Board Vacancy For A&C Seat

ALBANY—A special election for a CSEA Board of Directors representative from State Department of Audit and Control will be scheduled in the near future, and Audit and Control chapter officials have been asked to nominate candidates for the vacant seat.

The Audit and Control Department seat on the CSEA Board of Directors became vacant with the recent retirement from state service of Harold J. Ryan Jr.

Nominations should be forwarded no later than March 2 to Bernard C. Schmahl, chairman, CSEA Special Election Procedures Committee, CSEA Headquarters, 33 Elk Street, Box 123, Capitol Station, Albany, N.Y. 12224.

Irvig Flumenbaum addresses a session of the Nassau County Board of Supervisors in Mineola. Mr. Flumenbaum, head of the Nassau chapter, Civil Service Employees Assn., and leader of the union's Long Island Region I, spoke to the board about the current CSEA-Nassau contract talks. (See Story on Page 16.)

CETA Programs Will Be Drawn Up for Guidance of Chapter and Unit Leaders

Regional second vice-president Nicholas Abatiello was also on the dais. Fran Mannselle of the Pilgrim PC chapter served as secretary.

Ms. Karowe also noted that the law provides that in case of layoff, the CETA positions must go first. When abuses are found, such as in cases in which CETA workers are assigned to work above the entry-level positions, the law calls for negotiations if the worker is laid off.

According to Terry Moxley, Region V field representative, the CETA programs will be drawn up for the guidance of chapter and unit leaders. Regional second vice-president Nicholas Abatiello was also on the dais. Fran Mannselle of the Pilgrim PC chapter served as secretary.

Syracuse Health Center Stopped For Third Time In Worker Firing Attempt

SYRACUSE—For the third time the Civil Service Employees Assn. has turned back an attempt by the Syracuse Neighborhood Health Center to lay off employees.

According to Terry Moxley, Region V field representative, the federally-funded center, sponsored by the Research Foundation of the State University of New York, has been forced to pay out at least $5,000 in back salaries and interest.

For CSEA Constitution

Proposed Changes
For CSEA Constitution

— See Page 14

CSEA Spurns All Affiliation For Present

(ALBANY—After more than three years of exploring the possibility of affiliation with other unions, the Civil Service Employees Assn. has discarded the idea, at least for the foreseeable future.

Theodore C. Wendt, leader of the union, said, "It simply became apparent that there is no clear advantage to CSEA in joining any other organization at this time."

The decision came at the recent monthly meeting of CSEA's Board of Directors in the course of a report by the union's expansion committee, a group re-established in 1972 to investigate advantages and disadvantages of affiliation.

Understanding the finality of the move was the adoption of a resolution, immediately following the report, to dissolve the expansion committee since its purpose had been accomplished.

This in turn was followed by Board approval to restructure the committee to serve as an advisory group to defend CSEA against representation challenges in the future.

Dr. Wendt emphasized that the decision not to affiliate applied

(Continued on Page 3)

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(Continued on Page 3)

Lynbrook Gives CSEA Its Third Long Island Win

LYN BROOK—The Civil Service Employees Assn. won the right to represent the blue-collar workers of the Lynbrook School district from the Service Employees International Union Local 237 in an election held here on Feb. 20.

The victory marks the third win in a row for the CSEA over SEIU to represent non-instructional school employees on Long Island.

The election victory, by a three-to-two vote margin, capped an eight-month campaign by CSEA Long Island Region I officers, organizers and fieldmen to wrest control of the district from SEIU, which had represented Lynbrook for the past

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Putnam's No Drinking Edict
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State 'Shortchanged' By Feds?
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State Eligible Lists
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Willowbrook Whitewash
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Proposed Changes
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(Continued on Page 3)
**Nurse, Medical Specialist, Psychiatrist Posts Open**

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

For poisons requiring further examinations are necessary. Applicants will be rated according to their education, training and experience.

For licensed practical nurse, No. 36-407, candidates must have a license to practice as a practical nurse in New York or have a unlimited license to practice as a practical nurse or have applied for a permit. Practical nurses are required as part of the Department of Mental Hygiene, Education and Health, as well as the State Thedaclary.

A state medical license and completion of three years of residency training in psychiatry will qualify candidates for psychiatrist I. No. 30-596. Candidates meeting requirements for psychiatrist I who have two years' post-residency experience may apply only for post psychiatrist II.

For medical specialist I, No. 30-407, candidates must be licensed to practice medicine, have completed a training program approved by the certifying board of the candidate's specialty. Individuals with two years post-residency experience may apply for medical specialist II. No. 30-406.

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

**Federal Retirees To Hold A Meeting**

BROOKLYN — Brooklyn Chapter, No. 30-586, of the American Legion, will hold its next regular monthly meeting at 7 p.m. in the Kings County War Memorial building, Fulton and Orange Streets, Brooklyn, near the Kings County Borough Hall.

Items for discussion include pension plan improvements, health care plans and the charter's plans for the bicentennial celebration. Additional information is available from the organization's secretary, Samuel Ko. Somansky, 2251 Knappe St., Brooklyn, N.Y. 11209.

**Jewish Group To Hear Jackson**

The Jewish Teachers Association of New York City will kick off its 40th annual luncheon campaign at the Americas Hotel Mar. 28 with a keynote address by Senator Henry Jackson (D-Wash.).

Highlight of the luncheon will be the JTA's "Teacher of the Year" Award, which will go to the most creative teacher of the year.

Other promotions are set for medical specialists I. No. 30-596, candidates must be licensed to practice medicine and have completed a training program approved by the certifying board of the candidate's specialty. Individuals with two years post-residency experience may apply for medical specialist II. No. 30-406.

The preferred list may also appear in the proposed training program.
CSEA Spurns Affiliations

(Continued from Page 1) to "any and all outside organizations," not to any one in particular. He admitted, however, that recent overtures from one rival group, the American Federation of State, County and Municipal Employees, proposing a merger with CSEA, had "created considerable confusion with our leaders at all the local level and made it desirable that we take a positive position at this time."

The APSCME effort to merge had started about a year ago, according to Dr. Wenzl, with approaches made to CSEA local chapter officers asking to meet with them and make presentations at future meetings.

"Members of our expansion committee had made contact with representatives of numerous unions over the years," Dr. Wenzl noted, "and this was in keeping with our responsibility. These contacts included meetings with APSCME officials, in which the CSEA local chapter officials took part on a couple of occasions.

"Starting about a year ago, however, we received approaches that took a different direction. They began to bypass our expansion committee and contact local chapter officials directly. These contacts included meetings with APSCME officials, in which the CSEA local chapter officials took part on a couple of occasions."

"At our delegates meeting in Niagara Falls last October, APSCME tried still another tack: They invited our delegates to be guests in hospitality rooms at various local hotels. The idea, of course, was to acoust enough interest among our delegates to get a motion on the floor of the convention calling for affiliation. However, the attempt failed completely. The APSCME delegates never really got any attention at all in Niagara Falls.

"Early this year, APSCME began to go to the press with very sensational statements, giving the impression that it was getting commitments from various chapter officials to vote for affiliation. As we disputed the CSEA delegates meeting held this March. Our leadership grew quite concerned over what various CSEA officials were being told."

Dr. Wenzl commented. "It was indicated that the resolution containing provision for enforcement. "It is not specified, as to who will report the violation of the law, how we are to determine whether or not a person has been drinking, and what methods oftrimulation will be used," he said.

Russell Clousey, president of the Putnam County chapter of the CSEA, added that the resolution is in violation of the state Civil Service Law.

"The law provides that public employees can be dismissed only after written charges have been filed and a hearing is conducted on those charges," he said. "This resolution is in direct conflict with that law, in that it totally disregards the standard procedure for dismissal of public employees.

"One reason the county employees reacted so strongly against the resolution was that the board has been storing on stealing their new contract, which would provide that safety committees should have the right to conduct inspections of safety equipment in any state than CSEA now enjoys as an independent union here in New York."

At the meeting, Dr. Wenzl went on to point out to what he called "an inadequate" record on the part of APSCME in its representation of employees of the City of New York.

"Although APSCME claims all kinds of superiority, we must point out that New York City employees still have a contributory pension plan. Although they negotiated an improved pension plan several years ago, they have still not succeeded in implementing it."

"While they won permission for an agency shop in their contract, they have lacked the clout to get it enforced by the state Legislature in Albany. They have stood passively by, tolerating the laying off of some 30,000 fellow employees in New York City. In addition to all that, they have apparently resigned themselves to a three-year wage freeze."

"Certainly," added Dr. Wenzl, "while the decision of the Directors does not rule out the possibility of affiliation with some organization at some time in the future, it would seem to be an association we would not look to APSCME unless it found something vastly better to offer us than it does at present."

"In any event, in view of the decision of our Board of Directors, we will not continue to consider affiliation with any one under any circumstances for the time being. Our slogan will be "Keep Your Independence in 1976." We will, of course, continue to make all possible efforts to keep our membership informed regarding our position in this matter."

NYC Region Meet

NEW HYDE PARK — New York City Region II, Civil Service Employees Assn., will hold a regular meeting Saturday, Feb. 28, at the New Hyde Park Park Inn, South Third Street and Jericho Turnpike, New Hyde Park. The meeting will begin at 12 p.m., preceded by the annual luncheon followed by a business session.

Region corresponding secretary Bela Ryyer and Margaret Mo- chapter will receive two free tickets plus an additional ticket for each: 1,000 members—or less—fraction thereof—in excess of the first 1,000 members. Tickets are H.C. cash.

Reservations, accompanied by a check to cover the luncheon, should be mailed not later than Feb. 15 to Region II headquarters, 11 Park Place, New York, N.Y. 10007.

Wegman Will Lead Social Service Unit

HAUPPAUGE — Arthur Wegman has been re-elected president of the 1,100-member Social Service Unit 10 of the Civil Service Employees Assn.

Other officers elected were Orie Dinsmore, first vice-president; Carl Wegman, second vice-president; Claire Brilliant, secretary; Helen Horowitz, corresponding treasurer; and John Wegman, executive representative.

Pass your copy of The Leader to an aemember. 

Putnam Board, In Ruling; Orders No Drinking Edict Of Anything! On Job

CARMEI—If you work for Putnam County, and you order a soft drink instead of a beverage at the annual holiday party, you’ll be in defiance of one of the strangest resolutions ever adopted by a county lawmaking body.

The resolution, proposed by Carmel Supervisor Thomas Ber-

CSEA calendar

FEBRUARY

25—Office of Drug Abuse Services (New York City chapter) general membership meeting: 5:45 p.m., Room 4430, 2 World Trade Center, Manhattan.

26—Rockland County chapter executive board meeting: 7:30 p.m., 169 S. Main St., New City.

28—Central District chapter luncheon meeting: 10 a.m., New Scotland Avenue Armory, Albany.

28—New York City Region II meeting: 12 p.m., New Hyde Park Inn, South Third Street and Jericho Turnpike, New Hyde Park.

MARCH

1—West Seneca DC chapter general meeting; Veterans of Foreign Wars Post 299, Leydecker Road, West Seneca.

1—Albany Region IV chapter executive board meeting: 7:30 p.m., 255 Madison Avenue, Albany.

5—Binghamton chapter dinner-dance: 6:30 p.m., Fountain's Pavilion, Johnson City.

5—Western Region VI chapter executive board meeting: 7 p.m., The Grandview, Grange Avenue, New Castle.

12—Marvin Psychiatric Center chapter general meeting: 7 p.m., The Bank, Battery Road, Utica.
Seek Clerk, Auto Repairer, Analyst, Others.

MANHATTAN — The following is a simulated radio broadcast by the New York State Employment Services Division of the New York State Department of Labor.

The jobs noted, however, are real ones.

ANNOUNCER: Are you looking for work? If so, you will want to know about jobs listed with the New York State Employment Service. Make a note of this date, if a job interests you. If the position is in New York City, call (212) 488-4000; outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Employment Department in your Yellow Pages.

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

SPEAKER 1: There's a position available for a PRODUCTION SUPERVISEOR with a manufacturer of all kinds of electronic equipment in Brooklyn. You will supervise and coordinate work assembling and testing of hi-fi stereo equipment production records. At least five years experience is required for this job paying $125 a week.

SPEAKER 2: Also in demand today is a TOOL AND DIE MAKER for a manufacturer of electronic equipment. You will work on progressive dies, lay-out, set-up and operate both plastic and metal cutting machines in Queens. And the pay is $6-$8 an hour, depending on the job-seeker's experience.

SPEAKER 3: A Brooklyn cleaning service is looking for a FLOOR WAXER to do paste and liquid waxing and buffing. You must also have done route work previously. The pay is $3 an hour, but employer may increase depending on the worker's experience.

SPEAKER 4: An import-export firm in Manhattan has an opening for a BILLING CLERK. You will train in Bell system for investigating and answering customer complaints. Applicant must be good typist and good at figures.

SPEAKER 5: In Manhattan a hospital is trying to recruit a sur- gical assistant. You must be registered RN, or certified surgical technician. Experience expected. Must work from 11:30 a.m. to 7:30 p.m. The position pays $300 a week.

ANNOUNCER: This is the Labor—Job Bank simulated radio broadcast by the Manpower Labor—Job Bank.

ANNOUNCER: There are a number of openings for JANITORIUS with a Brooklyn real estate operation. Must have two years experience, and be able to do all types of minor repair. Some positions require a number six oil burner license. Good references are a must. The pay is $150 a week, could be higher depending on experience. An apartment and utilities go with the job.

ANNOUNCER: The phone number for New York City jobs is (212) 588-7830. For the jobs we've noted outside the City you must check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor.

Transport Group Sets A Conference

ELLENSVILLE — The 37th Annual Conference of New York State Assn. of Transportation Engineers will be held at the Nevele Hotel, El- lensvie, on May 14-15.

The conference will have technical sessions and seminars that will exhibit various aspects of transportation and engineer- ing. The professional program will include transportation history, the highway trust fund, environmental impact statements, traffic counting, management design and construction and other topics.

Additional information may be obtained by writing the conference chairman, Margaret Drive, Lockport, N.Y. 14094.

Civil Service Leader, Tuesday, February 24, 1976

Engineer Tech, Lab Employee, Inspector State Jobs Opening

ALBANY—Engineering vehicle inspectors are offices starting salaries. Starting salaries are $12,000 a year. Testing fees for all tests will be $58.

For engineering technician (environmental quality), Exam 34-232, 1. be high school graduates and have two years experience assisting in environmental quality or mechanical engineering. Applicants must also have completed a two year technical institute and either a course in triangulation or a course in math 11 which includes trigonometry.

Candidates meeting all requirements for engineering technician, and who have one additional year of experience, may apply for senior engineering technician (environmental quality control), Exam 34-232.

Applicants with a year's experience are eligible to apply for senior engineering technician (environmental quality control), Exam 34-232.

Appointment to all open positions will depend on passing the Civil Service Employment Test.

Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 61st Street, Jamaica, Queens.

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

Agriculture

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
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<tbody>
<tr>
<td>Meatcutter</td>
<td>GS-8</td>
<td>NY-0-30</td>
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<tr>
<td>Warehouse Examiner</td>
<td>GS-5, 7</td>
<td>CH-0-02</td>
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Business

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<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
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<tbody>
<tr>
<td>Computer Operator and Computer Technician</td>
<td>GS-5 to 7</td>
<td>NS-1-15</td>
</tr>
<tr>
<td>Engineering, Physical Sciences and Related Professions</td>
<td>GS-5 to 7</td>
<td>WA-8-03</td>
</tr>
<tr>
<td>Meteorological Technician</td>
<td>GS-6 to 9</td>
<td>WA-8-03</td>
</tr>
<tr>
<td>Technical Assistant</td>
<td>GS-5 to 15</td>
<td>WA-8-03</td>
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<tr>
<td>Freight Rate Specialists</td>
<td>GS-7, 9</td>
<td>WA-6-13</td>
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<tr>
<td>Junior Federal Medical Assistant</td>
<td>GS-4</td>
<td>WA-4-18</td>
</tr>
<tr>
<td>Mid-Level Positions</td>
<td>GS-5 to 12</td>
<td>WA-4-18</td>
</tr>
<tr>
<td>Professional and Career Examiner</td>
<td>GS-5 to 7</td>
<td>WA-4-18</td>
</tr>
<tr>
<td>Sales Tax Checkers</td>
<td>GS-5</td>
<td>WA-4-18</td>
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<tr>
<td>Senior Level Positions</td>
<td>GS-8 to 10</td>
<td>WA-4-18</td>
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<td>Technical Assistant</td>
<td>GS-5, 4</td>
<td>WA-4-18</td>
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<td>Telephone Operator</td>
<td>GS-5</td>
<td>WA-4-18</td>
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<td>Teletypist</td>
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<td>WA-4-18</td>
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Medical

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<tr>
<th>Title</th>
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<tr>
<td>Autopsy Assistant</td>
<td>GS-5, 6</td>
<td>WA-9-05</td>
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<tr>
<td>Careers In Therapy</td>
<td>GS-5 to 9</td>
<td>WA-8-03</td>
</tr>
<tr>
<td>Licensed Practical Nurse</td>
<td>GS-5 to 7</td>
<td>WA-8-03</td>
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<tr>
<td>Medical Machine Technician</td>
<td>GS-5 to 10</td>
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<tr>
<td>Medical Radiology Technician</td>
<td>GS-5, 6</td>
<td>WA-8-03</td>
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<tr>
<td>Medical Technician</td>
<td>GS-5 to 8</td>
<td>WA-8-03</td>
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<tr>
<td>Nurse Assistant (Psychiatry)</td>
<td>GS-5</td>
<td>WA-8-03</td>
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<tr>
<td>Photographer</td>
<td>GS-5, 7</td>
<td>WA-8-03</td>
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<tr>
<td>Physician's Assistant</td>
<td>GS-5, 7</td>
<td>WA-8-03</td>
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<tr>
<td>Veterinarian Trainee</td>
<td>GS-5 to 7</td>
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Military

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<tr>
<th>Title</th>
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<tr>
<td>Air Reserve Technician (Administrative Medical/Technical)</td>
<td>GS-5 to 15</td>
<td>AT-0-09</td>
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<tr>
<td>Army Reserve Technician</td>
<td>GS-4, 9</td>
<td>NY-9-26</td>
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Social And Education

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<tr>
<td>Professional Careers for Librarians</td>
<td>GS-7 to 12</td>
<td>WA-8-13</td>
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<tr>
<td>Psychological</td>
<td>GS-5 to 7</td>
<td>WA-8-13</td>
</tr>
<tr>
<td>Recreational Therapist</td>
<td>GS-5 to 7</td>
<td>WA-8-13</td>
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Stenography And Typing

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<td>Data Transcriber</td>
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<td>NY-0-06</td>
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<tr>
<td>Keypunch Operator</td>
<td>GS-2, 3</td>
<td>NY-0-06</td>
</tr>
<tr>
<td>Reporting Stenographer and Shorthand Reporter</td>
<td>GS-5 to 9</td>
<td>WA-8-03</td>
</tr>
<tr>
<td>Secretaries, Options I, II, III</td>
<td>GS-5, 6</td>
<td>NY-0-06</td>
</tr>
<tr>
<td>Typist</td>
<td>GS-5 to 9</td>
<td>WA-8-03</td>
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RETIRED
NEWS & FACTS

By A. L. PETERS

When To Make Contributions

If you have an IRA or a Keogh Plan (if you are self-employed), when is it best to put in your year's retirement contributions for 1976. As one tax expert points out, the sooner you put in the contribution the longer you will be building up tax shelter income. Thus, if you have $500 to put in and put it in in January rather than December, you will be getting $35 in tax-free income (assuming a 7 percent rate).

Leaves suffered by the various pension funds, due to the sale of securities in this depressed market, will be recuperated. Assurances have been given by Governer Carver that legislation would be introduced and approved and put into effect to make the city have the money to make up these losses over a 20-year period with the increased interest rate applied to accelerate the reimbursement. Ordinarily, the excess interest is needed to reduce the city's contributions to the fund. This was disclosed at the meeting of the Teachers' Retirement Board last week.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of government funds. We have received numerous complaints from the New York State Employees' Retirement System and the State Pensions and Firemen's Fund. The Leader or the New York Times is not an agent for the above-mentioned agencies. If you are interested in information about these or other similar services, you should contact the appropriate State agency directly.

CREDIT TRENDS

Following is a list of those individuals whose retirement contributions have been receiving irrevocable letters of intent to the New York State Department of Labor. For further information, please contact the New York State Department of Labor at 212-653-4400.

Wall Tompesh, accountant: Yes, I think police quotas do exist. On numerous occasions I've read in the newspapers that police quotas exist and the police are explicitly told to bring in a certain amount of tickets. I think the city is in dire need of money and they're doing everything possible to acquire funds and of the ways of doing it, by actually setting up quotas and quotas. That's what I think. I think they also have quotas.

Richard Hoppin, photo supplier: "I definitely feel that there is a quota system in certain areas which I feel at times. Specifically, I feel that a lot of people don't get tickets who deserve them, especially in this area. There are a lot of cars parked here that make truck deliveries impossible. But if you get a ticket, usually they did something. I avoid driving into Manhattan whenever possible. If someone has to leave a car for a minute and it's broken down then a ticket would be unwarranted, but I got a ticket on one of them and I parked in a zone where I shouldn't park, so I deserved it.

Florence Daly, programmer: I don't think there are any quotas. I rarely get a ticket. I was not targeted, that I wouldn't get one tomorrow. I don't really think a quota system does exist. On my experience I have never heard of anybody who felt they got a ticket unnecessarily. When they got a ticket, usually they did something. I avoid driving into Manhattan whenever possible. If someone has to leave a car for a minute and it's broken down then a ticket would be unwarranted, but I got a ticket on one of them and I parked in a zone where I shouldn't park, so I deserved it.

John Herman, internal revenue officer: Yes, I believe there are quotas on parking tickets in the City or New York. And I believe that it is very thinly disguised. It's a source of income for the City of New York. I think there's very little correlation between how many tickets you get and how many tickets you give away.

Sermour Rosenblatt, associate accountant, N. Y. State Department of Criminal Justice: I'll start with the obvious statement. I don't know whether they exist or not. I listen to the radio and watch a lot of TV and have seen programs which I realize are fiction, but which mention police quotas. I don't know whether they exist or not. My valued judgment on whether there should be any rules on them is that they should be decided. The police have an organization and the man up at the top probably makes that decision.

George Sable, Division of Human Rights examiner: Either there is a quota system or there isn't a quota. My opinion as to whether or not there is one is irrelevant to the fact. If there is a quota, it is, of course, wrong and improper. It forces a police officer to give tickets where one might not otherwise be necessary or in order to meet a quota. But how can I possibly know whether or not there is a quota unless there is an admission by the Police Department that they did have a quota.

LETTERS TO THE EDITOR

Bias Alleged

Editor, The Leader:

I am accustomed to hearing from the Civil Service Employees' Association an objection to liberalization and expansion of prisoners rights of correspondence, visitation, and religion (The Leader, Feb. 10, 1976). While generally concerned about the lack of commitment to constitutionally guaranteed rights of all persons, including prisoners, I am particularly angered over the clearly anti-Jewish implications of the CSEA statement, "... in the area of religion, the CSEA committee opposed proposals for allowing prisoners the right to select their diet by observing dietary laws (offering the hospital diet [and] jail personnel) cooking several different meals or obtaining meals from an outside source.

Clearly, the implication of the above statement would deny the constitutional right of free exercise of religion by denying Jews, Muslims, and others their dietary requirements. CSEA, as a labor union, should be building alliances between all employees, be they state workers, police, prisoners, crime victims, minority religions, etc. Instead, they have chosen to stand with the myopic forces of reaction and anti-semitism.

Jeffrey Kassel
Brooklyn

Editor, The Leader:

I found the article about the layoff of Mr. Michael Stefanoff, a counselor with the blind in the State Dept. of Social Services (Leader, Jan. 21) of interest. Perhaps my experience will be of some help to someone else, also.

I found myself very much in agreement with Mr. Stefanoff's comments about the amount of red tape involved in his job. I have found this statement to be true in my own experience and have had to witness it on many occasions.

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Ending The Rumor

We DON'T know how the Civil Service Employees Assn. could be more emphatic than it has been in laying to rest the rumor that it is being pressured by the American Federation of State, County and Municipal Employees about a merger of the two unions.

The CSEA Board of Directors even went so far at its meeting earlier this month as to discuss the possibility of expansion committee. This committee had been the official CSEA vehicle to study the merger proposals of AFSCME and other unions that through the years have been attempting to woo CSEA in possible representation challenges.

Although the expansion committee has since been reconstituted, its revival is for the purpose of advising the union in possible representation challenges. The AFSCME campaign for affiliation with CSEA is an excellent example, though, of how a rumor starts to seem like fact if it is repeated often enough.

Consequently, a number of CSEA chapters throughout the state have held, or have scheduled meetings, with AFSCME representatives to find out what all the hullabaloo is about.

To counter this, CSEA president Theodore C. Wenns has issued this week a very strong statement, explaining the reasons for the CSEA rejection of the AFSCME bid.

We accept the decision of the CSEA leadership, because, frankly, we find AFSCME's appeal to national prestige to be less than satisfactory, even though unemployers have, up until now, largely ignored it and have walked off their jobs when they felt progressive negotiations were balked.

The rigid position of the Governor is enough of a challenge to CSEA at this time, without having to wonder about the ifs, ands and buts of affiliation with another union that finds itself in, because of its efforts to save the City from its over-a-million dollar surplus and also has managed to continue bargaining for other benefits, even though unemployment might be increasing among some people.

Public employees, however, need only see their unemployers' job security melting under the heat of fiscal cutbacks but also find themselves standing in terms of any financial gains made with minimal cost-cutting increases.

To date, the labor scene has generally been peaceful because management has resisted contracts in the private area such as the auto industry and steel, among other things. The reason, of course, is not far from the truth.

The AFSCME wooing can succeed in doing nothing else but to produce new economic gains for employees, no matter what the national state of the economy.

Had the right to strike been available to employees of New York State and State, current budget cuts in both jurisdictions might have included far more serious job loss, and the political effects would be far worse for public employees than the prevailing attitude of stay put.

The release time for engaging in labor management activities could be permanent adoption of the strike weapon, if the state were to say, 'We have, up until now, largely ignored it and have walked off our jobs when they felt progressive negotiations were balked.

It if were to affiliate with AFSCME, it would then become the largest jewel in the public-union crown—but it would be a crown worn by someone else.

And what would CSEA get in return? The right to deliberation in the affairs of public employees in Hawaii or Illinois? And their privilege of interfering in the problems of New York State?

Maybe more to the point would be the problems faced when state and local government employees are asked to come to the aid of members of the New York City AFSCME unions.

There is no secret about the agony currently being suffered by AFSCME members as a result of the City's budget crisis. If there were to be an affiliation between CSEA and AFSCME, at what point would the CSEA members be called upon to rescue the AFSCME wing of the joint union?

It reminds us of the plight that New York State now finds itself in, because of its efforts to save the City from default.

While CSEA members may feel sorry for the over-a-million dollar public employees in New York City, it does not make sense to want to share that barrel.

The rigid position of the Governor is enough of a challenge to CSEA at this time, without having to wonder about the ifs, ands and buts of affiliation with another union that finds itself in a less-weak position than CSEA is in.

(Continued from Page 1)

Depression

There are several assessments of additional similarities between the blackest periods of the 1930's and current mood of the 1970's. But for public employees there are some disheartening new twists.

Suffered Equally

When government and private employment began to ebb as did the Depression of the 1930's deepened, workers in both areas suffered about equally in terms of job losses and income reductions.

Today, workers in the private sector have lost their jobs and also have managed to continue bargaining for further benefits, even though unemployment might be increasing among some people. Public employees, however, need only see their unemployers' job security melting under the heat of fiscal cutbacks but also find themselves standing in terms of any financial gains made with minimal cost-cutting increases.

THE CITY ALSO admitted that five members of the union executive board had been granted full-time paid release time for engaging in labor management activities and four executive board members were granted part-time paid release time. On April 10, 1978, the union was notified by a deputy fire commissioner that the City's Office of Labor Relations had determined that no justification existed for the five and four provision. The release time provisions were revised to provide for three full-time and two part-time assignments and two assignments for leave without pay.

The union, upon notice of this action, immediately objected and demanded negotiations and that the action be rescinded. The City then negotiated and placed the new regulations into practice.

THE PUBLIC Employment Relations Board had held in recent cases that the subject of time off with pay to engage in work on behalf of an employee organization is a mandatory subject of negotiations under the Act. Since the same holdings have come out of the New York City Collective Bargaining Law, it is crystal clear that the subject of paid release time is a mandatory subject of negotiations, and PERB therefore held that the unilateral action during negotiations in reducing release time was a violation of the Taylor Law unless any of the affirmative defenses interposed by the City was held to be valid. The City argued that the union had waived its right to negotiate over paid release time on the grounds that an executive order had been issued affirming the five and four release time formulas and setting forth certain forms and affidavits that had to be filled out by the executive members.

THE BOARD MEMBERS and the union did not any way protest the new forms, and therefore the Board claimed that the five and four was not granted under the executive order rather than under a negotiated past practice. PERB rejected this contention, stating that the union did not waive its bargaining rights concerning the number and amount of paid leaves nor was it placed on notice, but conditions under which leaves would be granted had been so dramatically (Continued on Page 3)
Civil Service Law & You

(Continued from Page 6) altered by the pertinent executive order that its continued exercise of the power and acquiescence in the use of the new time and activity reports was based on subjecting to any change in re-

assumed. It was pointed out by PERB that if the City believed the union was abusing the re-

lease time provisions of the executive order, it had adequate remedies at its disposal either by revoking their certification or to initiate disciplinary action. Neither of those things were done. Accordingly, an order was rec-

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To Prosperity.

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ROCHESTER—Theodore C. Wenzl, president of the Civil Service Employees Assn., warned union delegates here that a wildcat strike or other job action at this time would hurt the CSEA cause despite apparent efforts by some members of the state administration to provoke such action.

"Without public support and/or support from within our own ranks, a strike now is the very last thing we should do," Dr. Wenzl said during an impromptu talk at the winter meeting of the union's Western Region VI at the Sheraton Gateway Motel here.

Despite the continuing threats about layoffs and a wage freeze, CSEA members should not allow themselves to be goaded into a rash job action during these times of very severe fiscal restrictions, Dr. Wenzl said.

"I cannot rule out the fact that the current administration attitude is one that may force us to resort to drastic steps," Dr. Wenzl said, reminding the delegates of the "No Contract—No Work" mandate voted at the CSEA Convention in Niagara Falls last October.

"But it is our duty to try to reach a settlement through every possible peaceful means first—whether by political pressure, court actions or public relations programs," Dr. Wenzl explained.

The CSEA president made this comments in reply to a question by Rochester chapter president Samuel Grossfield.

Mr. Grossfield had suggested that... maybe we should have a work slowdown or a two-day strike in the next week or two... to show our members that we are not just accepting complacently the blows raining down on us.

Dr. Wenzl replied that he didn't blame members for "feeling so frustrated... I feel the same way. I'm sorry the facts of life are so grim and drearful."

He said he and other top CSEA officials are "working hard to get meaningful negotiations. But you can't negotiate when the chief executive of the state won't even listen to the side of the biggest public employee union in the state."

But CSEA officials are "not exactly being neglectful under the circumstances," he said. "We're effectively addressing ourselves to illus and the no-show jobs."

Dr. Wenzl said the conditions of the Taylor Law "don't fit a situation like this... when times are tough for everybody. But if the Taylor Law can work only when times are good, it's not a good law."

However CSEA reacts, it is "going to take a lot of hard thinking," the president said. "All public and private unions face the same situation. In New York City, the AFL-CIO union is getting chided with layoffs and pension and pay reductions, if that's any consolation."

Dr. Wenzl said the press likes to argue that most of the state money problems are caused by public employees.

"So how do we get our story out?" he asked. "It's a vexatious problem. It couldn't be tougher."

William Doyle, president of Niagara County chapter, said thousands of county and municipal employees are being laid off, too.

"We feel it's not getting across to those concerned with state workers that the problems are just as great in our 60 counties, where there are 15 or 20 entities in each county," he said.

Ironically, Mr. Doyle is one of those whose job has been abolished, and he has chosen retirement.

The 136 chapter presidents and delegates at the meeting also heard that two other longtime public employees and CSEA officers, Buzzy Cook and George DeLong, have been told their jobs were abolished.

Region VI president Robert Lattimer said: "This should be no shock for those who have been hearing it for 15 years."

"We should wake up because maybe we'll be next," Mr. Lattimer said. "CSEA is a viable organization. We should tell those knaves who criticize us about what goes on in this organization—about people like...

(Continued on Page 9)
**Western Region VI officers react to a humorous moment during the proceedings. From left are secretary Judith Burgess, of Ontario chapter 203; first vice-president Genevieve Clark, of Roswell Park Memorial Institute chapter 303; third vice-president Ramona Gallagher, of Niagara County chapter 835; 'first vice-president Genevieve Clark, of Roswell Park Memorial Institute chapter 303; third vice-president Ramona Gallagher, of Niagara County chapter 832; president William Doyle pointed out that county employ-ees are facing many of the same problems as are state employees.

Niagara County chapter 832 president William Doyle pointed out that county employ-ees are facing many of the same problems as state employees.

Western Region supervisor Lee Frank tells chapter leaders that they should inform him if they have any difficulties with members of the field staff.

Expansion committee chairman Victor Pesci explains some of the pros and cons that had been debated concerning possible affiliation with any other union.

CSA president Theodore C. Wenzl reminds delegates that they will need public support in a showdown with the state.

**Wenzl Cautions Against Hasty Action Despite Goading From Administration**

*(Continued from Page 8)*

...you, for example, who have come through the cold and the snow to be here on a Saturday afternoon."

Those attending the two-day meeting spent more than an hour during the Saturday afternoon session discussing the possibility of affiliation with another union.

"There would be two reasons for affiliation," said Victor Pesci, chairman of the statewide expansion committee. One, he said, would be to gain some 'clout' on a national level and the other would be to help combat membership challenges from AFL-CIO-sponsored and other public employee unions.

In any affiliation, he said, CSEA must retain its autonomy in New York because "this is our turf and we don't want anyone from another state telling us what to do.

"We also want to know how much it would cost. We want to know if it would be assessed for problems somewhere else. We'd also have to have spelled out what service we'd get from a national union.

Mr. Doyle said dues could double with an affiliation. He said that CSEA might be better off if its own dues were increased $5 or $10 and that money were used solely for political purposes.

Lee Frank, who has succeeded James Powers as Western regional supervisor, asked the officials to call him if there were any problems with the field staff. "Everybody has the right to an answer," he said.

Mr. Frank said interviews will begin soon for a regional research assistant who, among other things, would research rules and regulations pertaining to layoffs.

Jerry Frieman, coordinator for regional meetings, said the next one would take place March 5 and 6 at Buffalo's Statler-Hilton Hotel. A place hasn't been chosen yet for the June 4 and 5 meeting, but the Sept. 17 and 18 meeting will be held at Olean's Castle Inn, she said.

Other CSEA officials attending were Irving Fluenbaum, CSEA vice-president, Region I and Nassau County chapter president; Ralph Natalie, CSEA di-rector, Region I and Nassau County chapter first vice-president; William McGowan, CSEA executive vice-president; Thomas McDonough, CSEA State Division chairman, and Charles Sandler, regional attorney.

SUNY at Fredonia chapter 607 was represented by Barbara Saletta, left, and MaryAnn Bentham. Behind them is Rochester chapter 615's John Garvey, who is chairman of the regional committee to study CETA problems.

**Stops Plan**

*(Continued from Page 1)*

"They have never met with us before, but they will now," added Ms. Walker. The em-ployees reacted with applause and shouts of approval when Bart Brier, CSEA field represen-tative, said "You are not going to be pushed around, and we are here to see your rights protected."

Arnie Hecht, a chapter board member, made a plea that the members communicate immedi-ately to chapter officers any grievances and problems they may have.

A union spokesman said that if Mr. Friedman had not agreed to the demands for negotiations, the union was ready to file charges of unfair labor practices with the Public Employment Relations Board in addition to filling individual grievances.

Remarking that in a crisis situation the chapter was still able to negotiate because of the show of strength. Mr. Brier said, "If they didn't have respect for us before, they certainly do have it now. We are going to have input in any contemplated changes."

The scheduled negotiating meetings are to be held on a daily basis.
**Booklet Describes State Dept.'s Jobs**

ALBANY—Secretary of State Mario M. Cuomo announced the distribution of a pamphlet listing services to the public which are the responsibility of the Department of State.

Mr. Cuomo said the pamphlet entitled, "The Department of State and You," was revised to include information on new services provided by his office as a result of legislative action in 1976. Under these statutes, changes many of the functions of the former Office for Local Government and Office of Planning Services were consolidated into the Department of State.

Mr. Cuomo's office now provides technical and financial assistance to local governments, fire prevention and control services, and administers state planning and economic opportunity programs.

The Committee on Public Access to Records and the Board on Public Disclosure are other new functions assigned to the Department of State.

The restructuring of the Department retains previous services provided by Mr. Cuomo's office. These include corporations and uniform commercial code filings; the licensure and regulation of real estate brokers and salesmen; apartment referral agents; hairdressers, barbers and cosmetologists; private investigators, watch, guard and patrol agents; steamship ticket agents; billiard parlor; notaries; athletic cemeteries; subdivided lands; manufacturers of motor vehicles, and bedding and upholstered furniture.

The new pamphlet, containing a listing of the Department's regional offices and an index of services and functions, will be provided without charge upon written request to: Publications Bureau, Department of State, 162 Washington Ave., Albany, N.Y. 12231.

**Veterans Administration Information Service**

Call (202) 389-2741

**Washington, D.C. 20420**

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**Correction**

In the "What's Your Opinion" column last week a picture of Arthur Hammel, right, was inadvertently pasted alongside a comment by Benjamin Waxman. The Leader regrets the error.
REPORT TO THE PEOPLE OF NEW YORK CITY
and WESTCHESTER COUNTY

by Charles F. Luce Chairman of the Board Consolidated Edison Company of New York, Inc.

In 1975 Con Edison became a public utility — a fact we had set for ourselves when we began publishing our annual report. "Reports to the People." We know now that our electric system operated more efficiently in 1975 than at any time in the company's history, as the first year since 1961 with no system-wide voltage reductions ("brownouts").

A local service interruption was the fewest since 1967, average restoration time was the shortest since 1966.

Our billing accuracy, telephone service, and district office service all improved greatly. Evidence of these improvements was a sharp drop in total customer complaints, and an even sharper drop in complaints pending at year-end — 25.695 to 7,798 in 1975.

Our commitment to being a good corporate citizen was strengthened by continuing gains in, for example, minority employment and purchases from minority vendors.

For our stockholders, too, we have good news — increased earnings that recently permitted an increase in the quarterly dividend to 45 cents paid from 1965 until April 1974.

Concerning the better performance of the Con Edison system was an investment of $3.65 billion in facilities over the past year, and an improved preventive maintenance program that increased reliability and efficiency throughout our system. Also contributing was the hard work and dedication of employees determined to make Con Edison the best-run utility in the country.

Energy Costs Still Rising

So far, our customers have been able to offset a substantial part of this increase in energy costs. The upward pressure on rates is being reduced in a number of ways.

First, Con Edison, as the control of our company, can be reduced only by regulatory action. For example, the following steps, for each of which there is precedent elsewhere, could have saved our customers more than $400 million per year.

By switching to oil fuel with sulfur content used by power plants in Rochester, Albany, and throughout Florida (a fuel that would not adversely affect public health), we could save our customers $50 million per year.

By burning coal at Ravenswood and Arthur Kill, we could save approximately $45 million per year to our customers, and still, we believe, not adversely affect public health or significantly effect the availability of power to customers.

We are convinced that, with fuel oil at $12.15 per barrel, it makes more sense to "recycle" garbage by converting energy from it than it does to bury it in landfills or incinerate it with no by-product benefit.

Further, we believe we could design plants to do this that would not pollute the air.

Research and Development

To find better ways of producing, transmitting and distributing power is one of our major responsibilities. We are committed to a strong R&D effort at the local, state and national levels. These efforts include projects looking far into the next century, such as nuclear fusion and solar power research.

The largest high voltage direct current (HVDC) transmission research project in the nation is being built at our Astoria complex. This project will be used to test equipment and other techniques to transmit power into densely developed areas such as New York City.

Asotere, we hope, will also be the site for the final full-scale test of a fuel cell generator. Fuel cells are a form of energy that is clean and produced from hydrogen gas, a fuel that we believe will be available for distribution to our customers.

National Energy Policy

The planning and R&D efforts of one utility can have important implications for the nation's energy needs.

We believe that, aside from the important role the nation's energy program that will make our country independent of foreign oil, and to develop new energy sources.

The need for clean-burning energy sources cannot be ignored. The nation is on a "scramble" to find the energy sources to meet our needs.

However, we cannot let the clamor for energy solutions drive us away from the role of the energy policy. We believe that, through research and development, we can find the energy solutions to meet our needs.

In conclusion

We take pride in the improvements we made in 1975, but we are not complacent. Our concern is with the future. We are committed to a long-term R&D effort to ensure that we have the best possible energy solutions for the future.
Firefighters' Legal Problems Explored
In New Publication

BOSTON, MASS.—The second
edition of "Legal Insight," a compilation of court
decisions affecting firefighters,
have been published by the
National Fire Protection Assn.

Reviewing in layman's language
some 60 legal cases, attor-
ney H. Newcomb Morse offers
practical guidance for fire chiefs
and officers, labor-union
representatives, municipal attorneys
and administrators, as well as
fire-science course instructors
and students. Twenty-five new
cases are included in this second
dition dealing with such topics
as forced retirement, fire
fighter disabilities, moonlighting,
holiday pay, and free speech.

The second edition also has
a new chapter on progenitor laws—
those state regulations that
originally granted fire fighters
the right to organize and engage
in fire fighting.

Copies of the second edition
of "Legal Insight" (Catalog No.
E9J-38A) are now available at
$9.00 each from the NFPA
Publication Sales Department,
470 Atlantic Ave., Boston, Mass.
02110.

To Honor Fireman

A memorial plaque, in memory
of Fireman 1st grade Edward J.
Flinn, will be dedicated
Feb. 28 at Engine Co. 394, 314-48
W Ave., Queens Village. The
dedication will begin at 11 a.m.

Flinn, Fireman, was a company
member, died Feb. 23, 1979, injuries
sustained in a Queens fire
Feb. 15.

LEGAL NOTICE

POCONA  CITY

ToWhomItMayConcern:

This is to certify that, on
February 22, 1979, I,
Robert F. L. Wickser, was
named the executor of the
will of Josephine Geri,
my late wife.

To the people of the
city of Pocono Manor,
for the information of
the people of the

Do not hallucinate.
Constitution & By-Laws Changes
To Be Considered This Month

The Report of the Revision of Constitution and By-Laws Committees is to be presented at the special Delegates Meeting, March 16-18 at the Concord Hotel, Kingston, New York.

The following items are presented to the Delegates for a second reading and if passed, will become part of the CSEA Constitution:

Article VII—COUNTY DIVISION

Section 1. COUNTY EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the State of New York, or to transact business relating to employees of the County in any other capacity, be vested in a County Executive Committee consisting of the officers of the Association and one representative from each county delegation to the State Convention. The Chairmen of the County Delegations, and any Delegate of the Convention, and one representative from each State Department. The judgment of the Board of Directors shall be deemed the judgment of the County Delegation, and such judgment shall be binding on the County Delegation.

In addition to the foregoing, each County Division Chapter with more than 10,000 members may hold an annual meeting in the odd-numbered year of each county, or in any region containing one or more counties, upon the approval of the Board of Directors of the Convention.
'Whitewash' Charge Is Repeated In Willowbrook Patient's Death

STANLEY CHIARELLO—Officials of the Civil Service Employees Assn. appeared before an Assembly Committee on Thursday to refute previous charges of "whitewash" by Willowbrook Developmental Center administrators in the recent death of a resident.

The hearing, held at the Staten Island Community College, was chaired by Assemblyman Robert DeConti (D-Richmond).

The committee has scheduled further hearings to investigate the circumstances surrounding the death last December of Laos Ramm, who was found on the grounds of the institution after being missing for five days. Though no foul play was involved, the investigation was started when it was reported that two administrators were not aware that four residents were missing. William Rock, the resident was missing. Willowbrook officials shortly thereafter reprimanded four upper grade employees.

CSJA 'Not Male'

Randolph J. Jacobs of CSJA New York City Region III's public relations staff, presented the union's argument to the committee that "the CSJA was not about to sit by and watch the employees who were once ill disciplined, be tolerated." Mr. Jacobs said that the employees responded properly and, according to procedure when, upon finding Ramm missing, they immediately notified the security guard, the local police, and the union supervisor and the resident's parents. Additionally, a record of the whereabouts of the resident was made in the log book.

Charging that Stanley Slowe, the then-director, was attempting to make "patsies" of the employees, Mr. Jacobs said that the union suspended four lower grade employees and the resident's parents, eventually, the center was ordered to retain the employees and the resident's parents. Additionally, a record of the resident's whereabouts was made in the log book.

Mr. Jacobs said that the CSJA hopes everyone can come out of it, "will address itself to management responsibility in this tragic matter," and stated that procedures should be developed that are clearly understood by the employees.

Syracuse Health Center Is Stopped

St. Lawrence Legislature OK's 6% Hike, Increment

CANTON—A 6 percent salary increase plus increment is provided county Civil Service Employees Assn. employees under tentative recommendations accepted by the St. Lawrence County Legislature.

Included in the two-year package is a 4 percent increase the second year and a guarantee of three hours' minimum backpay for highway department employees.

Garnar V. Walsh was the Public Employment Relations Board fact-finder.

CSJA is expected to meet in the near future to act on the recommendations. If the acceptance would constitute a contract.

In his report, the fact-finder recommended that employees make $48.82 for five 35 hour weeks or $78.70 for five 40 hour weeks.

CSEA's expansion committee and members of the committee to the LHCMC representatives to meet with them.

Any Affiliation By CSEA: Bendet

CSEA: Bendet

Nassau CSEA Fact Talks Are Back On The Tracks; Flaumensaum Blasts Case

MINOLENA—Contract negotiations between Nassau County and the Civil Service Employees Assn. are well underway last week after an cooling of the fact-finder.

Teams from the county and the union met in four full sessions with fact-finder Herbert J. Marx, who replaced Harold Pryor who resigned due to ill health. Under discussion were salary demands, the cost of living and comparative labor settlements in Nassau County. Irving Flaumensaum, chapter president and chief of CSJA Long Island Region I, called for a solid showing of unity by all employees for their negotiating team.

Mr. Marx is dealing with an unscrupulous and devious politician who refused to bargain in good faith, who is trying to negotiate a contract in the newspapers and through public appearances and we have to show him and the public that we believe that the facts, not public relations stunts, will justify our position, Mr. Marx said in reference to Nassau County Executive Ralph G. Caso.

Mr. Flaumensaum said that the CSEA negotiating team is proceeding through the steps of the Taylor Law, "and will not be intimidated by Mr. Caso's antics." Mr. Caso has been threatening to resign if the contract is not negotiated.

CSJA is also countering the county on the legal front. Mr. Marx said that the union has initiated a number of legal actions against Nassau in violation of a labor contract on behalf of employees making over $25,000, to force the county to pay them withheld salary increases and an action to set aside the county's refusal to pay increments due six employees after Nov. 30 during the last two years.

Plebiscite Before

Hamptons—A plebiscite will be held to determine the wishes of the general membership of the Civil Service Employees Assn. before any possible affiliation with another union, CSEA vice-president Benjamin Bendet said last week. The committee directed the chapter president, Mr. Bendet, to make arrangements with AFSCME representatives to meet with them.

The four alternate delegates were also elected to replace four regular delegates who will be unable to attend the CSEA Convention next month at the Concord.

The four alternates are Willie Magee, Bonnie Jones, Ralph Shuckkind and Marie Robinson.