



"CAREY CONFETTI"

Wage Freezes? Carey's Staff Doesn't Feel Chill

ALBANY—The Civil Service Employees Assn. fired another shot in its counterattack to the state's proposed employee wage freeze and worker layoff, now pegged at approximately 5,200 by April 1976.

The shot took the form of a six-page summary of salary increases and promotions granted by Gov. Hugh L. Carey in recent months to his own staff of appointees. This executive staff numbers about 240.

Joseph McDermott, a vice-president of the union and president of its Albany Region IV, in reference to the summary, said civil service workers are being blamed for the state's fiscal troubles—a deficit estimated by the Governor at \$1.4 billion—when the blame should be placed at the doors of "the Presidential-seeking Executive Office and the inefficient, ineffective legislative leadership."

The summary cited a number

of impressive salary boosts. The largest was received by Esther Swanker, a former Education Department employee who transferred to a post of special assistant to the Governor. This transfer hiked her annual salary from \$19,914 to \$30,000. A 50 percent salary increase was obtained by Gilda Ventresca when she shifted from a \$12,500 post as an assistant director to one as a special assistant at \$18,500 a year. Another transferee was Richard Hegner, who shifted from a \$13,404 job with the office of the Department of Welfare's inspec-

tor general to one paying \$17,500 with Department of Social Services. Thomas A. Lynch, who was promoted to appointments officer and is the Governor's patronage dispenser, went from a salary of \$32,000 to \$42,000.

The Governor's office declined to comment on the summary but no quarrel was made with the accuracy of its figures.

One of the more meteoric rises in recent state government circles was that recorded for William T. Cunningham. The CSEA summary said Mr. Cunningham

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Wenzl Views Continuing Fight To Protect Worker Rights In Upcoming Year

"We will continue to fight for the rights of civil servants through every avenue available to us," said Civil Service Employees Assn. president Theodore C. Wenzl in discussing the union's view of upcoming battles in the new year.

"Perhaps it is the term 'civil servant' that has caused the public to look upon us as a luxury to be done without when times get bad. We have taken pride in the fact that we serve the public, but the time has come for us to show the public that we are government experts, people who have chosen to build our careers in providing the day-to-day services that are needed regardless of the changeovers of elected administrators and legislators," he explained.

"We believe in democracy. That is why we have structured our union to provide for rank-and-file participation at all levels of the organization. Our leadership comes from all ranks of civil service, with custodians, doctors, secretaries, lawyers, chemists, etc., all serving equally in top policy-making positions.

"The year just ending has been, in many ways, one of frustration in dealing with the executive and the legislative branches of our government," Dr. Wenzl said. "Yet, our successes in fighting for workers' rights have been noteworthy in our recourse to the judicial branch."

Dr. Wenzl pointed out that CSEA has once again resorted to the courts in an effort to fight the imposition of a wage freeze in Yonkers. Success here, he noted, could set a precedent for a similar court action against Governor Carey's directive to freeze wages of state workers through April 1, 1977.

The union has so far been successful, he noted, in fighting off legislative approval of the wage freeze in the special session, although the issue is sure to resurface when the Legislature meets in regular session next month.

"With so many crucial problems facing civil servants, it is unfortunate that so much of our energy has to be diverted toward maintaining our representation rights for the Professional-Scientific-Technical Bargaining Unit," Dr. Wenzl explained.

"One third of our statewide officers are members of the PST Unit," Dr. Wenzl said, also noting that a large proportion of the statewide Board of Directors are PST employees.

"At a time when civil servants are most in need of a united front to meet the attacks from the administration, it is inexplic-

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Fire Hits Home Of Family Of 16

CORTLAND—It may be a bleak holiday season this year for Mr. and Mrs. Ron Holcomb and their 14 children. A recent fire caused severe damage to the Holcomb home in the Michigan Hill community near Cortland. No one in the family was seriously injured by the fire.

Mr. Holcombe, a Civil Service Employees Assn. member, has been employed by the Cortland County Highway Department since 1968.

Sally Stevens, president of the Cortland County CSEA unit, requested that any union chapter or unit wishing to help a fellow member and his family in need may forward aid to the "Ron Holcomb Fund," in her care at the Cortland County Treasurer's Office, Cortland, N.Y.

Ms. Stevens reports that approximately \$300 has been received to date, with other donations in the form of cash and Christmas gifts for the children expected to follow.

Don't Repeat This!

How Important Will Finances Figure As '76 Election Issue?

THE area of public finance is moving to the fore as a key issue in the 1976 elections. Up until recently, this area, involving such arcane matters as budgets, taxa-

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INSIDE THE LEADER

Examiner Wins Arbitration Suit See Page 4
State Eligible Lists See Pages 10, 11, 13, 15

APPOINT GROSS

ALBANY — Beverly Gross, former assistant corporation counsel of the City of New York, has been named by Gov. Hugh L. Carey as general counsel for the State Division of Human Rights. Ms. Gross, 44, has also served with the New York City Commission on Human Rights, first as director and counsel to the Employment Rights Division and then as acting general counsel and deputy general counsel. She succeeds Henry Spitz, who retired after 30 years' service, in the \$32,900 a year post.

HUMAN RIGHTS

ALBANY—Alton R. Waldon Jr., 38, an attorney and former captain of New York City Housing Authority Police, has been named deputy commissioner of the State Division of Human Rights by Gov. Hugh L. Carey. While with the Housing Authority Police, Mr. Waldon organized a physical training program for officers, drafted proposals for introducing Hispanics into law enforcement fields and served on a national committee for law enforcement training. The post pays \$34,700



AWARD WINNERS — State Tax Commissioner James H. Tully Jr. recently presented awards to employees of the New York City Metropolitan District offices of the State Department of Taxation and Finance who had 35 or more years' state service. Pictured above with Commissioner Tully, center, are, from left: Isidor Epstein, now retired after 40 years' service; Metropolitan Deputy Commissioner Louis Jacobson; Isaac Goldin, 35 years' service; Milton Eletz, retired after 35 years' service; David Rubin, 35 years' service; Vincent Campagna, Brooklyn District tax supervisor with 35 years' service; and Gussie W. Eisenstat, Sylvia Schleiferman, William Kitay and Louis Friedman, all with 35 years' service.

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Insurance Coverage Changes, Improvements, Are Disclosed

MINEOLA—Irving Flaumenbaum, president of the Nassau County chapter and Long Island Region I, Civil Service Employees Assn., pointed out recently that several changes and increases in benefits have been made in the Health Insurance Program covering state public sector employees.

In outlining the changes, Mr. Flaumenbaum quoted a memo on the subject from George B. Smith, insurance supervisor for the Nassau County Comptroller's Office.

Mr. Smith's memo notes:
• Effective July 1, 1975, the major medical coverage annual maximum reimbursement for each covered person shall be increased from \$10,000 to \$15,000.

• Effective July 1, 1975, Blue Cross benefits will be extended to provide coverage for hemodialysis treatment if ordered by a physician and furnished in the out-patient department of a hospital.

• Effective July 1, 1975, Blue Shield benefits shall be extended to provide coverage for the removal of sutures, plaster casts, and similar dressings applied as the result of prior out-patient care.

• Effective July 1, 1975, active employees 50 years of age or older, enrolled in the Statewide Plan, shall be allowed reimbursement up to \$50 per year toward the cost of a routine physical examination as a Blue Shield benefit. This benefit has not been extended to dependents of active employees, or to retired employees and their dependents.

• The Surgical Consultation Program presently available in the Albany area will be extended to New York City. This program offers employees and their dependents a surgical consultation when elective surgery has been recommended by a physician. As soon as the necessary arrangements have been made, this service will be publicized, and all

the necessary details will be provided.

• An annual transfer period will be established during the months of November and December. Transfers between health insurance options will be permitted without regard to the employee's age, or the number of previous transfers.

The effective date of a retiree's change of coverage will be dependent upon the date on which the deduction from his retirement allowance can be changed to the new rate. After the deduction has been changed to the new rate, the Employee Insurance Section will notify the appropriate subdivision of the effective date of the new coverage and the adjustments to be

made in the employer-share payment for the individual.

The coverage date change for participating subdivision will be the first day of the month for which a premium payment at the new rate is remitted to the Employee Insurance Section.

As premlums have been remitted to Albany, the earliest coverage is Jan. 1, 1976. All change of options on file through Aug. 30, 1975 will be made effective Jan. 1, 1976. The following is the 1975 schedule to be adhered to: Changes filed October 1975, effective date Feb. 1, 1976; filed December 1975, effective date March 1, 1976.

Future annual changes will only be accepted in the months of November and December.



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Region V Adds Research Ass't

SYRACUSE — William Frame has joined the staff of Civil Service Employees Assn.'s Syracuse Region V headquarters as regional research assistant.

Mr. Frame will back up the field staff by preparing statistics and other information. He will also prepare data for negotiations and act as an adviser on Civil Service Law and layoff procedures.

Mr. Frame has already prepared several reports and assisted in the recently signed contract between the Syracuse School District clerical workers and the Syracuse Board of Education.

He is a 1973 graduate of Syracuse University and has completed two years of graduate study in statistics and measurements. He is a native of Elmira.



MS. MacTAVISH RETIRES — A luncheon was held to honor Dorothy E. MacTavish, now serving her fifth term as state-wide secretary of the Civil Service Employees Assn., following her retirement from the state after 15 years of service. Ms. MacTavish, who worked in the Lieutenant Governor's office, the Court of Claims and, most recently, the State Education Department, is joined at the head table, from left, by her husband John, Ted Kurtz and Charles Matkowski, Education Department supervisors, and Theodore C. Wenzl, president of the Civil Service Employees Assn. Sixty-five co-workers and friends, including officers and staff members of CSEA, attended the event held at Jack's Restaurant, Albany.

Rumor State Tries Mass Worker Shift To Confidential Unit

ALBANY—Informed sources said last week that the state may currently have plans in the works to try to transfer as many of its employees as possible to the management-confidential unit of state service.

The unit includes employees with some sort of leadership, policy molding or decision-making role. Generally, upon joining the unit, employees are barred from membership in such public sector unions as the Civil Service Employees Assn. Additionally, they are removed from coverage under the Taylor Law's grievance and other provisions.

One of the sources noted that, "I believe the State of New York is adopting the stratagem to meet the 'No Contract No Work'

stand adopted by the (CSEA) delegates on the theory that management - confidential employees would not be obligated to follow the union."

Some months ago, CSEA delegates approved a resolution to strike should no contract with the state be approved before April 1, 1976. The current three-year union-state pact expires at that time. Negotiations for a new contract are under way. They are expected to be unusually difficult, given the proposal by Gov. Hugh L. Carey that wages of state workers be frozen at current levels and the residual bitterness on the part of union members over the \$250 one-time bonus given this year instead of a salary boost. The bonus and some fringe benefits were negotiated as part of the existing contract's third-year reopener provision.

In shifting employees to the management-confidential unit, a determination is first made by a state agency or department that such a shift of employees in given job titles is necessary. This determination is then submitted to the Office of Employee Relations which notifies the appropriate public sector union or unions of the proposed change in

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CSEA Assails O'Hara's OGS Role

ALBANY—The Civil Service Employees Assn., which recently revealed that Gov. Hugh L. Carey granted salary hikes of more than \$100,000 to his staff members during the past year while calling for a wage freeze and ordering layoffs of state employees, last week took on the State Office of General Services operation.

CSEA, which represents about 147,000 state employees, charged that former Commissioner A. C. O'Hara, who retired to campaign unsuccessfully for Albany County Executive in last month's general election, has actually been carried on the OGS payroll as a \$50,800 a year consultant to OGS Commissioner John C. Egan. Mr. Egan is listed as collecting a salary of \$47,800, or \$3,000 less than his consultant, Mr. O'Hara.

Mr. O'Hara, CSEA charges, has been on the OGS personnel roster as a consultant to the commissioner since mid-September. CSEA released a copy of page 371 of the 396-page personnel roster of OGS for September

1975, to support its claim.

Mr. O'Hara, according to the roster, is paid his \$50,800 consultant's fee out of temporary funds for building operation and maintenance. His salary stands out sharply from the only other two temporary employees being paid out of the same fund: a \$9,500 a year electrician and an \$8,400 a year supervising janitor.

CSEA said that in addition to the commission's salary, other top-level OGS executives include an executive deputy commissioner at \$43,259; a coordinator of special projects at \$35,237; an administration officer at \$33,315, and a counsel at \$32,452. "With all that high-paid talent, what does OGS need with a consultant being paid at a salary higher than any of the expert administrators working full-time?" asked a CSEA spokesman.

CSEA also said it has reason to believe that OGS has recently approved a purchase order of \$12,000 for petunias for the Governor's flower garden at the executive mansion. "That's the equivalent of two full-time sten-

ographers or clerks, the very people Governor Carey is firing because he claims the state is short of funds. It's a damn shame the governor gets his petunias at the expense of two full-time employees losing their jobs," the union spokesman stated.

The CSEA spokesman added that a \$5,000 basketball court built earlier this year for the Governor and a multi-thousand dollar new door ordered by Lt. Gov. Mary Anne Krupak for her office could have been rejected so that at least two additional full-time state employees could have been retained instead. "Or-

dering basketball courts and new doors when you know the state is in financial trouble is simply irresponsible," the union spokesperson said.

Governor Carey came in for another blast from CSEA, this time for "the audacity of including printed holiday greetings in the pay envelopes of 220,000 state employees at the same time he proposes a wage freeze, raising taxes and ordering up to 10,000 layoffs, some to take effect on Christmas Eve. Holiday greetings this week, pink slips next; the man's incredible," said the CSEA spokesman.

No Freeze For Carey Staff

(Continued from Page 1)

was appointed Jan. 23 as a cleaner, a post paying \$6,148 annually. His salary was retroactive to Jan. 5. On May 29, the summary said, Mr. Cunningham was promoted to conference assistant at \$10,000 annually and was given a \$4,800 boost to \$14,800 on Oct. 25.

When contacted at the Governor's office, Mr. Cunningham denied any relationship to Governor Carey—CSEA suggested he is the Governor's cousin—or to State Democratic Chairman Patrick Cunningham. Mr. Cunningham said he had been a campaign worker for the Governor and explained his hiring on as a cleaner with the comment: "That was the only job available at the time." He said he had had no prior experience in cleaning or maintenance. His current job, he added, is to help schedule the Governor's trips and to serve as an advance man.

The union summary notes that the following raises and/or transfers with raises have been granted in recent months: W.T. Kieinski, \$37,000 to \$40,000; J.R.

DeLuca, \$24,000 to \$25,500; C.A. Sherman, \$14,243 to \$16,400; C. Simian, \$22,000 to \$24,000; R.L. Shiffer, \$14,227 to \$18,000; J.E. Introne, \$26,516 to \$29,500; J.P. Hudals, \$19,727 to \$22,200; E.C. Young, \$18,000 to \$19,000; S. McAllister, \$13,750 to \$15,000; W.J. McDougall, \$5,564 to \$9,000; K.T. O'Connell, \$26,000 to \$30,000; T. Carter, \$11,500 to \$12,500; J.M. Woolcock, \$8,800 to \$9,800; D.M. Brodsky, \$33,050 to \$34,855; R. Warren, \$10,800 to

\$12,300; K.K. Latimer, \$13,624 to \$16,000; H.P. Broron, \$12,202 to \$13,422; R.J. Morgado, \$42,000 to \$45,000, and N. Soss, \$20,000 to \$27,000.

CSEA suggested that, rather than implementing a wage freeze or firing state employees, better management controls on expenses and elimination of unnecessary fringes and benefits for senior state employees could better be used to place the state on a balanced fiscal footing.

CSEA calendar

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

JANUARY

- 5—West Seneca chapter general meeting: Veterans of Foreign Wars Post 8113, 299 Leydecker Road, West Seneca.
- 12—Mailing of ballots in CSEA-PEF PS&T Unit runoff representation election.
- 14—Capital District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 19—Albany Region IV meeting: 5:30 p.m., Michael's Restaurant, Route 9, Latham.
- 21—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M&T Plaza, Buffalo.
- 23-24—Western Region VI meeting: Marriott Inn, Route 15, Rochester.
- 28—Nassau County Retirees chapter meeting: 12 p.m., American Savings Bank Building, Modell's Shopping Plaza, East Meadow.
- 31—Chemung County unit dinner-dance: Elmira Heights Legion Home.

FEBRUARY

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

Buffalo Jan. Meet

BUFFALO—The Buffalo chapter, Civil Service Employees Assn., will hold a dinner meeting Wednesday, Jan. 21, at the Plaza Suite Restaurant, One M&T Plaza, Buffalo. The meeting will begin at 6 p.m., according to chapter corresponding secretary Sue Porpiglia.



SCHENECTADY SECRETARIES — The Schenectady Educational Secretaries Assn. recently installed its newly elected officers. The Association's new leaders, above, are, from left: Mary Salvatore, corresponding secretary; Anna Martiniano, recording secretary; Linda Bosoneault, treasurer; Conalillo Conangelo, president, and Mary Lou Burnell, vice-president.

Willowbrook Holds Its Installation Dinner



Officers of Willowbrook Developmental Center chapter 429 and of the Institute for Research in Mental Retardation chapter 438 were officially installed by Civil Service Employees Assn. president Theodore C. Wenzl, right, at the Willowbrook chapter's Christmas dinner-dance last month. From left are Institute for Research officers Charlotte Rue, second vice-president; Peggy Clark, corresponding secretary; Ann Wadas, president; Willowbrook officers Alice DeMasi,

PST representative; Patrick Fraser, third vice-president; Felton King, first vice-president; Ronnie Smith, president; Barbara Waller, fourth vice-president; Institute for Research's Martin Esposito, safety chairman; Willowbrook's Richard Hyter, second vice-president; Edna Percoco, secretary; Irene Hillis, treasurer, and Ruth Delaney, administrative representative.



Willowbrook chapter president Ronnie Smith, left, receives congratulations from CSEA vice-president Solomon Bendet, head of New York City Region II. Mr. Smith and Mr. Bendet had faced each other in elections earlier this year for regional president.



Official welcome to the annual dinner-dance at the Labetti Post on Staten Island is made by Mr. Smith, who is also a CSEA director (Mental Hygiene, Region II). Seated are CSEA president Theodore C. Wenzl, left, and Willowbrook chapter first vice-president Felton King.

APPOINT CONNIFF

ALBANY—Gov. Hugh L. Carey announced the appointment of Thomas A. Coniff, of Brooklyn, as a member of the Human Rights Appeal Board. Mr. Coniff 40, was counsel to then U.S. Rep. Hugh L. Carey from 1963 to 1974 before Mr. Carey's election as Governor. He is a former assistant clerk in the U.S. Court of Appeals, and is a partner in the law firm of Muldoon and Horgan in New York City and New Rochelle.

Mr. Coniff was named for a term ending July 1, 1981. The recess appointment will be submitted to the Senate for confirmation when the Legislature convenes in January. At the Governor's request, the Legislature reorganized the Human Rights Appeal Board to give the chairman additional duties and to reduce the jobs of members from full-time to part-time positions. The salary of the chairman remained at \$39,650 a year, but the salary of each member was reduced from \$35,250 a year to \$150 a day while on official business. The legislation placed a \$10,000 maximum on the yearly salary paid to the part-time members.

PROMOTE O'CONNELL

ALBANY — Raymond D. O'Connell has been named to succeed Merle Ross as deputy commissioner of the Division of Economic Development of the New York State Department of Commerce. He had been assistant deputy commissioner of the division. The post pays an annual salary of \$36,146.

LYNCH APPOINTED

ALBANY—Gov. Hugh L. Carey has named Thomas H. Lynch, of Old Chatham, as a member of the State Tax Commission. Mr. Lynch, 36, has been the Governor's appointments secretary. He was named for a term ending Dec. 31, 1980, to succeed A. Bruce Manley, of Fredonia, whose term in the \$39,650 post expired.

Examiner Wins Arbitration Case Involving \$ Vouchers

MANHATTAN—A New York State Insurance Department examiner won a favorable decision in a case heard by an American Arbitration Assn. arbitrator which involved alleged irregularities in his submission of cash reimbursement vouchers.

On March 5, the state served notice of discipline on the examiner under Article 33 of the contract between the Civil Service Employees Assn. and the State's Professional, Scientific and Technical Bargaining Unit. The state sought to reduce the man from Senior Insurance Examiner Grade 23 to Insurance Examiner Grade 18. The examiner has more than 17 years' state service. A third step hearing held June 2 sustained the proposed discipline and CSEA, which represents the examiner, submitted the matter to the AAA for arbitration.

The state contended that in 1972, following attendance at an insurance law seminar in Chicago, the examiner submitted a voucher to recover \$323.31. However, the State Comptroller's Office disallowed all but \$85.71 and this sum was paid to the examiner by check. The state added that although the examiner had been told the other expenses were not allowable, he subsequently wrote to the auditing department of the insurance company which sponsored the seminar asking for

payment of the additional \$237.60. The company provided this amount to the examiner. Quoting chapters from the Insurance and the Public Officers Law, the state sought to make the point that the examiner was ineligible to receive the insurance company's payment.

CSEA's counsel, William P. Volin of Mailman and Volin, pointed out that the proposed disciplinary reduction was not timely. Article 33.4 of the CSEA-PS&T pact notes that, "An employee shall not be disciplined for acts, except those which would constitute a crime, which occurred more than one year prior to the notice of the imposition of discipline." Mr. Volin explained that the alleged violation took place in 1972 but charges were not brought until March 5 of this year. The state knew of the incident, he said, but did not bring a timely inquiry or timely charges.

The AAA report said, "It is

the grievant's position that the state's delay has unduly prejudiced grievant in obtaining witnesses and facts to refute the charges. . . ."

Arbitrator Margery Gootnik agreed with the CSEA position and added, "There is no showing that the check was taken as a gift, as a gratuity for services or pretended services. There is insufficient proof to establish any attempt on the part of the grievant to use his position to secure unwarranted privileges or exemptions."

The examiner did come in for a rap on the knuckles from Ms. Gootnik, however.

"He may have been foolish, but there is no charge of foolishness," commented the examiner. "His acts may have been acts of misconduct if discipline had been instituted within one year. That is not the question before me."

The examiner was permitted to retain his Grade 23 status.

Nassau Now Seeking Custodians, Building And Lunch Managers

MINEOLA—Custodians, building managers and school lunch managers are currently being sought by the Nassau County Civil Service Commission for work in school districts, county offices and the Board of Education. Starting salaries range from \$8,107 to \$12,402 a year.

Filing will close Jan. 14 for all posts with exams scheduled for Feb. 7. To qualify, all candidates must be legal residents of Nassau County.

There is no formal education requirement for custodial worker II, a \$8,107 a year post. However, all candidates must have one year's custodial work experience.

Individuals with two years' experience in building cleaning and maintenance work or a year's experience as a carpenter, plumber, electrician or mechanic may apply for assistant head custodian. The post has a starting salary of \$8,835 a year.

Head custodian I is open to applicants with two years' experience in building cleaning and maintenance activities with at least one year as a working supervisor. Three years' experience

will qualify candidates for head custodian II, while four years' experience qualifies for head custodian III. Salaries will vary depending upon job location.

For building manager I, with a beginning salary of \$10,606, candidates must be high school graduates with three years' experience in the custodial maintenance operations of a public building including one year in a supervisory capacity.

A bachelor's degree with specialization in foods, nutrition and institution management; or an associate degree with specialization in food nutrition will qualify applicants for school lunch manager.

Detailed information on all positions may be obtained from the Nassau County Civil Service Commission, 140 Old County Road, Mineola, N. Y. 11501.

Need Cashier, Sales Rep, Analyst, Others

MANHATAN — The following is a simulated radio broadcast from the New York State Department of Labor's Manpower Services Division. 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 New York communities, consult the Nassau and 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 hospital in Brooklyn needs a **CASHIER** for its business office. Must be good at figures and able to use adding machine and calculator. It's a part-time job, Saturdays and Sundays only, and pays \$5.54 an hour for 16 hours of work.

2. A **STRIPPER** with two-five years experience is wanted in a Manhattan printing plant. Will do offset stripping, line and half-tone, and platemaking for small presses. The pay is \$6 an hour.

3. In the Bronx, there's an opening for a **SALES REPRESENTATIVE** to sell custom drapes and slip covers. Will call on homes and offices to make sales. Give estimates, take in work for repairs, fill orders. The employer will pay \$120 a week as a draw against commissions. Car expense will be reimbursed.

4. There's also a position call-

ing for a **BOILERHOUSE MECHANIC** with a military agency in Brooklyn. Must install, repair and troubleshoot complicated heating units and systems in a boiler plant producing heat for buildings. Will perform related duties. The job pays \$6 an hour for a 40-hour week.

5. Here's a good opportunity for a **FINANCIAL ANALYST** with

APPOINT KLEPAK

ALBANY—Donald Klepak, deputy comptroller of the Department of Audit and Control, has been named by Gov. Hugh L. Carey as second deputy commissioner of the Department of Health. For the past three years, Mr. Klepak has served in the Department of Audit and Control's Office of Education Performance Review. He was formerly attached to the Budget Division and the Office of General Services. Mr. Klepak's new post pays \$45,382 annually.

at least a year of foreign investment counselling experience. Will advise large firms that want to invest in U.S. and abroad. A master's in finance or business is required and a knowledge of French is preferred. The position is with a Wall Street area bank and pays \$20,000 a year.

6. Over in Queens, the help wanted sign is out for a **HAIR STYLIST** to set and color hair. Applicant must be all-around hairdresser. Manicuring experience is also helpful but not essential. The pay is \$100 a week.

7. Turning to Westchester now, personnel on the demand list include an **ACCOUNTANT** with a degree in this specialty and one-three years of experience in general accounting. The salary is \$10,000 a year.

8. Elsewhere in Westchester, an employer is trying to fill a position for a **BIOCHEMISTRY TECHNICIAN**. Applicant should have a New York State license

and at least one year of experience in renal dialysis. Will also be expected to service the equipment. The employer is offering a qualified candidate \$10,426 a year.

9. An apparel manufacturer in Manhattan is looking for a **SEWING MACHINE OPERATOR** on high-priced evening gowns. Will work mostly with chiffons, some banjons. Do complete garment. The job is piece work and the union minimum is \$3.39 an hour. Operator can earn more depending on productivity.

10. A **SECRETARY** is being sought in Manhattan. Must be able to take shorthand and type. Employer prefers someone with export-import background. The salary is \$180-\$190 a week, depending on the jobseeker's ability and experience.

11. Next on our wanted list is a **WINDOW CLEANER** with two-five years experience. Will wash windows in stores, travelling with employer. The job is in Queens and pays \$160 a week.

12. There's a job waiting for a **NUCLEAR MEDICAL TECHNICIAN** with a Manhattan hospital. Must be experienced in use of scintillation cameras and rectilinear scanners. Be familiar with wet lab procedures and hot lab operations. The position pays \$264 a week plus good benefits.

13. On Long Island, an experienced **JEWELER** is wanted to repair all types of fine jewelry. The employer will pay \$10,000 a year and up, depending on the job-seeker's experience.

14. Another Long Island firm is hunting for a **CASH REGISTER REPAIRER**. The job pays \$125 a week and up, depending on experience.

15. Today's last opening calls for an experienced **MODEL** and **MOLD MAKER**. Will make molds for casting statuary and figurines for lamp bases. Must be able to work with latex rubber. The pay is \$4.50 an hour for a 40-hour week, can go higher depending on worker's background in the trade.

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

DYSON SHIFTED

ALBANY—Gov. Hugh L. Carey, in a surprise announcement, has named State Agriculture and Markets Commissioner John Dyson to head the leaderless Department of Commerce.

Mr. Dyson will be replaced by his deputy, Roger Barber, of Schoharie County. Vito J. Castellano, who has been acting Commerce Commissioner, was recently named chief of staff to the Governor and head of the State's Division of Military and Naval Affairs. A retired brigadier general, Mr. Castellano replaced John Baker in the military post. The top post at Agriculture and Markets and Commerce pays \$47,800. General Castellano's post pays \$43,050. Each appointment is subject to Senate approval when the Legislature reconvenes next month.

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TUESDAY, DECEMBER 30, 1975



Don't Repeat This!

(Continued from Page 1) tion and expenditures, was regarded by the voters as something that had best be left to the professionals.

However, this public attitude is undergoing an abrupt change. Events here during the year, which saw New York City skirting the edges of bankruptcy and that now threaten the solvency of the State of New York, have alerted the public to the significance of this heretofore neglected area. As a consequence, public officials are tripping over each other to get in front of the line with their proclamations of fiscal responsibility.

Blood, Sweat And Tears

Whereas in past campaigns, candidates invariably promised the voters to reduce the burdens of taxation and simultaneously increase the levels of public services, it is now chic for candidates to offer the public nothing but blood, sweat and tears. Gov. Hugh Carey may well have been the first public official to sense the change in public attitude, when he warned the people of our state in his inaugural address that "the days of wine and roses" are over.

It was a speech that sent shock waves through civil service Democrats who had gathered in Albany to share in the inauguration festivities. This early warning was but a prelude to the events that followed, and that have resulted in a deepening alienation between the Administration and the rank-and-file civil servants.

Nor is it just the Democrats who have suffered in the cold war of the economic front. In Republican-bastion Nassau County, for example, tensions remain high between County Executive Ralph Caso, who was Malcolm Wilson's running mate in the last gubernatorial campaign, and the Civil Service Employees Assn. organization there headed by CSEA vice-president Irving Flaumenbaum.

Just as civil servants in the state feel they were misled by Governor Carey's campaign rhetoric, Nassau employees have come to feel rejected by a County Administration that refused to accept an arbitrator's decision in this year's contract dispute, and is moving along the same lines in next year's negotiations.

Realistic Budgeting

Fiscal conservatism on the federal level is reflected in the veto by President Ford of the bill to continue lower federal tax rates in 1976. From the traditional political point of view, a tax increase in election year was regarded as political suicide. Yet the President was willing to take that risk. The compromise soon arrived at with the Congressional leaders indicates that even Congress is becoming more sensitive to a public demand for more realistic budgeting.

Similar considerations were involved in the battle of the budget which was compromised at the special session of the Legislature in Albany. Governor Carey took a firm position in his demand for increased state taxes to balance the budget for the current and the following fiscal year. The original, outright opposition of the Republican legislative leadership soon melted away towards a compromise on the issue, since the Republicans did not care to face their own

(Continued on Page 7)



The New Year Bell Tolls

TRADITIONALLY, New Year's Day is when people determine to make the next 12 months better than the 12 that have preceded.

There is a euphoria of celebration that somehow deduces us that things will be different this time. It's a pickup in spirits that enables us to face the ever-recurring problems that make our human existence challenging and exciting.

Not so this time, though. Within our memory, there has never been a year that is being greeted with such gloom as is 1976, the bicentennial of the United States of America.

There is the promise of labor unrest in both the private and the public sectors, with some workers gaining large wage increases to match the damage done by inflation, and others being laid off or subjected to salary freezes.

New York, which had been in the forefront in the development of the civil service system, is now the harbinger of retrenchment and belt-tightening.

Three Presidents from the State of New York had been instrumental in instituting and developing the civil service system that has been one of the basic foundations of continuity in government, despite the shifts of political wind from sharply divergent philosophies of elected officialdom.

It was under President Chester Arthur that the Pendleton Act, passed in 1883, established the concept of the Merit System for federal jobholders.

It was Theodore Roosevelt, then a member of the New York State Legislature, who joined with other reformers to found the National Civil Service Reform League, an organization dedicated to the contention that competence and honesty in government could best be assured if government appointments were made on the basis of objective, competitive exams rather than by political pull.

It was under President Franklin Roosevelt that civil service took on many of its present characteristics such as defined job classifications, uniform pay plans and reliance on tests.

Now with thousands of public employees being dismissed in New York City and in Yonkers, due to the near-bankruptcy of the state's largest and fourth largest cities; the emergency measures to maintain financial stability for several of the state's semi-independent agencies, and the need to bolster confidence in the state's moral obligation notes, it comes as little surprise that the Governor has decreed that 3,000 state employees will be axed by Feb. 29 and another 2,200 by April.

Probably even more serious, though, is what happens in Chicago on Jan. 1. There the civil service system has, in effect, been abolished.

There, promotions will no longer follow the rule-of-three pattern, by which jobs had to be offered to one of the three top eligibles on a civil service exam list. The bipartisan Civil Service Board will be expanded from three members to five, renamed the Personnel Board and be free to operate in a partisan manner. All Board members will be appointed by Chicago's reigning Mayor Richard Daley.

Since nearly a quarter of Chicago's public employees already owe their jobs to patronage, this really only cuts through red tape necessary to stay within the legalities of flaunting the law.

We sincerely hope that the bicentennial will produce some constructive building blocks for the next hundred years, and not just be devoted to a rechewing of the accomplishments of the past 200 years.

RETIREMENT NEWS & FACTS

To Earn Tax Deduction This Year

By A. L. PETERS

If you are retired and have income, there are only a few days left to set up a Keogh Plan if you have outside income and are not working. Or an IRA plan if you are working for someone who doesn't have a pension plan.

Monies must be deposited in the plan—and all paper work done—before the end of the year. Under either plan, you can deposit 15 percent of your earnings. Under the Keogh Plan there is a special minimum of \$750 you can deposit and deduct if you have earned that much and even if this represents more than 15 percent. There is a top of \$7,500.

Under the IRA there is no minimum and you can pay in a maximum of \$1,500.

Under both plans the payment is a deduction—just like an expense—in computing your income tax and the income is not taken in until you retire. At that time you pay income tax on the whole thing under the present law. But there have been changes during the past few years in pension laws regarding the handling of pensions, making those paid by employers "capital gains." This could occur in future years.

As a public service, the Leader is publishing 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)
- Dagostini, Patricia L.Mount Morris
 - Dahler, William E.Dumont, N.J.
 - Daniels, Vera G.Nyack
 - Dattil, DioscoridesSaint James
 - Davis, Glenn E.Rush
 - Dawson, Constance C.New York City
 - DeFazio, AnnNiagara Falls
 - DiGiulio, Joan M.Albany
 - DiGregorio, Peter L.Washingtonville
 - Dobert, Harry C.Osone Park
 - Dodge, Llewellyn F.Medford
 - Doran, Nina L.Corona

- Doyle, Kathleen L.Schenectady
- Dumois, Frederic E.New York City
- Edsall, Charles P.Blauvelt
- Edwards, Betty M.Rochester
- Ehler, JoanHollis
- Eibshutz, MarianBronx
- Elderkin, Mary V.New York Mills
- Eser, AntonHuntington
- Estrin, Richard W.Bronx
- Evans, Minnie L.Saint James
- Fazio, AnthonySyracuse
- Finnegan, Francis U.Utica
- Fish, Francis P.Waterford
- Fiamholz, RitaNew York City
- Fleetwood, EugenieNaurushaun
- Follins, ValerieBronx
- Fox, Franklyn P.Canaan
- Fritz, William C.Brooklyn
- Gadol, Albert, Jr.Hollis
- Galvani, EdwardLake Ronkonkoma
- Garrison, James T.New York City
- Geatz, Fremont L.New York City
- Gerontakos, HelenSayville
- Gibson, CovAdamsville, Ala.
- Glass, HermanNew York City
- Gluck, Catherine F.Albany
- Goff, James N.Bay Shore
- Goldman, DianaBrooklyn
- Gordon, Jean E.New York City
- Grada, JuneAlbany
- Greer, Richard Edward Jr.Amsterdam
- Groot, MarieRochester
- Gruver, Thomas H.Buffalo
- Hagber, Franklin G.Chicago, Ill.

The \$60 deductible on your Medicare insurance is often a source of much chagrin, because the bills don't always fall within the year when you can take best advantage of them. A new ruling permits you to take the bills from the last three months of the year to credit them towards next year's \$60 deductible.

It has long been the Federal policy to keep its pay scales in line with private industry. As a result, there are adjustments made in basic scales from time to time. The pension plans, on the other hand, are based on the cost of living as determined by the Bureau of Labor Statistics, plus one percent. However, a recent study by the Government Accounting Office indicates that this still falls behind the comparable rises in wages. In the 1974 period, the vested values ran up 29 percent whereas wages went up 30.4 percent.

Don't Repeat This!

(Continued from Page 6)

stituents under charges of fiscal irresponsibility. Part of the problem confronting the Republicans was their fear that in the absence of increased taxes, they would be faced with the necessity of sharply reduced state aid to localities, with a consequent sharp increase in local taxation to finance local government and school board services.

The difficulties confronting the politicians on this issue were highlighted by the fact that the issue caused a sharp split between Senate Majority Leader Warren M. Anderson and Assembly Minority Leader Perry B. Duryea, Jr., with the former negotiating a compromise with Governor Carey, while the latter kept his total delegation in line against a tax hike.

Through Different Eyes

Obviously the realities as seen through the eyes of Anderson and through the eyes of Duryea were different. Without the support of Anderson, the Governor's program would have gone down to total defeat in the Senate. Such a result would have brought the state to the verge of bankruptcy. On the other hand, Duryea could afford to sit by, forcing the Democratic majority in the Assembly to produce all the votes needed to pass the tax legislation. Thus all Republican Assemblymen are in a position to run for election as opponents of

the tax increase, without having to account to their voters for what might have been the consequences of a total defeat of the tax increase program.

Many politicians sense a new level of fiscal conservatism sweeping the land. From their vantage point, they see President Roosevelt's New Deal and President Johnson's Great Society as ideals that the public is no longer prepared to support. It has become the conventional wisdom that the major social problems of our day cannot be solved simply by appropriating taxpayer dollars, which the taxpayer either can no longer afford to pay or is unwilling to pay.

To the extent that politicians are right, the public trend would seem to support the view of both President Ford and former California Gov. Ronald Reagan. This trend will create special problems for Democratic candidates, with the notable exception of Alabama Gov. George C. Wallace, most of whom are philosophically inclined toward federal programs in aid of the underprivileged.

If, on the other hand, civil servants are typical of the public at large, there will be some mighty hand-wringing after the election results are known next November. Services provided by civil servants are often taken for granted, and someone will have to answer to the public if these services are cut out.

What's Your Opinion

QUESTION

Do you think state legislators earn their pay?

THE PLACE

Empire State Mall, Albany

OPINIONS

Walt Ardzizwiz, Office of General Services: "The



senators and assemblymen are definitely doing a good job and earning their pay because they work long hours, have a lot of responsibilities and are always open to the thoughts of the people they represent. State legislators should be paid if they follow what their people back home say and most of them here do what their constituents say. Some people say legislators should be paid according to each session they attend because they only work six months out of every year. But in fact, the legislators are always working because after the sessions are over they return home to meet with the people and see what they need."

George Hoffman, Office of General Services:



"I think they are well-paid; however I don't believe that they need the lulus and other extras they give themselves each year. I think those lulus are uncalled for and it is something that the taxpayers should take a crack at. The \$23,000 they are paid is fair for the six months they work, but they don't need the extras. If they want to earn it even more, they should spend more time with each bill and know what they are signing into law. Many times quite a bunch of bills are piled up until the end of the session, and the legislators just pass them and quickly sign them into law. Possibly they could be paid more if they took more time."

Rosalee Oliver, Office of General Services: "No



state legislator really earns his pay because they spend very little time working at their job. They spend a lot of time away from the capital and go after their own interests rather than look out for the interests of the people they represent. It would be much fairer to everyone if legislators would be paid every time they showed up for a daily session. That would make them more conscientious and would improve attendance at many sessions. That, in turn, would give the little people a better chance at being represented and would really make assemblymen and senators earn their pay."

Mike Rooney, Office Of General Services: "It



seems that state legislators can really earn more money than is assigned to them each year. They vote themselves raises, they vote themselves lulus and benefits. It's really up to their whims. Most state legislators are looking out for themselves and really don't earn their pay. They seem to go where they can get the most—the most votes and the most campaign contributions. If they can do that, then they don't have to worry about earning their salary because they'll be up in the capital for a couple more years and don't have to worry about where the money will be coming from."

Questions & Answers

Q. I recently got a refund on the taxes I'd paid on some land I own. Will this refund affect my supplemental security income payments?

A. No. Any refund of taxes you've paid on real estate or food purchases is not counted in figuring your income for supplemental security income purposes.

Q. I started getting social security checks in February, but have continued to work part-time all year. I didn't think I'd earn very much, but now I find that my earnings have exceeded the estimate I gave the social se-

curity people in February. Should I report this change?

A. Yes, if you expect to make more than \$2,250 for the year. Otherwise, you may get social security payments not due you and then have to pay back some money at the end of the year. If your earnings for the year are \$2,250 or less, your benefits won't be affected. But if your earnings exceed \$2,250, your checks are reduced \$1 for each \$2 over \$2,250. Regardless of how much you earn for the year, however, you can get your full check for any month you do not earn over \$210

Doug Zmyewski, Board of Social Welfare: "I



really don't think they earn their money. In fact I think they're quite overpaid. It seems that half the time they are taking two or three hour lunches and some of the decisions that they make on state laws don't agree with their constituents' feelings. They vote, instead, on their individual feelings on bills or how it might benefit themselves. It would be fairer if legislators would be paid on a per session basis, which would make them more accountable to the people they represent and would make them attend all sessions so they can get their full pay."

Kathleen DePerna, Office of General Services:



"State legislators do earn their pay, and in fact are doing a very good job here in Albany and all through New York State. They follow what their people say and usually vote the way public opinion of their constituents tells them to vote. Despite lobbyists' attempts to buttonhole state legislators and gain their support for certain pieces of legislation, I think that the assemblymen and state senators don't vote on an issue because it's popular to do so, and they really earn their pay by representing us."

LETTERS TO THE EDITOR

Salary Freeze

(Editor's Note: The following letter was sent to State Senators John Marchi and Warren Anderson and Assembly members Perry Duryea and Stanley Stein-gut and a copy provided The Leader.)

Dear Sir:

As a state employee and a Civil Service Employees Assn. member and president, I'm writing to ask exactly where you stand in regard to the Governor's intention for legislation to freeze state employees' salaries at the 1974 level. It is really outrageous that the state employees are being punished over and over again for the fiscal problems in New York City and New York State. We received no raise last year, had our pensions raided, and were already told that we can expect no raise next year.

Where have our rights under the Taylor Law gone? Are we or aren't we being provoked? We were to open negotiations for a

new contract in October. No meetings have taken place and he has already shut the door in our faces. Is this your idea of collective bargaining? Have we no rights just because we are civil service employees? Are we any less a citizen of this state than he, you or anyone else? I hope not because then all our efforts to make this the best state in the union were for nothing.

Our Governor, Lieutenant Governor, Legislators and even our Congressmen in Washington all enjoyed substantial pay raises, increases in travel and office expenses in the past year while we are expected to tighten our belts, bite the bullet, or, still better, just plain starve on our two-year-old salary. We have to put up with increases in real estate taxes, sales tax, income tax, increase in transportation, food, rent, gasoline and many more too numerous to list. Stretching our dollars to do all this is impossible. Maybe the

civil servants would be better off to quit work and go on welfare. Then the state would have to make sure we have enough to live on. Last year's salary increase for the Legislators of \$8,500 was more than most state employees receive as an annual salary.

I must admit that you people in Albany were very generous to us and gave us a fantastic bonus this year. A grand sum of \$250 less taxes! That miserable amount didn't even pay the increase in my subway and bus fare, let alone anything else. You gentlemen seem to forget that most state employees work for the State on a full-time basis. We do not have outside practices or other means of income. We have families like you who enjoy eating a steak or lobster occasionally. We enjoy a Broadway show and maybe if we are able to save money, we can go on a trip somewhere. However, with this proposed salary freeze we will be fortunate enough if

we "unfreeze" our homes next winter.

I, therefore, plead with you and all your fellow Legislators to disassociate yourselves with any salary freeze. Remember, next year is an election year and the civil service employees only too well remember last year and similar treatment by the Legislators which will only cause us to elect new representatives.

Thomas A. DiNatale
President
Division of Housing and
Community Renewal Chapter,
CSEA

Vet's Rights

Editor, The Leader:

The writer is a senior attorney in the law department and a member of the law department chapter of the Civil Service Employees Assn. However, in 1976 I will also wear the hat of Commander of Albany Chapter 10, Disabled American Veterans.

In view of the threatened layoffs of state employees, I would appreciate your calling attention to certain retention rights

of disabled veterans. The rights are too involved to go into in this letter, but in substance they provide for allowance of added seniority in addition to the earned seniority for competitive class employees and further provide that exempt class employees can only be separated "for cause."

We maintain a full time service office at O'Brien Federal Building, Clinton Avenue and North Pearl Street, Albany, N.Y. 12207, phone (518) 472-3638. This office is supervised by James Perkins, National Service Officer, who is himself a disabled veteran. Mr. Perkins will be glad to answer any questions concerning retention rights of disabled veterans who are CSEA members, or for that matter any other disabled veteran, and to assist them in asserting such rights if necessary.

We also maintain service offices in New York City, Buffalo and Rochester, and local chapters exist in most communities.

Bruce A. Pettijohn
Commander, Albany Chapter 10
Disabled American Veterans
Slingerlands



Following their official installation by CSEA statewide treasurer Jack Gallagher, officers of Long Island Region I get together to survey success of the region's first workshop. In previous years, Region I had participated in a joint workshop with New York City Region II and

Southern Region III. From left are president Irving Flaumenbaum, Nassau County chapter 830; first vice-president Ralph Natale, Nassau County; second vice-president Nicholas Abbatiello, Nassau County; third vice-

president Robert Conlon, Suffolk Educational chapter 870; fourth vice-president Ruth Braverman, Nassau County; secretary Dorothy Goetz, Suffolk County chapter 852, and treasurer Sam Piscatelli, Nassau County.



Arthur Gary, branch manager for Social Security in Riverhead, Suffolk County, was among experts who explained benefits.



New York State Employees Retirement System representative Albert Court outlined details of various pension options.



CSEA vice-president Irving Flaumenbaum, head of Long Island Region I and of Nassau County chapter 830, largest in the state, urges members to work hard for CSEA election as bargaining representative for the Professional-Scientific-Technical Bargaining Unit. Seated next to Mr. Flaumenbaum is Edwain Cleary, Region I supervisor.



Statewide CSEA insurance chairman James Corbin, center, picks up some pointers from CSEA vice-president Solomon Bendet, left, and TerBush and Powell field supervisor Paul Holmes. Mr. Corbin is also president of Suffolk County chapter 852.



Among the CSEA staff members on hand to offer advice to delegates was collective bargaining specialist George Peak.



Joseph Messino, of Pilgrim Psychiatric Center chapter 418, seeks answer, as the chapter's Ray Magliolo, left, and Hank Bittner listen. Pilgrim is the largest Mental Hygiene institution in the state.



Arthur Hennessy, left, president of CSEA chapter 606 at Farmingdale, discusses campus problems with Michael Rocco and Charles Hendrickson, both of SUNY at Old Westbury chapter 618. The conference site in Montauk was within minutes of the easternmost part of New York State.

Long Island Region I Leaders Participate In First Workshop



Ed Ochenkoski, North Hempstead unit president; Lou Mannellino, of Department of Transportation District 10 chapter 508, and Joseph Love, Suffolk Developmental Center chapter 430 first vice-president, confer on what they have learned during the weekend workshop.



Among the delegates from Pilgrim Psychiatric Center chapter 418 were, from left, Bertram Holmes, Robert Williams and Jean Frazier. Chapter president Betty Duffy, as well as many other state chapter presidents, missed the workshop because of a special CSEA meeting in Albany.



John Reilly, of Suffolk Educational chapter 870, gets opportunity to question speakers at seminar.



(Leader photos by Sulo Aalto)

ABOVE: Some of the estimated 100 participants at the weekend workshop gathered at row tables where they were able to take notes on the discussions which featured speakers from the State Retirement System and from Social Security. There are 18 chapters in the 50,000-member Long Island Region I.

RIGHT: Suffolk Educational chapter 870's Rudy Scala questions speakers at Monday morning seminar on retirement and social security benefits. Suffolk Educational chapter is the sixth largest in CSEA's statewide organization. In fact, seven of CSEA's 20 largest chapters are located in Long Island Region I. Others are Nassau County chapter 830, 1st; Suffolk County chapter 852, 3rd; Pilgrim Psychiatric Center chapter 418, 5th; Nassau Educational chapter 865, 14th; Kings Park Psychiatric Center chapter 411, 17th; and Central Islip Psychiatric Center chapter 404, 20th..



Presidents of Civil Service Employees Assn. chapters at two of the largest Mental Hygiene institutions in the state concentrate on the discussion. Gregory Sznuricki, of Kings Park Psychiatric Center chapter 411, is at left, and Danny Donohue, of Central Islip Psychiatric Center chapter 404, at right. Both are new presidents installed this year.



LEFT: Anthony Giannetti, Ruth Braverman and Mike Braverman were among the interested participants in the seminar at Gurney's Inn in Montauk. Ms. Braverman is the region's highest ranking woman officer, fourth vice-president, and Mr. Braverman is a board member of Nassau chapter 830. Mr. Giannetti, of Nassau's Town of Hempstead unit, is the regional social chairman.

Latest State And County Eligible Lists

EXAM 35-661
PRIN ACCT AUD CLK
Test Held Mar 1, 1975
List Est. June 23, 1975
(Cont. from Previous Edition)

- 113 Silver Peter R Ogdensburg81.2
- 114 Bleadow Mathew Castleton81.0
- 115 Ryan Linda A Albany81.0
- 116 Bubnak Timothy Amsterdam81.0
- 117 Kerbel Esther D Middletown81.0
- 118 Wabnitz Marcia Troy80.7
- 119 Scherer Goldie Albany80.7
- 120 Mack Lorraine E N Troy80.5
- 121 O'Brien Lois A Flushing80.5
- 122 Nowak Edward J Latham80.4
- 123 Lester Barbara Cheekwaga80.3
- 124 Hoffman Joan E Albany80.2
- 125 Fettes Sharon R Rochester80.2
- 126 Hagadorn M G Hornell80.0
- 127 Schiffhauer S M Archard Pk79.9
- 128 Burke Gregg H Saratoga Spg79.9
- 129 Lipfeld Jerry Albany79.9
- 130 Becker Milton M Troy79.7
- 131 Allison David P Albany79.6
- 132 Newton Jennifer Troy79.6
- 133 Wilsey Dale A Selkirk79.5
- 134 Sears Patricia Albany79.5
- 135 Desousa Mary A Loudonville79.4
- 136 Cherry Linda E Baavia79.4
- 137 Haden John M Bronx79.1
- 138 Diffenback Jean Albany79.0
- 139 Merrihew Sheril Amsterdam79.0
- 140 Harrington Mary Greene78.7
- 141 Constanine C J Amsterdam78.7
- 142 Batters Ruthana Mechanicvil78.5
- 143 Wincowski L Saratoga Spg78.5
- 144 Avellino Susan Rensselaer78.4
- 145 Maciejko Jennie Bronx78.2
- 146 Tobin Phyllis D Rensselaer78.2
- 147 Moody Alfred R Saranac Lake78.1
- 148 Hoenzsch R F Albany78.0
- 149 Welsh Margaret Utica77.9
- 150 Kofel Joseph A Deer Park77.8
- 151 Costello S A Hannacroix77.5
- 152 Cohen Alber M Troy77.5
- 153 Gardner Richard Rensselaer77.5
- 154 Huber Kathleen Albany77.4
- 155 Hallock Grace K Bushkirk77.4
- 156 Hermans Carol A Schenectady77.2
- 157 Milliner S I Rome77.1
- 158 Weinstein Leah Oceanside77.0
- 159 Dowd Theresa M Albany77.0
- 160 Israel Nina M Albany77.0
- 161 Coons Rebekah B Kinderhook76.9
- 162 Penner Anna M Nedrow76.9
- 163 Markanes E F Nyack76.7
- 164 Disisto David C Cohoes76.6
- 165 Maitino Robert Schenectady76.6
- 166 Walker Carol A Mechanicvil76.5
- 167 Breen Michael J Saratoga Spg76.5
- 168 Hession Ann E Tonawanda76.5
- 169 Yates William P Binghamton76.2
- 170 Mangus David T Lockport76.2
- 171 Leddy Mary T Wantagh76.2
- 172 Bourguignon A K Ravena76.2
- 173 Meister S A Schenectady76.1
- 174 Smalley Ruth A Delanson75.9
- 175 Westfall Janet Delanson75.8
- 176 McKiever BJ Rensselaer75.7
- 177 Sabatino K A Mechanicvil75.7
- 178 Chevalier Carol Cohoes75.6
- 179 Laramie Elaine Cohoes75.5
- 180 Harnaart E A Newark75.4
- 181 Nadeau Louise H Cohoes75.4
- 182 Heller Kathleen Malden Bidge75.4
- 183 Heelan Michael Albany75.4
- 184 Lovelass Sherry Saratoga Spg75.3
- 185 Cliss Winifred Albany75.2
- 186 Terry Charles J Troy75.1
- 187 Whitman Helen L Schenectady75.1
- 188 Schroeder L A Earlon75.1
- 189 Spriggs R E Rome75.0
- 190 Miller James H Delmar75.0
- 191 Cooper Diane S Stuyvesant74.8
- 192 Perrey Dorothy Mechanicvil74.7
- 193 Scherrer John C Bay Shore74.7
- 194 Ristau Roseanna Albany74.7
- 195 O'Connell M P Albany74.7
- 196 McCaffrey P N Poughkeepsie74.6
- 197 Gifford Arthur Albany74.5
- 198 Dana John J Albany74.5
- 199 Wingle Ronald C Rensselaer74.5
- 200 Daley Mary T Barneveld74.4
- 201 Vandenberg N E Troy74.4
- 202 Murphy E Dix Hills74.3
- 203 Anderson Mary J Loudonville74.3
- 204 Gusberti D Waervliet74.2
- 205 Reus William L Loudonville74.2
- 206 McKinney Harold Comstock74.1
- 207 Tomchik Mary E E Nassau74.0
- 208 Obrentz Murray Bronx74.0
- 209 Carlisle P A Buffalo74.0
- 210 Drobny Andrew M Troy73.9
- 211 Speller Bruce H Buffalo73.9
- 212 Foete Nicholas Mechanicvil73.9
- 213 Tagliento D H E Greenbush73.9
- 214 Edelstein I Floral Park73.8
- 215 Way Carlton H Scotia73.8
- 216 Cavallaro M M Syracuse73.8
- 217 Biondolillo S F Mr Morris73.8
- 218 Klinger J E Albany73.6
- 219 O'Brien J Y Binghamton73.6
- 220 Mazula Gary M N Troy73.6
- 221 Lebitz Francis Brooklyn73.5
- 222 Houlihan Joan L Troy73.5
- 223 Swerbenski Mary Albany73.4
- 224 Simon Barnet Little Neck73.4
- 225 Halavin James H Wappingr Fls.73.3
- 226 Foley John P Cossackie73.3
- 227 Stamp Patricia Sloan73.2
- 228 Schwedtfeger L W Babylon73.2
- 229 Guyer Frederick Albany73.2
- 230 Koblenzer James Waterford73.2
- 231 Bloom Joseph H Bronx73.2
- 232 Zealey Harry O Schenectady73.1
- 233 Adelson Donald Gloversville73.0
- 234 Enzina Lena A Tonawanda73.0
- 235 Harte Richard J Elsmere72.7
- 236 Carroll Natalie Staatsburg72.6
- 237 Lenkiewicz A Johnson City72.6
- 238 Garrett Mary L Troy72.6
- 239 Butts Dorothy M Mt Vernon72.5
- 240 Herzog Deborah Altamont72.5
- 241 Gibbs Beverly J Rensselaer72.4
- 242 Hoefler Allan J Waterford72.4
- 243 Zummo John F Brooklyn72.3
- 244 Abrams Veronica Schenectady72.3
- 245 Jackson Penny J Albany72.1
- 246 Hull Jody C Waterford72.1
- 247 Kedzierska A H Elms72.1
- 248 Gomula Sophie M Amsterdam72.1
- 249 Jacques David D Wynantskill72.0
- 250 Teal Donna H Loudonville71.9

805 Zeto Keith F Troy84.0
806 Wittman P A Stillwater84.0
807 Bailey Lorraine W Sand Lk84.0
808 Caccamise Jane Newark84.0
809 Peterman E Seneca Fls84.0
810 Sliwa Rita M W Seneca84.0
811 Dessingue D P Cohoes84.0
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813 Civa Conie E Albany84.0
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(Continued on Page 11)

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- 801 Seida Virginia Camillus84.1
- 802 Knapp Margaret Amsterdam84.0
- 803 Mather Linda C Rensselaer84.0
- 804 Smith Edna P Guilderland84.0

Trooper Applicant Wins Height Requirement Suit

State Eligible Lists

CIVIL SERVICE LEADER, Tuesday, December 30, 1975

GENEVA—Concurring with a complainant's assertion that the average height of Puerto Rican nationals is less than that of fellow Americans on the mainland, the State Division of Human Rights has ordered the Civil Service Commission and the Division of State Police to "eliminate height as a disqualifying factor" in the next examination for New York State Police.

The complaint was brought by Luis Ortiz, of Geneva, a 31-year-old police officer employed by the Geneva Police Department for the past six years. He charged the respondents with discrimination against him in employment because of his sex and national origin.

After reading in the local newspapers that the Division of State Police was instituting a recruitment drive for black and Spanish-surnamed candidates, Mr. Ortiz took and passed the Civil Service examination, ranking 215 in the standings of all applicants. When he heard nothing further from the Civil Service Commission he wrote concerning his status and was told that he had been rejected because he did not reach the minimum height requirement of five feet, nine inches.

He was further informed that the Civil Service height requirements might be changed in the future and that he would be notified if this occurred.

On information and belief that female applicants are accepted in the state troopers meeting lower height requirements than those for males, and that native Puerto Ricans are shorter than their counterparts on the main-

land, Mr. Ortiz filed a complaint charging the Civil Service Commission and the Division of State Police with violating the State Human Rights Law.

The complaint was investigated by the Division of Human Rights and, after a finding of probable cause to credit the allegations, the agency referred the case to a public hearing. Before commencement of the hearing, Division counsel Stephen Levine advised that a stipulation of settlement had been proposed and signed by the parties involved.

As part of the settlement, the respondents agreed to refrain from the commission of discrim-

inatory practices in the future although they did not admit to having engaged in any discriminatory practices in the past.

Respondent Civil Service Commission agreed that prior to the announcement and the holding of the next examination for state troopers, it would eliminate height as a disqualifying factor in cases where a candidate was otherwise able to perform the functions of the position. The Civil Service Commission also agreed that, if any appointments were made prior to the expiration of the existing list for the state trooper position, Mr. Ortiz would be given an opportunity to complete the selection.

(Continued from Page 10)

816	Andersen Amelia Westerlo	84.0
817	Manzella Mario Albany	84.0
818	Grebbelinger S Otisville	84.0
819	Stringer Joann Port Crane	84.0
820	Burzynski Alyce Sloan	84.0
821	Holdridge J C Niverville	84.0
822	Ward Marjorie E Elmhurst	84.0
823	Harney Jean L Plattsburgh	84.0
824	Luzadis Dawn M Unadilla	84.0
825	Osterhout Karen Schenectady	83.9
826	Krage Michele A Watervliet	83.9
827	Sternbach S Tappan	83.9
828	Chorkowski Z F Schenectady	83.9
829	Sullivan Mary R Potsdam	83.9
830	Campbell Diane Watervliet	83.9
831	Vadney Annmarie Hannacroix	83.9
832	Dwyer Dorothy A Albany	83.9
833	Desabrais C B Tupper Lk	83.9
834	Wysocki Karen A Hopewell J	83.9
835	Greenlee Annie Schenectady	83.9
836	Trax Marjorie L Hornell	83.9
837	Kaktins Uldis Albany	83.9
838	Masciello Susan Lynbrook	83.9
839	Calaban Y E Delmar	83.9
840	Jones Carla L Schenectady	83.9
841	Rejack Peter D Schenectady	83.9
842	Harthway Nicola Galway	83.9
843	Billings Luann Buffalo	83.9
844	Vasallo K R Syracuse	83.8
845	Dingloay Mary J Buffalo	83.8
846	Seitz Lois Tonawanda	83.8
847	Seifert Cheryl Tupper Lk	83.8
848	Olsen Gary P Schenectady	83.8
849	Filin Sally K Albany	83.8
850	Greene Jeanne M Eden	83.8
851	Orgel Deborah L Buffalo	83.8
852	Stewart M B Oneida	83.8
853	Huston Irene M Ghent	83.8
854	Glashen Susan Troy	83.8
855	Stevens L A Sayville	83.8
856	Hunt Marjorie W Islip	83.8

857	Versella C Staten Is	83.8
858	Caldara Anthony Gloversville	83.8
859	Mallory Doris C Rochester	83.8
860	Gannon Jean C Yonkers	83.8
861	Barber Lewis H Cortland	83.8
862	Murray M A Troy	83.8
863	Bird Barbara J Schenectady	83.8
864	Ratz Doris M Brooklyn	83.7
865	Sperber Faye L Menands	83.7
866	Beglinger K J Attica	83.7
867	Warner Ruth B Rochester	83.7
868	Forster Beverly Peru	83.7
869	Ellsworth Joan Accord	83.7
870	Hilfiger P A Gillet	83.7
871	Brown Rosemary Albany	83.7
872	Musolino J J Troy	83.7
873	Hull Annamarie Petersburg	83.7
874	Vaudo Frances M Rochester	83.7
875	Purtell John P Albany	83.7
876	Jess Thomas A Schenectady	83.7
877	Monaco Nicholas Schenectady	83.7
878	Bielawski P A Schenectady	83.7
879	Ford Christine Albany	83.7
880	Heckeler Joy L Altamont	83.7
881	Orlando Laura J Brooklyn	83.7
882	Ehmann C M Albany	83.7
883	Hinds Linda P Brooklyn	83.7
884	Abbott Alecia M E Greenbush	83.6
885	Schleede L D Schenectady	83.6
886	Burr Cynthia S Rochester	83.6
887	Smith David A Utica	83.6
888	Lester Marilyn Friendship	83.6
889	Gleason Karen A Watervliet	83.6
890	Cicha Rhonda L Floral Pk	83.6
891	Smith Donna M Albany	83.6
892	Seifert Carol A W Seneca	83.6
893	Coetse Diane Centereach	83.6
894	Hatlee Susan M Albany	83.6
895	Ruggeri Joan M Albany	83.6
896	Holohan Joan A Elmore	83.6
897	Jenkins Hazel C Middleburg	83.6

(Continued on Page 13)

NAME DAMIANI

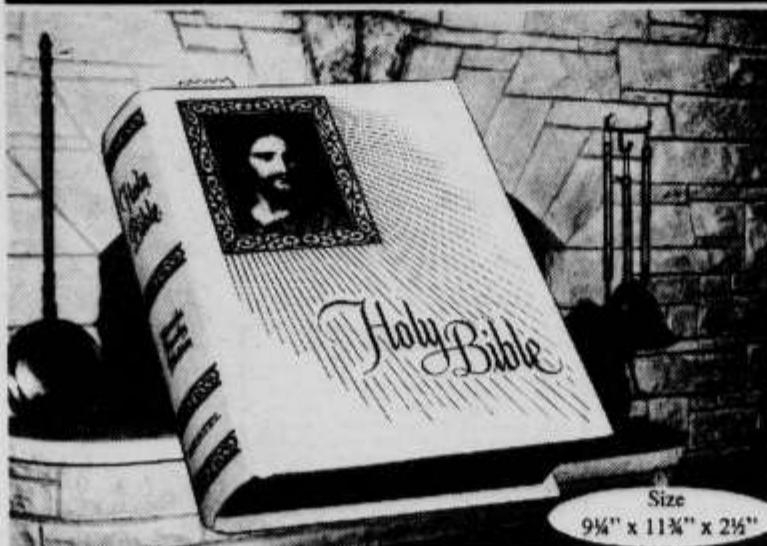
ALBANY—Gov. Hugh L. Carey has announced the appointment of Supreme Court Justice Vincent D. Damiani, of Brooklyn, as an Associate Justice of the Appellate Division. Justice Damiani was named for a term ending Dec. 31, 1978, when his Supreme Court term expires.

Justice Damiani, 61, is a graduate of New York University and Harvard Law School. He was appointed to New York City Municipal Court in 1955 and elected to State Supreme Court in 1965. He is assistant administrative judge of the Supreme Court Dangerous Drugs Parts. He also is president-elect of the Association of Supreme Court Justices of New York State. The position carries a salary of \$51,627 a year.

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900 Grambor C K Highland	83.6
901 Holdridge Jane Copake Fls	83.6
902 Winslow Marilyn Buffalo	83.6
903 O'Conner Joan Auburn	83.6
904 Wagner Mildred Amityville	83.6
905 Bernstein M R Slingerlands	83.6
906 Luder Kathleen Westmere	83.5
907 Dempsey Marilyn Utica	83.5
908 Banks Harriett New Paltz	83.5
909 Conroy Marcia T Albany	83.5
910 Woods Phyllis J Rochester	83.5
911 Swithers June M Pine City	83.5
912 Limpert Lana M Holley	83.5
913 Osborne Andrea St Catharins	83.5
914 Sander Janice P Binghamton	83.4
915 Davidson M L Buffalo	83.4
916 Guiry Eileen P Albany	83.4
917 Davignon C F Mechanicvil	83.4
918 Baia Richard E Amsterdam	83.4
919 Ladouceur P L Ogdensburg	83.3
920 Hayden Richard Amsterdam	83.3
921 Jaekle C N Tonawanda	83.3
923 Vena Ernest S Albany	83.3
924 Ryan Cecelia A Troy	83.2
925 Shaughnessy M A Cohoes	83.1
926 Divigilio John Mechanicvil	83.1
927 Smith Richard M Saratoga Spg	83.1
928 Furlong Dorothy N Hornell	83.1
929 Pulver Darlene Albany	83.0
930 Zamrok June N Tonawanda	83.0
831 Mistal Paula Yonkers	83.0
832 Conniff E F W Babylon	83.0
833 Diamond Belle Staten Is	82.9
934 Maslowski P L Elma	82.9
935 Rabush Eileen M Ronkonkoma	82.9
936 Monroe Sandra Gansevoort	82.9
937 Marz Lynda M Lancaster	82.9
938 Westfall Donald Broadalbin	82.9
939 Polshie Muriel Levittown	82.9
940 McSweeney Jane Spring Glen	82.9
941 Stacy Carol A Averill Park	82.9
942 Fischer K E Liverpool	82.9
943 Wolff Marion E Schenectady	82.9
944 Nadareski Joan Albany	82.9
945 Kuddie Olga Johnson City	82.9
946 Gilday K A Mechanicvil	82.9
947 Ward Donna M Wappingr Fls	82.9
948 Coler Marsha I Bullstoolk	82.9
949 Butler Terrence Rensselaer	82.7
950 McKelvy Linda L Rochester	82.7
951 Wilson Walter R Schenectady	82.6
952 Lehman Judith F Kings Park	82.6
953 Sripe Gerald M Albany	82.6
954 Campol Gail L Schenectady	82.6
955 Brown Ann M Stillwater	82.6
956 Golloub R Brooklyn	82.6
957 Schmidt Joyce M Arica	82.5
958 Grunzweig M S Buffalo	82.5
959 McGoff James M Binghamton	82.5
960 Jones Marilyn E Schenectady	82.5
961 Coyne William C Staten Is	82.5
962 Baldwin Dori A Schenectady	82.5
963 Bader Jane M Rochester	82.5
964 Banks Suzanne M E Greenbush	82.5
965 Steger Jean C Dunkirk	82.5
966 Meyer Jane A Stanley	82.5
967 Johnston Linda S Brooklyn	82.5
968 O'Brien Jean M Green Island	82.5
969 Danahy Martin J Troy	82.4
970 Siciliano M A Mechanicvil	82.4

(Continued on Page 15)

LEGAL NOTICE

CDR ASSOCIATES

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

Business: Invest garden apartment complex, South Pasadena, Florida.

Term: October 1, 1975-December 31, 2025, unless sooner terminated.

General Partners: Thomas M. Graham, Jr., 32 Washington Square West, New York, New York; John A. Werwaiss, 1140 Fifth Avenue, New York, New York; and Vincent S. Andrews, Jr., Holly Hill Lane, Katonah, New York.

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

LEGAL NOTICE

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

Open Continuous State Job Calendar

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

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

Now—Every Week—

It's not just news . . .
It's news that's happening to you

The legislature votes not to
renew contributions for pension funds . . .

That means your pay check will be 2 to 5 percent less next July.

There are suggestions for extending hours, cutting staffs, stopping promotions, dropping departments.

All that may mean more work, less pay, less opportunity, less retirement pension.

Yes indeed!

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A Strike Threat In Greece; Charge Bad Faith, Coercion

GREECE—Charging that the Greece Town Board has acted "in bad faith, resorted to coercion, and shown a total disregard for the welfare of its workers or town residents served by them," the Civil Service Employees Assn. has filed improper practice charges against it with the Public Employment Relations Board.

Thomas M. Pomodoro, field representative and chief negotiator for the approximately 100 workers, said they voted "almost unanimously" to strike should there be no agreement when the present contract expires Jan. 1.

"The Town Board is completely insensitive to the plight of the workers, who have suffered enough from the ravages of inflation and don't need any threats," he said, noting that the board during negotiations has reduced some compensation due employees and threatened further reductions amounting to about \$2,000 per worker.

"First, they unilaterally cut longevity payments from \$350 to \$300 for about 35 workers," Mr. Pomodoro said. Now, they say that if no agreement is reached by New Years', they will reduce the regular work week from 45 to 40 hours, eliminate all holidays, take away catastrophic sick leave and pay overtime at straight pay rates. That's extreme provocation and no way to say 'Happy Holidays' to either the workers or residents."

What Strike Means

A strike would result in the loss of snow removal, garbage collection, flood preventive and other services, Mr. Pomodoro explained.

Under the present contract, the workers receive 75 percent of their pay for up to four months in the catastrophic sick pay, which commences after

normal sick leave is used up. Normal sick leave is earned at the rate of one day per month and can be banked up to 120 days.

Reduction of the work week from 45 to 40 hours, Mr. Pomodoro said, would result in a pay reduction of 7½ hours per week, because pay after 40 hours is currently paid at time-and-a-half rate since the extension of the Federal Labor Standards Act to public employees in 1973.

"Those items and the elimination of 10 legal holidays now

Wenzl Views

(Continued from Page 1)

able how any other labor organization can have the nerve to suggest that employees could do better by fragmenting the labor movement.

"We are looking forward to a definite win in the PST election, so that all four of our bargaining units will be represented in talks that are currently being held with the state administration," Dr. Wenzl said.

"The new year will be difficult for everyone," he continued, "so it is vitally important that we face the realities of the current economic situation, and work together to achieve solutions that will benefit all our members and, ultimately, all the people of New York."

observed by the Town would mean losses of about \$2,000 per worker," Mr. Pomodoro said.

Pay Hike Disparity

During about four months of negotiations, the Town has proposed pay raises of 3 percent per year in a proposed three-year pact; the union wants 8 percent in the first year and 9.5 percent during the last two years.

Currently two classes of laborers receive \$4.61 and \$4.86 per hour; mechanics, \$5.05; and foremen, \$5.39. In addition to highway department workers, also represented under the contract with CSEA are sewer district and recreation department workers.

Under the Taylor Law, the Town Board could impose its terms after public hearings were held. The strike vote, taken Dec. 17, was 98-2.



COMMERCE PARTY — John Corcoran, left, supervisor of the Civil Service Employees Assn.'s Albany Region IV, is welcomed to the Commerce chapter 654 holiday party last month by Helen Olson, George Olson and Ruth Lovegrove. Mr. Olson is chapter president. The event was held at Herbert's Restaurant in Albany.

Watertown School Board Rejects Unit's Contract

WATERTOWN—The 65-member Watertown City School District Custodial and Maintenance unit of the Civil Service Employees Assn. has accepted, and the school board has rejected, a fact-finder's report calling for an average 10 percent raise in salary for the 1975-76 school year.

In the first CSEA contract ever negotiated for the unit, Public Employment Relations Board fact-finder Marc Welsenfeld also recommended that a panel oversee implementation of a seniority provision, that a dental plan be rejected, and that the present sick leave accumulation policy be retained.

CSEA collective bargaining specialist Roger Kane said, "We're very disappointed that

Rumor State Tries Worker Unit Shift

(Continued from Page 3)

employee status. The union then approves or disapproves of the shift. If an objection is raised, the matter then goes before the Public Employment Relations Board. Its decision, barring a court suit, is binding.

A CSEA official said late last week that no notice of proposed shifts of employees to the management confidential unit has been received to date.

the board rejected the opinion of an impartial third party, and ignored the facts. I am going to request a meeting with the school board as soon as possible, to try to straighten this out."

The school board rejected Mr. Welsenfeld's recommendations on the advice of its negotiator, according to Mr. Kane.

CSEA unit president Sal Coniglio commented, "The school board came into negotiations with the attitude that they would try to take away from us things we already had. For example, we were allowed to accumulate up to 204 sick days, but during negotiations they tried to reduce this to 175 sick days. So we were fighting just to keep what we already had.

"However, for a first contract, our unit felt it was acceptable. The first contract is always the most difficult to get," he added.

Earlier in negotiations, both sides had agreed to a job protection clause, retention of present vacation and holiday provisions, the posting of all vacant and new positions for 10 days, and a provision that seniority be followed in the event of layoffs. John Sullivan of Syracuse Region V is the CSEA field representative for the unit.



PROFESSIONAL SCIENTIFIC & TECHNICAL EMPLOYEES OF NEW YORK STATE

NINE REASONS TO VOTE CSEA IN THIS ELECTION

1. EXPERIENCE
2. TRACK RECORD
3. NEGOTIATORS SET
4. UNITY A MUST
5. SECURE PENSION
6. "LULU" FIGHTERS
7. LOW DUES
8. ESTABLISHED ORGANIZATION
9. SOLID STRUCTURE

• In 1910, when employees of the State of New York wanted to be represented, they created their own organization — CSEA. It's been doing the job the members wanted ever since. That's a solid 65 years history of representation.

• CSEA has negotiated salary increases of up to 115% for N.Y. State workers since 1967. That makes employees of this state number two in the country in wages and benefits.

• The P.S. & T. negotiating team has drawn your demands and is ready to go. The team is made up of your fellow members, with CSEA staff professionals there to assist. The opposition hasn't yet developed a list of demands.

• The coming negotiations will be the toughest ever. If P.S. & T. switches unions now, all four bargaining units will suffer a loss of "clout" — especially P.S. & T. You can't afford anything less than a solid front.

• CSEA went to court to stop the state from raiding your pension fund. The opposition was silent.

• CSEA went to court to stop illegal "lulus" for legislators. And won. Once again, the opposition was silent.

• A total of \$45.50 a year, and one quarter of that goes back to your local chapter. The opposition has no announced dues structure, but the present range within the coalition is from \$100 to more than \$200 a year — before special assessments.

• CSEA is a visible entity, with nearly 200 full time professional staff members all over the State, a large modern headquarters in Albany, and full time regional offices in its six geographic regions. The opposition has no permanently assigned staff or facilities.

• CSEA operates under legally binding constitutions with democratically elected officers at state, regional and local chapter levels. The opposition has no constitution, no elected officers — apparently, nothing at all. In fact, a lot of folks feel that "PEF" has to mean Phantom Employees Federation.

COMMENT: As far as we can determine, the opposition in this election is a sort of mish-mash of teachers, construction and transportation oriented groups who seem to have little relationship to public employees. It looks simply like another attempted 'raid' to swell the coffers of the various unions involved.

VOTE CSEA

Pass your copy of

The Leader

on to a non-member.

25 Chapter Officers Tapped For Region V Leadership Training

(From Leader Correspondent)

SYRACUSE—Syracuse Region V of the Civil Service Employees Assn. is going all out for leadership.

Twenty-five chapter officials were recently selected to undergo intensive two-day leadership training with these 25 to train at least 250 in the near future.

The program is being funded by the regional headquarters and is being conducted under the auspices of an advisory team headed by Richard Cleary, regional president.

The region retained FitzGibbons Associates of Syracuse, management manpower consultants, to set up and carry through with the training.

Mark FitzGibbons, head of FitzGibbons Associates, said that the program has been designed to meet the needs of front-line officers of the region.

He identified those needs as: leadership, training and education, morale and commitment, communication and public relations.

The group explored key areas within leadership, including mo-

tivation, being credible, selecting the right people, using the chain of command, sources of information and being able to transfer theory to practice.

Also important, the group learned, are development of the proper attitude—"keeping one's cool and being sincere"—and developing the democratic process. Being able to change policy also is a key area within leadership.

Orange Board Meet

GOSHEN—The board of directors of the Orange County chapter, Civil Service Employees Assn., will hold a meeting Wednesday, Jan. 28, at Dikeman's Firehouse, New Street, Goshen. Carol Dubovick, chapter president, said the meeting will begin at 7:30 p.m.



Five chapter presidents gather together to discuss hypothetical situation they are asked to solve as part of training program. Clockwise from left are Vincent Speciale, Oneida County chapter 833; James Moore, Utica Psychiatric Center chapter 425; William O'Neill, SUNY at Syracuse (Upstate Medical Center) chapter 615; James Carrier, Fort Schuyler chapter 014 of Utica, and Nicholas Cimino, Transportation District 2 chapter 505. Mr. Moore and Mr. Cimino are also departmental representatives to the CSEA statewide Board of Directors.

Jefferson Unit Contract Has 5% Hike, Increments

WATERTOWN—The 400-member Jefferson County unit, Civil Service Employees Assn., has accepted a one-year contract which provides for a 5 percent across-the-board pay increase plus increments.

The package, effective Jan. 1, 1976, was approved by the Jefferson County Board of Supervisors without opposition. CSEA membership, in a light turnout at a special meeting, accepted the county government's offer by a 66-5 vote.

Negotiations went to impasse Oct. 30, followed by mediation. CSEA had sought a 6 percent pay hike plus increments.

In a separate dispute, CSEA Watertown City unit continued to press an unfair labor prac-

tice charge against the City. City Manager Ronald G. Forbes said officials there have been ordered to appear at a hearing next month to answer the charges. A preliminary hearing is set for Jan. 7 in Syracuse and a formal hearing Jan. 26.

CSEA, through Region V field representative John Sullivan, alleges that the City, through Mr. Forbes, negotiated the current contract in bad faith by failing to deliver promised benefits.



Rountable confab participants, from left, are Joseph Capparelli, Madison County chapter 827 president; Leander Smith, Onondaga County chapter 834 first vice-president; Patricia Crandall, SUNY at Cortland chapter 605 president; Stephen Zarod, SUNY at Morrisville chapter 609 president; Eleanor Korchak, Binghamton chapter 002 president; Francis White, Fort Stanwix at Rome Developmental Center chapter 422 president; Mary Lauzon, SUNY at Potsdam chapter 613 president; Judy Doyle, Oswego County chapter 838 delegate, and Eleanor Percy, Jefferson County chapter 823 president. Ms. Crandall and Ms. Percy are also CSEA directors, and Ms. Crandall, in addition, is second vice-president of Region V.

KEEP CSEA INFORMED ON MAILING ADDRESS

Below is the Change of Address form used by the Civil Service Employees Assn. in maintaining its mailing list for The Civil Service Leader, statewide elections, contract ratifications and other general mailings. This form is postcard size, and may be clipped, glued and mailed to: The Civil Service Employees Association, Inc., P.O. Drawer 125,

Capital Station, Albany, N.Y. 12224. The form is also available from chapter presidents, but is reproduced here as a convenience. It is to be used only by those CSEA members who are currently employed as civil service workers or by those retirees who are paying full active membership dues.



SUNY at Oswego chapter 611 president Dale Dusharm, left, gets some personal guidance from leadership instructor Mark Fitzgibbons and his assistant, Jean Haag. The program is being funded by Syracuse Region V, with the expectation that the 25 leaders selected for training will, in turn, instruct another 250 leaders.

Change of Address for 'The Leader'

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