Fact-Finding Begins On State Re-opener

Meeting Implements 5-Point Program Adopted By Delegates

ALBANY—The first meeting of the fact-finding panel in the contract dispute between the State and the Civil Service Employees Assn. was held April 3.

Essentially, procedural matters were discussed at the opening session, with a further meeting set for April 9 and possibly another April 6. Details of the weekend meetings are not available, since they occurred after Leader press time.

The three men named as fact-finders are Maurice C. Benewitz, of Manhasset; John W. McConnell, of Ithaca; and Jonas Silver, of North Merrick.

They are members of PERSB.

Panel of Mediators and Fact-Finders. They also serve on mediation, fact-finding and arbitration panels for several other states and agencies.

An arbitration since 1958, Mr. Benewitz, who will serve as chairman, has handled over 600 cases in both public and private labor fields. He has been professor of labor economics at Baruch College and is presently on leave from the directorship of the National Center for the Study of Collective Bargaining in Higher Education at Baruch College. He holds a Ph.D. in Economics from the University of Minnesota. He is a member of the National

Positions Far Apart In Dispute

As the State and the Assn. enter into fact-finding, the two parties remain significantly apart in their demands and offers.

The latest CSEA demands were for 3.3 percent pay raises, with employees receiving less than $3,000 getting at least a $1,350 a year raise, and those above $3,000 getting a maximum of $3,100.

This schedule was decided upon as the best means of aiding labor economics at Baruch College and is presently on leave from the directorship of the National Center for the Study of Collective Bargaining in Higher Education at Baruch College. He holds a Ph.D. in Economics from the University of Minnesota. He is a member of the National

(Continued on Page 2)

I have your letter of March 29 and have discussed its contents in my letters to Mr. Northrup and others of my staff. I am aware that although the State has offered approximately $50,000,000 in wage increases, negotiations are presently at an impasse.

The Public Employment Relations Board has indicated that it will, pursuant to the statutory impasse procedures, appoint a three-member fact-finding panel today.

Since I know that the State's negotiators have indicated to you the severe fiscal restraints in which we find ourselves and which I personally emphasized to you on March 9, I need not repeat such statements in this letter.

I do repeat, however, our request that you join with us in following the statutory impasse procedures as means of resolving this dispute.

Wenzl Agrees To Governor's Proposal

Your offer today was not received until after the commencement of the Delegates Meeting, and I read it as I was preparing to deliver my statement. Meanwhile, I directed an answer to be forwarded to you during the meeting.

While I disagree with your conclusion regarding the legitimacy of your offer or its impact on the State presently, I accept the offer to renew negotiations and to attempt to resolve the current impasse.

As your letter is being served, I recommended to the Delegates that they use all the tools available, and urge you to do the same.

This action requires good faith on both sides, and I trust your intent to proceed in that fashion accordingly.

I do repeat, however, our request that you join with us in following the statutory impasse procedures as means of resolving this dispute.

Delegates Approve Schedule For Action

1. CSEA shall institute court action on April 1, 1975, to force New York State to show cause why increments should not be paid, effective on the legally

(Continued on Page 16)
CSREA Statewide Delegates meeting began in orderly fashion, as officers and other ranking officials of the union listened intently to the statement by Theodore C. Wenzl, the Association president, concerning the intersession of the Administration.

Fact Finding Begins On Contract

(Continued from Page 1)

An attorney, Mr. Silver, represented the National Labor Relations Board and has represented both employers and unions in legal matters before arbitration panels. An arbitrator, mediator and fact-finder, Mr. Silver has been active in numerous cases involving both public and private labor groups. He formerly was an economic advisor to a Federal Fact Finding Board and a labor economist with the Bureau of Labor Statistics of the U.S. Department of Labor. He is on the panels of Federal Mediation and Conciliation Service, the National Mediation Board, the American Arbitration Association, and the Federal Postal Arbitration Panel.

Their findings are not binding on the state. However, if action is not taken on the fact-finders' recommendations, the Association will institute a rule-book action on April 15. The rule-book action was one of five steps voted by delegates at CSREA's statewide convention earlier last week. The five points are listed in the box at the right side of this page.

The five-point declaration, as well as the reading of letters exchanged by Gov. Hugh Carey and CSREA president Theodore C. Wenzl, also printed on page one, brought to an end a rau-

CSEA president Theodore C. Wenzl, after making a statement on the strike vote, but later returned to read letters exchanged with Governor Carey, approved the fact-finding.
Children's Services Employees Win An Onondaga Class Action

SYRACUSE—Onondaga County Child Protective Services employees have won a class action grievance against the county.

As of September 1973, the Legislature required that each county provide 24-hour protective services for children. New employees were given token, compensated for weekend duty. The employees filed a class action for additional compensation as stipulated in their contract. The handbook for all employees states that, "all employees will be compensated with compulsory time off."

The employees charged that the county had failed to enforce the terms of employment without negotiating with the Civil Service Employees Association. A Public Employment Relations Board hearing ruled that the terms of employment were enforceable. The charges against the county were dismissed.

In June 1974, the case went to the Onondaga County Shulman, and the team noted that it was a case of the arbitrator's decision, stating that the arbitrator had exceeded his authority.

The county took CSEA to the State Supreme Court in an attempt to vacate the decision. This action was dropped this February with about $12,000 going to the employees involved.

Ron Smith, field representative for CSEA, represented the employees, stating that the arbitrator had not been granted the power to make the award.

Buffalo Dinner Meeting
BUFFALO—The Buffalo chapter, Civil Service Employees Association, will hold a dinner meeting this June 17. The event will be held at the Plaza Buffet Restaurant, One M&T Plaza, Buffalo, at 6 p.m. BBuy U.S. Bonds!

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 Employees Association, 16th St., New York, N.Y. 10007.

May
8—Orange County unit board of directors meeting; 7 p.m., Casa Fiesta, Middletown.
9—Orange County, Sullivan County Retirees chapter meeting; Salvation Army Building, Middletown Psychiatric Center, Middletown.
14—Strongsville Human Rights committee meeting; 12 noon, Holiday Inn, Route 9, Ridgill.
16—Buffalo chapter dinner meeting; 6 p.m., Plaza Suite Restaurant, 675 Main St., Buffalo.
17—New York City chapter executive board meeting; 5:15 p.m., Franklin Restaurant, 110 John St., Manhattan.
17—Enoch L. J. Mayer Memorial Hospital unit nomination meeting; Candletti's Room, 3240 Harlem Road, Cheektowaga.
19—Drawing for ballot positions for CSEA statewide elections: CSEA Headquarters, 31 El St., Albany.
21—Metropolitan Armory employees chapter meeting for nomination of officers; 7 p.m., Kingsbridge Armory, 29 W. Kingsbridge Road, The Bronx.
26—Orange County unit board of directors meeting; 7 p.m.; Casa Fiesta, Middletown.
28—Announcement of results in CSEA statewide election.

June
5—West Seneca Developmental Center chapter meeting.
6—Syracuse Area Retirees chapter luncheon meeting to elect and install new officers; 1 p.m., Raphael's Restaurant, State Fairgrounds.
7—Syracuse Area Retirees chapter luncheon meeting to elect and install new officers; 1 p.m., Raphael's Restaurant, State Fairgrounds.
8—Conference of New York State Armored Employees annual election and meeting of officers; Holiday Inn, 57th Street and Central Park, New York (Annual banquet, June 15).
15—Deadline to submit petitions for CSEA statewide and regional officers.
15—Meeting of officers to CSEA members in statewide election.
21—Closing day for returning ballots in CSEA statewide election.
27—Conference of New York State Armored Employees annual election and meeting of officers; Holiday Inn, 57th Street and Central Park, New York (Annual banquet, June 15).
28—Announcement of results in CSEA statewide election.

CSEA To Represent

ALBANY—The CSEA chapter may have a designated bargaining representative for non-instructional employees of the Whitehall Central School District.

CSEA Employment Relations Board

SYRACUSE—The negotiating team members of Unit 6, Syracuse City School District, Civil Service Employees Ams., have been informed that the union has been involved in a contract dispute with the district to schedule a hearing on the issues as quickly as possible.

In a letter to the members of the unit, the team noted that it feels "the district has been stalling all through negotiations and has refused to even meet with the employees in the bargaining unit." The letter was intended to give the union an opportunity to open contract negotiations.

It noted that, "After many negotiating sessions, the CSEA negotiating team declared impasse. A mediator was assigned and after four seasons, which proved fruitless, we asked that the arbitrators be asked to resolve the issues and make a formal recommendation for settlement."

Calls Syracuse Region Meeting

SYRACUSE—Delegates to the Syracuse Region 5 of the Civil Service Employees Association, will meet here April 20-25, according to regional president Richard Cleary.

This meeting replaces the one that had been previously scheduled as part of a two-day District Delegates Meeting, canceled because of the crisis in contract negotiations between CSEA and the State.

CSEA To Represent

ALABY—The CSEA chapter may have a designated bargaining representative for non-instructional employees of the Whitehall Central School District.

Whitehall Schoolers

Employees included in the bargaining unit were employed part-time, secretarial, clerical, maintenance, service and transportation employees, as well as all other regular part-time and full-time employees of the district.

Ask Fact-Finder Hearing

In Stalled Syracuse Talks

SYRACUSE—The negotiating team members of Unit 6, Syracuse City School District, Civil Service Employees Ams., have been informed that the union has been involved in a contract dispute with the district to schedule a hearing on the issues as quickly as possible.
### Open Continuous State Job Calendar

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

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

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**Fact Finding Begins**

(Continued from Page 3)

The first vote, calling for a striker of §1 months, April 1, was ruled passed by Dr. Wendl. This was by voice vote. A real call vote later in the afternoon resulted in rejection by 222 votes of April 1 strike date. The vote was 543 to 556, with some abstentions. This 12-vote margin is in itself misleading, since none of the negative votes were cast based on three separate alternatives: no strike, a later postponement or immediate strike.

The final vote was for the three-point schedule, and this was ruled approved by vice-president Irving Flumenbaum, acting as chairman. Again, however,

(Continued on Page 5)

### Pre-Exam Classes

**Set At Kings Park**

KINGS PARK — The Kings Park Psychiatric Center chapter, Civil Service Employees Assn., is sponsoring a series of pre-exam classes for members interested in the next civil service examination. According to Joseph Aiello, chapter president, The CSEA official said that the classes have been arranged and are being paid for by the Kings Park chapter. Sessions will be held in the Kings Park facility from 5 to 7:30 p.m. on April 14, 16, 21, 23, 28, and 30.

Any Kings Park CSEA chapter members interested in these classes should contact Mr. Aiello.

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Kenneth Cadieux, right, president of the union's Town of Hempstead unit, was proctor for one of the floor microphones set up for delegates' use. The speaker here is Samuel Grossfield, president of Rochester chapter. Behind, delegates from New York City chapter, Willowbrook Developmental Center and Creedmoor Psychiatric Center chapter await their turns.

At the point that strike vote was taken, Anne Urban, president of Commerce chapter, Albany, rushed to the stage in dramatic appeal for reconsideration. With her is John Gully, of Albany Tax and Finance chapter.

Fact Finding Begins
(Continued from Page 4)

The ayes and nays seemed almost evenly divided.

Mr. Flaumenbaum is the ranking officer who is not a state employee, and also the longest serving of CSEA's vice-presidents. Mr. Flaumenbaum took charge of the meeting after Dr. Wenzl, executive vice-president Thomas McDonough and vice-president William McGowan had left the meeting.

Delegates opposed to the early strike ruling stayed, however, to dispute the vote. Mr. McDonough and Mr. McGowan returned soon after.

Later, Dr. Wenzl too, returned to the meeting, explaining to the delegates that he had several pressing items of business to conduct concerning the negotiations. He then read copies of the letters that had been exchanged by him and the Governor accepting.

(Continued on Page 13)

Two Jobs In Suffolk

HAUPPAUGE — Graduation from high school and four years of experience in public works engineering construction will qualify candidates for $7,500 to $11,000 a year engineering inspector positions—exam 15-161—in Suffolk County. Candidates should apply to the county civil service department.

A written exam will be given May 3. Filing closes April 9.

Filing for municipal personnel technician trainees—exam 15-176, at $10,418 a year, will be accepted until April 19.

Candidates need a bachelor of arts degree or four years of responsible administrative, managerial or professional experience.

There is no residency requirement for either job.

The written exam will be given May 3.

Save This Program

THERE is little to recommend Gov. Hugh L. Carey's plan to eliminate the state's meat and poultry inspectors and to turn the responsibility over to the federal government.

The Governor's proposed budget will fund the state inspection program only through the end of September. The end of the state program, the Governor seems to follow, will be an economy.

But will it?

As a cogent position paper issued by the inspectors and sent to state assemblymen and senators pointed out, the Governor has allocated $1,087,000 to fund the program this year. Based on last year's figures, $2,412,262 is needed to run the meat inspection program for 12 months. This latter inspection program only through the end of September. The state inspectors, many small wholesale and retail businesses — taxpayers all — which will be forced to close? The state inspectors, all of the nearly 300 state inspectors who will be wiped from the rolls if their jobs are eliminated? What about the budget proposed by the Governor, a not especially impressive $2,412,262? A saving? Perhaps in the short term. But what about the nearly 300 state inspectors, whose jobs are eliminated? How about the many small wholesale and retail businesses — taxpayers all — which will be closed? The state inspectors, demanding the highest standards from these businesses, also understand these problems. This will probably not be the case if the inspection program goes to the federal government. What about the revenues that will be sure to be lost in illegal distribution of meat and poultry by clandestine operators? These persons now find it impossible to operate because of the state inspectors.

But more important, what about the program itself? New York State's inspection program is regarded as one of the best — if not the best — in the nation. It is highly doubtful that the federal government could provide a program that will give New York State's meat inspectors the consumer protection they presently receive.

We believe Governor Carey's plan to end the state inspection program is a false economy. We believe his plan will, in the end, hurt the consumer. We believe his plan will not prosper and we counsel strongly against it.

Questions & Answers

Q. I'm a student getting social security payments. In the summer I work at a part-time job. Someone told me I might be able to earn more than $2,100 this year and still get all my social security checks. Is this true?

A. It depends on how severe the child's condition is and what the family's income and resources are. Your state should contact any local social security office to get complete details.

Q. My children and I have been meeting monthly social security checks since my husband's death last year. He had been in the Army since 1952. Someone told me that there was a change in federal law affecting your social security benefits for military service. Is this true?

A. Yes. A new provision of the law gives additional military wage credits of $10 per month for active military service after 1956. You must apply to receive this additional credit. You can do this at any social security office.

(Continued from Page 1)

A saving? Perhaps in the short term. But what about the nearly 300 state inspectors, whose jobs are eliminated? How about the many small wholesale and retail businesses — taxpayers all — which will be closed? The state inspectors, demanding the highest standards from these businesses, also understand these problems. This will probably not be the case if the inspection program goes to the federal government. What about the revenues that will be sure to be lost in illegal distribution of meat and poultry by clandestine operators? These persons now find it impossible to operate because of the state inspectors.

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Don't Repeat This!

A saving? Perhaps in the short term. But what about the nearly 300 state inspectors, whose jobs are eliminated? How about the many small wholesale and retail businesses — taxpayers all — which will be closed? The state inspectors, demanding the highest standards from these businesses, also understand these problems. This will probably not be the case if the inspection program goes to the federal government. What about the revenues that will be sure to be lost in illegal distribution of meat and poultry by clandestine operators? These persons now find it impossible to operate because of the state inspectors.

But more important, what about the program itself? New York State's inspection program is regarded as one of the best — if not the best — in the nation. It is highly doubtful that the federal government could provide a program that will give New York State's meat inspectors the consumer protection they presently receive.

We believe Governor Carey's plan to end the state inspection program is a false economy. We believe his plan will, in the end, hurt the consumer. We believe his plan will not prosper and we counsel strongly against it.

Questions & Answers

Q. I'm a student getting social security payments. In the summer I work at a part-time job. Someone told me I might be able to earn more than $2,100 this year and still get all my social security checks. Is this true?

A. It depends on how severe the child's condition is and what the family's income and resources are. Your state should contact any local social security office to get complete details.

Q. My children and I have been meeting monthly social security checks since my husband's death last year. He had been in the Army since 1952. Someone told me that there was a change in federal law affecting your social security benefits for military service. Is this true?

A. Yes. A new provision of the law gives additional military wage credits of $10 per month for active military service after 1956. You must apply to receive this additional credit. You can do this at any social security office.

(Continued on Page 10)
MANHATTAN — The Civil Service Employees Assn. in its battle to save the jobs of several hundred state meat and poultry inspectors and the inspection program itself, has dispatched copies of a position paper, a petition and a letter to CSEA president Theodore C. Wenzl to all New York State senators and assemblymen.

Elimination of the inspectors' jobs is part of the overall 1975-76 budget drawn by Gov. Hugh L. Carey. It will not provide funds for the inspectors after Oct. 1. Inspection services will then be taken over by the federal government, but Agriculture and Markets Commissioner Frank Walker has warned that if the state inspectors' posts are eliminated, a rise in illegal distribution of meat and poultry in the state may be likely. Mr. Walker added that the U. S. Department of Agriculture "has indicated a willingness to take over the state program" and to hire "most of those involved with the state program." However, additional money will be required by the federal government to hire the inspectors, and Mr. Walker expressed some doubt that Congress will be willing to spend it at this time. The program cost the state $2,412,262 last year.

Dr. Wenzl, in his letter to the Governor, described himself as "astounded" by the proposal to eliminate the state inspectors.

"The budgetary implications of relinquishing state control of the current meat and poultry inspection program are manifest and must be viewed by CSEA as a product of a cutthroat rivalry of program areas where the state could easily hand over to federal control under the guise of economy," Dr. Wenzl wrote.

"I submit to you that many of such proposals by your Administration are ill-advised and at best represent, in the long term view, false economies which will eventually cost the state, the consumer, and small business enterprises in the state, mass billions over what now appears to be small savings."

The CSEA chief pointed out that the state inspectors' jobs are no desire to become federal employees, and he added that the federal government would lose a number of brain.

"Your proposal," Dr. Wenzl told the Governor, "can do no less than result in increased unemployment affecting both State and private enterprise employees;...the closing of many small business enterprises engaged in meat and poultry processing thereby reducing State tax revenues;...and loss of State control over an area so vital to the health and well-being of its residents."

The petition received by the Legislature bore signatures of several hundred of the state inspectors from around the state. The petition states that the program will be continued and endorsed an attached position paper.

"The petition received by the Legislature bore signatures of several hundred of the state inspectors from around the state..." the Governor read. "It will not provide funds for the inspectors after Oct. 1. Inspection services will then be taken over by the federal government,..."

New York State has been a leader in encouraging other states to adopt high standards and retaining federal control of what should be state programs. Usually, the meat and poultry program is relinquished by the State because of a recession, what will prevent all other federal subsidized programs operated under state control, such as those in the state budget for 1975-76. For example, the state $2,412,240 is required to fund this program for a full year which is 0.003% of Governor Carey's state budget of $10.5 billion proposed for 1975-76. We're sure that this amount can be supplemented to continue our meat and poultry inspection program.

The package to the New York State legislature also contained an editorial written in the trade publication Modern Grocer by Howard Ackerman.

"Your proposal," Dr. Wenzl said, "can do no less than result in increased unemployment affecting both State and private enterprise employees;...the closing of many small business enterprises engaged in meat and poultry processing thereby reducing State tax revenues;...and loss of State control over an area so vital to the health and well-being of its residents."

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Niagara Contract Will Provide 7.5% Boost & Reopener Clause

LOCKPORT—The 500 members of the Niagara county chapter, Civil Service Employees Assn., have ratified by a 4-1 vote a contract with the county that ended 10 months of negotiations. The two-year pact offers a 7.5 percent wage increase, with a maximum annual increase of $800 and a minimum of $600 plus a wage reopener clause after the second year. The contract.

The impasse came after the CSEA rejected a fact-finder's recommendation of 7.5 percent, a point the minimum and a $1,000 maximum, saying, "I thought it was a fair and equitable settlement," said W. M. Doyle, chapter president. "These are tough times and con-

Fired Deputy, Orleans Chapter President, Restored To His Job

ROCHESTER—An Orleans county deputy sheriff, president of the county's Civil Service Employees Assn. chapter, has been reinstated in his job with back pay by an arbitrator who found his dismissal unjustified.

The deputy, Anthony Bagnato, was fired by Sheriff John R. Williams in January after the sheriff sent him of in-

Part-Time Grievance Filed

WASHINGTON—A contract grievance has been filed by the Civil Service Employees Assn. and its outcome may eventually affect the work of part-time employees throughout the state.

Responding to a memorandum sent to all state department and agency heads by Ern H. Poston, president of the Civil Service Commission, CSEA chapters are seeking a ruling on a Poston directive which allows the accumulation of vacation, sick, and personal leave by part-time employees who work less than five days a week.

The current leave benefits provided to part-time employees under Section 1, 1967, under the Department of Mental Hygiene contract—this agreement being used as a basis for the contract—allows part-time employees working a fixed number of days regardless of the number of days worked, to earn sick leave and vacation leave on a prorated basis.

The memorandum, dated Sept. 29, 1970, and sent to chapter presidents in Mental Hygiene to work at least three and three-quarters hours a day, regardless of their former shift arrangement, or face elimination of their leave benefits April 1.

Pact Won; Rescind Charges In Wyoming

WARSAW—The Wyoming county chapter of the Civil Service Employees Assn. has withdrawn its improper prac-

ALBANY—A special, low-cost group life insurance plan, which does not, in most cases, require a medical examination, is available during the month of May to state employees who are members of the Civil Service Employees Assn.

Applications, with signed auth-

Statewide Election Schedule Announced

ALBANY — Bernard Schmidl, chairman of the Civil Service Employees Assn.'s special election procedure committee, announced that the printed positions of names of statewide office-seekers on election ballots will be made on the basis of a drawing held Fri-

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A CSEA Grievance Will Be Filed
On W. Seneca Employee's Behalf

WEST SENeca—Expressing "utter shock and disbelief in the lack of sensitivity" on the part of top echelon staff at the West Seneca Developmental Center, James Bourke, president of the Civil Service Employees Assn. chapter there, said he will file a grievance protesting the threatened firing of a 46-year-old woman, formerly a patient at the institution and presently a ward aide there.

Mr. Bourke said the union is taking the unusual action of initiating the grievance because of the "cavalier manner" in which the former patient is being treated, aware of her capabilities, circumstances about the ability of the worker to defend herself due to her current condition for recent major surgery.

Mr. Bourke said that while immediate action was taken, a formal filing of the grievance was held up pending a full investigation by CSEA field staff and local council.

He explained the union felt heard of the threatened dismissal with the receipt of a copy of the termination notice from a relative of the aide.

The letter, signed by Louis Handel, secretary of the West Seneca Developmental Center, listed 15 dates of what were called "unexcused absences" between Sept. 20, 1974, and Jan. 17, 1975, and charged the aide constituted misconduct because they took place following three "counseling" sessions.

Citing what were called "your emotional limitations," the notice also said, "you are guilty of incompetence in that you have failed to improve your work performance and control your temper."

Declining to identify the affected worker, Elaine Moody, a former union president and a therapist aide at the center, said she first became acquainted with the threatened worker about eight years ago. She said that "administration should have been aware of the size of the aide since she was a patient here for at least five years before she was hired." Although records aren't available to the union, Ms. Moody said she would guess "that she came from another institution."

This was confirmed by the cousin who forwarded the termination notice to the union, and who said the woman formerly was at Newark State School for about six years.

Mr. Bourke said the worker had always reported her absences as required in the contract and had furnished doctors' excuses when so directed.

CSEA Western Region 6 president William L. McGowan, a center employee, said he will personally coordinate appeal efforts. He said, "the situation illustrates the capricious and arbitrary manner in which some administration acts." He explained that the union is seeking a contract reopening to better define and equalize disciplinary procedures.

Under current contract provisions, non-competitive employees have a different set of disciplinary rules and procedures than competitive employees.

Our contract calls for a re-opening this year on this subject, and this is one reason why we demanoned at Albany March 18," Mr. McGowan said.

CSEA field representatives Thomas O'Keefe, officers at the time, said they concur in the addition and appeal with the assistance of the union's legal staff to better define and equalize disciplinary procedures for non-competitive employees with those of competitive employees in the competitive class.

The two 'cliniters' are the seven calendar days appeal deadline and the finality of the director's decision, short of going to court," he said.

Competitive employees are given 15 working days for the submission of a notice of an offer and there are further steps, prior to court review, Mr. Christy summarized.

The workers are on par after two years, and Mr. Christy timed the timing of the notice was designed to be the second anniversary of the woman's employment in April.
NOMINATED FOR 11 ACADEMY AWARDS
including:
BEST PICTURE OF THE YEAR

The Godfather PART II

NOW PLAYING

Grease
THE ONE AND ONLY LONGEST RUNNING SHOW ON BROADWAY
There's a reason for that!

THE WIZ
"THE MOST STYLISH BROADWAY MUSICAL SINCE 'PIPPIN.' A SIGHT TO BEHOLD, SPECTACULAR LOOKING AND SLICKLY DONE"
—Douglas Warf, Daily News

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Antiques Shops Under One Roof
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Admission Free

CANDIDATE
The theatrical event of the year!
Among marchers was Ethel Ross, right foreground, currently campaigning for signatures to submit petition as candidate for CSEA president. She is a member of CSEA Board of Directors.

CSEA executive vice-president Thomas H. McDonough took up placard to air union's views as he and other CSEA members walked in the freezing weather outside building where Lieutenant Governor Krupsak was speaking.

Westchester chapter president Raymond Cusidy, left, lines up with regional CSEA attorney Arthur Grate to display signboard that they and hundreds of other union protesters wore in picket line.

CSEA Picketers Protest
Krupsak Proposal To Make
Pensions Half-Contributory

YOU JUST RAN OUT OF EXCUSES.
THE C. W. POST
WEEKEND COLLEGE...

One of the smallest picketers, one-year-old Jason Frischmann, rides piggyback with his father Nissen doing the honors.

Orderly group of protesters gathers outside New City meeting hall to shout for the Lieutenant Governor to come out.

Sullivan County protesters were led by chapter president Earl Bivens, left foreground.

Southern Region 3 second vice-president Scott Daniels, left foreground, reviews the situation with regional supervisor Thomas Lopatezza as the two men march through the roadside slush.
Delegates try to shield speaker from microphone at photographers. It was at this point that other nearby delegates set upon Leader photographer Ray Hoy. During the ensuing melee, still other delegates proceeded in a threatened flight. It was one of several incidents involving media representatives during the day. At one point, a newswoman from an Albany station had to be escorted out under the protection of guards.

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REAL ESTATE VALUES

Publisher's Notice:

All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination." The newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are informed that all dwelling advertised in this newspaper are available on an equal opportunity basis.

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The intensity of the debate registers on face of Joan Shaw, president of Brooklyn Psychiatric Center chapter.

Parliamentarian Harold Ryan, of Audit and Control chapter, Albany, listens to procedural matter, as two CSEA vice-presidents stand by. At left is Richard Cherry, president of Syracuse Region 5.

Caucusing against hasty action is CSEA vice-president Solomon Bendert, who heads New York City Region 2. Mr. Bendert noted that although he has a reputation as a militant, he would advise the delegates to think seriously about the course of action they would decide upon.
As the afternoon session continued, caucuses were called to reach agreement on unified action. This chapter of delegates representing various State University chapters throughout the state will be utilizing the delegates is Albert Varacchi. In light jacket, center top, chairman of the union's statewide Universities committee.

Fact Finding Begins

(Continued from Page)

The fact of stalemate in the negotiations and need for fact-finding.

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277 YEARS — Fifteen persons representing a total of 277 years of work experience were honored upon their retirement from the Department of Mental Hygiene. Thomas Gilmartin, director of the center, was among those honored at the ceremony, Dr. George Hersholt, director of the center.

A New Insurance Policy Is Adopted By Retirees

ALBANY—The Civil Service Employees Asn.'s statewide retirees committee and retiree chapter presidents officially adopted a new life insurance policy at a meeting here March 27. The policy was recently approved by the CSEA board of directors.

"This policy fills a need felt for a long time by elderly retirees who want more life insurance but are unsure of their ability to pass a medical examination," said Richard Merkel, vice-president of the insurance firm of Terr Dubh & Powell, which described the benefits of the policy at the meeting. No physical exam is required.

The insurance executive went on to explain that many retirees who continue their group life insurance until age 70 need a final expense-type policy to make up for the loss of the group term insurance which expires on their seventieth birthday. The insurance plan is similar to one already available to members of the New York City Civil Service Retired Employees Asn.

In other action at the meeting, Chairman Hazel Abrams directed the attention of the conference to the new model constitution form mandated by the board of directors for all new CSEA chapters, both active and retired groups alike. The committee's consensus was that segments of the mandated model are unsuitable to retiree chapters and should be reworded to make them more relevant. Ms. Abrams said that she will bring this matter up at the next meeting of the statewide constitution and by-laws committee. Ms. Abrams will also be inquiring about the committee's reasons for not amending the Association's constitution, article III, section 2, entitled Retiree Members, dealing with membership eligibility, as requested by the Retiree Committee through correspondence passed at the Dec. 3 meeting.

Thomas Gilmartin, CSEA retirees coordinator, described the progress of state and federal bills which the CSEA retirees division supports. The 1975 supplemental cost of living bill, sponsored as number A. 4136 in the Assembly, provides a permanent cost-of-living increase keyed to the consumer price index of the Labor Department's Bureau of Statistics. This same bill would provide an immediate percentage increase to all retirees who have been retired for a year or more after June 1973, on a graduated scale of 4 percent for 1974 retirees up to 11 percent for 1961 and earlier retirees. In opposition to the Knox's Commission's recommendation effective in 1974, the age 62 limitation is eliminated in this CSEA-supported proposed legislation.

Another bill has been written by CSEA, according to Mr. Gilmartin, to provide a $5,000 survival benefit for state employees who retired in the year 1968 or earlier, after a minimum of 10 years service. This bill, so far unnumbered, is sponsored by Senator Douglas Barclay and Assemblyman Thomas Brown.

At the federal level, CSEA retirees are in full support of Ohio Congressman Achieved's bill for a $5,000 federal tax exemption on retirement allowances and benefits. Mr. Gilmartin called the committee's attention to a new number assigned to Mr. Ashbrook's re-introduced bill. It is now H.R. 1984.

A highlight of the meeting was the appearance of Theodore Wood, CSEA president, who discussed several matters of retiree interest and reiterated his support for the objectives of CSEA's Retiree Division.

A Little Bait Money — In addition to a new rod and reel, Delmar Nichols, right, was presented with "A Little Bait Money" by fellow members of the Town of Union Civil Service Employees Asn. at ceremonies marking his retirement recently at Endwell. More than 50 persons attended. Mr. Nichols retired after 31 years of service with the town's highway department. Above, with Mr. Nichols in Robert Denenmore, left, CSEA unit president, and Leo Green, Town of Union highway superintendent.

Ready To Retire?

Protect your future with Retiree membership in CSEA.

Goals of your State Retiree Committee:

• Protect present retirement benefits.
• Provide permanent cost-of-living supplement.
• Health insurance coverage for surviving spouse of retiree.
• Special in-hospital cash indemnity insurance.
• Organization of retiree chapters.

Send the coupon below for membership information.

Retiree Unit
Civil Service Employees Asn.
33 Elk St.
Albany, N.Y. 12207

Please send me a membership form for membership in Retired Civil Service Employees of CSEA.

Name

Street     Apt.

City, State     Zip

Date of Retirement

COMMISSIONER'S CONGRATULATIONS — Lawrence Sturman, Department of Mental Hygiene, commissioner, extended praise and congratulations to Kurt Lopes and Richard Doran, two recent retirees from the New York State Psychiatric Institute, Manhattan. Mr. Lopes has 22 years of state service and Mr. Doran 23 years. Dr. Kalb, prior to his appointment as commissioner, was director of the Institute. Above, with the commissioner, center, are Mr. and Mrs. Lopes, left, and Mr. Doran and his daughter.
Metro Armory
Chapter Holding
Nomination Meet

THE BRONX — A special
meeting to nominate officers
for the Metropolitan Armory
Employees chapter, Civil
Service Employees Association
held at the Kingsbridge Armory
here, 26 W. Kingsbridge Road.

Alfred Knight, chapter presi-
dent, said the meeting would
start at 2 p.m. He urged any dues-
paying chapter member wishing
to run for the position of chapter
vice president to come to the
meeting. The chairman of the
nominating committee, Howard Sergeant, at
the entrance of the armory,
463 Park Ave., Manhattan. The
telephone number is (212) 385-
6860.

Officers to be elected by the
chapter members include presi-
dent, vice-president, recording
secretary, executive secretary,
corresponding secretary, treas-
urer and sergeant-at-arms.

Will Honor Zeferetti
At Educational Luncheon

Congressman Leo C. Zeferetti
(D-N.Y.) will be a guest of
honor at an annual luncheon
held in conjunction with the
Spring Education Conference of
the United Federation of Teach-
ers April 20 in the Empire
State Building, 1st Avenue
and 41st Street.

Another conference guest will
be Senator Robert H. Humphrey
(N-Y.) who will speak on the
abolition of the draft.

Mr. Zeferetti praised the
efforts of public education
and the function of the
ensembles in New York.

In his address he urged
the administration to
keep the national interest in
mind and to run the best
system possible.

In closing remarks, the
speaker thanked the
members for their
cooperation.

Appoint Sauerhoff

John R. Sauerhoff, Jr. is the
new deputy regional director
of intergovernmental personnel
programs of the New York Region
of the U.S. Civil Service
Commission.

He was formerly chief,
branch of the division and
chief of the personnel
management division.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons
seeking jobs with the City
should file Applications for
employment at the Metropolitan
Armory, 120th Street and
Third Avenue, New York City.

Open weekdays between
9 a.m. and 5 p.m. Special
hours are 9 a.m. to 1:30 p.m.

Those requesting applications
by mail must include a stamped,
self-addressed envelope, to
be received by the Department
at least one week before the
date of the filing period.

Announcements are available
only during the filing period.

For more information on
titles, call 766-1900.

Several City agencies do
their recruiting at the
armory. They include:
Board of Education,
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States Layoff Threats
Condemned By Wenzl

ALBANY—The series of state employee layoff threats from Carey Administration aides can only be framed as worker busters, keep the morale down among public workers and threaten the success of fact finding proceedings now under way," Theodore C. Wenzl, Civil Service Employees Assn. president declared.

The recent threat, from State Budget Director Peter Goldmark, was described as "incredible" by the union chief.

"The Goldmark proclamation is incredible in many ways. The number of fires announced up to 60,000 people! The offshore manner in which Mr. Goldmark there are a number of, as if 50,000 jobs is nothing! And the timing—unequivocally poor.—Within hours after CSEA agreed to enter fact finding rather than call an immediate strike—the most that can reasonably be expected to prevent the layoffs, and in the face of the type of opposition that we're facing on the ground by those who are getting jobs, because of layoffs, and are now in command and all the others in the Capitol who are riding in command and all the others in the Capitol who are riding in command and all the others in the Capitol who are riding in command and all the others in the Capitol who are riding in command and all the others in the Capitol who are riding

Wayne's Detectives
Get Arbitrator Nod

LYONS—An arbitrator has ruled in favor of the sheriff's department unit, Wayne County chapter, Civil Service Employees Assn. In a contract grievance filed by the union against the county for its refusal to pay dry cleaning costs incurred by detectives in the department during December 1974.

"In his decision, the arbitrator ordered the county to pay for the dry cleaning costs of the detectives in the department during December 1974," CSEA regional field representative James Hancock said. "He also ordered the county to pay for dry cleaning costs for the detectives for the months of January and February and to pay the detectives for any other missed expenses." The arbitrator also ordered the county to pay the detectives for any other expenses incurred during the same period.

The arbitrator's decision was based on the fact that the county had not provided the detectives with sufficient information regarding their dry cleaning costs during December 1974.

North Syracuse Aide
Wins Back Pay, Job

NORTH SYRACUSE—A North Syracuse School District teacher aide has won a case through arbitration, after being fired and denied reinstatement. The award was in the amount of $1,956 in back pay.

Joan Galley, a teacher aide who worked for the school district, was dismissed in 1974. Galley appealed to the arbitrator, who ruled in her favor. The arbitrator ordered the school district to reinstate Galley, pay her $1,956 in back pay, and provide her with the same benefits as other employees.

The arbitrator also ruled that the school district had violated its collective bargaining agreement by not providing Galley with reasonable notice of the dismissal.

Binghamton
Dinner-Dance

JOHNSON CITY—The Binghamton chapter, Civil Service Employees Assn., will hold a joint dinner-dance at the Candidate's Night Friday, May 9, at the Mountains Pavilion here.

Chairmen C. D. and Helen Weidman will chair the event. The CSEA local will receive all proceeds.

The joint dinner-dance will begin at 6:30 p.m.