the meeting at the Community Store on the Kings Park grounds.

"The grievance process is the most important and difficult service the union provides for its members," Mr. Szurnicki said. "No steward can call himself competent until he has mastered the art of processing griev-

ances."

The seminars will be divided into two-month courses. During the first half-year, stewards will learn how to research and prepare the necessary paper work for grievances. They will be educated also on regulatory law, past practices and the CSEA resources at their disposal. In the second six-month period, stewards will be taught county, state and federal laws and regulations that affect their members. Stewards will also receive a review of the Taylor and Civil Service Law.

For stewards of exceptional ability, the chapter has available a limited number of two-year

scholarships to the Cornell University State School of Industrial and Labor Relations.

At the close of the meeting, Mr. Szurnicki told the stewards, "We will give you all the education, the resources and the backup of the CSEA so that you will be a unit unto yourself. The CSEA steward is the man on the line; the link to the rank and file membership. You are the person members will come to when they need help from their union."

The next stewards seminar will take place in the third week of October and a date and place to be announced.

Latest State And County Eligible Lists

(Continued from Page 12)

63	Gruver James M Bath	78.0
64	Bessette Robert Chateaugay	77.9
65	Beitron Garry P Bergen	77.9
66	Wessels Stephen Oxford	77.9
67	Dreier David A N Tonawanda	77.9
68	Sheridan W R Yaphank	77.8
69	Danko Dennis S Wappinger Fls	77.8
70	Hildreth Jon P Amsterdam	77.6
71	Kenny Raymond E Geneva	77.5
72	Zajac Henry F L I City	77.4
73	Savage George A Port Crane	77.3
74	Bock John E Glen Head	77.2
75	Marleau Johann Syracuse	77.1

76	Dozols Luella M Watervliet	77.1
76A	Harnos Frank W Brooklyn	77.0
77	Sharrino Frank Frankfort	76.9
78	Costello John L Lancaster	76.9
79	Holakowski S J Cheektowaga	76.9
80	Kile John W W Seneca	76.9
81	Kingsland R H Blasdell	76.4
82	Derocco Raymond Albany	76.3
83	Cotton Joseph S Canisteo	76.3
84	Johnson Marvin Jamestown	76.3
85	Gould Bruce A Latham	76.1
86	Reinhard Dennis Binghamton	76.1
87	Nystoriak M Troy	76.0
88	Noonan Dewey J Johnson City	75.9
89	Carpenter D A Hermon	75.9
90	Beach Edward R Webster	75.9
91	Sheldon Allen L Johnsonville	75.9
92	Warner David E Binghamton	75.6
93	Freeland Donald Cameron	75.5
94	Myers Howard R Rensselaer	75.4
95	Colin Ronald J Sackets Hbr	75.4
96	Alderwick C R Whitesboro	75.3
97	Dawson Barry L Fulton	75.3
98	Vetere Michael Kingston	75.2
99	Pease Lynn A Portland	74.9
100	Noah Gregory S Williamsvil	74.9
101	Klimek David G Morville	74.9
102	Firenze Joseph Fulton	74.9
103	Miller James R Albany	74.8

105	Badger Eugene B Windsor	74.8
106	Rutki Walter O N Hornell	74.5
107	Vogt William F Waterloo	74.5
108	Stricos Robert Albany	74.5
109	Christman James Slingerlands	74.4
110	Jessup John E Montgomery	74.3
111	Joyce Susan J Hopewell Jct	74.3
112	Kelly Peter D Albany	74.1
113	Ricciardelli T J Buffalo	74.1
114	King Charles L Binghamton	74.1
115	Griffin S J Binghamton	73.9
116	Peffer Paul M Holcomb	73.9
117	Ward James W Cold Brook	73.9
118	Zerbini Elio J Brooklyn	73.7
119	Nash Gary D Port Crane	73.5
120	Blackman James Guldwind Ctr	73.3
121	Graham Gary B Valley Falls	73.3
122	Martineau John Bridgeport	73.3
123	Davis Alan J Utica	72.9
124	Reed Richard J Binghamton	72.9
125	Fletcher C R Rochester	72.9
126	Smith Charles E Solway	72.8
127	Kays Stephen D Hornell	72.5
128	Weber Richard S Liverpool	72.2
129	Alongi Peter Mastic	72.2
130	Mason Robert H Remsen	72.1
131	Beard Gary R Binghamton	72.1
132	Hoppel Wayne C Ouaquaga	72.1
133	Kenny Thomas R Holtsville	72.0
134	Hall Darryl E Carthage	71.9
135	Buchwald W E Hamburg	71.9
136	Skura Joseph R Buffalo	71.9
137	Whalen Robert E Johnson City	71.9
138	Orshall Thomas J Ft Crane	71.9
139	Gordon David H Plattsburgh	71.9
140	Tarleton Gary L Weedsport	71.8
141	Lyng Patrick M Watertown	71.6
142	Swarthout Gary Schuylerville	71.5
143	Hathaway David Utica	71.4
144	Wazenkewitz D S Yorkville	71.4
145	Feak Robert M Liverpool	71.3
146	Robinson T J Arkport	71.3

147	Gillan Dean P Watertown	71.3
148	Konopa Thomas J Cheektowaga	71.3
149	Benanzos M J Walkill	71.3
150	Young Robert L Canisteo	71.3
151	Stewart J A Conklin	71.2
152	Cordelli George Albany	71.1
153	Billman Gerald Tonawanda	70.9
154	Johnson Arthur Islip	70.9
155	Duscher Russell Buffalo	70.9
156	Tanner Timothy Theresa	70.9
157	Duengfelder J S Blasdell	70.9
158	Garvey Sally Brentwood	70.9
159	Glass Charles W Saratoga Spg	70.9
160	Faucher Keith R Poughkeepsie	70.9

1390	Smith Thomas E Albany	82.0
1391	Nurnberg Kurt Nassau	82.0
1392	Hurst David Massapequa Pk	82.0
1393	Hurley Raymond Staten Is	82.0
1394	Berak Anthony B Niagara Fls	82.0
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1370	Popadick John W Kenmore	82.0
1371	Sigault Michael Holbrook	82.0
1372	Tighe James J Staten Is	82.0
1373	Dipalma A Richmond HI	82.0
1374	Pignataro J T Seaforth	82.0
1375	Hayes Edward J Islip	82.0
1376	Styka Gary J Kenmore	82.0
1377	Scholz Edward H Schenectady	82.0
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1379	Johnston James Wantagh	82.0
1380	Bailey Thomas J Scaten Is	82.0
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1384	Carlson Richard Gloversvil	82.0
1385	Cairo John Richmond HI	82.0
1386	Darling Joseph Albany	82.0
1387	Parrino Tony T Tonawanda	82.0
1388	Garille T Levittown	82.0
1389	Suprenant T D Cohoes	82.0

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-6000; and for federal 526-6102.

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NEW YORK CITY REGION 2

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By **SOLOMON BENDET**
CSEA Vice-President/Region 2 President

WHAT is past is prologue. The 65 years of growth and progress by the Civil Service Employees Assn. has been an enviable record of accomplishment for New York's public employees, but we must constantly face the problems of the present and anticipate those of the future.

The newly elected officers of New York City Region II are prepared to tackle those problems. It is encouraging to note that of the six regional officers, two are newcomers to regional office. This is a healthy sign that new opinions will continue to be blended with those of the experienced leadership.

It is also a good sign that each of the six officers has a different home base. No single chapter has more than one person represented among the officers, thereby creating a wide basis for input into top-level regional matters.

HEADING THE LIST of priority items is negotiations with the state for a new contract for state employees. The Region II executive council, meeting earlier this month, selected those persons to be considered as regional representatives on the statewide negotiating teams. Negotiations are due to begin soon, and a wide range of opinions is important in order to determine the course of action that will best unify the total membership. Strong united effort will be especially vital during the next year as we face a State Administration that has already threatened to continue its anti-employee stance of this year. As we all know, that stance resulted in a before-taxes insult bonus of \$250 and three-quarter increment for eligible state employees.

We also face a new threat to our hard-earned pension rights. Not only is our pension security undermined by the state's promise to purchase bonds from the Municipal Assistance Corporation in order to bail out New York City, but new attacks are being made on the non-contributory aspect of the pension plans. Earlier this month, I appeared before the State Assembly's Government Employees Committee to protest efforts to take away pension rights that were negotiated through long-standing contracts with the State. I reminded the legislators that through the years, CSEA members had accepted reductions in their personal pension deductions in lieu of salary increases. As a result, pensions since 1965 have been non-contributory—and we intend to keep it that way.

THE CONTINUING EFFORTS by AFL-CIO unions to destroy CSEA's independent status have been an irritating but expected side effect of the Taylor Law. Ever since public employees in New York State were granted the right to negotiate for their contracts, outside unions in one disguise or another have tried to lure away segments of CSEA's membership. So far, the members have realized that these efforts to splinter CSEA would only result in several weak, puppet organizations controlled out of state.

LOCALLY, safety conditions in the World Trade Center continue to be a major issue. Perhaps this should be at the top of the list; whereas the previously noted items deal with our day-to-day livelihood, our future retirement security and the unity of strength we need to achieve our goals, the World Trade Center safety issue deals with our very lives.

Some improvements have been made to improve conditions at WTC, but rest assured that we will continue our efforts of the last three years to force the responsible governmental bodies to eliminate all safety hazards. Perhaps our proudest achievement as a union is the attention we have focused on the inherent dangers of the World Trade Center, and the improvements that we have forced to be made to safeguard the lives of our members and other citizens-at-large who conduct business there.

I am grateful to be able to devote full time to my duties as president of New York City Region II. There are many tasks to be accomplished in the region; the members have my word that I, the other officers and members of the staff will do their utmost to provide the services they need from their union.

Taylor Law Revision, Credibility, Layoffs Among Major Problems Concerning Region II Officers

MANHATTAN—The Civil Service Employees Assn., whose delegates meet this week in Buffalo, will be entering a year of crises when it expects to do battle on several fronts to maintain its unity and to preserve and improve the hard-won gains of its members, New York City Region II officers feel.

Responses elicited from them predict a difficult year ahead in several areas when they were asked the question, "What are the pressing concerns faced by CSEA, which in your opinion should have priority at the upcoming Convention?"

However, the officers were firm in their belief that the Association will emerge stronger than ever as the leading public employees union in the state.

Solomon Bendet, president of Region II and first vice-president Vincent Rubano saw revision of the Taylor Law, the challenge of a rival union, and the possible modifying of the Retirement Law as main areas of concern.

On the other hand, William DeMartino, second vice-president, envisioned a clear need for credibility on the part of the union officers and staff, whereas third vice-president William Cunningham expressed apprehension on layoffs.

The Region II officers hoped that the problem areas indicated would be in the forefront of the thinking of the delegates and that positive action would be taken at the Annual Meeting to give the members-at-large a feeling of strong leadership and unified purpose.

SOL BENDET

"The delegates at this meeting will have to face squarely and deal with several areas of concern for CSEA to continue as a viable, and effective labor union.

Region II Selects Oct. 25 Installation

MANHATTAN—New York City Region II, Civil Service Employees Assn., will hold its installation meeting Saturday, Oct. 25, at the New Hyde Park Inn, 214 Jericho Turnpike, New Hyde Park. The event is scheduled for noon.

Officers to be installed are Solomon Bendet, president; Vincent Rubano, first vice-president; William DeMartino, second vice-president; William Cunningham, third vice-president; John Eversley, treasurer; Gloria Kanfer, recording secretary, and Salvatore Butero, corresponding secretary.

CSEA president Theodore C. Wenzl is expected to be the installing officer.

Metropolitan PSC Installs Its Leaders

MANHATTAN — Officers of the Metropolitan Public Service Commission chapter, Civil Service Employees Assn., were installed Sept. 24, at a luncheon meeting held at Joe's Chinatown, New York City.

Those installed were Cynthia Doyle, president; William Brennan, vice-president; Paul Gaspard, treasurer, and Mae Greenberg, secretary.

Vincent Rubano, first vice-president of CSEA's New York City Region II, was the installing officer.



RUBANO



DeMARTINO



CUNNINGHAM

ion. We can all take pride in our many accomplishments of the past but to rest on our laurels would be a tragic error. Our members are being threatened daily and look to CSEA for strong leadership and counter-action.

"First, a militant CSEA should in the year ahead seek to rectify the shortcomings in the Taylor Law so that it may be more responsive to the rights of the public employee.

"Second, we should secure such salary increases as will compensate for the loss of purchasing power inflicted on our members by inflation; and we should ensure the restoration of mandatory increments which were in effect up to 1973.

"Third, the constitutional right of employees to a court hearing in disciplinary actions should not be abrogated.

"Fourth, never should we permit budget-conscious officials to take away hard-won benefits in order to balance the budget. The state must be prevented from eroding salary grades, pensions and fringe benefits; and any attempt to do this should be considered a provocative act.

"Fifth, we should strive to obtain for the public employee a pension equivalent to the half pay after 20 years service that the Legislature voted itself. In addition, pensions should be tied to salary grade at retirement so that the pension is increased whenever the salary grade is increased.

"The internal operations of our union should be tightened to guard against inside enemies who in one guise or another seek to infiltrate and destroy CSEA. I also strongly endorse paid shop stewards who will supplement the work of the field staff in properly servicing our members and in fighting rival organizations who seek to supplant us."

VINCENT RUBANO

"Ahead of us in the coming year CSEA will encounter several areas of concern. A definition of these areas is appropriate so that we avoid a "Shotgun Blast" approach and instead adopt a hard hitting selective program. Four areas of concern will vie for equal standing at this annual meeting.

"The foremost, because of timing, is the challenge by a rival group, but I feel we can surmount this and forge ahead.

"The next two areas are wages and pensions, with wages getting the edge. We will have to strive hard and be constantly

on guard to prevent any erosion of our present level and still fight to get enough to compensate for any losses. The pension system now emerges from a three-year hiatus and is on center stage, as evidenced by the Governor's actions in using pension funds for MAC, and the Legislative body's current attack on the Retirement System.

"I support, then, a strong CSEA legislative and political action program aimed at changing the Taylor Law so that from the crucible of crisis, a stronger union will emerge."

WILLIAM DeMARTINO

"First and foremost, in my opinion, is the restoration of our credibility as an effective, bona fide labor organization. This can only be achieved through developing better delivery of our service systems to the members. Further, in light of our recent experience with the Governor and the Legislature, we should launch and engage in a massive political action campaign stressing, through public relations, our power and intent to reward our friends and punish our enemies.

"There is a definite need to encourage and train new leaders from our ranks, and to provide our professional staff with the tools needed to improve performance.

"Attaining these goals will instill confidence in our members and place CSEA in a favorable position to fight off the PEF challenge and the expected conflict next April."

WILLIAM CUNNINGHAM

"The recurring and immediate problem facing CSEA members today is that of layoffs. We have lost hundreds of state employees and members through cutbacks in the Departments of Mental Hygiene, Transportation and Labor to name a few. Our brothers and sisters in the political subdivisions have similarly been buffeted.

"The CSEA must take a strong stand against layoffs, and if reductions are necessary, then we should demand negotiations or arbitration providing for an orderly procedure including relocation and absorption by other departments.

"Our members look to their union for protection, and our first obligation is to see that they keep their jobs. Too many employees with 20 and 30 years of service have been laid off because their department was shut down. This must be stopped."

Back Pay Is Won Through CSEA Suit For 7 Region III Schoolers

HASTINGS-ON-HUDSON—Seven cafeteria employees of the Hastings-on-Hudson School District have been awarded 20 days' back pay each as a result of a grievance won by their union, the Civil Service Employees Assn.

CSEA's Hastings-on-Hudson non-teaching school unit president, Sal Nespola, said school district unilaterally reduced the working year for the seven employees from 200 days to 180 days, thereby depriving them of 20 days' pay.

Mr. Nespola immediately brought the problem to the attention of CSEA field representative Donald Patrick and CSEA Southern Region III attorney Arthur Grae. The union pointed out in its grievance that the workers' contract reads: "A 200-working day schedule shall be established for cafeteria personnel."

It was on the basis of this wording in the contract, which runs from July 1, 1974, through June 30, 1976, that the CSEA filed the grievance. The union's case was backed up by the evidence of a letter written to Mr. Nespola by the district's assistant superintendent, Gino Gualandri, which said in part, "It is recognized that by contract the daily rate and annual salary are based on a 200-day work year."

Nevertheless, the district tried to substantiate its position on the basis that it had no funds and had to reduce the work year for the cafeteria employees. The district discontinued its hot-lunch program and in its place has set up a few vending machines, according to Mr. Nespola.

The cases went to arbitration and arbitrator Bertram T. Kupsinel ordered the district to "make whole the full-time cafe-

teria employees for any loss suffered by them as a result of the Employer's unilateral change of the length of their work year."

Mr. Nespola said of the recent decision, "Our CSEA members got what they wanted, and what they deserved. . . . Our contract clearly called for a 200-day year, and the board of education obviously wanted to cut it to 180 days' pay."

Arbitrator Kupsinel in his decision stated, "It is clear and undisputed that the Board of Education approved the current collective bargaining agreement which continues the 200 working day schedule for cafeteria per-

sonnel. . . . It is also clear and undisputed that the employer sent notices to the individual employees, basing the salaries on a nine-month employment period, rather than on a 10-month employment period. It is also undisputed that this change was unilaterally determined by the employer because of a budget reduction. . . . I find that the Employer unilaterally reduced the work year of the full-time cafeteria employees from 200 days to 180 days. I conclude that the Employer thus violated the current collective bargaining agreement. . . . The Education Law provides no basis for excusing the contract violation"

Region III Will Screen, Then Endorse, Candidates

FISHKILL—Southern Region III of the Civil Service Employees Assn. is reaching down into the grassroots in its political action program to screen and then endorse candidates for local office in each of the seven counties of the Region.

Putnam and Ulster County chapters are the latest to get into the swing of deciding on candidates running for county, town, city and village offices in the November election.

Putnam County's chapter has organized six political action committees, one for each of the

towns in the county and has held several work sessions prior to screen candidates for endorsement. Marie O'Dell, chairman of the chapter's political action committee, is also launching a voter registration drive to insure all public employees in the county are registered to vote.

Ms. O'Dell is also soliciting contributions for the Putnam political action fund and suggested that public employees contribute to it from their recently negotiated salary increase.

The Ulster County chapter held a "Meet the Candidates" night on Sept. 17. Fifteen Republican, Democratic, Liberal and Conservative party candidates attended.

Nina Yeager, chairman of the program and vice-president of the Ulster chapter, said it would launch a political action program, "because as residents of Ulster County, CSEA members need good government; as employees, we need a good employer."

3-County Retirees Set Oct. 8 Meeting

MIDDLETOWN — The Orange, Ulster and Sullivan Counties Retirees chapter, Civil Service Employees Assn., will hold a meeting Wednesday, Oct. 8, at the Middletown Psychiatric Center here. The meeting, which will begin at 2 p.m., will consider the state's action in using pension funds to purchase Municipal Assistance Corp. bonds.

DOT Worker Case

(Continued from Page 1)
torney James Roemer. Six sessions have already been held.

The union contends that the DOT workers were illegally laid off as the CSEA-State contract forbids layoffs of permanent employees when it contracts out for services.

SOUTHERN REGION 3

Regional Headquarters Office:
Old Route 9, North (RD 1)
Fishkill, N.Y. 12524
Phone: (914) 896-8180



By JAMES LENNON
CSEA Vice-President/Region 3 President

SOUTHERN REGION III of CSEA is entering this, the Bicentennial year of the United States, with a very deep awareness that this is going to be a year of challenge almost as great as our country had in 1776.

We are very much aware that the American people and especially our public employees here in New York State are being hit harder and harder by a constant inflation, which is eroding their purchasing power and threatening their hard-won standard of living.

We are also aware that some politicians and other misguided people are trying to make public employees, and the labor organizations that represent them, the scapegoat for the troubles this country and many of its governmental units are going through.

We have seen this attitude cause mass layoffs of needed and capable public employees who thought they had job security. We have also seen attempts to waltz out on negotiated contracts on the grounds that "these are tough times" and we see a stiff-backed reluctance to grant anything like the necessary salary increases needed to keep wages in line with the sky-rocketing rise in the costs of everything.

This attitude has even worked itself down to individual public employees where many are given the impression that "you better not step out of line or you know what you will get." This is certainly no way to get creative and whole-hearted cooperation to get the job done.

TO COUNTER all of these bad things we see around, we find that CSEA, and I am proud to say Southern Region, has developed especially during the last few years, a new unity and a better and tighter organization to help win battles for public employees.

This new unity and hard-driving organization was very evident last summer in the Dutchess County strike, which I call Southern Region's "finest hour." The sight of all these men and women on the picket lines during those hot, humid days and their unalterable determination to win will always be with me.

One thing we learned during that largest and most effective county employees strike in the history of New York State, is that there are no differences between state employees, county employees, town employees, clerical staff, highway department workers, or medical technicians or others. We are all public employees and we have to stick together and help each other in order to defend our rights. This unity was made "perfectly clear" when help and contributions to our strike fund poured in from all sections of CSEA.

THERE CONTINUES to be a need to improve services for our members. As I said last year we are working for quality service in Southern Region and not just for quantity service. To provide quality service I have asked for additional clerical and field staff for Southern Region. We have begun to increase our regional staff and on Sept. 24, Frank A. Martarano joined us as Regional Research Assistant.

We have also expanded our Regional Office in Fishkill, and plans are pending to expand our White Plains Satellite Office and to create an additional Satellite Office west of the Hudson River to serve members in Orange, Sullivan and Ulster Counties.

I also see a need for a change in our bargaining units particularly when it comes to bargaining for employees at a large state institution. Why should there be bargaining for one big chapter representing clerks, medical personnel, truck drivers, attendants, etc.? A better way would be to have the parent chapter consist of smaller bargaining units with each representing different categories of employees.

Political action is another field where I believe more should be done and more is being done now by political action committees in each of the seven counties of Southern Region. We are now getting down to the true grassroots of political action with our county committees discussing who they should endorse for local office.



Newly elected members of Region IV Executive Council pose for group photo. From left are Jimmy Gamble, Environmental Conservation; Margaret Dittich, Motor Vehicles; Earl Kilmartin, General Services; Ernst

Stroebel, Laboratories and Research; Kaye Yuschak, Division of Employment; Nick Fiscarelli, Education; Howard Cropsey, Albany County, and Timothy McInerney, Transportation Region 1. These at-large repre-

sentatives serve with the regional officers and immediate past president of region as the interim policy-making body for the region.



Motor Vehicles' Eileen Salisbury was elected by delegates to be regional third vice-president, succeeding John Vallee, who moved up one position. Here Ms. Salisbury is installed by regional president Joseph McDermott.



Rensselaer County's John Vallee was elevated to regional second vice-president from third vice-president, filling vacancy left by resignation of Boyd Campbell. Here Mr. Vallee keeps tab on vote for regional executive council candidates.



Jean C. Gray, left, candidate for re-election as regional first vice-president in special election currently being held in Region IV, confers with Insurance chapter delegate Virginia Kiddle, standing, and State departmental representative Loretta Morelli.



Three members of CSEA Board of Directors discuss plans for Convention. From left are Tax and Finance's Jack Dougherty, Motor Vehicles' Thomas McDonough and Health's Ernst Stroebel. Mr. McDonough is also chairman of State Executive Committee.



Delegates from Racing and Wagering chapter, newest member of Albany Region IV, caucus before casting ballot for regional executive council candidates. Shown here are Barbara Miller and Robert Cole.



Two chapter presidents sample the buffet luncheon provided between morning and afternoon sessions of the regional meeting at Latham Holiday Inn. Shown here are Margaret Douglas, of Adirondack Correctional Treatment and Evaluation Center, and Evelyn Hayes, of Empire State College.



Labor representatives to CSEA Board, A. Victor Costa, explains recommendations that restructuring committee will bring to Convention this week.



Regional secretary Julia Braden, left, of Motor Vehicles chapter, gets some pointers from statewide secretary Dorothy MacTavish as regional president Joseph McDermott listens during break in business session.

Election, Challenge, Convention Discussed At Region IV Meeting

By ALAN BERNSTEIN

LATHAM—Elections, challenges to the representation rights of the Civil Service Employees Assn. and the upcoming delegates convention in Niagara Falls highlighted the Albany Region IV meeting held here Sept. 20.

Joseph McDermott, Region IV president, in opening the first Region meeting since recent statewide and chapter elections, stressed organization as the main factor in keeping CSEA and the Region powerful. "Over the past two years, chapters have been very well represented at region meetings," said Mr. McDermott. "That was our main goal when we started, and we have to continue to have training sessions to inform delegates on how CSEA, up and down the line, works. Without organizations nothing gets accomplished."

Mr. McDermott also said that a challenge by the Public Employees Federation (PEF) to gain bargaining rights of workers in the Professional, Scientific and Technical Unit will be a "squeaker."

"The challenge is important because 40,000 potential members are gone if we lose," said the Region president. "It's an awful big share of CSEA."

Mr. McDermott said he believes the state would take advantage of CSEA if PEF wins because it would have two large bargaining groups opposing each other, thus causing a whipsaw effect.

Albany Region IV and statewide CSEA officials are making direct mailings to PS&T workers to inform them what is going on, he noted, and CSEA is ready to have chapter presidents contact workers personally to inform them of the facts.

An important item of business at the meeting was the election of a Region second vice-president. Former second vice-president Boyd Campbell resigned because of ill health. Mr. Campbell had informed CSEA that he would not be able to handle the duties of office right before regional elections in June. As it was then too late to replace him on the ballot, the results of the election, which Mr. Campbell won, were voided.

Mr. McDermott recommended John Vallee, currently the third vice-president, for the vacant post. With almost total approval of delegates attending the meeting, Mr. Vallee was elevated to the higher post, leaving a va-

cancy in the third vice-president spot.

The race for third vice-president was run between Eileen Salisbury, Motor Vehicles; Pat Martinez, Health; Al Mead, Health; and Gerry Dickson, Education. Out-polling her nearest opponent by more than 4-1, Ms. Salisbury took her seat with other region officials.

The election of the nine-member executive committee triggered a disagreement between Mr. McDermott and A. Victor Costa over the eligibility of candidates and voters. Mr. McDermott said that, to be eligible, candidates must be permanent delegates to region meetings. But Mr. Costa said some proxies always attended meetings representing their delegates unable to attend and, therefore, should be allowed to vote. After minimal discussion, the issue was settled through a vote, with permanent delegates being the only ones allowed to run.

CSEA 'Milestone'

The delegates convention at Niagara Falls (Sept. 28-Oct. 3) was extensively discussed at the meeting. In his restructuring committee report, chairman A. Victor Costa said the new proposals would be a "milestone to get CSEA on the move."

He said he believes the most significant proposal made by his committee, in relation to Region IV chapters, is the establishment of a coordinator of training. Two coordinators would cover three regions: one for Regions I, II and III and the other for Regions IV, V and VI. They would circulate through the field establishing a better relationship between the coordinator and chapters.

"It is a necessity, it's life and death to have highly educated officers in the region," said Mr. Costa. The programs would benefit everyone with CSEA members being able to learn all about their rights."

Another important proposal conceived by his committee, said Mr. Costa, is revamping of the Board of Directors from 150

members to about 60. The Board would be split into two sections, one handling county problems, the other state problems, but would keep the same autonomy and voting rights as the present Board. Both boards would consider problems dealing with general problems.

The convention might also present an opportunity to other unions to try to entice CSEA members to sign pledge cards for new bargaining unit elections while the delegates are away, said Ernst Stroebel. However, Mr. McDermott assured members that the Region office will have field men covering chapters and work sites to defend CSEA interests. He stressed that chapter presidents should let region headquarters know where they will be during the convention if such challenges arise.

Delegates to the meeting also agreed to investigate starting a buying program that would enable CSEA members in the Albany Region to purchase grocery items at 10 percent above wholesale prices. The program presented by Chet Sadowski of the Uptown Committee, would require \$50,000 to begin; delegates appeared enthusiastic about the program. The stores would be run on a non-profit basis with the 10 percent used to pay salaries, for advertising and overhead.

Jean C. Gray of the Thruway Authority, said the aid would help beat today's high prices and \$2 from each member, which would be returned after one year, "is not much to ask."

Mr. Sadowski said he is also looking into other areas where members could set up union stores; such things as gas stations are being considered.

"There is no reason why CSEA members should not be able to buy gas at under 50 cents," he pointed out.

A regional workshop will be held the weekend of Nov. 14 at the Queensbury in Glens Falls. The complete package is \$80 for a single and \$68 for an individual in a double room.

ALBANY REGION 4

Regional Headquarters Office:
10 Colvin Avenue
Albany, N.Y. 12206
Phone: (518) 459-5595



By JOSEPH McDERMOTT
CSEA Vice-President/Region 4 President

THE need to participate is what makes our Region go! Most of our functioning—socially, administratively and educationally, within our union structure, is the result of a deep desire within individuals to be part of the ozone or glue which molds our organization together. As the members or bricks are added, the need for more cement to build the wall of unionism higher is constantly required.

The Albany Region CSEA got off to an auspicious start by recognizing the need for this participatory cement. The involvement of the regional delegates has been a credit to their respective chapters as well as to the individuals themselves. Of course, the region would and should claim some credit for recognizing the need for more participatory action and our committees have led the way by pressing their programs in a manner which allows for multifarious thinking and action.

Our social and activities program has been geared to the across-the-board desires and age groups of our membership. It has been addressed to both individual members and union activities. Our education program has been broad in scope; the material has been innovative and digestible. It has been aimed at all levels of the organization: units, chapters, CSEA officials, ordinary members, delegates and the general public. In some respects we have combined education and public relations.

OUR UNION ORGANIZING effort within our 14-county area has taken on a meaningful ideal both at the staff and elective level.

Our constantly ongoing local regional negotiations have developed new devices at the regional level for assurance of a job well done, and acceptable to the local membership. Indeed our unitized record reference library is, I believe, a first within our CSEA regions. It is a credit to our regional office staff and a tool which will pay dividends for all in the future.

Progress has been steadily gained. It appears at times that we have produced the best ever, yet, each time a venture is undertaken, new gains are recognized.

A MAJOR AREA of immediate regional concern in the participatory category is the potential representation challenge.

We in CSEA do not have answers to all the desires and needs of our membership, yet, over the long history of our organization we have made gains in an extremely large number of these two items—members' needs and desires.

My own thinking as to the necessity of continuancy of our CSEA brand of unionism is simply that we in CSEA know what we, the unique public sector membership, are all about. Not discounting our faults, errors and omissions in the areas of labor relations, we see the need to represent ourselves in gaining for the public employee his place in the sun. To insure our union building reaching out of the shadows of the other challenging union buildings, our members must also recognize that our aims are truly theirs and are not selfish and money-motivated. The members must be participants by using their ballot voice if an outside union challenge arises.

FOR THE FIRST TIME within the Corporate structure, our vice-presidents have an active policy-making role. Frequent meetings of your statewide officers have already had a positive effect upon the day-to-day CSEA operation.

This methodology should also be utilized at the regional levels. Frequent and productive meetings of our Albany Region officers can only benefit our 86 Region IV chapters.

Performance at all levels, however, can only be considered within the realm of time allowed to do a good — necessary — adequate — or lousy job!

A region, chapter—yes, even CSEA itself—is only properly measured by the time that the members can address themselves to setting policy or solving problems.

Full-time officerships are a good first step toward making Your Union more attuned to you and your problems. Have a good convention, CSEA!



Uptown committee chairman Chester Sadowski, of Criminal Justice Services chapter, counts vote on plan to institute discount grocery stores for CSEA members. Delegates enthusiastically endorsed the idea to be discussed within their chapters before further action is taken. In foreground are regional secretary Julia Braden and regional president Joseph McDermott.



By **WILLIAM MCGOWAN**
CSEA Executive Vice-President

STATEWIDE PERSPECTIVE

THIS has certainly been a most challenging year for CSEA. The union has been under constant attack from nearly every side, and we have been tested as never before in our long history. The last chapter has not been written to this story yet, and it remains to be seen what overall effect the events of this year will have upon CSEA. I, for one, believe we will weather this trying period in our history and emerge even stronger and more effective than ever.

One thing is certain. The days of a cooperative, sometimes friendly, governor and legislature are over. Given the reality of that fact, presidents, officers, and members of the Board of Directors must determine the future course this union will take. And with the help of the delegates and the strength and determination of the membership, we must resolve to firmly set sail on that chartered course.

Negotiations at the state level will begin shortly. I cannot emphasize enough the importance of having our priorities in order when those negotiations start. And we must keep in mind at all times that negotiations at the state level have a direct effect upon negotiations in the political subdivisions. We must succeed at the one level in order to win improvements in salary and working conditions for our members at the other level.

TO THE MEMBERS we represent, I say to you—it is no longer enough to just pay your dues and sit back. You must become active and involved. Your negotiating teams must go to the table with the knowledge that the full potential strength of the membership is behind them. And you must join in a forceful political action program under your union's guidance and leadership to achieve what is needed legislatively, at both the statewide and local levels. And it is up to us to put together a strong political action committee that can communicate with the membership, and that will keep the membership abreast of the union's legislative program.

I know, from personal experience, that CSEA has the strength, knowledge, ability and staff to do the job that must be done, and has been done, for our members. We do have a number of immediate concerns, including negotiations, and it is up to all of us to pull together as a team to achieve our goals.

By now everyone knows that other labor unions are desperately trying to merge with us. Stop and think a moment—why now? What will it do for our members? Will it be any help at all to accomplishing the needs of the CSEA membership? And, what have they accomplished for their members this year? We need positive answers to these and a host of other important questions, but the other unions seem unwilling to provide those answers.

I HAVE BEEN an active union member for more years than I care to count, in both the private sector and with CSEA. I know, personally, that CSEA represents our members better on an individual basis than do unions in the private sector, and I believe that we perform our duties and responsibilities far better than private sector unions. I hope everyone remembers that fact when they compare CSEA versus private sector labor organizations.

If there is a distinguishable quality to my term as your executive vice-president, I hope it is that I am known for being active and available. I am always available to officers and members alike, and if any of you desire my attendance at any meeting, please drop me a line or give me a call and, if my schedule permits, I will be there.

Elizabeth Costa

TROY—Elizabeth M. Costa died Sept. 20 following an extended illness.

Mrs. Costa is the mother of A. Victor Costa, former second vice-president of the Civil Service Employees Assn. and long-time chairman of the union's restructuring committee.

Meeting In Buffalo

BUFFALO—The Buffalo chapter, Civil Service Employees Assn., will hold a dinner meeting here Wednesday, Oct. 15, at the Hotel Statler. The meeting will begin at 6 p.m.

Buy American!

Warned About Outside Contractors

(Continued from Page 9)

Mr. Lattimer said CETA state workers enrolled through county employee lists were paid the \$250 bonus negotiated for only state employees by CSEA. He said CETA problems were "like fighting brush fires—put one out and 10 erupt somewhere else." Mr. Lattimer reported that he appointed John Garvey, of the Rochester Department of Labor, as the region's CETA watchdog. Also announced at the meeting was the appointment of Jerry Friday, of the SUNY at Buffalo chapter, to co-ordinate scheduled Region-wide functions.

Special thanks for their efforts in CSEA work were given at the meeting in the form of plaques to Charles Sandler, regional attorney for the past 26 years, and Maye Bull, long-time president of the Gowanda Psychiatric Center's chapter. Mr. McGowan made the presentations.

Celeste Rosenkranz, head of the Region's education efforts, also was singled out for praise by Mr. Lattimer for her labor studies programs. She received a standing ovation from the delegates for compiling a chapter president's manual. Ms. Rosenkranz disclosed plans at the meeting for the second year of the labor studies program conducted by Cornell University at the State University College of New York at Buffalo. She said increased fees and the additional expense of books have raised the per-pupil cost of a semester from \$60 to \$95. The delegates approved a resolution by Salvatore Mogavero to have the region's budget committee investigate the possibility of the region picking up the tab for the added

New Discipline

(Continued from Page 1)

in any case where the union or the state, or both, have many witnesses to present, Mr. Ryan said.

CSEA has also established detailed operating procedures for the departmental meeting that must be held in a disciplinary case. Previously, Mr. Ryan said, the meeting was often used by the employer to make vague charges against the employee in an attempt to intimidate him. Now, the union has written into Article 33 actual operating procedure which says that the employer must disclose all the evidence that will be used against the accused employee. In addition, the employee now has the right to remain silent at the departmental meeting. Under the old Article 33, an accused employee's silence was often interpreted as an admission of guilt, according to Mr. Ryan. The new language guarantees the employee's right to remain silent, and ensures that such silence will not be incriminating.

The new Article 33 also allows the employee's union representative time off for attending hearings and investigating charges against the employee.

Further, in the case of a suspension, the arbitrator now has jurisdiction to hear the employee's defense that the state failed to follow the proper procedure for suspending him. The arbitrator also has the power, for the first time, to decide allegations that the time limits have not been met.

costs. Last year, the region reimbursed each chapter half of each student's tuition. Ms. Rosenkranz has scheduled a training session Nov. 1 in Batavia for all chapter officers in the region. Samuel Grossfield, president of the Rochester chapter, announced at the meeting that the defense fund for Donald Antinore, a CSEA member dismissed from the State School of Industry, is depleted. Mr. Grossfield said \$1,200 was needed to fight the Antinore dismissal in the state's highest court.

Theodore C. Wenzl, CSEA president and principal speaker at the installation dinner, was introduced during the business session. He referred to a remark by Sandler regarding "rocky roads" in CSEA history and said:

"I wish we had those 'Rocky' roads again."

During the morning county workshop session, George Clark, president of the Erie CSEA chapter, was elected its president. Neil Gruppo, of Niagara chapter, was elected vice-president and Dorothy Hy, also of Niagara chapter, was re-elected secretary-treasurer.

The region's financial report was submitted by Genevieve Clark, who filled in for Barbara Fauser. Ms. Fauser was injured in an automobile accident the evening before the session. Her car was heavily damaged, but she was reported not seriously hurt.

The West Seneca Developmental Center chapter, headed by James Bourkney, was host for the meeting.



Outspoken leaders of two local government chapters confer on business during Western regional meeting. William Doyle, left, president of Niagara County chapter, looks over notes being taken by Sam Mogavero, president of Erie Education chapter. Mr. Mogavero is also chairman of CSEA's County Executive Committee.

◎ CSEA calendar ◎

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

OCTOBER

- 7—Rochester chapter "mini-convention": 8 p.m., 40 and 8 Club, 933 University Ave., Rochester.
- 8—Orange, Ulster and Sullivan Counties Retiree chapter meeting: 2 p.m., Middletown Psychiatric Center, Middletown.
- 9—City of White Plains unit "Meet the Candidates Night": 7:30 p.m., White Plains Public Library conference room.
- 15—Buffalo chapter dinner meeting: 6 p.m., Statler Hotel, Buffalo.
- 18—Mental Hygiene Employees Assn. meeting: Ramada Inn, Western Ave., Albany.
- 18—Syracuse Region V clambake: 1:30 p.m., Regan's Silver Lake, Oswego.
- 20—Albany Division Thruway chapter unit I "Night at the Races": 6:30 p.m., Saratoga Raceway.
- 24—Marcy Psychiatric Center chapter general meeting: 7 a.m., Club Monarch Restaurant, Yorkville.
- 25—Western Region VI satellite office dedication: Win-Jeff Plaza, Winston and Jefferson Rds., Rochester.
- 25—New York City Region II installation meeting: New Hyde Park Inn, Jericho Turnpike, New Hyde Park.