

Civil Service LEADER

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Joe Roubas
**Constitution
 & By-Laws Report**

— See Page 8



(Leader photo by Ray Hoy)

"AND WHAT DO YOU WANT?" — Santa appears to be asking that traditional Yule question of Alphonse Briere, left, president of CSEA's Albany Division of Employment chapter, and Jack Kane, president of the Albany Labor chapter, balanced on the other knee. Santa, who at other times of the year is Nicholas Valentine Jr., the former deputy industrial commissioner for the Office of Employee Relations, put in a Dec. 14 holiday party appearance for children at the Albany State Campus sponsored by the Labor and the Employment chapters. (Other photos on page 9.)

Court Of Appeals Upholds Taylor Law Procedures On Discipline For Job Action

(From Leader Correspondent)

ALBANY—The New York State Court of Appeals last week — for the second time — upheld the Taylor Law procedures for disciplining employees who participated in the 1972 job actions at contract renewal time.

In a six-to-one decision the state's highest court held: "We conclude that the statutory procedures relating to notice, hearing, penalties and review are entirely adequate as affording the required degree of due process."

CSEA attorneys had argued here and before the United States Supreme Court that there was denial of due process when punishments could be levied without prior hearings. After losing in May of last year in the Court of Appeals, CSEA had gone to the U.S. Supreme Court and there, in April of this year, that tribunal set aside the Court of Appeals ruling and remanded the case for further hearing in light of another decision it had handed down.

The matter was reargued here last October, but the Court of Appeals in a decision written by Judge Domenick Gabrielli, and concurred in by Chief Judge Breitell and Associate Judges

Jasen, Jones, Rabin and Stevens, held that the New York State law fully complied with due process requirements, even in light of the U.S. Supreme Court's decision in *Arnett v. Kennedy*.

In his lone dissent, Judge Sol Wachtler wrote, "When these

cases first came to our court, I predicated my dissenting opinion on the premise that the Taylor Law deprives an employee of a constitutionally cognizable property right without due process. I see no need to modify substantially my previous dissent."

Unilateral Work Change Is Laid To Cattaraugus

OLEAN—Improper practice charges have been filed against Cattaraugus County, alleging that it unilaterally changed the conditions of employment of seven county health department workers. Philip C. Miller, Civil Service Employees Assn. field representative and author of the charges, said the county might have to pay heavily in order to rectify the situation.

The charges were brought when Cattaraugus recently denied the use of county-owned automobiles to the health workers, necessitating their employment of privately owned vehicles. Mr. Miller said the county previously had permitted use of its vehicles for about 25 years.

A hearing on the matter was held recently before Zachary H. Wellman of the Public Employment Relations Board. Mr. Miller predicted a decision in favor of

the health department workers, adding that the county might have to spend as much as \$40,000 in purchasing new cars plus employee reimbursement costs.



Union's Initiative Saves Prison Jobs Through Retraining

WITH tension growing tighter by the day in New York City as a result of the current budget crisis it is

(Continued on Page 6)

Orange Raise Freeze Issue Draws CSEA Leaders' Ire

GOSHEN—Orange County Civil Service Employees Assn. leaders expressed anger at the decision of the county legislature to freeze anniversary raises for county workers after the unit's contract expires Dec. 31.

The freeze does not affect the legislators' own salaries, which they voted to double last summer, or the salary of County Executive Louis Mills, who received a raise.

The unanimous resolution of the lawmakers apparently will freeze anniversary raises only until a new contract is signed.

Negotiations have been going on for about two weeks.

"This is a pointless move by the legislature, designed only to antagonize the workers," said Carol Dubovick, county CSEA unit president. "The Public Relations Employment Board has already ruled that such anniversary-freezes as this are illegal. The 1972 decision in the Triborough Bridge and Tunnel Authority case set a precedent for us."

Precedent Set

Several decisions in favor of CSEA have been made since 1972, based on that case. PERB found that the employer could not refuse to grant anniversary increments to workers during negotiations, even though their present contract had already expired.

Ms. Dubovick pointed out that her unit filed an improper practice suit against the county two years ago over the same issue. That charge was withdrawn, however, when the negotiations

resolved the issue satisfactorily (Continued on Page 14)

CSEA Seeks Balloting Firm

ALBANY—The Civil Service Employees Assn. announced it is seeking bids from organizations interested in conducting the union's statewide elections next summer.

Bernard C. Schmahl, chairman of CSEA's special elections committee, said specifications for the job have been completed and invited interested professional firms to write for details to his committee at CSEA headquarters, 33 Elk Street, Albany, N. Y. 12207.



OPERATIONAL NEGOTIATIONS — Remembering past achievements and planning future actions, the Civil Service Employees Assn. Operational Services negotiating team checks out one of the many legislative bills CSEA has won to protect public employees. From left are Edward McGreevy, George Vanderhoof, James Hammond, Joseph Gambino, George Reed, Larry Natoli, chairman John Clark, Albert Varacchi and Robert Keeler. Missing from photo are William McGowan, Frank Napoleon and Yvonne Mitchell.

Fire Peril Safeguards Won For World Center Towers

MANHATTAN—Three fire safety measures, all previously urged by the Civil Service Employees Assn., have been instituted at the soaring twin towers of the World Trade Center here.

In an announcement last week, Commissioner A. C. O'Hara of the Office of General Services said his office has been given the approval, as well as a portion of the funds necessary, to provide a sprinkler system in Trade Center space leased by the state and also to install certain switching devices and equipment in the same location.

Elevator Use

Both actions had been strongly urged by CSEA officers and safety officials in a series of meetings held this year. In addition, Gennaro Fischetti, a Workman's Compensation Board employee and chairman of the CSEA's New York City chapter safety committee, reported that in the future, manned freight elevators at the twin towers will be employed to remove handicapped or disabled persons during fire emergencies. Mr. Fischetti noted that this arrangement was reached following a series of meetings at the World Trade Center of representatives from CSEA, the New York City Fire Department, a State Senate Labor Committee, the Workmen's Compensation Board, the Office of General Services and the World Trade Center management.

More Precautions Needed

New York City Region 2 President Solomon Bendet put the CSEA reaction to the new measures this way:

"We're pleased, of course, with these developments. We've been working for them for a long time. On the other hand, there are very many more actions and precautions that can be taken at the World Trade Center to insure that neither of these buildings becomes another 'Towering Inferno.'"

Mr. Bendet was making reference to a forthcoming motion picture involving a disastrous conflagration in a super high-rise building; the film is entitled "The Towering Inferno."

The Region 2 president noted

that improvements in the fire alarm system and a plan to prevent fire and smoke from spreading through the structures' ventilating systems still require attention, among other safety areas. He pointed out that the newly installed sprinkler system was a terrific expense for the state and suggested that the funds be recouped from the Port of New York Authority, the operator of the buildings.

"I hope that New York State can get this money back from the Port Authority," he noted, "so they don't have to worry about money to pay state employee's salaries and avoid cut-backs."

Specifically, the new elevator plan involves the transportation of disabled workers and visitors to the Workmen's Compensation Board offices on the 35th and 36th floors of 2 World Trade Center. Prior to the agreement, the use of elevators during fire emergencies was prohibited.

Although the use of elevators in high-rise buildings during fire emergencies is generally frowned upon by professional firefighters because cars may stall, or due to the way they operate, open their doors onto floors where fire or heavy smoke are present, Mr. Fischetti pointed out that a number of precautions will be followed in the operation of the manned freight elevators and that they represent the fastest and most efficient means of removing the handicapped or injured.

Levy Committee

A number of other conferences were held in recent months on the fire safety problems present at the big towers, most notably in August and September, when Mr. Bendet, Mr. Fischetti and Housing Authority chapter leader Thomas DiNatale attended New York State Senate Labor Com-

mittee public hearings on fire safety in high-rise buildings. The committee was headed by Sen. Norman Levy, a Wantagh Republican.

Although Mr. Fischetti said the three new improvements represent a victory for safety and CSEA recommendations, a number of other situations at the Trade Center remain problems. These, he said, include insufficient and ineffective fire drills for state personnel employed in the towers; potential hazards on building stairwells which would be used to evacuate personnel in the event of fire; an inadequate number and variety of portable extinguishers; insufficient training of volunteers who would assist professional firefighters, and other areas.

Mr. Bendet and Mr. Fischetti said efforts will be continued by the CSEA to improve safety conditions at the Trade Center buildings.

Westchester Exec Asks County Board Youth Bureau Laws

WHITE PLAINS—Westchester County Executive Alfred B. DeBello has submitted a letter to the County Board of Legislators asking immediate approval of enabling legislation to establish a Youth Services Bureau for the county.

In his letter, Mr. DeBello informed the board that the New York State Division of Criminal Justice had approved a grant of \$82,447, contingent on speedy approval by the board. By setting up a Youth Services Bureau, the county would qualify for State and Federal funds for which it is not currently eligible, he said.

The priorities of the Youth Services Bureau would be to find ways to detect, identify, prevent and treat juvenile delinquencies; to establish priorities for Youth Services; to procure funds to meet program priorities; to provide research on the needs of young people who may be having problems with the law and to enrich the lives of young people in the county, according to Mr. DeBello.

Stanley Renamed

ALBANY—Harold M. Stanley, of Skaneateles, has been reappointed a member of the State Industrial Exhibit Authority for a term ending July 1, 1977. The Authority develops exhibitions in connection with the State Fair.

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Westchester Officer Awarded Back Pay

WHITE PLAINS—The Civil Service Employees Assn., re-arguing a decision of the Westchester Supreme Court, has won full back pay following reinstatement for a Westchester employee.

Justice Timothy J. Sullivan, following a hearing in October, had ruled that the County of Westchester had unlawfully removed Frank R. DeMuro, a correction officer, from his position. In ordering that Mr. DeMuro be reinstated, Justice Sullivan had stipulated "without back pay." The CSEA, through its regional attorney, Arthur H. Grae, immediately applied for a re-argument of that part of the court's decision.

The union pointed out that Section 77 of the Civil Service Law mandates that upon reinstatement, an officer or employee who had been removed in violation of the Civil Service Law "shall be entitled to receive the salary or compensation to which he had been entitled by law to have received in such position but for such unlawful removal."

Justice Sullivan, upon reconsideration, directed that Mr. DeMuro be reinstated to his position.

Assoc. Technician List

ALBANY—An associate Training technician (Health Professions) eligible list, resulting from open competitive exam 27-432, was established Dec. 13 by the State Department of Civil Service. The list contains five names.

Pisani Proposes Full SS State Deduction

WHITE PLAINS—New Yorkers would be able to deduct the full amount of their payments to Social Security from their gross income for New York State income tax purposes under the terms of a bill introduced in Albany by State Sen. Joseph P. Pisani, Westchester Republican.

"Social security payments by working people are a form of forced savings which are paid into the federal branch of government and which may, or may not, be returned at a later date," Senator Pisani said. "I see no reason why the state, an entirely different branch of government,

Reporting Time Due For Aliens

MANHATTAN — Maurice F. Kiley, district director of the New York District of the U. S. Immigration and Naturalization Service, noted that the period within which aliens must report their addresses is almost 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 at all post offices and offices of the Immigration and Naturalization Service during the month of January. The alien should complete Form 1-53 and after filling it out, place a postage stamp on the reverse side of the card, which has a pre-printed address, and drop it in any mailbox.

tion as correction officer with full back pay "less the amount of any compensation which he may have earned in any other employment during such period."

Mr. DeMuro had been injured while on the job and while on leave was examined by a county-appointed physician. He was then directed to return to work by letter. Mr. DeMuro subsequently claimed he had never received the letter, a contention never denied by the county. He eventually returned to the job but not within the time stipulated in the letter and was informed that because of the time factor, he was assumed to have resigned his position.

Hispanic Societies Give Toys To Tots

MANHATTAN — The Three Kings Day committee of the Grand Council of Hispanic Societies in Public Service will distribute toys to needy children on Sunday, Jan. 5, the eve of Three Kings Day. Los Tres Reyes Magos, a religious and traditional festival celebrated throughout Latin America. Funds for the toys were raised by a telethon on Manhattan's television Channel 41 on Dec. 22 that was held in the Hotel Commodore.

can be justified in considering them as current income for state income tax purposes.

"By permitting their deduction from taxpayers' gross income on the state income tax," he continued, "we would also be releasing a significant amount of buying power for low and middle income New Yorkers during these times of serious recession."

Senator Pisani pointed out that state income tax payments and even mortgage interest payments are deductible items on federal income tax returns.

"The same logic," he said, "justifies the exclusion of social security payments from state income tax computations."

"The Social Security system," Senator Pisani noted, "has come under increased criticism in recent years. The fact that it exacts the very same percentage of gross income from workers with very low wages as it does from many middle income wage earners while placing severe limits on post-retirement earnings has led Felix Steiner of the Brookings Institution to describe it as 'subtle poor relief in lieu of crude poor relief.' It is, as now constituted, the most regressive of all taxes—state, federal or local."

The Pisani bill, which is being pre-filed, will be before the State Senate for consideration at the State Legislature's 1975 Session which begins on Jan. 8.



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Two First-Year Units Vote Yes, OK Ratification

ALBANY—Two Civil Service Employees Assn. units organized this past year have completed contract negotiations and ratified their first contracts.

The Hudson River/Black River Regulating District is a quasi-state agency which maintains headquarters in Albany. The district employs approximately 30 full-time employees at its three main locations at Albany, Northville and the Conklingville Dam on the Sacandaga Reservoir.

The first contract, recently signed by chapter president Junior Allen, provides for a 1½ percent increase in salary retroactive to July 1, 1974. In addition to the 5½ percent increase they received on April 1, 1974; retroactive longevity increases of \$400 at 10 and 15 years of service; overtime compensation at 1½ regular salary for all hours worked over 37½ per week; 1½ regular salary for holiday work plus an additional day off for the holiday worked; 25 years one-half-pay Retirement Plan 751.

Also, a death benefit of three times the employee's final average salary to a maximum of \$20,000, employer paid hospitalization for employee and dependents; employer paid disability benefit insurance; unemployment insurance benefits; five personal days per year; four days bereavement leave per year; vacation accumulation to 40 days; sick leave accumulation to 175 days; employee organization rights; a grievance procedure with binding arbitration and a wage and dental insurance reopener in the second year of the agreement.

Chatham Contract

The Village of Chatham Unit is also new to the CSEA. Their first contract was ratified in November and includes a wage reopener in May 1976; a pension plan providing one-half pay after 25 years (Plan 75g); overtime pay at 1½ regular pay over 40 hours; double time for work on designated holidays; guaranteed minimum of 4 hours pay for call-in time; disability insurance at no cost to employee.

Also, unemployment insurance; hospitalization insurance for employees and dependents; job security and disciplinary procedure (Section 75 of Civil Service Law); and a grievance procedure with binding arbitration.



Long months of negotiation ended with this recent signing of a contract between the CSEA and the City of Syracuse. Representing the CSEA negotiators at the signing were Andrew Placito, left, and Leona Appel. At center is Mayor Lee Alexander.

Syracuse Pact Has 19% Hike

SYRACUSE—City of Syracuse Civil Service Employees Assn. members have signed a three-year contract with the City calling for pay raises totaling 19 percent over three years, plus grade increments.

Ogdensburg Unit Wins A 10% Hike

OGDENSBURG—A ten percent pay increase, plus increments, has been ratified by the 68-member Civil Service Employees Assn. non-teaching unit in the Enlarged Ogdensburg School District under a one-year contract, retroactive to last July.

Harman Swits, CSEA collective bargaining specialist, was the unit's chief negotiator. Frank S. Barney, unit president, said "there are still a few matters to be settled" before the actual signing of the contract.

In addition to the pay hike, the CSEA-approved package includes retirement at half-pay after 25 years service, one additional personal day and a provision implementing binding arbitration in the 1975-76 school year. Mr. Barney said that negotiations will start next February on a contract for the coming academic year.

"This Is CSEA"

MANHATTAN—The Civil Service Employees Assn. has prepared an audio-visual presentation, "This Is CSEA," which covers the history, structure, functions and benefits of the organization. Information on the availability of "This Is CSEA" can be obtained from any of the regional CSEA offices.

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.

DECEMBER

- 25—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village, West, 50 Front St., Binghamton.
- 28—Suffolk Educational chapter holiday dinner-dance.
- 30—Kingston Consolidated School District unit: 7 p.m., meeting, Ulster County courthouse.
- 30—Insurance chapter holiday party: 5 p.m., cafeteria, 199 Church St., Manhattan.

JANUARY

- 2—Kings Park Psychiatric chapter general meeting: 8 p.m., conference room, Building 22, Kings Park.
- 16—Orange County general meeting: 7:30 p.m., Orange Inn, Main St., Goshen. Refreshments.
- 26-31—Emmett Kelly Jr. Circus: Nanuet Theater-Go-Round, Nanuet, discount tickets available for members.

Lennon Asks Governor For Investigation Of Matteawan Transfers

By HERB GELLER

BEAR MOUNTAIN—Southern Region 3 president James J. Lennon has asked both Gov. Malcolm Wilson and Gov.-elect Hugh Carey to immediately investigate the practice of transferring inmates from Matteawan State Hospital for the Criminally Insane to other state hospitals in the Southern Region.

Mr. Lennon read a letter at the Regional Executive Board meeting last month at Bear Mountain Inn which he had sent to Mr. Wilson and Mr. Carey demanding an investigation of the inmate transfers which he said are a threat to the very lives of the hospital employees.

"I call upon you to meet with me as soon as possible so that such an investigation can begin," Mr. Lennon told the present governor and the future governor of the state. In a meeting with State Solicitor General Ruth Toch recently, Mr. Lennon was informed that any investigation of the transfers would have to originate in the office of the governor.

"Until this investigation begins, our state employees, the citizens of this region and the mental patients themselves live in fear," Mr. Lennon said in his letter. "We await your reply."

The Southern Region president also pointed out that CSEA is launching a many-pronged attack on the transfer problem—including suits against the state in the name of injured CSEA members; appeals to local district attorneys and stepped-up pressure to form safety committees at the hospitals.

Transfers of inmates from



JAMES LENNON

Matteawan to other hospitals began last summer and are said to have marked the beginning of a series of attacks on hospital employees and a rise in the crime rate as well as a number of unsolved murder cases. The recent death of Matteawan psychologist Judith Becker in Yonkers is said to be one of these cases.

In other business at the meeting, chapter presidents promised a flood of grievances would be filed in response to a recent decision denying part-time employees the right to such benefits as vacations and sick time. Martin Langer, president of the Rockland Psychiatric Center chapter asked for a clarification of the decision on part-time employees, and when Mr. Lennon explained Civil Service Commissioner Ersa Poston's position on the matter, Mr. Langer and other executive board members vowed their chapters would bombard the state with grievances from their part-time employees.

Accrual Of Benefits

Several chapter presidents claimed that the Department of Mental Hygiene has a policy of allowing the accrual of benefits for part-timers, and that the new decision is in direct conflict with that policy.

Angelo Senisi, president of the Green Haven Correctional chapter, raised the issue of provisional employees usurping the rights of permanent employees and being promoted over permanent employees. Provisional appointments and promotions have a demoralizing effect on permanent employees and are illegal as well, Mr. Senisi said.

Seven members were chosen at the meeting for the regional nominating committee. They are: John Long, Helen Hayes Hospital; Carmine Di Battista, Westchester County chapter; Ric Recchia, Hudson River Psychiatric Center; Walter Angea, Palsades Park Commission; James Bennett, Middletown Psychiatric Center; Bernard Veit, Dutchess County, and Marie Romanelli, SUNY at New Paltz.

The three members chosen for the statewide nominating committee are: Patsy Spieck, Rockland County; Manny Ramirez, Letchworth Village, and Leonard Flynn, Bridge Authority.

City white-collar workers will receive 6.5 percent raises this year, 6 percent in 1975 and 6.5 percent in 1976. All raises were retroactive to Dec. 31, 1973, when the previous contract expired.

The contract also calls for increased health benefits, including 90 percent dependents coverage by 1975 and a welfare fund to be set up by 1976. Longevity payments will now be paid on the anniversary of employment instead of Jan. 1, and for the first time there will be a uniform allowance of \$50.

CSEA members serving on the negotiating committee included Andrew H. Placito, Phyllis Carpenter, Leona Appel, Bernard Muga, Lee Fordock, and Milton Ropchack, Harman Swits was negotiator.

Kingston Unit Elects Faraca

KINGSTON—Joseph Faraca Sr. has been elected president of the Civil Service Employees Assn. Kingston Consolidated School District unit.

In the recent election, Peter Marintach became vice-president of the unit and Jane Jamison was re-elected secretary. The three will serve two-year terms.

Mr. Faraca called a special meeting of the 170-member unit, at which suggestions were offered by members on improvements of union services.

Mr. Faraca urged the members to speak up about their job-

related problems. "Without your help, we can't do a complete job of representing you," he told the gathering. "You have to come forward with all of your suggestions, complaints or ideas." He also had praise for CSEA field representative Tom Quimby, who spoke on workmen's compensation. Mr. Faraca called Mr. Quimby "a man who doesn't back down . . . a good man to have on our side. Together, we'll make a good team."

Mr. Faraca, head security officer at Kingston High School, has 30 years' experience.

Prison Administrators Rapped On Provisional Hiring Policies

STORMVILLE — Angelo Senisi, president of the Green Haven chapter of the Civil Service Employees Assn., criticized administrators at the prison there for what he termed unreasonable policies in the hiring of provisional employees.

"The appointing and promoting of provisionals is just another way of circumventing the law," Mr. Senisi said. "We can't allow this to go on any longer."

The chapter president said a two-pronged attack should be launched on the administration and on the Civil Service Commission in Albany.

"The Commission issues the tests for the various jobs," he noted. "As long as there are no tests offered, there are no lists of those who passed the tests. And as long as there are no lists,

they can appoint provisionals, and promote them ahead of the permanent employees who have passed the tests. It's not right. We have to push for tests as a top priority of our union. The Commission has been lax in letting all these provisional appointments go on."

Mr. Senisi told of a corrections officer who was assigned to supervise a prison tailor shop there after the civilian supervisor was transferred to the parole clothing shop.

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
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senio. 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
Variotype 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.



This being Christmas Eve when all should be forgiveness, love and joy, I truly wish that I could take that joyful feeling to my heart but unfortunately, it is not possible.

I have before me Fire Department Order No. 232 dated December 13th in which the orders to destroy eight companies are spelled out effective December 16th at 9 a.m.

That order should be preserved as an historical document which will be remembered by all who are interested in the fire service. It certainly will live in infamy throughout the future history of the New York Fire Department!

Of the seventy-one officers on the order, only 11 were permanently assigned. The others were sent to the four winds with their bags packed, set to bounce from pillar to post until a "spot" opens up somewhere in the job. When and if that happens, then they will be forced to start all over again with the job of re-establishing themselves and their special styles of operation. Firefighters are similar to finger-

prints. No two are alike, each man having certain traits which set him apart from the others.

Because the firefighter deals in the aftermath of human tragedy, he is extra sensitive to his fellow man's difficulties as well as sensitive within himself to a special degree. To just barge in and tear him asunder from those surroundings which have comprised a second home to him as well as a second family, is the most heartless and cruel thing I can think of, necessary or not.

This is not the first time the Hon. John T. O'Hagan has pulled this stunt. He had plenty of practice two years ago when he implemented one of his innovations. At that time the officers and men were just rooted out and cast to the winds. Officers, proud of their accomplishments and stature as well as the way they loved and guided their men,

were just treated as pawns in a mammoth chess game. The experience gained in that debacle now serves him well in this latest insult and affront to the officers and members of the uniformed force.

If ESP works as they say it does (and I have a lot of it myself, almost to a frightening degree) then Chief and Commissioner John T. O'Hagan will spend many a sleepless nights in the future if the hate generated by Department Order No. 232 has anything to do with it.

The more I see this sort of thing taking place over his signature, the more I am convinced that the very moment when his Chief of Department badge was pinned upon his lapel, John T. O'Hagan forgot he was ever a firefighter and did it with abandon and dispatch.

A few days after the intentions of the Mayor were known, Ken McPeely of the Patrolmen's Benevolent Association held a press conference in which he called a spade a spade.

He came out and said what a
(Continued on Page 13)

LEGAL NOTICE

K & G PROPERTIES,
1560 Broadway, NYC. — Substance of Ltd. Partnership Cert. filed N.Y. Co. Clk's Office Nov. 22, 1974. Business: to purchase all rights to a motion picture entitled "Samurai" for the United States and Canada, as provided in Ltd. Partnership Agreement, General Partners: Mark F. Greene, 3 Greenway, Roslyn, N.Y., and Seymour Klempner, 9 Laurette Lane, Freeport, N.Y. Ltd. Partners, cash contributions/residences (all NYC unless otherwise specified), P & L Percentage are Joel Crager, 5 Horizon Rd., Fort Lee, N.J., and Theodore S. Bachman, 511 E. 20 Street, each \$30,000, each 9.8%, William B. Taylor, 2 Homestead, Darien, Conn., Richard Charles, 295 Central Park West, Richard Noel, 733 Route 17, Carlstadt, N.J., William D. Halsey, 444 E. 82nd Street, Michael Baker, 211 Central Park West, Martin Morris, 435 E. 79th Street, Frank Parnell, 333 E. 30th St., John Blumenthal, 15 Halstead Pl., Rye, N.Y., David A. Bickimer, 349 W. 21st St., Irving Fierstein, 939 8th Avenue, Thomas G. Joy, 40 Central Park West, Louis J. Rizzo and Thomas A. Rizzo, Scofield Rd., Pound Ridge, N.Y., Thomas A. O'Brien, 38 Anderson Avenue, Demarest, N.J., Klempner & Greene, 1560 Broadway, and Richard Hammer, 145 E. 92nd St., each \$15,000, each 4.9%. General Partners, Mark F. Greene, 5 Greenway, Roslyn, N.Y., and Seymour Klempner, 9 Laurette Lane, Freeport, \$1,500, 1%. The Partnership term shall commence on the day upon which pursuant to the Partnership Law of the State of New York, the Certificate of Limited Partnership is duly filed in the Office of the Clerk of the County of New York, and thereafter from year to year, and shall terminate on December 31, 1999, unless sooner terminated. No additional contributions may be required to be made by the Limited Partners of the Partnership. The contribution of each Limited Partner shall be returned to him at such times (after distribution of the motion picture has commenced) as the Partnership has paid or made reasonable provision for all debts, liabilities, taxes and contingent liabilities; all cash received from time to time by the Partnership in excess of said cash reserve shall be paid to the Limited Partners until their total contributions shall have been thereby fully repaid, and thereafter, in accordance with their Partnership percentages, after payment of two (2%) percent to the General Partners as compensation. No Limited Partner shall have the right to substitute an assignee in his place, without the written consent of the General Partners. No additional Limited Partners may be admitted into the Partnership. No Limited Partner shall have any priority over any other Limited Partner as to contribution or as to compensation by way of income. In the event of the death, retirement or disability of any General Partner, such General Partner shall cease to function or have any authority as General Partner and the Partnership shall be dissolved and liquidated unless within 30 days thereafter the remaining General Partner has agreed to the continuance of the Partnership and within 30 days after notice thereof all of the Limited Partners have concurred therewith. No Limited Partner may demand and receive property other than cash in return for his contribution.

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Architectural Trainee	\$11,500	4135
Assistant Architect	\$13,300	4137
Asst. Landscape Architect	\$13,300	4140
Landscape Architectural Trainee	\$11,500	4157
Medical Officer	\$22,614	4006
Psychiatrist	\$17,550	4200
Public Health Nurse	\$11,950	4165
School Lunch Manager	\$ 9,900	4201
Stenographer	\$ 6,100	4147

Promotional

Electrical Engineer \$16,400 4685

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.

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THE EDUCATION ARENA

By DR. JACK BLOOMFIELD

CSEA president Theodore C. Wenzl was one of the keynote speakers recently at the 55th annual convention of the New York State School Boards Assn. held at the Americana Hotel in Manhattan.

He said: "CSEA is proud to note that hundreds of its members have been chosen to serve on school boards around the State, and are actively engaged in bringing to their communities the kind of quality educational services which people need and deserve. We salute all school board members on their dedication to community leadership, and pledge our cooperation, through collective negotiations, to help them achieve increased productivity, improved efficiency, job enrichment, and economic benefits for all employees in your school districts."



JACK BLOOMFIELD

"WE CANNOT BUILD A MOAT AROUND THE INNER CITY And Expect Democracy And A Healthy City to Survive," New York City schools chancellor Irving Anker told a convention luncheon that also included the N.Y. State Council of School District Administrators.

He appealed to the group to exert their statesmanship as community leaders—suburban or urban—to prevent the erection of fences around the urban poor.

"Schools Are The Battlefield Of Public Change," he continued, as he described alternative schools, cooperative work programs, and training for the handicapped. Among the innovations he mentioned were the theme-centered curricula of comprehensive high schools which now include agriculture, horticulture, aviation, health professions, law and oceanography.

REGENTS CHANCELLOR JOSEPH W. McGOVERN Presented The Everett R. Dyer Award to Gerard J. Gilleran of the Hancock School Board for 25 years of outstanding service at the Annual Banquet presided over by Dr. George Hillman, Association president.

Commissioner Of Education Ewald B. Nyquist, in extending greetings, emphasized his concerns as being:

- Decline in enrollments;
- Programs for the handicapped;
- Reaffirmation of humane values;
- Financing of education.

Among Those in Attendance were NYC School Board president James Regan, vice president Isaiah Robinson Jr., and board members Amelia Ashe, Stephen Aieho, Joseph Barkan Robert Christen and Joseph Monserrat. Vice Chancellor Bernard Gifford was also present.

Programs At The Convention included John Motley's All-City H.S. Chorus, an attorneys' luncheon which discussed pending legislation and recent judicial decisions, a film entitled "Board Action,"

and a meeting on regionalism.

MARILYN VAN DERBUR, A Former Miss America, Spoke At The Banquet. A Phi Beta Kappa member, TV personality, and presently on the President's Council on Continuing Education, Miss Van Derbur delivered an inspirational talk on "Turning On The Turned Off . . . How to Motivate Teachers And Students"

As she did with the National Association of Secondary School Principals in Atlantic City last year, Miss Van Derbur told of her experiences in teaching a series of mini courses on self-motivation in grades 7-12.

In her talks, she tells how she teaches. She uses examples of people in diverse fields and how they faced failure. She asks:

"What is Success? What is Failure?"

She continues: "I handed out a sheet of paper with biographical sketches on it. The instructions were, 'Listed below are 24 descriptions of people. Based on these sketches, decide whether they were successes or failures.'"

"Excerpts from some of the descriptions follow:

"• Wanted to be a leader; ran for president of his freshman class in college and, according to his mother, was 'swamped.'"

"• Wanted to be a military leader or great statesman; as a student, three times failed his exams to enter the Royal Military College."

"• Had 24 brothers and sisters, lived in poverty; shuttled from one foster home to another; dropped out of high school at 16."

"The students in the mini course labeled most of the people on the list as failures. Then we devoted a period to discussing the people . . ."

"They realized John F. Kennedy was the person who had lost as president of his freshman class . . . they learned that one of the greatest men of the Twentieth century, Winston Churchill, failed his entrance exams to Sandhurst three times . . . they discovered that Flip Wilson was the boy who had lived in poverty and dropped out of school."

"We discussed more examples."

"• Wanted to be a performer; went to drama school in N.Y., but the school told her that she had no acting ability."

"Lucille Ball is the woman . . ."

"• Wanted to be a lawyer; entered law school and quit; entered another law school and quit."

"The person is Judge John J. Sirica. (Of course, he returned to law school and graduated.)"

"• Held for more than 20 years the world's record for striking out; walked to the plate 1,330 times, struck the air, and took that long, humiliating walk to the bench."

"The baseball player is Babe Ruth, longtime holder of the world's record for home runs."

"After we looked at the examples, I challenged, 'What are you counting? Your successes or your failures? Are you never going to raise your hand again in class because the last time you did your answer was wrong and you were embarrassed?'"

"You decide what your life is going to be. You can give up trying or you can find something that is important to you and find the way to accomplish it! . . ."

"The greatest need in education today is motivation."



Dr. George Hillman, president of the State School Board's Assn., introduces Gov. Malcolm Wilson.



Dr. Hillman, left, introduces Rep. Ogden Reid who spoke for Governor-elect Hugh Carey.



Isaiah Robinson, vice president of the City Board of Education and director of the State School Boards Assn., enjoys the banquet with his wife.



President of the Board of Regents, Joseph McGovern and his wife listen to Mrs. Marilyn Van Derbur, a member of the President's Council on Continuing Education.

TEACHER ELIGIBLE LISTS

TEACHER OF SOCIAL STUDIES IN JUNIOR HIGH SCHOOLS

Alternate A

2174 Exam (Supplement)

(Continued from last week)

Charlotte P. Copenhaver, 7968; Joseph P. Monteleone, 7960; Melvin Schlien, 7946; Fred S. Skolnik, 7946; Wayne G. Jakobs, 7940; Calvin Siemer, 7936; Matthew Rovigno, 7922; John A. Uhrich, 7918; Joseph M. Smith, 1916; Larry J. Krauss, 7904; Wayne H. Regan, 7902; Dennis J. Dubin, 7868; Richard F. Greve, 7866; Janis A. Parazzelli, 7862; Harry Schochat, 7856; Jeremy E. Pliker, 7844; David Fogel, 7842; Bethiah C. Accetta, 7842; Judy L. Mostowitz, 7834; Jason Berger, 7834; Dolores Sigelakis, 7830; Eric D. Spivack, 7814; Randall A. Axelrod, 7814; Stephen L. Suffer, 7808; Timothy E. Fisher, 7804; Linda S. Rosenblum, 7782; Helise H. Harrington, 7778; Larry I. Pasternak, 7774.

Martin H. Fung, 7770; Ronald L. Leir, 7768; Harriet N. Hirsch, 7768; Marea E. Friedman, 7768; Eric S. Millar, 7760; Marie A. Burke, 7758; Thomas F. Crimmins, 7750; Steven Cohen, 7736; Susan A. Ciani, 7726; Richard J. Coar, 7726; Nicholas C. Mougis, 7714; Neil B. Rabinowitz, 7714; Kathleen A. McGowan, 7714; Katharine A. Ray, 7708; Allan R. Frankel, 7704; William F. Hartman, 7694; Leonard Stein, 7694; Carol A. Guerra, 7688; Marilyn Schust, 7688; Aaron Broges, 7684; Steven M. Rabinovitch, 7684; Michael K.

Radov, 7684; Louis F. Bergonzi, 7684; Danole S. Zwicker, 7678; Michael J. Eisen, 7674; James J. Farrell, 7674; Barbara M. Finn, 7674; Jack P. Ecker, 7674; Naomi L. Feinkind, 7674; William J. Gordon, 7666.

Frederick A. Lizzi, 7662; Warren I. Silverberg, 7662; John F. Vogt, 7656; William P. Trataros, 7652; John A. Lopano, 7652; Ivan R. Birch, 7652; Warden I. Balte, 7652; Laura J. Hopkins, 7636; Daniel J. Aaron, 7636; Mark B. Dubowsky, 7632; Paul I. Einstein, 7630; Paula G. Smith, 7626; Annette Zelman, 7620; Mary M. Ryan, 7610; Kevin J. Hoey, 7610; Ezra Teitelbaum, 7610; Linda Stein, 7604; Mark M. Kappel, 7600; Mervyn Zwirn, 7594; Israel Baum, 7590; Gloria Rudner, 7580; Gerard A. Galderisi, 7578; Douglas P. Sanecki, 7578; Howard S. Duchan, 7568; Jay C. Stone, 7566; Eugene Sanjour, 7566; Adele H. Cohen, 7562; Mark T. Simon, 7558; Martin Frumkin, 7548.

Martin J. Hoffman, 7548; Sheldon I. Yivarkes, 7546; Phyllis A. Dunewsky, 7536; Thomas F. Briody, 7526; Arnold M. Sackdorff, 7520; Kathrine E. Bobick, 7514; Ronald S. Weiss, 7514; Goldie M. Weinstein, 7506; Gerald F. Adler, 7504; Riccio Robert, 7498; James O'Connell, 7494; Barry R. Golbin, 7478; Carole S. Gilbert, 7474; Gilbert J. Cox, 7464; Albert J. Bello, 7462; Karen L. Kilmer, 7458; Jeffrey N. Schneider, 7452; Cy-

thia A. Newberry, 7442; George A. Eker, 7440; Sarah A. Orenstein, 7436; Harry Perkal, 7434; Alphonse E. James, 7432; Michael A. Rosenthal, 7432; Felipe Chuvana, 7426; Sharon S. Beck, 7424; Judith H. Challop, 7422; Edward A. Oppen, 7420; Aldo Savino, 7414.

(To be continued)

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Mr. John Motley, at the piano, director of music for the City Board of Education, leads the all city high school chorus on stage at the closing session.

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TUESDAY, DECEMBER 24, 1974

Whom To Hurt?

TO SOME people the idea of mandatory retirement at 63 seemed like a way out for New York City in helping protect the jobs of 860 permanent Civil Service employees who were members of the City Employees Retirement System.

The ruling by Secretary of Labor Peter Brennan that it would violate federal statutes that prohibit dismissal because of age closed one more door in the continuing efforts to find a way out of the City's financial predicament.

We still applaud the efforts of officials of the city unions for making an effort to generate new ideas. Frankly, we were never too enthusiastic about the idea of booting out the older employees. There are many good things to be said about the wisdom of older and wiser heads—one of which is that their expertise should result in financial savings for the city, whereas even the brightest newcomers cost money to train and their learning errors can be expensive.

On the other hand, it is generally regarded that those who will be most severely hurt by the layoffs are those people most recently gaining a foothold in the establishment—minority peoples and women. All the effort and money that went into equalizing their opportunities in Civil Service now seem like an exercise in futility if the current sweeping layoff proposals are allowed to continue.

Mayor Beame's efforts to throw the responsibility for a solution back in the laps of the unions strikes us as a copout. If anyone has been in a position to perceive the impending crisis, it is the Mayor himself. Although in office as Mayor for only one year, he had been the City's Comptroller for the preceding four years. This situation certainly did not happen overnight.

We find it particularly distressing that in New York City services are so taken for granted that the general citizen has still not reacted to the full impact of what these cut-backs mean to the quality of life in the City.

Unfortunately, the Merit System has become so abused through the years, that the average citizen does not make the distinction between the political patronage job-holder and the Civil Servant who has earned his position through competitive examination.

Too many people are mouthing empty-headed statements about the opportunity to get rid of the deadwood. Since when, though, has the police officer, the fire fighter, the school teacher, the nurse and the sanitation worker been considered as deadwood? And, when the letters of complaint start pouring in, there may not even be sufficient clerical staff to mail back the form-letter responses—and then there will really be howls about the City's disregard for its taxpayers.

As Secretary Brennan's reaction to mandatory retirement evidences, laws are sometimes passed (he was referring to the Age Discrimination and Employment Act of 1967) that may be right for one particular era, but prevent freedom of action in a later set of circumstances.

Unfortunately when people's rights are abused, we try to pass laws that will correct the inequities, but we then have to learn to live within the law even when it becomes a hindrance.

Don't Repeat This!

(Continued from Page 1)
 heartening that some progress has been made in other areas of the state to avoid needless layoffs of civil servants.

The recent agreement to retrain employees in prison shops is one such example of how the Government and the union, in this case the Civil Service Employees Assn., can work together in solving problems.

It came about after industrial shops in Green Haven, Stormville and other prisons were slated to be phased out or replaced with new ones. The shop foremen were told that they would be laid off or transferred due to their lack of familiarity with the new shops.

To Learn New Skills
 The union at Green Haven, led there by local chapter president Angelo Senisi, immediately objected to the layoff program as set forth by the Department of Correctional Services.

In a series of meetings between the Department and CSEA representatives, arrangements were made to train the employees in the skills they will need to supervise the prisoners in the new trades.

There were several loose ends to the agreement—such as funding and the start of the training program, but the important thing is that both sides were able to sit down and work out a program that would be beneficial to all.

Carrying the point further, Mr. Senisi also said: "They shouldn't train the employees only in lens grinding, because you never know when that may become an outdated skill. We want our people to be able to learn a variety of worthwhile skills."

It is generally understood that private companies will handle the retraining program.

Union Initiative
 What bodes well about the agreement is that it was worked out under amicable conditions.

There is a lesson to be learned as government officials throughout the state find that their budgets have been stretched to the breaking point. Men and women in leadership positions for most unions are usually sensible people who have a desire to provide for their members; at the same time, they want to guarantee that the services that their members provide for the public are such that they are able to take pride in their work.

As Gov.-elect Hugh Carey pointed out to delegates to the CSEA convention last October: "It's good to come home and tell your family that the state you work for has seen you move forward and you've moved productivity forward in the state."



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.

Sabbatical Leaves

The Appellate Division, Second Department, has reversed a decision of the Public Employment Relations Board which held that the refusal of a school district to execute or implement a sabbatical leave agreement concluded by its negotiator constituted an improper practice within the meaning of the Civil Service Law. *Elwood UFSD Number 1, Town of Huntington v. Helsby, et al.*, 359 NYS 2nd 343.

In March 1972, the District's school board passed a resolution denying sabbatical leave for the school year 1972-73 in the belief that such leaves had been barred by the moratorium provision of Section 82, Civil Service Law. These leaves were subject to a provision of the collective agreement for 1970-72 between the Elwood Teachers Alliance and the School District. The teachers seeking sabbatical leaves then brought a previous Article 78 Proceeding in Supreme Court, Suffolk County, attacking the resolution. In June 1972, the court ruled that the district was required to grant the requested leave; that decision was reaffirmed in August following reargument.

DURING THIS PERIOD, the District and the Teachers Alliance were engaged in negotiations for a new collective agreement to cover the 1972-73 school year. On Aug. 18, 1972, prior to the receipt of the court's decision to reargument, the negotiators for the respective parties executed a memorandum of agreement on the terms of a new agreement. On Sept. 12, 1972, the negotiators hammered out a second agreement which was intended to resolve the outstanding sabbatical leave dispute under the expired contract. This agreement had the prior approval of the District principal but not the school board. The next day, the teachers ratified both agreements and the school board approved a new 1972-73 contract. The school board, however, refused to approve the sabbatical leave agreement, apparently because it had determined to appeal from the Supreme Court's judgment.

The District's refusal to execute and implement the sabbatical leave agreement was the basis for the Alliance filing an improper practice charge pursuant to Section 209(a)(1)(d) of the act. After a full hearing, PERB hearing officer dismissed the charge, finding that the employer's negotiator had lacked authority to conclude a final sabbatical leave agreement without first submitting it to the school board for approval, and that the teachers' negotiators had been aware of this limited authority.

PERB LATER OVERRULED the hearing officer, holding that the employer had failed to negotiate in good faith on this issue and directed the employer's chief executive officer to execute the agreement.

Meanwhile, the Appellate Division modified the Supreme Court's judgement in the previous Article 78 Proceeding to a direction that the school district "review and consider" the sabbatical leave applications, rather than "grant" them outright, since such leaves had not been granted as a matter of right under the contract.

The court found that PERB's holding was unsupported by the evidence. The agreement on the sabbatical leave was a settlement of the prior law suit and not part of negotiations for a new agreement. Therefore, the court held that the negotiator exceeded his authority in making a commitment as to disposition of the lawsuit as well.

Questions And Answers

Q. Even though I've been disabled for 5 years, I can't get monthly social security checks because I never worked at jobs covered by the program. I'm now 43. Can I buy Medicare coverage?

A. No. You have to be 65 or over to purchase Medicare coverage. Disabled people under 65 can get Medicare protection only if they've been entitled to monthly social security disability benefits for 24 consecutive months or more.

Q. I thought that couples are

supposed to get \$210 a month under the Federal supplemental security income program. However, when my wife and I went to the social security office, they told us we'll get only \$147. Can you tell me why?

A. Under the supplemental security income program, the Federal payment to a couple may be as much as \$210 a month, but this amount may be reduced if the couple has other income. The payment amount for couples may be as much as \$246 a month starting July 1.

Q. I'm getting dialysis treatments for chronic kidney disease, and I just applied for Medicare coverage. When my coverage starts, will Medicare help pay my expenses no matter where I get my dialysis treatments?

A. Reimbursement for dialysis and renal transplantation is limited to those kidney disease treatment centers which meet certain regulatory requirements. For more information, call, write, or visit any social security office.

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CSEA Statewide Convention At Concord

REPORT OF COMMITTEE ON REVISION OF CONSTITUTION AND BY-LAWS

Report of the Civil Service Employees Assn. committee on revision of constitution and by-laws was presented by chairman Kenneth Cadieux at the annual Delegates Meeting at the Concord Hotel in October. Other members of the committee are William Roberts, Nicholas Cimino, Joseph Kenney, Eugene Nicoletta, Audrey Snyder, Genevieve Luce and Betty Carlson.

Note: Boldface type indicates new material. Brackets [] show material to be removed.

(Continued from last week)

16. Article VI, Section 1 is hereby amended as follows:

"Section 1. COUNTY EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a County Executive Committee which shall consist of the officers of the Association and one representative from each County (Division) chapter. In addition to the foregoing, any County Division chapter having a membership in excess of 10,000 members shall be entitled to one additional representative. [A chapter formed pursuant to Section 2 of this Article for non-teaching employees of school districts shall be deemed part of the County chapter for purposes of electing a representative to the County Executive Committee.] For the purpose of representation on the Board of Directors of the statewide Association, there shall be one county educational chapter representative from each CSEA region of such Board elected by the county educational chapter members of each CSEA region. The County Executive Committee may create one or more subcommittees to perform such duties as the County Executive Committee shall delegate. The representatives of a County chapter shall be elected by such chapter for a two-year term of office to be coincidental with the term of office for members of the State Executive Committee. The County Executive Committee shall elect from its membership one member to be known as the Chairman of the County Executive Committee."

*NOTE: The Committee recommends defeat of that portion of the amendment which would give every County Division Chapter a seat on the County Executive Committee. The reason for the recommendation is that this would increase the size of the Board of Directors and would permit all educational chapters, regardless of the number of members assigned to such chapters, a seat on the Board of Directors. As an alternative, the Committee recommends that the county Executive Committee permit attendance at its meetings by a representative of those County Division Chapters not directly represented on the County Executive Committee.

17. Article VI, Section 2, Subdivision (a) is hereby amended to read as follows:

"(a) CHAPTERS. A chapter may be formed by members in the County Division in any county, or in any region containing one or more counties, upon the approval by the Board of Directors of the Constitution and By-Laws of such chapter. One chapter for non-teaching employees of school districts may be formed in each county provided fifty (50%) percent of the eligible school district units, but

in no event less than 200 school district members, shall request formulation thereof. Each such chapter shall make available to the duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals, all chapter records for inspection by the Association. [Such chapter may be dissolved, or suspended for a period not to exceed ninety days, by a two-thirds vote of the Board of Directors after written charges have been served on the chapter and it has been given an opportunity to be heard.] A chapter may be placed in trusteeship by the President of the Association with the consent of the Board of Directors or the Board of Directors' Committee for failure to comply with a request for an inspection of the books and records of the chapter within ten days of such request. A chapter may be placed in trusteeship for any reason deemed good and sufficient by the President of the Association provided a hearing is afforded before the Board of Directors and written charges are served within ten days of placing the chapter in trusteeship. The Board of Directors by a two-thirds vote may dissolve a chapter or suspend it for a period not to exceed ninety days after such charges have been served upon the chapter and it has been given an opportunity to be heard."

18. Article [VII] is hereby renumbered to Article VIII.

19. Article VII, Section 1 is hereby amended to read as follows:

"Section 1. DELEGATES. Members of each chapter shall [select] elect from their membership one or more delegates to represent the members of the chapter at all meetings of the Association, except that the chapter president shall, by virtue of his office, automatically be designated as a delegate. Prior to June 1st of each year, each chapter shall file with the Secretary of the Association an accurate list containing the names and addresses of its delegates for the ensuing year, and names and addresses of alternate delegates, may be submitted to the Secretary thereafter. (REST OF SECTION REMAINS SAME.)"

20. Article [VIII] is hereby renumbered to Article IX.

21. Article VIII is hereby amended to read as follows:

"Section 1. No funds of the Association shall be disbursed unless authorized by the Board of Directors or at a regularly assembled meeting of the Association. No funds of the Association shall be disbursed in a manner which will result in a personal profit to an officer, director, or employee of the Association."

"SECTION 2. Any funds appropriated by a chapter to contribute jointly to any cause with any other employee organization must be approved by the Board of Directors of the Association before such funds may be expended or any obligation for such expenditure may be incurred."

THE FOLLOWING MATERIAL WAS SUBMITTED TO THE COMMITTEE AFTER THE MARCH DELEGATES' MEETING, OR IN SOME CASES WAS REFERRED TO THE COMMITTEE AS

A RESULT OF ACTION AT THAT MEETING.

22. A proposed amendment has been transmitted by Joseph E. McDermott, President of the Albany Region, which proposed amendment has been acted upon by the Albany Regional Board of Directors. The proposed amendment would amend Article III, Section 3(b) of the By-Laws to read as follows:

"(b) REFUNDS TO REGIONS. (Beginning October 1, 1973) Each region of the Association shall receive from the Treasurer an annual payment of ten cents per members of the dues collected from the membership in such region. In the event that a region adopts a plan for assessing the chapters within its region, the State Treasurer, upon approval of the Board of Directors, may, upon notification by the Regional Treasurer, determine that a chapter is delinquent in its regional assessments, deduct that assessment from the chapter's direct rebate from the Association and transmit the assessment to the Regional Treasurer."

23. The following amendment is proposed as a result of the Restructuring Committee Report to the Delegates at the March, 1974 meeting. As you know, the Restructuring Committee merely reports on concepts it would like to see incorporated into Association procedure. The following amendment is proposed in order to comply with that procedure:

Article IV, Section 2 b of the Constitution is amended to prohibit a member of the Board of Directors from casting more than one vote. The new section would amend the old section as follows:

"Section 2 b. No member of the Board of Directors who is physically present at a Board meeting [and who is entitled to vote in more than one capacity.] shall have the right to a proxy [; provided, however, that he may cast one vote for each office or capacity he represents]. No member of the Board of Directors who is a member of the Board in more than one capacity shall be eligible to cast more than one vote."

The Committee has reviewed this proposed amendment and unanimously recommends its disapproval. The only people it affects are the six Statewide Vice Presidents who may also be members of the County Executive Committee or represent State Departments on the State Executive Committee. Under those limited circumstances the person occupying both positions would be entitled to one vote for each position. The Committee believes that because there is a limitation on the number of people who could vote in more than one capacity that a certain segment of the Association should not be disenfranchised merely because their representative is also a Statewide Vice President. (Delegates, however, approved the amendment as printed.)

24. The Restructuring Committee proposed several changes to be noted as By-Laws changes or procedural changes in their report to the Delegates at the March, 1974 meeting. The Committee found it extremely difficult to ascertain which changes, if any, should actually be included in the By-Laws or whether all should be recommendations from the Delegates to the Board of Directors which should be incorporated into a set of rules and regulations for the con-

duct of elections. After reviewing all of the proposals, it is the Committee's recommendation that a new section be added to the By-Laws which would give the Board of Directors the power to adopt rules and regulations for the conduct of the election.

The Committee agrees with the basic concepts set forth by the Restructuring Committee and agrees that there is a need for printed rules and regulations but finds that their inclusion as part of the By-Laws of the Association is not the most appropriate method for the adoption of these rules and regulations.

The amendment which would be necessary to incorporate the Committee's recommendation is as follows:

Article II, Section 1 (b) of the By-Laws is hereby amended to read as follows:

"(b) ELECTION PROCEDURE. Officers of the Association and members . . . elected. Any member whose name is printed on the ballot may be present during the counting of the ballots. [In the case of a tie vote, a new ballot shall be taken under rules established by the Board of Directors.] The Board of Directors of the Association shall establish rules and regulations concerning the conduct of the election. Such rules and regulations shall be adopted by a simple majority of the Board of Directors and may be amended thereafter. Printed copies of the rules and regulations shall be mailed to all candidates and chapter presidents on or before May 1st in the year of the election. (REST OF SECTION REMAINS THE SAME.)"

(Delegates adopted suggestion by Victor Costa that amendment be added to blanket all procedures into a manual so there would be some record in the by-laws and constitution which refers to the election being continued under the procedural changes as adopted by the Delegates.)

25. At the March Delegates' Meeting, the Delegates referred to this Committee a proposal that the President of the Association be mandated to call a Special Delegates' Meeting in the spring of each year. The Committee has reviewed this proposal and although language is set forth below allowing for its implementation, the Committee recommends defeat of this amendment for the following reasons.

First, Article II, Section 6 of the By-Laws provides for the President to call a Special Delegates' Meeting upon the receipt of a petition signed by twenty-five members of the Board of Directors or twenty-five Chapter Presidents. Historically and for the past several years, there has always been a Delegates' Meeting in the spring of the year. The Committee believes, however, that if the President should determine not to have a Special Delegates' Meeting in the spring, there is adequate protection for the membership at large through the petitioning process referred to above.

"(c) The President shall call at least one Special Delegates' Meeting each year, between January 1 and June 1."

26. A request has been received by the Nassau Chapter to amend Article III, Section 2, Subdivision (b) (1) UNITS of the By-Laws to limit the amount of a rebate to a unit from a chapter to 25 percent of the rebate received by the chapter on behalf of the unit. This was a recently enacted amendment to the By-Laws and gave each chapter the discretion of rebating a minimum of 25 percent and a maximum of 50 percent of the dues rebate which they re-

(Continued on Page 9)

A 15% Wage Boost Won In Schenectady

SCHENECTADY—Members of the Schenectady County unit of the Civil Service Employees Assn., by a margin of nearly two-and-one-half to one, voted to accept a new two-year contract involving a 15 percent pay boost, a dozen newly negotiated benefits and improvement of eight existing benefits.

The pay hike involves a 7 percent increase for the coming year, plus increment if due, and an 8 percent boost during the second year plus appropriate increment.

Other contract provisions include: Pay for unused sick time upon retirement; better vacation plans; dependent dental coverage with one-third of the premium paid by the county during the

first year and two-thirds paid during the second year; annual sick leave accumulation upped to 185 days; a 10 percent pay differential for county nurses employed in hospital coronary units, and the establishment of a labor-management committee on departmental and county level.

The contract, which will take effect Jan. 1, 1975, covers about 800 Schenectady County workers. Members of the CSEA negotiating team were Doris Siler, June Cernigh, Gladys Karlin, Frank Tomecko, Jim Collins, Fred Faron, Helen Willock and Larry Serell. The collective bargaining procedure eventually went into mediation by the Public Employment Relations Board. PERB mediators were Paul Curry and Jack Ginsburg.



HOLIDAY PARTY TIME — Two views of activities at the Dec. 14 holiday party for children held at the Albany State Campus by the Civil Service Employees Assn. members of the State Employment and Labor chapters. Above, Antoinette Corigliano and Nichole Shedina view a puppet show from the lap of their grandmother, Wanda Shedina; at left, Dina Ferretti really gets involved in the puppet proceedings.



(Leader photos by Ray Hoy)

Fund Raisers Are Sought By CSEA, Attorney General

WATERTOWN—An appeal for public help has been made to track down an unknown amount of cash contributed in an October fund drive directed by J.A.R. Productions, Inc., for the benefit of the Jefferson chapter of Civil Service Employees Assn.

Activities of the Buffalo-based firm are being investigated with the cooperation of the CSEA, according to Richard Grieco of the CSEA and Gordon H. Mahley, Jr., of the Attorney General's office. Alleging that cash and J.A.R. representatives have disappeared, investigators are seeking receipts for money or cancelled checks to determine how much is actually missing.

cancelled checks to determine how much is actually missing.

CSEA Approached
Mr. Grieco said J.A.R. had "come to us," offering to raise money which the CSEA would use "to expand our program of community involvement." The promoters set up an office in Watertown, solicited advertising for a souvenir booklet to be distributed at a country-western show slated for December and then suddenly disappeared in the wake of local newspaper story on J.A.R.'s operations.

Mr. Grieco said the CSEA is left with less than \$100 from the fund drive and will have to pay a \$150 telephone bill for installation of three extensions at the office used by J.A.R. There is an additional \$100 in long-distance phone charges, noted Mr. Grieco, adding that it was agreed

that J.A.R. was to be responsible for these. Mr. Grieco indicated there were other bills coming to the CSEA office, addressed to J.A.R. representatives, and apparently unpaid.

Receipts Sought
Mr. Mahley said there is no guarantee at this time that restitution will be made. Both he and Mr. Grieco urged persons with receipts or cancelled checks from J.A.R. to contact the local Attorney General's office, State Office Building, Washington St.

"We want the receipts so we will have something to work with and we would like them as soon as possible to implement the next phase of our investigation," Mr. Mahley said. He expressed hope that a speedy and equitable solution can be reached as a result of the investigation.

Employment Standards Information

CLIP AND SAVE: If you need information on employment standards or believe that your employer is not obeying federal guidelines concerning employment standards, the Civil Service Employees Assn. advises you to contact one of the following area offices of the U.S. Department of Labor Employment Standards Administration:

AREA OFFICES	AREA COVERED
Bronx, N.Y. 10452 Abraham Klainbard, Area Director 881 Gerard Ave Tel: (212) 992-1235	Manhattan (West 92nd St. and above; East 97th St. and above) Bronx Orange Putnam Rockland Sullivan Westchester
Brooklyn, N.Y. 11201 Joseph Shaffer, Area Director 271 Cadman Plaza E. (Rm 631) Tel: (212) 596-3160	Kings Queens (West of Van Wyck Blvd. & Grand Central Parkway)
Hempstead, N.Y. 11550 Joseph F. Gorga, Area Director 159 No. Franklin St. Tel: (516) 481-0582	Nassau Suffolk Queens (East of Van Wyck Blvd. and Grand Central Parkway including Rockaway & JFK areas)
Manhattan, N.Y. 10007 Alfred S. Bell, Area Director 26 Federal Plaza (Rm 2946) Tel: (212) 264-8185	Manhattan (Below West 92nd St. and below East 97th) Richmond
Albany, N.Y. 12207 Julius R. Chenu, Area Director 41 State St. Tel: (518) 472-3596	Albany Dutchess Madison Schoharie Broome Essex Montgomery St. Lawrence Cayuga Franklin Oneida Tioga Chemung Fulton Onondaga Tompkins Chenango Greene Oswego Ulster Clinton Hamilton Otsego Warren Columbia Herkimer Rensselaer Washington Cortland Jefferson Saratoga Delaware Lewis Schenectady
Buffalo, N.Y. 14202 Edward J. McNamara, Area Director Federal Office Bldg. (Rm. 617) 111 W. Huron St. Tel: (716) 842-3210	Allegany Genesee Ontario Steuben Cattaraugus Livingston Orleans Wayne Chautauqua Monroe Schuyler Wyoming Erie Niagara Seneca Yates

City Of Hudson Scores With 19.3 Percent Hike

HUDSON—A new two-year agreement calling for a total hike of 19.3 percent has been ratified by the City of Hudson unit of the Civil Service Employees Assn. and the city.

The agreement, effective from May, 1975 to April, 1977, culminates two and one-half months of contract talks and was reached only after a month and a half of mediation and fact-finding. There will be a 9.3 percent boost in 1975 and a 10 percent increase the following year.

The new agreement also provides new job security clauses, a grievance procedure with binding arbitration, additional call-in time for overtime work and other improvements in contract lan-

guage. The wage issue was ultimately decided at fact-finding with the assistance of PERB-appointed fact finder James Cashen, named by the State Public Employment Relations Board.

Michael Carroll, CSEA staff negotiator, praised the negotiating team for their willingness to give up personal time and endure personal sacrifices for the good of all city workers.

"These were very tough and extended contract talks. Tom Haigh, President of the CSEA local, and all the other members of the negotiating team, unselfishly gave of their time to obtain the best possible contract for everyone.

Constitution & By-Laws

(Continued from Page 8)
ceived from headquarters on behalf of their units.

The Committee believes that it was better to give each chapter a range from which it could elect in the area of rebates to units. The proposed amendment would have no useful effect other than placing a ceiling on the amount of

dues money a chapter could rebate to a unit. Therefore, the Committee recommends disapproval of the following amendment:

"(b) (1) UNITS. All recognized units established by chapters shall receive a rebate of (not less than) twenty-five percent (not more than fifty percent) of the per capita rebate

extended by the association to a chapter based upon the number of members in the unit."

27. The Committee has received an additional proposal to amend Article III, Section 2, Subdivision (b) (1) UNITS of the By-Laws in relation to the dues rebates to units. The proposed amendment submitted by Raymond Casady, President of the Westchester Chapter, is as follows:

"(b) (1) UNITS. All recognized rec-

ognized units established by chapters shall receive a rebate of not less than \$1.00 per member nor more than twenty-five percent (not more than fifty percent) of the per capita rebate extended by the association to a chapter based upon the number of members in the unit."

The Committee recommends defeat of this proposal for the reason set forth in Item No. 26 above.

28. DEFEATED.

Rabin Renamed
PLATTSBURGH — Mark A. Rabin, of Plattsburgh, has been reappointed a trustee of Clinton Community College for a term ending June 30, 1983.

Braun At Suffolk
HALESITE — Lennard Braun, of Halesite, has been reappointed a trustee of Suffolk County Community College for an unexpired term ending June 30, 1983.

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307 Jones Rollin E Selkirk93.2 308 Finigan C F Schenectady93.2 309 Hayostek Gary S Green Island93.2 310 Ferris Maureen Cohoes93.2 311 Barnard George Ballston Spa93.2 312 Barker Grace M Otego93.2 313 Urrey Betty E Middleburgh93.2 314 Morrison Linda Ltham93.2 315 Desorbo Roseann Albany93.1 316 Rodwell Ann M Delanson93.1 317 Margolis Jean NYC93.1 318 Spada Cynthia T Green Island93.1 319 McCauley Lionel Albany93.1 320 Yannonne Linda A Catskill93.1 321 Dixon Gloria J W Cossackie93.1 322 Smith Deanna M Albany93.1 323 McKelvy C C Albany93.1 324 Montesi David V Cohoes93.1 325 Burnett Patsy J Albany93.1 326 Sweeney Ronnie Troy93.0 327 Connors Richard Troy93.0 328 Strickland G J Kent93.0 329 Horne Joseph P Elnoia93.0 330 Drowne Marie G Menands93.0 331 Joyce Margaret Burnt Hills93.0 332 West Lorraine M Binghamton93.0 333 Sheley Colombe Cohoes93.0 334 Brooker Gary A Albany93.0 335 Shickle Lillian Albany93.0 336 Pulver Rebecca Ck Hill93.0 337 Peters Lydamae Latham93.0 338 Starker Janet L 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(Continued on Page 12)



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Fire Flies By PAUL THAYER

(Continued from Page 4)
petrified administration at City Hall dared not even think of. He said that many millions of dollars were being squandered to feed and clothe freeloading, cheating welfare recipients who would rather sponge off the people of the City than accept a job and pull their share of the load. Lest I be misunderstood, there are admittedly many a seriously deserving family on the welfare rolls to which none of us can deny their needs or their right to such help.

The following is a letter received from a firefighter this week. . . . It was accompanied by an article in the Daily News announcing a large boost on welfare benefits.

"Dear Paul:
Regarding December 3rd Daily News article referring to welfare allowances for a family of four, I worked out a comparison.

As a firefighter facing a possible job loss and having to support my family of six, I wished to see how I would fare if I should have to seek welfare. The results were startling.

As a firefighter, I take home \$900 per month. I pay \$265 for rent, \$40 for fuel. Special needs (a welfare term) \$60 a month. Dental and medical care \$55 a month. That comes to \$420 per month. If I were to accept welfare, I would get \$378 a month as a family of six plus rent, fuel, special needs and food stamps. The last item would eradicate a difference of \$107.

I could still support my family without working "off the books" as is the case with a host of welfare recipients. By swallowing my pride and going on welfare, I could deliver myself into an unproductive secure limbo. I had to laugh as Commissioner Dumpson bemoaned the fact that the figures I have used in the above were based on 1972 levels and the poor folks who permit us the honor of supporting them are thus (in the Commissioner's estimation) being deprived, cheated and otherwise put upon."

The firefighter expresses this writer's feelings precisely. One does just as well being a crook as being honest. The facts speak for themselves.

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MODULAR INDUSTRIES ASSOCIATES, 1375 Broadway, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on December 10, 1974. Business: Market and distribute motion pictures. General Partner: Khambolee Squared, Inc., 1375 Broadway, NYC. Limited Partners: Gerald Brown, 64-12 Wetherole St. Queens, NY; Alfred Klein, 3444 Turf Rd., Oceanside, NY; Leonard Feldman, 14 Russel Park Rd., Syosset, NY. Term: December 5, 1974 to December 31, 1982. Each limited partner has contributed \$50. No property other than cash is contributed. Contributions to be returned upon dissolution. Each limited partner shall receive 5% of the net profits. Limited partners shall have the right to substitute an assignee in his place. No additional limited partners admitted without written consent of all limited partners. No priority among limited partners as to contributions or as to compensation by way of income. If the general partner (Corporation) ceases to do business, the partnership shall terminate, unless new certificate is filed within 30 days. Limited partners shall not demand property other than cash in return for their contributions.

Federal News

Goof in CPI

An overestimation of the Consumer Price Index (CPI) for the months April through October by the Bureau of Labor Statistics may affect millions of workers and retirees whose wages or pensions are on cost-of-living escalators.

The BLS's error in computing the CPI, the official national index used to measure living costs, was incorrectly judging used car costs, one of the components figured in the CPI. As a result the index may have been overestimated any where from 0.1 to 0.3 index points.

These index points show on a scale of 100 how present day dollars compare with what the dollar could have purchased back in 1967. For example, the CPI for the month of October was reported as 153.2; that meant that it cost \$153.20 to buy the same goods and services that cost only \$100 in base year 1967.

Federal retirees had been promised a 7.4 pension raise as of Jan. 1. The cumulative miscalculation for each of the months could shave the amount to between 7.1 percent and 7.3 percent. Recomputation will probably not be finished for two weeks.



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The Employee Blood Program will protect you with guaranteed blood, and continue that protection after you retire if you are a member in good standing. Your agency has an open-enrollment period once a year. You are required to join the program during this period if you want coverage. Help a patient who needs a transfusion, while you are helping yourself and your family. Ask your Blood Program Coordinator for details.

Employee Blood Program
N.Y.C. Department of Personnel 566-2800

State Promotional Job Calendar

Applications Accepted To December 30
Written Exams February 8

Engineering Technician	G-8	35-690
Senior Engineering Technician	G-11	35-691
Department of Transportation		
Assistant Engineering Geologist	G-19	35-650
Hydroelectric Operator	G-11	35-701
Senior Engineering Geologist	G-23	35-649
Senior Hydroelectric Operator	G-13	35-702
Dept. of Environmental Conservation		
Senior Engineering Geologist	G-23	35-656
Executive (Parks and Recreation)		
Supervisory Positions in Parks and Recreation I	G-9 thru G-14	35-697
Supervisory Positions in Parks and Recreation II	G-15 thru G-18	35-698
Executive (Health)		
Asst. Director of Health Statistics (Oral Exam)	G-29	39-062
Executive (Mental Hygiene)*		
Asst. Director of Mental Hygiene Volunteer and Ancillary Services	G-22	39-033
SUNY		
Magnetic Tape Composer Operator	G-8	39-007

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SET SITES ON WHITE PLAINS — The sites committee of the Civil Service Employees Assn. is shown meeting at the Westchester chapter office in White Plains. The committee is charged with recommending to the CSEA Board of Directors appropriate locations for regional and satellite offices. The Westchester office located at 196 Maple Ave. is being considered for satellite status. Offering testimony is Southern Region 3 president James Lennon, at left with back to camera. Also seated at table, from left, are CSEA comptroller Thomas Collins, Felton King, Syracuse Region 5 president Richard Cleary, Southern Region sites committee chairman Lyman Connor, statewide sites committee chairman Sam Notaro and Westchester chapter president Raymond Cassidy.

Jamestown In 23% Jump

(From Leader Correspondent)
JAMESTOWN — Jamestown city employees represented by the Civil Service Employees Assn. agreed to a contract providing a 23 percent wage increase over the life of the two-year agreement.
 Phil Miller, CSEA field representative who acted as chief negotiator for the Jamestown unit of the Chautauqua County CSEA chapter, said the package also includes a new health insurance

program and a dental and drug prescription plan the workers did not previously have.
 The unit has about 160 members employed full-time at Jamestown General Hospital or in white-collar jobs in Jamestown City Hall. The contract also

includes part-time employees, who received additional fringe benefits under the pact.
 Dolores Jackson, unit president, and Bobbi Erickson, unit vice-president, were on the negotiating committee with Mr. Miller.

Offer Reduced Rates To CSEA Members For Circus In Nanuet

NANUET — Tickets at reduced rates will be offered to members of the Civil Service Employees Assn. for the Emmett Kelly, Jr. All-Star Circus appearing Dec. 26 through 31 at the Nanuet Theatre Go-Round.
 Discount admission will be \$3.75 for adults and \$2 for children under 12 years old for the European-style performance, featuring 13 acts reportedly never before seen in this country.
 Arrangements for the reduced rates were made by John Mauro, president of CSEA's Rockland County chapter. Rockland County is contiguous with Westchester County's western boundary, separated by the Hudson River.

SCHENECTADY — The Schenectady County Public Library unit of the Civil Service Employees Assn. will conduct elections late this month for five unit officers. The five are unopposed and terms of office are two years beginning Jan. 1, 1975.
 The candidates are: president, Gladys Karlin; first vice-president, Roes Capra; second vice-president, Bertha Krieger; treasurer, Lillian Balmes, and secretary, Phyllis Bornt.

Marion Brown, Nancy Hoffman or Dorothy Mancini.

The ballots, which bear spaces for write-in candidates, should be returned not later than Friday, Dec. 27, to one of the following: Beulah Brady, Frances Brown,

Lewis' Employees Win \$1,500 Boost

LOWVILLE — The Lewis County Civil Service Employees Assn. has negotiated pay increases of \$750 for each of the next two years, beginning Jan. 1, for

Mediators, Fact-Finders Announced By PERB Hq.

ALBANY — The State Public Employment Relations Board has announced the recent appointments of mediators and fact-finders to various local government contract disputes involving the Civil Service Employees Assn.
 Mediators named include Theodore Gerber, of PERB's Al-

bany office to the dispute between Otsego County and the Otsego County chapter of CSEA; Frank A. McGowan, of PERB's New York City office, to the dispute between the Town of Hempstead and the Town of Hempstead unit of CSEA, Nassau County; Paul Curry, of PERB's Albany office, to the dispute between CSEA and the Town of North Elba, Franklin County; Thomas Helfrich, of Schenectady, to the dispute between Saratoga County and CSEA (Sheriff's Department); Jerome Rubenstein, of Chappaqua, to the dispute between the CSEA police unit and the Town of Fallsburg in Sullivan County; and Francis J. O'Connell, of Garden City, to the dispute between CSEA and the Town of Riverhead in Suffolk County.

CSEA Distributing Foul Weather Gear

ALBANY — Foul weather gear will be distributed to employees in eight different job titles within the next two weeks, fulfilling a provision negotiated by the Civil Service Employees Assn. into the Institutional Services unit contract.

Appointed as fact-finders were Oscar Geltman, of New York City, to the dispute between the North Babylon Union Free School District and the North Babylon School unit of CSEA, Suffolk County and Howard Foster, of Buffalo, to the dispute between the Cheektowaga School District and the CSEA Cheektowaga School unit, Erie County.

Under the working conditions article of the Institutional Services unit contract, the state agreed to recommend that the Legislature appropriate funds to purchase necessary foul weather gear for groundsman, senior groundsman, supervisor of grounds, grounds construction foreman, farmer, farmhand, farm manager and head farmer posts.
 The requested funds were allocated and the foul weather gear has recently been received by CSEA, a spokesman said. Distribution of the gear will be made shortly to local CSEA chapters for further distribution to employees eligible to receive the equipment.

Williams Named For Town Of Kent Post

CARMEL — Calvert H. Williams, of Carmel, has been appointed public relations officer for the Civil Service Employees Assn.'s Town of Kent unit.

county officers, county employees and workers at the Lewis County General Hospital.
 The contract was approved by the Lewis County Board of Supervisors in a resolution adopted Dec. 11. Pay hikes of \$750 will be implemented on Jan. 1, 1975, and Jan. 1, 1976 under terms of the agreement.

Mr. Williams, a 25-year veteran of the town highway department, is a maintenance equipment operator. He has served as the unit's secretary, treasurer, and president. He is shop steward at one of the town's garages and also serves on the union negotiating committee for the town unit.
 Questions about the operations of the union in Kent or about CSEA may be directed to Mr. Williams at his home at Kent Cliffs, RFD No. 2, Carmel, N.Y. 10512. His appointment was made by unit president Anthony Casali.

Library Group Naming Leaders

The candidates are: president, Gladys Karlin; first vice-president, Roes Capra; second vice-president, Bertha Krieger; treasurer, Lillian Balmes, and secretary, Phyllis Bornt.

Correction

MANHATTAN — Tony Vericella was elected financial secretary of the New York City chapter of the Civil Service Employees Assn., not treasurer as stated in the Dec. 10, 1974, issue of The Leader. Seymour Shapiro continues as the chapter treasurer.

Pass your copy of The Leader on to a non-member.

New York Institute Hears Flaumenbaum

MINEOLA — Irving Flaumenbaum, president of the Long Island Region of the Civil Service Employees Assn., lectured the labor relations class of Nathan Stewart at the New York Institute of Technology, Greenvale, recently. His appearance climaxed a series of guest lectures by labor leaders. One student told the CSEA leader, "You are the first one who has leveled with us" about how contracts are really negotiated.

KEEP CSEA INFORMED ON MAILING ADDRESS

Below is the Change of Address form used by the Civil Service Employees Assn. in maintaining its mailing list for The Civil Service Leader, statewide elections, contract ratifications and other general mailings. This form is postcard size, and may be clipped, glued and mailed to: The Civil Service Employees Association, Inc., P.O. Drawer 125, Capital Station, Albany, N.Y. 12224. The form is also available from chapter presidents, but is reproduced here as a convenience. It is to be used only by those CSEA members who are currently employed as civil service workers or by those retirees who are paying full active membership dues.

Orange Wage Freeze

(Continued from Page 1)
 for the union.
'Outrageous Move'
 "We're not afraid to file another improper practice on this," Ms. Dubovick said. "We certainly have every right to. This is an outrageous move by a group of men who have just doubled their own salaries." CSEA leaders in the county were reportedly looking into an improper practice charge late last week.

Contract negotiations this year were delayed for several months when another union challenged the outcome of a June election in which they were defeated by CSEA. The election was held again Dec. 6 when CSEA won by 200 votes more than its first margin of victory.
 The unit's chief negotiator, Manny Vitale, then set up the first negotiation session with the county, and bargaining immediately began.

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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, 526-6000; and for federal, 526-6192.

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674 Williams K NYC90.0	684 None	696 Zoller R C Albany89.2	706 Cusak M E Green Island89.0
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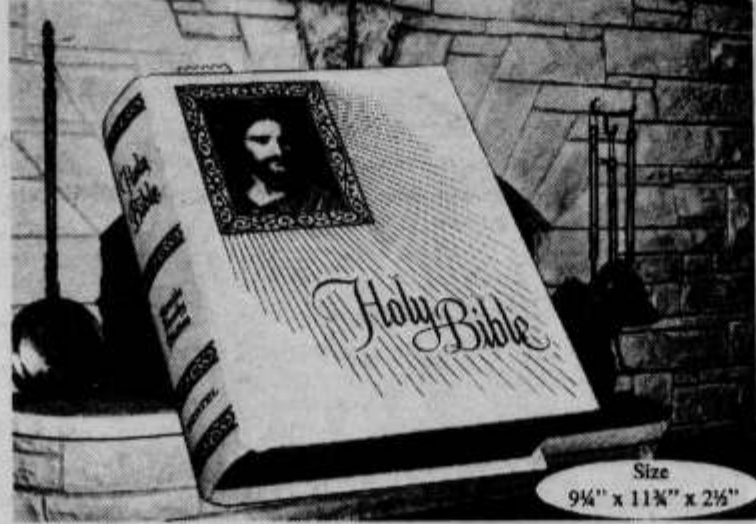
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718 Reyes L E Brentwood88.9	725 Molinaro N Poughkeepsie88.6	732 Hannaford L Amsterdam88.3	739 Moore L M Bronx88.0
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In the spotlight are regional officers, from left, sergeant-at-arms Carl Garrand, Wassaic Developmental Center; third vice-president Richard Snyder, Wassaic, and first vice-president John Clark, Letchworth Village Psychiatric Center.



Fred Colao, treasurer of Ulster chapter, makes a telling point during discussion.



CSEA vice-president James Lennon, right, head of Southern Region 3, reviews an issue with Nicholas Puzifferri, Southern Region Mental Hygiene representative to CSEA Board of Directors and the immediate past president of the Southern Conference.

SOUTHERN REGION 3 MEETS AT BEAR MT.



Louis Rotkopf, standing, of Eastern Correctional Facility chapter, participates in debate as John Olsen, president of SUNY at Purchase chapter, listens.

(Leader photos by Ted Kaplan)



Sullivan County chapter president Earl Bivins, left, and CSEA organizer Jack Miller go over results of CSEA win in Sullivan challenge election earlier this month.



Celebrating their election as Southern Region members of the state-wide nominating committee are, from left, Manny Ramirez, Letchworth Village Psychiatric Center; Patsy Spicci, Rockland County, and Leonard Flynn, State Bridge Authority.



Presidents of four county chapters exchange views during a break in the business session. From left are Ellis Adams, Dutchess; John Mauro, Rockland; Raymond Cassidy, Westchester, and Harold DeGraff, Ulster.



Viewed during business session are Hudson River chapter president Tris Schwartz and first vice-president Ric Recchia, while behind them are Rockland Psychiatric Center's Eva Katz and Martin Langer.



Southern Region 3 treasurer Patricia Comerford, Helen Hayes Hospital, reviews matters with Region 3 second vice-president Scott Daniels, Westchester County.



Exchanging views are Highland chapter president Rose Mareinkowski, left, and Helen DeGraff, wife of the Ulster president. Identifiable in background is Josephine Pfeiffer, of Hudson River chapter.