

Wenzl Outlines Issues Of PST Election

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

33 ELK STREET, ALBANY, N. Y. 12207

THEODORE C. WENZL
PRESIDENT

January 15, 1976

Dear P. S. & T. Member:

In case you have not yet voted in the current representation election, it is not too late.

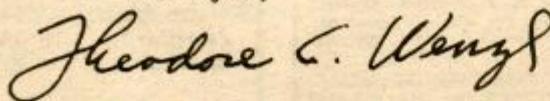
You have been bombarded here of late with a bewildering mass of reading matter. It all boils down simply to:

1. AFSCME does not want PEF to win. (Both groups are in the A.F.L.-C.I.O. house of labor!)
2. It appears that the NYSUT part of PEF is not a not-for-profit corporate labor organization. CSEA is.
3. Dues money is the big attraction for the A.F.L.-C.I.O. Control of your dues with a big chunk of it going out of state is an important fact for you to consider.
4. Title bargaining is a myth--nice dreams are lovely, but they do not secure material benefits. (Where public-sector unionism has moved in the direction of title bargaining, today we witness utter chaos as a result.)
5. Some of you argue strongly for using the strike weapon while others of you, because of professional restraints, will not engage in a strike. CSEA tries to resolve this most difficult matter within public-sector unionism in a truly democratic fashion; the record shows that the other alternative does not.

I, as your President of the CSEA, am a professional person--Civil Engineering Degree (C.E.) from R.P.I. and Doctor of Education Degree (Ed.D.) from Columbia University.

Again, if you have not yet voted, please believe me--it is in your best interest to vote for CSEA.

Thank you,



(800) 342-3697

Toll-Free Number To Report Gov't Waste, Inefficiency

A toll-free 800 telephone number has become operational to assist the CSEA/Stein Joint Committee on Waste and Inefficiency in Government to collect and document examples of waste, inefficiency and 'fat' in government.

Anyone with information for the committee should immediately call this toll-free number, which is operational 24 hours a day with a recording device to receive messages around the clock: (800) 342-3697.

All information received will be confidential, but the caller should leave his or her name and telephone number so that the committee staff can follow up with a personal contact for complete information. Informants' names will be strictly confidential and will not be revealed.

State Probe Begins

ALBANY—The Joint Committee on Waste and Inefficiency in Government, a public service investigative committee sponsored jointly by the Civil Service Employees Assn. and Assemblyman Andrew Stein (D-L, Manhattan) with Mr. Stein as chairman, continued to pick up steam and additional support as it geared up for its first public hearing into governmental waste later this month.

A series of press conferences in Albany, New York City, Syracuse, Rochester and Buffalo quickly (Continued on Page 9)

Laid-Off Employees Can Continue CSEA Insurance Coverage

ALBANY—State employees who have been laid off due to the State's economy measures may continue their Civil Service Employees Assn. insurances by observing the following procedures, a union spokesman said.

He outlined the following procedures:

CSEA Group Life Insurance

1. Members who are laid off.
- (Continued on Page 3)



CSEA Wins Improved WTC Fire Safety

MANHATTAN — Heavy pressure brought by the Civil Service Employees Assn. over recent months was seen as the chief reason for the decision by the Port Authority of New York and New Jersey to spend \$14 million to upgrade fire safety protection at the World Trade Center.

The money will principally be used to install more automatic sprinklers and walls to seal off

possible fire paths. Many of the floors in the twin 110-story towers now have extensive open spaces unbroken by walls. The program provides for dividing floors into 7,500-square-foot areas. The project is estimated to involve from three to five years' work.

CSEA New York City Region II president Solomon Bendet, New York City chapter safety committee head Gennaro Fischetti,

and Thomas DiNatale, president of the Division of Housing and Community Renewal chapter, among others, have long pressed for upgrading fire safety precautions at the soaring towers. Many of the Region's members are employed at the towers.

"We weren't given credit by the PA," commented Mr. Bendet, "but we were the burr under the saddle."

Mr. Bendet and Mr. Fischetti

redoubled their efforts last February after a midnight blaze in the north tower caused more than a million dollars' damage. A number of firefighters were hurt as they battled the blaze. The two union officials pointed out that had the fire erupted during working hours at the towers, it would have been a certainty that many employees would have been hurt and some

(Continued on Page 14)

Predict That Many Senior Legislators Will Not Run Again

THE winds of change are blowing in Albany, and they threaten to reach tornado violence when election time rolls around. These winds

(Continued on Page 6)

Promotion Exams Are Set For Senior Conservation, Muni Affairs, Audit Jobs

ALBANY—The State Civil Service Department is currently accepting applications for the promotional posts of supervising environmental conservation officer, chief environmental conservation officer, director of municipal affairs examinations and director of state audits. The posts range from the G-17 to G-35 level.

For supervising environmental conservation officer, exam 35-898, candidates must be employees of the Environmental Conservation Department with a year's experience as an environmental conservation officer. One year as a supervising environmental conservation officer or three years as an environmental conservation officer will qualify candidates for chief environmental conservation officer, exam 35-899.

For director of state audits, exam 39-123, candidates must be employees of the Audit and Control Department and have a year's experience as assistant director of state audits, director of authority audits or chief state accounts audits. Applications will be accepted until Jan. 26 for this post, with an oral test scheduled for February.

Detailed information and applications on all promotional posts may be obtained from agency personnel offices or from the State Civil Service Department, State Office Building Campus, Albany, N. Y.; Two World Trade Center, New York, N. Y., or Suite 750, 1 W. Genesee St., Buffalo, N. Y.

Filing for these two jobs will close Feb. 2, with written tests scheduled for Feb. 28.

Employees of the State Audit and Control Department with a year's experience as an assistant director of municipal affairs exams or assistant chief examiner of municipal affairs, may apply for exam 39-122, director of municipal affairs examinations. Filing will close Jan. 26, with an oral test to be held in January or February.

For director of state audits, exam 39-123, candidates must be employees of the Audit and Control Department and have a year's experience as assistant di-

Pitsen Is Named To PS&T Team

FISHKILL — William Pitsen, of Gardner, has been appointed by Civil Service Employees Assn. president Theodore C. Wenzl to the Professional, Scientific and Technical Unit Bargaining team for state employees.

Mr. Pitsen is a member of the Taconic State Park Commission chapter. He works as a golf course maintenance supervisor at James Beard State Park.

CSEA Wins A L.I. Runoff

AMITYVILLE — Employees of the Franklin Square School District, formerly represented by the Service Employees International Union, have voted to be represented by the Civil Service Employees Assn.

The vote was the first in a series of challenge elections mounted by CSEA in a handful of school districts which have been represented by outside unions. The Franklin Square employees gave CSEA a 2-1 margin in the switch. The vote was conducted Jan. 15 by the Public Employment Relations Board. The next challenge vote looms Jan. 30 among employees of the Sayville School District.

Other challenge votes have been scheduled in North Babylon Feb. 6; Valley Stream Feb. 17; Lynbrook Feb. 20; Plainview Feb. 27, and in Riverhead at a date some time in March. These units have been represented by SEIU and a Teamsters local.

Employees in all the districts

appealed to CSEA after they said they experienced a lack of service on grievances and negotiations. Employees also complained of high dues and reported plans of the SEIU local to affiliate with a local whose former president had been indicted for misappropriating \$170,000 of union funds.

CSEA Long Island Region I president Irving Flaumenbaum congratulated the school district employees. "You are welcome here in the united front of civil service workers," he said.

State Business List

ALBANY—The State Civil Service Department established an assistant business officer eligible list with 15 names from open-competitive exam 24-062, Dec. 2.

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Suffolk Cnty.'s School Guards Hold A Protest

HAUPPAUGE—More than 300 Suffolk County school crossing guards rallied at the headquarters of the Suffolk chapter of the Civil Service Employees Assn. here last week to counterattack a threatened lay-off.

Vows to fight the threat were delivered by James Corbin, president of the chapter, and Lillian Tully, president of the school crossing guards unit.

It was announced that the crossing guards were securing petition signatures from the general public to be submitted to officials. Letters of support have also been gathered from organizations.

The threat arose when Suffolk Police Commissioner Eugene Kelley had proposed eliminating the entire crossing-guard force.

Suffolk County Executive John V. N. Klein had said earlier that layoffs were a "last resort" and were not under consideration now.

Commissioner Kelley appears to be in a squeeze between Mr. Klein's demands for economy and negotiations with the Suffolk Patrolmen's Benevolent Assn. when he suggested the layoffs as a possible economy.

"The commissioner would abandon government's most sacred responsibility — the protection of children," asserted Mr. Corbin. "I expect the county legislature will take a different view."

A similar rally was held recently in Yonkers where more than 100 school crossing guards, also CSEA members, were fired as part of that city's fiscal retrenchment.

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6 Attend Classes

Six New York City firefighters are studying operations and care of motors and pumps at the Fire Department's Division of Training on Roosevelt Island. After completing the course they will be designated engine company chauffeurs.

The six are Edward Cardinale, Engine 9; James Daly, Engine 80; Frank Zampaglione, Engine 225; Robert Paolice, Engine 233; Thomas O'Brien, Engine 264; and Thomas Nuccio, Engine 332.

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L.I. Radio Station Comes To Defense Of Civil Servants

MINEOLA—A strong editorial comment supporting civil service workers and attacking layoffs has been aired by Long Island radio station WGBB in Freeport.

A transcript of the commentary was furnished by the station to Irving Flaumenbaum, president of Long Island Region I.

Mr. Flaumenbaum said, "The politicians may not realize it, but millions of fair-minded people support us when we become the victims of the mismanagement of the politicians."

The text of the editorial commentary, delivered by newsman Ed Grilley at several times Jan. 14, follows:

"How come whenever any level of government decides to tighten its belt, the squeeze usually ends up choking the civil servant?"

"Gov. Carey's recent announcement to lay off 2,400 workers across the board is an excellent case in point. That across-the-board sweep only includes civil servants—the blue-collar workers.

"If you've ever seen a budget, be it town, county or state, you'd be amazed at some of the titles and salaries. To name a few: horticulturist receives anywhere from \$15,000 to \$30,000; public information officers anywhere from \$12,000 to \$42,000; consultants on any number of things, astronomical amounts. The list goes on.

"Yet, when it comes time to trim some of the fat from the budget, the first place officials

look is at the civil servant—the guy or gal breaking his or her back to put bread on the table earning \$10,000 a year.

"I think the Governor and other elected officials should look at it this way: the firing of one horticulturist in some cases would equal the firing of three civil servants. He should then ask himself, for the money, who is doing the most effective job?"

"I believe there are several reasons why this doesn't happen. For one, the laborers are most visible. The public will soon realize how bad things are when the work force starts disappearing. Some will think, 'Gee, what a great official, he's cutting back on government spending!'"

"Another reason is that the invisible government employee—the one in a no-show position—may have helped the elected official at one time. Possibly in his last campaign. And that individual may have to be held over until the next election year.

"I fell sorry for those 2,400 civil servants about to get the axe—especially for the honest-to-goodness, hard-working employees who have put a number of years in the job and are looking forward to a well-deserved pension.

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Erie County Water Group Selects CSEA

BUFFALO—The Civil Service Employees Assn. has won the right to represent the 77 white-collar employees of the Erie County Water Authority.

CSEA won the right when 43 members of the bargaining unit voted for the union; 26 voted for no representation.

Field representative Patrick M. Phelan organized the unit for the CSEA. He said it has scheduled a meeting Jan. 22 in CSEA Western Region VI headquarters, to elect officers and adopt a constitution.

Foil Binghamton Firing Attempt

BINGHAMTON — Carlo Guardi, president of the Civil Service Employees Assn.'s Broome County Educational chapter and Binghamton School District unit, announced that CSEA won a \$644 settlement on behalf of a Binghamton school maintenance employee.

Mr. Guardi said that the school district attempted to dismiss Alice Barina through an Article 75 proceeding. The attempt was fought by CSEA and Mrs. Barina was reinstated.

Canajoharie's Unit Wins 13% Wage Increase

CANAJOHARIE—An agreement which calls for a 13 percent increase in wages has been negotiated between the Town of Canajoharie and the highway employees of the Canajoharie unit, Montgomery County chapter, CSEA.

The agreement, which remains in effect from Jan. 1, 1976, through Dec. 31, 1977, provides for a 6 percent salary increase in the first year and a 7 percent increase in the second year. All previous benefits in the 1974-1975 contract will remain in effect.



"IT'S A CRIME" — That was the way Harry Ahigian, above, left, president of the Civil Service Employees Assn.'s Oswald D. Heck Developmental Center chapter, described the plight of power house employees around the state. "The state wants to keep its expensive equipment running, especially its power plants, but it won't give a single change of uniform to employees who have to ruin their own clothing to do the job correctly. Each time we have to clean a boiler, check a broken line or repair a generator, we ruin our clothing. It's unfair and unjust. CSEA has already gotten some money from the state for uniforms in various job titles and these employees deserve the uniforms they get. But I think that before the state cuts back on any service, it should provide powerhouse and other workers with free uniforms or a yearly allowance for them of \$200 or more." Mr. Ahigian is seen looking over a few items of ruined clothing with co-worker Ralph Wade. He has asked that powerhouse workers and others sign petitions asking for free uniforms or a \$200-plus clothing allowance. The petitions should be sent to Mr. Ahigian at the Heck Center, Schenectady, N.Y.

Legislators Told Of CSEA Opposition To Imprudent Pension Fund Investment

ALBANY—Civil Service Employees Assn. state programs administrator Bernard J. Ryan appeared before a State Assembly task force recently to spell out CSEA's "unalterable opposition" to the indiscriminate investment of public employee pension funds.

The Assembly Task Force on the Security of Public Pension Funds heard Mr. Ryan declare that to invest pension funds "in areas that cannot reasonably be considered to be sound is to deprive employees of the confidence that they have had in their retirement plan." Mr. Ryan specifically mentioned bonds issued by the Municipal Assistance Corp. as an example of such an unsound investment.

During its 1975 special session, the New York State Legislature passed a bill mandating that State Comptroller Arthur Levitt invest \$125 million from the State Employees Retirement System in MAC bonds. CSEA got that mandate overturned as unconstitutional.

Mr. Ryan emphasized that CSEA was pleased with Comptroller Levitt's judgment in investing public pension funds. "Arthur Levitt's record has been excellent in terms of making good investments and in the overall area of management of the Employees Retirement System Pension Fund," he said. "However, Mr. Levitt will not be Comptroller forever. CSEA has taken a position over the years that a board of trustees should be established for the management of retirement funds. We would further request representation on this board and would hope that in your proposed legislation, you would consider this



BERNARD J. RYAN

possibility," he said.

Under study by assembly committee is Assembly Bill 8015, which would require employees who joined or rejoined a public retirement system after July 1, 1973, to contribute 8 percent of gross annual salary toward the cost of membership in such system. Mr. Ryan expressed the opinion that such a bill would be unconstitutional. He expressed the same opinion regarding Assembly Bill 8016, which would require prospective mem-

(Continued on Page 9)

Employees Can Continue Coverage

(Continued from Page 1)

whose CSEA Group Life Insurance was in effect on the date of layoff, can continue such insurance for one year from date of layoff.

2. Premium payment. Premium payment must be made direct to CSEA Headquarters, 33 Elk St., Albany, N. Y. on a quarterly,

semiannual, or annual basis during the one-year period. Deduction from salary for insurance on a bi-weekly pay period pays the insurance during the following pay period and thereafter there is a grace period of thirty days to make the direct payment to Headquarters. An approximate quarterly payment is six times the amount deducted on a bi-weekly basis. Upon receipt of the initial direct payment, CSEA will establish direct pay accounts and bill the member for future premiums as they become due during the one-year period.

3. End of one-year period. At the end of the one-year period if the member has not been reinstated to State employment, he has the right to convert his Group Life Insurance without a medical examination, and at the attained age to any form of insurance underwritten by the Travelers Insurance Company except term insurance. Application for such conversion must be made to the Travelers Insurance Co., 80 Wolf Road, P. O. Box 199, Albany, N. Y. 12201 in care of Walter M. Novak Jr.

4. Right of reinstated member. If a laid-off member is reinstated and he has continued the Group Life Insurance during the layoff period, he can merely request CSEA Headquarters to convert his direct payment to payroll deduction and have subsequent premium payments taken from his salary. If reinstated member did

not continue the Group Life Insurance during layoff, he will be treated as a new member and can secure the Group Life Insurance without medical examination if he applies for it within the first 120 days of employment after reinstatement.

CSEA Supplemental Life Insurance

1. Laid off member can continue his Supplemental Life Insurance after layoff.

2. Premium payments after layoff must be made direct to Ter Bush & Powell, Inc., P. O. Box 956, Schenectady, N. Y. 12301, on a quarterly basis. The same grace period applies as explained in "CSEA Group Life Insurance."

3. If member is reinstated to State service, he can make arrangements through Ter Bush & Powell for return to payroll deduction method of premium payment. If this insurance is not continued during the layoff period by payment of premiums, the member, upon reinstatement, can make application for insurance and will be treated as a new member in that if under age 50, and an application is made within the first 120 days of reinstatement, the member will be eligible for a guaranteed issue of a \$10,000 policy, and those in ages 50-59 will be issued a \$5,000 policy regardless of medical history.

CSEA Accident and Health Insurance

1. A State employed member

laid off can continue this insurance until the anniversary date of his or her policy.

2. Premium payments. Premium payments to continue insurance during such period must be made direct on a quarterly basis to Ter Bush & Powell, Inc., P. O. Box 956, Schenectady, N. Y. 12301.

3. If laid off member is required into State or local government service where this insurance plan is available within a period of two years from date his insurance coverage terminated, he can have it reinstated on a non-medical guarantee issue basis, if he makes application for such insurance within 60 days after he is back at work direct to Ter Bush & Powell, Inc., P. O. Box 956, Schenectady, N. Y. 12301.

CSEA Masterplan—Auto/Homeowners Insurance

1. A member laid off can continue this insurance by promptly notifying the Travelers Insurance Co. office servicing the policy. The Travelers will contact the laid-off member by mail. The company will give the member the option of continuing his premium payments on a quarterly, semiannual or annual basis at the same preferred rates as before. The Masterplan coverage can then be continued for as long as the insured member meets the minimum underwriting requirements of the Travelers Insurance Co.

① CSEA calendar ①

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.

JANUARY

- 20—Madison County chapter board of directors meeting: 7:30 p.m., Canastota elementary school.
- 21—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M&T Plaza, Buffalo.
- 23-24—Western Region VI meeting: Sheraton-Gatehouse Motor Inn, 4831 West Henrietta Road, Rochester (NYS Thruway Exit 46).
- 21—Oswald D. Heck Developmental Center chapter executive council meeting: 5:30 p.m., Heck DC Building Four, Consaul at Balltown Roads, Schenectady.
- 26—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village West, 50 Front St., Binghamton.
- 27—Tax chapter meeting: 6 p.m., IBS Hall, Exchange St., Albany.
- 28—Nassau County Retirees chapter meeting: 12 p.m., American Savings Bank Building, Modell's Shopping Plaza, East Meadow.
- 29—Orange County chapter directors' meeting: 7:30 p.m., Dikeman's Firehouse, New Street, Goshen.
- 31—Chemung County unit dinner-dance: Elmira Heights Legion Home.

Suffolk Recruits Admin Ass'ts, Aides, Commo Techs And Others

HAUPPAUGE—Assessment aides, administrative assistants, communications technicians, medical emergency dispatchers and administrators are currently being recruited for posts in Suffolk County offices. Starting salaries range from \$6,000 to \$19,032 a year.

There are no residence requirements for the posts; however, Suffolk County residents will be given preference in appointments.

For assessment aide, exam 16-146, there are no educational or experience requirements. A written test will be held Feb. 28. Three years' experience in an occupation involving the valuation of real property will qualify candidates for assessment assistant, exam 16-147. Five years' experience will qualify for senior assessment assistant, exam 16-148.

For assistant to assessor, exam 16-1555, candidates must be high school graduates with six years' experience in the preparation and compilation of assessment rolls. Written tests for all assessment positions will be held Feb. 28.

One year of administrative or supervisory experience in a post involving management or technical functions in business administration will qualify candidates for administrative assistant, exam 16-141. A written test covering such areas as office management and supervision, is scheduled for Feb. 28.

Communication technician II, exam 16-157, is open to individuals with an associate degree in electronic communications or a related field, and three years' experience in the maintenance, repair and installation of two-way radio and microwave communication systems.

A satisfactory combination of education and experience will also be accepted.

An associate degree and five years' experience will qualify applicants for communications technician III, exam 16-160. A Feb. 28 written exam is scheduled for both communication jobs.

College graduates with three years of administrative experience may apply for administrator I, exam 16-131. In addition, five years' experience will qualify candidates for administrator II, exam 16-133; seven years' experience for administrator III, exam 16-135; and nine years' experience for administrator IV, exam, 16-3137.

Filing for all above positions will close on Feb. 4.

For medical emergency dispatcher, exam 16-155, filing will end Feb. 11 with written tests to be held Feb. 28.

Dispatcher jobs are open to high school graduates with an emergency medical technician certificate issued by the State Department of Health. High school graduates with two years' experience and a technician certificate may apply for senior dispatcher.

Applications and further information may be obtained from the Suffolk County Civil Service Department, H. Lee Dennison Office Building, Veteran's Memorial Highway, Hauppauge, N.Y. 11787; the East Northport Testing Center, 295 Larkfield Road, East Northport, N.Y. 11731; or the Riverhead Information Center, County Center, Riverhead, N.Y. 10901.

Rockland Seeks Office Workers

SPRING VALLEY—Typists, stenographers and transcribers/typing specialists are continuously being recruited by the Rockland County Personnel Office for posts in various civil county departments. Starting salaries range from \$6,195 to \$6,685 a year.

All candidates must be legal residents of Rockland County and must be high school graduates. In addition, applicants must pass a written spelling test and typing test. For information and to arrange for an examination, applicants should contact the New York State Employment Service Office, 50 Commerce St., Spring Valley, N.Y.; telephone (914) EL 6-6500.

Punitive Probation Same As Standard Kind: Lefky

ALBANY—Responding to a request made for an opinion by Civil Service Commission President Victor S. Bahou, Attorney General Louis J. Lefkowitz declared that the probationary status of a public employee imposed for a violation of the law forbidding public worker strikes is no different than the probationary status held on an employee's original appointment.

It follows from this, the Attorney General said, that job action probationers will also be affected by layoffs and demotions which normally would be borne by new employee probationers.

The period of probation given those found guilty of illegal strikes is one year under Section 210(2)(f) of the Civil Service Law.

Attorney General Lefkowitz, in his opinion, said: "After examining the Civil Service Law, Article 14 (Taylor Law) in its entirety, I find nothing to indicate that the nature of probationary status thereunder was intended to be any different in any way from that status under other provisions of the Civil Service Law.

"I also note that the provision is meant to be a measure of punishment and further that the employee 'shall serve without tenure' during his probation."

It then follows, wrote the Attorney General, "That employees on probation under Section 210 (2)(f) are probationary employees for the purposes of the Civil Service Law . . . relating to layoffs and demotions upon the abolition or reduction of positions, and are subject to layoff before permanent employees."

While these probationers may be placed on preferred hiring lists for eventual reinstatement, the opinion continued, they may not be certified until all other eligibles are exhausted. Upon their reinstatement, they are also required to complete their probationary term.

The probationary status resulting from a job action punishment also will accompany the employee into another post, the Attorney General said.

"This kind of probation is not the incident of a particular position, but of his continuing employment," the Attorney General said. "Any other conclusion would be patently unfair to other job action probationers, and inconsistent with the fundamental purpose of the probation."

AMELL APPOINTED

PLATTSBURGH — Bernard Amell, Clinton County clerk, was appointed a member of the council of the State University College at Plattsburgh. Mr. Amell, a retired corrections officer, succeeds John H. G. Peil of Ticonderoga, who retired. He was named for a term ending July 1, 1978, in the unsalaried post.

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CSL



Three Mental Health Posts Are Opening

The State Civil Service Department is accepting applications until Feb. 16 for open-competitive positions of **director of mental hygiene, deputy directors of mental hygiene support services administration and mental hygiene support services operations.** The director post pays \$26,516 a year. Deputy director salaries are \$21,454.

Oral testing is tentatively scheduled for March.

For director of mental hygiene support services—Exam 27-559—candidates must have seven years' experience directing and managing large scale, diversified, supply-support systems. Candidates must also have been responsible for analyzing performance, evaluating systems reliability and supervising a number of distribution centers.

Five years' similar experience warehousing and distribution or commissary operations will qual-

ify candidates for deputy director of mental hygiene support services administration—Exam 27-557—or deputy director of mental hygiene services operations—Exam 27-315. For operations deputy director, candidates must also have had direct supervision of distribution center managers.

A master's degree in business administration with specialization in market, transportation, or production may be substituted for one year's experience in all three posts.

Additional information and applications are available at the State Civil Service Department, 2 World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

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

State Merit System Under Assault, Senator Cautions

YONKERS—Citing gains that have accrued to civil service workers under the merit system, State Senator John E. Flynn (R-C, Bronx-Westchester) warned of threats to the system which may undermine the future of the civil service structure.

"Unfortunately, during the past several years there seems to be a threat to the merit system," Senator Flynn charged.

"This is manifested by actions at all levels of government; the attitude and concern toward civil service workers are changing. We find many cases of inequities, poor handling of lay-offs, lack of proper communication and unsympathetic feelings toward employees."

Senator Flynn warned that elimination of the existing careful, impartial and objective procedures now used under the Merit System could only mean a return to the spoils system. He explained that Article 5, Section 6 of the New York State Constitution states, "appointments and promotions in the civil service system of the state and all of

the civil divisions thereof . . . shall be made according to merit and fitness to be ascertained as far as practicable, by examination which, as far as practicable, shall be competitive."

"Eligibility to compete in an examination is based on education and experience," said the legislator. "As a result, the present merit system sets up the work, educational and experience requirements of positions in government from the lowest position at appointment to the highest; it provides for a progression of duties and responsibilities through promotion steps.

"Civil Service and the merit system are synonymous, and ex-

ists here and now throughout New York State to the benefit of good government. Civil Service, under the Merit System, provides a guarantee that the most ambitious and capable em-



JOHN E. FLYNN

ployees are continually educating and training themselves for the next promotional steps in direct competition with their peers, unaffected by prejudice or favoritism.

"Elimination of the existing careful and objective procedures could only mean return to the spoils system, and the door would be open for choices which could be dictated by ethnic, religious, class or political affiliation. Efficient service, experience and ability as proven by competitive examination and study would inevitably be replaced by apple polishing and a return to subservience to the club house.

"Those leaders in government not only have a moral and legal obligation to meet the challenges of our time, but they must look ahead to protect the public service structure that has made our state function so effectively. During all of this sensitive and frustrating period, we cannot afford to lose sight of the importance of the human being in meeting our everyday needs. We must appreciate their personal anxieties, family obligations and loyalties—all of which are normally met through the Merit System.

"We must immediately recognize what is happening to the Merit System in the public sector by adhering to the public employee-public employer traditional procedures developed over so many years, which provide for equality and equity," Senator Flynn stressed.

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TUESDAY, JANUARY 20, 1976



Civil Service Friends

WITH the torrent of abuse that civil servants receive, it is certainly reassuring to know that somewhere out there, some political pros see public employees as providing vital services for their communities.

Several names occur. Most prominent at the moment is that of Assemblyman Andrew Stein (D-L, Manhattan) who has joined with the Civil Service Employees Assn. to form a Joint Committee on Waste and Inefficiency in Government. Purpose of the committee is to ferret out examples of such waste and inefficiency, with the supposition that the millions of dollars saved will secure the jobs of hundreds, perhaps thousands, of state employees now facing layoffs.

Last year, state employees had reason to be thankful for the efforts of Assemblymen Willis Stephens (R, Brewster) and Lloyd Riford (R, Auburn) for their lone-wolf fight to gain approval of the fact-finders' recommendation of a 6 percent salary increase for the third year of the CSEA contract with the state.

We also single out here State Senator John Flynn (R-C, Yonkers) for his long-standing reputation as an advocate of civil servants' rights.

During the past year, Dutchess County Executive William Bartles was hailed by CSEA vice-president James Lennon for "sticking by his guns" after his county legislature refused to ratify the contract worked out by his administration and CSEA.

State Supreme Justice John Sweeney also played an important role in resolving the Dutchess situation, where employees carried out the most effective county-employees strike in the state's history.

To these names is now added that of Oneida County Executive William E. Bryant for his determined efforts to retain the jobs of employees at Marcy, Rome and Utica Psychiatric Centers. All three are located in Oneida County.

Mr. Bryant appeared before a mass meeting last week of employees from the three Mental Hygiene institutions, and outlined a program he would present to Mental Hygiene officials to preserve the jobs of employees who face layoffs at the three facilities.

Mr. Bryant was praised at the meeting by CSEA executive vice-president William McGowan, who noted that the employees are "lucky to have a County Executive who will go to battle for them."

Would that there were more such political leaders.

Safety At WTC

"WE WERE the burr under the saddle," is the way Civil Service Employees Assn. vice-president Solomon Bendet greeted news that the Port Authority has agreed to massive improvements in the fire prevention accommodations to be made in the World Trade Center where thousands of state employees work.

Mr. Bendet, who heads CSEA's 17-chapter New York City Region II, as well as its largest single local, the New York City chapter, has been bringing the "Towering Inferno" potential of the World Trade Center to public attention for years. Even while the structure was still being built, he was warning of its inherent dangers as a death trap.

Now Mr. Bendet, who was joined through the years by Gennaro Fischetti and Thomas DiNatale, has been vindicated by the Port Authority's acknowledgment that \$14,000,000 will be spent to improve safety conditions.

Don't Repeat This!

(Continued from Page 1)

may produce the greatest changes in the makeup of the State Legislature in a generation.

The fact is that political retirement, or change to other public office, appears to be a welcome prospect for many of the more senior members of the State Senate and Assembly.

Final Straw

For some of those who are thinking about greener fields elsewhere the prolonged special session last year was the final straw. It was a period when most legislators did nothing by day and voted by night in the wee hours on accommodations negotiated between the legislative leaders and the Governor's office.

Others have no stomach for undertaking a gruelling re-election campaign, when they have no goodies to bring home to their constituents. On the contrary, the chances are that they will have nothing to excite their constituents, except higher taxes and sharp retrenchment in the quality and character of public services at both the state and local levels. These make a rickety platform on which to stand for re-election.

And for some of those who are seriously thinking about making this their last year in Albany, there is the emotional reaction to holding a public office, which is likely to provide very little by way of job satisfaction in the years of fiscal crisis that loom ahead.

Opportunity

It is an ill wind that blows no good, and the departure of more senior members from the Albany scene of battle will provide an opportunity for some of the younger members to rise more quickly to levels of leadership in the Legislature.

As of this time, the crystal ball is not entirely clear about the younger members who will achieve new leadership status in Albany in the coming years, but enough is known about some of them to give cause for separation.

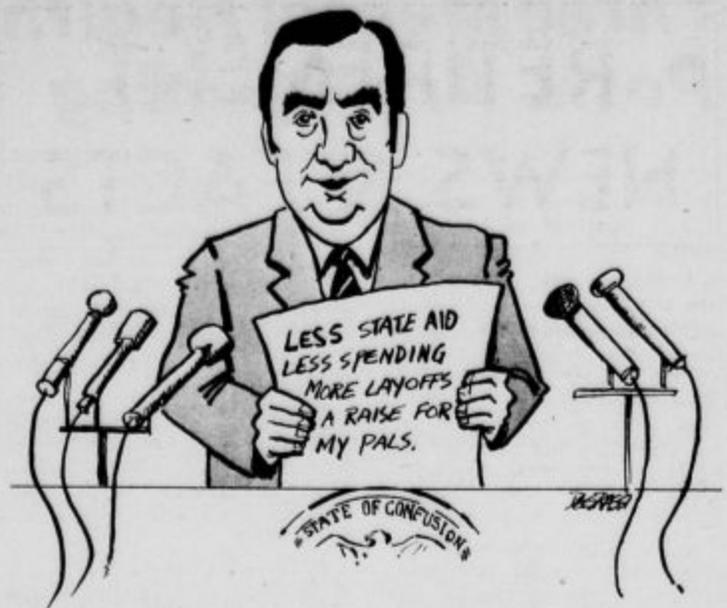
Among the likely candidates is Assemblyman G. Oliver Koppell, a Democrat who represents the Riverdale section of The Bronx. At the opening of this session, Koppell became chairman of the important Assembly Committee on Environment and Conservation, succeeding Assemblyman Herbert Miller, who had been elected a Judge of the New York City Civil Court. As chairman of this Committee, Koppell will have his work cut out for him in an area of special sensitivity.

Steer Middle Course

On the other hand, those interested in environmental protection and ecological conservation are becoming more militant. There has been increasing concern that compliance with environmental regulations imposes undue burdens on industry, at a time when industry is sluggish and unemployment is high. It will be Assemblyman Koppell's job to steer a mid-course between conflicting demands of the environmentalists and the business and labor groups who are focusing more sharply on expansion of job opportunities.

Another Assemblyman who stands to gain by changes in the legislative makeup is Assemblyman Mark Alan Siegel, who represents that special district in

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

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

College Requirement

The United States District Court for the Eastern District of New York issued its decision in the case of *Townsend v. Nassau County Medical Center, et al.* (file No. 75C 294) in which the court held that under appropriate circumstances, it is not proper for the Civil Service Commission to require a college degree as a prerequisite for taking a competitive civil service examination.

IN THIS CASE, the plaintiff, a black female employee of the Nassau County Medical Center was hired in 1965 as a laboratory technician - provisional. In 1967, she was provisionally appointed to the position of Senior Laboratory Technician. About six months later in July 1967, the County of Nassau reclassified all its positions pursuant to the Cresap, McCormack and Paget job survey. This resulted in the plaintiff's provisional placement in the title of Medical Technologist I. She held this position until December 1973. Plaintiff was permitted to take an examination for this title in 1971, which she did not pass. However, she remained in the job because the resulting eligible list did not contain a sufficient number of names to fill all the available positions. Another exam for the same title was given in April 1973 which plaintiff was not permitted to take because she lacked the formal education requirements. When the list for Medical Technologist I was promulgated in December 1973, plaintiff was dismissed. She was rehired three months later in the lower title of Laboratory Technician II on a provisional basis. She continued, however, to perform the job of Medical Technologist I.

THE RECORD of the trial in this case shows clearly that the plaintiff was well trained for the position of Medical Technologist I. She always did her work well, she trained others to do the work, she carried out administrative and supervisory functions as well. This lawsuit was based on Section 703 of Title VII of the Civil Rights Act of 1964 which provides in substance that it is unlawful for an employer to discharge or refuse to hire an employee because of race, color, religion, sex or national origin. This language has been given an interpretation by the Federal Courts which makes it unnecessary to show bad faith on the part of the employer. The Act outlaws not only overt discrimination, but also hiring practices which appear fair on the surface but which in actual operation discriminate against those whom the Act seeks to protect. The crux of the problem in the *Townsend* case was that the court found that the requirement of a college degree operated to discriminate against Negroes such as plaintiff, while the defendants were unable to show that the requirement of a college degree for Medical Technologist I was related to successful job performance.

IT IS THE plaintiff who carries the burden of establishing that a particular job qualification has a racial impact which is disproportionate to the population. Once this is established, the burden shifts to the employer to establish

(Continued on Page 7)

RETIREMENT NEWS & FACTS

By A. L. PETERS

A Bigger Social Security Bite

Your pay check will carry the Social Security bite longer in 1976. This is because the base on which the tax is levied goes up from \$14,000 to \$15,300 in 1976.

More than 2,600 New York shops give discounts ranging from 10 to 15 percent to residents who are aged 65 or over. They display green and white stickers announcing "Community Concern for Senior Citizens."

Ever wondered how much is involved in pension funds for state and local government em-

ployees? A recent federal survey shows 9.1 million members with total assets of \$68.8 billion in 2,304 retirement systems. Of these, 176 are administered by the states.

In the last reported year, these systems took in \$16.5 billion and paid out \$6.6 billion. This left them \$87.5 billion on June 30, 1974. In all the systems the government contributes 47.3 percent, the employee 25.5 percent, and earnings on investments 27.2 percent.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40, paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from last week)

- McInnes, Mary Ann C.Thorowald
- McMahon, Leo M.Binghamton
- McVicker, Donald C.Hicksville
- Mentzer, Byron L.Rochester
- Meyler, George A.New York City
- Milisa, John A.Walton 13856
- Miller, CharlesNew York City
- Mims, John B.Brooklyn
- Monteverde, ShoshannaNew York City
- Montgomery, Lorraine S.Bronx
- Moore, Clarence A.Albany
- Moore, Harold J.Morely
- Morgenlender, MertonWoodhaven
- Morris, Cyril J.Yaphank
- Mott, Olivette L.Orangeburg
- Moyer, Gale H.Binghamton
- Muniz, Sylvia L., D.D.S.Middletown
- Murphy, James E. s.Yonkers
- Murphy, Richard A.Corning
- Murphy, SarahBrooklyn
- Murray, John P.Staten Island
- Murach, Eleanor R.Ulrica
- Nasca, Angelo J.Collins
- Nealy, Helen T.Yonkers
- Nelson, Barbara M.Norwich
- Newcombe, Richard J.Ogdensburg
- Niles, JosephineUtica

(To Be Continued)

What's Your Opinion

QUESTION

What affect would a hiring freeze have on state workers jobs?

THE PLACE

Empire State Mall, Albany

OPINIONS

Lillian Holiday, Office of General Services:



"A hiring freeze would put a terrific burden on state workers. The freeze would mean a lot of additional work for each individual plus the fact that we really would not have enough time to complete everything. Right now we only have four hours to complete all our work and with a hiring freeze we might need twice that time. If the state did go ahead with the hiring freeze, however, state health facilities should be kept at full staff at all times. Sick people are not able to care for themselves and not hiring someone to look out for them might cause many more deaths."

Joseph Halligan, Office of General Services:



"It would mean that the people who didn't get hired or those getting fired would lose a lot of money and would not be able to keep up payments on homes and cars. Workers left on the job should be compensated with higher pay if they are expected to do a lot more work. More attention should be paid to state workers and their plight rather than always focusing on New York City. In case of a freeze more police should be hired because it is an essential service and they might be needed with a lot of unemployed people around."

Bob Lemerise, electrician:



"The freeze would hurt some agencies more than others because certain departments need more personnel. In fact, some state agencies are overmanned at the present time. It seems like some people just sit around all day while others work from the time they come in until the time they leave. Some of these people who do comparable jobs could be transferred to other agencies in case of the hiring freeze, to pick up extra work which occurs. You have to put the people where they are needed the most."

Brian Triller, photographer:



"I think it's very unwise to try to freeze any aspect of state government in an attempt to save money. They are fools to do something like that. You cannot anticipate the needs of the state, not even tomorrow. And freezing today and trying to work for tomorrow is impossible. If there is a hiring freeze, the state will run into a lot of problems because they won't be able to handle all their administrative and service functions like they're supposed to be able. They will run short of staff in some areas and still will have many other areas where there are too many workers for the jobs."

Katherine Carpinello, Office of General Services:



"They should not even think of putting a hiring freeze on state workers. We need help right now—not less workers. The less people there are, the less work the state is going to get done. And if they decide to get everything finished it is going to cost them even more for the workers' overtime. It's ridiculous to even think of a freeze, especially in areas such as state police and hospitals. These are essential services where a full load of workers are needed at all times. Without them a lot of serious mishaps could happen."

Barbara O'Neill, Health Department:



"It would take away many of the freedoms and privileges that state workers used to have. Knowing that they will not be getting additional help might make them work less and give them less pride in their work. Any type of hiring freeze would be unfair to state workers already on the job—and in the long run the state would suffer greatly. Production would go down and with it everything would take longer to do. The state would really lose money with the hiring freeze instead of saving dollars."

Don't Repeat This!

(Continued from Page 6)

Manhattan known as the Silk Stocking District, before style changes put the Japanese silk worms out of business.

Although Assemblyman Siegel is just completing his first term as a legislator, he has already demonstrated the qualities that point to leadership posts in the not-too-distant future. During the year he has shown special interest in consumer affairs, housing and the rights of tenants, and in legislation to provide greater protection to those groups in our population who are exposed to discriminatory practices of one kind or another.

No doubt other legislators will come to the minds of readers who have performed notably in the Legislature, but may have been largely unnoticed by the public because of the dominant role played by leaders in the legislative process. From time to time we will pay more attention to some of the other unsung members of the Legislature.

LETTERS TO THE EDITOR

Urge CSEA Vote

Editor, The Leader:

This letter is directed to the Professional, Scientific and Technical State Unit members, some 18,000 strong, who did not take the opportunity to exercise their rights as free Americans to voice their choice in the recent representation election. This group outnumbers the votes received by either Civil Service Employees Assn. or Public Employees Federation, thus indicating that those members either anticipated that CSEA would win without their vote or that they were just too complacent to vote.

As an officer of the Department of Transportation's Main Office chapter of CSEA and an officer in the Main Office Federation Department of Transportation, Section 11, of the NYS Assn. of Transportation Engineers, I have had a great deal of exposure to the needs of the members in the PS&T Unit. I have been a State employee for better than 15 years, and during that time, my salary, fringe benefits and working conditions

have been greatly improved under the terms of agreements negotiated by CSEA. (I won't elaborate on that as enough information has been circulated to give great evidence to that fact.)

In my opinion, I believe that those in the PS&T Unit who did not cast a ballot are satisfied with the job that CSEA has performed for them. The members who voted had a definite feeling, one way or the other, as to the effectiveness of CSEA.

I wish to thank all those who showed their support and voted for CSEA and urge those who voted for PEF to look deeply into this serious matter and remember that CSEA was there fighting for your benefits and rights.

It has now come down to this—the non-voting members must stand up and be counted. As in current presidential elections, the silent majority must rise up and express their views.

I have confidence that all those who failed to vote in the November election will rally to the cause and join with their fellow members who voted for CSEA.

I urge you to take the time to express your voice and vote in the upcoming run-off election and support and vote for your union—CSEA.

Daniel J. Crowley
PS&T Member
Albany

Dump Carey?

Editor, The Leader:

I would like to see Gov. Carey investigated as to where the state's money is being spent and so would all of us in the Civil Service Employees Assn. He is hiring people on his staff and raising their salaries, in one case, from \$19,914 to \$30,000, and so on and we are losing our crummy paid jobs.

We have got to march on Albany and dump Carey now, not later, but right now as he is the very root of our CSEA troubles. This man has no right to sit in the Governor's seat and run New York State!

Donald McFadden
Nanuet

SAVE A WATT

Civil Service Law & You

(Continued from Page 6)

the valid reasons for the requirements as they relate to the employment in question. Furthermore, it has been held that the complaining employee may prevail upon a showing that there exist alternative nondiscriminatory means of testing for the employee's qualifications. The evidence submitted in this case did not support the defendant's contention that an acceptable college program relates to the practical demands of the blood bank. The development of class specifications at Nassau County Medical Center was based upon responses to questionnaires distributed to employees and supervisors. The criteria relied upon by supervisors in making their recommendations is not known.

THE COURT specifically pointed out in its decision that it was not ruling on the validity of the degree requirement except as it related to this particular employee plaintiff. The court said, "... an inherently discriminatory safeguard cannot be applied woodenly to deny job

status to a current employee who has achieved all applicable learning and skills through practical experience." The court ruled that plaintiff was to be reinstated to her provisional position of Medical Technologist I as of December 31, 1970 with back pay less other earnings, and that she must be permitted to take all future examinations for that position. NOTE: It is recommended to the reader that this case should NOT be looked upon as broadly saying that college degrees cannot be required for existing employees who have demonstrated their ability in the position.

First Of The Year

Brooklyn Chapter 500, National Association of Retired Federal Employees, will hold its first meeting of 1976 Saturday, Jan. 24, at the Kings County War Memorial Building, Brooklyn. The meeting will begin at 1 p.m.

BUY
U.S.
BONDS!

Monday, January 12: 11 a.m., New York City, CSEA Regions I, II, III



In New York City CSEA Region II, from left, CSEA vice presidents Irving Flaumenbaum and Solomon Bendet, Assemblyman Andrew Stein and CSEA vice-president James Lennon prepare to meet newspaper and television reporters.

IRVING FLAUMENBAUM, president of Long Island Region I, CSEA "The Governor appoints inefficient people to important jobs. It may have happened in past administrations, but then we were not faced with a Governor who has taken such steps that are hurtful to public employees."

SOLOMON BENDET, president of New York City Region II, CSEA: "Has the state payroll been padded with no-shows, provisionals and temporaries? Are dedicated civil service employees with more than 28 years of service being dismissed so that these political appointees can continue to pick up their payroll checks?"

JAMES LENNON, president of Southern Region III, CSEA: "This is not a witch hunt. We are trying to find where waste and inefficiency are, so we can save jobs of career employees. We are going to use our 150,000 members in New York State government as investigators."

ASSEMBLYMAN ANDREW STEIN: "Within three or four months, we believe this commission will ferret out waste and inefficiency better than anyone has ever done before. I predict that by the end of the legislative session, the appointment of no-shows will be made a crime."

CSEA/STEIN INVESTIGATION UNDER WAY TO UNCOVER WASTE IN GOVERNMENT

Tuesday, January 13: 10 a.m., Syracuse, CSEA Region V

RICHARD CLEARY, president of Syracuse Region V, CSEA: "It's obvious that no one issues a list of no-show jobs (but) CSEA has members working in every single work location maintained by the state, and they know where the no-show and seldom-show political appointees exist, where mismanagement and neglect has spawned wasteful drains of tax dollars."

ASSEMBLYMAN ANDREW STEIN: "Everyone knows there are no-show jobs, but they have to be spotlighted. . . . Everyone knew there were wrongdoings in nursing homes. My committee pinpointed it. We will do the same here."

ROBERT LATTIMER, president of Western Region VI, CSEA: "The public keeps getting the inaccurate image, from the press and the politicians, that public workers are the reason for higher taxes and deficit budgets. Our job is to prove, and we will prove, that the real reason is the waste, the corruption, the patronage appointments."



At Syracuse's Hancock International Airport, CSEA vice-president Richard Cleary and Assemblyman Andrew Stein answer questions from area newspeople.

11:15 a.m., Rochester CSEA Region VI



In Rochester, the airport manager's office served as the locale for the second of the three press conferences during the plane-hopping western swing. Here Assemblyman Andrew Stein talks with reporters. Behind him is Western Region VI supervisor Lee Frank.

12:30 p.m., Buffalo, CSEA Region VI



In Cheektowaga regional office of CSEA, Buffalo Channel 2 newswoman questions, from left foreground, CSEA assistant public relations director Roger Cole, CSEA public relations director Joseph Rouller, CSEA vice-president Robert Lattimer and Assemblyman Andrew Stein.

ASK WORKERS' HELP TO UNCOVER WASTE

Results Predicted At NYC Probe Conference

By MARVIN BAXLEY
MANHATTAN — Predicting that the appointment of no-shows will be made a crime by the end of this legislative session, Assemblyman Andrew Stein held a joint press conference with three Civil Service Employees Assn. vice-presidents at the CSEA Region II office here.

Sharing the responsibility with Mr. Stein were Irving Flaumenbaum, president of Long Island Region I; Solomon Bendet, president of New York City Region II, and James Lennon, president of Southern Region III.

Mr. Bendet opened the press conference, which was attended by representatives of various area newspapers and WPIX-TV, Channel 11 in the New York City area.

Mr. Bendet, who has served on CSEA's Board of Directors for longer than any other member, noted that he has a personal interest in the findings of the Joint Committee on Waste and

Inefficiency in Government that has been formed by CSEA and Assemblyman Stein.

"For more than 45 years," he said, "I served the State of New York as a civil service employee in the Insurance Department. With our blood, sweat and tears, my colleagues and I built this department into perhaps the most respected and most competent regulatory agency in the United States, if not the world.

"It is disturbing," he continued, "to read in the public press that an exempt political appointee has allegedly purchased his appointment through a politician."

Mr. Bendet went on to note that department heads themselves do not have a free hand in the appointment process.

Mr. Flaumenbaum accused the Governor of appointing inefficient people to important posts within the government. "It may have happened in past administrations," he said, "but in those cases we were not faced with

a Governor who has taken such steps that are hurtful to public employees."

The president of CSEA's Long Island Region I, which has the largest membership of the union's six regions, cited the case of one man with 28 years' experience, but now facing layoff.

"Evidently someone is feeding the Governor inept information," Mr. Flaumenbaum said.

Local Governments, Too

He also promised that the investigation would be extended to local governments after they had completed their probe of state waste and inefficiency.

Mr. Lennon, who heads the seven-county Hudson River Valley and Catskill Mountain area, emphasized that the joint CSEA/Stein probe is not a witch hunt.

"We are going to use our 150,000 state members in New York State as investigators," Mr. Lennon said. "We are determined to protect the Merit System in New York. It is not tolerable to fire employees who have taken

exams and have 15 or 20 years of service, while people with political connections have been retained."

He cited the recent multi-car crashes in the Syracuse and Albany areas as being the result of cutbacks in the Department of Transportation work force.

Mr. Lennon also noted that in his region, the state's fourth largest city, Yonkers, has laid off hundreds of school crossing guards. He called it a "domino effect."

Assemblyman Stein asserted that "within three or four months, we believe this committee will ferret out waste and inefficiency better than anyone has ever done before."

He said the first hearing will be at the end of January. "I promise they will be very revealing," he said. He declined to be specific until the Joint Committee is able to document properly the instances of waste and inefficiency, but predicted that savings could run in the millions.

Waste In Gov't Group Gears Up In State Probe

(Continued from Page 1)
brought the committee's existence and purpose to the public attention. They generated a large number of editorials in support of the committee's goals by newspapers across the state.

Even Lt. Gov. Mary Anne Krupsak got into the act late last week by publicly endorsing the committee's stated purpose to eliminate waste, inefficiency and bureaucratic fat in state government.

Now At Work

Working out of CSEA-donated office space at the union's Albany Region office, 10 Colvin Ave., the CSEA/Stein committee staffers are now at work collecting tips and leads.

They are also preparing for a series of public hearings the committee will be conducting statewide over the next few months.

CSEA collective bargaining specialist Jason McGraw has been appointed coordinator of the full-time staffers working on the committee projects. Albany Region IV research specialist Mike Carroll will handle committee research work, while CSEA staffers Harn Swits and John Remmers will do much of the field work involved. Nancy Texler of the Albany Regional office will be secretary to the committee. The CSEA members of the committee staff will be joined by Terrence Moan and Edith Cresmer of Assemblyman Stein's staff, who will do field work and statistical analysis for the committee.

Will Announce Schedule

A toll-free telephone number — (800) 342-3697 — has been installed in Albany Region IV headquarters to receive tips and leads from individuals who are aware of examples of waste and inefficiencies in government. The committee staff will investigate and document every call received.

The joint CSEA/Stein committee expects to announce a schedule for the series of public hearings in the next few days. Any evidence of a criminal nature turned up by the investigation will be turned over to the appropriate local district attorney for action, according to a CSEA spokesman.

"This is no witch hunt," said Mr. McGraw. "We are performing a public service and we're determined to do the most thorough investigation into governmental waste this state has ever seen. There will be no sacred cows exempt from the probe. In the end we are convinced we will locate enough waste to substantially close the claimed state budget deficit."

Legislators

(Continued from Page 3)
bers of the state retirement system to contribute in the same manner.

"We feel that constitutional protection should be extended to all members of the Employees Retirement System," he concluded.

Cleary Joins Stein For Syracuse Interview

(From Leader Correspondent)
SYRACUSE — Assemblyman Andrew Stein, Manhattan Democrat, visited Syracuse Jan. 13 to drum up support for the joint Stein/CSEA committee probe of waste and inefficiency in state government.

Mr. Stein told a gathering at Syracuse's Hancock International Airport that there are "tens of millions of dollars being wasted by the state."

"Everyone knows there are no-show jobs, but they have to be spotlighted."

Document And Prove

"This committee will show where they are. Through hearings throughout the state, we will document and prove where there is waste," he said.

The Assemblyman pointed out that "everyone knew there were wrongdoings in nursing homes. My committee pinpointed it. We will do the same here."

He noted that Governor Carey and the State Legislature had

made the job tougher by not granting his committee subpoena power, "but we can do it without subpoena power."

"The CSEA members will be our eyes and ears. There won't be just generalities, and any criminal actions will be referred to the local district attorneys," he said.

Mr. Stein said the probe will begin at the end of this month in Albany and will continue for about four months throughout the state.

Commenting on possible Republican and Democratic party opposition, Mr. Stein said, "You can't do something like this and stay in good graces."

"The powers that be in Albany don't want this probe to be successful. They're scared to death of me and want to protect their system."

"It is going to be very hard for the Governor or any Legislator to say that they are in favor of waste or inefficiency," he added.

Mr. Stein said that some legislative action will be necessary, but he expected most to be administrative.

"The public demanded that they act on the nursing homes. We will document the fat and waste. I'm sure we'll get a lot of action. The people will make them act," he said.

The Assemblyman was greeted at the airport by Richard E. Cleary, CSEA Region V president, who said, "We're not after character assassination. We want the facts."

Respect Confidentiality

Mr. Cleary said that CSEA members can file information with their unit presidents, the regional headquarters or by way of a special "800" telephone number that is going to be set up: (800) 342-3697.

Mr. Cleary and Mr. Stein said that the confidentiality of information would be respected.

Mr. Cleary said that the CSEA members would be contributing

"their knowledge." "No one issues a list of no-show jobs."

Mr. Cleary said, "The joint Stein/CSEA committee probe will, I am certain, turn up examples of waste, excesses and inefficiencies in state government operations that, if corrected, could substantially close the claimed state budget deficit, reduce the need for increased state taxes, and eliminate the need to reduce the state's work force."

"CSEA has members working in every single work location maintained by the state, and they know where the no-show and seldom-show political appointees exist, where mismanagement and neglect has spawned wasteful drains of tax dollars, and much more."

"We fully expect our members to serve as volunteer watchdogs over the areas in which they work and are familiar, and to testify at public hearings the joint committee will be conducting across the state," Mr. Cleary said.

Waste Probers In Western Region Blitz

(Special to The Leader)
ROCHESTER/BUFFALO — Media interest in the Civil Service Employees Assn. Joint Committee on Waste and Inefficiency in Government remained very high as Civil Service Employees Assn. representatives and Assemblyman Andrew Stein, (D-L, Manhattan), the body's sponsors, flew westward across New York State last week to hold press conferences in Syracuse, Rochester and Buffalo.

A large contingent of news people was on hand to conduct a press conference after the committee's airplane touched down at the Monroe County Airport, Rochester, complimenting the large turnout experienced earlier in the day at Syracuse.

CSEA Western Region VI field

supervisor Lee Frank was the official host for the Rochester news conference. He briefed the news people prior to the committee's arrival.

No Whitewash

The Rochester conference featured spirited questioning by the press. During the program, Mr. Stein said neither he nor CSEA will whitewash any results. He added that while he does not believe career public employees are major contributors to waste in government, any found would be revealed.

After the conference, the committee again took to the air and flew into Buffalo, where a noon press conference was scheduled at Region VI headquarters, Cheektowaga. Region VI president Robert Lattimer conducted

the conference, telling news representatives that "waste exists in huge dollar amounts, and public workers should not and must not be fired while such waste is allowed to continue."

Assemblyman Stein took the occasion to reiterate to the press that the committee's investigation will touch into local governments, as well as that at the state level. "Waste and inefficiency exists in the local Buffalo government and we will likely be looking into that as well," he noted.

The Buffalo conference took on a new wrinkle when, due to conflicts in coverage, two major Buffalo television stations were granted individual conferences in downtown Buffalo by Mr. Stein and Mr. Lattimer.

The statewide swing concluded, the committee again headed east to Albany. At about the time the committee was alighting from the plane, television news programs across the state were carrying extended coverage of the day's press events by the committee.

The first phase of the committee's activities is completed. The general public, through the news media, is now fully aware of the committee's existence and purpose. CSEA's regional structure had helped greatly in achieving this. The next phase involves hearings and documentation of waste and inefficiency in government at all levels within the state. The end of this phase is still some three or four months away.



Above, with two children of the Hopetown School, Carmel, are, from left, East Hudson Parkway Authority executive director Ray Radzivila, EHPA board chairman Robert Greene and EHPA delegate to the Civil Service Employees Assn. Mike Blasie. Mr. Greene calls Mr. Blasie "the all-year-around Santa Claus" to underprivileged children in a four-county area.

Santa The Year-'Round

PLEASANTVILLE—For the past 20 years, Mike Blasie, a senior mechanical stores clerk with the East Hudson Parkway Authority, has been serving underprivileged children in the four southern New York State counties of Westchester, Putnam, Dutchess and Columbia. Mr. Blasie, in his most recent effort, collected clothing, toys and furniture for orphans at the Hopetown School, Carmel. Although the campaign took place over the recent holiday season, Mr. Blasie's efforts represent a continuing effort throughout the year.

The Mt. Vernon resident has worked for EHPA since 1953 and

serves as the Authority chapter's delegate to the Civil Service Employees Assn.

"Mike Blasie is a unique and dedicated individual whose interest in the well-being of others is truly significant," commented EHPA board chairman Robert Greene. "For all his 'children,' Mike is Santa Claus all year 'round. He is currently bringing hope and happiness to those who need it most."

**Know your type?
Join the mainstream of good guys, who donate blood. You may not be dying to give blood, but some day you may be dying to get it.**

Caso Will Face Second Lawsuit On Increments

MINEOLA — The Nassau County chapter, Civil Service Employees Assn., is filing another lawsuit against Nassau County Executive Ralph G. Caso for withholding increments, despite a ruling by the Public Employment Relations Board that it is an unfair labor practice.

Mr. Caso opened 1976 by ordering increments withheld from all employees earning more than \$25,000. He reportedly had earlier planned to withhold all increments, but backed off from that plan in the face of CSEA pressure.

Mr. Caso withheld increments for the upper grades last year, triggering a CSEA lawsuit that resulted in the PERB finding of an unfair labor practice.

However, PERB lacked the power to force the county to comply. As a result, another CSEA lawsuit is pending in Supreme Court seeking a court order freeing up the money to pay the increments.

Region I CSEA attorney Richard M. Gaba, who is handling the legal action, was attempting to secure court permission to join the new increment complaint with the pending case in order to secure quicker action.

Meanwhile, the Nassau chapter went into the second mediation session two weeks ago in an effort to secure a contract settlement. The session was conducted by Harold J. Pryor, former chairman of the Long Island Rail Road's United Transportation Union, who is now retired.

Last week, however, Mr. Pryor withdrew from the Nassau County contract sessions, citing ill health as the reason. A negotiation impasse had been called by the chapter.

Irving Flaumenbaum, president of CSEA Long Island Region I and head of the chapter, expressed disappointment with the development and extended the chapter's best wishes to Mr. Pryor and an early return to health. It was understood that Mr. Pryor planned to enter a hospital for medical tests.

Mr. Flaumenbaum said that CSEA and the county immediately began to search for a new mediator acceptable to both sides.

Flaumenbaum Urges WLIW-TV Support

MINEOLA — Support of civil service workers for the Long Island public television station, WLIW-Channel 21, has been urged by Irving Flaumenbaum, president of the Nassau County chapter, Civil Service Employees Assn.

The station is conducting a membership campaign under the slogan "21 on the Aisle Week" Jan. 19-25. New subscribers signing during the drive to aid the Garden City station will receive monthly program guides, a choice of gifts and a discount package.

TURLEY NAMED

ALBANY—Gov. Hugh L. Carey has appointed Thomas F. Turley, of Niverville, as district attorney of Columbia County. He succeeds Roger Miner, who was elected to State Supreme Court.

Suffolk Hikes Health Benefits

HAUPPAUGE—New benefits are ready to be paid to Suffolk County employees as the new Suffolk County Civil Service Employees Assn.'s welfare fund goes into action.

The fund took over benefit programs Jan. 1, and immediately upped dental benefits and added optical and prescription drug coverages. Enrollment cards had been distributed in November and an explanatory booklet last month. Claims have been distributed to the heads of 50 county departments and agencies.

However, any member needing forms or information was urged to contact the fund at 350 Motor Parkway, Hauppauge, N. Y. 11787, telephone (516) 273-2224.

The new fund was negotiated in the 1975 contract. The agree-

ment provided for an initial contribution by the county of \$250,000 and payment of \$200 per year per employee.

The fund trustees have increased the dental benefit schedule an average of 15 percent, added eye examination and eyeglasses as needed once every two years and payment for up to \$50 of prescription drug bills per year.

CHENANGO COUNTY

NORWICH—W. Howard Sullivan, of Norwich, has been named district attorney of Chenango County. He succeeds Irad Ingraham, who was elected County Judge.

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Information Service
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—Douglas Watt, Daily News



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SHORT TAKES

The Internal Revenue Service this year has instituted bar-coded tax return envelopes for 1975 refunds. The bar-coded envelope has markings similar to those used on food product packages and is designed to be computer "read." The small lines on the lower right side of the envelope allow Postal Service machines to segregate mail into 1040 and 1040A batches before arrival at the IRS processing center. This, IRS officials claim, will mean faster and more accurate return classifying.

Sylviano Locatelli, Westchester County director of the Veterans Service Agency, announced the appointment of an eight-member legislative committee. The eight are Benjamin DeLucci, Yonkers, chairman; John McCoy, Peekskill; Frank Colombo, Yorktown Heights; Joseph LaManna, Scarsdale; Frank Macchio, Hastings-On-Hudson; Anthony Pica, Yonkers; Joseph Vucker, White Plains, and George Weinstein, White Plains.

The National Training and Development Service for State and Local Government will hold two affirmative action workshops this spring. They are intended to increase the ability of public officials to deal with instances of racism and sexism in their organizations and to obtain a better understanding of Federal guidelines on affirmative action. The two three-day sessions will be held March 15-17 at the Key Bridge Marriott Hotel, Washington, D.C., and April 21-23 at O'Hare Marriott Hotel, Chicago. Tuition is \$300 per person and additional information is available from Katherine Janka, NTDS, 5028 Wisconsin Ave., NW, Washington, D.C. 20016. The telephone number is (201) 966-3761.

Ersa H. Poston, member of the New York State Civil Service Commission, will receive the U.S. Civil Service Commissioner's citation of official commendation and praise, the organization's top award. Ms. Poston is being cited for "outstanding leadership" as New York State Civil Service Commissioner and as chairman of the President's Advisory Council on Intergovernmental Personnel Policy.

State Division of Criminal Justice Services Commissioner Frank J. Rogers has named Robert M. Schlanger, 29, head of the division's training unit for assistant district attorneys. Mr. Schlanger was a former New York County and State of Alaska assistant prosecutor.

Suffolk Seeks Librarians, Range Officers, Masters

HAUPPAUGE—Law librarians, range officers and range masters are currently being recruited by the Suffolk County Civil Service Department for positions in county departments. Starting salaries range from \$10,000 to \$17,000 a year. There are no residence requirements for the posts; however, appointing authorities may give preference to legal Suffolk County residents.

For the \$10,816 a year position of law librarian, exam 16-128, candidates must have a bachelor's degree and completion of a fifth-year graduate degree from a library school. Applicants, in addition, must have two years' experience in library work. Filing for librarian posts will close Feb. 4. There will be no written test, with candidates being rated on the basis of their training and experience.

Filing will close Jan. 23 for the

following titles: Applicants with one year's experience as a National Rifle Assn. instructor in rifle or pistol; or a federal, police, military firearms instructor or a New York State Hunter Safety instructor may apply for range officer, exam 16-124. Beginning salary ranges from \$10,000 to \$13,000 depending upon location. Two years of the above experience will qualify applicants for senior range officer, exam 16-125 and four years' will qualify individuals for range master, exam 16-123. Candidates do not have to take a written test, but will be rated on their experience.

For complete information and applications, candidates should contact the Suffolk County Civil Service Department, H. Lee Denison Executive Office Building, Veteran's Memorial Highway, Hauppauge, N.Y.

5 Firemen Qualify

Five New York City firefighters have satisfactorily completed the Fire Department's course in the care and operation of motors and pumps and have been designated engine company chauffeurs. Classes were held at the department's Division of Training on Roosevelt Island.

New chauffeurs are James Henry, Engine 9; Theodore Bushmann, Engine 50; Robert Kennedy, Engine 80; John Catalano, Engine 225; and Nicholas Lorenzo, Engine 283. Firefighter Henry received the highest rating in the class.

BUY U.S. BONDS

Need Porter, Cook, Others

The following is a simulated radio broadcast by the Manpower Services Division, New York State Department of Labor. The jobs noted, however, are real ones.

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City, call (212) 488-7330. For jobs outside of New York City in nearby communities, consult the Nassau or Westchester telephone directories. Look under New York State Department of Labor - Job Bank.

If you find that today's openings aren't suitable for you, keep in mind that there are many other kinds of work available at our New York State Employment Service offices. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listing:

SPEAKER 1: A Queens manufacturer needs an ESTIMATOR on machine shop work for military ordnance parts. The employer prefers someone with a degree in mechanical engineering and is offering a salary of \$14,000 a year; may pay more depending on experience.

2. In Manhattan, a building maintenance service has an opening for a HEAD PORTER. Must have two-five years experience, including supervisory work, and be good at figures. Ability to speak Spanish would be helpful for this position paying \$185 a week.

3. Here's an opportunity for a SECRETARY who'd like to work in a one-person office. The job is with a Manhattan architect and calls for someone who can take dictation at 60 words a minute and type 60 on a new Olivetti electric. Will do diversified secretarial work. Salary \$175 a week.

4. A Brooklyn restaurant wants a SHORT ORDER COOK to work night and week-end shifts. The pay is \$200 for a 40-hour week.

5. This next position is for an experienced TRANSMISSION MECHANIC to do installations. No repair work involved. The job is in Manhattan and the pay is \$150-\$175 for a 40-hour week plus four hours overtime on Saturday.

6. A DENTAL HYGIENIST

New Rochelle Seeks Community Official

NEW ROCHELLE—An assistant community development administrator is currently being sought by the New Rochelle Civil Service Commission to fill a vacancy in the Department of Development. Filing for the \$16,765 to \$18,634 post will close Jan. 28 with a written exam scheduled for Feb. 28.

To qualify for the position, candidates must have a bachelor's degree in business or public administration, architecture, planning, engineering or economics. In addition, individuals must have five years' experience in public administration or urban and regional planning. For applications and complete information, candidates should contact the Municipal Civil Service Commission, City Hall, 515 North Ave., New Rochelle, N. Y.

with a New York State license also being sought today. Will work for a Brooklyn dentist. The hours are from 7 a.m. to 2 p.m. Monday through Friday and the salary is \$175 a week.

7. On Long Island, a SILK SCREEN PRINTER with at least five years experience is wanted to work on rolled plastic sheet. Hand and machine registration. Job-seeker must be able to provide own transportation. The job

pays \$4 an hour and up, depending on experience.

ANNOUNCER: The phone number again for New York City jobs is (212) 488-7330. For the jobs we've noted outside the city, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor.

BUY U.S. BONDS

Federal Job Calendar

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

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

Agriculture

Title	Salary Grade	Exam No.
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02

Business

Computer Operator and Computer Technician	GS-5 to 7	NS-4-15
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Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6 to 9	NY-8-43
Technical Aide	GS-2, 3	NY-0-22
Technical Assistant	GS-5 to 15	421

General

Freight Rate Specialists	GS-7, 9	WA-6-13
Junior Federal Assistant	GS-4	411
Mid-Level Positions	GS-9 to 12	413
Professional and Career Exam	GS-5 to 7	
Sales Store Checker	GS-3	NY-3-07
Senior Level Positions	GS-13-15	408
Summer Jobs	GS-1 to 4	414
Technical Assistant	GS-4, 5	(closes Jan. 16) NY-5-07
Telephone Operator	GS-3, 4	NY-5-01
Teletypist	GS-3 to 5	NY-4-02

Medical

Autopsy Assistant	GS-4, 5	NY-9-05
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-5-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07

Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
Army Reserve Technician	GS-4 to 9	NY-9-26

Social And Education

Hospital Police Officer	GS-4, 5	NY-72-2
Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09

Stenography And Typing

Data Transcribers	GS-2	NY-4-05
Keypunch Operator	GS-2, 3	NY-3-01
Reporting Stenographer and Shorthand Reporter	GS-5 to 9	NY-9-17
Stenographer	GS-2 to 5	WA-9-01
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2 to 4	WA-9-01

Latest State And County Eligible Lists

EXAM 35-703
SR YOUTH DIV CNSLR
Test Held May 31, 1975
List Est. Dec. 4, 1975

(Continued from Last Week)

51 Ferguson Dennis Lake Grove	77.5
52 Defren Robert G Flushing	77.3
53 Tallcott James Warwick	76.7
54 Nesbitt Resnie Bronx	76.5
55 Martin Wilma S Brooklyn	76.3
56 Abramson J H Nesconset	76.3
57 Wing Eugene R N Collins	76.0
58 Melson Thomas N Buffalo	76.0
59 Paul Lawrence Long Beach	75.7
60 Gumpel Michael NYC	75.1
61 Dunne Hilda M Glenmont	75.1
62 Tabb Fredrick NYC	74.6
63 Morris Jeffrey Cortland	74.2
64 Gold Daniel V Utica	74.1
65 Boyer Eugene G Utica	73.9
66 Graham Eileen D Brooklyn	73.5
67 Hawkins William Syracuse	73.5
68 Kolb Robert J Minoa	73.5
69 Jenkins Vera E E Elmhurst	72.7
70 Elmas Ulev NYC	71.6
71 Davis Mildred N Tonawanda	70.9

EXAM 39-100
CHIEF, BUREAU OF GENERAL SCHOOL BUSINESS MANAGEMENT
Test Held Aug. 21, 1975
List Est. Aug. 22, 1975

1 August E Cerrito Schenectady	87.3
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EXAM 39-102
CHIEF, BUREAU OF SPECIAL SCHOOL BUSINESS MANAGEMENT SERVICES
Test Held Aug. 21, 1975
List Est. Aug. 22, 1975

1 Samuel T. Frone Delmar	87.0
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EXAM 35-789
PRIN TAX COMPLIANCE AGENT
Test Held May 31, 1975
List Est. Aug. 22, 1975

1 Halperin A T Staten Is	91.9
2 Madigan James J Schenectady	84.0
3 Diamond John J White Plains	81.5
4 Schipisch John Glendale	80.7
5 Koegel John F Syracuse	80.0
6 Militello Frank Williamsvil	79.7
7 Rehbein Violet Glendale	79.1
8 Miazga Andrew J Kew Gardens	78.0
9 Schiller Eric E Flushing	76.8
10 Lakritz Arthur Far Rockaway	75.5
11 McQueeney John Bellerose	71.7
12 Martin John A NYC	71.7

EXAM 39-095
CHIEF, BUREAU OF NON-PUBLIC SCHOOL SERVICES
Test Held Aug. 27, 1975
List Est. Aug. 28, 1975

1 Hartmuller Arthur H Castleton	90.9
2 Davis, Bennie Jr. Albany	82.4

EXAM 35-849
ELECTRONIC CMPTR OPR
Test Held June 21, 1975
List Est. Sept. 2, 1975

1 Bosselman D J Watervliet	92.3
2 Wacksman Lynn Albany	87.8
3 Johnson Robert Rensselaer	83.0
4 Bogardus R Coxsackie	77.6
5 McMahon Michael Troy	75.8

EXAM 35-788
SUPVGT TAX COMP AGENT
Test Held May 31, 1975
List Est. Aug. 22, 1975

1 Halperin A T Staten Is	91.9
2 Madigan James J Schenectady	84.0
3 Militello Frank Williamsvil	79.7
4 Rehbein Violet Glendale	79.1
5 Miazga Andrew J Kew Gardens	78.0
6 Schiller Eric E Flushing	76.8
7 Lakritz Arthur Far Rockaway	75.5
8 McQueeney John Bellerose	71.7
9 Martin John A NYC	71.7

EXAM 35-852
CHIEF ELECTRONIC COMPUTER OPERATOR
Test Held June 21, 1975
List Est. Sept. 2, 1975

1 Jones David Troy	79.0
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EXAM 35-786
SR TAX COMPLIANCE AGENT
Test Held May 31, 1975
List Est. Sept. 2, 1975

1 Clair Richard M Clay	97.0
2 Simm Richard C Valley Falls	94.9
3 Guttman I I Brooklyn	93.7
4 Terrusa Benny F Staten Is	92.7
5 Barylja Chester Utica	92.5
6 Barrett B C Brooklyn	92.0
7 Doherty James M Troy	90.9
8 Sylvester R B Brooklyn	90.8
9 Golad Grace Staten Is	90.1
10 Campagna M A Irvington	89.9
11 Pawson Edward H Forest Hills	89.9
12 Dwyer Kenneth L Hilton	89.4
13 Piken Seymour Brooklyn	88.6
14 Gracon William Cohoes	88.5
15 Dubin Martin S Bayside	88.4
16 McNicol Duncan Schenectady	87.8
17 Greenwood G G Flushing	87.8
18 Maiorano Jerry Schenectady	87.7
19 Staub Gerald C Tonawanda	87.5
20 Cox Robert W Troy	87.5
21 Cummings Muriel S Hauppauge	87.5
22 Winkler L P Albany	87.5
23 Zumbolo Marco Amsterdam	87.4
24 Crosby Daniel R Hempstead	87.4
25 Frost Oliver H Oneida	87.0
26 Garrick James J Rochester	86.9
27 Saltz Jacob J Brooklyn	86.7
28 Owens Benjamin Masepequa Pk.	86.6
29 Srier Joseph NYC	86.1
30 Fromularo F T NYC	85.7
31 Parshall Harry Binghamton	85.5
32 Turner Ronald M Elmhurst	85.3
33 Soyka Edward P Flushing	84.9
34 McCarthy J W Binghamton	84.7
35 Catroppa V L Albany	84.6
36 Zabko Stephen R Utica	84.5
37 Greenfield D L Flushing	84.3
38 Feld Robert A Brooklyn	84.2
39 Mereson Abraham Rockvll Ctr	83.9
40 Livingston P Bronx	83.7
41 Albano John J Pt Jefferson	83.7
42 Spretel F B Jackson Hts	83.4
43 Sullivan George Woodside	82.4
44 Whelan Luke Flushing	82.1
45 Urgo Thomas Staten Is	82.1
46 Battle Joyce Mt Vernon	82.0
47 Arkeilpane R J Amherst	81.9
48 Kraus William NYC	81.6
49 Licata John F Kenmore	81.2
50 Greenson Robert Croton Hud.	81.1

EXAM 35-787
ASSOC TAX COMP AGENT
Test Held May 31, 1975
List Est. Sept. 2, 1975

1 McCluskey, T J Barneveld	99.0
2 Levy Robert M NYC	92.5
3 Engel Jack A Albany	90.9
4 Williams R A Bronx	90.2
5 Gosik Stephen S Bronx	90.1
6 Dablin Purcell Schenectady	87.5
7 Taylor Miriam G Brooklyn	87.2
8 Balch Bernard V Albany	86.1
9 Dreher Howard J Seaford	85.9
10 Hartmann Frank Queens Vill	85.4
11 Prefer Nathan N Levittown	85.4

EXAM 35-786
SR TAX COMPLIANCE AGENT
Test Held May 31, 1975
List Est. Sept. 2, 1975

1 Clair Richard M Clay	97.0
2 Simm Richard C Valley Falls	94.9
3 Guttman I I Brooklyn	93.7
4 Terrusa Benny F Staten Is	92.7
5 Barylja Chester Utica	92.5
6 Barrett B C Brooklyn	92.0
7 Doherty James M Troy	90.9
8 Sylvester R B Brooklyn	90.8
9 Golad Grace Staten Is	90.1
10 Campagna M A Irvington	89.9
11 Pawson Edward H Forest Hills	89.9
12 Dwyer Kenneth L Hilton	89.4
13 Piken Seymour Brooklyn	88.6
14 Gracon William Cohoes	88.5
15 Dubin Martin S Bayside	88.4
16 McNicol Duncan Schenectady	87.8
17 Greenwood G G Flushing	87.8
18 Maiorano Jerry Schenectady	87.7
19 Staub Gerald C Tonawanda	87.5
20 Cox Robert W Troy	87.5
21 Cummings Muriel S Hauppauge	87.5
22 Winkler L P Albany	87.5
23 Zumbolo Marco Amsterdam	87.4
24 Crosby Daniel R Hempstead	87.4
25 Frost Oliver H Oneida	87.0
26 Garrick James J Rochester	86.9
27 Saltz Jacob J Brooklyn	86.7
28 Owens Benjamin Masepequa Pk.	86.6
29 Srier Joseph NYC	86.1
30 Fromularo F T NYC	85.7
31 Parshall Harry Binghamton	85.5
32 Turner Ronald M Elmhurst	85.3
33 Soyka Edward P Flushing	84.9
34 McCarthy J W Binghamton	84.7
35 Catroppa V L Albany	84.6
36 Zabko Stephen R Utica	84.5
37 Greenfield D L Flushing	84.3
38 Feld Robert A Brooklyn	84.2
39 Mereson Abraham Rockvll Ctr	83.9
40 Livingston P Bronx	83.7
41 Albano John J Pt Jefferson	83.7
42 Spretel F B Jackson Hts	83.4
43 Sullivan George Woodside	82.4
44 Whelan Luke Flushing	82.1
45 Urgo Thomas Staten Is	82.1
46 Battle Joyce Mt Vernon	82.0
47 Arkeilpane R J Amherst	81.9
48 Kraus William NYC	81.6
49 Licata John F Kenmore	81.2
50 Greenson Robert Croton Hud.	81.1

51 Nichols Thomas Glenwd Lndg	81.0
52 Fletcher Jesse Flushing	80.7
53 Kaminski Leon T Cattaraugus	80.7
54 Iannantuoni J Lindenhurst	80.6
55 Johnson Moses J NYC	80.4
56 Hayes Peter J NYC	80.2
57 Holloway Albert Binghamton	79.9
58 McManus David W Rochester	79.8
59 Pezzullo Ralph A Albany	79.8
60 Svendsen Carl H Rochester	79.7
61 Pasternoff A Brooklyn	79.7
62 Leavitt Irving Brooklyn	79.4
63 Ventre A N Syracuse	79.2
64 Truglia Joseph Bronx	79.2
65 Gasman Bernice W Hempstead	78.7
65A Saladino Anne M Levittown	78.6
66 Brophy James J White Plains	78.2
67 Cohen Alex E Elmont	78.1
68 Sataloff Mark D Flushing	77.7
70 Hushla Michael Lima	76.9
71 Cooper Wesley Brooklyn	76.7
72 Spencer Ronaldo Syracuse	76.5
73 Manfredro D A Utica	76.2
74 Colby Fred J E Amherst	76.2
75 Korner Joanne Preston Holw	75.5
76 Finch Wiltsie H Yonkers	75.3
77 Nannarone Rocco Jackson Hts	75.2
78 Rodriguez S Bronx	75.1
79 King Sherwood C Kew Gdn Hls.	75.0
80 Donenfeld I Bronx	74.9
81 Gottlieb L H Merrick	74.7
82 Washington F NYC	74.6
83 Mungavin F M Bellmore	74.4
84 Braglia Gary A Selden	74.1
85 Goodkin Sidney Bronx	74.1
86 Vedder Donald A Johnstown	73.9
87 Madlon John A Lindenhurst	73.5
88 Tworeic John F Averill Park	73.1
89 Lafarriere M Jackson Hts	73.1
90 Agnello Silvio Tonawanda	72.7
91 Katz Alfred Brooklyn	72.5
92 Abrams Joseph Troy	71.7
93 Tyrrell John L Spring Val	71.6
94 Reed Gloria D Plainview	71.0
95 Apovian Jack Bronx	71.0
96 Valenti Stanley Syracuse	70.1

EXAM 35-787
ASSOC TAX COMP AGENT
Test Held May 31, 1975
List Est. Sept. 2, 1975

1 McCluskey, T J Barneveld	99.0
2 Levy Robert M NYC	92.5
3 Engel Jack A Albany	90.9
4 Williams R A Bronx	90.2
5 Gosik Stephen S Bronx	90.1
6 Dablin Purcell Schenectady	87.5
7 Taylor Miriam G Brooklyn	87.2
8 Balch Bernard V Albany	86.1
9 Dreher Howard J Seaford	85.9
10 Hartmann Frank Queens Vill	85.4
11 Prefer Nathan N Levittown	85.4

(Continued on Page 15)

LEGAL NOTICE

MID-PINES ASSOCIATES, 460 Park Ave., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office December 2, 1975. Business Acquire title to motion picture "The Ones Who Count" for U.S. and English speaking Canada. General Partner: Ira M. Pichal, Trails End, Harrison, NY. Limited Partners, Share of Profits and Capital Contribution: William Hayes, 22-25 Steinway St., Astoria, NY, 34,542%; \$100,000; Mark E. Rosenberg, 7803 Crossland Rd., Baltimore, Md., 7.125%; \$20,625; Bert Padell, 405 Park Ave., NYC, 5.18%; \$15,000; Bernard L. Gottlieb, 50 Sonn Dr., Rye, NY, 5.043%; \$14,583; G. Edward Reahl Jr., 411 N Charles St., Baltimore, Md.; Joseph B. Francus, 23 Walker Ave., Baltimore, Md.; Richard Rynd, 3222 Midfield Rd., Baltimore, Md.; Melvin A. Steinberg, 13 Stone Hollow Cr., Pikesville, Md.; Renee Zales, 2030 Woodland St., Allentown, Pa.; 4.75%; \$13,750; Packard Graphics Inc., 575 Madison Ave., NYC; David Dembrozio, 305 E 40 St., NYC, 3.454%; \$10,000; Sidney Fox, 9 Rushfield Lane, Valley Stream, NY, 3.17%; \$9,167; Stuart Seiden, 3 Pond Rd., Smithtown, N.Y.; Joseph A. Plataras, 7 Swan Lane, Hauppauge, NY, NY, 2.59%; \$7,500; Irwin M. Miller, 724 Secor Rd., Hartsdale, NY, 2.375%; \$6,875; Katherine McCallum, 40 E 62 St., NYC; Country Pleasures Productions, Inc., 405 Park Ave., NYC, .8635%; \$2,500. Term: Dec. 2, 1975 to Dec. 31, 1993 unless sooner terminated. Bert Padell has contributed brokerage services with an agreed value of \$15,000. No time agreed upon for return of contributions. Limited partners may assign interest with consent of general partner. No additional limited partners admitted after capitalization reaches \$275,000. No priority among limited partners as to contributions or as to compensation by way of income. No additional contributions to be made. No limited partner shall demand property other than cash in return for his contribution.

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AFSCME Tries To Block Pact Talks In Suffolk

HAUPPAUGE—The American Federation of State, County and Municipal Employees has attempted to block negotiations on behalf of almost 8,000 Suffolk County employees.

The organization, which had apparently been unsuccessful in seeking a showing of interest for a representational election, filed an unfair practice complaint with the Public Employment Relations Board asking that negotiations between the county and the Civil Service Employees Assn. be halted because there has not been a final, formal ruling disallowing its bid for an election.

"The charge is a desperation move by a bunch of sore losers who don't give a damn about the welfare of the employees," Suffolk CSEA chapter president James Corbin asserted.

"They know that they don't stand a chance, but they are willing to make county employees suffer without raises in this inflationary period."

A pre-hearing conference on the bid was scheduled for Jan. 28. Meanwhile, mediation sessions in the CSEA-county negotiations were scheduled to begin Jan. 27.

NAME LEVIN

ALBANY — Emil Levin, of Queens, has been appointed to the newly reorganized state Human Rights Board by Gov. Hugh L. Carey. He will receive \$150 a day while on official business. A lawyer, Mr. Levin is the former city representative to the New York City Council against poverty and past president of the Queens Federation Lawyers Club.

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Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
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
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
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Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Principal Actuary (Casualty)	\$22,694	20-417
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 6,811	20-307

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Orderly demonstration at Stony Brook in sub-zero weather was honored by members of other unions who refused to cross picket line. Among these were concrete form workers, and Honeywell Co. mechanics, as well as drivers for service vehicles of the Long Island Lighting Co., New York Telephone Co., U.S. Postal Service and the garbage removal contractor.

Stony Brook Employees Protest Jan. 2 Lockout

LEFT: Three-year-old John Philibert mans the protest line Jan. 2 in behalf of his father, Gene. The estimated 150 picketers had reported to work as usual the day after New Year's Day at the State University at Stony Brook.



Stony Brook chapter 614 leaders oversee the demonstration, which they judged to have been successful in showing the administration of the employees' determination to resist what they regard as a violation of their contract. From left are Mildred Just, chapter president Albert Varacchi, CSEA field representative Nicholas Pollicino, Alexander Castaldi and Libby Lorio.

Signing in at the protest are, from left, Margaret Cataldo, Michael DiGloia and Albert Varacchi, president of Civil Service Employees Assn. chapter 614 at Stony Brook. Mr. Varacchi declared union will go to court, if necessary, to get pay for locked-out workers.

CSEA Pressure Seen Key To Move Upgrading WTC Fire Hazard Precautions

(Continued from Page 1) fatalities would have occurred. There are now automatic sprinklers in the towers' four underground floors and in some public assembly areas and computer centers. The new program calls for extending the sprinklers into other high-hazard areas such as mail rooms, storage areas, file rooms and janitor closets in the central cores of the towers. The improvements will also include increased water pipe capa-

cities and provision for additions to the sprinkler system. Authority Chairman William J. Ronan said that a complete sprinkler system would cost approximately \$43 million. This, he said, is "a figure that at this time is not feasible." A number of CSEA fire protection suggestions were incorporated into the safety improvement plan. These included installing walls from concrete floor to concrete ceiling rather than only to false ceilings; expanding fire alarm and communications systems; installing more smoke detectors, especially in elevator lobbies; installation of doors which close upon the detection of smoke, and the installation of an air pressurization system to keep smoke from entering stairwells.

COLONIE MEDIATOR

COLONIE—The Rev. Canon David Randle, of Elnora, has been appointed mediator in the contract dispute between the Town of Colonie and the Town of Colonie unit, CSEA.



A fresh dusting of snow with freezing temperatures and a stiff breeze created a sub-zero wind-chill factor, so demonstrators were glad to warm themselves as they marched from 8 a.m. to noon.



FACE-TO-FACE — Several hundred Civil Service Employees Assn. members earlier this month got firsthand information from CSEA president Theodore C. Wenzl, gesturing, and vice-president Solomon Bendet, seated at right. The two CSEA leaders spent several hours at the World Trade Center, which houses offices of several state agencies, to answer questions on an individual basis with the employees. In background are, from left, Willie Raye, CSEA New York City Region II supervisor George Bispham and Michael Sewek.

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WHERE TO APPLY FOR PUBLIC JOBS

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

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

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge.) For 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.

Eligibles

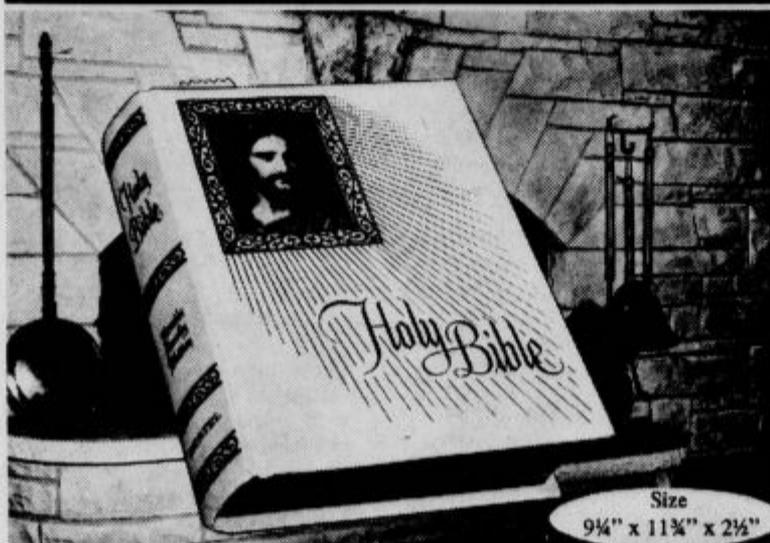
(Continued from Page 12)

- 12 Nissim Emanuel Great Neck84.1
 - 13 Smith Edwin A Utica83.9
 - 14 Lafariere M Jackson Hts83.6
 - 15 Mullen James J Flushing83.0
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Layoff Procedures & Rights Outlined

ALBANY—Most state employees scheduled to be laid off by Feb. 29 were notified either in person or by certified mail on Friday, Jan. 2, according to Civil Service Employees Assn. research director William L. Blom.

With the announced layoffs by the Governor, it becomes increasingly important that each state employee be aware of events that might occur under the state layoff procedure which can affect his or her layoff status.

Layoff procedures, as incorporated in the Civil Service Law and Rules, apply on the basis of layoff units within the employment of the State of New York. The following is a list of the layoff units for state agencies, which should enable employees to determine the layoff unit in which their present position exists.

UNITS FOR SUSPENSION, DEMOTION OR DISPLACEMENT

In the Department of Civil Service
Public Employment Relations Board

In the Education Department

State University Central Office
Each constituent unit of the State University of New York

In the Department of Environmental Conservation

The geographical area encompassed by each region of the Department

In the Executive Department

Each Division, Commission, Office or Board established by law, except for such units therein as are separately designated herein below:

Each county ABC Board
New York City ABC Board
Each regional State Park Commission
Division of Saratoga Springs Reservation

In the Health Department

Department-wide except separate units for each county in which a hospital or institution operated by the Department is located

In the Department of Labor

Workmen's Compensation Board
Labor Relations Board
State Insurance Fund

In the Department of Mental Hygiene

A unit for each of the following groups of counties:

A—Bronx, New York, Richmond, Kings, Queens

B—Nassau, Suffolk

C—Rockland, Westchester

D—Sullivan, Ulster, Dutchess, Orange, Green, Putnam

E—Rensselaer, Albany, Schenectady, Montgomery, Saratoga, Warren, Washington, Fulton, Columbia, Schoharie

F—Hamilton, Essex, Franklin, Clinton, St. Lawrence, Jefferson, Lewis

G—Oneida, Herkimer, Otsego

H—Onondaga, Madison, Oswego, Cayuga

I—Broome, Chenango, Cortland, Tioga, Delaware

J—Seneca, Schuyler, Tompkins, Chemung, Steuben

K—Livingston, Allegany, Yates, Ontario, Wayne, Monroe, Orleans

L—Niagara, Erie, Chautauqua, Cattaraugus, Wyoming, Genesee

In the Division of Parks and Recreation

Each regional Park Commission and the main office separately

In the Department of Transportation

Each departmental region and the main office separately

In the Division for Youth

Five units consisting of the following counties:

Unit A—Bronx, Kings, Nassau, New York, Queens, Richmond, Rockland, Suffolk, Westchester

Unit B—Columbia, Dutchess, Greene, Orange, Putnam, Sullivan, Ulster

Unit C—Albany, Clinton, Essex, Franklin, Fulton, Hamilton, Jefferson, Lewis, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, St. Lawrence, Warren, Washington

Unit D—Broome, Cayuga, Chemung, Chenango, Cortland, Delaware, Herkimer, Madison, Oneida, Onondaga, Oswego, Otsego, Schuyler, Seneca, Steuben, Tioga, Tompkins

Unit E—Allegany, Cattaraugus, Chautauqua, Genesee, Erie, Livingston, Monroe, Niagara, Ontario, Orleans, Wayne, Wyoming, Yates

For Agencies or State Agencies not contained in the above listing, the entire Agency is the layoff unit or the remainder of the Agency not listed above is the layoff unit.

IF POSITION IS ABOLISHED

If you are notified that your position has been abolished, and you are a competitive class employee or a non-competitive class employee (with five years of non-competitive class service), you may have your status affected in one of the following ways:

- You may be offered a reassignment to another position in the same title and salary grade, or in a lower title and salary grade within your layoff unit. If offered a reassignment, you will be asked to indicate your acceptance or rejection of such reassignment quickly so that a determination can be made regarding what specific employees are to be laid off. If you reject a reassignment offer, you are considered to be consenting to a subsequent suspension wherein you will be laid off and your name placed on a preferred list. Should you accept a permanent reassignment (which may involve relocation of your place of employment), to a title and salary grade identical to the one you now hold, your name will not be placed on a preferred list and you will continue in your employment. Should you accept reassignment to a lower level position (which may involve relocation of your place of employment), you will continue employment in the lower level position and your name will be placed on a preferred list for the title which you held immediately prior to reassignment.

• For permanent competitive class employees, Section 80 of the Civil Service Law provides for "vertical bumping." (It should be understood that a permanent competitive class employee who accepts a reassignment, or who rejects a reassignment with the result that his name is placed on a preferred list, loses his "vertical bumping" rights under Section 80.)

When a position is abolished in a specific title, the least senior employee holding that title within the layoff unit is suspended or displaced and has an opportunity to displace the least senior employee in the next lower occupied title in direct line of promotion in the same layoff unit providing he has greater seniority than the least senior employee in the lower occupied title in direct line of promotion.

If an employee refuses to displace (bump) a junior incumbent, he must be laid off and have his name placed on a preferred list.

• Permanent competitive class employees who are suspended or displaced from a position, where there is no lower level occupied position in direct line of promotion, may "retreat" to a position in which he last served on a permanent basis prior to service in the title from which he is being suspended or displaced. "Retreat" may only occur

where the position in the title formerly held, by the person being suspended or displaced, is (1) occupied; (2) in the competitive class; (3) in the same layoff unit; (4) at a lower salary grade. Also, the service of the displacing incumbent while holding the title to which he now desires to retreat must have been satisfactory. Another condition which must be met is the fact that the employee wishing to "retreat" to a title he formerly held must have more seniority than the employee presently occupying that title.

It is important to realize that the service of the displacing incumbent in the title to which he is retreating need not have been in the same layoff unit as the one from which he is displaced. In other words, a Principal File Clerk in Agency "B," who served as a Senior Mail and Supply Clerk in Agency "A," but never in Agency "B," may be afforded the opportunity to "retreat" to an occupied Senior Mail and Supply Clerk position in Agency "B," regardless of the fact that he never served as such in that layoff unit.

It is possible for an employee to displace by retreat to a position in a title in which he last served on a permanent basis although he had intervening service in other titles as long as his service in each of the intervening titles was on other than a permanent basis.

RETENTION RIGHTS (SENIORITY)

Retention rights (seniority) is measured from the date of original permanent appointment in the classified service of the State of New York. However, one important exception is the provision that for disabled veterans the date of original permanent appointment is considered to be 60 months (five years) earlier than the actual date; while non-disabled veterans are considered again for this purpose, to have been appointed 30 months (2½ years) earlier than their actual date of appointment. Blind employees retain the absolute preference in retention.

All temporary, provisional, and contingent permanent employees, holding positions in the same layoff unit and in the same titles as abolished positions, must be let go before any permanent employee is suspended from such positions.

• For non-competitive class State employees with 5 years of continuous permanent non-competitive class service up to the time of layoff, the law provides that a permanent incumbent, who is suspended or displaced from his non-competitive position, may "retreat" by displacing that incumbent with the least retention right who is serving in

a position in the title in which the displacing incumbent last served on a permanent basis prior to service in the title from which he is currently suspended or displaced. Since there is no "line of promotion" in the non-competitive class, retreat is the only means by which a non-competitive employee may displace a junior incumbent having less retention right. Again, retreat may occur only where the position in the title held by the displacing incumbent is occupied, in the non-competitive class, in the same layoff unit, and at a lower salary grade; the service of the displacing incumbent while in the former title must have been satisfactory, and the junior incumbent must have less retention standing than the displacing incumbent.

FOR DETAILS AND CONSULTATION

The information in this article has been prepared by the CSEA Research Department and only touches upon the more important aspects of the State Layoff Procedure which can affect employees prior to layoff. Specific details of other portions of the layoff procedure as well as consultation on specific layoff questions are available by telephone from the CSEA research staff daily between the hours of 1 to 5 p.m. State employees in CSEA Albany Region IV and Western Region VI can direct their inquiries to CSEA Headquarters Research Department, 33 Elk St., Albany, N.Y. (518) 434-0191. Following is a list of persons who can be contacted in all the other CSEA regions, along with the addresses and phone numbers of the regional offices.

Region 1—Long Island Regional Office
Frank Abbey, Research Assistant
740 Broadway
North Amityville, New York
(516) 691-1170

Region 2—New York City Regional Office
Joseph Calazzo, Research Assistant
11 Park Place
New York City, New York
(212) 962-3090

Region 3—Southern Regional Office
Frank Martorana, Research Assistant
Old Albany Post Road, North R.D. #2
Fishkill, New York
(914) 896-8180

Region 5—Syracuse Regional Office
William A. Frame III, Research Assistant
Room 118 Midtown Plaza
700 E. Water Street
Syracuse, New York
(315) 422-2319



GROUNDBREAKING — Ceremonies were held recently at the groundbreaking for the Capital Area Community Health Plan facility in Albany. Manning a shovel with other community health and labor officials is Theodore C. Wenzl, third from right, president of the Civil Service Employees Assn. With Dr. Wenzl are, from left: George Graham, director of Schenectady's Ellis Hospital; Ralph Hammersley Jr., president of Blue Cross of Northeastern New York; architect Ronald Rodzinski; Albany Assemblyman Fred Fields; Joe Mangione, business manager for District Three, International Union of Electrical Workers, and Jack Suarez, executive director of the IUE district. Behind Dr. Wenzl is Howard Bennett, executive secretary of Teamsters Local 294. When completed, the building will house medical facilities providing 'round-the-clock health care for enrollees in the plan and their families.