

Civil Service LEADER

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J. Gaudin

More Convention Coverage

— See Page 14



(Leader photo by Emmet Blum)

At Syracuse Region 5 meeting last month in Ithaca, these three CSEA boosters show off their hats that advertise the advantages of CSEA membership. From left are Region second vice-president Patricia Crandall, Willard delegate Beverly McDonald, who was merchandising the hats, and Region treasurer Helene Callahan. The crocheted hats have metal insets made from cans.

Syracuse Region First To Organize Separate County, State Setup

ITHACA—Syracuse Region 5 of the Civil Service Employees Assn. became the first of CSEA's regions to adopt the County/State Divisions system in conducting its business meetings.

Region 5, headed by CSEA vice-president Richard Cleary, at its meeting at the Ramada Inn here, elected officers for its State Workshop as a first step in this direction.

Thus, in the future, County delegates and State delegates will meet separately to discuss matters of particular interest, and then combine for full regional meetings to approve official policy.

This step corresponds to the operation of CSEA's statewide Board of Directors, which is composed of separate County and State Executive Committees, who usually meet separately first and then jointly.

Elected as the first state chairman for the Region was James Moore, president of Utica Psychiatric Center chapter. Also elected was Jacqueline Burgess, Binghamton chapter, as secretary. They announced that they would start immediately to formulate procedures by which the State Workshop could serve as a catalyst in resolving problems encountered by state chapters within the region.

A County Workshop has long been in operation within the Region, with Francis Miller, president of Oswego chapter, serving as president. Other County officers are vice-chairman Peter Grieco, Jefferson; secretary Leona Appel, Onondaga, and treasurer Marsha Coppola, Jefferson.

Syracuse Region is also the only region to have an executive vice-president—in this case, Louie Sunderhaft, of Oneida — having

adopted a structural set-up patterned after the statewide organization.

Regional delegates, meeting in combined session, continued work on the constitution and by-laws. The report was presented by committee chairman Leander Smith, Onondaga, and was the lengthiest matter on the afternoon docket.

Much of the rest of the meeting was given over to committee reports. The region has one of the most highly developed committee systems in the statewide organization. As part of the regular schedule of events, committees meet early in the morning of a business session, so that they are prepared to report out at the
(Continued on Page 16)

Orange Negotiations Postponed Again As PERB Orders New Representation Vote On CSEA As Bargaining Agent

(Special to The Leader)

GOSHEN—The Public Employment Relations Board (PERB) has ordered a new election for the right to represent 1,300 Orange County employees, based on mistakes made by the county government during the last election June 7.

That election was won by the Civil Service Employees Assn., 624 to 540, over the Service Employees International Union.

A date for the new election had not been set at presstime, but it was believed it would be held sometime in early December.

It was the first time a CSEA victory had been overturned. The PERB ruling stressed that CSEA had done nothing improper before, during or after the election, and added that "the mistakes of the county were not occasioned by malice against the SEIU." However, the state agency decided a new election must be held, further setting back the date on which contract negotiations with the county can begin.

PERB itself admitted in its decision that it is concerned "that the election and its aftermath have delayed certification of an employee organization for too long a period of time. It is urgent that the election be held as quickly as possible so that negotiations may commence."

CSEA leaders expressed disappointment in the PERB ruling. Southern Region President James Lennon said, "it's a shame the employees have to wait that much longer for their new contract. We're ready to start negotiating, and now we have to wait for a whole new election again." Mr. Lennon also lamented the expense of the election to the employees and other taxpayers.

Orange County unit CSEA negotiating team chairman Charlie Dassori also stressed that the PERB decision only serves to delay negotiations even longer than SEIU has already delayed them.

"The other union is the one that is responsible for the whole delay in negotiations," he said, "and now we have to wait even longer because of PERB. The negotiating committee has been meeting all summer and we have our entire list of demands ready to present to the county. We're really sorry we have to go through this all over again."

Unit president Carol Dubovick echoed Mr. Dassori's words. "The

whole decision was based on a technicality, really, and for that reason they threw out the whole election. This is a tremendous waste of time for all concerned," she said.

Essentially, PERB ruled that the county had a fair policy towards both CSEA and the other union during the last election. But, PERB said, the county did not disclose its policy equally clearly to the two unions.

Chapter And Unit Sign With Lewis Authorities

LOWVILLE—New two-year contracts were signed by representatives of both the Lewis County chapter and the Lewis County General Hospital unit, Civil Service Employees Assn., and county officials.

The two CSEA groups approved the new contracts Sept. 9 and the agreements were formally signed last month.

The agreement includes an across-the-board increase for all Lewis County employees plus increment, if due, for 1975-76.

Further Benefits

Other benefits negotiated by the two groups include: an increase to 25 days permitted accumulated vacation time effective Jan. 1, 1975; an increase to 150 days permitted accumulated sick leave.

In addition, the hospital unit negotiated an increase in call-time pay; the inclusion of the day following a funeral in funeral leave; pro-rated vacations

for part-time employees, and six-month leaves of absence for part-time employees who work more than 20 hours per week.

Contract talks between hospital unit and county officials began July 9; negotiations between the chapter and the county began a week later. An impasse between the county and CSEA officials was declared July 24; however, negotiations for the chapter were resumed on Aug. 15 and those for the hospital unit on Aug. 27.

Field Rep

Roy Kotary, CSEA field representative assisted in negotiating the contracts.

Lewis County CSEA chapter
(Continued on Page 16)

Ogdensburg Unit Seeks Conciliator

OGDENSBURG—The Civil Service Employees Assn. unit of the Ogdensburg City School District, now bogged down in negotiations with the Board of Education, will seek the services of a State Public Employment Relations Board super-conciliator in hopes of settling areas of disagreement.

Asserting that the CSEA unit,

which represents stenographers, janitors, cafeteria workers and teachers' aides, is a long way from settlement, unit president Frank Barne vowed, "We're going to hold." Herman Swits, the unit's negotiator, said he plans to contact PERB regarding the situation and ask that Irving Markowitz, mediator, be returned as super-conciliator in a pro-

cess whereby the mediator attempts to bring the two sides to the bargaining table, avoiding going through the negotiators.

In a meeting with 66 of the 82 CSEA unit members, Mr. Swits explained that he, Eric Rhodes, the school board negotiator, and Mr. Markowitz had reached a tentative agreement four months ago which included binding arbitration. The agreement was subsequently rejected by the School Board. Mr. Swits added that, in a countering proposal, the board offered the CSEA a one-year contract with binding arbitration in the second year, noting that several items
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Port Chester Threatens Cut In Work Force . . . See Page 5
Investigate Hazards In Rockland Plant . . . See Page 12
State Job Calendars . . . See Pages 4, 5, 12



Action Is Required Now To Safeguard Rights To Privacy

ALEXANDER Solzhenitsyn, the Nobel Laureate in literature, spelled out in dramatic metaphor the threat inherent in government accumulation of personal data about its citizens. In his novel, "Cancer
(Continued on Page 6)

Limited Number of Federal Jobs For Equal Opportunity Specialists

The New York City Area Office of the U.S. Civil Service Commission is now accepting applications until Dec. 16 for a limited number of positions of Equal Opportunity Specialist in New York City at a starting salary of GS 5 (\$8,500) or GS 7 (\$10,520).

The positions open will be filled in New York City (the five boroughs), Nassau, Suffolk, Westchester, Rockland, Orange, Dutchess and Putnam Counties.

The minimum qualifications for these positions at the GS 5 level are three years of experience in work associated with programs designed to improve the economic, social or educational opportunities of individuals, or completion of four years of study in a college leading to a B.A. degree in directly related fields such as psychology, sociology, education or public administration. A combination of education and experience will also suffice.

The minimum qualifications for GS 7 positions are four years of the experience mentioned above, or a B.A. degree in the directly related fields mentioned above. A combination of education and experience will also suffice. Credit for both levels will also be given for relevant unpaid experience or volunteer work such as in a community, cultural or social service work.

There will be no written exam for these positions, and information about citizenship, age, and physical abilities required can be found in the Civil Service Commission pamphlet BRE-37 "Working for the U.S.A."

This pamphlet as well as the appropriate application forms may be obtained by visiting the Federal Job Information Center at 26 Federal Plaza or by calling (212) 264-0422.

'Tremendous Possibilities' Are Foreseen In W'chester Officer's Reinstatement

ALBANY—The Civil Service Employees Assn. won reinstatement for a Westchester County correction officer in a Supreme Court action and a CSEA attorney said the decision has "tremendous possibilities."

Frank R. DeMuro, a correction officer since September 1971, sustained an injury at the Westchester County Penitentiary and went on sick leave March 5.

On June 14, S.N. Eichenholtz, M.D., examined Mr. DeMuro on behalf of the county and indicated that the officer was able to return to his regular duties. The county claimed a certified letter was sent to Mr. DeMuro advising him of the doctor's findings. Mr. DeMuro asserted that the letter was never delivered to him.

On June 26, after seeing his personal physician, Mr. DeMuro sought to return to work and was informed that he could not, since, under Rule 15.4 of the county civil service rules, he was deemed to have resigned his position. Rule 15.4 states "any employee who absents himself from duty for three consecutive days without consent shall be deemed to have resigned."

Through its regional attorney, Arthur H. Grae, the CSEA argued that the county rule was in conflict with Section 75 of the Civil Service Law which provides that a person shall not be removed except for incompetency or misconduct after a hearing upon stated charges.

Justice Timothy J. Sullivan, agreeing with the union's presentation, found that written notice of any kind was never received by Mr. DeMuro as is required by Section 75 of The Civil Service Law and directed the county "to reinstate him in his position as a correction officer without back pay."

"The court's decision," said Mr. Grae, "has tremendous possibilities. No longer can employees who are sick be harassed by threats that they are considered to be absent from the job and, therefore, to have resigned, and no longer can situations occur where employees who have taken personal leave are subsequently deemed to have resigned because a credibility gap evolves."

The union's local president, Ray Cassidy, expressed gratification over the CSEA victory and indicated that he and Mr. Grae are now considering returning to the court to pursue further the question of Mr. DeMuro's retroactive pay. Mr. Cassidy said, "Our members expect strong, vigorous action on the part of their union wherever injustice prevails. I pledge my unceasing and unremitting efforts toward that end."



The following was written by a fireman from Ladder 17 upon the death of Firemen Lineball and Williams. It speaks for itself.

"Oh God, if we could only create The times gone by, the times so great.
If the power was ours to go back when,
God Almighty, it would be like then.
A house so happy and full of cheer
Those times have gone, and now the fear.
Oh why dear Lord did You pick our place?
What have we done? Did we lose your grace?
We save lives; so why take ours?
This mystery of Yours in my body sours.
Our families suffer and so do we,
Please, the answer, what can it be?
Do you choose by good and bad?
If that's the answer it makes me sad.
'Cause with our work we only do good
Why, my God? Wasn't it understood?
I feel such pain and in such need
And in this world of lies and greed
You snatch our brothers from our hand
While others rape and scorch this land.
My rage, with every word I write,

Cannot see through Your maze, the light.
So, when my time comes, be it far or near,
When we meet, I hope You make it clear
Why You took these fine young men
So I can say, Amen, Amen."

On Nov. 13 Supreme Court Justice Peter Quinn handed down what may prove to be a landmark decision concerning the lack of due process by which the Fire Alarm Telegraph Dispatchers lost their title as such and were given a new title as Communication Dispatchers. At the time, a protest was made to Commissioner O'Hagan who said he knew nothing of the matter and indeed, found later upon investigation that Deputy Commissioner Archibald in a departing act, or whatever you wish to call it, OK'd the move for the Fire Department without the Commissioner's authorization. Whereupon Lindsay's assistant Hamilton jammed it through the City Council, and a large chorus of "Sweetheart . . . sweetheart . . . sweetheart" was sung by all concerned as Local Three was then enabled to add a flock of new members of "Communication Dispatchers" to their dues paying roster as the N.Y.P.D. 911 setup tried to replace the methadone brigade with legitimate dis-

(Continued on Page 11)

C. S. E. & R. A.

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C10812 Lv. Dec. 24, Ret. Jan. 1	EP.....\$319
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C52812 Lv. Dec. 23, Ret. Dec. 31	MAP.....\$389
JAMAICA	
C10412 Lv. Dec. 24, Ret. Jan. 1	MAP.....\$539
PANAMA	
C50012 Lv. Dec. 21, Ret. Dec. 28	EP.....\$349
MIAMI	
C03812 Lv. Dec. 24, Ret. Jan. 1	MAP, From.....\$409
	FLIGHT ONLY.....\$155
C58012 Lv. Dec. 22, Ret. Jan. 1 (Deluxe)	MAP.....\$469
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C58112 Lv. Dec. 24, Ret. Jan. 1	FLIGHT ONLY.....\$199
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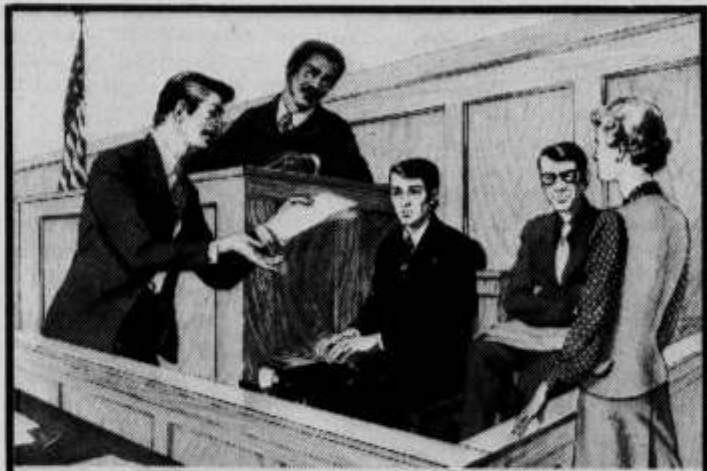
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Fund Promotion Firm Is Object Of Probe

CIVIL SERVICE LEADER, Tuesday, November 19, 1974



MEMO OF UNDERSTANDING — The Division for Youth has signed a memo of understanding with the Civil Service Employees Assn. at Albany and members of the DFY have already had their first discussion meeting. At the signing, seated from left: Gloria McFarland, program supervisor; Milton Luger, division director; Ernestine Coleman, Brentwood Center head child care worker, and James Viccaro, Industry School director of education. Standing, from left: James P. Gifford, employee relations officer; Robert L. Kennedy, director of labor relations; Rose Marcinkowski, Highland School stenographer; Edward Bartley, administrative finance officer; Thomas Linden, CSEA collective bargaining specialist; Louis Talarico, Tryon School child care worker; John Cauness, Annsville Camp children's supervisor, and Harold Bryant, South Lansing Center maintenance man.

Mediator Selected By PERB In Probation Officer Battle

BUFFALO—Paul Curry, of Albany, has been named by the Public Employment Relations Board to mediate between Erie County and the Civil Service Employees Assn. in the latest round of a fight by the union for upgradings of county probation and correction officers. Mr. Curry was named following the declaration of an impasse by CSEA field representative Robert Young, when the county failed to meet on the subject as stipulated in an agreement to do so during a hearing Sept. 25 on an improper labor practice charge brought against the county by CSEA.

Shenendehowa Unit Wins Salary Hikes

CLIFTON PARK — A 2-year contract providing salary hikes of 11 percent plus increments the first year and 10 percent plus increments the second year has been approved for non-instructional employees at the Shenendehowa Central School District in Saratoga County, according to Aaron Wagner, Civil Service Employees Assn. field representative.

Part-time bus drivers will receive 10 percent pay hikes each of the two years under the agreement.

Mr. Wagner reported the new contract also provides one additional paid holiday for all 12-month employees; additional vacation provisions; new longevity increases at 9 and 14 years of service; three additional sick days the first year and two additional sick days the second year, and an improvement in the bereavement leave provisions. Also, he noted, the retirement plan for employees was changed from 75C to 75E.

Members of the CSEA negotiating team were president Leo Bonneau, first vice-president Richard Wandell, second vice-president Grace Trembley, secretary Myrtle Major, and members Kathy Foley, Richard Cassidy, Alma Lovelock, Ed Spickler, Eleanor DeProperty, Jean Ward and Ken Clayton.

Seek Conciliator

(Continued from Page 1) previously agreed to and several items in the unit's present contract were withdrawn.

Mr. Swits termed the situation "ludicrous." He told the CSEA unit that, at this time, he would not urge a strike, explaining, "you would lose two days pay for each day you struck, and you don't earn enough money to go on strike."

ty correctional facility. The tougher drug laws, which permit lifetime probation, are also cited by the union as duty-altering causes.

In December 1973, County Executive Edward Regan vetoed the budget items providing for a one-grade declassification passed by the Legislature. The improper labor practice charge was filed because CSEA claimed the veto constituted an abrogation of the Taylor Law process, in that the county executive could not veto the salary items provided by the Legislature.

Failure in the mediation process this time could lead to a formal legislative hearing, the results of which would not be subject to executive veto.



FRANKLIN INSTALLATION — At ceremonies attended by an estimated 450 members and guests of Franklin County chapter of the Civil Service Employees Assn., chapter officers were installed by Jack Gallagher, standing left, CSEA treasurer. Chapter president Leonard H. LaMora, seated left, is shown with members of his cabinet: second vice-president Roy S. Hall, seated right, and left from Mr. Gallagher, treasurer Gladys Chetney, delegate Mildred Giordano and first vice-president Robert Flerey. The installation was part of the chapter's annual dinner-dance earlier this month at the Crossroads Restaurant in Moira.

WATERTOWN—The Jefferson County chapter of the Civil Service Employees Assn. has become enmeshed in a promotion involving a New York State fund-raising firm which allegedly is not properly registered with the Board of Social Welfare, Albany.

The CSEA chapter entered into an agreement with J.A.R. Productions, Niagara Falls, to raise funds on a share-basis through a country and western show to be staged Dec. 8 in Watertown and in sales of advertising in a souvenir booklet. The chapter provided an office and three telephones for J.A.R. salesmen to carry on advertising solicitations.

Representatives of J.A.R. took in an estimated \$370 from local businesses before the legality of the operation came under question, particularly when a subsequent check with the Board of Social Welfare indicated J.A.R. was not registered in this state. After an article in a local newspaper relating to the J.A.R. promotion appeared, the office used by the salesmen was closed and the representatives left the city.

In the meantime, an investigation was launched by the Watertown office of the attorney general, coordinating its probe with the Charity Frauds Divisions in New York City. Gordon H. Mahley Jr., assistant attorney general, whose office is in the state office building in Watertown, said "We don't know whether or

not there will be a show, or whether or not there will be a booklet published."

The CSEA, under the promotional plan, sought to raise funds for college scholarships. The chapter was to get 25 percent of the revenue from advertising in the booklet and 50 percent of paid admissions for the show. Richard Grieco, CSEA representative in the promotion, said the J.A.R. personnel have left town leaving the CSEA with a checking account sum of \$52.50 as the chapter's share, "along with a \$240 telephone bill." The agreement with J.A.R., he said, called for the CSEA to provide an office for one month plus installation and service of three telephones at a cost of \$150.

As to the prospects of untangling the confused situation, Mr. Grieco asserted he is awaiting developments from the inquiry by the local office of the attorney general. Mr. Grieco indicated that at the time the agreement with J.A.R. was written, "there was no apparent question" of any wrongdoing since the understanding then was that the fund-raising plan had been cleared through proper state and local authorities."

Ⓛ 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.

NOVEMBER

- 19—Craig Developmental Center chapter monthly meeting.
- 20—Oswald Heck Developmental Center chapter meeting.
- 20—Buffalo chapter dinner-meeting: Plaza Suite Restaurant, I M & T Plaza, Buffalo.
- 21—SUNY at Albany chapter executive committee meeting: 5:30 p.m., Son's Restaurant, Western Ave., Albany.
- 21—Southern Region 3 executive meeting: Bear Mountain Inn.
- 29—Buffalo Psychiatric Center chapter dinner-dance: 7 p.m., Sheraton-East, 2040 Walden Ave., Cheektowaga.

DECEMBER

- 6—Binghamton chapter Christmas party: St. John's Memorial Center, Johnson City.
- 6—Onondaga County chapter dinner-dance: 6:30 p.m., Liverpool Country Club, Liverpool.
- 6—Motor Vehicle Bureau chapter Christmas party: 6:30 p.m., Michael's, Latham.
- 7—Morrisville chapter Christmas party: 7:30 p.m., Dibble's Inn, Rt. 5, Vernon.
- 7—Nassau Educational chapter holiday dinner-dance: 8 p.m., Narragansett Inn, Lindenhurst.
- 7—Office of General Services chapter, Albany, executive board meeting.
- 7—CSEA Auditing Committee meeting: 5 p.m., treasurer's office, CSEA Headquarters, 33 Elk St., Albany.
- 7—State University College Brockport chapter Christmas party: 6 p.m., DeWitt Clinton Inn, Holley.
- 10—Syracuse area retirees' regular chapter meeting: 2 p.m., Lakeview Lanes, Rt. 3, Hannibal Road, Fulton.
- 12—Long Island Region 1 holiday party: Holiday Manor, Bethpage.
- 13—Albany chapter D.O.T. Good Will Association Christmas party: 6 p.m., Marie's Theater Restaurant, Troy.
- 20—Oswald D. Heck Developmental Center chapter meeting: 5:30 p.m., library, Bldg. 1.
- 21—Niagara chapter "Bosses Night": 6:30 p.m., Elks Lodge, East Ave., Lockport.
- 21—Roswell Park chapter meeting: Holiday Inn, Delaware, Buffalo.
- 21—Farmingdale University chapter Christmas party: 9 p.m., Andirons Restaurant, Plainview.
- 25—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village, West, 50 Front St., Binghamton.

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Beginning Office Worker	\$5,2225 & up	various
Chief Physical Therapist	\$17,629	27-448
Clinical Physician I	\$31,056	20-414
Clinical Physician II	\$36,352	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,914	20-125
Dental Hygienist	\$ 8,523	20-107
Dietician	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Intern Corrections	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Junior Engineer	\$11,337	20-166
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
Nurses Services Consultant	\$15,684	20-405
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
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Psychologist I	\$15,684	20-102
Psychologist II	\$17,429	20-103
Associate Psychologist	\$17,429	20-104
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 6,811	20-307
Supervising Veterinarian	\$14,880	20-313/314
Vocational Instructor I-IV	\$9,546/\$12,670	20-131/134

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

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

CSEA Seeks Field Service Assistants

ALBANY—The Civil Service Employees Assn. has announced openings on its professional staff in the post of field service assistant, and will accept resumes from interested candidates until Dec. 6.

One or more appointments to the grade 15 positions are expected to be made following personal interviews after the Dec. 6 closing date.

Field service assistants will be under direct supervision of a CSEA regional field supervisor or a designated field representative and have responsibility of administering CSEA programs and objectives in servicing smaller CSEA chapters and units, handling problems and programs of a less complex nature for CSEA members within a given Region, and performing a variety of other related duties.

CUIC Slowed By City

BROOKLYN — Last week 22 Brooklyn community leaders met in the Brooklyn Heights Public Library to protest the projected termination of the CUIC (pronounced quick — Citizens' Urban Information Centers). The program, scheduled to open in the borough's public libraries in early 1975, will dispense information on virtually all government and voluntary services available to citizens.

CUIC has received a \$300,000 grant from a private foundation and the City received approval of \$3,380,135 from the Federal Government to fund the program. However, the city administration, according to a CUIC spokesman, decided that these monies should be used for other purposes and the program is now at an impasse.

The leaders — representing a broad cross-section of the Brooklyn community — expressed the need for the program as a vital link between people and services, particularly in this time of economic dislocation.

Warren County Names Officers

LAKE GEORGE—A new slate of officers was elected for the Warren County chapter of the Civil Service Employees Assn.

Francis Herrington was elected chapter president; Ida Snyder, first vice-president; Pat Towers, second vice-president; Ina McCary, treasurer, and Virginia Cameron, secretary.

Minimum qualifications for candidates include a high school diploma or equivalency certificate and two years of satisfactory responsible business or investigative experience which must have involved extensive public contact as an adjuster, salesman, customer representative, investigator, inspector or complaint supervisor. Labor relations experience from employer to employee is especially desirable. Candidates may also substitute graduation from a rec-

ognized college or university from a 4-year course with a bachelor's degree from a recognized school of labor relations, or a satisfactory equivalent combination of the foregoing training and experience.

Resumes and applications should be submitted to Thomas Whitney, CSEA employee relations personnel officer, CSEA Headquarters, 33 Elk Street, Albany, N.Y. 12224 not later than Dec. 6.

Urge Soc. Sec. Coverage For Fed-Postal Employees

WASHINGTON, D. C. — Congressman John M. Murphy (D-N.Y.) last week, at a meeting with postal and federal labor leaders, reiterated his support for legislation which he has sponsored to provide social security coverage—in addition to civil service retirement—on an optional basis for postal and federal employees.

"I urge federal and postal workers to write to their Congressmen in Washington and to Chairman Wilbur Mills of the House Ways and Means Commit-

tee, to urge passage of H.R. 5531, my legislation, to provide you with social security coverage in addition to civil service retirement on an optional basis," Congressman Murphy said.

"The adoption of this legislation is highly desirable since it would enhance the federal government's role as an employer without cost to it or to the taxpayer. This legislation would finally afford all federal employees the same protection for their old age as is now enjoyed by all other working people."

Federal Employees!

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	1974	1975
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Port Chester CSEA Group To Protest Proposed Cuts

PORT CHESTER—Ray Cassidy, president of the Westchester County chapter of the Civil Service Employees Assn., said the group will fight any proposed cuts in the Port Chester work force.

"The Civil Service Employees Assn. cannot agree to any cuts because we don't think there is any feather-bedding on the part of the work force," he said.

The Board of Trustees of the village claims that the village's deficit is now \$400,000 with an anticipated deficit of \$600,000 by the end of the fiscal year, Mar. 31, 1975. The Board proposes making up the deficit through a 20 percent reduction over the next 16 months in the number of employees and a reduction in the number of work hours.

Pointing out that there have been irregularities disclosed by a recent state audit of the Village of Port Chester, Mr. Cassidy said: "The Trustees are attempting to flay the hides of the employees to compensate for their fiscal ir-

responsibilities which have resulted in an alleged deficit."

Representatives of the CSEA met with the village trustees Nov. 8 and conferred on the developing budgetary problems of the village. Stressing that any reduction in personnel or hours will inevitably mean a reduction in services to village residents, the union told the trustees that if a deficit did exist, it was their responsibility to go back to the taxpayers in order to provide funds for a supplementary budget.

The union representatives requested and were given copies of the budget, minutes of the board meeting, state auditor's report and that of an independent au-

ditor. The union further indicated that it intends to have its own auditors examine the records of the village. A CSEA spokesman said that the trustees may very well have engaged in unfair labor practices in that a cursory look at the state auditor's report reveals that the trustees have consistently overestimated revenues and have included in their budget appropriations from surpluses that were non-existent. This, the union contends, was not bargaining in good faith at the time the contract was negotiated.

Lindenhurst Unit Wins Increases

LINDENHURST—A recently negotiated three-year contract between the Lindenhurst Memorial Library unit of the Civil Service Employees Assn. and that library's board of trustees provides for salary increases of from 12 to 15 percent, according to unit president Lucille Knapp.

In addition, Ms. Knapp said, both full and part-time employees will receive additional holidays, vacation time and increased insurance benefits. A provision was made for time and one-half pay for part-time employees for emergency call-ins and certain other positions were placed in appropriate civil service grades.

Ms. Knapp added that ratification of the new pact came only after an agreement to discuss the possibility of an agency shop was put into the contract, along with other changes such as compensation for unused sick leave pay upon employee retirement.

CSEA field representative John Cuneo assisted the negotiating committee. Talks on the new contract had been carried on since December of last year.



ARMORIES APPRECIATE — Certificates of appreciation were awarded recently by the Metropolitan Armories chapter of the Civil Service Employees Assn. Chapter president Alfred Knight, left, with delegate Cassell Brockett looking on, makes presentation to, from left Jack Weisz, Correction departmental representative to CSEA Board of Directors and immediate past president of Metropolitan Conference; Marvin Baxley, editor of The Civil Service Leader, and George Bispham, supervisor of CSEA's New York City Region 2. A certificate was also presented to Randolph Jacobs, not pictured, CSEA public relations staff member and a former president of Metropolitan Conference. (Leader photos by Ted Kaplan)

State Promotional Job Calendar

Applications Accepted To November 25

Office of General Services, Executive		
Chief, Bureau of Technical Services		
(Oral Exam in Dec.)	G-29	39-059
Associate Bldg. Space Analyst (Oral Exam in Jan.)	G-23	39-053
Senior Bldg. Space Analyst (Written Exam Jan. 18)	G-19	35-666

Applications Accepted To December 9

Written Exam Jan. 18, 1975

Interdepartmental Promotion Exams

Associate Accountant	G-23	35-599
Associate Auditor	G-23	35-599
Associate Accountant (Employment Sec.)	G-23	35-653
Head Account Clerk	G-18	35-662
Head Audit Clerk	G-18	35-662
Head Maintenance Supvr.	G-14	35-661
Principal Account Clerk	G-14	35-661
Principal Audit Clerk	G-14	35-661
Senior Accountant (Employment Sec.)	G-18	35-654
Senior Accountant	G-18	35-598
Senior Auditor	G-18	35-598
Senior Maintenance Supvr.	G-17	35-664
Correctional Services		
Associate Agency Labor Relations Representative (Oral Exam in Jan.)	G-23	39-058
Correction Captain	G-24	35-635
Plant Superintendent B	G-22	35-669
Plant Superintendent C	G-19	35-668
Principal Commissary Clerk	G-12	35-594
Senior Commissary Clerk	G-9	35-593
Department of Transportation		
Associate Accountant (Public Service)	G-23	35-613
Associate Capital Program Analyst	G-23	35-620
Principal Accountant (Public Service)	G-27	35-614
Senior Accountant (Public Service)	G-18	35-612
Senior Capital Program Analyst	G-18	35-621
Division For Youth, Executive		
Plant Superintendent B	G-22	35-671
Plant Superintendent C	G-19	35-670
Office For Local Govt., Executive		
Associate Accountant (Public Service)	G-23	35-609
Principal Accountant (Public Service)	G-27	35-610
Senior Accountant (Public Service)	G-18	35-608
Mental Hygiene		
Plant Superintendent A	G-25	35-679
Plant Superintendent B	G-22	35-673
Plant Superintendent C	G-19	35-672
Public Service		
Associate Accountant (Public Service)	G-23	35-606
Principal Accountant (Public Service)	G-27	35-607
Senior Accountant (Public Service)	G-18	35-605
State University of N.Y.		
Plant Superintendent A	G-25	35-680
Plant Superintendent B	G-22	35-675
Plant Superintendent C	G-19	35-674
Thruway Authority		
Plant Superintendent C	\$16,543	35-676

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TUESDAY, NOVEMBER 19, 1974



Stop The Delay

LET THERE be no doubt when Orange County employees vote again to choose the Civil Service Employees Assn. as their bargaining representative.

Last June, the employees decisively elected CSEA as their representative, and have been waiting patiently for final certification of the election so that negotiations can begin on a new contract. Negotiations were held up during the time of the challenge by the Service Employees International Union and since during appeals of the election results.

Now because of technicalities in the election, the State Public Employment Relations Board has ruled that a new election should be held as soon as possible.

We heartily agree that further delay would be harmful to the best interests of the employees who can only be hurt by drawing out certification of their bargaining agent.

CSEA and the employees both have been the innocent victims of the technicalities that have occasioned this rerun of the election. We recommend that the new election be so overwhelming that SEIU, which has been looking for an opening to chip away at CSEA's unity, will be more inclined to think twice before trying to throw a monkey wrench into scheduled negotiations again.

SEIU and its sister organization, AFSCME, have both been making unsuccessful attempts to weaken CSEA during the past year. One after another, their challenges have been turned back by the membership. Contrast this with the challenge CSEA made for representation rights in Orleans County last September. CSEA was elected by a huge majority.

There's an important distinction to be made by CSEA's Orleans victory and the challenges to CSEA in Orange, Ulster, Erie, Greenburgh, etc.

CSEA sought representation rights in Orleans, knowing that the sentiment of the people was strongly in their favor. On the other hand, the challenges to CSEA have been disruptive, in the hope that the employees' confidence in CSEA can be worn down.

One way to stop these disruptive tactics is to turn out a resounding vote for CSEA when the Orange County election is held, presumably in early December.

Questions and Answers



Q. Is my husband, who's a career man in the Air Force, covered under the social security system?

A. Yes, your husband's base pay counts toward social security just like wages he would earn anywhere else, and he pays social security contributions on it. Furthermore, your husband gets an additional \$100 social security credit for each month he's on active duty. This credit is given him without any deduction from his pay and makes up for the benefits he receives that are worth money but which he doesn't actually get in cash—things like meals, medical care, and housing.

Q. A friend told me that my grandson, who lives with me, might be able to get social security payments when I retire this year. Is this true?

A. In certain cases, a grandchild can get payments based on a grandparent's earnings record. The grandchild's parents must be disabled or must have died before the grandparent started getting monthly benefits. The grandchild must have been under 18 when he began living with the grandparent. If you want more information, call, write, or visit any social security office.

Don't Repeat This!

(Continued from Page 1)
Ward," Solzhenitsyn wrote:
"As every man goes through life, he fills in a number of forms for the record, each containing a number of questions. There are thus hundreds of little threads in all. If these threads were suddenly to become visible, the whole sky would look like a spider's web. They are not visible, they are not material, but every man is constantly aware of their existence. Each man, permanently aware of his own invisible threads, naturally develops a respect for the people who manipulate the threads."

Deluged By Forms

Each of us, in one way or another, is regularly besieged with the requirement to fill out forms. We prepare and file tax returns. We fill out forms to register our automobile and to renew our driver's license. Every ten years, we are obliged to answer a broad series of questions about ourselves to the census taker. Those of us who are in business must complete a seemingly endless deluge of forms to demonstrate our compliance with unemployment insurance and workmen's compensation laws, with equal employment opportunity laws and with all kinds of federal, state, and local regulations that may apply specifically to our business or industry.

In addition, all of us are required to fill out forms of one kind or another with a large variety of interests in the private sector. These forms typically require each of us to disclose personal data and information. Our entire medical history is in the hands of companies that sell medical and hospital insurance. Our financial history is in the hands of banks, credit card issuers and commercial credit checking agencies.

With respect to all the forms we fill in, our social security number becomes the universal identifier. And if all the personal data about us were accumulated in one vast network of computer data processing, then the most intimate details of our lives could be retrieved within seconds from the computerized files. This is not just a bleak, futuristic nightmare. The Federal General Services Administration has plans to establish what it calls FEDNET, a Federal network of data processing, which would include all material about us collected through tax returns, census reports, FBI records, Veterans Administration files, and all other governmental files. Fortunately for all of us, these plans for FEDNET were brought to a halt by President Ford.

Privacy Threatened

What is threatening about this is that this accumulation of data and its potential for instant retrieval may destroy everyone's ideal of privacy, an ideal described by Justice Brandeis as the "most comprehensive of rights and the right most valued by civilized men."

Congress will shortly act on pending legislation designed to protect the individual's right to privacy. These bills are sponsored principally in the Senate by Senator Sam J. Ervin, Jr., and in the House by Manhattan Representative Edward I. Koch. The proposed legislation would require the public listing of every data processing operation maintained by the federal government.



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.

Discretionary Demotion

In an Article 78 proceeding commenced in the Supreme Court, New York County, the petitioner asked judgment against the Police Commissioner and the Police Department of New York City to restrain the demotion of petitioner from the rank of Deputy Inspector to Captain. Respondents cross-moved for a dismissal of the petition. Petitioner had held the rank of Deputy Inspector for approximately three years at the time this proceeding was commenced. The petitioner alleged that he was advised to file for retirement or else be reduced to the rank of Captain. When he asked for a reason, petitioner was allegedly told, "That the Police Commissioner believes you have been in the personnel bureau too long and wants your vacancy." Petitioner further alleged, "that were it not for his age and the 33 years of service to the citizens of the City and State of New York, the respondent would not discriminate against him and want his vacancy for younger persons."

THE THRUST of petitioner's claim is that this constitutes discrimination based upon age and is an illegal exercise of administrative judgment by the Police Commissioner. The Commissioner, on the other hand, argued that the petitioner was merely "detailed" to his position of deputy inspector and that such position could be revoked at any time. In fact, the Commissioner argued, the designation of petitioner to act as Deputy Inspector of Police was revoked. The Court pointed out that tenure and other Civil Service rights are not present in assignments such as the one from which petitioner was removed. The Commissioner has broad discretion with regard to detailing and revoking such positions. The question is whether the Commissioner's discretion is subject to review where it is exercised for unlawful reasons. The judge at Special Term said that until the contrary is shown it must be presumed that public officers vested with discretionary power, exercise such power consistent with their fiduciary duty to their government unit and the people in general. The legislature made a grant, within constitutional limits, and thereby indicated its willingness to accept the risk of arbitrary action in order to seek the accomplishment of the objectives of the grant.

JOB DISCRIMINATION based upon age is against the public policy of the state. The State Human Rights Commission may be involved, but its orders cannot be enforced except by a proceeding brought in and determined by the Appellate Division. Orders of the State Division of Human Rights are not self-enforcing. The petitioner was merely told that his detail was being revoked because he was on the job too long. So long as the contested action does not conflict with the employee's constitutional or statutory rights, the superior's discretion may not be said to be arbitrary. Under the express language of the City Code, the detail to Deputy Inspector did not constitute a promotion. "As a clear corollary," the court said, "from the very character of the position, incumbents may be removed at will." The cross motion to dismiss was granted and the petition dismissed. This was not intended to preclude such applications as the petitioner might make before the State Division of Human Rights. *Foran v. Cawley*, 354 NYS 2d 757 (Spec. Term, Part I, N. Y. County, 10-17-73).

City Awards \$400 For \$ Saving Idea

MANHATTAN — Walter Weinberg, a Supervising Parking Meter Collector in the Finance Administration, received \$400 last month for his money-saving suggestion.

Mr. Weinberg, who has been with Finance since 1957, suggested that parking meter collectors be provided with a borough list for continuous routing of areas. With this list collectors have more operating time, reflected in a daily savings of five hours or \$20.

The suggestion implemented in 1970 is now operating procedure in the city's Parking Meter Division.

They would give to each individual the right to inspect his own files and to eliminate from the files all data which is inaccurate. The bills would also impose meaningful restrictions upon access to any such files to protect the security of all information.

Congress should act favorably on these proposals to insure the privacy of our people. The danger, as seen by Federal Judge Gerhard Gesell, is that "systematic recordation and dissemination of information about individual citizens is a form of surveillance and control which may easily inhibit freedom to speak, move about and work in this land." Congress has the opportunity to put an end to this threat.



NEW CHAIRMAN APPOINTED — At ceremonies last week in City Hall, Mayor Abraham D. Beame named Alphonse E. D'Ambrose, fourth from left, the new City Personnel Director and Chairman of the New York City Civil Service Commission. Mr. D'Ambrose has served as Acting Personnel Director since the resignation of Harry I.

Bronstein on Sept. 3. Standing, from left to right, are the new Commissioner's three children, Dina, Philip, Michael. To the left of Mr. D'Ambrose are his wife, Carol, Mayor Beame, and the Commissioner's mother, Mrs. Lucy D'Ambrose.

Health Forum Topic: Women

MANHATTAN—An all-day forum devoted to the special health problems facing women today is being sponsored by HIP (Health Insurance Plan of Greater New York). Mayor Abraham D. Beame and Congresswoman Bella S. Absug will be featured speakers at the event, the First Annual Women's Health Forum, to be held on Nov. 23 at the Statler Hilton Hotel.

The forum which will begin at 9:15 will include workshops on Human Sexuality, Nutrition, Conception and Contraception, Living the Later Years and the Early Detection of Disease.

"The Workshop in early detection will focus on breast cancer screening," said Allan Kornfeld, president of HIP. "The recent illness of the President's wife and Governor Rockefeller's wife, dramatically focused attention on breast cancer and the early detection of breast cancer."

Women who wish to attend the Women's Health Forum are requested to send a five dollar registration fee, payable to the HIP Women's Health Forum, attention Ms. Ethel Christian, Health Insurance Plan of Greater New York, 625 Madison Avenue, New York, New York, indicating the workshops they are interested in attending. The registration fee will cover the full cost of the luncheon.

CIVIL SERVICE LEADER, Tuesday, November 19, 1974



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Police News

Mediator Assists

Professor Daniel Collins of the New York University School of Law was recently named by the Office of Collective Bargaining to mediate the contract dispute between the City and its patrolmen.

More than 25,000 uniformed patrolmen and patrolwomen represented by the Patrolman's Benevolent Association are affected by the contract talks.

Both the PBA and the City, represented by the Office of Labor Relations, requested Professor Collin's assistance in reaching an agreement to succeed the one that expired on June 30.

Negotiations have been proceeding for the past six months between the PBA and the City with the OCB assisting the parties in recent weeks to narrow certain areas of disagreement.

Major unresolved issues the mediator and the parties will address are salaries and police parity with the other uniformed services.

Police Awards

The following members of the service have been awarded departmental recognition for an act of bravery intelligently performed involving personal risk of life.

Exceptional Merit is awarded to Sergeant James Ricca of Narcotics Division (O.C.C.B.); Detectives Louis Piller of Narcotics Division (O.C.C.B.) and Robert Laino of the 113 Precinct; and Police Officers Bernard J. Belfiore of the 45 Precinct, Denis Reilly of the 45 Precinct, and Thomas Reichling of the 73rd Precinct.



Members of Willard Psychiatric Center chapter crammed stairway for group photo as one of host chapters for Syracuse Region 5 meeting last month in Ithaca. Chapter recording secretary Doris Pratz is standing at left, and chapter president Dorothy Moses at right. Seated, from left, front row, are Harry DePuy, Harriet Casey and second vice-president Sara Wooledge; second row, delegate Beverly McDonald (back of head), third vice-president Hugh McDonald and Ron Garrison; third row, PS&T representative William Harris, institutional representative Jane Ike and delegate Gary Dougherty; back row, treasurer Marjorie Scoles, Thomas Scoles and Peg Shannon.



Sharing host duties were these members of Tompkins chapter. From left are Charles Kehler (front), first vice-president Carl Burgess, executive secretary Helen Musto (also representing Ithaca Retirees chapter, the third host chapter), steward Frances Ellett, treasurer Dorothy Hautaniemi, secretary Bonnie Barber and president Elmer Maki.

SYRACUSE REGION 5



County Workshop chairman Francis Miller listens attentively as Hazel Abrams, newly appointed chairman of CSEA retirees committee and a former statewide vice-president, explains progress in setting up structure for retiree services.



Representing St. Lawrence Psychiatric Center chapter at meeting were, from left, Mary Bush, David Strader, Joseph Cosentino and James Bouchard.



Taking part in Region deliberations are, from left, Jackie Haraveth and Betty Lou Isaf, both of SUNY at Cortland chapter, and Mary Cleary and Faith Haresign, both of Oswego Faculty Student Association chapter.

(Leader photos by Emmet Blum)



Discussing some of their mutual problems at Saturday morning meeting of school affairs committee are, from left, Joseph Hmurick, Binghamton; Peter and Jan SeJan, Vestal unit, and Angie Ford, Broome Educational chapter.



Attending their first regional meeting are, from left, William Tuttle, member of Lewis County chapter board of directors, his wife, Delores, and Joseph Haug, president State Police Troop D chapter at Ononda.



Going over plans as newly elected leaders of State Workshop are secretary Jackie Burgess, Binghamton, and chairman James Moore, Utica Psychiatric. Syracuse Region 5 is first CSEA region to model its operation after statewide County and State Divisions.



Looking pleased with the progress of the session, Syracuse Region 5 president Richard Cleary is caught in a moment of emphatic gesturing during the Region's October meeting in Ithaca. Looking on behind him is Floyd Peashey, the Region's executive secretary and immediate past president of the Central Conference.

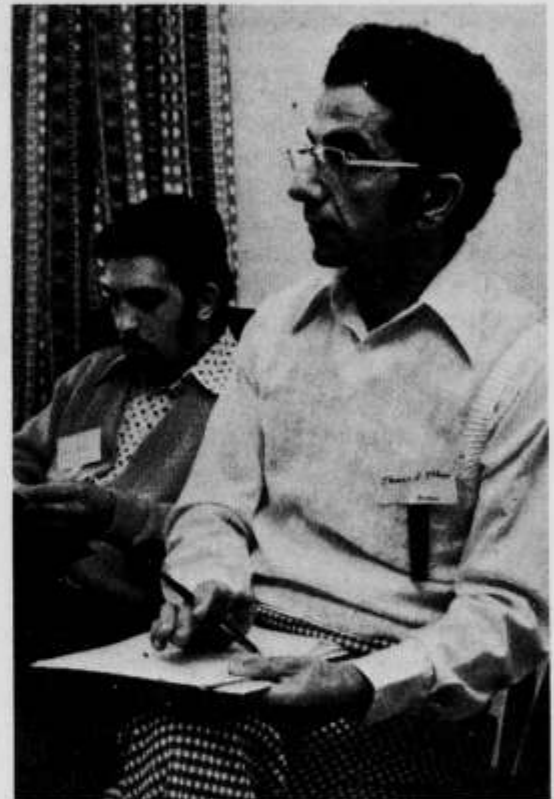
Willard, Tompkins, Ithaca Retirees Chapters Host October Meeting



CSEA secretary Dorothy MacFavish, left, offers some advice to Morrisville chapter president Steve Zarod and vice-president Doris Noble as they get together at Saturday afternoon business session.



Carlo Guardi, Broome Educational chapter, listens as Jake Barrek, Oneida Educational chapter, comments on one of many points brought up at school affairs committee meeting.



John Tarsia, Vestal unit, and Thomas Elhage, chairman of school affairs committee, listen as members discuss proper grievance procedures. Fund sharing between chapters and units was also discussed.



Roger Salimando, representative for Oneida County, accepts congratulations from CSEA comptroller Thomas Collins. Mr. Salimando had recently been named "Man of the Year" by Greater Utica Athletic Association.



Putting on their happy faces, officers of Broome County chapter hand over check for their dues to Region. From left are Ed Lewis, Binghamton; Region treasurer Helene Callahan, Syracuse; Barbara Pickell, Broome board member; Jennie Possemato, Broome acting secretary-treasurer, and Angelo Vallone, Broome chapter president.



Eleanor Korchak, Binghamton, chairman of Region's University committee, provides some "food for thought" during her report.



Leander Smith, Onondaga, chairman of constitution and by-laws committee, leads discussion as delegates debate amendments.



Syracuse Region 5 secretary Irene Carr, Oneonta, presents minutes of previous meeting to delegates for approval.



William Deck Marcy, offers Mental Hygiene report dealing with management prerogative on making staff assignments.

FIRE FLIES

By Paul Thayer

(Continued from Page 2)
 patchers, some from the then existing fire list.

Today's decision by the Hon. Supreme Court Justice Quinn declares, in effect, that even though everybody thought that the old Classification Appeals Board was dead and that the Fire Dispatchers therefore had no recourse in the loss of their title, the Classification Appeals Board of the Civil Service Commission still is very much alive and well under Rule 11, Section 8 of the Civil Service Regulations. This makes it possible to at least attempt to have the loss of title as Fire Alarm Dispatchers set aside and to protect the members of that very important and stout little band of devoted men and women who have taken one hell of a beating from the city, not only during the Lindsay Administration, but are still getting the shaft from the present Administration without any seeming let-up.

Back in 1966 when Abe Beame was running for Comptroller, he was asked about the plight of

the Fire Alarm Telegraph Dispatchers and he was quoted at the time as saying: "The Fire Alarm and Telegraph Office here in the Bronx and in the other boroughs, is the most vital part of the Fire Department besides firefighting and should be properly staffed and equipped. This bureau is vital to the city and they [the city administration] should act now to correct the decaying conditions that exist today. When I am elected to the office of Comptroller I will do whatever I can to see that money is found to be used to buy new equipment and to correct the decaying conditions that exist today. When I am elected to the office of Comptroller I will do whatever I can to see that money is found to be used to buy new equipment and to correct the manpower shortage." Dear Mayor Beame:

If you are looking to save money, there is a matter amounting to quite a few millions of dollars which could be saved right now by putting an end to the madness which is the

installation of the E R S telegraph alarm reporting system, now in the process of being foisted upon the people of the City of New York.

I suggest that instead of calling in Commissioner O'Hagan or other high communication brass, you hand the matter over to your Commissioner of Investigation and have him and his staff talk to the DISPATCHERS, LINE-MEN, POWER MEN, TROUBLE HUNTERS and ALARM BOX INSPECTORS under oath with guaranteed immunity for their testimony. The results may scare the pants off you!

Next week I'll give you a couple of more examples of what is going on in this category as well as some information about another matter which makes one wonder about why these things have been permitted to continue without any positive action from City Hall . . . such as putting a foot down once and for all and taking a good look into things without benefit of 'gobldygook' by the defense.

Another death by fire in the Laureiton area where, against advice of some of his top brass, Commissioner O'Hagan insisted on creating Combination Company 151. Details next week!

Federal News

CSC Outlines Actions To Assure Merit System

As a follow-up to President Ford's Sept. 20 memoranda to heads of Federal agencies directing agency heads to see that personnel practices comply with merit principles, the U. S. Civil Service Commission recently announced a number of coordinated actions that it is taking or requiring of Federal agencies in order to assure the integrity of merit system operations.

Highlights of the Commission bulletin, dated Nov. 7, which outlines the actions each Federal agency must take, included the following:

- Agency authority to make certain temporary appointments has been revised to reemphasize that such authority is not to be used as a preliminary step to achieving permanent appointment.

- Agencies must review their Schedule C position authorizations to assure that the duties are accurately described and that the positions operate in accordance with the basis on which the Commission approved the Schedule C exception from the competitive service.

In addition, the Commission and the agencies will, according to the bulletin, concentrate on the following actions:

- Further the understanding of Federal executives, managers, and supervisors on the importance of the Federal merit system in achieving effective government and their responsibilities for contributing to the maintenance of sound personnel operations.

- Measures to assure that the total selection process remains

free of preselection, that vacancies are described accurately to all candidates, and that representations concerning special job requirements are valid.

- Additional steps to make certain that experts and consultants are used only for appropriate assignments and not in continuing work of government.

- Provision for effective control and review mechanisms to assure the proper use of employee details from their regular work assignments.

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City Open Continuous Job Calendar Competitive Positions

Title	Salary	Exam No.
Air Pollution Control Engineering Trainee	\$11,500	4133
Architectural Trainee	\$11,500	4135
Landscape Architectural Trainee	\$11,500	4157
Medical Officer	\$22,614	4086
Psychiatrist	\$17,550	4200
Public Health Nurse	\$11,950	4165
School Lunch Manager	\$ 9,900	4201
Shorthand Reporter	\$ 7,800	4171
Stenographer	\$ 6,700	4174
Surgeon	\$22,614	4204

OPEN COMPETITIVE — Additional information on required qualifying education and experience and exam subject can be obtained by requesting a job announcement in person or by mail from the Dept. of Personnel Application Section, 49 Thomas St., Manhattan, 10013 or the Intergovernmental Job Information and Testing Center, 90-04 161 St., Jamaica, Queens, 11432. Be sure to specify the exam number and title and, if requesting an announcement by mail, a stamped self-addressed envelope.

PROMOTIONAL — These titles are open only to those already employed by the city in various agencies.

Fire News

Fire Dept. Promotions

Fireman First Grade Richard C. Glinocchio of Engine 207 51st Battalion was promoted to Lieutenant, and Fireman First Grade Joseph White of Ladder 125 18th Battalion was also promoted to Lieutenant.




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School Lunch Mgr	9,900
Steno	6,700
Typist	6,100

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Asst Actuary	10,125
Asst Labor Rel Speciat	12,600
Asst Monument Restorer	8,650
Asst Plan & Oper Offcr (CD)	12,450
Blasting Inspector	10,000
Boro Supt (Bldgs)	20,568-38,451
Ch. Medical Examar	35,000+
Dental Hygienist	10,000
Food Svc Supvr	8,450
Hearing Reporter	9,000
Juvenile Counselor	9,525
Med Offcr/Surgeon (thru 12/16/74)	22,614
Piano Tuner (Regulator)	9,300
Sr. Shhad Reporter	9,000
Shorthand Reporter	7,800
Therapist (Occ & Phys)	11,500
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Promise Continued Fight To Remove Plant Hazards

ORANGETOWN—Civil Service Employees Assn. leaders here are awaiting action from a state senator and a state assemblyman, following a tour the pair took of the Rockland County sewage treatment plant to investigate alleged safety hazards there.

Sen. Donald R. Ackerson and Rep. Eugene Levy promised to demand copies of an insurance company report on conditions at the plant. Insurance company inspectors toured the plant approximately six months ago, and Larry Keary, CSEA president at the plant, said he has never seen the findings. The legislators said they would forward copies of the report to CSEA.

Senator Ackerson and Representative Levy were invited to tour the plant Oct. 29 by CSEA leaders who had become impatient over continuing violations of safety regulations.

Rockland County Sewer District assistant director Charles

Stewart spoke at length about the problems the plant had in operating efficiency and odors emanating from the plant, before Rockland County chapter president John Mauro interrupted to ask about safety hazards. Only then did the legislators and CSEA leaders don hard hats and begin the tour.

Mr. Keary pointed out several open gratings in the buildings and treatment compartments at the plant. One of them, at the main pump building, has a drop of 45 feet to the floor below.

What they did not see, due to their tight schedules, Mr. Keary said later, was a malfunctioning (Continued on Page 15)

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BALDWIN PROTEST — Members of the Civil Service Employees Assn. unit staffing the Baldwin, Long Island, Sanitary District 2 have been marching on picket lines there on several occasions for about one month. According to Nat Zummo, CSEA field representative, the unit members are still owed 2.7 percent of a district-promised 9.7 percent cost-of-living pay hike. There have been eight negotiating sessions in recent months, Mr. Zummo said, between the district and chapter but no progress on the issue has been made. The CSEA group numbers about 90 people. Below, a recent demonstration at the Baldwin district headquarters. Above, from left, Vincent Castelli, president of the CSEA unit; Denise, Gloria and Edward Fredrick, and Mr. Zummo.

(Leader photos by Sulo Aalto)



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Written Exam January 18

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Director of Cancer Institute Nursing Services (Training and Experience Only)	\$20,428	27-465
Librarians I thru IV (Training and Experience Only)	\$varies	27-470 to 478
Head Maintenance Supervisor	\$14,142	24-137
Senior Maintenance Supervisor	\$12,670	24-136
Maintenance Supervisor	\$11,337	24-135
Mechanical Equipment Inspector	\$13,404	24-188
Pari-Mutuel Examiner	\$10,714	24-121
Plant Superintendent A	\$19,396	24-140
Plant Superintendent B	\$16,538	24-139
Plant Superintendent B	\$16,538	24-138
Principal Commissary Clerk	\$ 9,546	24-190
Senior Commissary Clerk	\$ 8,051	24-189
Senior Accountant (Employment Sec.)	\$13,404	24-202

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The November 6th quarterly awards went to bus operators Thomas P. Condon and Thomas A. Elliott; Conductor Walter Pena and Towerman William DeBlois. These winners enjoyed an extra day off, a dinner at Mama Leone's restaurant plus seats for the musical hit "Pippin" for themselves and a companion. Chauffered car service was provided for their night on the town.

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RONTIGO COMPANY - Substance o. Cert. of Ltd. Partnership filed in New York Co. Clk's Office Oct. 31st, 1974. Name and location: Rontigo Company c/o Harold Sobel, 521 Fifth Avenue, Suite 1510, New York, N.Y. Business: Acquisition and distribution of a motion picture. Term: Sept. 1, 1974 to September 15, 1998. Name and addresses of General Partners: Harold Sobel, 3725 Henry Hudson Parkway, Riverdale, NY; Robert Baum, 35 Mayflower Drive, Tenafly, NJ. Names, residences and cash contributions of Ltd. Partners: Camp Associates c/o Cramer Rosenthal, 110 Wall St., NY, NY, \$70,000; Albert Willner, 45 Crest Dr., S. Orange, NJ, \$50,000; Herman Kaye c/o Howard I. Brenner, 450 Seventh Ave., NY, NY, \$25,000; Noel D. Martin, 21 Ramapo Terrace, Fairlawn, NJ, \$25,000; Donald T. Singleton, 27 Lancaster Rd., Tenafly, NJ, \$50,000; Alvin A. Bakat, 9 Dorset Rd., Great Neck, NY, \$100,000; Paul D. Harris, 315 W. 57 St., NY, NY, \$25,000; Alfred Simon, 30 Lancaster Rd., Tenafly, NJ, \$5,000; Kenneth H. Leeds, 300 Hawkins Ave., Lake Ronkonkoma, NY, \$50,000; Lakeland Press Corp., 300 Park Ave. S., NY, NY, \$25,000; Norman Jackter, 251 174th St., Miami Beach, Fla., None; Jerome Bauman, 5 Tutor Place, East Brunswick, NJ, None. Ltd. Partners have not agreed to make any add'l contributions to Partnership. Contributions of each Ltd. Partner to be returned upon dissolution of Partnership or at any time in the sole discretion of the Gen. Partners provided that after such return of capital contributions the Partnership shall be left with a cash reserve sufficient for the payment or provisions for payment of all debts, liabilities, taxes, contingent liabilities and anticipated expenditures. Each Limited Partner's share of the profits shall be equal to 4.0588% for each \$25,000 of contribution made by such Ltd. Partner. In addition, for services rendered and to be rendered, shares of the profits shall be given as follows: Jerome Bauman, 4.23525%; Norman Jackter, 1.05885%; Alfred Simon, .705885%. The Ltd. Partners have no right to assign their interest unless they obtain a prior consent of the Gen. Partners. The Partnership has no right to accept any additional Limited Partners. No Ltd. Partner shall have any priority over any other Ltd. Partner as to contributions or as to compensation by way of income. The Partnership business shall not continue upon the withdrawal, resignation, death, bankruptcy, disability or other legal incapacity of both Gen. Partners unless 51% in interest of Ltd. Partners appoint a successor Gen. Partner or successor Gen. Partners. No Ltd. Partner may demand to receive property other than cash for his respective contribution.

Pregnant Teachers Rights Affirmed By Appeals Court

The state's highest court recently affirmed the State Division of Human Rights' Orders in support of the complaints of three pregnant school teachers.

The victory followed public hearings on the complaints of Cyla Allison against the Board of Education of Union Free School District No. 22 in the Counties of Nassau and Suffolk, L. I.; Deborah Plot-Pierce against the NYC Board of Education; and Susan Arluck against the Board of Education of Union Free School District No. 2 in the County of Nassau.

The Boards of Education had challenged the three pregnant school teachers—and the State Division of Human Rights—on their assertion that employers must treat pregnancy in the same manner as other types of "temporary physical disabilities." This assertion was a precedent-making principle established by the Division.

The Court of Appeals, which heard arguments on the appeal of the Orders of the Human Rights Commissioner, affirmed the Orders. Under the Court's decisions, pregnant employees must be allowed to continue working as long as they are certified by their physicians to be physically capable of performing their duties and to return to work as soon as it is certified that they are physically able to resume their duties.

The pregnant teachers must also receive the same sick bene-

fits and health insurance coverage for the period of disability as other employees receive for other types of temporary physical disabilities.

New PO Post Tops Women's Program

MANHATTAN—Diane J. Fernandez has been appointed Women's Program Coordinator for the U.S. Postal Service's Northeast Region. In her newly created position, Ms. Fernandez will be responsible for developing systems to identify and track women with management potential throughout the Northeast Region.

Ms. Fernandez has served with the Federal Government for 18 years. Her most recent assignment was senior secretary to the Assistant Regional Postmaster General for Support.

"I feel as though I am a prime example of what can happen to women in the Postal Service today," said Ms. Fernandez of her appointment. "It is also a feeling of self satisfaction and of making a contribution to management and society," she added.

Train Dispatcher Exam

MANHATTAN—A total of 979 promotion to train dispatcher candidates were called to the written part of exam 4561, on Nov. 23, to William Howard Taft H. S. in the Bronx, last week by the City Department of Personnel.

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Civil Service Activities Association

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CSEA Statewide Convention At Concord

Election Procedures Report



Participants in County Delegates meeting were, from left, Patricia Risdale, St. Lawrence chapter; Marlene Sullivan, St. Lawrence chapter executive representative; Eleanor Percy, Jefferson chapter president, and Mary Sullivan, Herkimer chapter executive representative.



Willowbrook's one-two punch, president Ronnie Smith and first vice-president Felton King, observe the proceedings during Concord business session.



George Boncoraglio, South Beach delegate, has microphone, as Correction's Jack Weiss, Willowbrook's Pat Frazier and Thomas Delaney await turns.



Mental Hygiene problems were aired at several meetings during convention. Representing various institutions were, from left, Rebella Euphemio, Rockland Children's; Nellie Davis, retired, Hudson River; Josephine Pfeifer, Hudson River. Identifiable in background are Maye Bull, Gowanda; Charles Stewart, J.N. Adams, and Marge Puziferri, Rockland.

(Leader photos by Ted Kaplan)



Reviewing the situation at Transportation departmental meeting are Harry Letlough, Utica, and George Reed of Lockport chapter.

The following Special Election Procedures Committee report at the annual Delegates Meeting was presented by Genevieve Clark. Other committee members are Bernard C. Schmahl, chairman, and committee members William McConvell, Ray Fritchard, Elton Smalley and Anthony Giannetti.

Among the duties of this Committee, one is a continuing function, that is, the review of protests filed concerning the procedures used in nominations and elections of Chapter Officers.

The Committee is composed of a Chairman, and one representative from each of the six (6) Regions of the CSEA structure. At the March 1974 meeting of the Delegates, the Committee met two separate times to discuss the procedure to be used in handling protests. Since the March meeting, we have had approximately 25 protests, of these, four (4) needed special attention of the different Region representatives. One in Region 1 was settled by having a new election, under the supervision of the Committee representative. A protest in Region 6 was investigated and after all facts were reviewed, a decision was reached that there had been no violation of the Chapter Constitution & By-Laws. However, a recount of the ballots was ordered. This recount was supervised by the Region 6 representative.

A protest filed in Region 5 was investigated by our Region 5 representative, and this investigation showed that no violations of the Constitution & By-Laws had occurred, therefore the protest was disallowed and the person filing the protest was so advised. In Region 4, a protest was filed concerning the conduct of a Chapter election, after a review of the facts presented, and after a consultation with the legal staff, we upheld the protest and ordered a new election be held. This election was supervised by the Region 4 Committee representative. The rest of the protests were of a nature that they did not require special attention and were



GENEVIEVE CLARK

disallowed due to no evidence of wrongdoing by the Chapter.

In addition, our Committee has conducted two elections at the request of the Chapters involved. Ordinarily we do not do this but in extreme cases where a Chapter has a problem conducting an election, we will conduct the election if the facts are sufficient to warrant this action.

I, as Chairman, have met several times with staff at headquarters, including the legal staff, to discuss the part that the headquarters will play in the upcoming election of Officers of the CSEA. This discussion covered membership lists of all Chapters and Regions and other pertinent information needed from our membership files.

A meeting of the Committee will be called after the October meeting of the Delegates to formulate the contract to be sent to the outside agencies for bids on the conduct of the election. These rules will be in accordance to the final action on election procedure approved by the Delegates.

The Committee wishes to thank the legal staff, and other headquarter personnel and also the field men for the assistance given our Committee in the investigation of protests.

School Employees Report

The following report at the annual Delegates Meeting was prepared by the Non-teaching School Employees Committee: Edward Perott, chairman, and committee members Jacob Banek, Charles Luch, Patrick O'Connor, Howard Cropsey, Salvatore Mogavero, Les Banks, Hugh Crapser, Irene Izzo, David Silberman and Neil Gruppo.

Since our last report at the Special Delegates Meeting on March 25-28, 1974, at the Concord Hotel, Kamesha Lake, the Statewide Non-Teaching School Employees Committee has been working diligently to keep abreast of the changing scene in the negotiating process for employees of school districts.

Within this framework, the members of the committee are studying the possibility of an experimental program of regional negotiations for non-teaching employees in the near future. Also, the committee is studying the effects of the recent amendments to the Taylor Law that are causing and will continue to cause the negotiating process for non-teaching employees to change from the original procedures set forth in the law.

The major change affecting non-teaching employees, of course, is in the final step of the impasse procedure. The legislative hearing which was established as the final step no longer exists and has been replaced by a new procedure involving the New York State Public Employment Relations Board. This procedure will be the subject of a program which will be presented to non-teaching delegates at the upcoming 64th Annual Meeting. Understand-

ing these procedures now and for future negotiations should be a great help to all concerned.

Furthermore, the committee is presently reviewing the report it issued early last spring on cafeterias for the purpose of updating it where necessary. Other reports on transportation and custodial services are now being contemplated. It is the committee's hope that it will be able to address itself to these areas of concern within a short time.

Finally, the committee is continuing to work internally within the statewide organization to foster the beliefs and needs of non-teaching employees. In this respect, the members of the committee have been attempting to gain the approval of the statewide organization for the creation and subsequent filling of a new position which shall have the title of non-teaching coordinator. The primary function and responsibility of this position, of course, would be to develop and implement programs for non-teaching employees which would seek to handle their needs. The committee believes that the position should be created now because the needs of such employees are growing, and CSEA must be ready and willing to handle these needs if it expects to attract more and more non-teaching employees.

The committee's concern is to develop a strong image of leadership for CSEA at this vital local government area. The committee is of the opinion that it must be guided by this statement and work as effectively as possible to produce the desired result. We trust you will agree.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York, 10048, (phone: 488-4248); State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

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

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-8000; and for federal, 526-6192.

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(Continued from Page 12)

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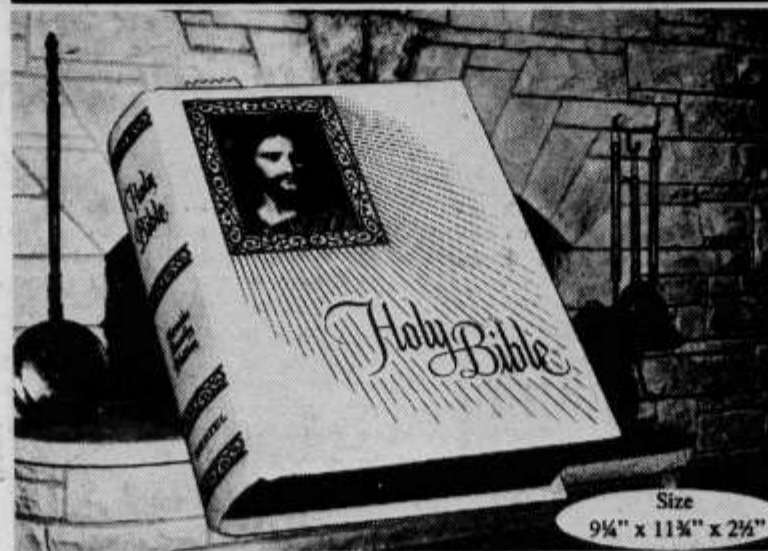
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AGREEMENT REACHED — Representatives of the Civil Service Employees Assn. and the State University of New York signed a departmental agreement which will remain in effect until March 31, 1976. The negotiating teams, pictured at CSEA headquarters, include, standing, from left: Ed Dudek, CSEA Buffalo SUNY chapter; Paul T. Burch, CSEA collective bargaining specialist; Ceasar J. Naples, assistant vice-chancellor for employee relations; Eleanor Korchak, Binghamton chapter; Ed Fitts, Maritime; Mary Lauzon, Potsdam chapter; Ray Dann, Delhi chapter; June Boyle, CSEA Board of Directors; Virginia Colgan, Farmingdale chapter; Dorothy Rabin, Old Westbury chapter; Barbara Duesberg, Plattsburg chapter; Harry Poppey, SUNY, director of personnel; Sorell Chesin, SUNY assistant vice-president; Anthony Scaccia, Delhi chapter. Seated, from left: Al Varacchi, committee chairman, Stony Brook chapter; Nancy

Hodes, SUNY employee relations associate; Theodore C. Wenzl, CSEA president; Ernest L. Boyer, university chancellor; Janice Decker, SUNY employee relations associate; Barbara Chapman, Buffalo chapter; Frank Gilder, Albany chapter. Provisions of the new agreement include: notifying employees required to work on a holiday seven days prior to the holiday; posting of vacancy announcements; notifying employees of changes in time sheets affecting their compensation or accruals; documents signed by employees will not be altered or amended after employees have affixed their signatures; distribution of Step 3 grievance decisions to the grievant, the CSEA chapter president and CSEA representative in Albany; redistribution of a university memo on limits on faculty utilization of secretarial employees, and SUNY will issue a directive to student health service medical personnel allowing them to administer first aid to injured or ill employees.

Port Chester SD Elects Leaders

PORT CHESTER — Carmen Pizzarelle was elected for a one-year term as president of the Port Chester-Rye School District unit, Westchester chapter, Civil Service Employees Assn.

Other officers, also elected to one-year terms, are: Nancy Uomoleale, vice-president; Ethel Mellon, secretary, and Nancy Arbusto, treasurer. The group has scheduled four meetings in the coming months of December, January, March and June.

Lewis Contracts

(Continued from Page 1)

negotiators were Fred Talbot, president; Janet Gibbs, vice-president; and departmental directors Richard Ramos, Highway; Lee Tyner, Social Services, and Shirley Adydan, Court House. The hospital unit bargaining team included Shirley Bush, president; Margaret Talbot, vice-president; Marion Root, secretary; Helen Gehrlein, treasurer, and representatives from the various hospital employee groups.

The Lewis County representatives were county legislators Sam Villanti and Edward Ryblecky and county treasurer Urban Karcher. County hospital management representatives were George Lane, assistant administrator, Robert Snyder, a member of the board of managers, and Allan Raymond, administrative assistant.

Meyer Unit And Erie County Start Contract Negotiations

BUFFALO — Negotiations for a new contract opened Oct. 23 between Erie County and the Edward J. Meyer Memorial Hospital unit of the Civil Service Employees Assn., now being served by an interim president.

William J. Kuczanski, former first vice-president, took over the duties of president when Griffith E. Pritchard resigned for personal reasons.

In a letter to all members of the unit, Mr. Kuczanski listed the problems at the hospital.

"Morale is so low it is practically non-existent," he said. Mr. Kuczanski and other officers have formed grievance, membership and public relations and information committees.

"Much needs to be done, and it is obvious that a handful of people will never be able to handle it all," Mr. Kuczanski

said in the letter. "This is why we are asking everyone at the hospital — white collar, blue collar, member or non-member — to take at least a small part in helping to solve many of the existing problems.

"Hopefully, with a little cooperation from all concerned, we can turn this situation around and start moving in a positive direction," the note said.

Mr. Kuczanski disclosed this realignment of officers: Thomas J. Martina, executive vice-president; Jerome Caputo, second vice-president; William E. Carroll, third vice-president; Mary

Applegate, secretary; Raymond Augutyniak, treasurer; Alfred Maze, financial secretary, and Raymond Brown, sergeant-at-arms.

Also, Leonard Cannarozzo, Steven Caruana, Ethel Cobb, John Pashow, Edward Chmiel,

Bernard Prior and Florence Ott, executive board members; Mr. Martina, grievance committee chairman; Mr. Caputo, membership committee chairman, and Mr. Augutyniak, public relations and information committee chairman.

Mobile Office Becomes Doctor's Office

ALBANY — The Workmen's Compensation Board chapter of the Civil Service Employees Assn., with emergency help from the CSEA office, succeeded in holding a free flu shot program for all interested employees even though the administrators of the WCB withdrew a promise to cooperate in providing space for the inoculations.

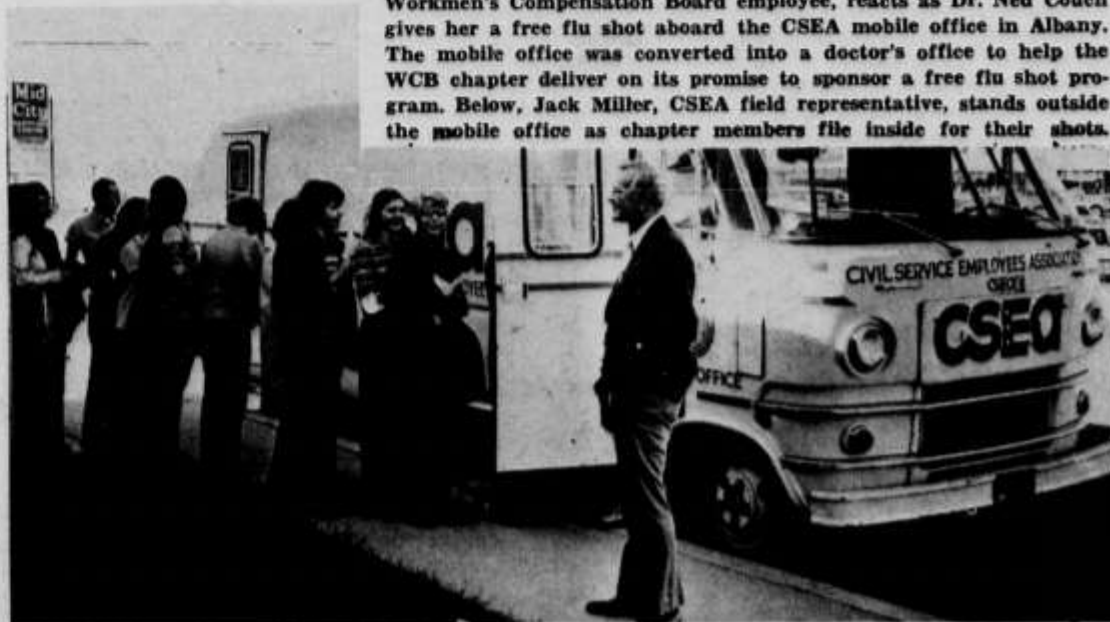
Joseph Conway, CSEA chapter president, said, "First the board administration approved our request for space for our flu shot program. But then, after the chapter had purchased the vaccine and obtained professional medical services, the administration withdrew its approval due to the fact that 'it did not realize the full liabilities and responsibilities of such a program.'

"This left the chapter with a supply of medicine but no way to distribute it to employees interested in protecting their health.

"But luckily, CSEA headquarters Regional Staff came up with a solution. CSEA dispatched their mobile office, and it became a doctor's office, where most of the employees of WCB received a free flu shot. Without CSEA's help, we would have been stuck and shotless."



GETTING THE POINT — Dawn Wilkinson, above, a State Workmen's Compensation Board employee, reacts as Dr. Ned Couch gives her a free flu shot aboard the CSEA mobile office in Albany. The mobile office was converted into a doctor's office to help the WCB chapter deliver on its promise to sponsor a free flu shot program. Below, Jack Miller, CSEA field representative, stands outside the mobile office as chapter members file inside for their shots.



Syracuse Region Meeting Adds State Workshop

(Continued from Page 1)
delegates meetings later in the day.

Among the committee chairmen presenting reports were De Vere McCrory, Binghamton, who praised the work of the statewide affirmative action committee, and Thomas Elhage, Oswego, who presented a motion on rebates

CSEA Selected By Warrensburg

WARRENSBURG — The Civil Service Employees Assn. has been recognized as the exclusive bargaining agent for non-teaching employees of the Warrensburg Central School District in Warren County.

Aaron Wagner, CSEA field representative, said that the Warrensburg Board of Education voluntarily recognized CSEA as the official union representative at a meeting held late last month.

The school district has 35 workers who will be represented by CSEA. The employees are cafeteria workers, bus drivers, custodial and maintenance personnel, as well as other non-teaching office workers and staff.

by chapters to units.

Copies of the Syracuse Region 5 handbook had been distributed by the regional office prior to the meeting. First vice-president Dorothy Moses, Willard Psychiatric, told delegates that corrections and additions for the handbook should be submitted to her for inclusion in future addenda.

First evening of the regional meeting featured an educational program coordinated by Edward Diamond, CSEA director of education. Dr. Diamond led a seminar on leadership motivation.

Next meeting of the Region has been set for Feb. 7 and 8 at the Sheraton Syracuse Hotel.

Holiday Party Date Set In Binghamton

BINGHAMTON — The Binghamton chapter of the Civil Service Employees Assn. will hold its Christmas Party Dec. 6 at St. John's Memorial Center, Virginia Ave., Johnson City.

President Eleanor Korchak said tickets to the party are available from CSEA representatives at \$6 each and should be purchased by Nov. 29.