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NYC Region Meeting

See Pages 8 & 9

Vol. XXXVI, No. 10 Tuesday, June 3, 1975 Price 20 Cents

Election Note

A copy of the official ballot for election of CSEA officers and State Executive Board members and regional officers is printed on the inside of this issue. Please pay special attention to the instructions for using your ballot, which will insure that your vote is valid and secret.

Hearings Start On CSEA-State Contract Terms

ALBANY — A legislative hearing in the contract dispute between the Civil Service Employees Assn. and the State will be held at 9 a.m. Wednesday, June 4, in the Legislative Office Building, Hearing Room A, Albany.

A 12-member, bi-partisan joint legislative committee will conduct the hearing, receiving testimony from CSEA and the State. The committee is charged with arriving at a final settlement in the dispute. The matter was thrown into a legislative hearing process after Gov. Hugh L. Carey rejected portions of a fact-finding panel's recommendation calling for, among other things, a 6 percent across-the-board salary increase for state employees in the four bargaining units represented by CSEA. The governor proposed a flat, one-time \$250 "bonus" instead.



Beame's Actions Show Crisis Is Real, Tries To Spot City Senators

EVERY public budget is a political document. The proposed budget for the City of New York unveiled last week by Mayor Abraham D. Beame in the full glare of television lights is no exception to

(Continued on Page 6)



Marty Gallanter, child care worker at the Hudson Training School for Girls and chairman of the Hudson-Brookwood CSEA chapter's S.O.S. (Save Our School) committee, speaks to about 400 school employees and Hudson citizens about Governor Carey's plan to close the institution shortly.

'Silver Dollar Day' Is Held To Retain Hudson School

HUDSON — A group of Civil Service Employees Assn. members at the state's only all-girl correctional facility, the Hudson Training School, are fighting for their jobs and the welfare of the institution's residents in an effort to change the Carey Administration's decision to close the school.

To gain support and understanding from Hudson residents and the backing of political, civic and business leaders in the city, the S.O.S. (Save Our School) Committee of the Hudson-Brookwood chapter of CSEA organized a "Silver Dollar Day" rally last month. There were about 400 participants.

The 150 employees who stand to lose their jobs by September if Governor Carey does not allot an appropriation for the facility in his supplemental budget, had their paychecks converted into silver dollars when they cashed them in order to emphasize to merchants the amount of money Hudson Training School employees spend in the area.

"The Hudson Training School is an essential institution—it's effective, it's needed and it's an economic necessity to Hudson," said Marty Gallanter, chairman of the S.O.S. committee and a child care worker at the school.

"Aside from the monetary angle, the fate of the children at the facility, teenage girls mostly between the ages of 14

and 16 years old, is not known, should the institution close. However, I think it's very likely that these girls will be put back into the community without receiving any further help," Mr. Gallanter said.

"The Hudson Training School is the best correctional facility of its kind in the state and the only one exclusively for young women. The employees don't want to see it close and the people of Hudson don't want it to close, either."

A petition urging the governor
 (Continued on Page 14)

Job-Threatened ACTEC Workers Aided

ALBANY—Thomas Linden, collective bargaining specialist for the Civil Service Employees Assn., pledged the union will do all in its power to protect the rights of 116 CSEA members at the Adirondack Correctional Treatment and Evaluation Center, Dannemora, scheduled to be closed sometime this month.

Mr. Linden added that CSEA plans a campaign to inform the public of what he termed "the dangerous statewide situation that will exist if this facility is closed and its inmates transferred to other facilities around the state."

ACTEC faces closing, he said, because of "highly politically motivated cuts in the State Department of Corrections' budget" by Gov. Hugh L. Carey.

Wenzl Issues Call For Reconvening Of Layoff Board

(Special to The Leader)

ALBANY — The Civil Service Employees Assn. has requested the immediate reconvening of the Joint State-CSEA Committee on Layoff Units, charging that serious problems and inequities have occurred among state employees affected by layoffs announced recently by the State.

CSEA president Theodore C. Wenzl, in a letter late last week to Donald H. Wollett, director of the State Office of Employee Relations, requested the reconvening of the joint committee, because the recently announced State layoffs "are bringing to the surface many problems and inequities with respect to currently designated layoff units as well as layoff rules, laws, regulations and practices."

Dr. Wenzl said the reactivation of the State-CSEA committee is necessary "in order to resolve some of these serious problems and to provide for more equitable treatment of affected state employees."

The CSEA leader noted he made the request under provisions of an addendum to the State-CSEA agreement on layoff units which says the joint committee may be reconvened any time during the term of the agreement by request of either party to discuss problems relative to the administration of layoff rules, laws, regulations and practices.

Layoff threats have flowed from Carey Administration spokesmen for the past several weeks, some of which have been carried out while others have been viewed as pressure tactics by the governor in his fight with

the State Legislature for more taxing power. CSEA claims problems and inequities have cropped up where layoffs have occurred, while tension and fears have increased sharply among employees in units where layoffs have been threatened but not as yet enforced.

"Employees separated from State service do have rights and

(Continued on Page 14)

Medina's Contract Has 34-Cent Boost

MEDINA — Employees of the Village of Medina received raises of 34 cents per hour under terms of a one-year contract signed by members of the Civil Service Employees Assn., according to CSEA field representative James C. Stewart.

The contract also provides the use of up to 185 days accrued and unused sick leave credits toward retirement credits, thus increasing benefits by one-half year.

Local president Wilfred Wheatley, who also served as chief negotiator with Medina officials, noted that although the pact will run from June 1, 1975, through June 1, 1976, the pay increase was retroactive to May 1. This, he said, "provided a bonus of about \$60 per person."

inmates to various overcrowded prisons throughout the state. He's not planting the seeds for just another Attica, but for a whole series of such costly prison battles," Mr. Linden said.

"Politically speaking," the bargaining specialist continued, "Governor Carey is really taking a financial swing at the Republican organization that exists in the Clinton County area."

"This region is already listed by the Federal government as a 'depressed area.' Now the Governor is taking away a much-needed \$40,000 weekly payroll from it. If this was New York City, he'd be sending money in by the truck load," Mr. Linden concluded.

(Continued on Page 3)

INSIDE THE LEADER

- Cite 10 Fire Hazards At WTC See Page 2
- Retiree News See Page 14
- Sullivan Pact Provides 22.5% Hike See Page 16

Releasing Of State Employees' Names Is 'Regrettable': CSEA

ALBANY—The Civil Service Employees Assn. termed a State Supreme Court justice's decision to allow the State of New York to release names and addresses of its employees "regrettable," but said it has no plans to pursue the matter to a higher court.

Supreme Court Justice Robert C. Williams refused to grant a stay requested by CSEA that would have prevented the State's Office of Employee Relations from releasing names and addresses of employees to any group, organization or individual. CSEA contended that such personal information is confidential and the release of such information would be an unwarranted invasion of privacy.

The decision will permit challenging unions, such as the American Federation of State, County and Municipal Employees, among others, to obtain the names and addresses of state workers.

"The court's determination is regrettable, and certainly not in the best interest of public employees throughout New York State," commented CSEA president Theodore C. Wenzl. He said CSEA's sole purpose in trying to prevent the release of names and addresses was to insure the rights of the workers against unwarranted invasion of privacy.

The CSEA union leader also attacked Donald Wollett, head of the OER, for stating that the office was ready to make "the lists available as our policy and as fair organizational campaign practices." Dr. Wenzl said "Mr. Wollett simply doesn't know what he's talking about, which is probably because he's new on the job and hasn't been able to come to grasp with the respon-

sibilities of the position. The State has never made such lists available as their policy, which Mr. Wollett should have known and, as for campaign practices, it is up to the Public Employment Relations Board and not OER to make determinations in that area."

Dr. Wenzl added, "It can now be expected the state will be giving out lists of employees to any group or person requesting them. Apparently the list could be used for any purpose by the person receiving it, and that's an unwarranted invasion of the privacy of employees on that list. I think every employee will be incensed by the state's position and the court ruling."

Appoint Leeds

MANHATTAN—Isabelle Leeds, a former Democratic National Committee member from Rhode Island, has been appointed special assistant to Gov. Hugh L. Carey for international and United Nations affairs. The Manhattan resident will serve as the Governor's chief protocol officer and liaison to the consular corps in the State. The post pays \$1 a year.

Viet Relief Helped By Nassau Chapter

MINEOLA — The Nassau chapter of the Civil Service Employees Assn. had contributed \$1,000 to the Vietnamese - American Friendship Fund conducted by the Catholic Relief Agencies, Irving Flaumenbaum, president of the chapter, announced.

"Our nation is a nation of immigrants, many of us refugees, and CSEA well understands the suffering that has befallen these people," Mr. Flaumenbaum observed.

CSEA Officials, In Message To Carey, Report 10 Trade Center Fire Hazards

MANHATTAN—In the wake of a series of fires at the World Trade Center here, two officials of New York City Region 2, Civil Service Employees Assn., in a message to Gov. Hugh L. Carey, pointed out 10 serious fire hazards that still remain in the soaring twin towers.

The two, Region 2 president Solomon Bendet and safety committee chairman Gennaro A. Fischetti, have long been active in the CSEA campaign to upgrade fire safety standards at the WTC. Copies of the Bendet-Fischetti letter were also sent to William J. Ronan, chairman of the Port Authority of New York and New Jersey which operates the WTC, State Senator Norman Levy (R-Long Beach), who has conducted legislative hearings on the fire safety problem at the WTC, and New York City Fire Commissioner John T. O'Hagan.

The 10 hazards, as noted in the letter, are:

- The sprinkler system, for which funds have been allocated, was supposed to be installed Jan. 1. However, this promise has not been kept.
- The buildings do not have necessary fire stops to prevent spreading of flames from floor to floor.
- If the ventilating system should fail at any time, the smoke detecting system would be inoperative.
- The stairwells, which provide egress from the building, are not pressurized so that in the event of a fire the smoke will not be eliminated. There are also serious questions as to the

integrity of the stairwells.

- No provisions have been made for the evacuation of disabled employees and/or visitors.
- We have implemented the fire alarm system by having the building lights pulse in the event of a fire. However, this information has not been sufficiently disseminated to the people involved.
- Partitions do not extend through suspended ceilings so that fires may occur which may spread laterally.
- Many ceilings have openings which should be closed.
- Doors in the main corridors

should be self-closing. They are not.

• Many of the state offices are furnished with inflammable material such as wooden furniture.

The letter, while citing fire hazards, also expressed appreciation for the increased number of building guards who double as fire watchers, added to the WTC staff during the hours of 5 p.m. to 7 a.m.

The message concluded with a request to "please advise us what efforts will be made to correct the hazards mentioned so that the safety of state employees will be assured."

Dawson Takes Fourth Term

QUEENS VILLAGE—Terry Dawson has been re-elected to a fourth consecutive term as president of the Creedmoor chapter, Civil Service Employees Assn.

In the recent election, other officers elected were Dorothy King, first vice-president; Marjorie Reeves, second vice-president; Kathleen Harlow, treasurer; Muriel Newman, recording secretary; Shirley Kreisberg, corresponding secretary, and Joseph Healy, permanent delegate.

Elected members of the chapter's board of directors are Donald King, Barbara Smith, Clinton Thomas, Floyd Brogdale and Charles Bell of the institutional unit; Grace Garzide and Blanche Pollack of the administrative unit; Joseph Quiloni and Bill Duffy of the operational unit, and Daniel Schultz of the professional, scientific & technical unit.

The officers are to be installed at a dinner-dance to be held at the Valley Stream Park Inn Saturday, June 14.

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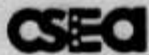
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Statewide, Regional, Committee Nominees On One Ballot

CIVIL SERVICE LEADER, Tuesday, June 3, 1975

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LISTED ARE CANDIDATES FOR WHOM YOU MAY VOTE.

- USE A PENCIL
- FILL IN BOX NEXT TO THE CANDIDATE OF YOUR CHOICE
- AVOID MARKING OUTSIDE THE BOXES.
- PLEASE DO NOT PUNCH HOLES IN THE BALLOT

IF YOU WISH TO CAST A WRITE-IN VOTE, FILL IN THE BOX NEXT TO "WRITE-IN" (FOR THAT OFFICE.) TURN THE BALLOT OVER AND ENTER YOUR CANDIDATES NAME ON THE APPROPRIATE LINE.

DETACH BALLOT BY TEARING PERFORATION AT TOP AND LEFT HAND SIDE. PLEASE DO NOT TEAR OR FOLD THIS FORM.

PLACE BALLOT IN RETURN ENVELOPE. SEAL ENVELOPE AND VALIDATE BY SIGNING NAME ON FLAP. THE BALLOT MUST BE RETURNED BY 6:00 P.M. ON 06/21/75

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04	04	75			000 00 0000

INFORMATION SHOWN ABOVE IS CURRENTLY MAINTAINED BY CSEA. IF YOU NOTICE ANY ERRORS IN CSEA'S RECORDS, PLEASE CORRECT THEM AND NOTIFY CSEA BY MAILING THIS STUB TO:

RSVP UNIT
33 ELK STREET
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1	ELECT 1 PER OFFICE	28	ELECT 1 PER OFFICE	55	SECRETARY
2	**** PRESIDENT	29	***REGION	56	
3	THEODORE C WENZL	30	* PRESIDENT REG	57	
4	ETHEL P ROSS	31		58	
5	THOMAS H MCDONOUGH	32		59	REG. WRITE IN
6	WRITE IN	33		60	
7		34	* 1ST VICE PRES **	61	
8	**** EXEC VICE PRES	35		62	
9	WILLIAM MCGOWAN	36		63	
10	A VICTOR COSTA	37		64	
11	VICTOR V PESCI	38	* 2ND VICE PRES **	65	
12	WRITE IN	39		66	
13		40		67	
14	**** TREASURER	41		68	
15	JACK GALLAGHER	42		69	
16	JUNE BOYLE	43	* 3RD VICE PRES **	70	
17	WRITE IN	44		71	
18		45		72	
19	**** SECRETARY	46		73	
20	IRENE CARR	47	* TREASURER **	74	
21	DOROTHY MAC TAVISH	48		75	
22	JEAN C GRAY	49		76	
23	WRITE IN	50		77	
24		51		78	
25		52		79	
26		53		80	
27		54	PLEASE USE PENCIL	81	1

IN THE SPACES under each office for the Regional election you will find the names of the candidates nominated for your region.

IN THESE last spaces on the ballot, State-employed members will find a list of State Executive Committee candidates and instructions for voting for these candidates.

Instructions On Ballot Explain Vote Procedure

In casting your ballot, please be certain to carefully follow all instructions.

- Be sure to use a PENCIL ONLY (not a pen).
- Fill in box next to the candidate of your choice.
- Avoid marking outside the boxes.
- Do not punch holes in ballot.

Be sure to sign your name on flap of return envelope for validating purposes.

If you do not receive your ballot by June 3, 1975, you may obtain a request for a replacement ballot from your chapter president.

Regular ballots must be received by outside agency

by 6 p.m. on June 21, 1975.

Replacement ballots must be received by outside agency by 6 p.m. on June 26, 1975.

The area designated for write-in candidates is the reverse side of the ballot. Please read carefully write-in instructions printed on the ballot.

CSEA calendar

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

JUNE

- 3-County delegates workshop: Hotel Syracuse, Syracuse.
- 4-Long Island Armory Employees chapter, charter fishing party: 7 a.m., Captree dock.
- 5-SUNY at Buffalo chapter buffet dinner and quarterly membership meeting: 5:30 p.m., Faculty Club, Harriman Library, SUNYAB.
- 9-SUNY at Stony Brook chapter elections: 6 a.m.-6 p.m., first floor, campus library, SUNYASB.
- 11-Suffolk County Retirees chapter meeting: 1 p.m., Gullhaven Golf Club, Central Islip.
- 11-Orange, Ulster and Sullivan Counties Retiree chapter executive meeting: 1 p.m., Middletown Psychiatric Center, Middletown; 2 p.m., general meeting.
- 11-Orange County chapter board of directors meeting: 7:30 p.m., Casa Fiesta, Middletown.
- 13-14-Syracuse Region 5 meeting: Holiday Inn, Oneonta.
- 14-SUNY at Albany chapter annual outing: 1 p.m.-9 p.m., Picard's Grove, New Salem.
- 14-Creedmoor chapter dinner-dance and installation of officers: Valley Stream Park Inn, Valley Stream.

Addition To SUNY Candidate Write-Ups

The resume of Frank Gilder did not appear among those of other candidates for University representative to the CSEA State Executive Committee, because it was lost in the mail. Resumes of other University candidates were featured in the May 27 issue of The Leader.

Mr. Gilder is one of 12 candidates, of whom four will be elected. His name will appear first on the official ballot.

The resume of Mr. Gilder is printed below, followed by the names of the other candidates in order:

FRANK GILDER

To my fellow-members, ladies and gentlemen of the

State University:

I am Frank Gilder of State University of New York at Albany. In our Chapter I have been a Unit Representative, Grievance Committee Chairman, First Vice-President, Local Negotiating Team Spokesman, Agency Negotiations Team Member, University Ad-Hoc Committee member and currently Chapter President.

The time has come for all people in the University to be more concerned with events and to unite if we are to promote programs that benefit us all collectively.

Another area in dire need for improvement is to have a better informed membership. If we can

implement these two points, unification and information, the people who represent you will have a more solid position to resolve our difficulties. Thank you.

- VIRGINIA COLGAN
- DOROTHY RABIN
- STEVEN ZAROD
- ROBERT KEELER
- ELEANOR KORCHAK
- DALE DUSHARM
- PATRICIA CRANDALL
- JUNE BOYLE
- ALBERT VARACCHI
- GERALD TOOMEY
- EDWARD DUDEK

Job Threatened ACTEC Workers Aided

(Continued from Page 1)
CSEA has scheduled a meeting with the Commissioner of the State's Department of Corrections to present CSEA's disapproval of the Governor's budget action.

Following the meeting ACTEC chapter president Margaret Douglas plans to sit in on all

interviews for those employees considering transfers to other State prison facilities to insure that their job rights are protected.

Open Continuous State Job Calendar

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Associate Actuary (Life)	\$18,369	20-520
Supervising Actuary (Life)	\$26,516	20-522
Principal Actuary (Life)	\$22,694	20-521
Associate Actuary (Casualty)	\$18,369	20-416
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Clinical Physician I	\$27,942	20-414
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Administration Intern	\$10,118	20-555
Assistant Hydraulic Engineer	\$14,142	20-135
Senior Hydraulic Engineer	\$17,429	20-136
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Maintenance Man (Mechanic—Statewide except Albany)	\$ 7,616	varies
Medical Specialist I	\$27,942	24-407
Medical Specialist II (Bd. Eligible)	\$33,704	20-408
Medical Specialist II (Bd. Certified)	\$35,373	20-408
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Senior Occupational Therapist	\$12,670	20-550
Offset Printing Machine Operator	\$ 6,450	20-402
Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Physical Therapist	\$11,337	20-177
Senior Physical Therapist	\$12,670	20-551
Principal Actuary (Casualty)	\$22,694	20-417
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$35,373	20-391
Psychiatrist II (Board Certified)	\$35,373	20-391
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Senior Recreation Therapist	\$11,277	20-553
Senior Recreation Therapist	\$12,670	20-553
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Speech & Hearing Therapist	\$11,337	20-178
Sr. Speech and Hearing Therapist	\$12,670	20-552
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Variotype Operator	\$ 6,811	20-307

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

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.

State Wildlife, Ecology Posts

ALBANY—Candidates with a bachelor of science degree with emphasis on wildlife, fisheries or biological science can apply for a variety of biologist and ecologist positions until June 16 with the state Department of Environmental Conservation. Most of these jobs are located at the Division of Fish and Wildlife in Albany.

The positions are: **Supervising Aquatic Biologist**, Exam 27-503, paying \$17,429 per year; **Supervising Wildlife Biologist**, Exam 27-504, paying \$17,429 per year; **Principal Aquatic Biologist**, Exam 27-506, paying \$19,396 per year; **Principal Wildlife Biologist**, Exam 27-502, paying \$19,396 per year; **Principal Fish and Wildlife Biologist**, Exam 27-501, paying \$19,396 per year; **Chief Wildlife Biologist**, Exam 27-505, paying \$22,694 per year; **Chief Fish and Wildlife Ecologist**, Exam 27-464, paying \$22,694 per year.

In addition to the bachelor of science degree eligibles need at least four years of professional, progressively responsible, wildlife program experience to be accepted.

Candidates will be evaluated on training and experience, and an oral exam also, which will be given during July.

The state is also accepting applications for **Director, Vocational Rehabilitation Correction Program**, Exam 27-512, paying \$21,545 per year; **Coordinator for Postsecondary Research, Information Systems and Institutional Aid**, Exam 27-518, paying \$29,471 per year and **Assoc. Coordinator for Postsecondary Information Systems and Institutional Aid**, Exam 27-517, paying \$25,161.

Nassau Picnic Day

MINEOLA—The annual picnic of the Nassau chapter of the Civil Service Employees Assn. has been scheduled for Saturday, Aug. 9. It was announced by Irving Flaumenbaum, president of the chapter. It will be held at the traditional location, the Mushrooms Picnic Area at the Hempstead Town Park, Lido Beach, from 11 a.m. to 5 p.m.

Nominate Dow

ALBANY—Gov. Hugh L. Carey has nominated former U.S. Congressman John G. Dow, of Newburgh, for a post on the State Board of Parole for a term ending June 1979. He will succeed John J. Maffucci, of Pelham. Mr. Dow served in the House of Representatives from 1964-68 and from 1970-1972. The post carries a salary of \$36,100.

Veterans Administration Information Service Call (202) 389-2741

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Beverage Control Invest.	4.00
Bookkeeper Account Clerk	6.00
Bridge and Tunnel Officer	5.00
Bus Maintainer — Group B	5.00
Bus Operator	5.00
Captain Fire Dept.	8.00
Captain P.D.	8.00
Cashier	4.00
Civil Engineer	8.00
Civil Service Arith. and Vocabulary	4.00
Civil Service Handbook	1.50
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Wassaic Will Hold A Dance

WASSAIC—The Wassaic Developmental Center chapter, Civil Service Employees Assn., will hold a dinner-dance and installation of new officers Saturday, June 21. The event will be held at the Brookside Restaurant, Arden, and will begin at 7 p.m.

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Ramirez Slams Letchworth Brass As 15 Draw 60-Day Suspensions

THIELLS—Manny Ramirez, vice-president of the Letchworth Village Developmental Center chapter, Civil Service Employees Assn., attacked what he called the institution's "outrageous harassment of food service workers" after disciplinary charges were brought against 15 workers there, in less than one week.

The 15 were all charged with failing to keep a kitchen door locked.

"Management has proposed a penalty of 60 days suspension without pay," Mr. Ramirez said. "This is a ridiculous penalty, even if the charges were true. The union will not stand for such a costly penalty for these workers, who have done nothing wrong."

The institution has a rule that an outside door leading to a kitchen must be kept locked, ostensibly to prevent Letchworth residents from escaping. Food service workers are issued keys to the door because deliveries of food and supplies are often made there. However, many of the keys the workers are given are made so cheaply that they break off in the lock, Mr. Ramirez said, "and many of the workers never receive keys because there are not enough to go around."

"This institution is in such

bad shape that the keys either don't fit and lock or they break the first time they're used," Mr. Ramirez said. "Then they try to make the employees pay for the incompetence and inefficiency of the institution's management."

The rash of disciplinary charges also angered Mr. Ramirez, he said, "Because there's a question whether that rule should even exist. There's only one outside door to the kitchen and, in case of a fire, it would have to be unlocked anyway so our employees could get out."

Bob Guild, CSEA collective bargaining specialist for Mental Hygiene, backed up Mr. Ramirez' claim that Letchworth management is harassing its employees.

Mr. Guild agreed with the chapter official's claim that Letchworth Village has more employees brought up on charges than any other institution or agency in New York State.

"We've had over 300 disciplinary proceedings against our members since the new disciplinary procedure went into effect in 1973. The number of cases we handle in a week, other institutions don't handle in a year."

New Rochelle's Pact Has 16% Wage Increase

NEW ROCHELLE—A contract, settled upon after nine months of negotiations and holding a 16 percent wage increase over its two-year life, has been drawn between the City of New Rochelle and the New Rochelle unit of the Civil Service Employees Assn.

During the contract talks, which began in August 1974, Public Employment Relations Board fact-finders participated. The pact calls for an 8 percent wage increase retroactive to Feb. 15 and an additional 8 percent boost Feb. 1, 1976.

The New Rochelle unit represents 300 workers who had been working without a contract since Dec. 31, 1974.

Representing the CSEA unit at the bargaining table were Larry Nardocchia, negotiations chairman; Inez Goring, unit president; Doris Carew, secretary, and Anthony Blasic, sergeant-at-arms. CSEA field representative Ronald Mazzola assisted in the negotiations.

Ryan Appointed

Gerald Ryan, retiring state commissioner for labor affairs, is the new director of public affairs for the New York Diagnostic Centers.

Mr. Ryan was formerly president of the Uniformed Firefighters Association.

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TUESDAY, JUNE 3, 1975

Cents And Nonsense

LOOKING back to the Gubernatorial campaign, only last year, it is difficult to recall the optimism that developed around the Carey candidacy and enabled the Brooklyn Congressman to ride to victory on a crest of good will.

It has little, if anything, to do with the cold, hard facts that confront a Governor, who has to make decisions and set policies that affect the lives of hundreds of thousands of the state's citizens, in particular those of the state's employees.

It shouldn't be too hard to believe, then, that the Carey stance should have gone through so much change as he made the transition from Congressman to candidate to Governor-elect to inauguration to chief executive. Incredible, yes, but not impossible.

Looking back only a few months, we remember the Governor presenting the alternatives of a salary freeze or layoffs (and a vaguely worded hope for another solution).

Now, before the Administration has been in office for even half a year, the Governor's position seems to include both the freeze and layoffs.

This seems to us to be the greatest breach of good faith of all—for even while the state contract with its employees has been dumped in the lap of the Legislature, announcements of layoffs are coming with increasing frequency.

Even time schedules for layoffs are being moved up, as with the safety inspectors, who were told that they would be retained through June 30, and then soon after were informed that 394 inspectors would be fired as of May 14.

This is not the kind of performance that earns confidence in any administration—especially when it is revealed that the Governor's own executive office staff is larger than that of his predecessor, Malcolm Wilson; that Lieut. Gov. Mary Anne Krupak's operating budget is three times that of Mr. Wilson's when he served as Lieutenant Governor; that the number of Assembly staff jobs has tripled since January, that the Legislators are enjoying more than 50 percent greater income as voted by the outgoing Legislature.

We are not discussing small honorariums, either. Many of these positions are in the \$20,000 to \$40,000 range—which is enough to pay the wages of far more public servants than political patronage appointees.

There is irony, too, in the Governor and the Lieutenant Governor making grandiose statements about personal salary cuts, then haggling over details as various newspapers throughout the state continue to remind them that they had ignored their own statements. Even with their reduced pay, the Governor of New York would still be the second-highest paid elected official in the United States (after the President), and the Lieutenant-Governor would be the sixth-highest paid in the nation (after the President, the Governor of New York, the Governor of Texas, the Vice President and the Mayor of New York City) . . . and that's after the so-called pay cut.

For the record, the Governor's salary is officially \$85,000 and the Lieutenant Governor's is \$60,000. Their self-imposed pay cuts are something else again. Members of the Legislature receive \$23,500 annually, plus lulus.

Quite a contrast when you realize that many public employees are working for salaries between \$6,000 and \$8,000 in these days of accelerating inflation.

We hope that the Legislature, where hearings begin this week on the state workers' contract, will be more understanding of the human needs of state employees than has been the Governor.

Don't Repeat This!

(Continued from Page 1)

that rule.

In the early stages, Beame said he was preparing an "austerity" budget. What he made public last week, Beame described as a "crisis" budget. This change in terminology is not just a matter of semantics. A budget that proposes dismissal of some 67,000 public employees and radical surgery on police, fire, education, sanitation, health and other services, points to a period of agonizing retrenchment for the City.

Prospects May Change

Many things can happen between now and June 25, the final date on which the budget must be approved. And no doubt many things will happen. It is not at all unlikely that the budget ultimately approved by the City Fathers will bear only superficial resemblance to the document the Mayor proposed. However, such changes may color the prospects from black to bleak, and will do very little to ease the agony that will confront the Beame administration in the several years ahead.

From a political point of view, Beame shifted the spotlight to seven Republican Senators, with constituencies in the City, whose reaction will be orchestrated by Senate Majority Leader Warren M. Anderson of Binghamton.

The seven Senators Beame is attempting to spot are: John Marchi of Staten Island, chairman of the powerful Senate Finance Committee; Deputy Majority Leader William T. Conklin of Brooklyn; John Calandra of the Bronx, who is also chairman of the County Republican Committee; Roy Goodman of Manhattan, who is chairman of the State Commission that is revising the City Charter; Martin Knorr and Frank Padavan of Queens, and John Flynn of Yonkers, who represents a section of northern Bronx.

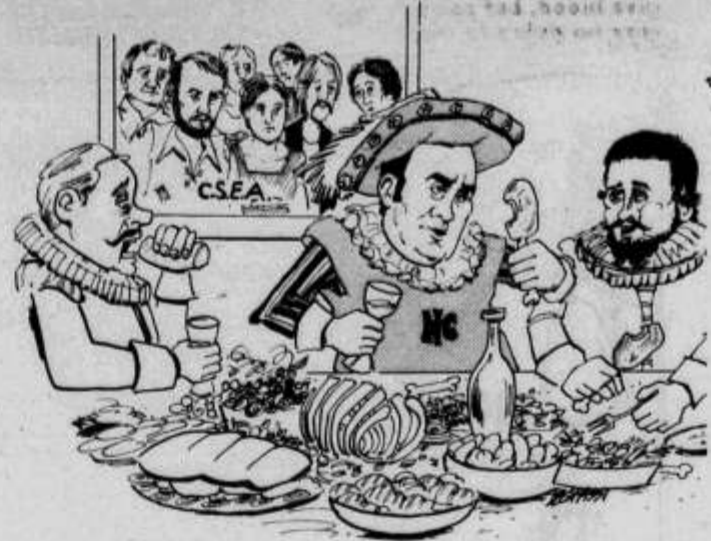
Obviously there are options open that will avoid the mass layoffs and the sharp cuts in City services. The Mayor can increase revenues by extending the sales tax to services, such as barber shops, beauty salons, dry cleaning and other services; he can impose tuition charges at the City University; he can eliminate the City's subsidy to the transit system and compel a subway fare hike; he can impose tolls on various bridges across the East River. Some of these steps have been demanded by the leadership in the State Senate.

Increase State Aid

The Senate in turn can increase State aid to the City and can also authorize Beame to impose additional taxes on banks, stock transfers, and corporations that he has requested. Within the scope of differing points of view there exist large areas of possible compromise, and these areas will be fully explored and negotiated in the critical days ahead.

The budget as proposed by Beame is little short of a blueprint of disaster for both the City of New York and the State. Beame does not want that to happen; neither do the seven Senators who will play a key role in the negotiations with the Mayor. All of the seven Senators are known for their hard work and for their dedication to public service. With the exception of Goodman, who represents the

(Continued on Page 19)



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.

Termination Of Employment

The Appellate Division of the New York State Supreme Court for the Fourth Judicial Department recently considered the question of whether written notice of termination of employment—as contrasted with notice of unsatisfactory service—satisfies the requirement of subdivision (1) of section 4.5 of the New York State Civil Service Department Rules and Regulations as they pertain to a probationary employee whose services are to be terminated. On Sept. 17, 1969, the petitioner in this case was appointed as a senior institution teacher from an eligibility list to a position at the State School for Boys at Industry, New York. More than two years later, while still on his probationary period, he received written notice from the respondent Director of Education at the State School that his services were being terminated at the close of the day on Dec. 31, 1971.

THE PETITIONER CONTENDED in an Article 78 proceeding that section 4.5(1) of the Rules and Regulations of the Department of Civil Service requires written notice to a probationary employee that his services are being terminated for unsatisfactory service. Respondents pleaded that the notice given petitioner was sufficient and asserted that he had in fact been orally advised at the time the notice was delivered to him that his services were being terminated due to a poor attendance record, which assertion petitioner denied. The Supreme Court in Special Term directed a jury trial of the factual issue of whether petitioner had been told the reason for his termination. The jury in this case returned the verdict and determined that at the time of delivery of the notice, petitioner had not been told the reason for his termination; a judgment was granted restoring petitioner to his position and awarded damages for wages lost during the period of his dismissal.

THE RESPONDENTS APPEALED from this final judgment and sought review of the intermediate order. The respondents contended that it was error to submit to the jury the question of oral notification to petitioner of the reason for his discharge and that the written notice of termination concededly delivered to him more than one week prior to the date of termination was legally sufficient. The court agreed with those contentions, holding that the employment of a probationary employee may be terminated without specific reasons being given, without charges being filed, and without a hearing.

JUDICIAL REVIEW of such a termination is limited to an inquiry on the issue of good faith. If the termination was made in bad faith, it therefore becomes arbitrary and capricious. The court pointed out that there is a substantial difference between notice of termination and a notice to the effect that the employee's service is unsatisfactory. It appears that so long as the employee was given one week's advance written notice of his termination, that the rule has been complied with, and since there was therefore no issue of fact to be determined, it was error to have submitted the case to the jury and the petitioner should have been dismissed on the law. *Application of King v. Sapler*, 364 N.Y.S. 2d 652.

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PERB Names Mediators & Fact Finder

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ALBANY—The New York State Public Employment Relations Board has named one fact-finder and six mediators in nine employer-Civil Service Employees Assn. labor

and contract disputes.

The fact-finder is Jonathan S. Liebowitz, of Manhattan, appointed in the dispute between Oceanside School District Number One and CSEA's Nassau County Educational chapter.

two disputes. These are between the Farmingdale Union Free School District (Nassau County) and CSEA and the Huntington Public Library (Suffolk County) and CSEA.

The other mediators, all involved in CSEA-employer labor disputes, are:

Paul B. Curry, PERB Albany office, Village of Woodbridge (Sullivan County) and Woodbridge unit; Sally C. Gillespie, of Binghamton, Vestal Central School District (Broome County) and CSEA; Thomas A. Cashen, of Albany, Kinderhook Central School District (Columbia County) and Ichabod Crane School District unit, CSEA; Francis X. Doherty, of Oneonta, Village of Endicott (Broome County) and Light Department unit, CSEA, and Stephen Goldsmith, of White Plains, Town of Eastchester (Westchester County) and CSEA.

Frank McGowan, of PERB's Manhattan office, will mediate in the dispute between the Pleasantville School District (Westchester County) and the CSEA Pleasantville School CSEA unit and also in the dispute between the Village of Mamaroneck and the Mamaroneck CSEA unit of the Westchester chapter.

Another mediator, Leon Applewhaite, also of PERB's Manhattan office, will also mediate in

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Abe Libow, New York City chapter recording secretary, exhorts delegates to give "our regional officers the backing they need to represent a unified region."



No, it is not a fist-fight between Bronx Psychiatric chapter president William Anderson, left, and former Willowbrook chapter president Thomas Delaney. The two men just happened to be speaking and gesturing at the same time.



Brooklyn Psychiatric Center chapter president Joan Shaw displays some of the emotionalism that delegates expressed in their concern for state workers' contract.



Seven of the nine candidates for Mental Hygiene Region 2 representative (four to be elected) are, from left, James Gripper, Kings County; Patrick Fraser, Willowbrook; Joan Shaw, Brooklyn; Tom Bucaro, South Beach; Sallie Jones, Brooklyn; Ronnie Smith, Willowbrook, and Salvatore Butero, New York Psychiatric Institute. Other candidates are Dorothy King, Creedmoor, and James Barge, Bronx. Ms. King, Mr. Smith and Mr. Barge are incumbents.

NYC Region 2's Delegates Meet



William DeMartino, left, president of Metropolitan Division of Employment chapter, and Canute Bernard, New York City chapter delegate, are both contending for Labor representative. Dr. Bernard is one of the three incumbents.



Francis Frazier, left, New York City delegate, and Alfred Knight, Metropolitan Armories chapter president, are both seeking seats on CSEA State Executive Committee. Mr. Frazier to represent Motor Vehicles and Mr. Knight, Executive Department.



Former Metropolitan Conference secretary Edna Percoco was acting secretary for the meeting. Here she pauses for moment of conversation with New York City Region third vice-president William Cunningham.



Former New York City chapter president Samuel Emmett, left, is running for Tax representative to CSEA Board, and Victor Pesci is seeking re-election as Banking representative.

(Leader photos by Ted Kaplan)



Public Services chapter president Cynthia Doyle made impassioned plea for greater fire and safety protection in World Trade Center. Listening are Ward's Island chapter second vice-president Floyd Payne, left, and first vice-president James Fields.



Helen Murphy, delegate from New York City chapter, engages in pleasantries with Harcourt Tynes, city editor of The Leader. The meeting was held at Francols' Restaurant in downtown Manhattan.



Candidates for region second vice-president beam assuredly at camera. From left are Gennaro Fischetti, New York City chapter; James Gripper, King's County DC, and William DeMartino, Metropolitan Division of Employment. A fourth candidate for the position is Bob McBrien.



Solomon Bendet, right, president of New York City Region 2, confers with Ronnie Smith, the regional first vice-president and challenger for Mr. Bendet's position as the region's top elected official.



Carl Laurino, left, of Metropolitan Division of Employment chapter, will be challenging John Eversley, of Parole, in Mr. Eversley's re-election bid for regional treasurer.



Pitted against each other in the race for regional first vice-president are the incumbent second vice-president Vincent Rubano, left, and New York City chapter delegate Canute Bernard.



New York City chapter delegates Willie Raye and Marie Robinson look attentive during discussion on setting up committee to review the region's position in regard to fact-finders' recommendations on contract reopener provisions for state workers.



Attention is being paid to business proceedings by, from left, James Wood, Downstate Medical Center chapter first vice-president; Frances DuBose, Downstate second vice-president; Alma Hayes, Ward's Island delegate, and Al Davis, Downstate delegate.



New York City Region 2 supervisor George Bispham, right, gets together with three members of his staff, from left, Sol Gordon, former president of Brooklyn Psychiatric chapter; Bart Brier, and Harold Krangle, former president of Waterfront Authority chapter.



Field staffer Edward Scherker reviews the situation with, from left, New York City chapter delegates Rosalie Jones, Martha Owens and Viola Pruitt. An estimated 120 delegates attended the meeting, which was called to debate the situation following announcement of the fact-finders' recommendations on state workers' contract.

Bahou Nominated

ALBANY—Gov. Hugh L. Carey has sent the nomination of Victor S. Bahou, former professor of political science at State University College at Cortland, and most recently appointments secretary to the Governor, to the Senate for confirmation as a member of the State Civil Service Commission, to succeed Charles F. Stockmeister, whose term has expired. Mr. Bahou, former Democratic chairman of Cortland County, will continue to serve in his post in the Governor's office.

Knight vs. Seabrook In Metro Armories

NEW YORK CITY—Election of officers will take place at the June 4 meeting of the Metropolitan Armories chapter, Civil Service Employees Assn., according to chapter president Alfred Knight. The meeting will be in the Jamaica Armory, 93-05 168th St., Queens.

Mr. Knight will be opposed in his re-election bid by Roy Seabrook.

Nassau Pact Fringes Revealed

MINEOLA—The final language on 18 fringe benefits was made known last week as the Nassau Board of Supervisors adopted a unilateral contract imposed under terms of the Taylor Law.

The contract, it had been announced earlier, limited salary increases to 6 percent for those receiving increments, 6½ percent for those on top step and 3 percent for those earning more than \$25,000.

Among the fringe provisions made known were an increase in automobile mileage payments to 15 cents per mile, overtime cut-

off raised to \$15,000 except where higher limits are provided by the Fair Labor Standards Act, an increase in night differential to 30 cents per hour and \$5 supper money after three hours overtime.

In addition, health insurance coverage for retirees was raised to 75 percent for individuals and 50 percent for families. It had been announced earlier that dental insurance was being improved to eliminate the deductible amount and add orthodontia coverage up to \$745.

Other provisions improve disciplinary procedures, require notification of any derogatory information placed in personnel file, provide for re-entry into service without loss of longevity up to one year, provide sick leave for pregnancy, dental and optometric examinations, and guarantee one year's leave of absence for pregnancy.

Also included were legal protection from any lawsuit arising from employment, repair of costumes, freeze on apartment rents for doctors, time-and-one-half pay in cash for compensatory time accumulated within 60 days

prior to death, 75 days accumulated leave to be paid on separation.

The Board of Supervisors had rejected County Executive Ralph G. Caso's recommendation for a 4 percent pay increase. In their report, the board members said that their plan could be effected without creating any need for reductions in staff or cutbacks of any vital services.

Chapter president Irving Flauenbaum said the formula was a "Taylor Law contract." He was quoted in the press, responding to the question whether CSEA was accepting the contract: "We have no choice under the law but to accept it, but we don't like it."

Salaries Frozen

Chairman of the Board of Higher Education, Alfred A. Giardino, has announced a "temporary freeze" on appointments and promotions at City University of New York.

It will affect all future personnel actions, except those required by labor agreements and academic programs, he said.

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Don't Repeat This!

(Continued from Page 6) Manhattan's liberal silkstocking district, this group of Senators subscribe to the traditional Republican belief that the City has been too profligate in the scope, variety and quality of the services it provides. With the exception of Goodman, each of the Senators has in the past been endorsed by the Conservative Party.

In the view of many, the City has for too long operated at a level beyond its ability to pay. Retrenchment and cutbacks have become the order of the day. The only question that remains is how long a period of transition will be allowed, in order to ease the pain of retrenchment. That issue will be decided before too long.

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Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on May 14, 1975, duly executed. Name and principal office of partnership is TROUBLED TIMES COMPANY, 12 E. 46th St., New York, N.Y. Term — May 1, 1975 until all rights of partnership in the film to be produced have terminated. Purpose — Arranging for the production of a certain motion picture entitled "Troubled Times." General Partner is Diana Productions, Inc. residing at East Fair, Lloyd Lane Huntington, N.Y. Limited Partner is Thomas J. McGrath, residing at 8 Solifen Court, New York, N.Y., who contributes \$1,000.00 cash and receives a percentage of the net profits equal to 1/6 of the fraction of his capital contribution over the capital contribution of the partnership, as his share of profits. Contribution of limited partner shall be returned to him or such times as the partnership has a cash reserve not less than \$5,000.00 after expenditures. Limited Partner shall have the right to assign his interest in the partnership to any other person, firm or corporation, subject to all the duties, liabilities and responsibilities of the limited partner.

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The following is the substance of a certificate of Limited Partnership subscribed and acknowledged by all partners and filed in New York County Clerk's Office on April 18, 1975. Partnership name is MASTERMIND II. Partnership business is film producers of motion picture entitled "LOOKING GLASS." Its principal place of business is 41 Central Park West, New York, New York. General Partners are Joseph Middleton and Robert Harvey. Limited Partners, their addresses and amounts contributed as follows: Ramons Walker Seal, P.O. Box 577, Hazelton, Pa., \$5,000; Robert Harvey, 41 Central Park West, N.Y., N.Y., \$5,000; Kenneth J. Welker, 161 Peachtree St., N.E., Atlanta, Ga., \$5,000; Joseph Middleton, 41 Central Park West, N.Y., N.Y., \$5,000; Susan Brayton, 22 1/2 Third St., Newport, R.I., \$5,000; Geoffrey D. Laxton, 3420 Alma, Manhattan Beach, Calif., \$5,000; Robert L. Meyer, 19 Woodhill Dr., Maplewood, N.J., \$7,500; Herman J. Cohen, 90 La Salle St., N.Y., N.Y., \$2,500; Paul Colby, 250 E. 51st St., N.Y., N.Y., \$5,000; David Latham, 342 West End Ave., N.Y., N.Y., \$6,500; Samuel Paingboru, 110 Ellington Ct., Camillus, N.Y., \$2,500; and Harvey Rosen, 150 W. 76th St., N.Y., N.Y., \$5,000. Limited Partners share proportionately 50% of net profits and liable proportionately for losses up to capital contributed. Partnership commences and terminates on retirement, insanity or death of both General Partners. Assignee of Limited Partner may not be substituted as Limited Partner. Contributions repaid monthly in cash only after payment of and provision for all liabilities.

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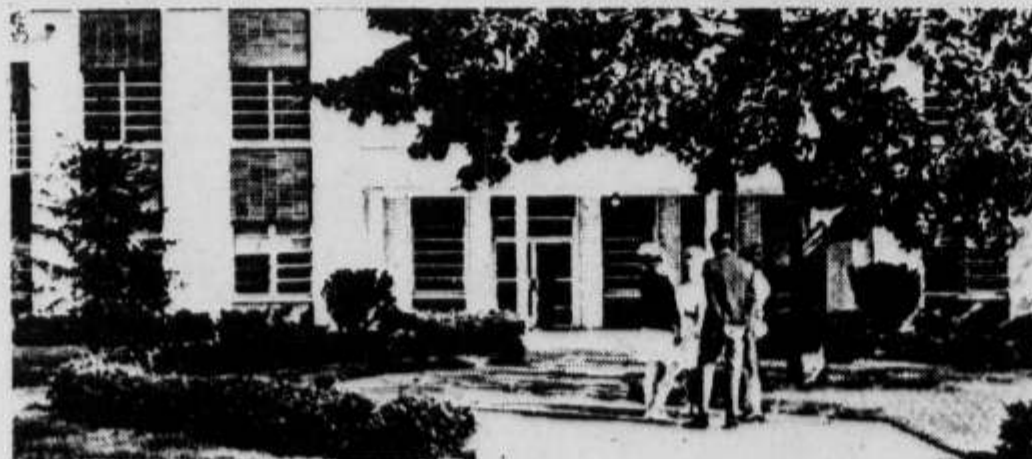
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CAPITOL SPOTLIGHT

(From Leader Correspondent)

This past week the cause of consumerism was markedly advanced with final Senate approval being given to A.1252-B, Fink et al. and S.1309-B, Barclay et al., which for the first time opens a legal door to class action lawsuits in a wide range of possibilities. This type of suit has been severely restricted in New York State law up to this point. It is expected that Governor Carey will sign the bill, particularly in view of his calling for such a measure in his first Annual Message to the Legislature.

Spokesmen for business groups have been opposing the Fink-Barclay bill because they fear a rash of "frivolous" lawsuits may be generated by individuals who may use this course as a weapon in revenge for some real or fancied grievance.

Backers of the measure argue that consumers should have the right to seek damages for all persons injured by some fraud or improper action, with everyone in the given classification being indemnified if the lawsuit is successful. They add that the threat of potential loss through class action should scare shady operators out of the marketplace or, at the very least, improve their operating techniques.

Another major victory for consumers came just a bit earlier when the Governor signed Chapter 65 of the Laws of 1975, an act abolishing the "fair trade" provisions of the General Business Law. It had been this section which permitted manufacturers to establish standard prices and enforce price fixing for their distributors and retailers. Sponsors hope competition now may force some of those fixed prices lower. The bill becomes effective Aug. 3.

Dutchess Chapter To Wave The Flag

POUGHKEEPSIE — Members of the Civil Service Employees Assn.'s Dutchess Educational chapter are starting early this year in their drive to arouse patriotic interest in Flag Day June 14.

John Famelette, chairman of the chapter's flag committee, said that he will send a free three-by-five-inch American flag decal to anyone who writes for one. A stamped, self-addressed envelope should be enclosed. Mr. Famelette has 2,500 flags on order; they were purchased with funds from the chapter treasury.

Mr. Famelette's address is 45 Meyer Ave., Poughkeepsie, N.Y. 12601.

Mr. Famelette and his committee have been promoting Flag Day in this way for the past six years. He said the purpose is to show pride in America and faith in its ideals. He added that this year the display of decals may be more widespread than ever, "because it is the first time in years the nation has not been torn apart by the war in Vietnam."

In the past, the OSEA chapter's offer has drawn requests for decals from as far away as Long Island and the Canadian border.

State's Money-Saving Program Provides Cash Awards To 25 Workers

ALBANY — Twenty-five State employees received cash awards totaling \$845 in April for money-saving ideas submitted to the New York State Employee Suggestion Award Program.

The program is administered by the State Department of Civil Service, and estimated first-year savings from these suggestions is \$3,952.

The awards, winners and their residences are:

\$150: Joint award to Virginia Smithrick, Cohoes, and Rose Remley, Berne, both Department of Taxation and Finance, and Kathy Ann Tucker, Albany, Department of Mental Hygiene.

\$90: Sandra Luniewski, Gallopville, Drug Addiction Control Commission.

\$75: Joint award to Floyd R. Ernst, Averill Park, Michael Jon Marley, Schenectady, and George E. Matala, Schaghticoke, all Department of Transportation; Kenneth J. Schweigard, Central Bridge, shared jointly with June Scott, Troy, both Department of State.

\$65: Molly Ceroone, Ballston Lake, Taxation and Finance.

\$50: Dominic J. DelBrocco, Schenectady, shared jointly with James K. D'Arcy, Jr., Schenectady, both Taxation and Finance; Walter Schumacher, Unadilla, Division of State Police, and Charles Marshall, Rensselaer-

ville, shared jointly with John Lennon, Albany, both Insurance Department.

\$40: Katherine M. Stallmer, Troy, shared jointly with Dorothy M. Labonte, Schenectady, both Taxation and Finance.

\$25: Jacqueline Ann Rock, Brooklyn, Department of Social Services; Albert J. Beauregard, Cohoes, shared jointly with Samuel B. Weissman, Amsterdam, both Taxation and Finance; Nicholas D. Forte Jr., Mechanicville, Office of General Services; John J. Brown Jr., Albany, Department of Health; Matthew L. Breitenbach, South Westerlo, also Health Department; Loretta Bardelli, Albany, Education Department; Dominic J. DelBrocco, Schenectady, Taxation and Finance, and William E. Therrien Jr., South Westerlo, Health.

Cash award winners receive certificates of merit. Certificates of merit also were awarded to: Max Fehder, Bronx, Department of Labor; Orest Lewinter, Albany, Department of Environmental Conservation; Hugh Templeton, East Greenbush, Education, and Virginia A. Taylor, Rensselaer, Department of Labor.

Groups To Meet

The sanitation department's Negro Benevolent Society will meet June 4 at 8 p.m., at 220-13 Merrick Blvd., Queens.

On June 8, the department's St. George Association will hold its 36th annual Holy Communion and memorial service, 9 a.m., at Grace Lutheran Church, 144-12 89th Ave., Jamaica.

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Stony Brook Goes To Polls City Chapter Candidates Are Selected

STONY BROOK—Election of officers and unit representatives for the State University of New York at Stony Brook chapter, Civil Service Employees Assn., will be held Monday, June 9.

Ballots will be cast from 8 a.m. to 6 p.m. in the first floor of the Stony Brook campus library.

Candidates and offices sought are: president, Al J. Varacchi and Gloria Diamond; first vice-president, Alexander Castaldi; second vice-president, Edward Zurl; recording secretary, Nina Sclafani; corresponding secretary, Kathryn McKenna and

Donna Persing; financial secretary, Estelle Gremmell and T. DeMange (formerly Ann Deb-biero); treasurer, Helen Fox, and delegate Vincent Ruggi, William Bologna and Libby Lorio.

Alternate delegate, Mildred Just and Joseph Carapazzo; operational unit chairman, Harold Drennan, Michael DiGirola and Norman LeMire; PS&T unit chairman, Bettina DeMaggio and Harold Cupolo; administrative unit chairman, Virginia Merola and Frances Olivio; administrative unit secretary, Marion Moore, and custodial unit chairman, Thomas Spector and Laurence Martinez.

NEW YORK CITY—Nominations for officers of the Civil Service Employees Assn.'s New York City chapter were announced at the chapter's executive committee meeting last week.

Incumbent Solomon Bendet will be opposed in his re-election bid by Rose Feuerman for the presidency of the NYC chapter, largest chapter of state employees in the union.

In the contest for first vice-president, incumbent Martha W. Owens will be challenged by second vice-president Benjamin Lipkin. Vying for the vacated position of second vice-president

will be former chapter president Samuel Emmett and Giles Spoon-hour.

Incumbent third vice-president Arthur Lakritz will be challenged by Robert Diaz and Gennaro Fischetti. Incumbent treasurer Seymour Shapiro will face Marvin Braham.

For corresponding secretary, contenders are Elsie Yudin, Med-ric DeHoog and Harold McCarthy. Incumbent recording secretary Abe Libow will be challenged by Obie Nickins and Fabia Calderon. Incumbent financial secretary Anthony Vericella will face Willie Raye.

Additional candidates may be

placed on the ballot by submitting petitions containing 5 per-cent of the chapter membership before noon of June 17. These petitions should be turned into the chapter office, Room 900C, 80 Centre St., Manhattan.

Mr. Bendet said that shortly thereafter, at a date to be set, there would be a meeting where candidates will draw lots for placement on the ballot. At this meeting, they will also have an opportunity to present their programs.

Ballots will be mailed from Albany, based on the membership lists on file.

Some City Salaries Rising

Salaries of some city employees have risen recently or will rise in the coming months.

The personnel department of the city Civil Service Commission approved the following pay hikes:

As of April 1 Railroad Watchmen receive a minimum rate of \$5.21 and hour and a maximum of \$5.37. Transit Property Protection Agents receive the same rates.

On June 1, foremen or rail-

road watchmen and foremen of transit property protection agents will get salary hikes to a minimum of \$13,342 per year to a maximum of \$15,315. This is almost \$500 more than their current salaries. October 1 will signal another hike for foremen to \$14,009 and \$16,081.

The commission also increased minimum salaries of probation assistants to \$6,800 and the maximum \$8,000.

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CSEA Turns Back AFSCME Challenge In Niagara County

NIAGARA FALLS—The Public Employment Relations Board has rejected arguments by Council 66, American Federation of State, County and Municipal Employees, in an attempt to decertify the Civil Service Employees Assn. from representing social workers and supervisors in Niagara County.

The PERB decision ends a year-long effort by AFSCME to unseat CSEA.

William Doyle, Niagara County CSEA chapter president, explained that AFSCME first sought to displace CSEA as bargaining agent for all white-collar workers, "but failing to get the necessary show of interest for the complete bargaining unit,

they wanted to break off the social services unit."

According to PERB's Paul E. Klein, director of public employment practices and representation, AFSCME "failed to support the proposition that case workers have a unique occupational community of interest or that they are now experiencing or are likely to experience conflicts

of interest with other white-collar employees which will impair their ability to negotiate effectively."

After analyzing the case workers' concern over upgradings, career ladders and job security, Mr. Klein said, "all these concerns can be traced in whole or part to an external event—the mandatory change in the social services structure in 1971. He credited CSEA with successfully lobbying with the county legislators to retain all social workers at their original pay grades in the new out-of-title positions.

Discussing effective representation by CSEA, Mr. Klein said, "It is a fact of negotiating life that all employees cannot obtain all their goals at the bargaining table." He also pointed out "CSEA did establish a state-wide internal committee in 1974 to study the problem" of case worker titles and upgradings.

"Beyond this, the record shows active participation by case workers in all aspects of CSEA," he continued, "besides serving on the negotiating teams, case workers have attended and spoken at departmental and county membership meetings to discuss pending negotiations, have seen all but one of their proposals placed on the table in negotiations, and a case worker has been a CSEA chapter vice-president.

"For all these reasons, I find that a separate (bargaining) unit of case workers and supervisors is completely unwarranted," Mr. Klein concluded.

Hailing the victory as "proof again of CSEA superiority," Mr. Doyle said CSEA field representative James Stewart should receive great credit.

AFSCME had filed its petition May 9, 1974 and hearings before PERB Examiner Janet Axelrod were held in August, September and October of last year, with both unions filing briefs subsequently. CSEA was represented by attorney Richard J. Schreff.



KELTS RETIRES — Earl Kilmartin, president of the Office of General Services chapter of Civil Service Employees Assn., right, presents retiring OGS employee Matthew H. Keltis with a certificate of appreciation for 32 years of State service, as Mrs. Keltis looks on.



AT JOHNSON CITY — Four retirees of the Broome County unit, Civil Service Employees Assn., were honored by their fellow CSEAs recently at ceremonies in Johnson City. The four, from left, are Clyde Seaman, Norman Curtis, Ida Lane and Margaret Sullivan with outgoing Broome County unit president Jack Herrick.

Rumor State Agencies Aid Challenging Unions

BUFFALO—William McGowan, president of Western Region 6, Civil Service Employees Assn., said recently that there have been reports that representation designation cards issued by unions other than CSEA have been mailed to state workers in envelopes bearing the return addresses of state agencies.

This, he noted, gives rise to rumors that the state is involved in sponsoring the challenges of

other unions to CSEA in representing state workers.

The CSEA official asked any state worker who received such a card in such an envelope to send it to CSEA Albany Headquarters.

"We need the envelopes to check this out," Mr. McGowan observed.

The material should be addressed to: Civil Service Employees Assn., 33 Elk St., Albany, N. Y. 12207, ATTN: William McGowan.

Layoff Board

(Continued from Page 1)

benefits available to them as a result of CSEA's work with the joint State-CSEA committee, and we intend to see that those rights and benefits are received by any affected state worker, and that all layoffs are administered according to the agreement," Dr. Wenzl stated. "We have reasons to believe this is not being done in all cases now by the State, and we want the joint committee reinstated immediately to correct the situation."

In addition to rules covering administration of layoff procedures and rights of reinstatement for people affected by layoffs, he noted such individuals also are eligible for payment of unused vacation and overtime credits up to 30 days each, and that the agreement covers employee rights relative to health and dental insurance.

Dr. Wenzl pointed out that since all payroll deductions cease when an employee is laid off, it is necessary to make provisions for direct payment to maintain CSEA membership and participation in CSEA group life and accident/sickness insurance programs.

Arrangements were nearing completion to continue these benefits on a direct-pay basis, Dr. Wenzl said, adding that details would be available to CSEA members within a week or two.

School Rejects PERB Recommendation

VALATIE—A State Public Employment Relations Board mediator's recommendation to settle the salary dispute between the non-instructional employees of Ichabod Crane Central School District, represented by the Civil Service Employees Assn., and the district board has been rejected by the school board. The issue will now go before a state-appointed fact-finder.

Michael Carroll, CSEA representative, called the rejection "unreasonable and unjustifiable."

"It is highly unusual," Mr. Carroll commented, "for a mediator to issue a report containing recommendations. I think he did so, knowing that the past settlements for this employee group have been very moderate. In 1973, the employees received a five-cent an hour increase and in 1974, the employees received 10 cents an hour. I think he further recognized the difficult situation the employees are in

with respect to the cost of living. However, the settlement proposal was certainly not out of line when compared to salary increases received by other employee groups in the District."

Mr. Carroll cited the teacher and administrator settlements reached late last fall. The administration received raises ranging from \$1,800 to \$2,300, and the teachers received raises ranging from \$900 to more than \$1,700. The mediator recommends a 33-cents-an-hour increase for non-instructional employees over the 1975-1976 school year.

"For full-time employees, this amounts to just under \$700 annually," Mr. Carroll continued, "and most of our employees don't even work full-time. While the local unit was not happy with the mediator's recommendation, I think there was a good chance for ratification. I believe there is a distinct possibility the fact-finder may improve on the recommended settlement figure."

Tri-County Meeting

MIDDLETOWN—An executive committee and general membership meeting of the Orange, Ulster and Sullivan Counties Retirees chapter, Civil Service Employees Assn., will be held Wednesday, June 11.

The meeting will be held at the Middletown Psychiatric Center, Middletown. The executive committee meeting will begin at 1 p.m. and the general membership meeting will start at 2 p.m.

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

Buffalo SUNY Quarterly Meet

BUFFALO—The State University of New York at Buffalo chapter, Civil Service Employees Assn., will hold its quarterly membership meeting Thursday, June 5. The meeting, which will include a buffet dinner, will begin at 5:30 p.m. in the Faculty Club, Harriman Library, on campus.

Veterans Administration Information Service Call (202) 389-2741 Washington, D. C. 20420

Rochester Retirees Name Their Leaders

ROCHESTER — Ruth McFee has been elected to a two-year term as president of the Rochester Area Retirees chapter, Civil Service Employees Assn.

Ms. McFee has served as president since Oct. 15, 1973, when she succeeded Claude Rowell, who suffered a heart attack. She had been chapter vice-president.

Other officers elected are: first vice-president, Morris Gardner; second vice-president, Walter Corcoran; secretary, Jo Ahrens; treasurer, Irene Barron, and delegate, Melba Binn.

'Silver Dollar'

(Continued from Page 1)

and the legislature to appropriate funds to allow the school to remain open was signed by 5,000 people in the community. The CSEA chapter, headed by Ernestine Coleman, also waged a letter-writing campaign to the Governor, the Lieutenant governor, the Speaker of the Assembly and the Senate finance committee.

Mr. Gallanter told the group that as a result of their action, the committee has received word of the Governor's willingness to reexamine the closing decision.

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Legislature Is 'Last Recourse For Justice'

15
CIVIL SERVICE LEADER, Tuesday, June 3, 1975

QUEENS VILLAGE—In an open letter addressed to all members of the New York State legislature, the Creedmoor State Hospital chapter, Civil Service Employees Assn., appealed to them to follow the recommendations of fact-finders in the state-CSEA contract dispute.

WHERE TO APPLY FOR PUBLIC JOBS

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

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

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

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

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048, (phone: 488-4248; 10 a.m.-3 p.m.; State Office Campus, Albany, 12226; Suite 760, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

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

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

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

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone for information about city jobs is 523-4100; for state, 526-6000; and for federal, 526-6192.

ing on since January under terms of a third-year reopener clause in the three-year pact.

In rejecting the fact-finders report, the Governor tossed the fiscal hot potato into the laps of the legislators. Under the state law, the rejection means that the Legislature will have to appoint a bipartisan committee to resolve the impasse. The panel's decision on the issue will be a binding one.

Reasonable Adjustment

CSEA has been polling its members by mail as to their opinion on the fact-finders report. The results of the ballot supported the 6 percent figure by 10-1.

The Creedmoor chapter letter noted, "We seek no more than what has been deemed, by impartial fact-finders, as a reasonable adjustment to our salaries that have been so greatly eroded by inflation.

"When James Northrop, chief negotiator for the state, asked PERB to intervene in wage negotiations with CSEA, he indicated that the use of conciliatory

services were essential, so that innocent persons will not suffer. Our organization recognized the need for moderation and agreed to accept the services of a fact-finding panel.

Governor's Refusal

"If the Taylor Law, which prohibits strikes (by public sector employees), is to work equitably, there must be a commitment to accept the findings of an impartial review panel," the chapter letter continued. "Certainly, when the Governor's appointee recommends use of the panel, this obligation should prevail. It therefore was most surprising and particularly distressing to learn that the Governor

refused to accept the findings of the impartial panel."

Worked Diligently

The Creedmoor chapter letter described the State Legislature as its "last recourse for justice."

"State employees have worked diligently, have performed despite staff curtailment that required additional job duties, and have accepted their responsibility to remain at their posts despite lack of any acceptable wage offer.

"On behalf of our dependent families, we implore your assistance in getting an equitable adjustment to our salaries."

SAVE A WATT

Open Competitive State Job Calendar

Applications Accepted To June 16
Oral Exams June Or July

Director, Vocational Rehabilitation Correction Program	\$21,545	27-512
Coordinator for Postsecondary Research Information Systems and Institutional Aid	\$29,471	27-518
Associate Coordinator for Postsecondary Information Systems And Institutional Aid	\$25,161	27-518
Supervising Aquatic Biologist	\$17,429	27-503
Supervising Wildlife Biologist	\$17,429	27-504
Principal Aquatic Biologist	\$19,396	27-500
Principal Wildlife Biologist	\$19,396	27-502
Principal Fish And Wildlife Biologist	\$19,396	27-501
Chief Wildlife Biologist	\$22,694	27-505
Chief Fish And Wildlife Ecologist	\$22,695	27-464

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.

State Promotional Job Calendar

Applications Accepted To June 16
Oral Exams In June And July

Title	Salary	Exam No.
Environmental Conservation		
Chief Fish And Wildlife Ecologist	G-28	39-048
Supervising Aquatic Biologist (Marine)	G-23	39-078
Supervising Aquatic Biologist	G-23	39-079
Supervising Wildlife Biologist	G-23	39-080
Principal Aquatic Biologist	G-25	39-090
Principal Fish And Wildlife Biologist	G-25	39-091
Principal Wildlife Biologist	G-25	39-092
Principal Aquatic Biologist (Marine)	G-25	39-093
Chief Wildlife Biologist	G-28	39-094

Health Dept.		
Title	Salary	Exam No.
Assistant Director of Health Dept. Fiscal Management (Apply until June 2)	G-27	39-081

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

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THE CIVIL SERVICE EMPLOYEE'S ASSN., INC.



LEGISLATIVE PANEL SESSION — Checking the speakers' list at the Saratoga County Civil Service Employees Assn.'s chapter legislative panel session are, from left, Charles Luch, president of the Saratoga County Educational chapter; Howard Cropsey, Region 4 political action chairman, Ed Wilcox, president of the Saratoga County CSEA chapter; Senator Douglas Hudson; Assemblyman Bob D'Andrea, and James Madigan, administrative assistant to Senator Fred Isabella.

Four-Month Sullivan Talks Lead To Pact Holding 22.5% Hike

MONTICELLO—Members of the Sullivan County unit, Civil Service Employees Assn., ratified a new two-year work agreement (142-9) for CSEA-represented county workers. It features an average raise of approximately 22½ percent over the life of the contract as part of the step and grade salary schedule negotiated.

According to a spokesman for CSEA, the union and the county had been in negotiations from last December until April 30. During that time an improper practice charge was filed by CSEA, the dispute was settled and then the charge was withdrawn. A contract settlement was finally reached by both sides and provisions are retroactive to Jan. 1.

The contract, which has been signed by both the union and the county, also includes increased longevity and an additional step.

Other highlights of the pact include a revised seniority provision including a seniority layoff procedure and a posting procedure for all county job vacancies; increased meal and uniform allowances; sick leave accumulation increased from 114 to 165 days; guaranteed weekends off for infirmity workers; increased shift differential, and a mileage reopener clause linked to any possible gasoline price increase.

All employees of the county will also be granted time and a half in compensatory time or in cash for all overtime worked, with all paid leave worked to be included for computation of overtime payment. The new agreement includes a promotion whereby all employees are guaranteed a 7 percent increase in salary on promotion.

Other new additions include Section 41-j of the Retirement Law; disability insurance, and the creation of a labor-management committee which, among other things, will negotiate salaries for new positions.

Members of the CSEA negotiating team, assisted by CSEA staff specialists, were Alice Gio-grande, Carl Gold, Esther Key-saw, Linda Clements, Walter Durkin, Harry Goldberg and Peg Delamarter.

Prior to representation elections late last year, Sullivan County employees were split up into several units and the highway workers, now represented by an AFL-CIO affiliate, are not covered under the pact.

Monroe CSEA Officers Come To Defense Of Jail Deputies

(From Leader Correspondent)

ROCHESTER—Monroe County jail staff members, unhappy over public criticism of conditions at the jail, have found friends among the officers of their Civil Service Employees Assn. unit.

Robert Fagan, vice-president of the sheriff's unit, Monroe County chapter, and William Faber, jail steward and negotiator, are meeting with newsmen and politicians in an attempt to tell the staff's side of the dispute.

"We're caught in the middle," Mr. Fagan said. "On one side are the inmates, complaining about jail conditions and frequently taking out their frustrations on the jail staff.

"On the other side are the politicians, conducting investigations, probing charges of alleged poor conditions inside the jail."

A Monroe County grand jury recently investigated the jail and handed up two sealed reports. The Monroe County Legislature's Public Safety Committee also is investigating conditions at the jail.

"We think it's time we spoke out," Mr. Fagan said. "How are

we supposed to do our jobs? These days, it's us, not the prisoners, who are being portrayed as the bad guys."

Mr. Faber said the prisoners "laugh at us. We've been spit at and had food thrown at us. It's all in a day's work and it's part of our jobs. But when everyone is crying over the prisoners' mental health, why don't they think of the guards? We're locked up eight hours every day too."

Several of the 20 deputies, a nurse and others on the staff said they felt the job was a hazardous one. They must frequently break up fights among prisoners and there's always the potential for violence, they said.

"I worked as a police officer and was never afraid," one deputy said. "But the first time I was locked in with 56 prisoners

I was damn afraid, and sometimes I still am."

Many deputies dislike the title of "jail guard," preferring to be called jail deputies.

"When you think of a jail guard, people picture some 200-pound, cigar-smoking bully who locks up people and likes to beat on them," a deputy said.

"That's just not true. I'm an average guy who wears levis on my days off and earth shoes. I'm just a guy trying to do my job."

Mr. Faber also said that inmates and others have downgraded the jail's medical and dental services "when they're actually very good. The inmates get dental service when they need it and a doctor-surgeon makes regular visits."

Jail deputies also are angered over a proposal by Republican legislators to take the jail away from the Sheriff's Department and establish a separate county Department of Corrections to run the jail.

"We'll fight it," Mr. Fagan said. "We feel that the politicians are using the controversy of recent months to set up another political plum. The whole idea of a Department of Corrections reeks of politics."

Mr. Fagan added deputies will show up en masse when the county holds hearings this month to decide whether to seek state legislation creating the corrections department. "They'll hear from us," he promised.

The jail staff said it supports Sheriff William M. Lombard and would rather work for him than for someone else in a new county department. Working for a new county department also could mean pay cuts and fewer pension benefits, the CSEA officials feel.

No matter who runs the jail, Mr. Fagan concluded, "there'll always be tension when you have people locked up. You'll always have problems. But we believe our jail is an excellent facility which is staffed by dedicated and professional people."

Rensselaer Balloting Brings CSEA Victory

RENSSELAER—A majority of the 40 blue-collar workers of the City of Rensselaer voted to join the Civil Service Employees Assn. in an official representation election conducted by the Public Employment Relations Board.

CSEA polled 30 votes to seven for "no organization."

CSEA had previously asked the Rensselaer City administration to recognize a unit of 25 blue-collar employees. When the city failed to do so, CSEA went to PERB requesting a representation contest for a larger unit.

According to a CSEA spokesman, the city retaliated by cutting the workweek to four 10-hour days. CSEA filed an improper practice charge against the city but withdrew it when Rensselaer reinstated the original work schedule and agreed to the election.

The recognition win follows CSEA's representation victory over an AFL-CIO affiliate in the Rensselaer County Sheriff's Department.

Jack Corcoran Jr., CSEA Albany Region 4 field supervisor, commented, "These public employees have selected CSEA to be their bargaining agent from a field of other so-called public employee unions that are appearing and disappearing in New York State almost overnight. CSEA has been around for 65 years. These people know that CSEA is the state's largest public employee union and they want to be an active part of that organization."

Name Woodward

ALBANY—William Woodward, former deputy secretary to Gov. Hugh L. Carey, has been appointed deputy state superintendent of banks.

Ulster Unit Restructured

KINGSTON—The members of the Ulster County unit, Civil Service Employees Assn., voted to restructure the unit into six sections.

The move is aimed at giving members more grass-roots participation in union activities and decisions affecting their jobs. Each section will be involved in and responsible for only those decisions that directly affect its own members, and will not have to contend with the unrelated problems of other employees.

For example, each section would conduct its own labor-management meetings.

The six sections will include: Department of Public Works, Social Services, Home and Infirm-ary, Health Department, Community College and County Complex.

Each section will have its own board of directors, officers and treasury. The presidents of each of the six sections will serve on the Ulster County chapter board of directors.

The sectioning concept will not affect the strength of the union when it comes to bargaining for a new contract. When that time comes, the sections will join together and bargain as a single unit.



'WORKING PRESIDENT'— Eleanor McDonald, newly elected president of the Town of Greenburgh unit, Civil Service Employees Assn., typifies the "working president" as she is shown at her job as an accountant in the Water Department. Ms. McDonald also serves on the Westchester Local 860 political action committee. Also elected were Russ Imlay, vice-president; Rachel DeMas, secretary, and Walter Honovich, treasurer. The new officers were installed by Westchester chapter president Ray Cassidy at the union's local office, 196 Maple Ave., White Plains.