

Civil Service LEADER

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CSEA PUBLIC RELATIONS

South Region Meeting

— See Pages 8 & 9



CSEA officials at press conference last week were, from left, William Blom, director of research, CSEA president Theodore C. Wenzl and John Carey, assistant executive director for counties.

Wenzl Asks End Of Firings; Requests Meet With Carey

ALBANY—The Civil Service Employees Assn. has demanded an immediate moratorium on any further implementation of layoffs of state workers, pending a bilateral review of the entire layoff situation.

CSEA president Theodore C. Wenzl issued that demand in a letter to Gov. Hugh L. Carey last week. He also requested an immediate high-level meeting between himself and the Governor and asked for the state to provide a complete list of all private sector consulting firms now retained under contract by the Carey Administration.

The union leader revealed his letter in an hour-long news conference last week at CSEA Headquarters here. Dr. Wenzl called the Carey Administration "a reign of terror" relative to the wholesale layoff of hundreds of state employees and charged that such layoffs were unwarranted and must be stopped.

John M. Carey, CSEA's assistant executive director-state, and William L. Blom, director of research for CSEA, participated in the lengthy news conference and discussed a wide variety of problems and inequities uncovered by the union during the current state layoff program.

Following is the complete text of Mr. Wenzl's remarks to the press relative to layoffs:

"The present purge of public employees being carried out by the Carey Administration and the State of New York is one of, if not the worst, example of abuse of managerial authority I have ever witnessed in my many years as a staunch union activist.

"Using the careers of the public servants as a weapon in the otherwise internal struggle between the Executive and Legislative Branches of the State Government is so abhorrent to my personal sense of justice and fair play that I find it difficult to believe and impossible to understand how anyone could employ such a despicable tactic.

"If the Governor thought that this union would stand idly by, with passive indifference, while he swung his bloody axe, then the Governor was wrong! A wave of fear, apprehension and helplessness is sweeping the ranks of state workers because of the Governor's callous use of layoffs as a pressure tactic on the State

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Ford-Rocky Ticket Gears Up, As Dems Look Over Field

PRESIDENTIAL politics moved into middle speed last week in New York, when both the Republicans and the Democrats held major fundraising dinners on the same night. The Republican feast was graced by Vice President Nelson A. Rockefeller. The Democratic

(Continued on Page 6)

DENY PACT DECISION REACHED; N.Y. TIMES STORY IS ATTACKED

ALBANY—The Civil Service Employees Assn. reacted bitterly last week to a published report that a joint legislative committee had reached agreement on a recommended settlement in the current CSEA-State contract dispute. A CSEA spokesman called the newspaper account "totally erroneous," and said the union has concrete evidence to dispute the accuracy of the report.

CSEA president Theodore C. Wenzl flatly stated, "The joint legislative committee is still in deliberation and has reached no conclusions, not even a tentative one, as of today. CSEA has been in direct contact with the chief staff aides of the fiscal committees of both houses of the Legislature, and they all told us deliberations are continuing and are expected to continue into early next week; no tentative conclusions have yet been reached. Nothing, they agreed, has even been put into written, draft form.

The published report, in The New York Times, "raises a question as to the credibility of one of America's most prestigious newspapers," Dr. Wenzl said, noting that publication of the report "created a wave of widespread outrage and disbelief among our membership across the state." The union headquarters switchboard in Albany was swamped by calls of protest, the union leader said.

Additional support for CSEA's posture on the report, Mr. Wenzl said, came from legislative committee co-chairman Assemblyman Stephen R. Greco, who stated on an Albany newscast for a local radio station last week that no agreement had been reached on a recommendation,

"and in fact that the full legislative committee has not yet met to begin deliberation to arrive at a final recommendation on the matter."

Dr. Wenzl termed the "erroneously reported" recommendation of 3.5 percent as "absurd and outrageous." He said such a figure "would be absolutely unacceptable to our members. The reaction of the union, and that of our membership, would be violent

(Continued on Page 11)

Return CSEA Election Ballots Before June 21 For Statewide, Region Officers

Vote This Week On Erie County Final Pact Offer

BUFFALO — Following informational meetings this week, members of the Erie County chapter of the Civil Service Employees Assn. will vote Friday, June 20, on a proposition reading, "Do you accept the final offer of the county?"

A "yes" vote will mean the acceptance of the three-year package, while a "no" vote will send the contract dispute to the County Legislature where a one-year settlement can be imposed.

Voting hours and locations are as follows:

- Rath Building, 6th floor (dining room off cafeteria), 9 a.m.-6 p.m.
- County Clerk's Office, County Hall, 25 Delaware Ave., 9 a.m.-6 p.m.
- Buffalo & Erie County Library, Cafeteria, 9 a.m.-6 p.m.
- Erie Community College - North, Cafeteria, 9 a.m.-6 p.m.
- Erie Community College - Southtowns, Cafeteria, 9 a.m.-6 p.m.
- Home and Infirmary, Alden, New York, Cafeteria, 6 a.m.-6 p.m.
- E. J. Meyer Memorial Hospital, Small dining room off cafeteria, Main Floor, 6 a.m.-6 p.m.

CSEA Legislative Program

ALBANY—A number of bills of interest to members of the Civil Service Employees Assn. will be introduced in this year's session of the Legislature.

CSEA attorneys and lobbyists have been working with various legislators, placing finishing touches on the wording of the various bills to make them acceptable to the state senators and assemblymen who have agreed to act as sponsors in the two houses of the Legislature.

This sponsorship of bills is a routine operation in the Legislature and, as part of the legal process, lobbyists representing special interests such as those of the Civil Service Employees Assn. are registered and recognized as a valuable supportive force in the process.

While the bills given below represent the bulk of those pertaining to CSEA members in this session, CSEA is also expected to take positions on other bills affecting state and local government employees as soon as the union's Legislature-watchers become aware of them.

In addition, there are other pieces of legislation on which CSEA lobbyists are still working out appropriate

(Continued on Page 14)



ULSTER PACT — Members of the Ulster County unit, Civil Service Employees Assn. negotiating team witnessed the signing of their new contract recently at the County Office Building, Kingston. Seated, from left, are negotiating team chairman Tom Phillips, county legislature chairman Peter Savago, and acting unit president Marie Gotelli. Standing, from left, are Nina Yeager, Andrea Murphy, Hazel Phillips, Ruth Hoose, Rena Cook, Darlene Tubby and Karen Frampton.

Orphans' Campaign Drive Nets \$3,500 In Nassau

MINEOLA—The campaign sponsored by the Civil Service Employees Assn. to help the 10 orphaned Nadolney children has produced a fund of more than \$3,500, it was announced by Irving Flaumenbaum, president of the Nassau chapter.

A recent drawing climaxed the campaign with the award of prizes to four winners. The proceeds are to be used to redecorate and refurbish the home of the children.

The parentless family touched the hearts of civil service workers and the general public when they resolved to stick together following the death of their father, Joseph Nadolney, in January. Mr. Nadolney was a member of the Department of Public Works unit of the Nassau chapter.

The prize winners were: T. Kennedy, Nassau Department of Social Services, a portable color TV set; Josephine Esposito, Nassau County Clerk's office, an AM-FM radio; June Bay of Hempstead, a hair dryer, and Bruce Grant, Nassau Department of Public Works, an electric skill-

The effort was directed by a committee consisting of Mr. Flaumenbaum, DPW unit president Robert Richter, Anthony J. Carvelli, Lillian Rosow and Carmine Santoli. Mr. Flaumenbaum paid special tribute to Mr. Carvelli, who personally handled more than \$1,000 in receipts.

Four Nassau Jobs Opening

MINEOLA — The Nassau County Civil Service Commission is presently accepting applications for four positions with the county.

For division plans coordinator (\$21,060) and superintendent of sanitation division planning and research (\$22,779) filing closes June 20 and exams will be held July 12; for police communications and teletype operator (\$8,600) filing ends June 24, with an exam scheduled for July 19. No written exam is needed for coordinator of public works drafting services (\$21,060), with a July 11 closing date.

Official announcements and application forms may be obtained from the county Civil Service Commission, 140 Old County Road, Mineola.

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15 Days — Lv. July 29\$179
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TO SAN FRANCISCO/FROM LOS ANGELES 15 Days — Lv. July 22 or Aug. 5\$189
TO LOS ANGELES/FROM SAN FRANCISCO 21 Days — Lv. July 9\$199
14 Days — Lv. Aug. 14\$189

European Tour Program

IRELAND — 13 Nights 5230 Lv. July 26, Ret. Aug. 9th Visiting Galway, Dublin, Cork, Kilarney	Most Meals.....\$859
GRAND SPANISH TOUR — 16 Days 5121 Lv. July 21, Ret. Aug. 5 5122 Lv. Aug. 18, Ret. Sept. 2 Visiting Malaga, Granada, Madrid, Cordoba, Seville	Most Meals.....\$489
MALAGIA — 7 Nights 5143 Lv. July 11, Ret. July 19 5144 Lv. Aug. 15, Ret. Aug. 23 At the ALOHA PUERTO HOTEL in Torremolinos	Most Meals.....\$329
ROME & FLORENCE — 7 Nights 5160 Lv. July 10, Ret. July 18 5161 Lv. Aug. 7, Ret. Aug. 15 4 Nights Rome at HOTEL MICHAELANGELO and 3 Nights Florence at HOTEL MICHAELANGELO	MAP.....\$459
ATHENS & GREEK ISLANDS CRUISE — 16 Days 5140 Lv. July 10, Ret. July 25 5141 Lv. Aug. 14, Ret. Aug. 29 9 Nights Athens, 5 Nights cruise aboard SS ROMANTICA	Most Meals.....\$919

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GUADALAJARA & PUERTO VALLARTA — 8 Nights 5178 Lv. July 26, Ret. Aug. 3 5180 Lv. Aug. 23, Ret. Aug. 31 3 Nights Guadalajara, 5 Nights Puerto Vallarta	EP, From.....\$316
BERMUDA — 7 Nights 5197 Lv. July 13, Ret. July 20 5198 Lv. Aug. 10, Ret. Aug. 17 At the BELMONT HOTEL	MAP.....\$389
ST. MAARTEN — 7 Nights Departures every Sunday beginning July 6 At the CONCORD HOTEL & CASINO	Most Meals.....\$299
HAWAII — 7 Nights 5209 Lv. July 1, Ret. July 8 5210 Lv. Aug. 25, Ret. Sept. 1 At the HILTON HAWAIIAN VILLAGE	EP.....\$399
LAS VEGAS — 3 Nights 5211 Lv. July 3, Ret. July 6 5212 Lv. Aug. 28, Ret. Aug. 31 At the INTERNATIONAL HOTEL or at the FLAMINGO HOTEL	EP, From.....\$229

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6¼% Boost, Variety Of Fringes, Contained In Livingston's Pact

GENESEO—A new two-year contract providing a 6¼ percent wage increase in the first year and a hike in fringe benefits has been approved by members of the Livingston County chapter, Civil Service Employees Assn.

"We're happy, and we think it's a fair contract for both sides as well as for the taxpayers," said James Murray, chapter president. The pact includes a wage reopener in 1976.

Mr. Murray pointed out that the 6¼ percent wage increase, amounting to about 26 cents an hour in Step 3, is equal to 7 percent on the base wage. It affects more than 300 CSEA members.

The agreement was reached with the help of a state Public Employment Relations Board fact-finder five months after the previous contract expired.

Other benefits include a mileage rate increase from 12 to 14 cents a mile, retroactive to Jan. 1, with a reopener for 1976; three additional days of vacation, for a total of four weeks and three days, for employees with 25 years or more of service and a \$2 co-payment prescription drug rider, effective June 1.

Also provided were an extra paid uniform, from two to three, for employees who must wear uniforms; an increase in shift differential pay, from 10 to 15 cents an hour for the first shift and from 15 to 20 cents an hour for the late shift, and an additional pay increase of 20 cents an hour for boiler room em-

ployees on the Livingston County Campus.

Other items were a new clause stating that seniority will be the determining factor from Grades 1 through 12 when there is a job opening and a person bids for it; overtime pay at time-and-a-half for holidays; about 15 upgradings of classifications; significant changes in the classification of machinery rules for county highway department employees, and several other contract-wording changes.

Negotiations, which began last fall, reached an impasse after the fourth mediation session. CSEA and the Board of Supervisors' negotiating committee had reached a tentative agreement, but the full Board refused to accept the recommendation.

The negotiating team consisted of Mr. Murray, William Proctor, William Brooks, Mary Jane Maggio, Lois Damon, and William Learn. They were assisted by Gary Johnson, CSEA collective bargaining specialist.



INSURANCE COMMITTEE — Members of the Civil Service Employees Assn.'s statewide insurance committee met recently at CSEA Headquarters in Albany to review the union's current insurance programs now available to members and to make suggestions on how to improve them. The members, from left, are Paul Satz, Patricia Crandall, Carl Behr Jr. and chairman Ernest G. Dumond.

Fulton Resolution Denying Raises Attacked By CSEA

JOHNSTOWN—The Civil Service Employees Assn. has termed a resolution adopted by the Fulton County Board of Supervisors "a mockery of the concept of collective bargaining" and is demanding that the Board's decision be canceled.

The resolution passed at a recent meeting of the Board would prohibit any new salary increases for county workers in 1975 and 1976. CSEA represents most employees of the county and feels that any bilateral action by the county that would limit upcoming contract talks is tantamount to "bad faith negotiations."

William Sohl, president of the Fulton County CSEA chapter, in a letter to the Board of Supervisors, has asked the Board to rescind the resolution. "In view of its adverse effect on county employees and on the negotiations that are to take place between the county and CSEA this fall."

In the letter, Mr. Sohl said, "The Fulton County chapter of CSEA would like to continue its amicable relationship with the Board . . . (but) we would like its members to know that we will not be intimidated by its recent actions."

"We therefore feel that if the resolution in question is not rescinded at the next regularly

scheduled meeting, we have no choice but to file an improper practice charge under Section 209-A1 of Civil Service Law with the Public Employment Relations Board."

Although the resolution was passed, eight supervisors opposed it, pointing out the "bad faith" possibilities inherent in the policy change it represents.

"Salary raises have always been and always will be an integral part of any bargaining talks on employee work agreements," said CSEA field representative Aaron Wagner. "Of

course we recognize the cost of living is continuing to skyrocket and that times are tough—all the more reason for wanting Fulton County employees to keep up with the rising prices and keep their heads above water. But the important point now is not the need for a raise, but the fact that employees should always have the right to bargain for one."

"How can two parties enter negotiations in good faith when one of those parties has already decided for itself some of the ground rules?"

One-Year Chenango Pact Has 7.5% Hike

NORWICH — A one-year contract between the Civil Service Employees Assn. and the County of Chenango has provided a 7½ percent wage increase for this year for approximately 250 employees.

Fringe benefits added include a mileage increase of from 10 to 15 cents per mile; the addition of death benefits to three times an employee's annual salary to \$20,000 maximum; an increase in the county's share of health insurance from 35 to 50 percent, plus added provisions to have the county pay the complete cost of retiree health insurance and 35 percent of retiree dependent benefits.

New in the contract is a provision for unpaid education leave for 12 months for permanent personnel with a least one year's service. Two half-holidays were added—Christmas Eve and New Year's Eve—bringing the total holidays to 12. The maximum accumulation of sick leave was increased from 120 to 132 days and personal leave days were increased from three to four.

New vacation periods were established in the contract. They are 10 days after one year (was five days with 10 days after two years); 15 days after five years (was after seven years), and 20 days after 15 years (was one additional day more than 15 after 16 through 20 years service up to a maximum of 20 days).

Improper Act Charge Laid To Tompkins

ITHACA—The Civil Service Employees Assn. has charged Tompkins County with an improper labor practice and bad faith bargaining because of an alleged failure to include a negotiated item in the final contract language of work agreement for county employees.

CSEA field representative Jack Miller said that the union has filed formal charges with the State Public Relations Board, stating that county representatives and members of the CSEA bargaining team negotiated a provision concerning hiring rates for county employees and that the county "deliberately left the item out of the final contract."

The CSEA representative said that this is the second dispute between CSEA and Tompkins County in which legal charges were brought. The first involved on-call salary rates for county Social Services employees. Mr. Miller said that this case is still pending in the Supreme Court.

The present case now with PERB must be reviewed by that board which will then schedule hearings.

Buffalo Candidates

BUFFALO — Joseph Vollmer and Leo Kisszak are candidates for president of the Buffalo chapter, Civil Service Employees Assn. Ballots are to be returned by Monday, June 23.

Candidates for other offices include: first vice-president, Peter Blaauboer, and Paul Mance; second vice-president, Richard Szymanski and Curt Grass; third vice-president, Marian Trippe and Edward Walgate; corresponding secretary, Delphine Bilas and Ethel Dickinson, and treasurer, Stanley Jarosz and Ronald Blaszczkiewicz.

CLARK AT BINGHAMTON

ALBANY—The State University Board of Trustees has named Dr. Clifford D. Clark, who has been serving as acting president since September of last year, as president of SUNY at Binghamton. The position carries an annual salary of \$46,750.

Joint Installation For Roswell, Health Research Chapters

BUFFALO—A joint installation banquet for newly elected officers of the Health Research and Roswell Park Memorial Institute chapters, Civil Service Employees Assn., will be held Wednesday, June 25.

The announcement was made by Barbara M. Fauser and Robert Stelley, presidents, respectively, of the Health Research and Roswell chapters.

The installation will be held at the Plaza Suite Restaurant, Buffalo. A cocktail hour will begin at 6:30 p.m. followed by dinner at 7:30 p.m.



BLACK RIVER VALLEY INSTALLATION — Civil Service Employees Assn. executive vice-president Thomas McDonough, left, installs the new officers of the CSEA Black River Valley chapter, Watertown. The officers are, from left, Larry Luddy, first vice-president, Sally Helmerel, treasurer, Shirley Abare, secretary, and William Dupes, president.

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
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Administration Intern	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic—Statewide except Albany)	\$ 7,616	varies
Medical Specialist I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
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)	\$35,373	20-391
Psychiatrist II (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
Senior Medical Records Librarian	\$11,337	20-348
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
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
Varytype Operator	\$ 6,811	20-307

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

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.

Subpoenas Needed To Force Putnam Board To PERB Meet

CARMEL—The Putnam County Board of Supervisors had to be subpoenaed to attend the April 29 hearings with the Civil Service Employees Assn. before the Public Employment Relations Board in New York City.

The subpoenas were served because the assistant county attorney said he could not guarantee the presence of the supervisors.

The supervisors claimed at the hearings that the subpoenas had been served illegally because they had not been given a travel fee. However, it was learned they refused fees when the process server offered them.

Supervisor Donald Smith said he was served illegally because he had not been given the subpoena 24 hours prior to the hearing. However, CSEA Region 3 attorney Arthur Grae pointed out that Mr. Smith had avoided the process server on at least two occasions.

"This shows not only the thinking of the board, but also the lies our elected officials are capable of telling," said Roger Kane, CSEA collective bargaining specialist for the Putnam CSEA chapter.

The regular meeting of the board was cancelled earlier this month, apparently as a result of the presence of an informational picket line thrown up around the county courthouse, the place of the meeting, by chapter members.

Mr. Grae asked that all witnesses be excluded from the hearing room until required to testify in order to show how widely the supervisors' testimony varied. Their testimony showed that at least one supervisor was

at a formal hearing when a memorandum of agreement on the CSEA contract was allegedly unanimously rejected, and that at least one was in executive session. Another supervisor said the contract was never voted on, but merely discussed over lunch.

The Putnam County chapter has filed an improper practice charge with PERB against the supervisors for turning down a new contract after two of the supervisors had signed the memorandum of agreement.

At the April 29 hearing, one supervisor said the agreement was unanimously rejected, another said there had never been a vote on the contract, and a third said he had never seen the agreement.

"The board has asked us to go back to negotiations, but you can see what we'd be up against,"

Mr. Kane said. "Even if we agreed to renegotiate and had all six supervisors present, we couldn't be sure they would know where they were or for what reason they were there."

On June 10, the CSEA negotiating team, with Mr. Kane, met with the board.

"The meeting degenerated into a shouting match," Mr. Kane said. "Apparently the board doesn't like to see the truth being printed about them."

The supervisors admitted at the June 10 meeting that they had never voted on the CSEA contract. Originally, they told the union they had unanimously rejected the contract. But the latest meeting revealed that Supervisor Thomas Bergin made the motion to vote on the contract, but the motion failed for lack of a second.

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State Budget Division Promos

The State Civil Service Department is accepting applications until July 14 for seven promotional positions with the state's budget division.

The positions—principal budget examiner (39-020), principal budget examiner management (39-022), principal budget examiner, public finance (39-023), associate budget examiner (39-024), associate budget examiner, employee relations (39-025), associate budget examiner, management (39-026), associate budget examiner, public finance (39-027)—have salaries ranging from \$21,545 to \$26,515.

Oral examinations for these positions will be held in August or September.

For the principal budget examiner posts, candidates must have one year's experience as associate budget examiners in the specialized areas needed. A year's experience as an associate civil engineer will also be accepted for principal budget examiner no. 39-020.

A year's experience as a senior budget examiner will qualify candidates for the associate budget examiner positions.

Application forms (XD-5) may be obtained at agency personnel or business offices. Forms may

also be obtained by mail or in person at the state civil service offices at State Office Building Campus, Albany; Two World Trade Center, Manhattan, and Suite 750, Genesee Building, 1 West Genesee St., Buffalo.

Appoint Kicinski

ALBANY—Walter T. Kicinski, 35, of Loudenville, has been appointed deputy secretary by Gov. Hugh L. Carey. Mr. Kicinski, formerly assistant deputy secretary, will be responsible for developing policy alternatives for the Governor. He directed the program analysis and review function of the State Budget Division from 1972 to 1974. The post pays \$40,000 annually.

WOODWARD TO BANKS

ALBANY—The Governor has named William Woodward, of Manhattan, as deputy superintendent of banks at \$34,718 a year. Until his most recent appointment, Mr. Woodward had been serving as deputy secretary.

STEINER HEADS GENESEE

ALBANY—Dr. Stuart Steiner, dean of Genesee Community College in Batavia, has been named president of the institution effective July 1,

Suffolk County Dental Position

Candidates have until June 20 to file for dental hygienist (exam 15-232) in Suffolk County.

There are no residency requirements.

A written examination for the \$377 bi-weekly position is scheduled for July 12.

Applicants must possess a state dental hygienist license. Candidates working to obtain a license will also be permitted to take the test, but cannot be appointed without it.

The exam will test knowledge of dental anatomy, dental equipment, patient education, and preventive dentistry.

For more information and applications (CS-201 and CS-205), candidates should contact the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veteran's Memorial Highway, Hauppauge.

Information can also be obtained from the East Northport Information Center, 295 Larkfield Rd., East Northport; or the Riverhead Information Center, County Center, Riverhead.

**BUY U.S.
BONDS!**



Ray Cassidy, Westchester County CSEA chapter president, left, and Donald Webster, Mount Vernon unit president, prepare for a seminar on implementation of the Comprehensive Employment and Training Act (CETA) in the county. The seminar was held at Westchester chapter headquarters.

Westchester Holds A Seminar On CETA

WHITE PLAINS—A seminar on implementation of the Federal Comprehensive Employment and Training Act (CETA) was recently held at Civil Service Employees Assn. Westchester County chapter headquarters. Chairing the seminar were Donald Webster, Mount

Vernon unit president, and Raymond Cassidy, chapter president.

The seminar considered some abuses created by the CETA program when not properly administered.

Mr. Cassidy pointed out, "The original intent of CETA was that the government would allocate federal funds to provide temporary public service jobs for the unemployed who met specific qualifications."

However, Mr. Webster added, Mount Vernon is eroding the Civil Service process by filling jobs that should be set aside for regular city employees."

The discovery of 41 violations of CETA guidelines in Westchester, which launched the seminar, came as a result of a three-month investigation by Mr. Webster into the CETA program as it was administered in the City of Mount Vernon.

Some of the major violations discussed included the hiring of people not eligible for the program, permitting employees hired as temporaries under the program to receive benefits, while temporaries on the municipal payroll received none, placing the program's employees in positions that should be filled through regular civil service procedures, and substituting federal funds for regular municipal funds and normally budgeted items.

One example cited by Mr. Webster, "which illustrates class discrimination on the part of the implementation of the program, is the elimination of qualified civil service employees waiting appointments from lists who are eligible for CETA funds.

"No effort whatsoever had been made to publicize the existence of public service jobs for eligible veterans, contrary to the intent of the program."

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TUESDAY, JUNE 17, 1975



The Race Is On

FOUR candidates seeking the presidency of the Civil Service Employees Assn. must seem uneventful to the members of New York City's Uniformed Firefighters Assn., which has eight presidential aspirants.

Large fields are frequent when there is no incumbent, but in both these cases, the current office holder is being challenged.

There is no question that multi-candidate fields in these two union elections further mirror the frustration felt by voters due to the inability of government at all levels to reverse the trend toward higher prices and greater unemployment . . . the double whammy of simultaneous inflation and depression.

Without defending or attacking any of the candidates, we must sympathize with the plight of the principal contenders who have devoted years to developing the experience and know-how to be considered for the top office, only to fall victim to the general discontent of the times. At the same time, we congratulate those candidates who, by their sensitivity to voter sentiment, have managed to propel themselves into the center of both races.

Once the decisions are announced, however, it will be important for the winners and the losers and their supporters to immediately close ranks to work for their organizations.

If they fail to re-form in unity, they will be easy prey for management, and the membership will soon be venting their frustrations again.

Pound-Foolish

GRASS-ROOTS efforts to counter the foolhardy slashing of funds for the State Department of Labor are cropping up around the state.

The cutback of federal funds has resulted in an announcement by Governor Carey that 500 Labor workers will be laid off.

The irony, of course, is that while unemployment continues to rise in this state, there would be fewer departmental employees to deal with the situation.

Further irony, if any were needed, is that the formula by which funds are dispersed is based on the performance factor of the various states in aiding the unemployed.

Consequently, in New York State, where unemployment makes job placement especially difficult, less money is provided under the federal program.

William DeMartino, president of the Civil Service Employees Assn. chapter for Metropolitan Division of Employment employees, stated last week that the unemployed of New York "look to us for assistance in finding jobs and we will not be able to effectively help them if our work force is drastically cut. The action is certainly penny-wise and pound-foolish."

He also noted that performance standards formulas used by the U.S. Department of Labor, and which serve as the basis on which appropriations are made, are biased against New York State because of its high operating costs, inner-city problems, a hard-core unemployable population, office leasing problems and others.

It is to be hoped that the New York State delegation to Congress can be moved to secure more funds for the Manpower Services Division.

As it is, belief is stretched to the breaking point when Unemployment workers are added to the lengthening list of unemployed.

Don't Repeat This!

(Continued from Page 1)

festival was an occasion for putting on display such significant contenders for the Presidential nomination as Senator Henry Jackson, Senator Edmund Muskie and Senator Lloyd Bentsen of Texas.

What clearly emerged from those dinners is the fact that the Republican ticket of President Ford and Rockefeller is rapidly gearing up for the race. There was no disposition among the Republican guests to make any change in what many among them regard as an unbeatable, winning ticket. The call by Senator James L. Buckley for an "open convention" was not taken seriously by the professionals who run the Republican Party in the state.

Democratic Field

In contrast, the Democrats seem to be troubled by uncertainties. The principal problem is the assumption by many that Senator Edward M. Kennedy is likely to accept a draft nomination, if no one emerges with significant delegate strength at the Democratic convention. This prospect remains in the forefront of Democratic thinking in spite of Kennedy's repeated pronouncements that he will not run. What adds spice to this speculation is the fact that the Senator's term expires next year, and he has been raising funds for that campaign. It would take no effort to divert those funds to a Presidential campaign.

The other problem troubling the Democrats is their concern with Governor Wallace. Clearly, the Governor has strong, dedicated grass-roots support, which can be converted into powerful delegate strength to the extent that Wallace will be competing against a fair number of purportedly liberal contenders in various state primaries. This factor may appear to give to him more substantial support among the voters than he actually enjoys.

What may have been the most significant development at the Democratic dinner was the emergence of Gov. Hugh Carey as a prospective candidate on the national ticket. It is clear that some of the Democratic hopefuls were here to take another look at the Governor either as a potential competitor or as a prospective running mate.

Interest in Carey

By and large, Democrats throughout the nation are becoming increasingly interested in Carey's performance. So far his administration has been beset with one crisis after another: the bankruptcy that confronted the Urban Development Corporation; the showdown with the doctors over medical malpractice insurance; the fiscal problems that brought New York City to brink of default. Governor Carey met all of those problems deftly and skillfully.

Many politicians also believe that we have reached a point at which United States Senators will no longer dominate Presidential politics. Their thesis is that Senators were important nationally because the dominant problems revolved about our international relations. As they see it, with detente under way with the Soviet Union, the major issues in the next several years will be domestic: unemployment, the energy crisis, inflation and

(Continued on Page 10)

JAN	FEB	MAR	APR	MAY	JUNE
XX	XX	XX	XX	XX	XX
JULY	AUG	SEPT	OCT	NOV	DEC



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.

Defining Probationary Periods

The Court of Appeals of the State of New York recently decided a case involving the interpretation of the meaning of a probationary period under the Rules and Regulations of the Civil Service Commission of Suffolk County. On Jan. 4, 1971, petitioner in this case commenced his employment as an Investigator to the Department of Social Services of Suffolk County. The petitioner was appointed from a competitive civil service list. Shortly thereafter, the petitioner received a letter, dated Jan. 18, 1971, from the Director of Administrative Services of the County's Department of Social Services stating that the petitioner had been appointed subject to a probationary term of 26 weeks. On Feb. 25, 1971 an "Eight-Week Evaluation" report of the petitioner's performance was written. The report recommended that the petitioner's probationary period be extended beyond eight weeks.

THE REPORT WAS written by a special investigator and submitted to the Department's Personnel Director. The petitioner was not told that such a report had been submitted. On May 7, 1971, the petitioner's services were terminated. The reason given for the termination was that the petitioner had failed to complete his probationary period successfully. The petitioner's discharge came at the end of his 16th week of service.

Rule XVII of the Suffolk County Civil Service Rules require that every permanent appointment made from an open competitive list be made subject to a probationary period of not less than eight nor more than 26 weeks. The rule also states that an appointment shall become permanent upon the completion of the minimum probationary period unless prior to the completion of this period the probationer receives written notice that the probationary period is being extended. If the probationer receives such notice, his appointment becomes permanent upon completion of the maximum probationary period.

THE PETITIONER ARGUED that Rule XVII requires that there must be both a minimum and maximum period for a probationary appointment, and that the appointing authority may not disregard the eight-week maximum and grant merely a single probationary appointment for maximum period. Petitioner contended, therefore, that his probationary term was eight weeks subject to being extended to 26 weeks upon receiving notice of the extension as required by the rule. Because he did not receive notice that his probationary term was being extended beyond the eight-week minimum, the petitioner concluded, and the court agreed, that he became a permanent employee at the end of his eighth week of service.

Respondents argued that the Civil Service Rule confers on them discretionary power to specify the length of the probationary period so long as it is not less than eight weeks nor more than 26 weeks.

THE COURT POINTED out that if it interpreted the rule to permit a single probationary period for 26 weeks, then the minimum period of eight weeks would be meaningless. The court said, "Such a construction, resulting in the nullification of one part of the rule by another, is not per-

(Continued on Page 10)



ALLEGES MONEY WASTE — James J. Lennon, president of the Civil Service Employees Assn.'s Southern Region 3, displays a copy of an Albany newspaper alleging wasted money for construction projects by the State Department of Mental Hygiene. The CSEA official charged the department with waste at a meeting of more than 400 Harlem Valley Psychiatric Center Workers. The director of the center, which may face closing, is Yousuf Haveliwala who looks on at rear.

LETTERS TO THE EDITOR

Open Letter

(Editor's note: The following letter was directed to the 12 state legislators who form a special committee to decide on the amount of a wage increase for state workers. A fact-finding panel recommended an increase of 6 percent; however, this was rejected by Gov. Hugh L. Carey, thus placing the issue before the legislature. The committee includes the following senators: John Marchi (R-Staten Island), chairman of the Senate finance committee; Norman Levy (R-Rockville Center), chairman of the labor committee; William T. Smith (R-Big Flats), chairman

of the social services committee; Bernard C. Smith (R-Northport), chairman of the conservation and recreation committee; A. Frederick Meyerson (D-Brooklyn), and John Perry (D-Rochester). Assemblymen on the committee are: Stephen R. Greco (D-Buffalo), chairman of the governmental employees committee; Arthur Eve (D-Buffalo), a past member of previous impasse committees; Anthony DiFalco (D-Manhattan), chairman of the cities committee; Thomas J. Culhane (D-The Bronx); Willis Stephens (R-Brewster), and Lloyd S. Riford (R-Auburn.)

We are writing with reference to the wage package with the

Civil Service Employees Assn. on which you must soon vote. Since you are, or will be, thoroughly familiar with the monetary arguments on both sides, we would like to offer an appraisal from another angle.

In New York State, public employees are forbidden to strike because of the Taylor Law. When negotiations break down, provisions of that law send the dispute to the Public Employment Relations Board (executive appointed) for fact finding and recommendations. If either side rejects those recommendations, you in the legislature are left with the hot potato, as has now happened. However, we feel affirmative action on the PERB recommendations is imperative if labor relations with public employee unions is to have any stability. Let us explain.

If, when a supposedly impartial board (which, if it has bias, certainly would not tilt in the union direction but toward the source of its appointive existence) makes recommendations which the union accepts and the Governor rejects—the legislature sides with the Governor or moves in his direction, then the Taylor Law becomes an incredibly stacked deck. Consequently, we see little hope that any public employee union would honor it in the future. What incentive would there be for the government to bargain in good faith? Why should the union not strike?

Present economic and job situations make a strike this year extremely remote. Next year may be a different story. Nobody likes strikes—nobody gains by them. They are acts of desperation, taken in many instances by unions who feel they have nothing to lose.

We suggest that the legislature's acceptance of PERB's recommendations would set a good precedence and establish a psychological climate of justice. Other action could, and, in our opinion, would create that sense of hopelessness, injustice, and desperation so inimical to any human relations.

We sincerely hope you will consider the above in making your decision.

Shirley Kreisberg
Robert Anthony
Creedmoor Chapter, CSEA

Firefighter Layoffs

Editor, The Leader:

As a New York City resident and a lieutenant in the Fire Department I question the wisdom of "laying off" firefighters.

At this point in time, firefighters are so overworked because of the tremendous increase in fires and other emergencies that they are near the breaking point. To decrease the number of firehouses and firefighters, thereby increasing the response time, is tantamount to pronouncing a death sentence on a certain but anonymous number of our city dwellers. Children in particular will bear the brunt of this intentional carnage. How much is a child's life worth? How much is your child's life worth?

The Mayor should not express shock, surprise or profound regret after the death of one of these creatures because the fire trucks did not reach the scene on time. He will have been the first cause of the reaction that culminated in the untimely demise of one of our young.

(Continued on Page 18)

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Urge Southern Region Members To Contact State Legislators

By HERB GELLER

NEWBURGH—The action is going to be in the State Legislature in regard to Governor Carey's rejection of a fact-finders recommendation for a 6 percent raise for state employees, and now is the time for CSEA members to let their legislators know how much they need and deserve this raise, Southern Region III members were told at a recent meeting of the Region's executive board.

Members of the Civil Service Employees Assn. were urged to write individual letters or to send telegrams to their State Senators and Assemblymen asking them to restore the 6 percent increase that Governor Carey wants to eliminate.

The Governor's rejection of the fact-finders' recommendation means that the Legislature, under the Taylor Law, will make the final decision on the wage increase, CSEA assistant executive director Jack Carey informed the delegates.

Southern Region president James J. Lennon asked the members not to send form letters or petitions. For those who have trouble writing, two or three CSEA members can get together to draft a letter. Night telegrams are also very effective. Legislators often get the telegrams delivered while the State Senate or the Assembly is in session, and they will open it up themselves and read it. "Form letters and petitions go in the circular file," Mr. Lennon said.

Irving Flaumenbaum, president of CSEA's Long Island Region, said this a time of decision for CSEA and all public employees. He advised the union to fight back in every way it can because "Governor Carey thinks we are soft and he is trying to kill us."

Mr. Flaumenbaum advised that CSEA mobilize its friends and supporters to make a major attack to change the State's Taylor Law which governs bargaining between government and public employees. The Taylor Law "stacks the cards against public employees in every way possible," he said.

The Long Island regional president also accused Governor Carey of making a deal to destroy CSEA and have its place taken by a coalition of five other unions which he believes the Governor favors as bargaining agents for public employees.

"We've had other governors whom we have fought with, but we never had the troubles that we have with Carey," Mr. Flaumenbaum said.

Southern Region president Lennon said it was his belief that CSEA should not have re-

mained neutral in the election for governor last year. "It was a mistake not to endorse someone," he said.

Mr. Lennon also hit hard at Governor Carey's proposal to give a \$250 across-the-board increase for public employees instead of the 6 percent recommended by the fact-finders. "The Governor said it is really a 3½ percent increase. It's 3½ percent if you are making \$7,000 a year, but not if you are making more than that," he said.

Jack Carey outlined the entire fact-finding report which was prepared by a three-man panel after the State and CSEA failed to reach agreement on a new contract for public employees. The governor accepted the fact-finders proposal for an agency shop with some modifications and accepted—unchanged—recommendations on health insurance and disciplinary procedures.

Robert Stock, a member of the East Hudson Parkway Authority chapter, said he was opposed to certain parts of the fact-finders' report, particularly to one section that delayed increments for public employees for about three months. Mr. Stock moved that the Southern Region go on record as being opposed to the fact-finders' report.

Martin Langer, president of the Rockland Psychiatric Center chapter, made a motion to table Mr. Stock's resolution and this was approved by the members. Mr. Langer said that members of the Legislature who are going to

rule on the salary proposal would look at rejection of the report as an act of arrogance by CSEA. He also noted that it would be wrong for those who attended this executive board meeting to oppose the decision determined by the statewide vote.

Regional president Lennon favored Mr. Langer's motion and pointed out that the fact-finders' report needed careful study and evaluation by all the members.

Mr. Lennon also pointed out that the issue of salary increases for state employees affects county and local employees and anyone else who works for government.

"Don't you think these county executives aren't watching very closely to see if Governor Carey is going to get away with giving us less money, and if he does this year or next, they are all going to copy him," Mr. Lennon said.

An example of county unity was shown at the meeting when Carol Dubovick, Orange County chapter president, pledged help to Rockland County chapters and units in their problems over contract negotiations.

In other action, president Lennon also noted that some public employees are eligible for food stamps. "Food stamps are not charity or welfare, but go to people with large families and small incomes," Mr. Lennon said. He pledged that the Southern Region will prepare information on how to qualify to receive food stamps.



CSEA vice-president James Lennon, top elected official of Southern Region III, confers with his challenger, Westchester chapter president Raymond Cassidy, in the current election for regional president. Both men are residents of Westchester County.



John Mauro, candidate for Southern Region first vice-president, was articulate spokesman in gaining support for his chapter, Rockland County, in its battle with County Legislature.



Rose Marcinkowski, president of Highland Training School chapter, was active participant in meeting. Ms. Marcinkowski, who served as regional treasurer for many years, is candidate for Southern Region third vice-president.



Anthony Fattarino, right, president of Ulster's Kingston unit, listens intently to Harold DeGraff, president of the Ulster County chapter, during mini-caucus at regional meeting.



Four of six candidates for Southern Region Mental Hygiene representative to CSEA State Executive Committee get together at regional meeting. From left are Richard Snyder, Wassaic Developmental Center; Alex Hogg Middletown Psychiatric Center; Nicholas Puziferri, Rockland PC, and Martin Langer, Rockland PC. Mr. Snyder and Mr. Puziferri are the incumbents.

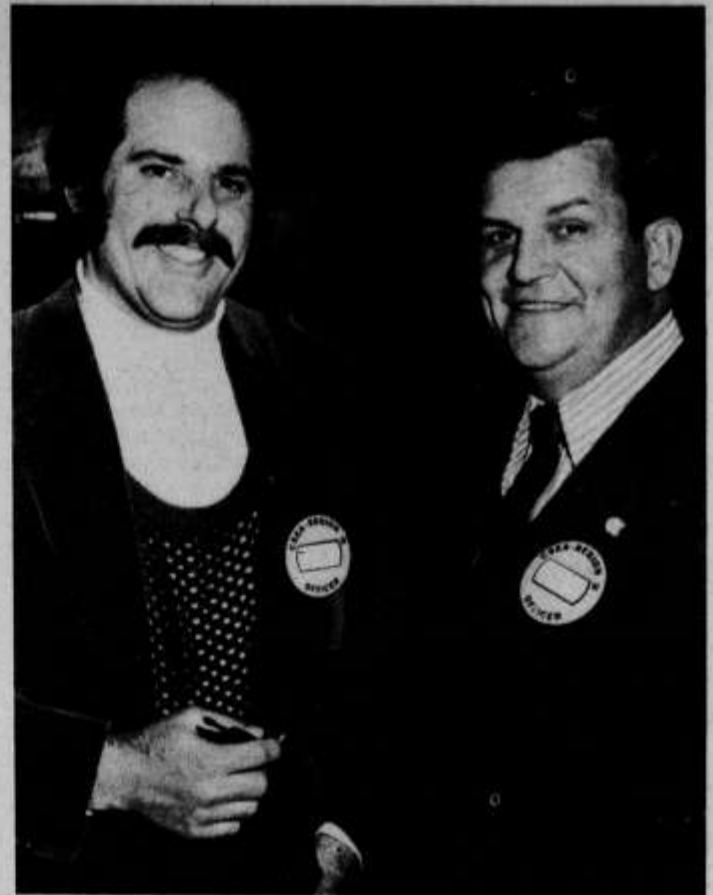
(Leader photos by Ted Kaplan)



Orange County chapter delegates Everett Remington, left, and Andy Hall, the chapter executive representative to CSEA Board, engage in conversation prior to business session. Meeting at Holiday Inn attracted larger-than-usual turnout of delegates from throughout seven-county region.



CSEA vice-president Irving Flaumenbaum, left, tells delegates that state and local government employees must stand together during the current crises. At speakers' table, from left, are CSEA assistant executive director Jack Carey, Southern Region 3 president James Lennon and region second vice-president Scott Daniels.



After the election, only one of these two incumbents will still serve as a regional vice-president. Scott Daniels, left, of Dutchess County, is serving his first term as second vice-president and Richard Snyder, of Wassale DC, is looking to move up one position after several terms as third vice-president.



Ronald Lacey, left, representing Ter Bush & Powell, talks with Letchworth Village chapter first vice-president Manny Ramirez. On the table are identification badges for delegates and guests.



Arnold Wolfe, former president of Rockland PC chapter, was spirited participant in deliberations at the meeting.



Ethel Ross, right, candidate for president of CSEA, discusses her program with, from left, Orange County's Carol Dubovick and Ulster's Everett Remington.



Mary Bianchini, left, president of Rockland-Westchester Retirees chapter, and former Southern Conference president Nellie Davis, now president of Dutchess-Putnam Retirees chapter, look over schedule of events.



CSEA field representatives Flip Amadeo, left, and Larry Scanlon compare ideas on ways to provide better service for members. The two men work out of the regional headquarters in Fishkill.



Dutchess County chapter president Ellis Adams, left, and Dutchess Educational Employees chapter president Hugh Crapsier get together to discuss mutual problems affecting members in their area.



Correctional Services representative Jack Welox listens attentively as Ossining Correctional Facilities' Mary Whalen informs him of working conditions at what was formerly known as Sing Sing.

Civil Service Law & You

(Continued from Page 6)

missible." Therefore, the court concluded that when a Civil Service Rule provides for a minimum and maximum period of probation for a particular appointment, the appointing authority cannot eliminate the initial requirement of appointment for a minimum. The appointment becomes permanent upon completion of the minimum period unless the petitioner is given written notice that the probationary period is being extended.

The court held the petitioner had become a permanent employee upon the completion of his eighth week of service and should be reinstated with any back pay he was owed, deducting earnings and salary from outside sources. In the *Matter of Albano v. Kirby*, New York Court of Appeals, May 1975. (Citation not available at this time).

SAVE A WATT

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SUNY At Westbury Party, Installation

OLD WESTBURY—A combination retirement party and installation will be held by the State University at Old Westbury chapter of the Civil Service Employees Assn. Wednesday, June 18, it was announced by Dorothy Rabin, president of the chapter.

The newly elected officers, chosen in balloting June 9, are: Ms. Rabin, president; Michael Rocco, first vice-president; Charles Hendrickson, second vice-president; Walter Dziomba, third vice-president; Ida McDaniel, secretary, and Edith Massin, treasurer.

At the same time, the chapter will salute Pat LaGrego, foreman of the maintenance shop, and carpenter Louis Buffone, who are retiring.

Federal Retirees

BROOKLYN—The Brooklyn Chapter 500, National Assn. of Federal Retirees, will mark its 20th anniversary Saturday, June 28, with a celebration at the Kings County War Memorial, Fulton and Orange Sts., near Brooklyn Borough Hall. The observance will begin at 1 p.m.

Don't Repeat This!

(Continued from Page 6) the economy generally.

According to the analysis of this group of observers, the public may be looking at a national ticket from the point of view of the executive and administrative experience of the candidates. Vice President Rockefeller fills that need as a running mate with President Ford, in view of his 15 years as Governor of New York. Governor Carey may fill a similar need on the Democratic side, particularly since his experience also includes his substantial period of service as a member of Congress.

BUY U.S. BONDS!

LEGAL NOTICE

QUINCY PARTNERS, 299 Park Ave., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on May 23, 1975. Business: Developing and sponsoring investments. General Partner: Sans Peur Corp., 299 Park Ave., NYC. Limited Partners, Cash Contributions and Share of Profits: The Hillman Co., Grant Bldg., Pittsburgh, Pa., \$46,000., 40.01% less 1.43% for each \$15,000. of additional capital contributed by new partners up to 10.01%; Canny, Bowen, Howard, Peck & Assoc. Inc. 425 Park Ave., NYC, \$14,000., 16%; Donald J. Sutherland, High Farms Rd., Glen Head, NY, \$20,000., 35%. Limited partners may assign their interest as provided in agreement. Additional limited partners may be admitted.

LEGAL NOTICE

Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on May 14, 1975, duly executed. Name and principal office of partnership is TROUBLED TIMES COMPANY, 12 E. 46th St., New York, N.Y. Term — May 1, 1975 until all rights of partnership in the film to be produced have terminated. Purpose — Arrange for the production of a certain motion picture entitled "Troubled Times." General Partner is Diana Productions, Inc. residing at East Fair, Lloyd Lane Huntington, N.Y. Limited Partner is Thomas J. McGrath, residing at 6 Sniffen Court, New York, N.Y., who contributes \$1,000.00 cash and receives a percentage of the net profits equal to 1/6 of the fraction of his capital contribution over the capital contribution of the partnership, as his share of profits. Contribution of limited partner shall be returned to him at such times as the partnership has a cash reserve not less than \$5,000.00 after expenditures. Limited Partner shall have the right to assign his interest in the partnership to any other person, firm or corporation, subject to all the duties, liabilities and responsibilities of the limited partner

CAPITOL SPOTLIGHT

(From Leader Correspondent)

A measure that can have wide-ranging impact on all citizens doing business with governmental agencies has received practically no publicity as it worked its way through the Legislature this year. It is also bound to affect the working habits of numbers of state employees in various hearing examiner and similar titles in agencies such as Tax and Finance, Retirement, Motor Vehicles, Liquor Authority, Workmen's Compensation and Unemployment Insurance.

The bill is S. 1236, Gordon—A. 2251, Lisa et al. which has now passed both Houses and is awaiting action by the Governor. The title is the State Administrative Procedure Act, and the measure has been in the process of development over the past several years. What it will do if Governor Carey signs it is help New York State get in line with the Federal government and at least 35 other states that already have set such standards, and set rules for the orderly and democratic conduct of rule-making procedures of state agencies and authorities.

It will also set standards for the conduct of the quasi-judicial type hearings conducted in the many agencies of the state—hearings which now operate department-by-department or agency-by-agency under a variety of individual rules.

The bill also makes provisions relating to public inspection, representation, and publication—including publication, mailing and availability of the State Bulletins presently produced by the Secretary of State.

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Ask End Of Firings, Meeting With Carey

(Continued from Page 1)
Legislature. We demand that this reign of terror end and that the damage already inflicted be rectified.

"I am hopeful that the entire mess created by the present layoff program may yet be corrected through the upcoming reconvening of the joint State-CSEA committee on layoff units. CSEA demanded the reactivation of that committee to discuss our claims of serious problems and inequities relative to current layoffs. The State resisted, agreeing only under threat of a CSEA lawsuit. I hope that is not indicative of the attitude the State will bring to that committee, for success cannot occur if it is.

"CSEA is moving on another front also. I would like to report that I have made a direct, written appeal to Governor Carey for an immediate meeting between the Governor and myself. In my opinion, the problems associated with layoffs are so severe and so serious that a meeting between the Governor of the State and the president of the union representing the vast majority of State workers is absolutely necessary. Hopefully such a meeting, coupled with important dialogue between members of the joint committee, can prove fruitful in stopping the State's headlong dash down the road to an as yet unknown, but certainly potentially dangerous, point.

"In that same letter I demanded two additional important items. One, an immediate moratorium on any further implementation of layoffs pending bilateral scrutiny of the entire layoff picture, and two, a complete listing of all private sector consulting firms now retained under contract by the Carey Administration, an item we believe totals many millions of dollars for work that, to some degree, could be performed by State employees. And, I might add, at a considerable savings in cost which would have a direct effect on the State's budget.

"I am totally disgusted with the manner in which layoffs have been carried out, just as I am completely convinced they are unnecessary in the first place. I submit that it is wrong for thousands of temporary and provisional employees to be unaffected by layoffs while long-service employees of proven experience and value are being fired. It is

our position that permanent employees subject to layoff be given the opportunity to accept any temporary or provisional position for which the individual is qualified.

"And it is terribly wrong for the state to be hiring people off the streets into job titles in which other people are being fired in a different department. I am absolutely firm in demanding the state halt this practice now and in the future.

"I want to impress upon everyone, including the Governor, that if all else fails, then we have no alternative but to resort to legal action to press our points through the Public Employment Relations Board, and ultimately the courts. We will leave no stone unturned, no doors closed, in our determination to fight the administration every step of the way on the issue of layoffs and what we consider the flagrant abuse of managerial authority.

"Briefly, the union's position relative to present layoffs is this: They should not have been begun; the state, although it has the legal right, has not shown the necessity to conduct layoffs; layoffs have not always been conducted under the prescribed rules and regulations governing them; the employees and their union demand the immediate halting of future layoffs and the rectifying of damages caused by layoffs already carried out on the grounds they were unjustified and unnecessary, and we offer the state the opportunities to meet and work out differences before it is too late."

Return CSEA Election Ballots Before June 21 For Statewide, Region Officers

Deny CSEA Pact Decision

(Continued from Page 1)
lent to any recommendation in the neighborhood of that which was published.

"I think CSEA presented a concrete case for a substantial pay increase for state workers. I can assure you that the pittance offered by the Governor and the amount suggested in The New York Times are neither substan-



FOND FAREWELL — Marlene Sullivan, CSEA executive representative from St. Lawrence County, was honored last week at affair given in her honor by CSEA County Executive Committee. Ms. Sullivan, whose recent promotion places her in management/confidential ranks, was presented with award for her services by, from left, Joseph Dolan, CSEA assistant executive director for counties; Sam Mogavero, County Executive Committee chairman, and Theodore C. Wenzl, CSEA president.

Disclose AFL-CIO Placing CETA Workers In Erie Jobs

CHEEKTOWAGA — "A peculiar way of winning friends and influencing people," was the way William L. McGowan described the action of the AFL-CIO in supplying temporary workers in Erie County to displace state employees in the Department of Transportation.

Mr. McGowan, president of Western Region VI, Civil Service Employees Assn., cited disclosures by Region attorneys that workers hired under the Comprehensive Education and Training Act, a federally funded anti-unemployment measure, were sent to DOT jobs under the Buffalo area AFL-CIO "Project Upgrade."

Mr. McGowan described what he termed the continuing alliance between the Carey Administration and the AFL-CIO as "anti-Merit System, anti-labor, anti-CSEA and politically motivated.

"First, the Carey-AFL-CIO alliance demolished the state safety program, causing layoffs of our

state safety inspectors. Now, we find the Carey-AFL-CIO alliance is hiring CETA workers while regular state workers are being served with layoff notices," Mr. McGowan explained. "And while all this is going on, their PEP outfit is exploiting state workers with promises of pie-in-the-sky if they sign their designation cards.

"Causing people to lose their jobs and their ability to support their families is inhumane, and no way to wage a battle for power," he continued. "And, as a CSEA leader, I must bring this to the attention of the state workers who may be duped into signing cards for an outfit using such despicable tactics."

Mr. McGowan referred to the Public Employees Federation, a coalition of five AFL-CIO units now challenging CSEA for employee representational rights.

"Fomenting insecurity and unrest among state workers, in face of current economic conditions and just to achieve power in the public employee field, has no place in a decent society and state workers will see through this latest play. While we sym-

pathize with the millions of unemployed in the private sector, we must point out that the greatest percentages are in occupations represented by PEP sponsors and that the AFL-CIO has been ineffective in protecting those jobs or in providing new ones except through this backdoor, CETA approach, of laying off public employees," Mr. McGowan said. "And, all this in violation of the CETA law."

Earl To Lead St. Lawrence

CANTON — Agnes Earl, of Canton, has been elected president of the St. Lawrence County chapter, Civil Service Employees Assn., a 1,060-member group.

Others elected include Steven Ragan, of Canton, first vice-president; Albert DeLair, of Heuvelton, second vice-president; Irvin Stowell, of Canton, third vice-president; Carol Blanchard, of Potsdam, recording secretary; Sally Forsythe, of Canton, corresponding secretary; Pauline DeLair, of Heuvelton, treasurer; Flora Jane Beaton, of Ogdensburg, executive representative; Patricia Risdale, of Raymondville, delegate, and Diane Church, of Canton, alternate delegate.

Named to the board of directors are Joseph Hill, Laura Taylor, Richard Sheridan, William Murphy, Marlene Pullman, all of Canton; William Dibble, of Hermon; Martin Snye, of Ogdensburg; Mary Lenney, of Potsdam; Linda Todd, of Winthrop, and Barbara Irish, of Morley.

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

Six Are Named To Craig Group

SONYEA — Six new members have been elected to the human rights committee at the Craig Developmental Center here.

Elected to two-year terms in the committee's minority group were Delores Lee and Ernestine Shephard. Majority group electees were Barbara Krelley, two years; and Mary Terry, Audrey Alger and Bill Schaff, all for one-year terms.

In addition to these new members, the Craig human rights committee consists of Ralph Gonzales, chairman, Ludemo Ratunil, Joo Sim Tan, Ramon Pagon and Danny Donovan.



JOHN MARCHI



STEPHEN GRECO

Rochester Chapter Reelects Grossfield

ROCHESTER — Samuel Grossfield has been re-elected president of the Rochester chapter, Civil Service Employees Assn.

The election, held over a two-week period, also resulted in victory for these other officers: vice-president, Kathy O'Brien; second vice-president, Debra Fowler; treasurer, Maurice Brusdal; and secretary, Irene Raines.

Delegates elected were Helen Bynum, Loren Cohn, and Tanya Harter.

LETTERS TO THE EDITOR

(Continued from Page 7)

With every decrease in city services there is a corresponding increase in the work load of the fire service. If garbage is not collected it will be set afire. If summer jobs are not found for our youth, false alarms will increase. If hospitals are closed, firefighters will deliver babies. If toilets or lights in our tenements are not functioning properly, Fire Department responses increase. Each Fire Department response is with alacrity, as every firefighter knows that a second may mean a life, a life whose meaning is lost in the anonymity of a city of eight million, but whose meaning is not lost in the exhausted firefighter's eyes.

The essence of being Mayor is to serve the people of the City of New York. One of his obligations is to provide all citizens with the necessary protection against the ravages of fire. For the last 100 years the New

York City Fire Department has indeed afforded that protection, earning the accolade "bravest of the brave." There has not been an increase in Fire Department personnel since 1939 when the department responded to 23,000 alarms. In 1974 firefighters responded to 14 times that amount, or, approximately 325,000 alarms.

By intentionally cutting the fire service despite expert advice to the contrary, the Mayor is betraying his trust to the people and should be held accountable.

THOMAS W. MILNE
Bayside

Lauds Secretaries

Editor, The Leader:

April proclaimed National Secretaries' Week, and the local papers were filled with items expressing the ever-changing role of THE SECRETARY in today's business world.

The Troy Record noted:

"The perfect secretary must have the stamina of the long-distance runner, the mind of a computer, the tact of a diplomat, the poise of a virtuoso, and the dexterity of a surgeon."

Another local paper added: "A secretary is part diplomat, part executive, and entirely dedicated."

We noted the absence of any articles paying tribute to secretaries in the Civil Service Leader.

How inappropriate! Especially in CSEA where Chapter Secretaries generally work "free" while donating their spare time to transcribing minutes, sending out letters, and a thousand other "little jobs" for just about everyone in the Chapter.

Here in the Albany Region we did NOT forget our Regional Secretary or Corresponding Secretary. We remembered them during Secretaries' Week, and indeed, all year long by listening to their suggestions, implementing their good ideas, and treating them as valued officers in our Region.

I strongly suggest that next Secretaries' Week the Civil Service Leader be a forerunner in paying tribute to the secretaries.

JOSEPH E. McDERMOTT
CSEA Albany Region, President

Seasonal Park Workers Picket At Jones Beach

(From Leader Correspondent)

JONES BEACH—More than 200 seasonal workers, many of them threatened with being seasonal unemployed because of state-ordered cutbacks in the park system, demonstrated on the main mall here Sunday, June 8.

The picketing, which was coordinated by the Long Island State Parks chapter, Civil Service Employees Assn., presented the unusual sight of placard-carrying pickets against a backdrop of bathing-suited citizens.

Irving Flaumenbaum, president of CSEA Long Island Region I, and Louis Colby, retiring president of the Parks chapter, told the demonstrators that they had gotten the message across to thousands of citizens seeking recreation. The demonstration was widely covered in local newspapers and radio stations.

Later, on June 10, a delegation

of 20 representing the seasonal workers was sent by the chapter to Albany where they called on legislators urging support for a bill restoring the parks positions authorized by Assembly Minority Leader Perry Duryea (R-Montauk).

The Long Island State Park Commission, which operates famed Jones Beach and other state parks in the region, has indicated that state-ordered cuts will force a reduction of about 200 in the number of seasonal employees.

Mr. Colby pointed out that the usefulness, cleanliness and safety of the parks, which have been developed at the cost of millions of dollars, will be curtailed by the loss of the seasonal workers.

Mr. Flaumenbaum and Mr. Colby joined the picketing, and assured the seasonals of the wholehearted support of CSEA.

Lifeguards' Test

The next pool and still water performance exam for lifeguard will be held June 25 at 7 p.m. at Byron Lake pool, Oakdale.

A test for ocean lifeguards will begin at 10:30 a.m. on June 27 at Smith Point Park, Shirley.

For further information applicants should write to the Suffolk County Civil Service Department, Veteran's Memorial Highway, Hauppauge.

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Along with completed application forms, which may be obtained at any federal job in-

formation center in the city, applicants should include 20 35mm slides. Candidates unable to send a portfolio of slides by the June 20 closing date should enclose a note indicating the slides and identifications will be coming separately. No slides will be accepted after July 1.

Completed forms should be mailed to the U.S. Civil Service Commission, Room 2336, 1900 E Street, N.W., Washington, D.C. 20415.

Payless Leaves May Mean Benefits Loss: McDermott

ALBANY—Joseph E. McDermott, president of Albany Region 4, Civil Service Employees Assn., sharply rapped current personnel policies on payless leaves of absence in a number of state agencies.

"The claims by various agencies, including the Department of Transportation, that they intend to save dollars as requested by Budget Director Peter Goldmark, by asking employees to take leaves without pay, are misdirected."

Mr. McDermott said he feels that for years, many state agencies objected strongly to employees taking leaves without proper justification.

Now they are attempting to herd the employees out the door, but refuse to inform them of possible hazards in the use of this device in taking time from their employment.

"Such things as loss of death benefits and health insurance coverage are brushed aside when they tout this new gimmick," he stated. "The payment of the employer share of Health Insurance along with the normal employee fee would be required direct to the insurer."

The restrictions on payments of death benefits might apply to many CSEA members, even though they were back on the payroll for almost three months. Mr. McDermott noted a case in which an employee planned to take a week each of no pay in June, August and October; however she found out that she would have lost her death benefits for the entire year had she done so.

"The employees may be sympathetic to the problem but

should protect their families first and foremost," the regional president said. He added that he regretted the fact that agencies do not try to use more appropriate methods of saving money.

"Layoffs of permanent people continue while some agencies could save almost their entire budget cut by placing all provisionals holding permanent back-up titles in their permanent titles," he remarked.

In one case, he pointed out the layoff of 16 seasonal employees from the Environmental North Country group and the immediate hiring of 45 other

employees in the same group. "Is this politics and patronage," he asked, "or a real money shortage?"

"The inequities of the situation continued to mount and public employees have long memories when it comes to their treatment," he concluded.

Nassau's Retirees

EAST MEADOW — A last meeting of the first year of activity for the Nassau Retirees chapter of the Civil Service Employees Assn. will be held Wednesday, June 25, it was announced by chapter president William Mensel.

The chapter will meet from noon to 3 p.m. in the meeting room of the American Savings Bank in the Modell's Shopping Mall, Hempstead Turnpike, East Meadow.

Westchester Board

WHITE PLAINS—The Westchester County chapter, Civil Service Employees Assn., will have a board of directors meeting Wednesday, June 25. The meeting, which will begin at 8 p.m., will be held at chapter headquarters, 196 Maple Ave., White Plains.

Westchester Picnic

HARTSDALE — The annual picnic of the Westchester County unit, Civil Service Employees Assn., will be held at the Ridge Park picnic grove here Sunday, July 13. The event will begin at noon and end at 6 p.m.

HARLEM OFFICE

ALBANY—The Department of Taxation and Finance has opened a new branch office in the Harlem State Office Building at 163 West 125th St. The office is on the 14th floor and is staffed by some 65 employees under the supervision of Aleathia V. Boddie.

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Albany Area Firms Provide Discounts To CSEA Members

ALBANY—Nineteen Albany area business and service firms have agreed to provide discounts to members of the Civil Service Employees Assn.

The discount announcement was made by Chester P. Sadowski, chairman of CSEA Albany Region IV's uptown committee and Joseph McDermott, president of the Region.

The firms and CSEA discounts are: Harold Finkle Jewelers, 217 Central Ave., Albany: 20 percent on most items, no discount on repairs or sale-priced merchandise; Fink's Men's Store, 221 Central Ave., Albany: 10 percent on all items, no discounts during sales; Troy Mattress Co., 523 Fifth Ave., North Troy; 1549 Central Ave., Colonie; Delaware Plaza, Delmar, and Mayfair Shopping Center, Scotia: 10 percent; Terminal Hardware, 1156 Central Ave., Colonie, 10 percent; Northway Toyota, 727 New Loudon Rd., Latham: 5 percent, and Nemith Lincoln-Mercury Motors, Latham: \$100 discount on purchases over \$2,500.

Metroland American Motors, Albany: \$135 over cost; Sun Color Oil Portraits, 43 Central Ave., Albany: 20 percent, eight-by-10 color for \$1.95; Mary Ann's Photos, 309 Vliet Blvd., Cohoes: 20 percent; Fortress Furniture, Jackson St., Troy: 30 percent on furnishings, 50 percent on electrical fixtures; Kwik Serve Meat Market, 700 New Loudon Rd., Latham: 5 percent on all meat and poultry items except for sale items, and Esquire Drugs, Menands, Melrose, Clifton Park and Plattsburg: 10 percent on prescription drug purchases.

Freddo's Men's Clothing Store, 870 Crans St., Schenectady: 5 percent; Paula's Women's Clothing Store, 872 Crane St., Schenectady: 5 percent; Vittles and Grog Restaurant, 763 Watervliet-Shaker Rd., Albany: 20 percent if member is not already a member of any discount club; Tele-Service, 259 South Pearl St., Albany: 20 percent on furnishings, 10 percent on appliances and 10 percent off television set list price; Berns Camera Stores, 84-86 North Pearl St., Albany, 422

State St., Schenectady, and 51 Third St., Troy: 20 percent on cameras, photographic equipment and film processing supplies but not on fair trade items, sale-priced items and professional equipment; National Brands Discount Outlet, 2075 Central Ave., Albany: 10 percent, and Albany Hyatt House, 1375 Washington Ave., Albany: 10 percent on guest rooms.



FRIENDS OF THE EARTH — The Non-Instructional Personnel unit, Vestal Central Schools, Civil Service Employees Assn., has presented a certificate of merit and a cash donation to Vestal High School's Friends of the Earth Ecology Club. The group seeks to encourage environmental education, good ecological practices, improvement of the school environment and service to the community and district. Above, from left, are club advisor Norman Baker, unit secretary Angle Ford, club chairman Sandra Sarnoski, vice-chairman Beate Braun and secretary-treasurer Barbara Grudzinski.

CSEA's 1975 Legislative Program

(Continued from Page 1)

wording with potential sponsors.

In the meantime, the bills given below are the ones which have already or soon will begin their travels through the Legislature.

NEGOTIATION IMPLEMENTATION: (a) Salaries, (b) Health Insurance, (c) Agency Shop and (d) Disciplinary procedures. Now before special legislative bipartisan committee.

SALARY PROTECTION FOR NON-TEACHING SCHOOL EMPLOYEES. Provide non-teaching school district employees protection under Section 2023 of the Education Law.

Sponsors	Bill Numbers
Senator B. C. Smith	S. 158
Assemblyman Lentol, Wertz	A. 4676
Action in Senate—Education Committee	
Action in Assembly—Education Committee	

OCCUPATIONAL SAFETY AND HEALTH ACT.

Sponsors	Bill Numbers
Senator Marchi	S. 4586
Assemblyman Emery	A. 6534
	A. 7681 (Culhane)
	A. 6674-A (Culhane, Reilly)

Action in Senate—Finance Committee
Action in Assembly—Labor Committee

PROCEDURES RELATING TO STRIKE CHARGES.

Sponsors	Bill Numbers
Senator Nolan	S. 4429
Assemblyman Field	A. 1751

Action in Senate—Civil Service Committee
Action in Assembly—Governmental Employees Committee

SUNY UNCLASSIFIED SERVICE PROVISIONS. The criteria for changing the jurisdictional classification of SUNY positions to the unclassified service shall be based solely upon a clear and direct involvement in the education of students; and further provide notification of changes to CSEA.

Sponsors	Bill Numbers
Senator Mason	S. 2626
Assemblyman DeSalvio	A. 1713
Action in Senate—Civil Service Committee	
Action in Assembly—Governmental Employees Committee	

UNION SECURITY PROVISIONS UNDER TAYLOR LAW. Provide employee organizations with the right to negotiate union security in the form of an agency shop.

Sponsors	Bill Numbers
Senator Flynn	S. 264 S. 2531 (Schermerhorn)
Assemblyman Greco	A. 1325 A. 4773 (Landes)
	S. 4160 (Schermerhorn)
	A. 7300 (Lill)
	S. 5127 (Flynn), A. 7078 (Greco)
	A. 7533 (Greco), S. 5310 (Flynn)

Action in Senate—Civil Service Committee
Action in Assembly—Governmental Employees Committee

RIGHT TO STRIKE. Provide public employees with the right to strike.

Sponsors	Bill Numbers
Senator Warder	S. 1682
Assemblyman Greco	A. 2191
Action in Senate—Civil Service Committee	
Action in Assembly—Governmental Employees Committee	

TAYLOR LAW REPRESENTATION PROCEEDINGS. In union representation proceedings, provide for examination of competing organizations' showings of interest.

Sponsors	Bill Numbers
Senator Schermerhorn	S. 1670
Assemblyman Wemple	
Action in Senate—Civil Service Committee*	

Action in Assembly—
*defeated in committee 3/17/75

MILITARY AND NAVAL AFFAIRS EMPLOYEES. Extend Taylor Law provisions to employees of the Division of Military and Naval Affairs.

Sponsors	Bill Numbers
Senators Garcia & Burstein	S. 108
Assemblyman Cochrane	A. 2171
Action in Senate—Civil Service Committee	
Action in Assembly—Governmental Employees Committee	

EMPLOYER PENALTIES UNDER THE TAYLOR LAW. Provide for penalties against employers who attempt to intimidate employees because of union activities.

Sponsors	Bill Numbers
Senator Nolan	A. 2001
Assemblyman Field	
Action in Senate—	
Action in Assembly—Labor Committee, Governmental Employees Committee	

RIGHT TO UNION REPRESENTATION. Provide that all public employees be allowed representation under the Taylor Law and the right to membership in employee organizations.

Sponsors	Bill Numbers
Senator Flynn	S. 1924
Assemblymen Barbaro, Greco,	A. 1626 & 2192
Nine, Pesce S. Posner	A. 4629
Action in Senate—Civil Service Committee	
Action in Assembly—Governmental Employees Committee	

WATERFRONT COMMISSION EMPLOYEES. Extend Taylor Law provisions to employees of the Waterfront Commission of New York Harbor.

Sponsors	Bill Numbers
Senator Schermerhorn	S. 4156
Assemblyman Suchin	A. 7408
Action in Senate—Civil Service Committee	
Action in Assembly—Governmental Employees Committee	

SUPPLEMENTAL PENSION FOR RETIREES.

Sponsors	Bill Numbers
Senator Schermerhorn	S. 4150 (Schermerhorn)
Assemblyman Greco	A. 7222 (Greco) A. 4134 (Greco)
	A. 7530 (Greco) S. 5456 (Present)
	S. 4476 (Schermerhorn)
	A. 7122 (Brown)

Action in Senate—Civil Service Committee
Action in Assembly—Governmental Employees Committee

SURVIVOR'S BENEFIT OF A RETIRED STATE EMPLOYEE. **Action in Senate—Civil Service Committee, Finance Committee**

Sponsors	Bill Numbers
Senator Barclay	S. 4470
Assemblyman Brown	A. 7121
Action in Senate—Civil Service Committee, Finance Committee	
Action in Assembly—Education Committee	

DETERMINATION OF REPRESENTATION STATUS.

Sponsors	Bill Numbers
Senator Schermerhorn	A. 3644
Assemblyman Riford	
Action in Senate—Civil Service Committee	
Action in Assembly—Governmental Employees Committee	

DEFERRED COMPENSATION.

Sponsors	Bill Numbers
Senator Schermerhorn	S. 2534
Assemblyman Greco	A. 2188
Action in Senate—Finance Committee — 4/28 amended, 2534-a	
Action in Assembly—Governmental Employees Committee, 4/30 amended, 2188-a	

Capital District Retirees Meet

ALBANY — A meeting of the Capital District Retirees chapter, Civil Service Employees Assn., will be held Wednesday, June 18, at 1 p.m. in the CSEA Headquarters building, 33 Elk St., Albany.

The guest speaker will be Assemblyman Thomas W. Brown (D-Albany), a member of the Assembly governmental employees committee.

Officers will be elected at the meeting and nominations for the posts may be made from the floor. All Capital District retirees are invited to attend.

Return CSEA Election Ballots Before June 21 For Statewide, Region Officers

A Letter: Artie Laufer From Paul Thayer

To Deacon Arthur J. Laufer:

Dear Artie:

As I sat in St. Patrick's at your ordination on the seventh, and in spite of the pageantry and

the beautiful organ music which usually is inspirational to me, I wondered if the tragedy of events now taking place within the Fire Department was possibly distracting you. I hope that on that, your special day, it did not.



THAYER

However, looking about in that huge edifice, I saw so many familiar faces both in uniform and civilian clothes that I am afraid I was terribly distracted and my mind skipped from the solemn events of the moment to things which, for anybody deeply concerned about "the brothers" as you and I have been for so many years, is a time of great tragedy for all of us.

I went back for a while into retrospect and thought of the many happy hours you and I had "up in the office," talking of things past as well as things we both hoped would be in the future.

One thing I can never forget are your words of advice about people. You told me many years ago that there is good in every man and that I must believe this to be true in my dealings with all men. You told me that I must seek out that attribute and if it were not at once evident, I should dig a little and I would surely find it. In some men it would be immediately evident, much as a polished diamond. In other men, I might have to dig quite deeply and

then find a diamond in the rough, much in need of polishing. I still try to follow your advice but in the case of a miracle of men within the Fire Department I have long since given up the search and have to admit it was a hopeless task.

I think the principal distraction on the seventh for me was the thought of all the men who, having been rendered "pink slips," were going through an experience at that very moment which could only be described as cruelly traumatic. To try and imagine the tragedy, the desperation, the fear of the future, the bitterness of the circumstance . . . all these things went

cream of the crop. Because he had been used on active fire duty during the strike, he was already no stranger to "smoke, heat and intense gasses," as the old timers used to say, and that by having embraced this wonderful profession, he would now be able to take care of his life to an extent that he would never know a poor day again. That was a year and a half ago. Today, filled with bitterness and dismay and perhaps a bit of fright thrown in, he waits for June 30.

Oh sure, there will be a list. Some day he may return but what about his morale? He was a special guy when he came into the job. He came to live the job and is going out of it as a more than special guy, that's for sure. But what will he think when he does return? What are the men thinking who will remain?

is happening now, Artie, just as it happened to you and has happened to me, too.

It's an awfully tough job to find the good in a guy who can do that to you and a pretty tough job to pray for him, also I know you can. As for me, if God has weighed me in the balance, I'm afraid He will have found me sadly wanting.

Best wishes,
Paul

(Editor's note: Arthur J. Laufer, who retired from the New York City Fire Department after 33 years' service as a deputy chief, was ordained a permanent deacon June 7 by Terrence Cardinal Cooke in St. Patrick's Cathedral.)

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

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

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

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

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

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

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.

Fire Flies

By PAUL THAYER

through my mind as I listened to the magnificent organ music that morning.

There were thoughts of some medal winners only a few days before, of a smiling mayor hanging the beribboned disk around their necks, knowing only too well that these heroes of June 30 would be fired heroes on June 30. But he smiled broadly much as most politicians can smile even when they are looking to see where the knife will do its job best.

When the last probationary class graduated and the men were assigned to companies, I recall one captain, while greeting one of the new men, congratulating him on making such a wise choice as to come "into the job." The kid, with stars in his eyes, accepted the compliment and smiled as he remembered the final words of a speech which had been made at his graduation ceremonies that morning. He had been told that he was indeed the

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School Posts

Career positions for teachers in the Bureau of Indian Affairs, the Federal Bureau of Prisons, the U. S. Job Corps, Defense Department, the Office of Education, and National Institute of Education have been announced.

The jobs are available throughout the United States. Filing closes September 30.

Information (Announcement DM-501) and applications may be obtained from any federal job information center in the city or by calling 264-0422.

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Saratoga Hosts Mini-Workshop



Albany Region IV first vice-president Jean C. Gray leads discussion on "How to Work and Live with Your Labor Contract." Seated next to her from left, are co-discussion leader Jimmy Gamble; Joseph McDermott, Albany Region president, and Grace Vallee, Rensselaer County delegate who talked on upcoming legislation that will effect state and county social service employees.

Political action at the local level was discussed by Albany Region political action chairman Howard Cropsey. Other speakers at head table included, from left, regional treasurer Harold Ryan, Jr., who spoke on financial responsibilities; Environmental Conservation representative Jimmy Gamble, Ernest Wagner (hidden behind other speakers), who discussed retirement and pensions; Saratoga Educational chapter president Charles Luch, who heads the region's county committee, and regional third vice-president John Vallee, who served as master of ceremonies.



Attentive audience listens during panel discussion on contracts and grievances. Saratoga Mini-Workshop was one of three sponsored within the region this spring, with identical programs. The other two were in Plattsburgh and Amsterdam. It is part of the regional efforts to be more responsive to CSEA members outside the Capital District, regional president Joseph McDermott explained.

Coalition's Designation Cards? McDermott Warns 'Don't Sign!'

ALBANY—Joseph E. McDermott, president of Albany Region 4, Civil Service Employees Assn., in a message to all Region 4 CSEA members, warned of the results of signing designation cards issued by a coalition of five labor unions now challenging CSEA for representation rights.

"Although this coalition is new, they are using the same 'funny talk' SEIU used in 1971," Mr. McDermott said, citing a similar challenge four years ago.

"Sign the card," they state. "It does not mean that you support any particular union. It means that you want an election and that you support the democratic process which is still the American way of doing things," Mr. McDermott said, quoting the AFL-CIO coalition's message accompanying the designation cards. If 30 percent of the membership of any bargaining unit signs the designation cards, the Public Employment Relations Board is obliged to conduct a representation election.

"It should not be necessary for CSEA to incur additional expenses, staffing, publicity and mailings. These monies normally are earmarked for grievance processing, legal fees, membership services, etc.

"The burden of these additional costs will ultimately be yours. If the watchword has become 'the American way is to pay,' the eventuality becomes inevitable. You pay."

Elmira Contract Holds 15% Hourly Wage Hike

ELMIRA—A two-year contract between the Civil Service Employees Assn. and the City of Elmira provides for an hourly wage increase of 10 percent this year and an additional 5 percent in 1976. Clerical salary schedules were increased by about 11.9 percent this year and 6.8 percent in 1976.

However, the contract also provides that all employees are frozen at the December 1974 increment level for the two-year life of the contract. The contract provides that release from the freeze will be subject to future negotiations. About 300 employees are involved.

Fringe benefits include the addition of the Select Blue Cross coverage plan and a change from the 75-g to the 75-1 plan of the New York State Retirement System.

In addition, the city will provide annual physical examinations and immunization shots for all employees of the Elmira sewerage treatment plant, sewer maintenance and sanitation departments.

age treatment plant, sewer maintenance and sanitation departments.

Watertown: 6% Hike & No Layoffs

WATERTOWN—A contract providing a six percent pay hike and a guarantee of no layoffs in the next fiscal year has been accepted by the Watertown City unit, Civil Service Employees Assn., which represents general municipal employees.

The settlement, voted 93-19 by CSEA members, climaxed lengthy rounds of talks with City Manager Ronald G. Forbes and Public Employment Relations Board mediator Herbert Van Schaack, of Oswego.

CSEA calendar

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

JUNE

- 17—Orange County unit meeting: 7:30 p.m., Howard Johnson's Restaurant, Middletown.
- 18—Capital District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 19—Central Islip Psychiatric Center chapter meeting: 8 p.m., American Legion Hall, Elmore Street, Central Islip.
- 20—Buffalo Psychiatric Center chapter employee recognition night: 7:30 p.m., Richardson Room, CTS Building, BPC.
- 21—Last day for returning ballots in CSEA statewide election.
- 21—Wassaic Developmental Center chapter officers' installation dinner-dance: 7 p.m., Brookside Restaurant, Amenia.
- 25—Roswell Park Memorial Institute chapter and Health Research chapter joint banquet and installation: 6:30 p.m., Plaza Suite Restaurant, Buffalo.
- 25—Nassau Retirees' chapter meeting: 12 p.m., meeting room, American Savings Bank, East Meadow.
- 25—Westchester chapter board of directors meeting 8 p.m., chapter headquarters, 196 Maple Ave., White Plains.
- 26—Long Island Region 1 executive committee meeting: 7:30 p.m., Region 1 headquarters, Amityville.
- 27—Pilgrim Psychiatric Center chapter dinner-dance and installation of officers: Huntington Towne House, Huntington Station.
- 27—Central Islip Psychiatric Center chapter annual dinner-dance: 9 p.m., Huntington Town House, Huntington.
- 27—Buffalo chapter officers' installation and dinner-dance: 7 p.m., Statler-Hilton Hotel, Delaware Avenue, Buffalo.
- 27—Metropolitan Armories Employees chapter installation of officers: 5 p.m., 106th Infantry Regiment Armory, 1322 Bedford Ave., Brooklyn.
- 27—Jefferson County chapter dinner: Angelo's Wishing Well, Watertown.

Richard J. Grieco, president of the Jefferson chapter unit, said the guarantee of no layoffs was the trump card in his unit's acceptance of the contract. While that guarantee is not written into the contract, he said it was part of a compromise worked out in mediation with Mr. Van Schaack making it part of his record of the proceeding, and Mr. Forbes in agreement.

The no-layoff provision will not apply to temporary positions (of which there are currently

none), or to vacancies that might arise in the future. This means that positions which become empty would not necessarily be filled.

The CSEA contract has a wage-reopener clause. Mr. Grieco noted that reopening salary negotiations would nullify the no-layoff guarantee.

City Manager Forbes, indicating that he was operating on an austerity budget, hinted that some cutbacks in city services might be forthcoming.