

## PST Employees Get Another Chance To Vote CSEA

ALBANY—The State Public Employment Relations Board will once again send out election ballots next week to state employees in the Professional, Scientific and Technical Bargaining Unit to determine if the incumbent Civil Service Employees Assn. will continue as the exclusive bargaining representative of the 40,000 employees.

The ballots for the runoff union representation election are scheduled to be mailed to eligible PS & T voters on Monday, Jan. 12.

Although CSEA outpolled a rival coalition of four AFL-CIO unions and a Teamsters local by 510 votes, 1,500 votes that were challengeable or cast for no representation resulted in neither CSEA nor the Public Employees Federation gaining the absolute majority needed to win the Dec. 5 election. PERB then called for a runoff between

CSEA and PEF only with ballots to be counted on Monday, Feb. 2.

Calling the current election "one of the most vital union representation elections in the state's history," CSEA president Theodore C. Wenzl stressed the need for all eligible CSEA members in the PS & T unit to vote for CSEA as well as "urge other PS & T employees to do likewise."

"If ever there was a need for CSEA members to demonstrate their solidarity and unity, this is the time. Effective bargaining for all state employees, regardless of their unit, is dependent on this. A divided, apathetic membership is a severe handicap for union negotiators at the bargaining table. And, to those whose choice was CSEA in the Dec. 5 election but didn't bother to vote, we can only point out that the current need

for a runoff election clearly demonstrates the importance of each individual's vote in vital representation elections like this one," Wenzl said.

PS & T employees who are on unpaid leave, but otherwise meet voting requirements, are also eligible to vote in this election although PERB will not automatically send ballots to them. Individuals on unpaid leave can have special replacement ballots issued to them if they call PERB directly to request the ballot at the phone numbers listed below.

All eligible PS & T voters who do not receive ballots by Jan. 19 should call PERB collect on Jan. 19, 20, 21, 22 or 23 and request a replacement ballot. PERB phone numbers are: Albany (518) 457-2929; New York City (212) 661-6970, and Buffalo (716) 842-2357.



Lined up in icy weather, members of the Cortland County unit, Civil Service Employees Assn., held a "sign-in" for welfare benefits and food stamps at the county's Social Services Department. The "sign-in" was held to dramatize the desire of unit members for what was called "a cost-of-survival" wage increase. The unit and the county have had more than 16 months of unproductive contract negotiations.

## Cortland Unit Has Mass Welfare Benefit Sign-In

CORTLAND—Nearly 50 members of the Cortland County Civil Service Employees Assn. unit staged a mass sign-in for welfare benefits and food stamps recently to dramatize their desire for a "cost-of-survival pay increase." Sixteen months of unproductive contract negotiations with the county government precipitated the sign-in.

Two dozen county highway department employees first lined up in bitterly cold weather outside the Social Services Department office building to apply for assistance and their numbers were soon swelled by fellow county employees from courthouse departments.

CSEA negotiator Terry Moxley, of Syracuse Region IV, said the unit, which has about 270 members, realizes that the county is facing financial problems and is seeking only a "cost-of-survival" pay increase of about 6 percent without any increases of fringe benefits.

Mr. Moxley pointed out that

county legislators recently gave themselves a 67 percent increase, from \$3,000 a year to \$5,000 a year, gave the county attorneys a 55 percent raise, from \$11,000 to \$17,000, and increased the fee paid to its professional labor ne-

gotiator, a Buffalo firm, from approximately \$11,000 to more than \$13,000.

"According to our estimate, the county's negotiator is getting more than \$250 an hour," Mr. (Continued on Page 3)

## Cost Cuts Without A Layoff Theme In Erie Suggestion Plan

CHEEKTOWAGA—While most Erie County residents were preparing to celebrate Christmas, officers of the Erie County chapter, Civil Service Employees Assn., representing 5,200 county white-collar workers, were busy Dec. 24 at the union's headquarters here reproducing copies of the county budget.

The task came at the urging of the local's executive committee for workers to suggest ways to cut county costs without layoffs of county workers, according to chapter president Victor E. (Continued on Page 3)

## Argue To Overturn Executive Order On Financial Disclosure

BUFFALO—Final written arguments were to be submitted to State Supreme Court Justice Joseph S. Mattina in Buffalo this week on a suit brought by the Civil Service Employees Assn., to declare unconstitutional Gov. Hugh Carey's Executive Order #10 as it applies to certain state employees in the Professional, Scientific and Technical Bargaining Unit.

Meanwhile, a temporary restraining order granted by State Supreme Court Justice Frank J. Kronenberg Nov. 7, continues in effect, thus blocking the state enforcement of the order which requires the submission of an eight-page detailed financial disclosure statement of doctors, scientists, psychiatrists and others earning over \$30,000 per year.

Robert L. Lattimer, president of CSEA's Western Region, headquartered in the Buffalo suburb of Cheektowaga, said the suit was brought by CSEA in behalf of several hundred PS&T personnel specifically but "also to stop Carey from expanding this nonsensical disclosure to other civil servants or perhaps all civil servants."

In oral arguments before Justice Mattina, CSEA regional attorney Charles R. Sandler declared the executive order violated the "penumbral zone of privacy" guaranteed by amendments 1, 3, 4, 5 and 9 of the Bill of Rights and denied due process "to the plaintiffs" (the PS&T people) as guaranteed by the 14th Amendment to the U. S. Constitution.

"This is no fancied esoteric claim—but a very realistic challenge to their constitutional rights by the executive department, particularly the defendant, Carey," Mr. Sandler argued.

At the same time he conceded that the state and the public had the right to certain reasonable, pertinent information in situa-

tions where there existed a possible conflict of interest, as in doctor-scientists, in whose name that in the case of the three doctor-scientists in whose name the suit was brought, or the 39 others at Roswell Park Memorial Institute who joined the suit and the hundreds of others "similarly situated throughout the state," there was no public purpose served by the disclosures.

Mr. Sandler pointed out that Dr. James T. Evans, one of the named plaintiffs at the state's famed cancer research and treatment center, is a resident surgeon whose time is used 50 percent in clinical cancer surgery, 30 percent in research, and 20 percent in residents' supervision, "and it makes no difference to the public where his wife has charge accounts or what the size of his mortgage may be."

As to the two other named (Continued on Page 3)

(Continued on Page 3)



## New Legislative Session, But Old Problems Linger

THE 199th Session of the State Legislature convenes Wednesday faced with a continuing fiscal crisis of (Continued on Page 6)

### INSIDE THE LEADER

- "Lulus" Again Ruled Illegal ..... See Page 2
- Lottery Division Skeletons ..... See Page 3
- Claim Willowbrook Whitewash ..... See Page 4
- Layoff Procedures Outlined ..... See Page 5
- State Eligible Lists ..... See Pages 10, 11

# Wage Freeze Fight Promised In Putnam -Irate CSEA Chapter

(From Leader Correspondent)

CARMEL—The Putnam County chapter, Civil Service Employees Assn., plans a fight against the County Board of Supervisors' action imposing a wage freeze on all county employees.

Russel Cheney, president of the chapter, called the freeze "illegal and a violation of every tenet of the contract."

The pact was agreed to last August by the CSEA chapter and the Board. The contract had called for an across-the-board raise of \$2,400 for all county employees retroactive to Jan. 1, 1975.

Mr. Cheney said the executive board has been authorized by vote of the membership to take whatever action it believes is necessary to combat the freeze.

"The executive board will do whatever it has to do in order to guarantee jobs and raises for people," Mr. Cheney said.

The \$2,400 raise, which was to be spread over a two-year period, in six-month increments, was a major feature of a contract agreed to by the Board, and narrowly averted what would

have been the first strike by public employees in the county's history. The payments were to be \$700 on Jan. 1, 1975; \$500 July 1; \$600 Jan. 1, 1976, and \$600 July 1.

The contract was adopted soon after the successful conclusion of the Dutchess County employees' strike, the first action of its kind in the state. Putnam County employees are said to believe that the wage freeze imposed by the Board, in effect, cancels the contract approved by the same Board last August.

The Board imposed a freeze Dec. 20 as one of the measures it claimed was needed to cut a controversial \$21 million budget.

The freeze was expected to save \$530,953 in the projected budget. The freeze will affect all persons on the county payroll including elected officials.

# 'Lulus' Again Are Ruled Illegal; Lawmakers' Repayment Ordered

ALBANY—State Supreme Court Justice Edward S. Conway ruled last week that the "lulus" or additional funds voted by members of the State Legislature for themselves are illegal and must be repaid.

The Civil Service Employees Assn. received a similar ruling about two months ago from Justice Conway in a case brought by union attorneys. This latest decision is seen as a broader one in scope and came as a result of a suit brought by the New York Public Interest Research Group, a government scrutiny organization styled along the lines of consumer protection bodies.

If upheld by higher courts, Justice Conway's ruling means that 163 of the 210 members of the State Senate and Assembly would be required to repay more than \$800,000 in "lulus" they voted for themselves as the Legislature's regular session ended last year.

In the 1975 regular session, the lawmakers increased 11 and added 45 new "lulus" at a cost of around \$220,000 over amounts voted in the previous year. In contrast, the state employees received only a one-time \$250 "bonus" instead of a hoped-for wage increase. The NYPIRG ruling is regarded as a broader one than that handed down by Jus-

Justice Conway in the CSEA case in that it appears to sustain charges by the public interest group that although the Legislature has voted itself "lulus" for a number of years, the practice has always been illegal.

The State is expected to appeal both the CSEA and NYPIRG case rulings.

In agreeing with NYPIRG, Justice Conway said, "The Legislature itself has stated repeatedly that under the State Constitution, neither the salary nor any other allowance can be altered during the term of office and the public policy embodied in the Constitution prohibits a member of the Legislature from gaining any new or additional benefits, direct or indirect, during his current term of office."

"Lulus" range from \$21,000 paid to Republican Senate Majority Leader Warren M. Anderson and Democratic Assembly Speaker Stanley Steingut to \$1,000 stipends paid to ranking minority members of minor subcommittees.

All members of the Senate and Assembly are paid \$23,500 a year in salary, travel expenses from their home districts to Albany, and up to \$40 a day for living expenses while on legislative business. They also receive money to operate their offices.

The practice of "lulus"—a shorthand way of saying "in lieu of expenses"—grew during the

years when legislators did not have a set expense limit, which came into existence in 1974. It was traditional for the lawmakers to vote themselves a set amount, most recently \$5,000, to take care of expenses.

The higher "lulus" granted to leadership posts were based on the contention that leaders had to spend more time on the job and that their expenses caused by the additional duties were higher.

In late September, Assemblyman Andrew Stein (D-L, Manhattan), called on Speaker Steingut to abide by Justice Conway's ruling in the CSEA case and termed the payments "bonuses for well-behaved legislators." Added Mr. Stein: "It is time for Mr. Steingut to exert leadership for the people of the State of New York and save \$1 million in taxpayer money. As the elected leader of the New York State Assembly, Mr. Steingut should view his role as greater than rewarding his camp followers and punishing his enemies.

"This time of fiscal crises leaves no room for political games," Assemblyman Stein added. "The people have lost faith in government. It is easy to understand why. Mr. Steingut cannot ask the people to do what he will not do himself. Legislative sacrifice and discretion are needed now."

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## Stony Brook's Main Gate 'Lockout' Protest Lines Bring Isolation To Campus

STONY BROOK—About 150 pickets of the Civil Service Employees Assn. here demonstrated against what they called a state-ordered "lockout" Jan. 2.

The array of placard-carrying demonstrators prompted construction workers and delivery and service vehicles to turn away rather than enter the campus.

Stony Brook University chapter president Al Varacchi declared that the state-ordered closing of the campus on the day after New Year's Day created a "forced vacation in violation of the contract.

"They say it will save money, but we'll take them to court if we have to and they'll have to pay us anyway," Mr. Varacchi declared.

There was a fresh dusting of snow with freezing temperatures and a stiff breeze on the morning of the lockout, creating a sub-zero wind-chill factor. Nev-



ALBERT VARACCHI

ertheless, demonstrators marched outside the main university gate on Nicoll's Road from 8 a.m. until noon.

Among the union workers who turned away rather than cross the picket line were concrete form builders, drivers for service vehicles of the Long Island Lighting Co. and New York Telephone Co., drivers for the U.S. Postal Service, mechanics of the Honeywell Co. and even drivers for the university's garbage removal contractor.

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## Social Services Committee Sets Albany Meeting

ALBANY—The Civil Service Employees Assn.'s social services committee will hold its next Regional meeting at the Quality Inn, Albany, on Saturday, Jan. 10, at 2 p.m.

It will be the third in a series of CSEA regional meetings which the committee holds in order to communicate with social service department employees on local levels. All county social service employees in CSEA Albany Region IV are invited to attend.

Among the committee's topics will be separation of services, the examiner series, and Title XX, according to committee coordinator Phil Miller.

## Erie Cost Cuts

(Continued from Page 1)  
Marr. Copies will be sent to members.

"We're the people who provide the human and humane services, which are the county's bustness, and we're the people intimately involved enough to know where there is waste, underutilization of people, facilities, and equipment, and in a position to come up with concrete recommendations for true economies," Mr. Marr explained.



**APPOINTED**—Civil Service Employees Assn. director Jean C. Gray (Authorities) has been named to the State University of New York affirmative action advisory committee. Ms. Gray was nominated for the position by CSEA president Theodore C. Wenzl. She is also chairman of CSEA's civil service committee (formerly known as the affirmative action committee) and is the first vice-president of Albany Region IV. Primary function of affirmative action is to protect the Merit System by studying effects on such subjects as equal employment opportunities for women, ethnic coding, layoff procedures, CETA and other areas covered by Civil Service Law.

# Uncover Six 'Skeletons' Rattling In State's Lottery Division Closet

ALBANY—The Civil Service Employees Assn. said it has uncovered the existence of a six-person "skeleton crew" of political appointees remaining on the payroll of the State Lottery Division at a combined salary of \$95,000, despite the fact that the agency has been closed down since October.

A union spokesman said last week that three of the six have an average of five months' seniority; 320 civil servants fired when Gov. Hugh L. Carey shut down the lottery operation had an average of over nine years in the state service.

"In the name of economy, the Governor lays off hundreds of hard-working employees who won their jobs through competitive civil service exams, but he always saves the high-paid political hacks who have nothing to do," the spokesman said.

The union charged that among those being retained on the so-called "skeleton crew" is the politically appointed marketing director of the defunct agency who makes \$22,000 and has three months' experience with the state.

"It is ridiculous to retain a marketing director who no longer has anything to market," the spokesman said. "This kind of scandal has been the trademark of the Carey Administration."

The union revelations coincide

with the release of figures showing statewide unemployment up to 10.2 percent, representing more than three-quarters of a million workers out of jobs.

CSEA, representing approximately 147,000 state employees, charged that other political appointees on the lottery's "skeleton crew" include the supervisor of district offices, who makes \$16,000 a year. Lottery district offices are no longer in operation.

Others who will continue to hold their political appointments are the press secretary and the administrative assistant to former lottery chief Jerry Bruno, according to the union sources. The pair continues to receive \$29,000

in salaries, even though Mr. Bruno has been deposed.

The CSEA spokesman said, "We deplore the Governor's callous treatment of the career civil servant who puts in an honest day's work, when at the same time he always has plenty of high-paid jobs for his political cronies. Who does he think he's fooling? How much money is he saving the taxpayers when he's putting thousands of people out of work and onto the unemployment and welfare lines? He is obviously interested in his own political future, not in saving the taxpayers' money. He can no longer be believed by any working person in the state."

## Argue To Overturn Order

(Continued from Page 1)  
plaintiffs, Mr. Sandler identified them as Dr. Peter M. Calamel, who is Roswell Park's associate chief of cancer research and a reconstructive surgeon, and Dr. Takuma Nemoto, associate chief of cancer research and breast surgery. Dr. Calamel is engaged in surgical reconstruction of face, oral cavity, pharynx, and esophagus for 90 percent of the time with no administrative duties,

and Dr. Nemoto devotes 75 percent of his time to surgery, 20 percent to breast research and 5 percent on administrative tasks.

Neither the three, nor the 39 other Roswell Park surgeons, biophysicists, biological and scientific researchers, all doctors, were "management or confidential, none top management," Mr. Sandler explained, and pointed out that of the four defendants

named, "a single defendant—the top executive—is plaintiffs' only unremitting adversary."

Repeatedly, referring to the Governor as "defendant Carey," Mr. Sandler introduced into evidence various correspondence from the other defendants which indicated positions ranging from outright opposition to the order to doubts and confusion about its scope and application. The other three defendants include the New York State Department of Health, Roswell Park Memorial Institute and the NYS Board of Public Disclosure.

Mr. Sandler introduced into the record "the first set of rules" by the Board of Public Disclosure, dated Nov. 12, although instructions for completion of the complex forms said they were to be submitted by Nov. 10.

While making the "Overbreadth Doctrine" a key point, Mr. Sandler also contrasted "the poorly drawn Executive Order #10" with existing New York State statutes "clearly drawn—with which we could live." The laws, all providing procedures for public disclosure "in a reasonable manner," he said, include: General Municipal Law, Public Officers Law, Local Finance Law and the Unconsolidated Laws.

Under the "Overbreadth Doctrine," affirmed by the U. S. Supreme Court in Shelton vs. Tucker in 1960, and in other cases, there "must be a balance of interest between the parties, permitting the attainment of governmental purposes with least restriction on rights of individuals," Mr. Sandler explained, "in this case the violation is not only overbreadth but overkill."

Arguing for the enforcement of the executive order, Michael F. Colligan of Albany, an assistant attorney general, said that "anything less than full disclosure would be ineffective," and cited cases supporting from other states.

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## 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

- 10—Statewide Social Services committee meeting: 2 p.m., Quality Inn, Albany.
- 12—Mailing of ballots in CSEA-PEF PS&T Unit runoff representation election.
- 13—Pilgrim Psychiatric Center chapter general meeting: 8:30 p.m., Pilgrim assembly hall.
- 13—Madison County chapter meeting: 7 p.m., Fire Hall, Wampsville.
- 14—Orange, Ulster and Sullivan Counties Retiree chapter meeting: 2 p.m., Middletown Psychiatric Center, Middletown.
- 14—New York City chapter executive board meeting: 5:15 p.m., Miller's Restaurant, 233 Broadway, Manhattan.
- 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.
- 20—Madison County chapter board of directors meeting: 7:30 p.m., Canastota elementary school.
- 21—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M&T Plaza, Buffalo.
- 23-24—Western Region VI meeting: Marriott Inn, Route 15, Rochester.
- 28—Nassau County Retirees chapter meeting: 12 p.m., American Savings Bank Building, Modell's Shopping Plaza, East Meadow.
- 29—Orange County chapter directors' meeting: 7:30 p.m., Dikeman's Firehouse, New Street, Goshen.
- 31—Chemung County unit dinner-dance: Elmira Heights Legion Home.

## A Sign-In At Cortland

(Continued from Page 1)  
Moxley said.

The CSEA negotiator said that in a test carried out by the unit here recently, a county employee with two children applied for welfare benefits and was granted a \$130-a-week income supplement and food stamps. The employee had worked for the county for 5½ years.

"It would be cheaper for the county to give us the raise we're asking for than to pay us welfare," Mr. Moxley observed.

The chairman of the County Legislature's ways and means committee, Michael Colasurdo, said at a public budget hearing recently the County had accepted the CSEA request for pay increases of \$500, \$600 and \$600 per year of a three-year contract.

However, Mr. Colasurdo said, no agreement was reached because CSEA rejected the County's counterproposal that employees who now work 30 hours a week during June, July and August and 35 hours a week the rest of the year be phased into a 35-hour-week all year-'round over the same three-year period.

Five days later, on Christmas Eve, Mr. Colasurdo issued a press release proposing a year-'round 35-hour work week for all county employees and a pay increase of only \$325 for county employees

for 1976.

The County Legislature's spokesman called the \$325 offer "very liberal" compared to the \$250 raise given to state employees in 1975, and said it would "allow county employees to cope with the damaging effects of inflation while protecting the taxpayers from higher burdens.

"County employees must realize that fringe benefits—retirement, social security and health insurance—are costing county taxpayers more than \$900,000 annually. As long as fringe benefits continue at their present high level, it will be very difficult to finance substantial pay increases for public employees," Mr. Colasurdo said.

During the mass sign-in, county Social Services Department personnel, themselves members of the unit, passed out application forms and made appointments for members applying for aid.

County Social Services Commissioner Donald Lamont said anyone could apply for assistance. "It's our job to determine whether they are eligible."

The State Public Employment Relations Board last month announced the appointment of fact-finder Donald E. Cullen to the dispute between Cortland County and the unit.

# Claim Whitewash By Willowbrook Administrators In Patient Death

STATEN ISLAND—Officials of the Civil Service Employees Assn. at Willowbrook Developmental Center are charging that administrators of the institution are engaged in a whitewash of top brass in an incident that resulted in the death of a resident.

Luis Ramirez, a retarded resident, was found dead in a wooded area adjacent to the administration building following a grounds search on Dec. 29. He had been missing since Dec. 24. Willowbrook administrators assert that proper procedures were not followed and that they were not notified of the missing man until Dec. 28, when his parents appeared to make inquiries about their son.

Cleophus A. Robinson, a chief of service on call duty that day, ordered a search, which was discontinued at 11:30 p.m. because of darkness. Resuming the search the next morning, Mr. Ramirez's body was found by Diane Bigillo, a searcher on horseback. Following a preliminary investigation, acting Willowbrook Director Stanley A. Slawinski suspended four employees: Whey Rhee, a nurse administrator; Rosalie Branch, a Grade 11 supervisor; James Young, a Grade 9 therapy aide, and Robert Lentz, a safety officer.

However, Ronnie Smith, president of the Willowbrook CSEA chapter, claims that the wrong employees have been suspended. He maintains that the suspension of the lowest paid employees "is an obvious attempt by the administration to take the weight off their own backs, and to make patsies of those least responsible."

Mr. Smith said that the suspended employees took appropriate action on the day Mr. Ramirez was reported missing by notifying the institution's security guard, the grounds supervisor, the local police precinct and the resident's parents by telegram. Further, Mr. Smith said, the employees had recorded in a log book that Mr. Ramirez was missing. Therefore, he said, Dr. Slawinski, who was the chief administrator on call on Dec. 24, should have made himself aware of the

missing resident. Mr. Smith also called for the suspension of those on call duty on subsequent days, prior to the finding of Mr. Ramirez's body. He said the following should be charged with negligence and dereliction of duty: Louis Siegel, chief of service on call on Dec. 25, Sherman McCoy, deputy director on call Dec. 26, and Connie Johannsen, chief of service on call Dec. 27.

"It's unconscionable that four highly paid administrators, in addition to a building team leader, knew nothing at all about a missing resident for four days. I hold them all responsible and suspendable," Mr. Smith asserted.

Pat Fraser, the chapter's grievance committee chairman, said that the union, anticipating probable disciplinary action against the suspended employees, is gathering evidence which will show that they acted properly. He insists that the administrators' own faulty communication mitigated against their being properly informed of the events leading up to the incident.

Mr. Ramirez had been a resident of Willowbrook for 13 years, and an autopsy revealed that he died of exposure. The police state that there was no evidence of foul play.

## Custodians, Firefighters, Stenos & Typists Sought By Westchester County

WHITE PLAINS—Secretaries, typists, custodians, and firefighters are currently being recruited for open-competitive posts by the Westchester County Personnel Office. Filing for the \$10,275 to \$15,135 a year jobs will close Jan. 14 with tests scheduled for Feb. 7.

For secretary I, candidates must be high school graduates with either two years of business or secretarial courses, or three years' stenographic or clerical experience. Secretary II is open to applicants with six years' experience or two years of business and secretarial courses and four years' experience.

To qualify for secretary-stenographer, candidates must be high school graduates with either five years' experience or two years of college and three years' experience.

Two years' experience in build-

ing and cleaning maintenance or one year's experience plus a year of carpentry, painting, electrical work, plumbing or heating experience, will qualify candidates for senior custodian. There are currently several vacancies in Westchester school districts.

For head custodian, applicants must have three years' building and cleaning maintenance experience or one year's experience plus two years' of electrical, carpentry or painting experience.

Principal typist with Westchester school districts is open to high school graduates with five years' clerical and typing experience or individuals with two years of college and three years' experience.

For firefighter, candidates must be between 21 and 32 years of age. In addition, candidates must possess a high school or high school equivalency diploma.

For detailed information and applications, candidates should contact the Westchester County Personnel Office, Room 100, County Office Building, White Plains, N. Y. 10601.

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### SKLOTT APPOINTED

ALBANY—Edward Sklott, 33, a management consultant, has been named by Gov. Hugh L. Carey as deputy commissioner for internal management in the State Department of Mental Hygiene. Mr. Sklott will be responsible for developing and defining Department goals and objectives, preparing plans and allocating resources to achieve objectives, developing manpower, and managing specific Department programs.

### MS. HOPE APPOINTED

ALBANY—Judith Hope, Town Supervisor of East Hampton, Long Island, has been named appointments secretary by Gov. Hugh L. Carey. Ms. Hope, 36, is the first woman to hold the post and succeeds Thomas H. Lynch whom the Governor has appointed to the State Tax Commission. Ms. Hope will deal with gubernatorial appointments to posts in the executive branch of government. The salary has not yet been set.

## Federal Job Calendar

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

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

### Agriculture

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

### Business

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

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

### General

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

### Medical

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

### Military

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

### Social And Education

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

### Stenography And Typing

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



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# Layoff Procedures & Rights Outlined

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

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

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

## UNITS FOR SUSPENSION, DEMOTION OR DISPLACEMENT

- In the Department of Civil Service**  
Public Employment Relations Board
- In the Education Department**  
State University Central Office  
Each constituent unit of the State University of New York
- In the Department of Environmental Conservation**  
The geographical area encompassed by each region of the Department
- In the Executive Department**  
Each Division, Commission, Office or Board established by law, except for such units therein as are separately designated herein below:  
Each county ABC Board  
New York City ABC Board  
Each regional State Park Commission  
Division of Saratoga Springs Reservation
- In the Health Department**  
Department-wide except separate units for each county in which a hospital or institution operated by the Department is located
- In the Department of Labor**  
Workmen's Compensation Board  
Labor Relations Board  
State Insurance Fund
- In the Department of Mental Hygiene**  
A unit for each of the following groups of counties:  
A—Bronx, New York, Richmond, Kings, Queens  
B—Nassau, Suffolk  
C—Rockland, Westchester  
D—Sullivan, Ulster, Dutchess, Orange, Green, Putnam  
E—Rensselaer, Albany, Schenectady, Montgomery, Saratoga, Warren, Washington, Fulton, Columbia, Schoharie  
F—Hamilton, Essex, Franklin, Clinton, St. Lawrence, Jefferson, Lewis  
G—Oneida, Herkimer, Otsego  
H—Onondaga, Madison, Oswego, Cayuga  
I—Broome, Chenango, Cortland, Tioga, Delaware  
J—Seneca, Schuyler, Tompkins, Chemung, Steuben  
K—Livingston, Allegany, Yates, Ontario, Wayne, Monroe, Orleans  
L—Niagara, Erie, Chautauqua, Cattaraugus, Wyoming, Genesee
- In the Division of Parks and Recreation**  
Each regional Park Commission and the main office separately
- In the Department of Transportation**  
Each departmental region and the main office separately
- In the Division of Youth**  
Five units consisting of the following counties:  
Unit A—Bronx, Kings, Nassau, New York, Queens, Richmond, Rockland, Suffolk, Westchester

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

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

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

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

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

## IF POSITION IS ABOLISHED

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

- You may be offered a reassignment to another position in the same title and salary grade, or in a lower title and salary grade within your layoff unit. If offered a reassignment, you will be asked to indicate your acceptance or rejection of such reassignment quickly so that a determination can be made regarding what specific employees are to be laid off. If you reject a reassignment offer, you are considered to be consenting to a subsequent suspension wherein you will be laid off and your name placed on a preferred list. Should you accept a permanent reassignment (which may involve relocation of your place of employment), to a title and salary grade identical to the one you now hold, your name will not be placed on a preferred list and you will continue in your employment. Should you accept reassignment to a lower level position (which may involve relocation of your place of employment), you will continue employment in the lower level position and your name will be placed on a preferred list for the title which you held immediately prior to reassignment.
- For permanent competitive class employees, Section 80 of the Civil Service Law provides for "vertical bumping." (It should be understood that a permanent competitive class employee who accepts a reassignment, or who rejects a reassignment with the result that his name is placed on a preferred list, loses his "vertical bumping" rights under Section 80).

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

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

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

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

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

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

## RETENTION RIGHTS (SENIORITY)

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

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

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

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

## FOR DETAILS AND CONSULTATION

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

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

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

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

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

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TUESDAY, JANUARY 6, 1976

## PST Runoff Election

"YOU only live so long, and work so long, so make your choice and God bless you," Civil Service Employees Assn. president Theodore C. Wenzl recently told a gathering of the union's chapter presidents, who had come together to discuss the upcoming election for representation rights for the state's Professional-Scientific-Technical Bargaining Unit.

CSEA has held bargaining rights for the 40,000 employees of the PST Unit since the Taylor Law legalized contract negotiations for public employees in the state.

Last month, a plurality of voters reaffirmed the choice of CSEA as bargaining agent. An unusually large number of "other" votes prevented CSEA from achieving the absolute majority needed, however, and so a runoff election is required. For the runoff, ballots will be mailed Jan. 12, and results should be known Feb. 2.

This time, only the names of CSEA and the Public Employees Federation will be on the ballot, so a definite winner can be determined. (PEF is a collaboration of the New York State United Teachers, Service Employees International Union, New York State Building Trades Council, International Laborers Union and Teamsters Local 237.)

Dr. Wenzl noted to the union's chapter presidents that CSEA is an imperfect democracy as opposed to a perfect autocracy; that in CSEA's 65 years of existence, this policy has resulted in the union's growth to become the third largest independent union in the nation and the largest public employees union in the world.

"We are a people's union, and we hope that professional, scientific and technical employees will choose to stay with us. Our strength is in unity," Dr. Wenzl said.

It is our opinion, now that the chips are down, that PST employees will remember the benefits that they have gained through the years of CSEA representation, and will vote to reaffirm their choice of CSEA.

Once that is done, contract negotiations (which will have been delayed three months because of the challenge) can begin in earnest.

## The "Sign-In"

THE traditional view of the typical welfare applicant is one of a won't work, improvident, rip-off-the-taxpayer deadbeat.

But what happens to this image when the welfare applicant holds a job, has some years' tenure in it, and is a taxpayer? A number of Cortland County employees staged a "sign-in" recently, lining up in icy weather at the county's Social Services offices to apply for welfare payments and food stamps.

These people aren't deadbeats. They work and their labor makes the county run. With what they are paid, however, they cannot make ends meet—thus the "sign-in." In addition, in Cortland County, negotiations for a new contract for the employees have been going on unsuccessfully for the past 16 months.

We suspect that this situation is not at all unique with Cortland County. We suspect that around the state there are a good number of public sector employees who could qualify, given their salaries, for welfare payments and food stamps.

One thing we do not suspect but know for a fact: This situation is a dreadful one.

## Don't Repeat This!

(Continued from Page 1)  
 imponderable proportions. Within limits, Governor Carey will delineate some of the problems when he delivers his second annual State of the State Message to open the legislative session. However, the critical moment will dawn on Jan. 20, when the Governor is required to submit to the Legislature his proposed budget for the fiscal year beginning on April 1.

**Expect Bitter Session**  
 There will inevitably be a sense of deja vu about the Governor's Message on the Budget, since in large measure it will undoubtedly recommend tax hikes that had been rejected by the December Special Session coupled with proposed cuts in various state operations and in programs of state aid to localities, including school districts.

Based on events that took place at the Special Session, political leaders expect the session to be a long and bitter one. Majority Leader Warren M. Anderson and Governor Carey reached a realistic accommodation in December. The tale in March, however, is likely to be stormy, since the Legislature will be grappling with recommendations that it had previously rejected in December.

Members of the Legislature, all of whom are faced with election problems in November, are likely to be more concerned than ever about putting their political careers on the chopping block, by voting for consumer tax increases, such as increases in the gasoline tax, extension of the sales tax to a wide variety of services, and possibly an increase in the individual income tax.

**State Workers' Salaries**  
 The Legislature will also have to come to grips with salary problems of the civil service employees. The contract with the Civil Service Employees Assn. terminates, and the Legislature will be faced with the problem of adjusting the salaries of the career employees in view of the continued erosion of salary standards through rising living costs.

The experience in New York City and in Yonkers, both of which had moved so close to the brink of default that an emergency fiscal control board had to be created for each of those municipalities, indicates that the outlook for civil service employees in the year ahead will be grim. In both of those cities the civil service employees were subjected to a wage freeze and to outright dismissal in order to achieve a balanced budget.

According to statements made by Governor Carey last month, the prospects for the civil service employees at the state level, as well as of those on the local level in areas in many parts of the state, are similarly bleak.

**Lulus Illegal**  
 Under the circumstances, it is a strange coincidence that as New Year's Eve approached, Supreme Court Justice Edward S. Conway, in Albany, handed down a decision confirming an earlier one that he had rendered, holding invalid lulus for members of the Legislature. The earlier case had been instituted by the Civil Service Employees Assn.

Along similar lines last month, Assemblyman Andrew Stein, Manhattan Democrat, demanded the abolition of lulus and that

(Continued on Page 7)



## Civil Service Law & You

By RICHARD GABA

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

## Probationary Terms

The Court of Appeals, in *Matter of Palmer v. Merges*, 37 N. Y. 2d 177 (1975), held that an employee's probationary period is not extended by a transfer in work shifts, where the employee did not receive notice that, upon transfer, she was entering a "second probationary period in a different assignment," and the employee also was not given any indication of unsatisfactory performance. The employee in this case was a Mental Hygiene assistant therapist aide at the Wassaic State School. Her probationary period originally began on Sept. 28, 1972, when she was assigned to the day shift at the school infirmary. On Nov. 12, 1972, she was transferred to the evening shift at the same infirmary. At that time, she was notified that her probationary period would be ending March 29, 1973. During the last week of March, however, this employee was notified, orally and by letter, that her probationary period was being extended another eight weeks to May 24, 1973. On that date, she was dismissed without hearing, as a probationary employee.

IN ITS DECISION, the court quoted from the applicable rule and regulation of the Civil Service Department, 4 NYCRR 4.5 (a) (3), as follows: "An appointment shall become permanent upon the completion of the minimum period of probation unless the probationer, prior to the completion of such service, is given written notice that the probationary term will be continued. If the probationary term is so continued, the appointment shall become permanent upon the retention of the probationer after his completion of the maximum period of service or upon earlier notice that his probationary term is successfully completed. If the conduct or performance of the probationer is not satisfactory, his employment may be terminated at any time after the completion of the minimum period of service and on or before the completion of the maximum period of service. The appointing officer may, however, in his discretion, offer such probationer an opportunity to serve a second probationary term of not less than four nor more than twelve weeks in a different assignment, in which case the appointment may be made permanent or the employment terminated at any time after the completion of the minimum period of service and on or before the completion of the maximum period of service in the same manner as herein provided for the original probationary appointment."

THE WASSAIC STATE School contended that the eight-week extension in the employee's probationary period after her transfer to the day shift represented "a second probationary term . . . in a different assignment," and the school acted within its discretion in dismissing the employee at the end of this second probationary period. While the court agreed that a transfer from one work shift to another could indeed constitute a "different assignment," and create a second probationary period during which the appointing officer could discharge the employee at his discretion, it found this argument without merit in this case. In this case, the employee involved was never notified that she was en-

(Continued on Page 7)

# RETIREMENT NEWS & FACTS

By A. L. PETERS

## Allowable Earnings Limit Increases

Beginning January 1, a retiree can earn up to \$2,760 a year without any loss in social security receipts.

In 1975 the figure was \$2,520. If you earn more than \$2,760, you lose one dollar for every two dollars you earn above that amount. Of course, whatever you do earn is subject to regular income taxes and, therefore, payroll deductions.

How does this affect you in dollars and cents? If you earn \$5,000 and your social security pension before any cut is \$4,200, you will receive only \$3,080 in social security for that year.

There is one out, however. A social security check is paid in any month in which you earned from wages or salary \$230 or less. So, if you could earn all your money in one or two months, the rest of the social security payments would not be affected. Of course, any income you get from pensions or interest or any source outside of a job does not cut your social security. And if you are over 72, there is no cut at all for outside earnings.

Note, too, that the rules differ for self-employed.

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 f of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from last week)  
Hallenbeck, David E. ....Liverpool  
Hargrave, Jacqueline C. ....Buffalo  
Healy, William D., Jr. ....New York City

Heaton, Cosma .....Bay Shore  
Hebbard, Merton L. ....Binghamton  
Herbert, Katherine A. ....Kings Park  
Hernandez, Rogelio .....New York City  
Hill, George E. ....Vestal  
Hitchcock, Floyd .....Fort Hunter  
Hockman, Bernard L. ....New York City  
Holland, Mary E. ....Rome  
Holland, Robert .....Wingdale  
Hungerford, Sue Ann .....Syracuse  
Ish, Ora R. ....Romulus, Mich.  
Jeffrey, Walter G. ....Mohegan Lake  
Johnson, Eunice .....Brooklyn  
Jones, Mary L. W. ....Nyack  
Jordan, Juanita C. ....Huntington  
Kane, Leon M. ....Clyde  
Keane, Geraldine A. ....Westbury  
Keegan, Thomas A. ....Kings Park  
Kennison, John H. ....Schroon Lake  
Kish, Costonia .....New York City  
Klein, Sandra H. ....Albany  
Klingaman, Martha .....Menands  
Kolb, Mildred .....Ronkonkoma  
Kossouer, Martin .....New York City  
Kowitz, Jack P. ....Brooklyn  
Kramer, Frederick C. ....Buffalo  
Kranz, Henry P. ....Schenectady  
Krushenick, John Jr. ....Bronx  
Kublitx, Daniel M. ....Buffalo  
LaBarbera, Anthony .....Brooklyn  
Labbato, Daniel J. ....Brooklyn  
Lamens, Joyce .....West Sayville  
Lane, Howard R. ....Lakewood  
Lane, John .....White Plains  
Lang, Matilda F. ....Bronx  
Larsen, Chris .....Penn Yan  
(To Be Continued)

A curious question arises regarding teachers retiring during 1976. Ordinarily, pensions are based on the last 12 months of salary paid, but the law specifies salaries payable. Inasmuch as longevity increases and cost-of-living increases have been frozen out for the year, in spite of the UFT contract, would pensions be based on the salaries paid or the salaries that should have been paid under the contract? Inasmuch as the contract has not been approved by the Emergency Control Board, an intricate legal question is presented.

# What's Your Opinion

## QUESTION

Are you optimistic or pessimistic about the employment picture?

## THE PLACE

Lower Manhattan

## OPINIONS

Diana Gordon, lawyer: "I'm quite pessimistic particularly as far as the lower income worker is concerned. I think that as businesses contract to meet the current economic crisis, lower level workers will suffer. They have already suffered in 1975, and I think it will probably get worse at least for workers at the bottom levels and for city workers at the operating levels in our economy."



John Willis, management officer: "I'm optimistic, because I think more employment will come into the city—the city has to take care of its people. I think there will be an upswing in the hiring market, because right now the unemployment is so high, we must get more workers on the job to be able to take care of what we've got here. Maybe we can get more funds from Washington—it's election time and they have to try to get their votes. So I guess that's a possibility."



Phillip G. Klein, lawyer: "From what I hear and read, there seems to be a lot of pessimism—that is, that more employees will be fired or put out of employment. I feel however, that the future will bring rehiring for most of these people. The city needs its employees. The thing for the city to do is to weed out those people who have been particularly unnecessary or constitute a surplus. But I still have confidence in the future of the city. The city may find additional funds through the levying of new taxes—we don't like that, but I fully believe the city will survive."



Frank Ryan, police officer: "I'm really pessimistic—jobs will probably be more scarce, and there will probably be more cuts necessary, because of the crisis that the city is in. I think Mayor Beame has indicated that the help the city got from Washington will not solve all of our problems, and that other actions will be necessary. From the indications from New York City Hall, I think that times will be getting harder rather than better. I think this has a lot to do with the nation—it seems that a lot of other states are cutting back on their employees in public and private business."



Alphonse Cangiarella, auditor, New York State: "Right now I'm optimistic about the employment picture because I think the best outlook to have, hopefully, is that things will get better and that people will be able to get jobs and that more people will be employed. I hope our economy will be on the upswing. The only problem is, I don't see much hope for city workers. But in the private sector, it appears that the economics are picking up, and that there will be more opportunities and more employment."



Jack Tagliani, account manager, City Hall: "I'm optimistic about the employment picture for 1976, simply because we have bottomed out in the economy and we can only go up. The money will have to come from the restructuring of our fiscal policies in New York City, plus a hard look toward business to help out and expand their employment bases. I'm also optimistic about the broadening of our tax base for the city. This can be done by encouraging business to stay here rather than moving out of New York City."



# LETTERS TO THE EDITOR

## Urge CSEA Vote

Editor, The Leader:

We, the officers of South Beach chapter, Civil Service Employees Assn., recognize that there are many problems with CSEA and therefore, when the Public Employees Federation challenged CSEA we carefully examined the issues involved. The following summarizes some of our findings and shows why we strongly feel that a victory for PEF would be damaging to the Professional, Scientific and Technical Unit:

1. The single most important effect of a PEF victory would be to divide state workers. The division would not only take place along salary grades, with higher salaried professionals in one union while lower grade employees are in another, but also along racial lines since the PS&T Unit is predominantly white while the other units have a more integrated balance. Politically such a division would weaken all state employees because our strength in bargaining comes from our unity. Smaller units cannot bargain as effectively as a larger body.

2. PEF criticizes coalition bargaining, but no one can deny that there are a number of contract issues that are common to all state employees. Also PS&T has a separate bargaining team and a separate contract, containing provisions specific to the needs of professionals. This is being continued and we must demand of CSEA that more provisions of this nature are included.

3. The major unions behind PEF are the N. Y. State United Teachers, Albert Shanker's union, and the Service Employees International Union. Both of these unions have an unimpressive record in representing their members. Recently New York City teachers have suffered massive layoffs and overcrowding in classrooms. Mr. Shanker has been a main obstacle for progressive change, opting rather to maintain the status quo. In Chicago, SEIU has been an energetic backer of Mayor Daley and his political machinery. Both unions derive their strength from the backing of the more conservative employees in their professions.

These are among the reasons that, although dissatisfied with

CSEA, we strongly feel that a move to PEF would be a grave mistake. What is really needed among state employees is your active involvement in your union. Without it no union will ever truly represent your needs and concerns.

Tom Bucaro  
President

Joe D'Amore  
First Vice-President

George Boncoraglio  
Second Vice-President

Barry Markman  
Third Vice-President

Frank Earle  
Treasurer

Rose Marie Truscello  
Corresponding Secretary

Marie Genatempo  
Recording Secretary

Staten Island

## Certify Nurses

ALBANY — The State Department of Education reported last week that 363 persons have successfully completed the requirements for licensing as registered professional nurses and 74 persons completed requirements for licensing as practical nurses between July and September 1975, the most recent licensing period.

## Civil Service Law & You

(Continued from Page 6)

tering upon a "second probationary period in a different assignment" and was never given any indication of unsatisfactory performance. She was notified only of an extension in her probationary period. Further, there was no indication that any notation or memo was made in the internal records of the agency showing that a new probationary term based on a different assignment was made.

IN SUCH circumstances, the court decided that the transfer in work shifts did not extend this employee's probationary period. The court stated that a ruling otherwise could establish this technique as a ruthless device to retain temporarily the services of probationary employees while denying them tenure. "The insecurities of probationary status will often induce employees, particularly in troubled times, to submit to unreasonable extensions by administrators." (37 N. Y. 2d at 181). As a guide to appointing officers, the court noted that notice to an employee of a second probationary period

was sufficient if it spelled out the regulation invoked. On the facts in this case, however, the court concluded that the employee here was improperly dismissed from her position.

## Don't Repeat This!

(Continued from Page 6)

all holders of political patronage and no-show jobs be considered for possible dismissal before career civil service employees who hold their appointments through merit.

The issue of protecting the quality and level of public services by strengthening the position of civil service employees will in some respects dominate the thinking of the State Legislature. With the November elections on the horizon, each member will be required to give serious consideration not only to the political clout of the Civil Service Employees Assn., but to the adverse public reaction that will follow increases in taxes coupled with deterioration in the level of public services at both the state and local levels.



Staff members concentrate as they learn of latest techniques to serve union members.

### PROFESSIONAL STAFF

ALBANY — Staff members from throughout the state met at the Civil Service Employees Assn. headquarters here to discuss ways by which they could better their service to employees of the Professional-Scientific-Technical Bargaining Unit.

The CSEA professionals—including field representatives, collective bargaining specialists, public relations experts and research analysts, spent the day going over problems faced by PST employees.

The meeting was held preparatory to the runoff election for bargaining rights for the approximately 40,000 employees in the statewide unit, one of four units currently represented by CSEA.

Ballots are to be mailed to PST employees on Jan. 12, with results to be known on Feb. 2.

### CHAPTER PRESIDENTS

ALBANY — A few days after the meeting of CSEA's professional staff, it was state chapter presidents and State Executive Committee members who were called together to express their views on the PST challenge election.

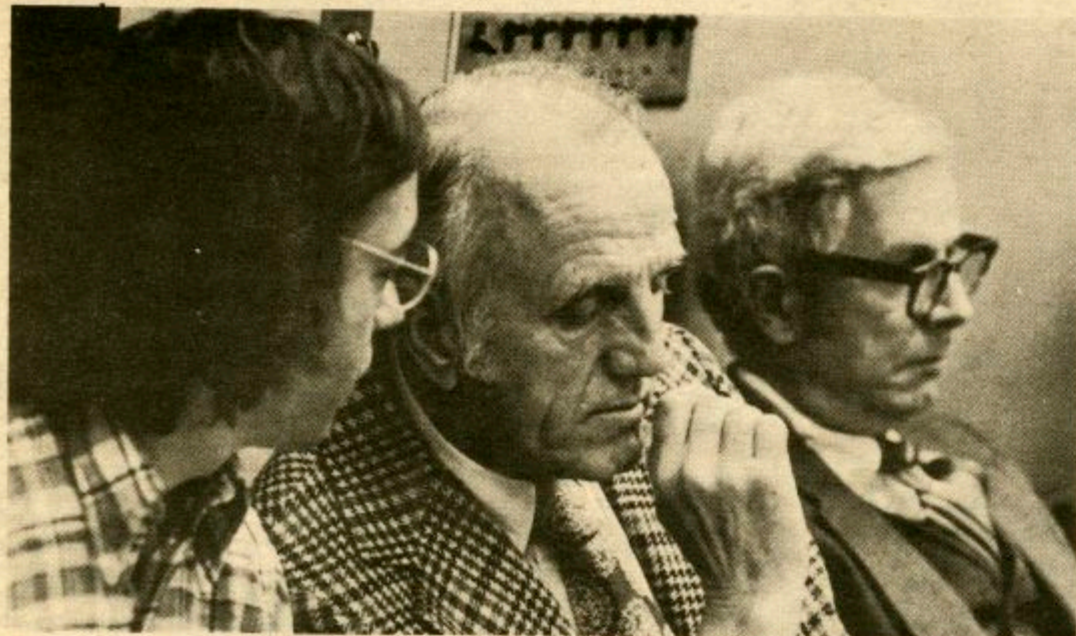
Attorney James Roemer outlined three important reasons for PST employees to reject the Public Employees Federation as a bargaining agent:

- Another union would have to start negotiations from scratch.
- An experiment with another union could result in agreements that could not be rectified (for example, the Teachers gave away their pension funds).
- Despite talk about title bargaining, the Public Employment Relations Board had ruled years ago that the state would be divided into only five bargaining units.



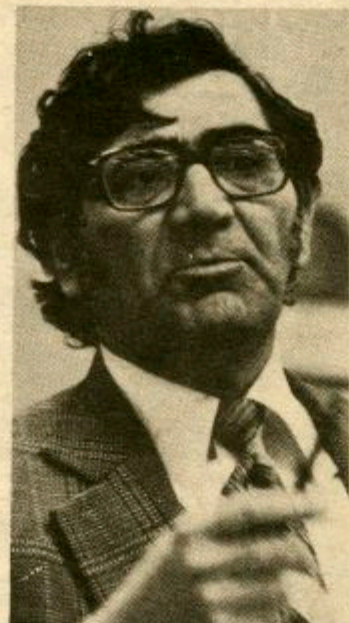
Chapter leaders from throughout the state gather to plan action for PST negotiations.

# CSEA Meetings Focus On Ways To Serve PST Employees



Thomas Linden, one of nine collective bargaining specialists who handle problems of PST workers, offers advice to CSEA president Theodore C. Wenzl. On other side of Dr. Wenzl is Albany Region IV supervisor John Corcoran.

(Leader photos by Brian Triller)



Collective bargaining specialist Emanuele Vitale emphasizes the role of CSEA's professional staff in handling grievances that affect rank-and-file employees.



ABOVE: Gary Johnson, collective bargaining specialist, gestures emphatically as he reminds staff of need to work together for good of all.



LEFT: CSEA vice-president Joseph McDermott, left, head of the union's Albany Region IV, has the attention of Patrick Rogers, CSEA director of field services, and of Joseph Lochner, CSEA executive director.



Barton Brier, field representative for New York City Region II, is the speaker. Listening, from left, are Region II field rep Edward Scherker, Southern Region III supervisor Thomas Luposello and Syracuse Region IV supervisor Francis Martello.

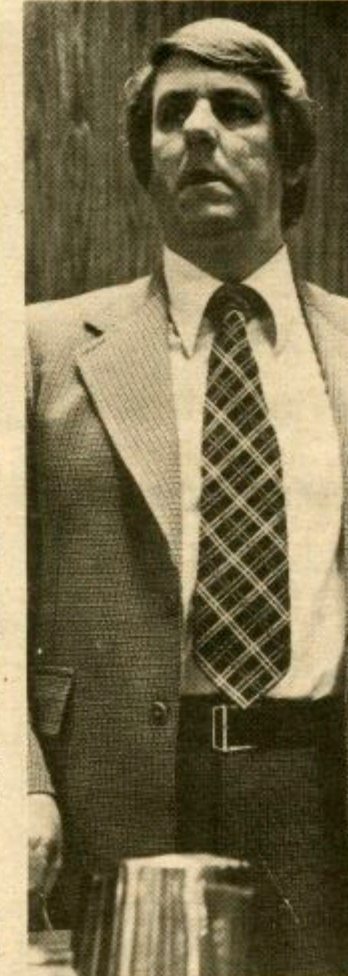
John Carey, CSEA assistant executive director—State Division, provides update to the union's professional staff on progress being made to protect PST employees' rights during the period between elections. Mr. Carey expressed eagerness to get started on negotiations for the 40,000 members of the Bargaining Unit.



"The choice is yours and God bless you." CSEA president Theodore C. Wenzl says, pointing out that "CSEA is an imperfect democracy, as opposed to a perfect autocracy."



Peter Hickerson, acting president of Long Island Inter-County State Park chapter 102, exhorts other leaders to "reach our grassroots members," as he takes part in the discussion on ways to improve participation of PST employees in union affairs.



Robert Lattimer, CSEA vice-president who heads the PST negotiating team, said that the team is ready to begin contract talks as soon as the challenge election has been decided in CSEA's favor. Mr. Lattimer is also Western Region VI president and Labor departmental representative to CSEA State Executive Committee.



Five chapter leaders, from left, are Arthur Heinessy, SUC at Farmingdale chapter 606 president; CSEA director Ben Kosiorowski (Mental Hygiene, Region I), of Pilgrim Psychiatric Center chapter 418; CSEA director Dorothy King (Mental Hygiene, Region II), of Creedmoor Psychiatric Center chapter 406; Alexander Hogg, Middletown Psychiatric Center chapter 415 president, and Michael Hitchen, Great Meadow Correctional Facility chapter 157 president. Mr. Hitchen is a member of the PST Bargaining Unit.



Buffalo chapter 003 president Peter Blaauboer demands "to know where our weak spots are, so we can work to correct them."



Statewide officers and top staff personnel of CSEA appear at head table during special meeting of state union leaders. Standing, from left, are assistant executive director Jack Carey, computer services manager David Talcott and vice-president Joseph McDermott. Seated, from left, are treasurer Jack Gallagher, vice-presidents Irving Flaumenbaum and James Lennon, executive vice-president William McGowan, president Theodore C. Wenzl, vice-presidents Solomon Bendet and Richard Cleary.



# Latest State And County Eligible Lists

EXAM 35-734  
TRAFFIC & PARK SERGEANT  
Test Held May 13, 1975  
List Est. July 23, 1975

- Faro Dale E Comrack .....91.8
- Dugos James Grand Island .....91.5
- Wenck Kenneth Fayetteville .....90.8
- Niland Hugh P W Islip .....90.1
- Fowler Francis Highland Fls .....89.9
- Bobseine Gary L Cattaraugus .....89.3
- Hawkins Patrick Plainview .....89.3
- Wright Edwin L Niagara Fls .....89.0
- Clifford Edward Otisville .....89.0
- Gren Raymond G Grand Is .....88.8
- Sutcliffe Ray K Buffalo .....88.7
- Connolly W D Sandy Creek .....88.7
- DeParis Richard Bayside .....88.7
- Kaiser Charles Lockport .....88.3
- Vanwallendael W Jamaica .....88.3
- Miller Bruce P Elmont .....87.3
- Brown Paul R Buffalo .....87.3
- Coviello D J Highland Mts .....87.2
- Pfueger Otto C Niagara Fls .....87.0
- Miklas Anthony Great Neck .....86.3
- Spofford Joseph Sharon Spgs .....86.2
- Murray Donald R Dansville .....86.2
- Spencer T J E Randolph .....85.9
- Orlandi Angelo Stony Pt .....85.7
- Bozard Paul E Salamanca .....85.6
- Collins Thomas Bronx .....85.3

- Rosati Victor P Comrack .....85.3
- Fay Harold F Seaford .....85.3
- Ryan William M Glen Oaks .....85.3
- Ostermann J L Flushing .....85.3
- Harrington D A Lee Center .....85.2
- Disilvio M Bronxville .....84.8
- Crudele Stephen Salamanca .....84.8
- Deboy Leonard C Salamanca .....84.6
- McFarland Ale A Fair Haven .....84.6
- Niklas John J East Islip .....84.4
- Byrne Peter K Floral Pk .....84.3
- Francisco T C Niagara Fls .....84.3
- Bowen James W Ballston Spa .....84.1
- Lalley Patrick Buffalo .....84.0
- Pouch Marc N Medford .....83.8
- Woodhead Arthur Niagara Fls .....83.6
- Metzger W J Manorville .....83.1
- Waldriff John R Medina .....82.9
- Miodynia S M Comrack .....82.5
- Walsh Kevin W Bay Port .....82.3
- Chapados Donald Niagara Fls .....82.3
- Larocque David Norwood .....82.2
- Burleson C F Salamanca .....81.8
- Mazza Vincent Ridgewood .....81.1
- Yaworsky N Y Kill Buck .....81.0
- Myer William M Rhinebeck .....80.8
- Zegarelli J Bronxville .....80.8
- Buchia Robert J Centerreach .....80.8
- Delaney Donald Bronxville .....80.8
- Brooks Douglas Williamsvil .....80.8
- Jurak George A Pt Jeff Sta .....80.8
- Louis Thomas W Long Beach .....80.8
- Probst James G Hicksville .....80.8
- Ercole Steven A Bayside .....80.7
- Larratta A J Niagara Fls .....80.3
- Johnson Lee R Hollis .....80.3
- Schoenstein A G Northport .....80.0
- Filarecki D J Sanborn .....80.0
- Langdon John A Stony Pt .....79.7
- Stroppel F K Highland Fls .....79.7
- Iacovitti V S Rochester .....79.7
- Randall Leon B Hamlin .....79.5
- Baker Daniel E Great Valley .....79.4
- Mikoleski E J Lindenhurst .....79.2
- Brentson Louis Smithtown .....79.2
- Klafehn Glenn Hilton .....79.0
- Kenney Thomas J E Meadow .....79.0
- Brown Tommy P NYC .....78.8
- Tertinek Otto Salamanca .....78.8
- Klemish Frank W Oakdale .....78.6
- Smith Theodore Alberson .....78.5
- Hennessey W Lindenhurst .....78.3
- Lubin James E Ronkonkoma .....78.3
- Croce Joseph T Bay Shore .....77.8
- White Kenneth W Niagara Fls .....77.8
- Szolnosky Andrew Buffalo .....77.8
- Mulvey William Westbury .....77.8
- Klemann Daniel Watkins Glen .....77.7
- Groves Raymond Waterport .....77.5
- Thompson Ernest Huntington .....77.1
- Reed Shelly Bronx .....77.0
- Porcelli Ralph Wantagh .....76.6
- Mangan Brian J Farmingdale .....76.4

- Fuller John E Lindenhurst .....76.3
- Sanci Joseph T Smithtown .....76.2
- Aponte Jose A Brooklyn .....76.2
- Voght Daniel R Canajoharie .....76.2
- France L Salamanca .....76.0
- Lavana Vincent Highland Mil. ....75.7
- Delaney Edward Hicksville .....75.6
- Bivona Andrew J Elmont .....75.6
- Prajka Vincent Bay Shore .....75.5
- Dudman William Cornwall Hud .....75.2
- Somovory Jos N Massapequa .....74.9
- Thomas Charles St Albans .....74.8
- Schreiber W Lk Ronkonkoma .....74.8
- Foote Charles W Merrick .....74.8
- Smallwood B E Great River .....74.8
- Kennedy John M N Merrick .....74.3
- Cartwright W G Levittown .....74.3
- Lutkevich W Garnerville .....74.2
- Gregory William Monroe .....74.2
- Morris Kenneth E Northport .....74.1
- Ruper James H Salamanca .....74.0
- Diffey Thomas Huntington Sta. ....73.7
- Tobin Ronald D Tonawanda .....73.6
- Wangenstein P Lk Ronkonkoma .....73.2
- Amplio Joseph D Seaford .....73.0
- None
- Acevedo Enrique Bronx .....72.8
- Geldermann R Lindenhurst .....72.2
- Carey William J Levittown .....72.2
- Cannon Richard N Tonawanda .....72.0
- Moore Gregory Brooklyn .....71.8
- Winters Ronald Huntington .....71.8
- Russell R J E Meadow .....71.7
- Miller F E Warwick .....71.2
- O'Leary John P Ctl Islip .....70.5
- Dunbar Thomas J Brooklyn .....70.3
- Myer James E Hyde Pk .....70.3
- O'Mara Andrew F Levittown .....70.3

- Lefevre Hilda L Albany .....76.4
- Finkell Arthur Albany .....76.4
- Uppal Paul S Newtonville .....76.2
- Loizides Elias E Greenbush .....75.4
- Schoonmaker G J Albany .....75.1
- Crowder Robert Guilderland .....74.5
- Carpenter Alice Albany .....74.0
- Rexford Nancy S Delmar .....73.7
- Hanley Ann T Albany .....73.1
- Cherry Nancy W Albany .....72.3
- Groncki Paul J Stony Brook .....72.2

- White Kirk M Ilion .....78.0
- Weinbaum Corey Albany .....77.1
- Nelson William Amsterdam .....76.0
- O'Neill Hugh M Censereach .....75.3
- Stone Henry B Schenectady .....75.1
- Cooper Stephan Esperance .....75.1
- Solomon Gregg M Albany .....75.0
- Allen Robert J Albany .....74.1
- Campbell A D Albany .....74.1
- Kogelmann R J Hudson .....74.1
- Sprague John F Allendale .....73.8
- Seeger James I W Sand Lk .....73.7
- Rundell Paul J Delmar .....73.5
- Fryc Gregory J Amsterdam .....73.0
- Richardson D J Schenectady .....72.4
- Lass Lorraine W Latham .....72.2
- McHugh Mary M Buffalo .....72.2
- Bradley Edward Albany .....72.1
- Zweigbaum Irwin NYC .....72.1
- Sanders Joseph Glen Oaks .....72.1
- Doyle Joseph F Albany .....72.0
- Eckart Robert C Averill Pk .....72.0
- Dawes Sharon S Sand Lk .....72.0
- Kluck Terrence Albany .....71.1
- Kash George D Albany .....71.1
- Boyce Robert T Albany .....70.6
- Findlay Daniel NYC .....70.4
- Bourdeau B N Cohoes .....70.1
- Talley Janet E Watervliet .....70.0

RESEARCH SERIES, G-18  
OPTION B

- Morrison T E Albany .....91.8
- Blodgett James Albany .....90.4
- Greenstein S C Albany .....88.5
- McArthur L B Scotia .....87.7
- Krejci Mark E Schenectady .....86.1
- Ikler Barry M Albany .....83.3
- Woodard W F Albany .....82.1
- Davies Charles Albany .....81.9
- Fusci Kenneth G Latham .....81.5
- Green Joseph M Schenectady .....81.1
- Bartlett Wesley Brooklyn .....81.1
- Digiovanni G Coxsackie .....81.0
- Wahrman Robert Albany .....81.0
- Carmello Ronald Albany .....80.0
- Farr Peter E Watervliet .....79.1
- Brady John R Troy .....79.1
- Lorraine Edward Albany .....79.0
- Shanahan W J Troy .....78.1
- Graham John W Wappingr Fls .....78.1

(Continued on Page 11)

SAVE A WATT

## Madison Steno

WAMPSVILLE—The Madison County Civil Service Commission is accepting applications until Jan. 14 for principal stenographer in the Cazenovia Central School. Starting salary for the open-competitive post is \$8,900 a year.

To qualify for the Feb. 7 written test, candidates must have four years' experience in clerical work. Any equivalent combination of experience and training will also be accepted. For applications and full information, individuals should contact the Madison County Civil Service Commission, County Office Building, Wampsville, N. Y.

EXAM 35-736  
RESEARCH SERIES, G-18  
OPTION A  
Test Held May 3, 1975  
List Est. July 29, 1975

- Ives Aare Delmar .....92.3
- Harris Richard Albany .....89.6
- Nager Joel A Brooklyn .....88.3
- Suhowsky Gary NYC .....88.2
- Binder Yvette M Brewster .....87.5
- Meservey P B Voorheesvil .....87.2
- Goldstein R J Flushing .....86.2
- Frye Mary B Albany .....85.1
- Russell Thomas Babylon .....84.0
- Strash Jesse J NYC .....83.4
- Krim Jerry C Albany .....83.2
- Delain Gary E Albany .....82.4
- Sullivan Robert Latham .....82.2
- Krueger Richard Albany .....81.9
- Farrell Louise Cohoes .....81.1
- Falco George R Albany .....81.1
- Kanetzky Paul D Elora .....80.2
- Conroy Martin J Troy .....79.9
- Lecheler Edward Rochester .....79.5
- Stenstrom John Latham .....79.1
- Labarba Claire Slingerlands .....77.0

## Need Firefighters, Mgrs, Audio Specs In Onondaga County

SYRACUSE—Audio visual specialists, assistant business managers and firefighters are currently being sought by the Onondaga County Personnel Department for positions in county and town offices. Starting salaries range from \$8,100 to \$14,097 a year.

Filing for audio visual specialist will close Jan. 14, with a written exam scheduled for Feb. 7. For all other positions, filing will close Feb. 18 and tests will be held March 20. Candidates for all posts must be legal residents of Onondaga County.

Detailed information and applications may be obtained from the Onondaga County Personnel Department, 105 County Office Building, Syracuse, N. Y.

## Troy Steno Exams

TROY—The Rensselaer County Civil Service Commission is accepting until Jan. 14 applications for open-competitive and promotional posts as principal stenographers. Written exams for the \$7,405 to \$11,895 positions will be held Feb. 7.

For open-competitive posts, candidates must be high school graduates with four years of clerical and stenographic experience, two of which must be in a supervisory capacity. Promotional jobs are open to senior stenographers with two years' clerical and stenographic work. Applications and detailed announcements may be obtained from the Rensselaer County Civil Service Commission, Third Floor, Court House, Troy, N. Y.

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	9.00	10.00	7.00	8.00
	8.00	9.00		

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— Douglas Watt, Daily News

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## Suffolk's Klein Going To Court On Increments

HAUPPAUGE — The Suffolk County chapter, Civil Service Employees Assn., last week secured a court order directing County Executive John V. N. Klein to explain why he should not be ordered to pay regular increments due to employees Jan. 1.

Mr. Klein had announced that he was withholding the increments because negotiations have not been completed for a new contract. He told the press that



**JAMES CORBIN**

when a settlement is reached, the increments may not be made retroactive.

Suffolk chapter president James Corbin ordered legal action, asserting that "I am tired of having employees held as hostages when the county refuses to bargain in good faith."

The union has cited various decisions of the Public Employment Relations Board and courts that employer is bound to pay increments despite the fact that terms of a new contract have not been completed.

## Alien Reporting Time Is At Hand

MANHATTAN—Maurice F. Kiley, district director of the New York District of the U.S. Immigration and Naturalization Service, stated that the period within which aliens must report their addresses is at hand.

The month of January has been set for the address reporting period. All aliens in the United States, with few exceptions, must report their addresses to the government during that period.

Mr. Kiley said that forms with which to make the report will be available to all post offices and offices of the Immigration and Naturalization Service during the month. The alien should complete Form 1-53.

### LEGAL NOTICE

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

## 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 Genesee Street, Buffalo, New York 14202.

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# Tri-County Chapter Will Circulate Petition Urging Cost-Reduction Measures

MIDDLETOWN—The Orange, Ulster and Sullivan Counties Retiree chapter, Civil Service Employees Assn., is circulating petitions calling for four cost-cutting measures by county legislators.

The petitions, which bear the slogan "1776—Tax On Tea; 1976—Tax On Poor And Elderly" on their tops, call for:

- "Selling the Orange County Airport which has cost taxpayers millions of dollars for the use and benefit of only a few citizens."

- "Reduction of legislators' salaries from \$7,000 to \$5,000, cutting out the 15-cent-per-mile allowance to get to Goshen and limiting this mileage allowance only to the chairman or committeemen on extra duty."

- "A 10 percent salary cut for all employees making over \$20,000 a year, including judges, district attorneys and any others involved in spending money on law suits which keep work out."

- "No new agencies be formed as there is too much administration now existing."

Chapter president John VanDuzer, commenting on the petition, said, "We're going out and try to wake up some people. We can work on the county level and get results, and we're getting strong enough now that we can

shake up the legislature and the executive.

"I believe that every retiree group can do the same. In past months, we helped stop the General Telephone Co. from pushing through a rate increase and helped reduce the budgets of Ulster, Orange and Sullivan Counties. I think it's time retirees, as taxpayers, began to talk and make themselves heard."

## Capital Chapter Will Hear Judge

ALBANY—The Capital District Retirees chapter, Civil Service Employees Assn., will hold a meeting Wednesday, Jan. 14, at 1 p.m. at CSEA Headquarters, 33 Elk St., Albany.

Publicity chairman Eva Z. Sweeney said the guest speaker for the meeting will be Albany County Surrogate Judge Lawrence Kahn who will discuss the making of wills and answer questions on the subject asked by chapter members. A business meeting will follow Judge Kahn's remarks.



**BROOME RETIREES** — Certificates honoring 14 retirees of the Broome County chapter, Civil Service Employees Assn., citing their years of service to the people of Broome and CSEA, were distributed recently at ceremonies at Binghamton. More than 147 years of service were represented by the retirees. They were honored at installation ceremonies of the new chapter officers. Some of the retirees, above, include, from left, Mary Pompell, Ruby Wood, Dorothy Weymouth, Marian Arnold and Margaret O'Connor. Also cited were Angelo Alexander, Lena Mould, Rita Sullivan, Marion Mollen, Anne Petrone, Angie Jurina, Walter Aston, Caryl Adams and Harriet Silvernail.

## Social Security Requirements Outlined

WASHINGTON, D. C. — Most men and women who will be 62 years of age in 1976 can collect monthly social security checks if they have worked as little as six-and-one-quarter years in jobs covered by social security, officials said.

People earn retirement benefits by credit for work covered by social security done in or after 1937, the year the program began. The work is measured for credit in calendar quarters: January - March, April - June, July-September or October-December.

"Most employees get credit for a quarter of work if they're paid \$50 or more in that quarter for work covered by social security," an agency spokesman said. "Most self-employed people get social security credit for four quarters in any year their annual self-employment net income is \$400 or more."

Most jobs and self-employment are covered by social security.

"To be eligible for social security retirement benefits," the spokesman said, "a person must have, at minimum, quarters of work equal to the number of years between 1950 and the time a person reaches age 62. Thus, if a person reaches 62 in 1976, they will need at least 25 quarters — six-and-one-quarter years — of work credit."

Eligible workers can begin collecting their full social security retirement benefits at age 65 or reduced benefits at age 62. Dependents can also obtain payments based on the worker's earning record.

"Quarters of work credit help determine eligibility for social security retirement benefits," the

spokesman said, "but they don't affect the amount of the payment check. That's based on average earnings covered by social security over a set period of time. Persons can find out how much work and earnings credits they have free of charge. Persons should get in contact with any social security office and ask for a "Request For Statement Of Earnings" post card.

Social security now pays more than \$3.6 billion in retirement benefits to more than 19.5 million people — 16 million retired people and their families. The average monthly payment to retired workers is \$200. The Social Security Administration is an agency of the U. S. Department of Health, Education and Welfare.

## Bonds, Pensions Nassau Topic

EAST MEADOW — The Nassau County Retirees chapter, Civil Service Employees Assn., interrupted its policy of having a guest speaker at each meeting to hold a holiday party at the Dec. 17 meeting.

However, the chapter will return to the guest-speaker format at the Jan. 28 meeting, according to chapter president William L. Mensel. Arrangements were being made to secure a speaker affiliated with a Wall Street firm to talk on "Bonds and Pensions."

November meeting on "Chiropractic and the Retiree," and Rhodes Henderer spoke at the October meeting on "Consumer Frauds."

The January meeting will be from noon to 3 p.m. in the chapter's meeting rooms at the American Savings Bank in the Modell's Shopping Plaza, East Meadow.

"Every retiree in Nassau County should join with us in the coming year to help protect his or her own best interests on local, state and federal political levels," Mr. Mensel declared.

Harry Paritsky addressed the



**STEPPING DOWN** — State Attorney General Louis Lefkowitz congratulates Mildred Fisher, a State law department supervisor for 44 years, who retired last month. Friends and workers honored her at party at World Trade Center.

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## Tri-County Meeting

MIDDLETOWN—The Orange, Ulster and Sullivan Counties Retiree chapter, Civil Service Employees Assn., will hold a meeting Wednesday, Jan. 14, at 2 p.m. at the Middletown Psychiatric Center here. President John VanDuzer said the meeting will begin at 2 p.m.

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**LABOR DEPARTMENT**

ALBANY—David C. Ford, 27, has been named by State Industrial Commissioner Louis Levine as the Labor Department's public information office director. The Croton-on-Hudson native succeeds H. Ned Shreve.

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**WHERE TO APPLY FOR PUBLIC JOBS**

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

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

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

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

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

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

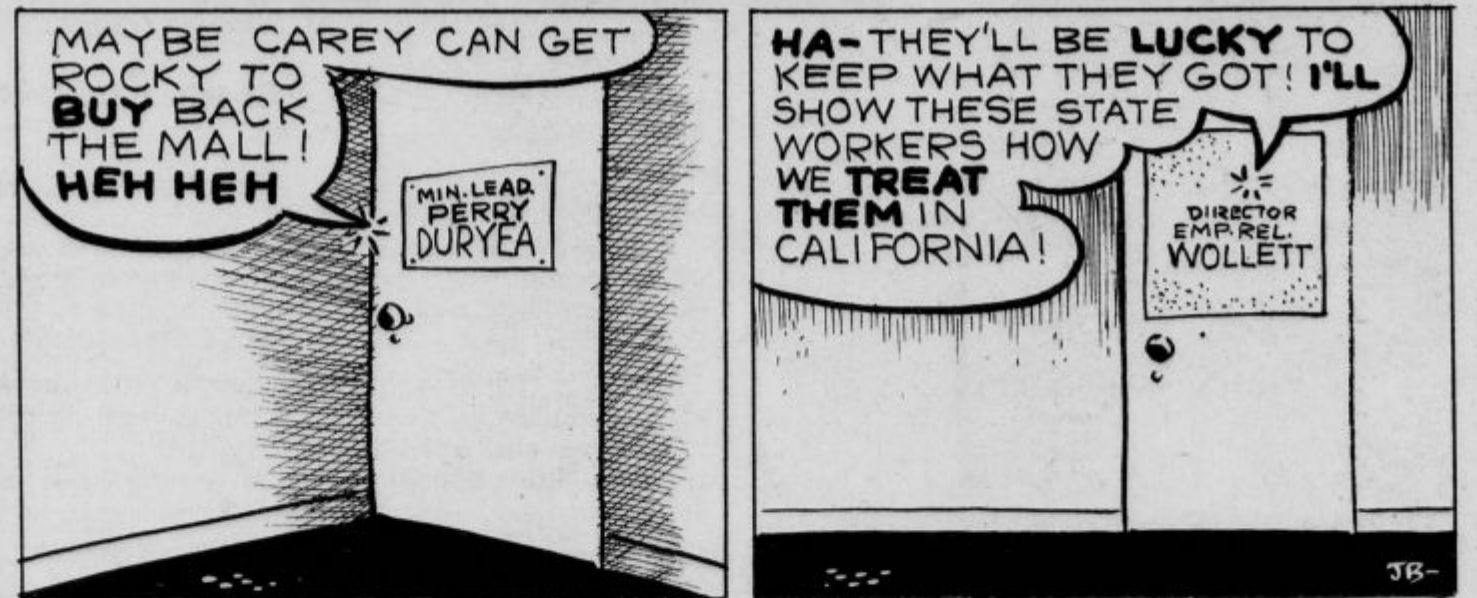
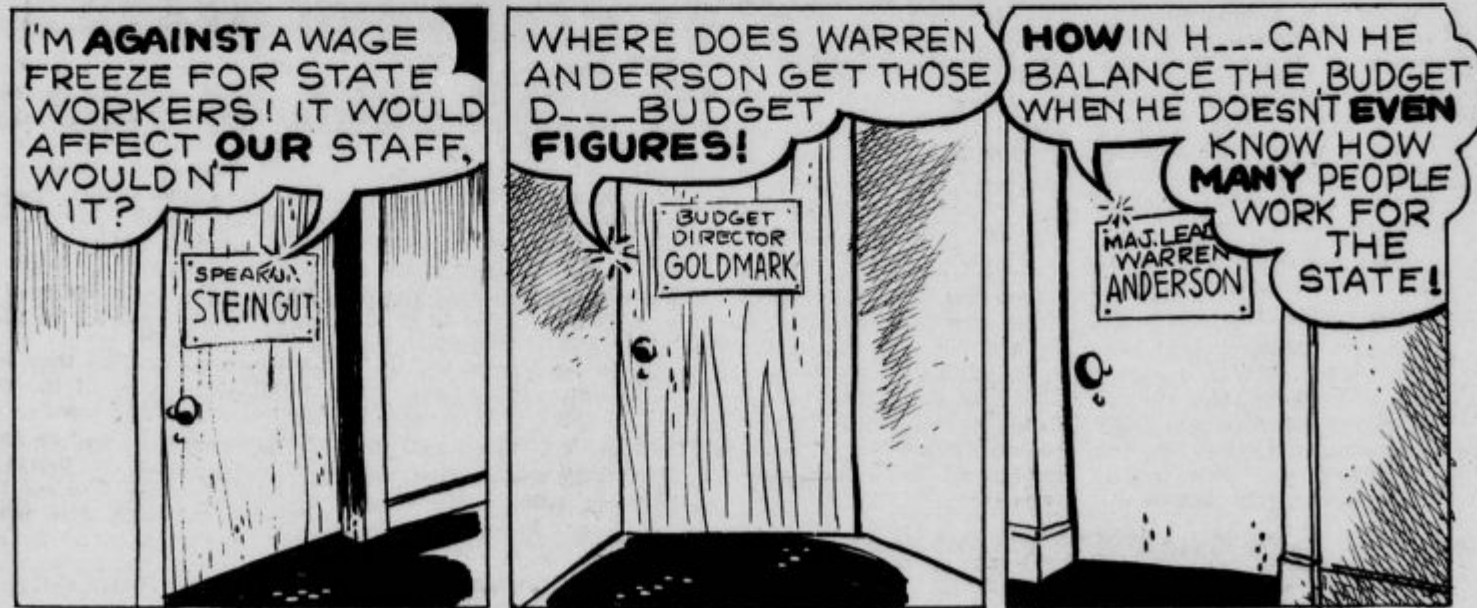
Various State Employment Service offices can provide applications in person, but not by mail.

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

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

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

**"CAPITOL COMICS"**



15  
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**An Impasse Called By Kingston's Unit**

**KINGSTON** — The Kingston Board of Public Works unit of the Ulster County chapter of the Civil Service Employees Assn. and the City of Kingston Board of Public Works have declared an impasse in contract negotiations for employees of the Board.

CSEA collective bargaining specialist Emanuele Vitale and Kingston City corporation counsel Aaron Klein have jointly made the declaration and requested that the State Public Employment Relations Board immediately appoint a mediator.

**Air Fire Dept. Film**

The NYC Fire Department training series program "The Commissioner Reports," will be broadcast 7 p.m., Jan. 10 over WNYC-TV.

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### **1. EXPERIENCE**

● 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.

### **2. TRACK RECORD**

● 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.

### **3. NEGOTIATORS SET**

● 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.

### **4. UNITY A MUST**

● 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.

### **5. SECURE PENSION**

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

### **6. "LULU" FIGHTERS**

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

### **7. LOW DUES**

● 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.

### **8. ESTABLISHED ORGANIZATION**

● 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.

### **9. SOLID STRUCTURE**

● 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**

