

Delegates Bite Bullet On Dues Increase

Strike Orange County

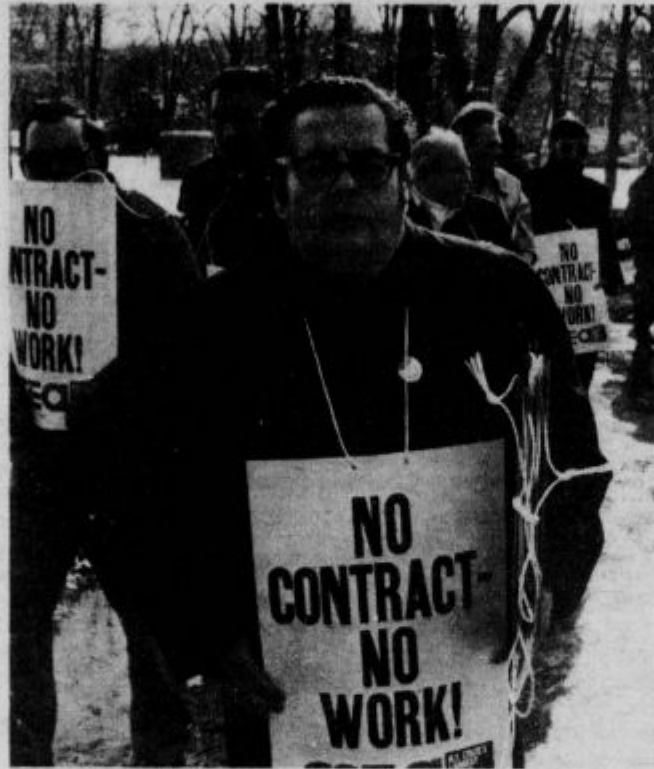
GOSHEN—Orange County employees, armed with support from fellow Civil Service Employees Assn. members from other chapters, began picketing county offices last week after the union membership approved strike action.

Braving sub-zero weather conditions, demonstrators marched at entrances to several county offices in Goshen in order to protest the County Legislature's vote to freeze salaries and to reduce increments. As the week progressed, locations in other cities were added.

Although a temporary restraining order has been issued, the New York State Appellate Division, Second Department, reaffirmed the employees right to peaceful picketing. The right to strike, of course, is prohibited by the Taylor Law.

The employees, members of Orange chapter 836's county unit, are in the second year of a three-year contract.

The pact provides for negotiation of salary schedules only. Increments were established when the contract was signed, and, as such, were regarded as



CSEA vice-president James Lennon demonstrates solidarity of statewide union in backing employees on strike against Orange County. Employees on picket lines were joined last week by volunteers from numerous other CSEA chapters from throughout the region and the state. Mr. Lennon heads Southern Region III, which includes the 1,700-member unit.

CSEA Still Cheapest Despite 50-Cent Pay Period Hike

By MARVIN BAXLEY

KIAMESHA LAKE—A fifty-cents per pay period dues increase was approved by Civil Service Employees Assn. delegates after tumultuous debate that dominated the union's spring convention here last week.

The vote was a sharp rejection of the union leadership's plea for a one-dollar a week dues increase to meet mounting expenses since the last increase four years ago. The current dues of \$1.75 a pay period has been in effect since October 1972, when it was increased by 25 cents.

The new 50-cent increase will push the dues to \$2.25 a pay period, effective as of April 1. The yearly total goes

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Rank And File Voting On State Pact Terms

ALBANY—Moving swiftly to implement a decision by delegates at last week's convention of the Civil Service Employees' Assn., the union has mailed out ballots to its state employee members, returnable by March 30, for voting on a tentative two-year work agreement worked out with state negotiators.

The proposed pact, which generally extends the present contract due to expire on March 31, also includes a guarantee of annual and longevity increments for two years, a reopening of negotiations next November for a guaranteed pay raise effective April 1977, layoff protection for non-competitive and labor class workers with one year of service equal to that enjoyed by competitive employees and other significant job protection features.

Along with the ballot form which goes to CSEA members in all four state negotiating units represented by the union, is a complete verbatim copy of the memorandum of understanding signed by representatives of CSEA and state negotiating

(Continued on Page 8)

THE CIVIL SERVICE EMPLOYEES ASSN., INC.
22 ELK STREET, ALBANY, NEW YORK 12207

OFFICIAL BALLOT

To Vote On CSEA - State Tentative Agreement on Contract Covering Period April 1, 1976 to March 31, 1978

For State employee members of CSEA in the Administrative, Professional, Operational, and Professional-Scientific Technical Service Bargaining Units

Vote in one of the boxes below to accept or reject the tentative CSEA - State agreement just negotiated, a summary of which is enclosed with this ballot.

Mark X in box to indicate your vote.

ACCEPT REJECT

* Return ballot in unopened return envelope (which includes no postage).
* For certification purposes, be sure to put your signature and Social Security Number on back of return envelope.
* To insure the secrecy of your vote, MAKE SURE THE RETURN ENVELOPE IS SEALED.

BALLOTS MUST BE RECEIVED NO LATER THAN 10 A.M. TUESDAY, MARCH 30, 1976.

Mail Your Ballot Today.

This is smaller facsimile of state contract ratification ballot, which must be returned by March 30. For certification purposes, signature and social security number must be on back of return envelope.

File A Suit To Block Pension Fund Buys Of Bail-Out Bonds

ALBANY—As a result of a resolution passed by delegates at the statewide Civil Service Employees Assn.' delegates convention in Kiamesha Lake last week, union attorneys are preparing a lawsuit to block the investment of \$450 million in public pension funds in so-called "moral-obligation bonds" intended to bail out several floundering state agencies.

CSEA's counsel of Roemer, Martin and Featherstonhaugh is opposing a bill recently passed in the state legislature which

authorized state Comptroller Arthur Levitt, the sole trustee of the State Employees Retirement System, to invest the funds in agency obligations to save the Housing Finance Agency, the State Dormitory Authority, the Medical Care Facilities Finance Agency and the Environmental Facilities Corp.

CSEA lawyers say the bill violates Article 5, Section 7 of the New York State Constitution, also called the "non-impairment clause." The clause states that pensions are an employee benefit which cannot be diminished nor impaired.

The clause was cited by CSEA attorneys last year in their successful effort to stop the investment of public employee pension funds in Municipal Assistance Corp. bonds.

The sale of these moral-ob-

ligation notes is a major part of the state's spring financing plan. CSEA contends that the bill recently passed was therefore intended to help the state's fiscal condition, and not the retirement system's. This, the union says, is a violation of the fiduciary duty of Mr. Levitt to invest in bonds which would benefit the retirement system. The bill would also impair Mr. Levitt's discretionary powers to invest in notes and bonds that he thinks appropriate. For 15 years, Mr. Levitt has been an outspoken critic of the concept of moral-obligation bonds.

Finally, the union claims that the bill conflicts with an "unwritten" law that the comptroller must diversify his investment of pension funds.

The teachers union has al-

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Demand For Judicial Reform Among Issues Pressing Legislature

NOW that the State budget has been adopted for the coming fiscal year, the State Legislature will have to come to grips with a wide variety of

(Continued on Page 6)

Affirm Independence

By ALAN BERNSTEIN
KIAMESHA LAKE—Affiliation with another union at this time was overwhelmingly rejected by Civil Service Employees Assn. delegates last week.

Although one union, the American Federation of State, County and Municipal Employees, had been actively campaigning for affiliation with CSEA by sending propaganda to rank-

and-file members, there was no contest when the vote was taken.

The delegates recorded approximately 92 percent in favor of retaining CSEA's independent status, thereby reducing the AFSCME claim (that affiliation would be a major issue at the convention) to a pipe dream.

The delegate vote, in effect, reaffirmed the position of the CSEA expansion committee and

(Continued on Page 14)

CSEA Officials Term Kinzel Plan A 'Blueprint For Degradation'

By HARRY BERKOWITZ

MANHATTAN—A representative of the Civil Service Employees Assn. was the only person to offer testimony against the recommendations of the Kinzel pension-reform commission at hearings last week in New York City.

CSEA programs administrator Bernard Ryan was the sole defender of the public employees viewpoint after New York City unions boycotted the hearings to protest their opposition.

Proponents of the Kinzel plan were primarily officials from money-starved communities. These included New York City Council President Paul O'Dwyer and Yonkers Mayor Angelo R. Martinelli, who testified that the commission recommendations, if adopted, would lower initial retirement benefits for civil servants hired after June 30, 1973.

Mr. Ryan criticized the plan and called for the extension of the temporary state pension rules adopted in 1973 and which will expire June 30. The state legislature must pass some kind of pension law by then.

Leaders of New York City labor unions boycotted the hearings at the World Trade Center in protest of the plan produced by the five-member commission, which is headed by Otto Kinzel.

The Kinzel plan would stipulate the reduction of a retirees pension total by one-half of his social security benefits and a cost-of-living escalation of up to 3 percent of that total each year. It also would require em-

ployees to contribute 3 percent of each of their salaries to the pension fund. Those employees hired before June 30, 1973 would not be affected by the plan unless they decide to switch to it.

Council President O'Dwyer called the plan "hopeful and refreshing" and "a realistic approach." He declared that present pension formulas "must come to a grinding halt if we are to fulfill our obligations to those who presently belong to them."

He also called for allowing pensioners to choose representation on the boards of the pension systems and for no more than 7½ percent of a pension fund's money to be invested in city and state bonds.

Mr. Ryan complained that when state civil servants voted for Social Security coverage in a 1956 referendum they were assured it would not be integrated with their pension plans. As for the 3 percent contribution requirement under the plan, Mr. Ryan said his union had won decreases of employee contribution requirements in the past in lieu of salary increases.

He called the plan "a blueprint

for the long-range degradation of union members in New York State."

Mayor Martinelli said of the union leaders who boycotted the hearings, "they have their heads in the sand because pension reform would save jobs." Saying he would fight for approval of the Kinzel plan the mayor claimed it would save Yonkers taxpayers \$3.3 million over the next ten years.

State Assemblyman Arman P. D'Amato (R-Nassau) said the Kinzel recommendations "don't go far enough" and suggested that overtime payment not be included in computing retirement pensions. He also urged that employees be given incentives to retire as early as 50. He said the plan would save Nassau County \$50 million in the next five years.

Larchmont Mayor Kenneth Wanderer praised the plan except for the 3 percent contributory requirement which he said would increase pressure for salary raises.

State Senator John R. Dunne (R-Nassau) also lauded the plan.

Mr. Ryan also testified at hearings held in Albany. Additional hearings will be held in Rochester this week.

At further hearings held in Albany, business and civic organization representatives said pension costs and benefits should be cut even more than the plan suggests. But representatives of The New York State Retired Teachers and the New York State Permanent Firemen's Association criticized the plan saying it disregards "the human dignity of working people."

80 Newly Hired Will Battle Cold

The Community Development Agency will hire and train 80 people to insulate homes against cold weather in 26 poverty neighborhoods.

Funded by a \$1 million federal grant, the year-long experimental program will involve replacing windows, caulking, weatherstripping, wrapping steam pipes and sealing roofs and skylights in selected low-income apartment buildings and buildings in receivership.

Operation Open Cities, Inc., an arm of the CDA, will employ a supervisor, senior and junior handymen and clerks at salaries from \$6,150-\$8,500 a year.

Suffolk Postpones Vote On Hiring A Private Firm To Provide School Guards

HAUPPAUGE—After hearing from irate Civil Service Employees Assn. leaders last week, the Suffolk County Legislature public safety committee decided to delay voting on a resolution to hire a private agency to provide school crossing guards until it verifies a police proposal that pegs the cost of the county guards at \$12 an hour.

The CSEA leaders were angered because the committee voted on Feb. 19 — after receiving thousands of signatures on petitions supporting the present system — not to change the crossing guard system. Despite the public outcry and the committee's vote, County Executive John V. Klein submitted the resolution to the committee for the April 13 meeting of the County Legislature that would convert the county to a private guard system.

Lillian Tully, president of the CSEA crossing guard unit, and William Griffin, field representative appearing for James Corbin, Suffolk County chapter president, challenged figures from the police report that estimated a cost of \$12 an hour to the county — including wages and fringe benefits—for each crossing guard.

The police report included a proposal from a private firm, the Wackenhut Corp., which claims it could provide guard service to the county for \$4.25 per hour.

In testimony before the committee, Mr. Griffin said that the average hourly wage of the crossing guard is less than \$4 per hour and that fringe benefits do not exceed 30 percent of wages. "That doesn't add up to \$12 an hour," he said, "and keep in mind

that the average crossing guard must show up for work three times a day: in the morning, at noon and in the afternoons. This averages six trips a day for part-time jobs."

Ms. Tully cited a case of one crossing guard who travels 44 miles a day and pays \$15 a week for gas.

"You talk about a four-and-a-half-hour day. We don't pressure the county into paying us for the hours we really put on the job," she said.

In a prepared statement Mr. Corbin said, "We ask that the committee thoroughly check the figures that the police department is using and for your support in opposing the passage of the resolution to convert the county to the contractual system."

Committee Chairman Joseph F. Bassano moved to have the Legislature's budget analyst check the police department figures and ruled to delay voting on the resolution until the figures are verified and CSEA is allowed to rebut and defend its own position that the figures are inflated.

The issue arose when Mr. Klein asked Police Commissioner Eugene Kelly last year to trim \$1.5 million from his 1976 budget and Mr. Kelly suggested the change in the crossing guard system and the hiring of additional police.

Ex-Firemen In Bus Jobs

The transit system is hiring 100 laid-off firefighters to operate buses in Manhattan and the Bronx.

The unusual move follows the recent hiring of 72 laid-off transit policemen as bus operators in the other boroughs and 139 more as token booth clerks. The rest of the 294 transit police laid off last July either didn't apply for the openings or are waiting for more bus openings.

Recent Civil Service Commission rulings have made all the juggling of jobs possible. The commission says transit police and fire preferred lists can be used to fill openings in the other areas. Those taking the jobs still remain on the old preferred lists, however, and will be eligible for their old jobs when the city starts rehiring. More such moves are

possible, a Transit Authority spokesman said.

Laid-off city police officers will reportedly also be hired for bus driver openings, in proportion to the laid-off firefighters, but not until the police preferred list is straightened out.

"Until we know whether 205 people are coming back under federal funds, we don't know who's first on the list," explained Sam Demilia, second vice-president of the Patrolmen's Benevolent Association.

The city is expecting a ruling by April 1 on whether Law Enforcement Assistance Administration funds can be used to retain police officers rather than hire more temporarily. The ruling had been expected March 15 but the deadline was extended.

SS Report Due April 15

WASHINGTON, D.C.—Persons under age 72 who earned more than \$2,520 and received one or more monthly social security, retirement, dependent or survivor checks in 1975 must submit a report of their earnings to social security by April 15, according to social security officials here.

The report should show how much was earned in wages and self-employment income last year by people who received monthly social security payments, as well as how much they expect to earn this year.

Information and earnings report forms are available from local social security offices.



Otto Kinzel, left, presides over pension hearing last week in New York City World Trade Center. At right is commission member Harold A. Conroy.



CSEA state programs administrator Bernard Ryan answers questions for reporters from The New York Times, the Daily News and the New York Post after his testimony.

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ALL FOR ONE — Representing the diverse local government entities in their counties, members of the Civil Service Employees Assn.'s County Executive Committee link hands in a show of unity at their meeting last month. The County Executive Committee, together with the State Executive Committee and the statewide officers, form the CSEA Board of Directors. From left, in front of table, are Raymond Cassidy, Westchester;

Martin Koenig, Monroe, and William Sohl, Fulton. Seated behind table are, from left, Geraldine McGraw, Cattaraugus; Marjorie Coggeshall, Cayuga; Donald Maloney, Chauttauga; Maureen Malone, Madison; Joseph Lazarony, Rensselaer, and CSEA vice-president Irving Flaumenbaum, Nassau. Standing, from left, are Frances Bessett, Clinton; Carmine DiBattista, Westchester; Mary Battista, Broome; Ellis Adams, Dutchess;

Everett Remington, Orange; John Mauro, Rockland; Ralph Natale, Nassau; Nancy Roark, Chemung; County Division chairman Salvatore Mogavero; Erie; Clayre Liamari, Schuyler; Eugene Nicoella, Schenectady, and CSEA assistant executive director-counties Joseph Dolan. The Committee meets monthly to discuss matters of concern to employees of local government units such as school districts, municipalities and social services.

A CSEA Strike Is Called In Orange County

(Continued from Page 1)
conditions of the contract's ratification last year.

Negotiations for the current year had reached impasse earlier this year, and gone to fact-finding. Recommendation of the fact-finder was for a 4 percent salary boost.

County Executive Louis Mills rejected the pay raise, but the Legislature went even further by voting to reduce increments in violation of contract terms.

Increments have been reduced to \$65 by the Legislature. Under terms of the violated contract, a first-step employee at Grade 1 should receive a \$395 increment, while an employee at Grade 23 would be due a \$2,230 increase.

In fact, two separate increment schedules were set up by the Legislature: one for current employees and the other for those hired after Jan. 1 of this year.

Since most of the grades have nine steps over a seven-year period, there would be two separate pay scales for the same work. Current employees can be presumed to already be at different

step levels, so it would seem that, in fact, there would be 10 different salary variations for the same grade at the same step.

Since increments are figured on a quarterly basis, the mathematical variations appear to be in the hundreds, a situation that almost defies the principle of equal pay for equal work.

The strike vote was taken at

a mass membership meeting, with local newspaper accounts reporting participation by 700 employees.

CSEA's position was stated by staff negotiator Emanuele Vitale, unit negotiating team chairman Glen Erikson, vice chairman Charles Dassori, unit president Carol Dubovick, vice-president Everett Remington, treasurer

Harry Gass, team members Gertrude McNally, Esther Arvanites and Marion Drake.

At a rally March 16, subpoenas were served on Ms. Dubovick and Mr. Vitale. CSEA statewide president Theodore C. Wenzl was also served while at the Delegates Meeting at the Concord, in neighboring Sullivan County.

Protest demonstrations began peacefully on March 17, with local members joined in their marching by statewide CSEA officers and members of other county and state chapters.

Among the marchers were CSEA executive vice-president William McGowan, vice-presi-

dents Irving Flaumenbaum, James Lennon and Robert Lattimer, treasurer Jack Gallagher and County Division chairman Salvatore Mogavero.

Chapters with volunteer marchers included Suffolk, Suffolk Educational, Westchester, Rockland, Dutchess, Ulster, Rensselaer, Essex, Oswego, Cattaraugus, Erie Educational, Oneida, Buffalo Psychiatric, South Beach, General Services, Tax and Finance and SUNY at Stony Brook. There were undoubtedly others.

In addition, support was given by many members of the CSEA staff.

Albany Region Endorses Library Program

ALBANY—Albany Region IV, Civil Service Employees Assn., again announced support of the New York Library Assn.'s legislative proposals for 1976 encompassed in Senate Bill S3587B and Assembly Bill A4595B sponsored by Senator John J. Marchi (R-Richmond, Manhattan), and Irwin Landes (D-Nassau).

Mary Leggett of the Region's political committee explained the situation that libraries of New York State are facing in the Legislature.

"We've tried — how we have tried! — to pare system expenses as far as it is consonant with good library service. But there is a point of no return. Something has to give, and it is the people

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ASK MEMBERS' VIEWS ON SERVICES PROVIDED BY CSEA FIELD STAFF

ALBANY—The Civil Service Employees Assn.'s ad hoc committee studying field services is appealing to the membership of CSEA to respond to the following questions regarding the quality and availability of services delivered by the union's field staff.

WHAT SERVICES DOES CSEA'S FIELD STAFF PRESENTLY PROVIDE IN YOUR REGION, AND WHAT FUNCTIONS ARE THEY EXPECTED TO PERFORM?

AT PRESENT, IS THERE SUFFICIENT STAFF TO FULFILL THOSE FUNCTIONS?

WHAT SERVICES SHOULD THE FIELD STAFF PROVIDE THAT IT IS PRESENTLY NOT PROVIDING?

WOULD ADDITIONAL STAFF BE NEEDED TO CARRY OUT THESE ADDITIONAL DUTIES?

WHAT RECOMMENDATIONS OR SUGGESTIONS DO YOU HAVE FOR IMPROVING THE LEVEL OF FIELD SERVICES IN YOUR REGION?

Committee chairman Martin Langer asks that all members send their responses to him c/o CSEA 33 Elk St., Albany, N. Y. 12207, by April 5. Responses may also be sent to any of the other committee members. They are: Andrew Plac'o, 601 Loew Bldg., Syracuse, N.Y. 13202; Genarro Fischetti, 42 Rose Ct., Staten Island; Ramona Gallagher, 46 Raintree Island, Tonawanda, N.Y. 14150; Thomas Devanny, 31 Iroquois Lane, Commack, L.I. 11755; or Anne Kearney, 57 Oakwood St., Albany, N.Y. 12208.

The same questions are being asked of CSEA administration and staff, Mr. Langer said. He stressed that the April 5 deadline is final.



CHECKING THE SCHEDULE — Civil Service Employees Assn. director of education Edward Diamond, left, reviews the schedule of events for the Schenectady Educational Secretaries Assn. chapter with Connie Colangelo, unit president, and Joseph E. McDermott, Albany Region IV, president.

Guidelines Are Given For Public Sector Worker Political Activity

By ALAN BERNSTEIN

MANHATTAN—Federal, state and city employees wishing to participate in the 1976 election should take a closer look at the laws before going ahead in the political activity. There are restrictions for workers in the three types of government service.

The strictest politicking laws on public employees apply to federal workers who fall under the Hatch Act. State and municipal employees, who work for federally funded programs, for the most part also must adhere to the act which took effect in 1939. For other state and city workers there are special laws that apply to only a small portion of employees.

The Hatch Act, which toughened the Civil Service Act of 1883, provides that federal civil servants cannot render political service, take an active part in political management or in political campaigns.

However, Hatch Act liberalization legislation was passed by the Senate March 12, but is expected to be vetoed by President Ford.

The legislation would continue to forbid federal workers from engaging in partisan political activities on duty. But Presidential and Vice-Presidential staffs would be exempt from the prohibition.

A spokesman for the Civil Service Commission said the laws "have an effect of insulating the federal employee against the influence of political considerations that might damage his job tenure. It's protection against political reprisals, which was the system under the spoils system, because they eliminate grounds for such reprisals."

Federal civil servants may:

- Register and vote.
- Assist in voter registration drives.
- Wear political badges or buttons.
- Accept appointments to public office, provided the service in office doesn't conflict with federal duties.
- Serve as an election clerk or judge to perform non-partisan duties as prescribed by state or local laws.
- Join a political party or club.
- Campaign for or against referendum questions, constitutional amendments and municipal ordinances.
- Participate in non-partisan activities of civic, community, social, labor, professional or similar organizations.
- Sign nominating petitions,

but not initiate or canvass for them.

Among the activities which federal, or state and municipal employees under federal grants, cannot participate in are:

- Accepting candidacy for nomination or election to public office.
- Soliciting others to become candidates for partisan office.
- Campaigning for or against a political party or candidates in elections.
- Serving as an officer of a political party, a member of a national, state or local party committee.
- Participating in the organization of a political, party or club.
- Managing a political candidate for public or party office.
- Working at the polls on behalf of a partisan candidate or political party by acting as a checker, challenger or watcher.
- Distributing campaign material.
- Serving as a delegate to a convention.
- Endorsing or opposing a candidate in a partisan election through advertising, broadcasting or literature.

The restrictions apply to federal workers in the executive branch, whether they are in competitive or exempt service, full or part-time. A few exceptions are made, including employees paid from the appropriation for the office of the President, heads and assistant heads of the executive or military departments and officials determining national policy and who are appointed by the President and subject to Senate confirmation.

Penalties for violations of politicking laws range from suspension without pay for 30 days to job dismissal. The federal Civil Service Commission, which enforces the employee restrictions, investigates and holds hearings into violations. If removed, an

employee cannot be re-employed in any post the salary of which is paid from the same appropriation as the removed job.

New York State workers who are paid with state funds face no restriction in most cases. Only the "Little Hatch Act," a section of Civil Service law, prevents local commissioners from being involved in the political process.

"There is no prohibition on political activity for other state workers," said Joe Healey, an attorney for the State Civil Service Department. "They can do whatever they wish as long as it doesn't interfere with the day-to-day routine of their work."

State workers, however, who decide to seek a partisan elective office, must obtain a leave of absence from their job according to Mr. Healey. If they are elected they must resign their post.

"Our rules are not as strict as the federal rules," he said.

For municipal workers in New York City, political restrictions apply only to police officers, firefighters and employees of the Personnel Department. Otherwise, there are no specific restrictions against engaging in a political contest or activity.

Under sections of the city's charter, police officers are prohibited from joining a political organization and may not engage in political activity. Those seeking office have 10 days to resign from their post or the resignation will take place automatically. Firefighters are covered by the same rule.

Section 819 of the City Charter prohibits Personnel Department employees from holding office or serving on a committee of a political organization or as delegates to a political convention. Employees violating the statute are subject to dismissal.

Under the Hatch Act amendment of January 1975, city employees in federally funded agencies are permitted to participate in political activity as private citizens only. However, they cannot engage in on-the-job financial solicitation.

**Veterans Administration
Information Service
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Washington, D. C. 20420**

Top State Post Opening

The State Civil Service Department is accepting applications until April 19 for the \$22,694 a year position of director, rehabilitation facilities division. One vacancy exists in the State Education Department's Office of Vocational Rehabilitation in Albany.

Candidates must have a bachelor's degree and six years' experience in rehabilitation facilities operations, including four years' responsibility for the direction or administration of a major rehabilitation facility. A master's degree in a related field may be substituted for one year

of general experience.

Applicants meeting minimum requirements will be rated on experience and training. Qualified candidates whose training and experience are among the highest 10 to 15 will be able to take an oral test scheduled for April or May.

Application forms and additional information may be obtained from the State Civil Service Department, Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee Street, Buffalo.

Federal Job Calendar

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

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

Agriculture

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

Business

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

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

General

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

Medical

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

Military

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

Social And Education

Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09

Stenography And Typing

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

Civil Service Activities Association

Vacations '76 are here!

1. Easter:

EUROPE		CARIBBEAN	
<input type="checkbox"/> LONDON	\$289	<input type="checkbox"/> ST. MAARTEN	\$259
<input type="checkbox"/> PARIS	\$309	<input type="checkbox"/> SANTO DOMINGO	\$279
<input type="checkbox"/> ROME	\$349	<input type="checkbox"/> CLUB MEDI-TERRANEE	\$461
<input type="checkbox"/> SPAIN	\$331	<input type="checkbox"/> BERMUDA	\$289
<input type="checkbox"/> ISRAEL	\$749	<input type="checkbox"/> CURACAO	\$299
<input type="checkbox"/> RUSSIA	\$599	<input type="checkbox"/> ANTIGUA	\$249
<input type="checkbox"/> AMSTERDAM	\$339	<input type="checkbox"/> BARBADOS	\$289
<input type="checkbox"/> MONTE CARLO	\$399	<input type="checkbox"/> PUERTO RICO	\$299
<input type="checkbox"/> GENEVA	\$429	<input type="checkbox"/> JAMAICA	\$349
<input type="checkbox"/> MUNICH	\$449	<input type="checkbox"/> MALAGA	\$331
AFRICA		MEXICO	
<input type="checkbox"/> TENERIFE	\$279	<input type="checkbox"/> ACAPULCO	\$269
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Seek Secretary, Printer, Teacher, Others

MANHATTAN — The following is a simulated radio broadcast by the New York State Department of Labor's Manpower Services Division. The positions noted, however, are real ones.

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 488-7220. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor—Job Bank.

If you find that today's openings aren't suitable for you keep in mind that there are many other kinds of work available at our New York State Employment Service Offices. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listing.

SPEAKER 1. An **AUTO BODY REPAIRER** is needed in Queens. Will straighten frames; do filing,

cutting, welding and painting. Two to five years of experience is required for this job paying \$250 a week.

2. In Brooklyn, there's an opening for a **FLEXO-PRESS OPERATOR** experienced on labels and tags. The employer is offering \$175 a week but will pay up to \$200 to someone experienced on pressure tape.

3. There's also a position available for an **EXECUTIVE SECRETARY** to the director of a non-profit agency in Manhattan. There's considerable typing involved and applicant must type 55 words a minute with accuracy. It's a pressure job with emphasis on administrative work. Some college is preferred, along with two-five years of actual experience, and the salary is \$200 a week.

4. Also in Manhattan, an employer is looking for **PHOTOGRAPH PRINTERS**. Applicants must have experience with 35 millimeter slide duplicator. Can work day or evening shift. The pay is \$160 a week.

5. A manufacturer of women's sportswear in Queens is calling

for a **SEWING MACHINE OPERATOR** who can operate a single needle machine. The job is piece work and pay should average about \$110 a week.

6. There's an opportunity for an **ADULT EDUCATION TEACHER** with a community organization in Manhattan. Will teach math to high school equivalency students. A college degree is required plus at least three years' experience teaching math. It's an 18-hour work week and pays \$10 an hour.

7. A Long Island firm is offering a good beginning position for a **MANAGER TRAINEE**. Will begin by doing sales and then be trained to manage personnel selling housewares to newlyweds. Applicant must have supervisory ability; be able to drive. High school graduation is also required for this position paying \$600 a month.

8. Elsewhere on Long Island, there's a job waiting for a **MAINTENANCE MECHANIC** on textile

machines. Must have knowledge of industrial machine shop and plumbing routines. Be familiar with lathes and steam traps. An electrical background would also be helpful for this job paying \$4 an hour and up, depending on experience.

9. Our next opening is for a **SALES AGENT** to sell nursing services to individuals, nursing homes and others. Applicant should have one-two years of experience; a pharmaceutical background is acceptable. Will work in most parts of the City and a car will be needed. This position pays \$10,000 a year.

10. A manufacturer of raincoats in Manhattan is trying to locate a full-charge **BOOKKEEPER** who can do general ledger. Keep books for five employees. Typing is not required. The employer is asking for someone with two-five years of experience and will pay \$180 for a 35-hour week. He'll also consider a part-timer on a shorter work day or week.

11. Over in Queens, a manufacturer of paper bags is seeking an all-around **MACHINIST** who can set up lathes, milling machines and drill presses. Must be able to read blueprints, micrometers and calipers. Five years experience is needed for this job paying \$5.45 an hour.

12. Also in demand is a **HOTEL MANAGER** who is familiar with all aspects of the operation of a small hotel. Must have good references. The salary is \$250 a week plus an arrangement for a share of the profits. The hotel is located in Manhattan.

13. Checking Westchester now, there's a call for a **MEDICAL TECHNOLOGIST** with a BS or MS in this specialty and two-four years of on-the-job experience. Will work on blood banking,

research. The salary is \$1,500-1,700 a month.

14. Elsewhere in Westchester, the skills of an **ELECTRONIC ENGINEER** are wanted today. Applicant must have a BS in electronic engineering and one to three years of experience. Will work on analog circuits for electronic instruments. Salary: \$12,000 a year.

15. A Manhattan manufacturer of better-priced street dresses is recruiting for an **ASSISTANT DESIGNER** with at least five years' experience. Will cut for two-three sample hands. The position pays \$275 a week.

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

Name 6 Chauffeurs

Six New York City firefighters have been named ladder company chauffeurs after completing a care and operation of ladder trucks course at the Fire Department's Division of Training on Roosevelt Island.

The new chauffeurs are Philip Weber, Ladder 9; James O'Keefe, Ladder 23; Joseph Krebs, Ladder 29; Joseph Gibbons, Ladder 41; Thomas Mahoney, Ladder 56; and Robert Celentano, Ladder 163. Firefighter Krebs received the highest rating in the class.

CURLEY APPOINTED

ALBANY — State Commerce Commissioner John S. Dyson announced appointment of Michael Surley, of Buffalo, as deputy commissioner and counsel of the State Commerce Department.

IRS, In A Switch, Wants To Give Some Cash Back

MANHATTAN — The Internal Revenue Service office here announced that \$1.67 million, representing 7,038 refund checks for 1974, have not been claimed by residents or former residents in Manhattan, Bronx and Staten Island plus Westchester and Rockland Counties.

IRS director Charles H. Brennan made the announcement.

The undelivered checks, ranging from \$1.08 to \$89,332.93, were returned to the IRS by the Postal Service because taxpayers had incorrect addresses on their returns or had moved without leaving a forwarding address. Taxpayers seeking information concerning these checks should contact the IRS office in the area in which they resided at the time the return was filed.

To claim undelivered refunds taxpayers must supply information which will identify themselves and the tax return they filed. Such information should include the name and address exactly as shown on the tax return, the tax year for which

refund is believed due, the type of tax return filed, the social security or employer identification number, other pertinent information needed to verify the claim. After proper identification has been established, a new check will be issued and mailed to the taxpayer.

In addition to the thousands of undelivered checks for 1974 which the IRS is seeking to distribute, there are also a number of unclaimed refunds for prior tax years. Persons who have reason to believe that they are due refunds for prior years should contact the IRS office where the return was filed, giving full information necessary to establish their claim.

ASREROFF NAMED

ALBANY—Michael J. Asheroff, a career civil servant, will become deputy general manager of the Long Island State Park and Recreation Commission April 1. Asheroff is presently director of manpower management of the Office of Parks and Recreation in Albany, a position he has held since December 1973.

He joined State service in 1966 as a senior personnel examiner and in 1968 he became a research analyst for the New York State Office for the Aging. From Aug. 1, 1968, until December 1973, he was the director of personnel for the New York State Identification and Intelligence System. His position carries a salary line of \$29,671 per annum.

State Sets Five Promos

ALBANY—The State Department of Civil Service is accepting applications until April 12 for promotional exams of **engineering technician, section maintenance supervisor, general parkway foreman, director of the division of supervision education of handicapped children and supervisor of humanities and performing arts education**. Tests for all posts will be held in May.

Employees of the Environmental Conservation Department with a year's experience in an engineering or drafting position allocated to G-11 or higher may apply for principal engineering technician (conservation), exam 35-921 or principal engineering technician (stream improvement), exam 35-923. Former engineers or draftsmen on a preferred list may also apply.

For section maintenance supervisor, exam 35-940, candidates must be a section maintenance foreman or bridge maintenance foreman with the State Thruway Authority for at least one year. The written test will cover areas such as equipment and materials used for reconstruction, supervision and scheduling work.

A year's experience as a parkway foreman in the East Hudson Parkway Authority will qualify applicants for general parkway foreman, exam 35-939. Vacancies exist in Pleasantville and one is anticipated in Carmel.

Employees of the Education

Department with a year's experience as bureau chief with the Office for Education of Children with Handicapping Conditions, may apply for director, division supervision education of handicapped children, exam 39-135. Candidates will be rated on the basis of an oral exam.

For supervisor of humanities and performing arts education, exam 239-136, applicants must be Education Department employees

with a year's service as associate in performing arts education or associate in music education.

Applications and information are available at department personnel or business offices, or from the State Department of Civil Service: State Office Building Campus, Albany; Two World Trade Center, Manhattan; or Suite 750; 1 West Genesee St., Buffalo.

Four Are Given Top Prize For February's \$ Savers

ALBANY—Fourteen state employees won a total of \$635 in cash awards in February for money-saving ideas submitted to the New York State Employees Suggestion Program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total \$5,650.

Awards, award winners and their residences are:

\$100 — Peter Zoellner, Smithtown, Department of Mental Hygiene; Phyllis Schmidbauer, Albany, and Mary A. Fero, Waterford, both Tax and Finance, and Socrates G. Lecakes, Binghamton, Division of State Police.

\$35—Joint award to Albert J. Beauregard, Cohoes, and Samuel B. Weissman, Amsterdam, both Tax and Finance.

\$25—Sylvia M. D'Alberto, Mechanicville, Education Department; Paul G. Miles, Saratoga Springs, Health Department; Joanne M. Stapf, Castleton, In-

urance Department; Jeremiah J. Minihane, Latham, and Joseph A. Gramza, North Tonawanda, both division of State Police; Anthony M. DiNuzzo, Watervliet; Joy Heckeler, Albany, and Lynn Kidalsowski, Green Island, all employees of the Department of Taxation and Finance.

Cash award winners also receive certificates of merit. Certificates of merit were awarded to Leonard Fichtenbaum, Staten Island; Dorothy L. Greenfield, Flushing, and Carol Benn, Ravena, all Tax and Finance; and Gerald O. Snyder, Baldwinsville, and Angelo Cerchia, Syracuse, both Department of Agriculture and Markets.

Nassau County Has Clerk, Fireman, Engineer Posts

MINEOLA—Applications are being accepted until March 26 for open-competitive positions as **senior account clerks, control clerks, stationary engineers and stationary firemen** in Nassau County. Starting salaries range from \$6,939 to \$10,497 a year.

Examinations for all posts, which are only open to Nassau County residents, will be held May 1.

For senior account clerk in the Oyster Bay House Authority or the Village of Hempstead, exam 63-325, candidates must be high school graduates with two years' experience in maintaining financial accounts and records. High school graduates with two years' office clerical work which included compilation accounts may apply for senior account clerk in the Port Washington Library, exam 63-326.

To qualify for stationary engi-

near I, exam 63-376, applicants must have two years of experience as a stationary fireman. Two years' experience in the operation of low or high pressure boilers will also be accepted.

For stationary fireman, exam 63-370, candidates must have completed elementary school and have a years' experience in the operation of a steam heating plant. Candidates must indicate on their applications the make, type, use and pressure in pounds per square inch of all boilers mentioned in their experience statement.

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TUESDAY, MARCH 23, 1976



Double-Edged Sword

"YOU SHOULD feel right at home here," Civil Service Employees Assn. president Theodore C. Wenzl said when he introduced Assemblyman Andrew Stein to delegates at the union's convention last week.

The point of Dr. Wenzl's remark is that Mr. Stein had just left the grueling budget debate in the Legislature and was to address the delegates right after they had finished their tumultuous battle over a dues increase.

The plight of both CSEA and the state is basically the same: the need to finance soaring expenses for operation.

Ironically, their dilemmas are also intertwined since, as everyone knows, the state is trying to hold the line on costs by delaying salary increases for state employees, who are irate because of the wage situation.

Indeed, one of the principal arguments against the dues increase—made by state delegate after state delegate during the stormy debate—was the anger they would incur from their members by asking for a dues increase on one hand, while offering for approval a contract proposal without salary improvements. (The agreement does renew increments, however, and promises a definite wage increase next year, as well as important job security guarantees.)

It must have been especially frustrating to the chairmen of the four negotiating teams when they faced delegates in their respective units to defend their actions and the action of their elected committees—all fellow workers who had, without remuneration, gone through the grinding negotiation process.

The people who work directly with the four negotiating team chairmen, Robert Lattimer, for PST; Ed McGreevey, Operational; Thomas McDonough, Administrative, and James Moore, Institutional, know the dedication with which these men have fought for their members. They were elected to the chairmanships because of the high regard in which they are held.

Now the membership will make the final determination on the acceptability of the contract proposals, and many of those people who vote will damn the negotiators who put their blood, sweat and tears into reaching the understanding.

For many of those voting, it may be the only union activity in which they ever participate.

But that, too, is what democracy is all about. After all, everyone cannot be a leader, and it is very important for the rank and file to register their approval or disapproval of their leaders' actions by exercising the right to vote.

We hope that every member will take advantage of this opportunity to vote, since the results will determine the future course of action, whether it be acceptance, an imposed settlement as last year or an eventual strike.

Any organization, including the state's largest public employees union, is only as strong as its membership is prepared to be.

Questions & Answers

Q. I was told that if I apply for supplemental security income the things I own may make me ineligible, even though I don't have any money coming in to speak of. Is this true?

A. Possibly. But you should

check with your social security office and let them determine if your countable resources exceed the limit. If you exceed the limit by a small amount you may still qualify for payments if you agree to sell the excess resources within a specified period of time.

Don't Repeat This!

(Continued from Page 1)

state and local problems that demand resolution before the Legislature is in a position to adjourn.

It is no secret that most of the Legislators are hoping for a short session and that there will be no recurrence of the kinds of crises that arose in New York City and kept the members on call virtually for the full year. The members are deeply conscious of the fact that this is an election year and that many of them will face grueling campaigns in both the primaries in September and during the general election in November.

Must Face Problems

On the other hand the members realize that they cannot sweep away all problems under the rug and let things drift until the next session of the new Legislature next January.

Among the more pressing issues before the Legislature is the matter of judicial reform and the urgent need to take affirmative action to improve the operations of our criminal justice system. These issues will bring to stage center in Albany Senator Bernard G. Gordon, Republican of Westchester County, and Assemblyman John S. Thorp, Jr., Democrat of Nassau County, who serve respectively as chairman of the Senate and Assembly Committee on the Judiciary.

Both Senator Gordon and Assemblyman Thorp are lawyers, who have had broad experience from both a legislative and practical point of view with problems of court administration. Senator Gordon was first elected to the Assembly in 1960 and then to the Senate in 1964. Assemblyman Thorp began his service in the Assembly with the legislative session that convened in 1965.

Both legislators are respected by their colleagues for their ability, integrity, and for their dedication to their legislative responsibilities. Each of them has devoted substantial time to problems of judicial reform.

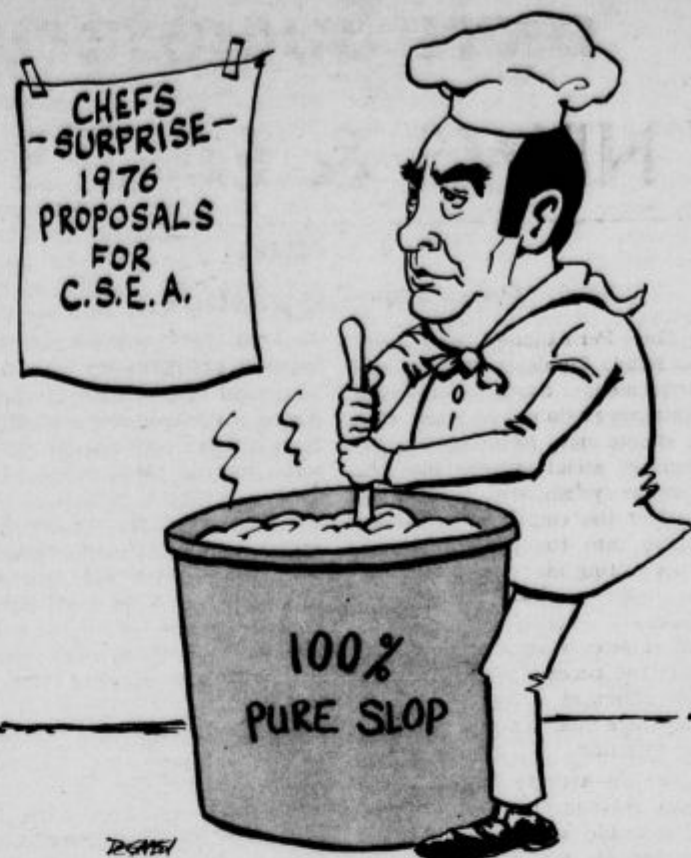
Judicial Cutbacks

Both Chief Judge Charles D. Breitel, State Administrative Judge Richard J. Barlett, and the Presiding Justices of the Appellate Divisions, as well as the other Administrative Judges, have done an exemplary job in modernizing and improving our judicial system. However, what makes the problems so critical for the Legislature is how much more needs to be done, in view of the fiscal crisis that confronts our state and so many of our counties and municipalities.

Part of the retrenchment program put into effect by the City of New York, for example, involved the forced retirement of a number of Supreme Court Justices who reached their seventieth birthday, although the practice had been to continue the services of such Justices for an additional six years. Vacancies that have occurred in some of the lower courts are not being filled for reasons of municipal economy. In addition, many judges and a number of courts have been deprived of law secretaries and clerical assistance, a circumstance which necessarily impairs judicial productivity.

In addition, from the point of view of the administration of criminal justice, there have been sharp cuts in the budgets of the

(Continued on Page 10)



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.

LOBA Outline

People who follow the sports pages are undoubtedly familiar by now with what has come to be known as "last offer binding arbitration." That is a system whereby the impartial third party makes a binding determination of a contract settlement by choosing either the employer's last offer or the employees'. He is not put in the position of attempting to come to a middle ground type of conclusion.

THERE IS PRESENTLY pending in the New York State Legislature a bill which would create the same type of last offer binding arbitration in public sector disputes between public employers and employee organizations. The bill is in the form of an amendment to the Civil Service Law and is patterned after legislation which presently exists and has worked successfully in other states of the union. It appears that in the conventional binding arbitration situation, the employer and the employee organization each tend to state their last positions in an unrealistic fashion; the employer offering almost nothing and the employee organization seeking more than it knows it can hope to achieve. The arbitrator, therefore, makes his own selection of what he deems to be the most reasonable on the assumption that the last offer of each side is not reasonable.

UNDER THE LOBA principle, which is referred to in the statute as "final offer evaluation," the arbitration panel can select only the last offer of one side or the other, in total. It seems, therefore, that each side under these circumstances would then put forward what it considers to be a reasonable proposal in final form with the hope that the arbitration panel would select the position advanced by that party. In practice, it has worked to narrow the differences between the parties not only in terms of monetary and fringe benefits, but also in terms of other aspects of the collective agreement. Until the point is reached in the impasse procedures where the final offer evaluation panel is selected, the procedures remain as they are presently constituted, that is, negotiations, mediation and fact-finding.

THE LEGISLATION does not pertain to fire and police, but it would operate in all other sectors in which the Taylor Law controls. Parties are always free to reach their own agreement, and in fact, it appears that the LOBA principle has pushed parties closer together rather than to pressure them further apart. The statute sets forth criteria which the panel must take into consideration as well as other relevant circumstances. Listed below are the matters which the panel must consider.

A. The financial ability of the municipality to meet costs.

(Continued on Page 10)

RETIREMENT NEWS & FACTS

By A. L. PETERS

Pension Suggestions

The Permanent Commission on Public Employee Pension and Retirement Systems revealed their suggestions last week with a simple new formula: 1) "integrate" social security into the pension system, that means take half of the employees social security into the pension system, thus cutting his retirement funds by half his social security; 2) make a 3 percent deduction from the salaries of state employees to help the pension plan. The plan also offers as a "sweetener" a 3 percent a year increment to offset inflation.

For the average \$15,000 a year man, retiring next year the new plan would start after 20 years service at age 65, with about 15 percent less than he would have received under the old plan. It would bring the retirement benefit to the old level after eight years and make him "even" after 15 years at age 80. Thus, if he lives long enough, the new plan would give him larger payments.

Some interesting figures are brought out by the study. New York State contributed 24.2 percent of the 1975/76 payroll for state employees who belong to the 20-year plan and who entered service prior to July 1, 1973. For those who entered later, the contribution amounted to 14.3 percent. For policemen and firemen the contribution amounted to 36.2 percent; for teachers 19.4 percent.

In the New York City systems the comparable percentages were 23.7 percent for regular employees 25.3 percent for teachers, 35.1 percent for policemen, 23.8 percent for firemen, and 23.2 percent for other Board of Education employees. Altogether, in the eight systems of the state there were a total of 1,159,450 members covered. The number of members receiving pensions on

June 30, 1975 was 246,241. Altogether \$3,516,000,000 will have been paid into retirement funds during the year ending next June 30 to all eight systems, including social security payments.

Medical bills for the average person aged 65 or over, run \$415 out of his or her pocket for medical treatment, a survey for 1975 indicates. The total average medical bill was a little more than \$1,200 per person. The difference was made up by government plans.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40, paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from last week)

Tucker, Joseph W	Malverne
Tucker, Lulu M	Burke
Tulipane, Dorothy V	Yonkers
Turner, Thomas	Central Square
Vaughan, Wilbert	Center Moriches
Villanueva, Manuel	Bronx
Viverito, Salvatore	Whitesboro
Vorchid, Michael Jr.	Brooklyn
Vreeland, Dolores E	Haverstraw
Waddell, Barbara	Geneva
Wakulenko, Vera	New York City
Walsh, James P	Bellairre
Walter, John J	Brentwood
Ward, Herman G	Fort Plain
Wart, Belle	Cooperstown
Washington, Elizabeth H	Utica
Washington, William B	Nyack
Welliver, Charles R, Jr.	Poughkeepsie
Wells, Benjamin	Brooklyn
West, Dorothy M	Brooklyn
Westbrook, Lillian	Binghamton
Wiersenberg, Monica M	New Windsor
Wild, Virginia M	Syracuse
Wilford, Lillie M	Williamson
Williams, Claudia M	Brentwood
Wilson, Mary L	New York City
Wing, Elsie M	Amenia
Winkler, Dawa H	Albany

(To Be Continued)

What's Your Opinion

By ALAN BERNSTEIN

QUESTION

What do you think of Last-Offer-Binding-Arbitration (LOBA)?

THE PLACE

Civil Service Employees Association Delegates Meeting, Kiamesha Lake.

OPINIONS

Fran DeLemo, Utica Office of General Services:



"I think it is a good idea. Binding arbitration really helps. It would help state workers because they would not have to go down the same road that happened last year as to the \$250 lump payment. It's definitely much better than going through the legislature and it's, of course, much fairer to have the binding arbitration. It has to be kept out of politics. State workers have been called second-hand citizens and the legislature seems to feel the same way. With the binding arbitration, state employees will get what they have coming to them."

Bill Sohl, Fulton County Highway Department:



"Last - Offer - Binding - Arbitration could be in your favor or it could work against state employees. It's a very difficult situation. The old way when we went through mediation, fact-finding and so on, the employees got a chance to try to get what he thinks is right for the workers. With LOBA if the state employee doesn't get his recommendation accepted by the arbitrator, it's too bad and he gets nothing. So while LOBA does have some merit, it may not be as good a deal, because you stand to lose everything."

Fran Goodwin, SUNY at Binghamton: "I think



state workers are definitely in need of something like LOBA. It would be a way of binding the state so we don't have to go through fact-finding and the legislature again, and then possibly come up with absolutely nothing. Even though there is a chance that the arbitrator might still pick the proposals offered by the state negotiators, I think binding arbitration is a fair way. Any other way, I believe, would be completely unfair and could usually only hurt state employees."

Kaye Yushak, Albany Department of Labor: "Well,



I am all for the binding arbitration. It is the best legal way that state employees have of negotiating at this time. It's much better than going through all the other steps we have had in the past and will make things much easier, all the way around. I hope the arbitrator will be fairer than what the legislature pulled on state workers last year but I think the arbitrator will at least look at both sides' facts closely and will give his decision based on the facts and not on any other issues such as emotions."

Pat Spiecl, Rockland County: "From what I know



about Last-Offer-Binding-Arbitration, I am in favor of it because it seems the alternative to the regressive points of the Taylor Law, meaning strike penalties and so on. It is really a compromise. Both sides in making their final recommendations to the arbitrator would have to be realistic and not play the games they are doing now at the bargaining tables. They would have to offer a package that the arbitrator could buy. If not, both sides will make ridiculous offers and nothing good can ever come of that."

Dorothy Sergeant, Bronx Psychiatric Center: "I



think the binding arbitration has merit in that it lets state workers go to the ultimate in trying to obtain what they believe is fair. We should explore the area fully and see what we can get. Maybe with the binding arbitration, it would be more objective with an outside party deciding which side is more realistic in its offer. Everybody is subjective when they are presenting their proposals and maybe a little objectivity is needed at the present time. Too much emotion or subjectivity puts both sides at odds and accomplishes nothing."

LETTERS TO THE EDITOR

Save Center

Editor, The Leader:

The senior citizens of Orange County wish to go on record as being opposed to the demolition of some of the surplus buildings at the Middletown Psychiatric Center.

We feel that these buildings should be renovated and put to use as housing for the needy elderly of Orange County.

The advantages of this move are many, and the need is great. These buildings are located in the City of Middletown, on a bus line to downtown Middletown and the center of Orange County.

What with the cost of new construction being so prohibitive, serious thought should be given to the preservation and use of that which already exists and incidentally is paid for—to a great extent by the senior citizens who are now and have been for many years taxpayers in this state.

I am sure the mechanics for funding this project and who will be responsible for running

it—city, county or state—can be worked out.

John M. VanDuzer
Middletown

Pension Delay

Editor, The Leader:

I realize that letters of this type are becoming a great embarrassment to you. No one seems to want to answer them.

Why are your statistics so scanty and incomplete regarding NYC retirements?

Oh, you give out the weekly totals all right and the total options. (See 2-10-76 issue.)

But you don't indicate how long a retiree waited for this announcement. How many months or years? Embarrassing to give out this kind of information, I know.

Next month will be a year for me.

What complicated chicanery is introduced between the official date of retirement, and the official approval by the Retirement Board?

Why do you leave these facts out?

Is your aesthetic nature too delicate to reveal these true facts, when a retiree is waiting with baited breath from the date of his retirement to the great announcement months or years later by the N.Y. Retirement Board that his retirement has been approved?

When the City was out he brink

LETTERS POLICY

Letters to the Editor should be less than 200 words. The Leader reserves the right to extract or condense pertinent sections of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Lengthy letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

of financial disaster, it did not take long for the financial geniuses to turn to the tremendous resources of the Retirement Funds to save their skins . . . while I still wait a year for a decision about my pension!

Any sense my talking any further?

Marco A. Corigliano
Brooklyn

Of Inspectors

Editor, The Leader:

Your front page article in the Feb. 17 Leader, entitled "CSEA Assails DOT Memo OKing Outside Firm Hire After Full-Timer Layoffs," could very well apply to the layoff of 394 State inspectors last May, with a subsequent take-over by the U.S. Civil Service.

There were two understandings at that time: One was that the U.S. Civil Service would take care of safety inspections the N.Y. State inspectors did not cover; the other was that the U.S. Civil Service would consider hiring as many as possible of the laid-off N.Y. State inspectors.

A survey of just how many N. Y. State inspectors were rehired by the U.S. Civil Service

could give us a good case for pressing the return of State service in order to provide some public service jobs for the unemployed in this state.

Sam Grossfield, speaking on Rochester's TV Channel 10, asked the question "Where are the federal inspectors? They're nowhere around." Does this mean the public is not being protected as effectively as in the past? Doesn't the public care whether they are protected or not?

Richard W. Fletcher
Williamson

Chauffeurs Class

Six New York City firefighters are attending engine company chauffeur classes until March 17 at the Fire Department's Division of Training on Roosevelt Island.

The student-chauffeurs are Cesar Martinez, Engine 1; Edward Sere, Engine 35; Anthony Bianco, Engine 76; James McKeon, Engine 228; Joseph Sprufero, Engine 281; and Richard Marra, Engine 303.

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Delegates Bite The Bullet On Dues

(Continued from Page 1)

from \$45 to \$57, still lower than the dues charged by rival unions.

By contrast, the Service Employees International Union and the American Federation of State, County and Municipal Employees have dues structures based on one to two percent of salary, varying from local to local. Based on the smaller figure, one percent, an employee making \$5,800 annually would pay SEIU or AFSCME \$58, while someone in the \$25,000 bracket would pay \$250. This, of course, would be double (\$116 and \$500 respectively) if the deduction is 2 percent.

Although emotions were intense during the dues debate, it was not reflected by the lop-sided two-to-one vote. The tally was 1,401 votes in approval, with 769 against. There was no obvious trend in the voting pattern.

CSEA treasurer Jack Gallagher, in making the plea for higher dues, said that a \$682,856 deficit was incurred by the statewide union for the fiscal year that ended on Sept. 30, 1975, and that the union would face bankruptcy by August of this year if the dues increase was not approved.

The mood of the Delegates was that in return for approval of the 50-cent-per-pay-period increase, it would be expected that the union would tighten control of its spending wherever possible.

Typical delegate reaction was that they would face an angry membership when they reported back to their chapters, since the members in many areas were not receiving salary increases to meet their own needs; yet, if the union is to continue to provide even the current level of services to its members, the dues increase would have to be approved and they, as delegates, would have to shoulder responsibility for their decision.

Printed below is Mr. Gallagher's report to the delegates:

* * *

"This fiscal year, which began on October 1, 1974, proved to be one of the most difficult in the Civil Service Employees Association's 65-year history. The effect of an uncertain economy and the presence of a new state administration perhaps contributed most to the problems faced by the Association and its membership during the past twelve months.

"The rate of inflation, spiraling to dangerous new heights again this year, took its toll on every household and business in the state—and CSEA was no exception. The increased costs of serving our membership in the face of rising expenses resulted in a deficit of \$682,856 for the fiscal year ending September 30, 1975.

"In an effort to serve its members as fully and efficiently as possible, CSEA expanded various programs significantly during this fiscal year. For example, CSEA's legal assistance program cost \$873,176 this year as compared to less than \$400,000 in 1972. The Association's staff also has increased by 33 percent during the past three years, with personnel hired for field service, collective bargaining and headquarters operations. Further regionalization of CSEA was implemented throughout the state with the establishment of six fully-operational offices in Long Island, Fishkill, New York City, Albany, Syracuse and Buffalo and seven satellite offices.

"New York State's largest public employee union' also spent significant dollars maintaining the distinction by combating raids from rival unions anxious to take away the title. And, as bargaining representative of more than 300,000 public

employees, CSEA has entered into long, costly negotiations in the four State units and many counties as well.

"As expenses continue to exceed income, dealing with the deficit becomes an urgent matter which must be resolved soon. Cutting back on services and programs now available to members or the closing of regional offices, two obvious methods of checking costs, would seriously jeopardize CSEA's stature while adversely affecting thousands of members. After serious study of this deteriorating financial situation, it appears that the only viable means of returning stability to the Association's budget would be an increase in membership dues. Such action, which can be taken by a vote of delegates at one of CSEA's semi-annual Delegates Meetings, would provide the funds needed to meet current requirements and allow a modest surplus to accrue over the next several years. The possible enactment of an increase would be the first raise in dues since October, 1972.

"CSEA faced further difficulties when a new state administration, led by Governor Hugh L. Carey, began its work in Albany on January 1, 1975. In his 'State of the State' address before the legislature, the new governor introduced his policy regarding the state and its employees: 'The days of wine and roses are over' he declared and, immediately, the stage was set for a year-long battle.

"While the governor demanded 'cut back', CSEA members—using their own vacation or personal leave—came to Albany on March 18, 1975 to 'fight back!' In a show of unity and strength never seen in this state before, 40,000 CSEA members rallied at the State Capitol, demanding that layoffs stop and serious negotiations for increased salary and benefits begin, as provided for in the reopener clause of the third year of the state's contract with CSEA in four negotiating units.

"When the new administration's blatant disregard for the

needs of state workers became apparent, CSEA was forced to declare an impasse in negotiations for a salary increase. CSEA had refused to accept a final offer of a one-time \$250 bonus payment for state employees.

"In an effort to settle the dispute, CSEA agreed to place the matter before an impartial three-member fact-finding panel. Though the fact-finders recommended a six percent pay raise and CSEA's membership accepted the finding 10 to 1, the Governor promptly rejected it. According to the provisions of the Taylor Law, the issue was then sent to a specially-constituted joint legislative committee whose final, binding determination supported the Governor's original offer months before: an incred-

ably inadequate \$250 one-time payment.

"This bleak resolution of CSEA's efforts to gain increases in salary and benefits for its state employees once again clearly defined the inequities of the Taylor Law. Because the provisions of this law severely limit the avenues of recourse open to public employees, CSEA delegates immediately directed the Association's Legislative and Political Action Committee to give top priority to amending the Taylor Law during the coming year.

"Stung by the legislature's arrogant attitude regarding state workers, CSEA also sprang into action to become a 'watchdog' over the expenditure of public monies by the legislature. The legislature's long-established practice of voting itself generous monetary sums known as 'lulus' (additional pay in lieu of ex-

penses) was challenged in court by CSEA. The court ruled that a current increase of nearly \$1 million in new 'lulus' for the legislature was unconstitutional. CSEA also instituted and won a legal action which prevented the legislature from mandating the investment of state employees' pension funds in shaky Municipal Assistance Corporation bonds designed to bail out a nearly-bankrupt New York City. CSEA then committed itself to a policy of protecting employee pension funds now and in future years from unsound investments.

"Despite cynical newspaper reports of 'CSEA's death knell' as the fiscal year ended, the union's membership, 230,000 strong, knew that CSEA, though strained by the fast-paced events of a difficult year, had come through the experience strengthened and more effective than ever before."

Statement of ASSETS, LIABILITIES and FUND BALANCES as of September 30, 1975 and 1974.

		GENERAL FUNDS	
		1975	1974
ASSETS:			
Cash, including interest bearing accounts and certificates		\$1,077,512	\$1,919,025
Marketable securities at cost (market 1975 — \$1,762,865; 1974 — \$1,516,737) — Note 1		1,828,219	1,524,929
Dues receivable		444,831	438,516
Due from Insurance Fund		213,862	98,078
Other receivables, deposits and prepayments		72,902	368,559
Note receivable — Note 3		175,000	0-
Land and buildings, executive headquarters, at cost — Note 4		1,120,399	1,115,059
Equipment, at cost less accumulated depreciation (1975 — \$230,091; 1974 — \$191,402)		184,972	168,262
Total Assets		\$5,117,697	\$5,632,428
LIABILITIES:			
Accounts payable, taxes withheld and accrued items — Note 5		\$ 336,481	\$ 291,412
Due to Chapters for share of dues		1,303,069	1,240,217
Dues collected in advance		6,591	0-
Mortgage payable — Note 4		152,958	185,235
Total Liabilities		\$1,799,099	\$1,716,864
COMMITMENTS — Notes 3 and 7			
GENERAL FUND BALANCES:			
Fund for general operations and working capital		\$1,118,449	\$2,088,582
Fund for welfare payments		49,507	45,958
Fund for contingency		614,634	371,134
Fund for building and equipment investment		1,141,772	1,087,445
Fund for additions to building and equipment		178,529	147,388
Fund for replacement of building — Note 1		215,707	175,057
Total General Fund Balances		\$3,318,598	\$3,915,564
Total Liabilities and Fund Balances		\$5,117,697	\$5,632,428

Statement of INCOME, EXPENSE and CHANGE IN FUND BALANCE for the years ended September 30, 1975 and 1974.

		GENERAL FUNDS	
		1975	1974
INCOME:			
Dues — net after refunds to Chapters			
State		\$4,243,210	\$3,921,105
County		3,017,667	2,832,244
Insurance Fund reimbursement net of expenses and refunds — Note 2 ..		370,884	406,090
Interest earned		190,431	201,435
Income from other sources		25,045	23,007
Total Income		\$7,847,237	\$7,383,881
EXPENSES:			
Salaries, payroll taxes and other personal services		\$3,170,982	\$2,598,580
Employees' pension and group life insurance costs		452,687	414,265
Administrative travel, lodging and meals		651,129	448,405
Officers, directors and committees expenses		412,113	350,745
Civil Service Leader (mailed weekly to approximately 215,000 members)		930,532	814,698
Printing and communications		323,631	241,799
Legal services		873,176	535,613
Data processing services and equipment rental		315,643	273,119
General expense		100,600	72,108
Headquarters occupancy costs		117,195	113,912
Public relations programs		421,728	84,924
Travel allowance to Chapters		63,730	92,181
Regional offices, conferences, State and County workshop costs other than payroll		210,925	122,384
Delegate meetings, election expenses and organizational costs		423,823	102,636
Additions to fund for building and equipment investment representing purchases of equipment during year		62,199	70,675
Total Expenses		\$8,530,093	\$6,336,044
Excess of (Expenses Over Income) or Income Over Expenses Transferred to General Operations and Working Capital		(\$682,856)	\$1,047,837

Orange Exec Meet

GOSHEN—A meeting of the executive board of the Orange County chapter, Civil Service Employees Assn., will be held Wednesday, March 31, at Dikeman's Firehouse, New Street, Goshen. The meeting is set to begin at 7:30 p.m.

Replacement Ballots

ALBANY — Although the time period for obtaining replacement ballots in current voting on a tentative work agreement for state workers will necessarily be brief, replacements will be available, according to the Civil Service Employees Assn.

CSEA, which represents the four state negotiating units involved, advises its members in those units, who have not received a ballot by March 24 or 25, to phone CSEA's Albany Headquarters at (518) 434-0191 no later than March 25 and ask for one. Submission of name, address, social security number and chapter will be required to enable proper verification of voting eligibility.

"In person" requests for replacement ballots will be honored at Albany headquarters until the close of business on Monday, March 29.

Replacement ballots may not be left at Albany headquarters by hand delivery. All ballots must be returned in the official CSEA return envelope supplied for that purpose and must be received in the mail no later than 10 a.m., Tuesday, March 30. Counting will be completed on March 31.

Albany Region's Sets One-Day Trip To Boston

ALBANY — A bus trip to Boston has been set by Albany Region IV, Civil Service Employees Assn., for Saturday, April 24.

The trip for sight-seers and shoppers will depart at 7:30 a.m. from Executive Park, Stuyvesant Plaza, Albany, and will arrive at Boston's Copley Square. The trip will cost CSEAs \$10 each.

Reservations may be obtained by contacting Muriel Milstrey, 448 Wallace Road, Schenectady, N.Y. 12304. The telephone number is (518) 377-9342. No cancellations will be accepted after April 19.



CAYUGA OFFICERS — Rirdon's Restaurant in Auburn was the scene of the installation of officers and directors of the Cayuga County chapter, Civil Service Employees Assn. They were installed by Syracuse Region V president Richard E. Cleary. Above, seated, from left: Bruce Nolan, chapter president; Helen Exner, recording secretary, and Ruth Curtiss, treasurer. Standing, from left: Donald Short, second vice-president; Ronald Smith, Region V field representative; Charles Lincoln, first vice-president; Mr. Cleary; Luke Cicora, delegate, and Gary Flick, Moravia School unit president and delegate.

CSEA's Rank & File Voting On Terms

(Continued from Page 1)

Treatment of the ratification issue was based on leaving the decision entirely in the hands of the union's rank and file state-employed members, CSEA spokesmen said. For this reason, the delegates came up with no recommendation either for or against the tentative pact.

State Concessions

Delegates did point out, however, that state workers should keep in mind that the state had withdrawn its previous demands to reduce many long-established benefits. These included denying the use of sick leave for the first day of absence due to illness, re-

ducing the rate of earning vacation credits, and limiting to 10 the number of vacation days for which an employee can receive cash payment upon leaving service.

Other demands dropped by the state would have cut personal leave to 3 days a year; terminated the state's dental plan on March 31; increased the work

week to 40 hours for those now working 37½ hours; imposed parking fees in state lots which are now free; and brought about reductions in numerous other worker benefits, as well as the loss of valuable union activity rights for CSEA.

Retention of these various benefits, although not mentioned specifically in the tenta-

tive new agreement, is provided for in a general clause extending the present contract, CSEA spokesmen noted.

The actual memorandum of understanding, accepted by the negotiating teams of all four CSEA state negotiating units, has been sent out with a ratification ballot to all CSEA members in each unit.

Tentative Pact Agreement

Those provisions of the collective agreement between the State and CSEA relating to this unit for the period April 1, 1973 to March 31, 1976 will be extended until March 31, 1978. Only changes in the agreement which are necessary to delete obsolete references or to reflect the following will be made.

1. Commencing with the beginning of the payroll period the first day of which is nearest to April 1, 1976, the State agrees to pay annual and longevity increments at the rate in effect on April 1, 1975 to those employees eligible to receive such incremental payments pursuant to the provisions of Civil Service Law § 130 and 131.

2. Commencing April 1, 1976 permanent non-competitive and labor class employees with in this negotiating unit with one year or more of permanent continuous State service who are laid off will have such lay-off governed by the process presently applicable to competitive class employees for the purpose of re-employment to future vacancies.

3. Effective April 1, 1978 a continuity-of-employment fund administered by a committee will be created in order to

(a) study worker displacement problems arising from economy RIFs, programmatic reductions and curtailments, closedowns, relocations, consolidations, technological changes, and contracting out; and

(b) make recommendations for the solution of these problems, including but not limited to the use of normal and induced attrition (e.g., early retirements), sharing of available State job opportunities (e.g., transfers), indemnification (e.g., severance pay), and transition to work in the labor market beyond State employment (e.g., retraining).

Recommendations made by the Committee will not be binding on either the State or CSEA, although they may form the basis for negotiations and such agreements as the parties may enter into.

The Committee shall be instructed as follows: there shall be four representatives from the State, four from CSEA, and one impartial person who shall serve as Chairman.

The State shall cause to be placed in the continuity-of-employment fund for expenditure pursuant to this memorandum of agreement the amount of \$1 million.

The Committee shall continue in existence for a period of one year unless the parties by mutual agreement agree to extend the life of such committee.

4. Effective April 1, 1976, labor and non-competitive class employees within the negotiating units represented by CSEA if laid off, will be laid off within title on the basis of seniority, provided, however, that such employees shall not gain greater rights than they would have if they were covered by the provisions of the Civil Service Law, Sections 80 and 81, and provided, further, however, that this proposal does not extend to these employees' coverage under Civil Service Law, Section 75 or Article 33 of the collective negotiating agreements with CSEA.

5. Commencing April 1, 1976 and continuing until March 31, 1977, the State will give written notice to CSEA of the closing of an agency, a facility, or a division or major department of an agency or facility at least six full calendar months prior to the closing. A permanent non-seasonal employee in such agency, facility, division or major department who is on the payroll on the date of such closing and who is scheduled for layoff as a result of such notice shall be guaranteed employment and with no loss of earnings for the aforesaid six full calendar months. The provisions of this paragraph may be extended until March 31, 1978 upon the mutual agreement of both parties.

6. Effective April 1, 1976, where under current layoff law and procedures permanent employees are to be laid off within a given layoff unit and there are provisional or temporary employees in the same title in another layoff unit not projected for layoff, such provisional or temporary employees will be displaced in order to provide continued employment for those affected permanent employees. The State will manage centrally the placement of the affected permanent employees.

7. Effective April 1, 1977, the basic annual salary of all employees in full-time employment status as of March 31, 1977 will be increased by an amount to be determined by the parties to the collective agreements pursuant to reopened negotiations to be commenced after October 31, 1976 upon the demand of either party. If the parties cannot agree on the amount, procedures set forth in the Taylor Law for the resolution of impasse shall be available to either party. Article 7.2c of the current Agreement shall be continued.

8. Each of the parties shall have the right by giving notice to the other prior to October 31, 1976 to reopen negotiations in order to amend the continuing provisions of the 1973-1976 collective agreements. Each party will be limited to present for reopened negotiations two articles in the 1973-1976 collective agreements (in addition to the general wage reopener set forth in paragraph 7).

9. Commencing with the beginning of the payroll period the first day of which is nearest to April 1, 1977 the State agrees to pay annual and longevity increments to those employees eligible to receive incremental payments pursuant to the Civil Service Law, § 130 and 131.

10. The State agrees to continue to pay its present share of the cost of health and dental insurance during the term of this extension agreement. Any increase in the costs of such plans will be borne by the State and the employees represented by CSEA in the same proportions as are presently in effect.

The agreements set forth in this Memorandum of Understanding shall be subject to ratification by the membership of the Civil Service Employees Association, Inc.

Dated: March 12, 1976

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

THE STATE OF NEW YORK

Civil Service Law & You

(Continued from Page 6)

B. The interest and welfare of the public.

C. Comparison of the wages, hours and condition of employment of the employees involved in the evaluation proceeding with the wages, hours, and conditions of employment of other employees performing similar skills under similar working conditions and with other employees generally in public and private employment in comparable communities.

D. The decisions and recommendations of the fact-finder.

E. The average consumer prices for goods and services, commonly known as the cost of living.

F. The overall compensation presently received by the em-

ployees, including direct wages and fringe benefits.

G. Comparison of peculiarities in regard to other trade professions, including specifically: (1) hazards of employment; (2) physical qualifications; (3) educational qualifications; (4) mental qualifications; (5) job training and skills.

H. Such other factors which are normally or traditionally taken into consideration in the determination of wages, hours and conditions of employment."

It would appear from this vantage point that the legislation now pending is worthy of support, and is a viable solution to the current poor bargaining practices that exist in the public sector.

Gateway Seeking Lifeguards

BROOKLYN—The National Park Service's Gateway National Recreation Area of New York and New Jersey is seeking ocean lifeguards. Deadline for applications is March 31.

The positions are at the entry level and pay \$27.28 a day. Duty stations will be at Breezy Point, Queens County, and Great Kills, Richmond County, New York, and Sandy Hook, Highlands,

New Jersey.

Applicants must be 18 years of age or older on or before dates of appointment. Information and applications are available by calling the Gateway National Recreation Area offices. In New York, the telephone number is (212) 252-9150; in New Jersey, the number is (201) 872-0115.

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Save Evers Rally Hits Budget Cuts

In yet another attempt to save City University of New York from severe cutbacks, students and community leaders staged a rally at Borough Hall Plaza in Brooklyn late last week.

This time, demonstrators came to support Medgar Evers College, which would be reduced from a four to a two-year college under Schools Chancellor Robert Kibbee's proposal to save money.

Congresswoman Shirley Chisholm, Brooklyn Borough President Sebastian Leone, and James E. Greenidge, chairman of the New York City Council Against Poverty addressed the rally.

Charles Joshua, executive director of the Central Brooklyn Coordinating Council, said the move would turn Medgar Evers into a "vocational school."

"The Brooklyn community fought and struggled for many years to establish a senior college to meet its educational needs," Mr. Joshua said. "Now the life of that senior college is in jeopardy."

Study Group Calls Beame

A State Senate sub-committee, appointed three weeks ago to hold hearings on the impact of Fire and Police Departments budget cuts, wants top city executives to testify at open hearings.

A spokesman for Sen. John D. Calandra, (R-Bronx) chairman of the three-man panel, said it will investigate the cuts which are reducing these "most essential services to crisis levels" and try to determine the effect further cuts would have.

Letters were sent to Mayor Abraham D. Beame, Comptroller Harrison J. Goldin, City Council President Paul O'Dwyer, the fire and police commissioners, deputy commissioners, borough presidents, and union heads. The sub-committee, which was appointed by the Senate Finance Committee, has subpoena powers.

The other sub-committee members are William T. Conklin (R-Brooklyn) and Emanuel R. Gold (D-Queens).

Don't Repeat This!

(Continued from Page 6)

various district attorneys and in the police forces. The inevitable result of these retrenchment measures has been a reduction in the numbers of court trial parts. This means delays not only in the prosecution of criminal offenders, but delays also in the rate of progress in the civil branches of the judicial system.

Both Senator Gordon and Assemblyman Thorp and their legislative committee have held extensive hearings throughout

the state during the past several years. They are fully aware of the extent to which members of the Judiciary, Bar associations, and various civic groups are looking to them for necessary leadership to remove some of the obstacles to efficient and effective judicial administration. The general view in Albany is that Senator Gordon and Assemblyman Thorp will respond creatively to the demands that are being made upon them.

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Nurse, Medical Specialist, Psychiatrist Posts Open

ALBANY—Licensed practical nurses, psychiatrists and medical specialists are continuously being recruited by the State Civil Service Department for posts in state agencies. Salaries range from \$8,051 to \$33,704 a year.

For all posts no written examinations are necessary. Applicants will be rated according to their education, training and experience.

For licensed practical nurse, No. 20-106, candidates must have a license to practice as a practical nurse in New York or have a limited permit to practice as a practical nurse or have applied for a permit. Practical nurses are employed with the Department of Mental Hygiene, Education and Health, as well as the State University.

A state medical license and completion of three years of residency training in psychiatry will qualify candidates for psychiatrist I, No. 20-390. Candidates meeting requirements for

psychiatrist I who have two years' post-residency experience may apply for psychiatrist II.

For medical specialist I, No. 20-407, candidates must be licensed to practice medicine and have completed a training program approved by the certifying board of the candidates specialty. Individuals with two years' post-residency experience may apply for medical specialist II, No. 20-408.

Application forms may be obtained in person or by mail from the State Civil Service Department at Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

State And County Eligible Lists

EXAM 35-523
SR BACTERIOLOGIST
Test Held Nov. 1, 1975
List Est. Feb. 24, 1976

- Schoonmaker D J Duaneburg...83.6
- Hiscott Thomas Pine Plains...83.5
- Meidenbauer R P Albany...80.7
- Maupin Peggy S Nassau...80.1
- Breisch Sharon Albany...78.4
- Lyons Thomas B Latham...78.1
- Andrulonis J A Latham...77.4
- Turek Gregory D Voorheesvil...77.0
- Wethers Judith Albany...75.2
- Armao C D Albany...73.7
- Duncan Rory A Delmar...71.2
- Tooms Russ W Mechanicvill...71.2
- Schmidt Gale B Loudonville...70.9

EXAM 35-536
SR DAMAGES EVALUATOR
Test Held Nov. 1, 1975
List Est. Feb. 24, 1976

- Ekstrom R E Latham...93.3
- Jeavons C F Waterford...86.6
- Raymon Roy V Troy...78.3
- Fox William L Albany...74.0
- Barrell Richard Albany...73.2

EXAM 35-833
WORKMENS COMP EXMR
Test Held Oct. 4, 1975

- Petrella Connie Rochester...87.7
- Stoller B L I City...86.3
- Oldenburg P A Buffalo...86.1
- Wallace Thomas Latham...84.1
- Marblo Patricia Valatie...84.0
- Cohen Bernard Brooklyn...82.6
- Diamond Seymour NYC...82.4
- Cardwell B E Albany...82.3
- Jaeger Janet E Richmond HI...82.1
- Tillman Daisy NYC...82.0
- Hawkins G E Englewood...82.0

- Peeples Barbara NYC...82.0
- Siano George M Rochester...81.1
- Jones Linda C Endicott...80.2
- Wigglesworth L Bronx...80.0
- Koeppel Ruth Latham...78.7
- Chestwood F A Binghamton...78.6
- Gilbert Ruth Jamaica...78.4
- Gratto J H Rochester...78.1
- Sokolosky Hilda Kirkville...78.0
- Evans Sara C Waterford...77.9
- Weizberg Harry NYC...77.6
- Koch Doreen J Skaneateles...77.1
- Napolitano V Brooklyn...77.0
- Dwyer Mary L Endicott...76.8
- Wasserman Max Jamaica...76.7
- Campbell Thomas Troy...76.3
- Ellis Evelyn G NYC...76.2
- Weinthal Helen Frsh Meadows...76.2
- Melewski Irene Waterford...75.9
- Schubert Joel Brooklyn...75.7
- Baroncini E M Val Stream...75.6
- Cropper Marie Cambria Hs...75.5
- Brown Mary L NYC...75.0
- Wah Ruth Richmond HI...74.9
- Kaplan Julius Glendale...74.9
- Congedo Emanuel Brooklyn...74.6
- Colfer Stephen Albany...74.3
- Diaz Lorraine M Hollis...74.0
- Haffenden Lena Brooklyn...74.0
- Berman Mae M Brooklyn...73.7
- Beck Sam Brooklyn...73.6
- Macchio Joseph Liverpool...73.4
- Small Margaret Glen Oak...73.4
- Lieblich Walter Brooklyn...73.2
- Rathakrishnan M Liverpool...73.2
- Foley Robert P Troy...73.0
- Watson Sylvia L Rochester...72.7
- Mazol Marie L Mineola...72.4
- Lombardo P A Brooklyn...72.2
- Deblasio Marcel Val Stream...72.2
- Evans James A Albany...72.0
- Iacone Mary Brooklyn...71.9

- Froebel Phyllis N Tonawanda...71.7
- Murphy Beatrice Farmingdale...71.6
- Bloom Joseph H Bronx...71.3
- Barkevich Peter Amsterdam...70.7
- Jackman Basil U Bronx...70.6
- Penna Gary F Canastota...70.6
- Betro Aspro Brooklyn...70.4
- Ruhl Carol A Watervliet...70.1

EXAM 35-766
SR AQUATIC BIOL MARINE
Test Held Oct. 4, 1975
List Est. March 8, 1976

- Fallon David J Rocky Pt...77.1
- Young Bryon H Amagansett...76.4
- Rasmussen G P Westwood...73.1
- Brandt Robert E Pt Jefferson...70.1

EXAM 35-831
ASSOC COMP CLAIMS EXMR
Test Held Oct. 4, 1975
List Est. March 8, 1976

- Simberg Richard NYC...86.7
- Stutz Anna J Rochester...86.0
- Rathschmidt J F Brooklyn...85.7
- Weinberg Louis Brooklyn...84.0
- Suraci Peter S Brooklyn...82.0
- Lippe Robert Brooklyn...81.6
- Terzulli Paul L Staten Is...81.6
- Deutsch Haskell Brooklyn...80.9
- Palca Lewis P NYC...79.9
- Vainella Joseph Irvington...79.8
- Klein Barry A Englishtown...79.0
- Vafakos Lynne N Brooklyn...79.0
- Guardino Louis Jamaica Est...76.6
- Lappford R W Syracuse...76.3
- Furnari S T Howard Beach...76.0
- McNerney F E Buffalo...75.0
- Gunn Mae E NYC...74.9
- Mayo Norma E Brooklyn...74.0
- Romans Williams Horseheads...73.3
- Cribbs William Lakeview...70.7

EXAM 35-830
SR COMP CLAIMS EXMR
Test Held Oct. 4, 1975
List Est. Mar. 3, 1976

- Spinner Janice Brooklyn...96.4
- Majchrowitz P R Brooklyn...92.1
- Shiffrin Harold Brooklyn...90.4
- Kenyon Katrina Staten Is...90.2
- Feld Leonard B Flushing...89.4
- Bart Michael Brooklyn...88.6
- Gutowski W A Syracuse...87.9
- Bauer Kenneth C Rochester...87.1
- Boman Max Woodhaven...85.9
- Phillips N M Staten Is...85.5
- Beardsley R W Clay...84.6
- Weinstein B S NYC...84.5

(Continued on Page 12)

CIVIL SERVICE LEADER, Tuesday, March 23, 1976



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2 City Workers Praised For Tips

New York City, which seeks assistance from wherever it can, last week handed out Municipal Service Administration awards to two employees for money-saving suggestions. They received citations and cash awards.

Lillian D'Aguiar, a Municipal Archives senior clerk won \$50 for her suggestion to photostat vital records. Salvatore Brucla, a laborer with Public Works, received \$30 for suggesting simpler and less costly methods to grease city vehicles.

"The suggestions both these employees made were an outgrowth of their fine work and knowledge in their respective fields," said MSA Administrator John T. Carroll. "They are representative of the many thousands of civil service employees throughout the city doing their jobs day in and day out."

Name Bookman Center Director

Municipal Service Administrator John T. Carroll announced last week that the Municipal Archives and Record Center and the Municipal Reference and Research Center are being consolidated. Mr. Carroll also announced the appointment of Eugene Bockman, director of the reference center 1968, as head of the new unit.

Both centers are charter-mandated agencies. The reference and research center provides reference, research and library assistance to mayoral agencies, local government, City Council and the Board of Estimate. The archives and records center administers the records management program of the city and serves as archival depository for New York.

Occupational And Physical Therapist Job Slots Open

ALBANY—The State Department of Civil Service is continually accepting applications for occupational therapists and physical therapists for posts in the Department of Mental Hygiene, Health Department and The State University of New York. Starting salary is \$11,337 a year.

To qualify for occupational therapist, exam 20-176, applicants must have a bachelor's degree and registration as an occupational therapist with the American Occupational Therapy Association. A bachelor's degree in occupational therapy and a state occupational therapy license will also be accepted.

Candidates with a degree in physical therapy and a license issued by the State Department of Education may apply for physical therapist, exam 20-177. Candidates who have a temporary license to practice in New York State may be appointed, but must obtain their license within one year.

Candidates for both positions will be rated on the basis of their training and experience.

There will be no written test.

Applications may be obtained from the State Civil Service Department, Two World Trade Center, New York, N.Y.; Suite 750, 1 West Genesee St., Buffalo, N.Y. or the State Office Building Campus, Albany, N.Y.

Asst. Chief Named

The General Litigation Division of the New York City Law Department has a new assistant chief.

Corporation Counsel W. Bernard Richland last week announced the appointment of Joseph F. Bruno to that post. Mr. Bruno, who succeeds Doron Gopstein, now chief of the division, has been with the Law Department since 1971.

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(Continued from Page 11)

13 Franz James G Brooklyn	83.4
14 Silverstein R M Brooklyn	82.5
15 Staniszewski F Buffalo	82.4
16 Shaw Robert H Bellerose	82.3
17 Radell Howard E E Syracuse	81.3
18 Williams Luther NYC	80.7
19 Collins Michael Bronx	80.6
20 Flynn Ernestine Rensselaer	80.0
21 Gazitano Thomas Rome	78.4
22 Millington K E Middle Vill	78.3
23 Lloyd Dorothy C NYC	78.2
24 Teta Joel M Kings Park	77.5
25 Kovner Howard Brooklyn	77.4
26 Engel Peck B Flushing	77.4
27 Williams M B Jamaica	77.0
28 Legrand Vera M Bronx	77.0
29 Bent Michael B Buffalo	76.0
30 Markey John P Holbrook	76.0
31 Muniz Joseph Bronx	75.7
32 eBane Marion L Jamaica	75.0
33 Duke Jean R Brooklyn	74.0
34 Campbell Gary G Elmont	73.2
35 Tirone Cheryl A Kenmore	72.9
36 Gettleman Allan Brooklyn	72.3

EXAM 34-745

SR CLERK

Test Held May 3, 1975

List Est. Sept. 2, 1975

(Cont. from Previous Edition)

2436 Rozelle Marsha Syracuse	72.0
2437 McDaniel P A Yonkers	72.0
2438 Lafave Martha A Elbrg D	72.0
2439 Dechiro John Cohoes	72.0
2440 Poplawski Irene Buffalo	72.0
2441 Timpone Alice R Commack	72.0
2442 Kennedy Roger P Schenectady	72.0
2443 Hess Nancy P Buffalo	72.0
2444 Davis Sarah E Rensselaer	72.0
2445 Blasen Robert J Albany	71.9
2446 Buckley Irene M Levittown	71.9
2447 Kellar Judith A Binghamton	71.9
2448 Cummings Cheryl Liverpool	71.9
2449 Longshore Ollie Laureton	71.9
2450 Hartnett Janice Lackawanna	71.9
2451 Strickland G J Kent	71.9
2452 Yeager Thomas J Binghamton	71.9
2453 Pasquariella S Schenectady	71.9
2454 Napier Beulah M Poughquag	71.9
2455 Clark Shirley A Pine Bush	71.9
2456 Cossack Sandy A Troy	71.9
2457 Butterfield S A Phoenix	71.9
2458 Inman Mary N Clay	71.9
2459 Vanderheyden R Green Is	71.9
2460 Vancleaf W M Staten Is	71.9
2461 Mayette Sandra Dover Plains	71.9
2462 Curley Frances Troy	71.9
2463 Walker Virginia Watervliet	71.9
2464 Grochmal Karen Waterford	71.9
2465 Ingersoll Bette Poland	71.9
2466 Nass Paulette A Seikirk	71.9
2467 Laufer Marilyn Schenectady	71.9
2468 Morgani F M Buffalo	71.9
2469 Shaw Daniel M Watervliet	71.8
2470 Chambers M A Rensselaer	71.8
2471 Krahula K A Schenectady	71.8
2472 Rienzo Alberta Setauket	71.8
2473 Bowden Steven E Albany	71.8
2474 Clarke Ann M Staten Is	71.8
2475 Weekes Karen A Albany	71.8
2476 Hogan Eva C Newtonville	71.8
2477 Cornell Dona M Syracuse	71.8

(Continued on Page 15)

SHORT TAKES

ABRAMS RETIRES

Albert J. Abrams, of Albany, secretary of the State Senate since 1963, retired last week after 40 years of service to the Senate. He will be succeeded by Roger C. Thompson, former secretary to the Republican side of the Senate. The duties of this post will be merged with those of the Secretary of the Senate. Mr. Abrams said he plans to work for a 10-state legislative energy program funded by the National Science Foundation to help make the northeast energy independent and also for the National Council on the Aging, a group he helped found 25 years ago.

COMP BOOST PROPOSED

The State Workmen's Compensation Board has proposed increasing the ceiling for total disability and death payments from the present \$95 to \$215. This would be the Board's greatest increase in its 60-year history. The proposed increase would only cover injuries which occur after July 1, the proposed effective date of the legislation. Persons now receiving such payments would not have their grants increased.

ANNUITY SUIT

The New York State Public Interest Research Group, a public interest organization, has filed a suit against New York City to halt payments made to nine uniformed services unions. The payments, known as annuity funds, were begun in 1968 and now total about \$10 million annually. Under the payment schedule, the city gives money to the unions for each date members work. Amounts vary according to the employee's grade. Employees receive payment upon retirement, usually in monthly installments over a 10-year period, over and above regular pension and social security payments. The NYPIRG suit states that the annuities are illegal because of a statute passed in 1922 when New York State consolidated all city public employee pension plans. "The annuity funds are salaries paid after retirement," said a NYPIRG spokesman, "and, therefore, clearly are pensions. Since no exemption was obtained to the 1922 statute from the Legislature, the annuity funds are illegal."

RAP CORRECTIONS

The State Department of Correctional Services has been criticized at Albany budget hearings for eliminating parole officer posts while allowing administrative costs to increase because of the hiring of non-officer personnel. Commissioner Benjamin Ward said the Department's \$202 million 1976-77 budget reflected the weakening of the former inmate-officer ratio of about 40-1 to about 50-1. However, Assemblyman Stanley Fink (D-Brooklyn), chairman of the Assembly Codes Committee, said the Department had actually increased its personnel and administrative costs this year by more than \$200,000 and added he will seek to replace the officers while cutting back staff and expenses in other areas.

APPOINT SAMUELS

Gov. Hugh L. Carey has announced the appointment of Margaret D. Samuels as assistant industrial commissioner for the New York City District Office of the State Labor Department. Ms. Samuels, a former union administrator, succeeds Annie B. Martin in the position. Ms. Samuels is a trustee of the New York City Central Labor Council and a member of the Council's Black Trade Unionists Leadership Committee. From 1955 to 1957 she served as Central Harlem Area Regional Chairman for the Mother's March of Dimes. Her salary will be \$24,000.

ASK UNEMPLOYMENT HIKES

Assembly Democrats have proposed increases up to \$40 a week in additional unemployment benefits and a new method of taxing employers to buoy up the dwindling State Unemployment Insurance Fund. The leaders urged that maximum insurance benefits be increased \$10 a week, to \$105, and that an additional weekly benefit of \$10 be provided for each up to three dependents. Speaker Stanley Steingut and Majority Leader Alfred Blumenthal proposed scrapping the present experience rating system under which employers are taxed on the first \$4,200 of each worker's wages according to his past benefit and contribution experience and the fiscal condition of the State Fund. Under the plan proposed by the Democrats, this method would be replaced by a flat rate for all employers. Comptroller Arthur Levitt recently warned that the State Fund is seriously depleted and could be broke next year.

Electrician Test

The New York City Personnel Department says 1,025 electrician candidates have been called for the written part of open-competitive Exam 5015 scheduled for March 27.

LEGAL NOTICE

OAK ASSOCIATES,

A Limited Partnership, 40 Wall Street, NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office January 28, 1976. Business: Trading in commodities future contracts, or commodities spreads and straddles, and in commodities options, puts calls and straddles and conduct all business related thereto. General Partner: Paul I. Willensky, 1065 Park Ave, NYC, Marc S. Sherman, 73 Jane St, NYC, \$7500.00 each Limited Partners, Cash Contributions and Share of Profits: Osias Biller, 10 Park Ave, NYC; ABC Industries Inc., 258 Broadway, NYC, \$50,000 each; Warren D. Manshel, 2 E 67 St, NYC; Anita Manshel, 2 E 67 St, NYC, \$25,000 each. Term: January 28, 1976 to January 28, 1986. Limited partners shall contribute their share of profits as additional contributions unless they are withdrawn. Contributions to be returned upon termination or upon request at end of any quarter. Additional limited partners may be admitted by general partners.

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NYC Region Planning Two Info Posts

MANHATTAN — George Bispham, supervisor of Civil Service Employees Assn. New York City Region II, announced that the union has set up an information desk in Building 2 of the World Trade Center and in the Harlem State Office Building at 125th Street, Manhattan.

Mr. Bispham said that thousands of state employees are located in these buildings and the information desks will be an extension of the services rendered to CSEA members.

"We want to make our staff more accessible to our members and their problems, and to learn how we can better service them. We also expect that non-members, learning more about CSEA, will want to join our ranks," Mr. Bispham added.

The program began on Tuesday, March 16, on a bi-weekly basis of first and third Tuesdays at the World Trade Center and second and fourth Tuesdays at the Harlem State Office Building.

Court Clerk Promo Is Set

ALBANY — The Office of Court Administration has opened filing for the promotional post of senior account clerk, exam 55-488, with the New York State Court of Claims. Applications for the post will be accepted until April 2, with a written test scheduled for May 1.

To qualify for the test, applicants must be court office assistants, court dictating machine transcribers, mail and supply clerks, stenographers or telephone operators in the State Court of Claims. Applications and announcements can be obtained from the New York State Court of Claims, Justice Building, South Mall, Albany, N.Y.

Retirees Hold B'klyn Meeting

BROOKLYN — The next meeting of Brooklyn chapter 500, National Assn. of Retired Federal Employees, will be held Saturday, March 27, at 1 p.m. in the Kings County War Memorial Building, Fulton and Orange Streets, in the Borough Hall section of Brooklyn.

Chapter secretary Samuel Komanisky said the agenda will include a talk on filing 1975 income tax returns, a report on legislation affecting retirees now pending in congress and a discussion of the chapter's planned Bicentennial observance. Retirees and prospective retirees are invited to attend.

Manhattan PC Holding Dinner

BRONX—Manhattan Psychiatric Center chapter 413 will hold a dinner-dance Friday evening, March 26, at Mayer's Restaurant, 613 E. 233rd St., Bronx. The event will be from 10 p.m. to 3 a.m. and several recent chapter retirees will be honored.

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

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Greece Three-Year Pact Holds 33c Hour Average Hike, Variety Of Fringes

ROCHESTER—The first contract negotiated by the Civil Service Employees Assn. for 110 employees of the suburban Town of Greece provides an average 33-cent-an-hour pay raise for each of its three years.

The contract, retroactive to Jan. 1, also contains new grievance procedures, binding arbitration, a fair dismissal clause and reduction in the work week from 45 to 40 hours over the three-year period.

The contract covers employees in the town's public works, sewer, water, landfill and recreation departments. Under the contract's terms, laborers, for example, will be earning \$5.80 an hour starting Jan. 1, 1978.

Employees ratified the contract by a vote of 48-17.

Douglas Lynch, unit president, was in charge of negotiations, which took place in 21 sessions held over six months.

Field representative Thomas Pomodoro, who also assisted in

negotiations, said the grievance procedure and a job security clause were the major contract gains.

Under the grievance procedure, an employee with a complaint will go first to Public Works Commissioner William Kintz. If Mr. Kintz cannot satisfy him, the employee then can have a hearing with Town Supervisor Donald Riley. If this isn't satisfactory he or she can seek a hearing before an outside arbitrator whose decision will be binding.

Previously, the last step of the grievance procedure was a hearing before the Town Board.

"The Town Board would win and the employee would always lose, no matter if the town was wrong or right," Mr. Pomodoro said.

Under the job security clause, an employee who has worked for the town at least 18 months cannot be fired unless just and sufficient cause is shown.

Mr. Pomodoro also said the new contract represented an "improvement in language." Many provisions of the old, non-CSEA contract were unclear, he said. "It was not a workable contract."

"I think the new pact is an excellent one," he added. Only public works employees in Perinton and possibly Brighton have higher hourly scales than those in Greece in Monroe County, he said.

Negotiations began in August. After about a dozen meetings, CSEA declared an impasse and walked out of a Dec. 1 meeting. A fact-finder was appointed by the State Public Employment Relations Board, but never met with the two sides.

Negotiations resumed in early January and a tentative agreement was reached about a month ago. The Greece Town Board approved the contract after it was ratified by the CSEA members.



VICTORY GESTURE — Kevin Betton, of Niagara, left, jumps with excitement upon learning of his win over Lavern Mouson, of Rochester, in the Civil Service Employees Assn.-sponsored 125-pound novice boxing championship fight in Syracuse. The bout was one of 18 on a Golden Gloves championship card, generally regarded as the finest of its kind in a decade in Upstate New York. At rear, being upstaged by the referee, but displaying the CSEA championship trophies, is Chuck McGeary, Syracuse Region V public relations chief.

30th Anniversary Will Be Celebrated By Motor Vehicles

ALBANY — Motor Vehicle chapter 674, Civil Service Employees Assn., will mark the 30th anniversary of the granting of its charter with a dinner-dance Sunday evening, May 2.

The chapter received its charter from CSEA Headquarters on May 9, 1946. Mildred Buckley, chairman of the group's public relations committee, said the event will begin at 5 p.m. at Michael's Restaurant, Latham.

Fowler Named Onondaga Head

SYRACUSE — Norman Fowler is the new president of the Onondaga County chapter, Civil Service Employees Assn.

Other new officers are Robert Obrist, first vice-president; Marie Kalbfleisch, second vice-president; Joseph Caputo, third vice-president; Venita Cerutti, secretary; Sally Greco, treasurer, and Gerald Roseman, chapter executive representative.

Mr. Roseman was the only officer re-elected. Mr. Fowler succeeds Andrew Placito as president.

Mr. Fowler was elected in a reballoting. The results of a November election were set aside because it was discovered that an obsolete list of members had been used, according to Carmella Bartholomeo, election committee chairman.

Bond Lawsuit Filed

(Continued from Page 1)
ready consented to the investment of a large part of its pension funds in the four state agencies.

Court action on the CSEA lawsuit could begin as early as this week, according to Richard Burstein of the Roemer, Martin and Featherstonhaugh firm.

Watertown Seeks \$ Hike & Grievance Arbitration

WATERTOWN—A set of contract proposals involving pay increases and binding arbitration for grievances has been adopted by the Watertown City unit of Jefferson chapter, Civil Service Employees Assn., which plans to seek a negotiating session with City Manager Ronald G. Forbes within the next two weeks.

Roger Kane, field representative and collective bargaining specialist for CSEA, said the proposal includes a pay raise tied to the cost of living increase. He declined to specify the amount

sought, indicating it compares "roughly" with the 6 percent pay raise in the current pact.

He said CSEA will propose binding arbitration for grievances and longevity payments similar to those won by city policemen and firefighters in their existing contracts. The latter item may be dropped if the Public Employment Relations Board rules favorably on a pending CSEA charge that those benefits should be awarded general workers retroactively because the payments were, in effect, promised the union during last year's negotiations.

A continuation of the current no-layoff clause, which expires when the present contract ends June 30, is not within the present CSEA proposal package. Instead, CSEA will propose a bumping procedure for non-competitive positions. The job guarantee provision, however, may see discussion during upcoming contract talks, said Mr. Kane.

Watertowner's Work Transfer Draws CSEA Ire

WATERTOWN—The Civil Service Employees Assn.'s custodial-maintenance unit may take legal steps against the Watertown Board of Education in the wake of a union member custodian's job transfer at a \$400-a-year cut in salary.

Roger Kane, CSEA field representative, has indicated legal action is in the offing, terming the transfer "an attempt to bust the union."

Involved in the case is Robert Whittier, head custodian at Wiley School, transferred to North Junior High School with his duties at Wiley given to building manager Cornelius Shay.

Mr. Whittier, protesting the loss of pay, nevertheless has taken the transfer so that he has a job.

School officials said the transfer was designed to save the City School District \$11,497 by not hiring a new person through transfer of Mr. Whittier as replacement for a retiree at North Junior, and broadening of the duties of Mr. Shay at Wiley School.

CSEA Affirms Independence

(Continued from Page 1)
the Board of Directors in rejecting the AFSCME bid.

AFSCME representatives immediately said their AFL-CIO union would challenge CSEA for representation rights in the future.

Representatives of the Public Employees Federation also surfaced at the convention after the affiliation rejection. PEF is the

AFL-CIO organization that has been trying to find someone to represent. A collaboration between the United Teachers and the Service Employees International Union, it was formed for the purpose of challenging for the Professional-Scientific-Technical Bargaining Unit rights, but was defeated by CSEA in an election earlier this year.

Ⓛ 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.

MARCH

- 24—Buffalo chapter dinner meeting: 5:30 p.m., Plaza Suite Restaurant, I M & T Plaza, Buffalo.
- 26—Manhattan Psychiatric Center chapter 413 dinner-dance: 10 p.m.-3 a.m., Mayer's Restaurant, 613 E. 233rd St., Bronx.
- 31—Capital District Retiree chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 31—Orange County chapter executive board meeting: 7:30 p.m., Dikeman's Firehouse, New Street, Goshen.

APRIL

- 5—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.
- 10—SUNY at Buffalo chapter 602 dinner-dance: Pellamwood House, Transit Road, West Seneca.
- 24—Albany Region IV Boston bus excursion.

MAY

- 2—Motor Vehicle chapter 674 30th Anniversary Party: 5 p.m., Michael's Restaurant, Latham.
- 3—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.
- 14—Albany Region IV "Mix and Mingle" party: 5:30 p.m., Michael's Banquet House, Route 9, Albany.

MANHATTAN—Charles H. Brennan, Internal Revenue Service director for New York, Bronx, Richmond, Westchester and Rockland Counties, said IRS offices there will be open Saturdays from 10 a.m. to 2 p.m. until April 15, the end of the 1975 filing period, to assist persons with their federal income tax returns.

In addition to the extended Saturday schedule, office hours at IRS offices on Wednesdays will be from 8:30 a.m. to 7 p.m. Telephone assistance will also be available during all hours of extended service. On other days, IRS offices are open from 8:30 a.m. to 5 p.m. The Manhattan office at 120 Church St. opens

at 8 a.m. Addresses and telephone numbers of IRS offices may be found in appropriate telephone directories.

Fed Computer Jobs Available

Computer operators and technicians are being recruited by the U.S. Civil Service Commission for federal agency posts in New York City and Northern New Jersey. The GS-5, 6 and 7 posts have starting salaries ranging from \$8,925 to \$11,046 a year.

No written test is required. Candidates will be rated on training and experience.

For GS-5 positions, applicants must have two years' general experience and one year of specialized work. General experience for both posts means experience operating electric accounting machines, sorters, tabulators, calculators, card punch and other wired equipment.

Specialized experience for computer operators means experience operating a computer system or peripheral devices used in support of computer operations. Work in translating actions into computer languages, heading and interpreting program charts, or other work requiring comparable knowledge of computer techniques will qualify for technician specialized experience.

GS-6 candidates must have two years' general and two years' specialized experience, while GS-7 candidates should have two years' general and three years' specialized.

Two years of study above high school may be substituted for two years' general experience. Four years' study past high school, including 12 semester hours in data processing may be substituted for all GS-5 requirements.

Additional information and applications are available at federal job information centers at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-40 161st Street, Jamaica, Queens.

Complete forms should be sent to Syracuse Area Office, U.S. Civil Service Commission, 301 Erie Boulevard West, Syracuse, N. Y. 13202.

Aiello's Staying

Board of Education member Steven Aiello has declined an appointment as executive assistant to Mayor Abraham D. Beame. Mr. Aiello says he prefers to remain with the board during its financial crisis.

ALBANY BRANCH OFFICE
FOR INFORMATION regarding advertisement, please write or call:
JOSEPH T. BELLEW
303 SO. MANNING BLVD.
ALBANY 8, N.Y. Phone IV 2-5474

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CONFERENCE CENTER
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- 2478 Healy Alice C Blue Point71.8
 - 2479 Wales William J Scotia71.8
 - 2480 Benincasa K P Bay Shore71.8
 - 2481 Theodore Brady Brooklyn71.8
 - 2482 Rafferty F E Albany71.8
 - 2483 Lewis Barbara B Brooklyn71.8
 - 2484 Graf Dianne G Seaford71.8
 - 2485 Canniff Brenda Chenango Frk 71.8
 - 2486 Acker Lori L Rensselaer71.8
 - 2487 McLaughlin M V Mt Vernon 71.8
 - 2488 Boulteris M J Saratoga Lk71.8
 - 2489 Simms James M NYC71.8
 - 2490 Syzanski Sophie Dunkirk71.8
 - 2491 Bystrak Olenda Binghamton71.7
 - 2492 Kelley Deborah Albion71.7
 - 2493 Ambutter R L Brooklyn71.7
 - 2494 Russo L D Albany71.7
 - 2495 Bacher Carol Smithtown71.7
 - 2496 Wickham V A Schenectady71.7
 - 2497 Kompf Anne E Syracuse71.7
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 - 2499 Shely Colombe Cohoes71.7
 - 2500 O'Donnell John M Troy71.7
 - 2501 Lajd Helen L Snyder71.7
 - 2502 Lombardi Pamela Schenectady 71.7
 - 2503 Dunigan Barbara Albany71.7
 - 2504 Parshall Doris Guiderland71.7
 - 2505 Reiter Lila S Rego Park71.7
 - 2506 Lancier M M Albany71.7
 - 2507 Lewis Sherri L Albany71.7
 - 2508 Cook Claudia J Albany71.7
 - 2509 Sholl Nancy E Brockport71.7
 - 2510 Protko Joseph R E Schodack 71.7
 - 2511 Harrison Y G S Ozone Pk71.7
 - 2512 Stracher Karen Schenectady71.7
 - 2513 Astafan Marcia Utica71.7
 - 2514 Tamer Kathleen Utica71.7
 - 2515 Cometto Paula M Aiden71.7
 - 2516 Myers Robert F Grenelfd Ctr 71.7
 - 2517 Capogna Thomas Schenectady 71.7
 - 2518 Hughes Jayne K Albany71.7
 - 2519 Judd Ronald P Rensselaer71.6
 - 2520 Kaney Patricia Hamburg71.6
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 - 2523 Velte Karen L Webster71.6
 - 2524 Hodge Kathleen Schenectady 71.6
 - 2525 Gavin Judy A Albany71.6
 - 2526 Grasek Ellen M Delanson71.6
 - 2527 Notaro Helen E Lindenhurst 71.6
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 - 2529 Phelan Robert J Rensselaer71.6
 - 2530 Garceau Cecilia Watervliet71.6
 - 2531 Westerlund J M Rocky Pt71.6
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 - 2540 Straub Dora M Richmond HI 71.6
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 - 2543 Frank Evelyn Rockaway Bch 71.6
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 - 2545 Kendrick S W Richmond HI 71.6
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 - 2462A Frasco Janis C Haverstraw.....71.9
 - 2531A Lisowski E A Buffalo71.6
 - 2415A Vanburen J M Schenectady 72.3
 - 2537A Boehlke Gail A Albany71.6
 - 2367A Livingston R A Troy72.8
 - 2287A Lewis Shirley A Hannacroix 73.2
 - 2430A Bernstein L Douglasson72.1
 - 2512A Rozman Jennifer Kerhonkson 71.7
 - 2567 Ravish Patricia Albany71.4
 - 2568 Cipperry Sharon Cohoes71.4
 - 2569 Turallo Tony Albany71.4
 - 2570 Vannstrand S Farmingdale 71.4
 - 2572 Ladouceur Sally Ogdensburg 71.4
 - 2573 Jones Dorothy W NYC71.4
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 - 2597 Bizzarro Gail A Troy70.9

- 2598 Lyczko Ronald J Amsterdam70.9
- 2599 Vantine Kenneth Troy70.9
- 2600 Green Richard A Averill Pk70.9
- 2601 Nadler Yvonne M Hagsaman70.9
- 2602 Lynch Milton B Albany70.9
- 2603 Elwood Martha A Schenectady 70.9
- 2604 Jenix Helen Ctl Islip70.9
- 2605 Jones Ruth E Mohegan Lake70.9
- 2606 Gaines Marie S Bronx70.9
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- 2608 Meiers Pamela A Castleton70.8
- 2609 Travis Lois M Rochester70.8
- 2610 Sinopoli Rose M Stony Point70.8
- 2611 Thomas Lois E Averill Park70.7
- 2612 DeJean Pierre Peekskill70.7
- 2613 Bonesteel E M North Troy70.7
- 2614 Hull Iva T Rensselaer70.7
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- 2634 Mazur Laura Amsterdam70.4
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- 2639 Rickard Joyce M Howe Cave70.4
- 2640 Emerson Elaine Weedsport70.4
- 2641 Scott June M Troy70.4
- 2642 Smith Adalade Napanoch70.4
- 2643 Nash Mildred H Saranac70.4
- 2644 Petrillo J L Walden70.4
- 2645 Goldwell B C Staten Is70.4
- 2646 Vann Sharon A Redford70.4
- 2647 Jaquis Lisa J Tupper Lake70.4
- 2648 Driscoll B A Poughkeepsie70.4
- 2649 Szary Elizabeth Albany70.4
- 2650 Bodane Gloria M Fairport70.4

- 2651 Manchester P A Hilton70.4
 - 2652 Pose Lucy M Schenectady70.4
 - 2653 Dinallo Donna G Mechanicvil.....70.4
 - 2654 Winnie Garry L Greenvil70.4
 - 2655 Johnson Sarah D Schenectady.....70.3
 - 2656 Burrell Delores Lindenhurst70.3
- (To Be Continued)

Gullhaven Links Now Open To All State Workers

CENTRAL ISLIP—Central Islip Psychiatric Center is opening memberships in the Gullhaven golf course on the grounds to all state employees.

The move, according to Oleh Riznyk, deputy administrator, was made in response to state demands to make the employee's golf course self-sustaining. The nine-hole, 2,700-yard course and clubhouse enable employees to play with a maximum waiting time of 15 minutes, often no wait at all.

Memberships, at \$60 a year, provide golf seven days a week and members may bring up to three guests, who pay green fees of \$3 week days and \$5 week ends.

The club was developed by employees at the center and has heretofore been limited to about 300 members of the staff here.

N. Y. Seeks Investigators

ALBANY—The State Department of Civil Service is accepting applications until Mar. 22 for the promotional exams of senior unemployment insurance investigator and associate unemployment insurance investigator. The jobs are at G-18 and G-21 levels, respectively. Current vacancies for both posts exist in the Counsel's Office of the Department of Labor

in New York City and Rochester. Written exams are scheduled for May 1.

Applications are available through Labor Department personnel or business offices. Forms may also be obtained from the State Civil Service Department at Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

Promote 24 More In FD

The Fire Department promoted 12 firemen to lieutenant and 12 lieutenants to captain last week.

Along with five promotions to assistant chief the week before, they were the first in about eight months in the department, because of budget cutbacks.

The new captains are Henry F. Kittel, Joseph N. Brocco, Robert N. Cantillo, Francis J. Beyar, Frank R. Ruckel, John P. Iannuzzo, Robert V. Koeth, Henry

W Brinkworth, Salvatore D. Abbinanti, Stanley A. Gerardi, John J. Stelmack, and James P. Leddy.

The new lieutenants are Michael D. Dunne, James E. Shugrue Jr., Kevin P. Lynch, Wilfred W. Schmelzinger, Michael F. Tempesta, Norbert R. Meehan, Peter R. Masiello, Thomas J. Owens, Richard E. Mills, Thomas J. Owens, Richard E. Mills, Thomas F. Jackman, James E. Ratty, and Walter A. Nicholson.

State Promotional Job Calendar
Filing Closes April 12

Title	Salary Grade	Exam No.
Principal Engineering Technician (Conservation)	G-15	35-921
Principal Engineering Technician (Steam Improvement)	G-15	35-923
Section Maintenance Supervisor	\$13,556	35-940
General Parkway Foreman	\$10,714	35-939
Supervisor of Humanities and Performing Arts Education	G-28	39-136
Director, Division of Supervision Education of Handicapped Children	G-33	39-135

Additional information and application may be obtained from department personnel and business offices or from the State Department of Civil Service: State Office Building Campus, Albany 12226; Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo 14202.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 488-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 am.-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.

Albany Region Gets It Taped Up

ALBANY — "An educated staff, which is totally aware of the ongoing changes in their professional field, is the mainstay of any modern organization," Civil Service Employees Assn. Albany Region president Joseph McDermott said in explaining the region staff education program.

"Because of this need to keep the Albany regional staff abreast of the newest concepts in labor relations, bargaining techniques, arbitrations and grievance procedure changes, and other items, we have begun a videotape program. In this program, experts in various fields address our regional field staff and undergo an intensive question and answer period by the fieldmen themselves.

"Since these programs are videotaped they can be played over again to various audiences so that the knowledge presented can be disseminated over a very large area without tying up the expert or the members of the regional staff," Mr. McDermott observed.

Recently the regional staff was addressed by the Rev. David C. Randles and William A. Toomey concerning various aspects of arbitration. Reverend Randles' presentation lasts ninety minutes and Mr. Toomey's lasts two hours; both are on half-inch black and white videotape. Copies of each presentation can be made available to other CSEA regions for the copying charge of approximately \$15 per half-hour reel.

"The Albany Region believes



As the Rev. David Randles begins his presentation on arbitration preparation, members of Albany Region IV, Civil Service Employees Assn. staff listen and J. T. O'Toole, a state employee and director of channel operations for ACVP - Channel 16, Albany, videotapes the event for future educational use.

that this type of educational program, real presentations by experts in the field, questioned by professional practitioners, not a scripted, staged presentation by Hollywood-type actors, presents current knowledge in the best way possible," Mr. McDermott said.

"We do hope that other Regions will utilize these tapes or, possibly, produce their own. This will bring about an exchange of educational materials related to any situation at hand and the establishment of an up-to-date videotape library to help educate our members and the professional CSEA staff."

Schenectady Secretaries Hold A Workshop Session

SCHENECTADY — A three-part workshop session has been concluded by the Schenectady Educational Secretaries chapter of the Civil Service Employees Assn. Chapter members also heard remarks from Joseph McDermott, head of CSEA Albany Region IV.

The three workshops were Negotiations in the Educational Field, conducted by CSEA collective bargaining specialist Danny Jinks; The Taylor Law—How It Came About, conducted by CSEA field representative John Cummings, and Civil Service Testing, conducted by CSEA research analyst Walter Leubner.

The workshop was held at Central Park Junior High School. During luncheon, chapter members viewed a fashion show with commentator Louise Boyka. A review and summary, given by CSEA regional field supervisor John D. Corcoran Jr. and director of education Edward C. Diamond, concluded the workshop.

'Mix & Mingle' Date Scheduled

ALBANY — Albany Region IV, Civil Service Employees Assn., will hold its "Mix and Mingle" party Friday evening, May 14, at Michael's Banquet House, Route 9, Albany.

The party will begin at 5:30 p.m. with a Dutch treat bar followed by dinner and dancing. Tickets are \$8 each. They are available from chapter party chairmen or Marianne Herkenham, telephone number (518) 270-4464 and Susie Pfaffenbach, (518) 270-5308. Deadline for obtaining tickets is May 7.

Madison County Facing Charges

WAMPSVILLE — A spokesman for the Civil Service Employees Assn. announced that CSEA has filed an improper practice charge against Madison County over contract talks for 1976.

Roger F. Kane, chief negotiator for the county employees, said "The charge was filed because of the wage freeze the county has imposed on the employees.

"The Taylor Law mandates the county to negotiate in good faith with its employees, and there is no way their negotiating team can talk about salaries when they are being frozen by the board," Mr. Kane continued.

"The reason we have filed the improper practice charge is because the Madison County negotiators are violating the law, and the Public Employment Relations Board has the authority to make them live within law. This being the situation, it is the general feeling of our membership that if the Madison County negotiators do not have to live by the prescribed law of negotiations, why should we?"

No date has been set for further negotiations pending a scheduled hearing by PERB.

Amendment Spikes Effort To Staff State Lottery With Patronage Positions

ALBANY — An amendment to Assembly Bill 9558-A, proposed by Assemblyman Neil W. Kelleher (R-Troy), has stalled an attempt by the legislature to re-establish the New York State Lottery as a commission staffed exclusively with patronage jobs.

The bill, in its original form as sponsored by Assemblyman Andrew D. Virgilio (D-Brockport), would have denied more than 300 public employees the right to transfer into a new lottery division in the Department of Taxation after their jobs in the State Racing and Wagering Board were abolished by Gov. Hugh L. Carey when the old lottery commission was disbanded in December.

The Civil Service Employees Assn. is supporting Mr. Kelleher's amendment. It provides for the transfer of State Racing and Wagering Board employees into equivalent positions in the Department of Taxation's lottery division, "without further examination or qualification and [these employees] shall retain their respective civil service classifications and status." Mr. Virgilio's bill places the appointment of lottery assistants, officers and employees in the control of a lottery director, as appointed by the Governor.

"On two occasions," Mr. Kelleher said, "bills were brought to the Assembly floor which would have given the Governor the

green light to staff a new lottery from top to bottom with his political pals. The bills were withdrawn because, anticipating this power grab, I, in effect, killed them with an amendment which would have allowed the Governor to appoint his own top lottery boss but would have compelled him to rehire the civil service personnel he summarily fired when he dismantled the old lottery last year."

According to a spokesman for CSEA, the bill was laid aside each time it came up for debate because Mr. Kelleher's proposal had garnered enough support by the Republican minority in the Assembly to be passed as an amendment to Mr. Virgilio's bill.

"When the patronage angle was struck from the bill, thereby giving former lottery employees retention rights, the Legislature suddenly became disinterested," the spokesman said. Informed sources maintain that the patronage jobs, as called for in the original bill, would have been split between some of the Legislature's Democrats and Republicans.

CSEA representatives are attempting to contact legislative leaders to support Mr. Kelleher's amendment as a measure holding up the provisions of civil service law which provides for the orderly transfer of job functions within the guidelines of the merit and fitness system.

"What a truly sorry state of affairs the Governor's efforts to play political hanky-panky with the lottery has brought us to," Mr. Kelleher said. He also cited "slashes in funding to programs that relate to much needed services to our people that could have been saved with the revenue dollars—approximately \$6 million a month—that have been lost by Governor Carey holding his political foot on the neck of the lottery program.



NEIL W. KELLEHER

2 Pilgrim Men Save Toddlers

BRENTWOOD — The first day of work is often an eventful one, but for two new employees at Pilgrim Psychiatric Center, Brentwood, it will always be a day to remember.

Manuel Mercado and Raymond Montalvo, who were on their first day of work as cleaners, just happened to be in the right place at the right time and rescued three young children from a burning automobile parked outside the employment office in Building 19.

For their efforts, the two new employees were cited in letters of commendation from Anthony M. Primelo, Pilgrim director.

The new employees observed two children in a car outside Building 19 making patterns by brushing smoke on the windshield with smoke on the inside of the vehicle.

Mr. Mercado and Mr. Montalvo ran to the car and removed Michael Jerome Barker, five, and Lorenzo Moore, three. Tragedy still threatened however, because in the smoke they did not notice a third child, 18-month-old Teresa Moore, still in the car.

But they rescued her after taking the older children inside, where their mother was filling out an employment application, and learned from her that the baby was still in the car.

They raced back to the car and removed the baby. Mr. Montalvo recalled later, "We had gotten about 20 feet away when the car blew up. Another minute and we would have been too late."

The fire was extinguished by the Pilgrim safety department crew. The car was destroyed.

Holland Patent Schoolers Give CSEA A Victory

HOLLAND PATENT — In a recent election, school employees in this Oneida County community gave a vote of confidence to the Civil Service Employees Assn.

In a challenge election brought by the New York State United Teachers for the right to represent the School employees, the vote showed five votes for no union representation, 15 votes for NYSUT, and 63 votes for CSEA.

Following the announcement of the results, Ercole Ventura, a CSEA Syracuse Region V organizer, said, "Naturally, we are very gratified with the results of the election, but the victory did not come as a total surprise. We felt confident that if the Holland Patent School employees carefully and intelligently weighed the advantages offered by CSEA, they would vote for CSEA. They did just that.

"We are now going all out to get the 'message' to Whitesboro School employees. Their election is coming up and we are working hard to win that one too," Mr. Ventura added.

**Know your type?
Join the mainstream of good guys, who donate blood.
You may not be dying to give blood, but some day you may be dying to get it.**