For those of us to whom the Civil Service Employees Assn. is an important part of life, a critical episode has just reached a happy ending. I refer, of course, to the recent decision to eliminate the program to which I alluded in my January Address.

A representation election campaign in a large bargaining unit is a lengthy ordeal at best. This one seemed truly interminable and painful since we had to go through the whole thing a second time—and in the midst of the winter holiday season, at that.

In the end, of course, we won. But the fact that it wasn't as easy as we thought it would be should make us that much more grateful of the outcome.

This is the single thought I would like to leave with all those PFD members who came through with their support for CSEA in this election. Please rest assured that your loyalty is appreciated by the organization as a whole.

And as for CSEA's leadership, it's a vote of confidence that'll give us a flying start as we go to the bargaining table on your behalf.

Plan To Cut Labor Standards
Staff 40% Draws CSEA Anger

ALBANY—The decision of the Department of Labor's Division of Labor Standards to effect a 40 percent reduction in staff was attacked by the Civil Service Employees Assn. last week.

The target of the layoffs has generally been supervisors and investigators employed in the minimum wage inspection program. The division, which employs about 300 people statewide, enforces state labor laws concerning minimum wages, equal pay, hours of work, child labor, payment of wages and fringe benefits, industrial house work and migrant farm labor.

Franklin E. White, Deputy Director of the Division of the Budget's Executive Department, has maintained that routine inspections, as performed by employees of the Division of the Budget to eliminate $15 million in state labor laws, will still be effective in terms of collection of wage underpayments than those made as a result of complaints. Accordingly, the Division of Labor Standards will focus primarily on investigation based on complaints.

William Bloch, director of research for CSEA, termed the decision to eliminate the program as inadequate and dangerous to the state and its citizens.

Inside The Leader
Albany Region Begins Campaign To Find Jobs
Brotherhood Awards
State Eligible Lists
Your Legislators
Coupon To Protest Labor Staff Cuts

CSEA Assails DOT Memo
OKing Outside Firm Hire
After Full-Timer Layoffs

ALBANY—The Civil Service Employees Assn., charging a "classic example of a contract violation," attacked the Department of Transportation orders last week which authorize hiring of outside firms to perform work previously done by DOT employees.

According to CSEA, the same DOT memorandum points out that "additional source of construction supervision staff" stopped filling seasonal positions last year from three to six months—positions which will carry an engineering technician level. That, CSEA said, is one of the grades specifically affected by the layoffs recently ordered within the department.

CSEA, which recently won a precedent-setting arbitration decision involving the elimination of DOT personnel qualified to do work the department had contracted to private firms, released copies of an official memorandum dated Jan. 12 to all DOT regional directors and regional construction engineers.

That memorandum, from John Sternbach, director of the construction division of DOT, stated "An update of the regional work plans is critically needed...because it is apparent that there remains an insufficient number of state forces in all regions to supervise the projected construction program for the next season."

Grievance Hearing

That memorandum was presented by CSEA in support of a grievance the large labor union has filed on behalf of all engineers and members of the labor force which had been involved in the state's construction program. It was heard at the third step on Feb. 4, and the union is currently awaiting the state's decision on the grievance at that level. Similar to the earlier successful arbitration action, CSEA's contention is that it is a contractual violation for the state to lay off DOT employees in the case those holding engineering titles—while contracts are performed to perform work those individuals were formerly doing.

A CSEA spokesman said that if its third step grievance is turned down, it is prepared to move to arbitration on the issue.

"In our opinion, this is a classic example of a contract violation," the CSEA spokesman said. "The recent important arbitration decision favoring CSEA in an almost identical situation, in the same department, indicates that we are on very solid ground with our present grievance. If our grievance is denied, we definitely will move to arbitration to get this matter corrected."

In the memorandum by Mr. Sternbach, the writer first speaks of the insufficient number of supervisory personnel for the department's construction program, and then directs, "to insure adequate lead time, the initiation of...

Snow Absence: Local Option?

ALBANY—State employees outside Albany County may have some bad news coming after all, if they were unable to report to work Feb. 2, because of the fierce snow storm in many parts of the state that day.

It was believed last week that Governor Carey had excused all state employees for absence that day, and that those who did not get to work would be granted a compensatory day without charge to their leave accruals.

Civil Service Commissioner Chairman Victor S. Bahou has since said a memorandum giving department and agency heads the option of making absence determinations for their employees.

Mr. Bahou, in his ground rules, said that at least 50 percent of the employees would have had to be absent due to weather or road conditions in order for the employees to be excused in any given work location.
Albany—Engineering motor vehicle inspectors and other state employees are offering attractive salaries and other benefits for applicants willing to work for the state department of civil service.

To prepare for the open competitive tests that will be held Apr. 10, interested applicants must submit completed applications and the required fees to the Department of Civil Service, Two World Trade Center, Albany, N.Y.

Regional meetings will be held in various locations throughout the state to provide information and answer questions about the tests.

State occupational therapists: Albany—Applications are now being accepted for the position of occupational therapist at the State University of New York at Albany. Starting salary is $11,337 a year.

Candidates must have a degree and registration as an occupational therapist, exam 20-177. There will be no written test. Applications and detailed information may be obtained from the New York State Department of Health, 11 Warren St., N.Y., N.Y. 10007.

For Public Employees

CIVIL SERVICE LEADER

Legal Secretaries

Women and men, 18-35 years old, are urged to consider a rewarding second career in the U.S. Army Reserve. Serve as an Army Reserve legal clerk/legal secretary in a newly-formed legal section at Fort Hamilton Army Base in Brooklyn's Bay Ridge.

EIGHTY-THREE YEARS

of combined service and a fine record serves North Hempstead Town Supervisor Michael Tully Jr., center, as he presents outstanding service awards to maintenance foreman Charles Jeter, left, for 35 years and foreman Stan Ostalek, right, both residents of Albertson, for 48 years of continuous service in the Town's highway department. Looking on is highway department head Philip Ellwood, of Great Neck.

Senator Johnson Joins Opposition To Schwartz As Head Of Corrections

Albany—State Senator Owen H. Johnson (R-Nassau, Suffiok) has joined the opposition to the nomination of Gov. Hugh L. Carey of Herman Schwartz as Commissioner of Corrections and urged the Governor to withdraw it.

Several groups, including the Civil Service Employees Assn., a law enforcement committee, unions representing guards at several prisons, the Police Conference of New York, Inc., and the State County Sheriff's Assn., have been critical of the nomination of Professor Schwartz.

Newburgh—There will be a regular meeting of the executive board of Southern Region III, New York State Employees Assn., Thursday, Feb. 19. The meeting, which will begin at 8 p.m., will be held in the Holiday Inn, Newburgh.

Candidates who have a temporary license to practice in New York State may be appointed, but must obtain their license within one year.

Candidates for both positions will be ranked on the basis of their training and experience. There will be no written test.

Applications may be obtained from the State Civil Service Department, Two World Trade Center, Albany, N.Y.; or from the New York State Department of Health, 11 Warren St., N.Y., N.Y. 10007.

Several years ago that the wearing of medals and symbols is unsafe because they might be made into weapons.

Professor Schwartz was nominated by the Governor last Aug. 12. At Seguine, head of the Police Conference, urged Governor Carey "to admit his mistake" and withdraw the nomination. "In the short time Governor Carey has appointed him," Mr. Seguine said of Professor Schwartz, "he has shown an incredible intransigence to both the
The Thruway Workers Are Warned On A Disguised SEIU Challenge

(Continued from Page 1) 

Albany Region IV Begins Campaign To Locate Jobs For All Lay-Off Workers

ALBANY—In an effort to assist those Civil Service Employees Assn. members who have been laid off by the Carey Administration, CSEA Albany Region IV will provide employment search services for those who request them.

The union is also warning its members to file formal court actions against the layoffs, contending that they are illegal.

Region IV President Joseph McDermott explained, "The CSEA is determined to carry forward its battle against the layoffs all the way to the U.S. Supreme Court, if necessary. But CSEA realizes that this procedure will take time, even under the best of circumstances, so the Albany Region is now attempting to serve the needs of those lay-off members as they face the challenge of finding another job in a bad economic climate."

"The CSEA Department of Transportation chapter has sponsored local advertisements in various newspapers to inform local businesses that it has professionals who will assist in the various job titles available for immediate interviews with interested companies. The chapter has asked for the aid and assistance of members in the writing resumes, and is preparing for job interviews. The results in some cases appear promising," Mr. McDermott explained.

"Now the Albany Region has taken this concept one step further: we are contacting various businesses in the area and listing various jobs the companies are looking for. An example of the possibilities available through this effort is the Metropolitan Insurance Co., a major employer with branch offices throughout our region. This insurance company is looking for up to 100 people to fill various openings in their organization. Some of the positions are in sales and there are also other openings available that cover the broad range of the insurance field in rating, research, claims, clerical, etc." 

"Other businesses are contacting CSEA and asking for re-

names of various state job titles that match private industry positions."

"Any laid-off CSEA member can contact the Albany Region at 518-459-5585 or send a copy of his or her resume to CSEA, 10 Colvin Ave., Albany, New York 12206, and we will be happy to send them the job opening information we have or refer their resume to companies seeking employees," Mr. McDermott concluded.

John L. Sullivan SYRACUSE—John L. Sullivan, a field representative for the Civil Service Employees Assn. in the City of Cort-

ingen V, died Feb. 9 at Crouse-Irving Hospital here following surgery. Mr. Sullivan was 29.

Mr. Sullivan was a former member of the CSEA chapter and joined the union’s staff as an organizer on July 15, 1974. He was named a field representative a year later and served in Cortland, Jefferson, Seneca, Cayuga and Onondaga Counties.

Born in Elmira June 16, 1946, Mr. Sullivan attended Southside High School there. Following graduation, he studied at Cornell University and several civic and fraternal organizations. He leaves his wife, Marilyn, a daughter, Patricia, 6, and a stepdaughter, Cindy, 16.

Services for Mr. Sullivan were held in Syracuse with interment in Elmira.

Our democratic government has run on the backs of the taxpayers for 200 years. It is now sputtering and losing power. With an engine overhaul and a few new parts it can serve us effectively for another 200 years.

Theodore C. Wenzl
President
Civil Service Employees Assn.

Man Of Year

Congressman Leo C. Zeffretti (D-C-Brooklyn) is the Columbus Association of the Brooklyn Post-Office "Man of the Year." He received his award at a Post 7 dinner at Mian Terrace in Brooklyn.

Bicentennial Thought

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Brotherhood Group Holds Awards Luncheon Feb. 26

MANHATTAN—The New York State Employees' Brotherhood Committee will hold its 23rd Annual Brotherhood Observation Thursday, Feb. 26, at the Roosevelt Hotel, Madison Avenue and 45th Street, Manhattan.

This year's recipient of the Labor, Professional, and Fraternal Organizations, including the New York City chapter, Civil Service Employees' Assn., and the American Legion.

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

ANNOUNCER: Are you looking for work? If so, you will want to check this opening taped with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 488-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Employment Service offices. And remember, there is never a fee to you or to the employer who lists his job with us. Now the Bulletin:

SPEAKER 1: In Manhattan, there's a job waiting for an ALTERATION TAILOR on women's coats. Hours (8:00 a.m. to 4:30 p.m.) can be adjusted. The pay is $3.50 an hour, or higher depending on job-seeker's experience.

SPEAKER 2: A manufacturer of plastic bags in Brooklyn needs a PRINTING PRESS OPERATOR. Will set up and operate press to print colored designs on rolls of material. Applicant should have two to five years experience as a flexographic printer. The job pays $4 an hour.

SPEAKER 3: A Bronx wholesaler has an order in for a SALESPERSON to sell tobacco products. Applicant must have at least one to two years experience in similar capacity. Must be able to speak Spanish. The starting salary is $150 a week.

SPEAKER 4: A real estate management firm has an opening for a PAYROLL CLERK who has at least five years experience in EDP, payroll bookkeeping, time cards, taxes and bank reconciliations. The job is in Manhattan and the salary is $370 a week.

SPEAKER 5: A college in Manhattan is trying to fill the post of BUILDING SUPERVISOR for a 27-story dormitory. Applicant must be able to do electrical, plumbing and boiler repairs. Applicant must have at least five years experience in this field. Salary $17,000-18,000 a year.

SPEAKER 6: A Long Island firm is seeking a night shift SUPERVISOR for its molding department. Applicant must have at least five years experience in molding diversified materials and has good technical background relating to injection molding. Salary $210-250 a week, depending on experience.

SPEAKER 7: Also on Long Island, there's an opening for a PUNCH PRESS OPERATOR to make aluminum frames. Must do own set-ups. At least five years experience is required for this job. Paying $5.75 an hour.

SPEAKER 8: A RADIO MECHANIC is on the wanted list in Brooklyn. Will troubleshoot and repair two-way radio communication equipment. Must know solid state, read schematics, use hand tools. Must also have FCC second class license. Two to five years of experience is called for the job. Salary is $4,500 a year and up.

SPEAKER 9: A wholesale yarn firm in Manhattan is seeking a STENOGRAPHER who can take dictation at 80 words a minute, do correspondence on IBM electric typewriter. Speed must be acceptable. The starting salary is $186 a week, going to $200 after six months.

SPEAKER 10: A manufacturer of ladies sportswear in Queens is calling for an EXPERIENCED GARDNER to maintain the lawn in Miller's Restaurant, 233 Broadway near City Hall, Manhattan.

ANNOUNCER: Additional openings are available in retail sales, manufacturing, office work, janitorial, and the like, in every part of the city. The phone number is (212) 488-7330. Make a note of it—488-7330. For the phone numbers of the Nassau and Westchester telephone directories, look for the Job Bank listing under New York State Employment Service offices. And remember, there is never a fee to you or to the employer who lists his job with us. Now the Bulletin:

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The Merger Rumor

EARLY 30 years ago, country singer Eddy Arnold recorded a song called "Don't Rob Another Man's Cattle." We are reminded of this song by the announcement last week by the American Federation of State, County and Municipal Employees that it had sent a mass mailing to 150,000 state-employee members of the Civil Service Employees Assn.

It strikes us as highly unethical for a respected union, such as AFSCME, to be engaged at one level in talks with the National Federation of Federal Employees, the National Education Association, and the American Federation of State, County and Municipal Employees have been bandied around.

During the ensuing years, the names of the Association of Government Employees, the National Education Association, and the American Federation of State, County and Municipal Employees have been bandied around.

It should be noted, also, that CSEA had, years ago, been affiliated with AGRE, so the idea of affiliation is not entirely new. CSEA decided to withdraw, however, after a trial period.

AFSCME has, since it proposed merger with CSEA in April 1975, heavily campaigned among CSEA officers, directors and chapter presidents for acceptance of its offer.

Now if the national membership of AFSCME wants to spend its dues money to woo CSEA, they have a right to do so.

What we find objectionable are the insinuations that the CSEA leadership is double-crossing the membership. The mandate to the panel was to come up with a feasible plan, and that all that is needed is a confirmation from the CSEA Delegates next month.

The key recommendation is to abandon the system of lost liability in medical malpractice cases and to replace it with a no-fault medical injury compensation system.

The crisis in New York last year was caused by an undue maneuver by Governor Carey, when he appointed a Special Advisory Panel on Medical Malpractice. The mandate to the panel was to come up with a restatement of the plan, so that the Legislature would have ample opportunity to consider the recommendations. The plan has complied with its mandate and has submitted its report.

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The report submitted by the panel is an attempt to split away the Professional, Scientific and Technical Bargaining Unit. Throughout that campaign, PEF continuously tried to disprove the allegations in the CSEA campaign of misrepresentation, but they were overwhelmed by the CSEA Board of Directors and officers.

Throughout the AFSCME campaign of misrepresentation, the AFSCME leadership was not convincing in their counter arguments that an AFSCME-CSEA merger is publically signed, sealed, and delivered, thus that all that is needed is a confirmation from the CSEA Delegates next month.

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

Two PERB Hearings

A Public Employment Relations Board hearing officer decided that the respondent Board of Education violated Sections 209-a(1)(a) and (c) of the Civil Service Law. The hearing officer found that the respondent had terminated two probationary employees, effective June 30, 1974, because of their participation in the prosecution of certain grievances.

The hearing officer recommended that the Board of Education offer reinstatement to the two employees and make them whole for any loss in pay.

IT WAS ALSO indicated in that decision that the Board should not confer automatic tenure on the employees or interfere with the employer's opportunity to evaluate the employees on the basis of their actual on-the-job performance without being influenced by any factors that may have played in protected activities. It was further recommended that the school district be ordered to cease and desist from discrimination in the performance of the employees who claimed they should have been awarded tenure. Upon review by PERB, the hearing officer's decision was upheld. In response to the district's arguments, that the performance of the employees was poor and justified their termination, the board pointed out that, "Whether or not their performance was sufficient to justify their termination not controlling therein, and the employer may terminate probationary teachers for good reason or bad reason so long as it does not do so for an illegal reason, such as the exercise of rights that are protected by the Taylor Law."
A letter is being circulated under the name of Joel I. Frank, a teacher at accounting at a high school, complaining about the severely underfunded condition of Teacher's Retirement System. He points out that if the asset of $3.7 billion in cash in 1967, each active member would have received 40 cents for each dollar he or she was entitled to in the city-provided pension; the same situation took place in 1976, each active member would have received 24 cents for each dollar. If this conversion took place in 1973, each member would have received the sum of 8 cents on each dollar. Against this, he adds an implied condemnation of the "retirement system and package" and asks the question: 'Has the traditional scope of the trustees' obligation changed?' He points out that the Retirement Corporation of the International City Management Association in New York provides a deferred compensation retirement plan for units throughout the nation which afford many advantages, both in budgeting for the city and security for city employees.

When a couple has separated, many problems arise regarding eligibility for social security. Under a new ruling affecting the Social Security Administration's application of the law, when a couple has been separated for six months or more they are now considered as individuals. A wife cannot receive payments as a wife but may be eligible for payments as an individual.

There is much confusion about the difference between Medicare, insurance and Medicaid. Medicare covers your hospital bills. This is automatic if you are a recipient of Social Security benefits. However, to get coverage for everything, you must apply for and pay a modest premium ($134 a year). If you receive a check from Social Security for the premium will be deducted from your payments. Other benefits exempt from disability in other special cases. Medicaid, on the other hand, is available only to those who meet income requirements.

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

Rachel Backer, attorney: "I certainly advocate and urge the restoration of the cuts in the police and department and the fire department. They never should have been cut in the first place. It makes me very angry. These are the most essential municipal services and are required for the protection of the life and safety of the inhabitants of this city."

LettErs to the editor

Nyquist's Power

Editor, The Leader:

I am a frequent reader of the column by Dr. Nyquist. One particular recent piece sets forth the philosophy of a question and answer period in a series of speeches by the Commissioner of Industrial Relations of the State of New York. I believe an erroneous impression has been created by Dr. Nyquist in one of his answers to the question of "pupil participation and the matter of the curriculum."

In connection therewith Commissioner Nyquist's reply is: "Well on the one hand you don't know how many of you know but I have a quid-judicial capacity—any citizen can bring a grievance pertinent to education in the elementary and secondary system and I do not think there is a decision. It's an appellate procedure with no jury or witness. That can be done lots of other ways.

Two Nassau County legislators are well aware of the concern along the lines of quid-judicial capacity. In point of fact one of them, Assemblyman George J. Parrell Jr. of Floral Park, feels that under existing education law the commissioner sits in judgment of himself and that the authority he retains would be the envy of any Latin American dictator. The other, East Williston Republican state Senator John Corrigan, maintains that this unexamined authority of the commissioner is in reality a quid-judicial review in any place or court.

Assistant Commissioner Parrell clarified this issue in a personal letter to me pursuant to my inquiry to him in the matter in the following statement: "Despite the fact that Section 314 of the Education Law provides interim relief to appeal the commissioner's decision "shall be final and conclusive and not subject to review in any place or court whatever," the New York State Court of Appeals has held that the Commissioner of Education has the right to review a decision on appeal by the State Commissioner, and that the conclusions are purely arbitrary. As a practical matter, however, the only remedy is appeal to the Commissioner of Education, and he has the final record of minutes he kept.

In view of the fact that the Court of Appeals may review solely matters which are contained within the four conditions of record of appeal available, the commissioner's determination, for all practical purposes, stands as final and conclusive.

In closing, the only suggestion I would have in connection with this matter is that the public information be corrected with respect to self-serving and erroneous statements regarding the authority of the Commissioner of Education of the city of New York inasmuch as they do not reflect reality but only serve to mislead and misinform.

John Steveb, accountant: "I don't think I would back the referendum to retire laid off police and firemen because I believe that it should be left up to the mayor and his committee to decide just what is best for the city. I don't have the expertise as far as city finances are concerned, so I would let the mayor and his committee decide. We have a mayor that runs the city and he should run it.

We're in a sorry plight now. The revenues of the city are going down drastically and we just can't keep on spending if we are going to survive."

Harvey Glaser, law secretary to Supreme Court Judge: "Yes, I would because it appears we're in the midst of a very, very grave, in New York and in addition to that there have been a tremendous number of fires recently which are ravaging certain areas of the city. I would definitely be in favor of increasing the size of the fire department and the fire department back to the old level. I think it's a question of priorities. This is a number one priority. The situation requires it."

Count Me In

Editor, The Leader:

The "Dump Carey" letter (Leader, Jan. 20) by Donald McPherson should be considered by all New Yorkers, not only because of Carey's raising his staff's salaries while laying off the poverty-level worker, but also because of the Governor's refusal to act on the applications of help to the City of New York. You can count me in on the "Dump Carey" now!

BILLY FREID

Rockaway Park

RICHARD W. FLETCHER

On Inspections

Editor, The Leader:

It was noted with interest in your Feb. 3 issue that Mr. Louis Levine has submitted his resignation as state industrial commissioner. At an April meeting in New York City last year he was named by the body of N.Y. State Factory Inspectors for being first in favor of continuing state safety inspections. According to your Short Takes article he resigned because of his disagreement with the Governor, citing this as reported in the New York Times. It is my understanding that the federal government's tenure will be up in June of this year and any action taken being so important to the effectiveness of the two agencies and if the State organization was more effective, can anything be done to bring back the safety inspections by New York State?

RICHARD W. FLETCHER

Williamson

LETTERS TO THE EDITOR

NYQUIST'S POWER

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### New York's Federal State Legislators

#### Senate

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<tr>
<td>1st</td>
<td>Jacob K. Javits (R)</td>
<td>110 East 5th St., New York, N.Y. 10010</td>
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<td>2nd</td>
<td>David Dinkins (D)</td>
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#### Assembly

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<td>1st</td>
<td>Richard A. Brodsky (D)</td>
<td>150 E. 98th St., New York, N.Y. 10028</td>
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<tr>
<td>2nd</td>
<td>Mark J. Cappelli (D)</td>
<td>1110 Madison Ave., New York, N.Y. 10021</td>
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### New York's Federal/State Legislators

The addresses listed are the primary offices where representatives may be contacted in their local area. You may also write to them in care of their respective legislative houses in Albany.

#### U.S. Senate

Communications can also be addressed to: Senator’s Office Building, Washington, D.C. 20515.

#### Suffolk

- 2nd District—Thomas J. Downey (D), 71 E. Washington St., Brooklyn, N.Y. 11211

#### Nassau

- 2nd District—Peter J. King (R), 428 Main St., Garden City, L.I., N.Y. 11530

#### Queens

- 8th District—Peter J. King (R), 131-20 13th St., Rego Park, N.Y. 11374

#### Brooklyn

- 2nd District—Shirley Chisholm (D) | 1335 President St., Brooklyn, N.Y. 11214
- 3rd District—Stephen J. Sargent (D) | 2414 Central Ave., Bay Ridge, Brooklyn, N.Y. 11214
- 10th District—Leo Z. Zerrelli (D) | 1680 13th Ave., Brooklyn, N.Y. 11208

#### Bronx

- 18th District—John A. Vito (D) | 1495 175th St., Bronx, N.Y. 10467

#### New York's Federal/State Legislators

Here is a listing of New York State Senators and Assemblymen in print located occasionally as a service to those public employees who wish to write to their representatives urging support for measures that would affect their jobs, pensions and rights.

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<td>2nd</td>
<td>Thomas J. Downey (D)</td>
<td>250 East 24th St., Brooklyn, N.Y. 11211</td>
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<tr>
<td>6th District—John W. Wyder (C-D)</td>
<td>63 First St., Garden City, L.I., N.Y. 11530</td>
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<td>93-28 Hillcrest Blvd., Forest Hills, N.Y. 11375</td>
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<td>9th District—Jeffrey J. Klein (D-C)</td>
<td>45-14 1st Ave., Long Island City, N.Y. 11101</td>
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WASHINGTON, D.C. — Entrance salary rates for federal inhalation therapy technicians and medical radiology technicians have risen, the U.S. Civil Service Commission announced last week.

Inhalation therapy technicians at GS-4 now earn $10,306 a year; at the GS-5 level, $11,122; and individuals at GS-6 receive $11,606.

Veterans Administration Information Service
Cell (202) 289-2741
Washington, D.C. 20420

Civil Service Law & You

(Continued from Page 6)

IN NOVEMBER 1974, the Albany Police Officers Union filed a charge of improper practice against the City of Albany, alleging that its actions were improper in a formal hearing held in September 1975. Numerous witnesses testified at the hearing to the effect that tardiness was readily observed at all calls in new as well as old-time employees. It appeared that tardiness was quite common. Rules of the Department require that each member be punctual. However, reporting late for duty was excused, and at the most, an offender would be "cheated out" by his immediate superior.

THIS ALL CHANGED when the union petitioned for an election and two days after the election, the union's president was told by his superior officer that he would be brought up on charges of tardiness. The union argued that bringing up its president on charges amounted to the installation of a new tardiness rule since everyone who reported late for work after the election was formally charged under Civil Service Law Section 73 with "neglect of duty." Employees testified that they were told by a lieutenant that the institution of the penalties was "because of the union." The hearing officer pointed out that the lack of tardiness was a mandatory subject of negotiations, and there was no evidence in the record that the union had waived its right to negotiate over it; in fact, it had submitted proposals to the City in the course of negotiations pertaining to that issue. The hearing officer pointed out that the unilateral change in approaches on the issue of tardiness was instituted between the election and the union's certification when the City was not under an obligation to bargain and, therefore, could not constitute a violation of 209-a(1)(d). The hearing officer did find, however, that there was a violation of 209-a(1)(d) because subsequent to the union's certification, the city unilaterally introduced certain monetary penalties for lateness.

THE HEARING officer found that the actions of the City were improper interferences with an employees' rights under the Taylor Law, therefore recommending that the City be ordered to negotiate in good faith with the union by resuming the minimum monetary penalty rule and to cease and desist from unilaterally changing work rules or instituting new work rules and to cease and desist with restraining and coercing employees as a result of their exercise of rights protected by the Act. In the matter of City of Albany Case U-1367, 6 PERB 4854.

MANHATTAN—The Office of Court Administration, on behalf of the Administrative Board of the Judicial Conference of the State of New York, is accepting applications until Mar. 5 for senior law library clerk positions in New York and the Catskill Counties. Written tests will be held on April 10.

The Reisensteiner post has a starting salary of $7,405 a year and the Cheeney position pays $8,235 to $8,196 a year. Applicants for both posts must be high school graduates with three years' experience in a library clerical position.

Applications may be obtained from the Examination Unit, Judicial Conference, Room 1308, 270 Broadway, New York, N.Y. 10007.

Two Onondaga Promotions Set

SYRACUSE—Onondaga County civil service employees have until Feb. 18 to file for promotion exams of medical technologist and medical central processor with the Onondaga County Department of Personnel. The starting salaries will vary depending upon job location.

Examinations for both posts will be held March 20. For applications and detailed announcements, candidates should contact the Onondaga County Department of Personnel, 100 County Office Building, Syracuse.

Office Workers

SPRING VALLEY—Typists, stenographers and transcribers/literary specialists are continuously being recruited by the Rockland County Personnel Office. Applicants should contact the New York State Employment Service Office, 50 Commerce St., Spring Valley.
Suffolk Seeks Clerical Workers, Managers, Coordinators, Others

HATTRIDGE—Applicants are being accepted until Feb. 18 for open-competitive exams of bookkeeping machine operator, micrographics operator and technician, animal shelter supervisor, recreation center manager, senior citizens program supervisor and training coordinator in Suffolk County. Starting salaries range from $3,658 to $13,764 a year.

There are no residence requirements. Applications for all positions can be obtained from the Suffolk County Civil Service Department, L. Detruman, Executive Office Building, Vet- eran's Memorial Highway, Haup- y, N.Y. 11788; or from the Suffolk County Civil Service Commission, 170 N. Country Line Road, County Center, Riverhead 11777.

For assistant animal shelter supervisor, exam 16-187, applicants must have at least six years experience in animal sheltering and who have a bachelor's degree in recreation or physical education and who have a year's experience directing recreation activities, are eligible for assistant recreation center manager, exam 16-170. Two of the four years must have been in the development and presentation of formal recreation programs.

Additional information and applications may be obtained from the Suffolk County Civil Service Department, L. Detruman, Executive Office Building, Vet- eran's Memorial Highway, Haup- y, N.Y. 11788; or from the Suffolk County Civil Service Commission, 170 N. Country Line Road, County Center, Riverhead 11777.
Housing Police
Present Awards
To 23 Members

Twenty-three New York City Housing Police Department members have been awarded the de-
velopmental achievement award for outstanding service. The awards, presented by Police Chief
Daniel Daly, went to officers who recently received a degree rang-
ing from bachelor's to master's. The award winners are Ptl.
John Peirson, Herman Goodman, Alfred O'Brien, Charles Christie, James Hanes, Marino Capobianco,
Douglas Seigler, Eugene Anderson, Charles Hiner, Albert Reardon, Frederick Cartling, Henry,
Burroughs Austin, Eugene Rogers, and Raymond Petrunek.

Others honored were Ptl. Maury C. Jones, Ptl. Fred Brown, Ptl. James Maxson, Capt. John Bann-
on, Martin Krivisky and Martin Kustrick, and Det. Kenneth McCollum.

Thayer in Hospital

Leader columnist Paul Thayer was admitted into Holy Name Hospital, Teaneck, N.J. last week due
to a recurrence of an earlier illness.

Hospital officials say Mr. Thay-
er will remain there for an uns-
pecified period. His weekly col-
uimn, "Fireflies," will continue, in
The Leader-Thursday edition.

He can be contacted at (201) 231-3509, ext. 783, room 106.

VETERANS ADMINISTRATION
Information Service
Call (202) 389-3741

Assistant Clinical Physician
$27,942 $20-413

Associate Actuary (Life/ $18,369 $20-557

Supervising Actuary (Casualty) $18,369 $20-424

Associate Actuary (Casualty) $18,369 $20-416

Supervising Actuary (Casualty) $18,369 $20-418

Mental Health Aide
$12,730 $20-107

Dietitian
$10,910 $20-124

Supervising Dietitian
$12,760 $20-108

Electroencephalograph Technician
$8,151 $20-110

Food Service Worker
$5,827 $20-352

Hearing Reporter
$8,011 $20-170

Industrial Foreman
$10,764 $20-158

Laboratory Technician
$6,636 $20-211

Licensed Practical Nurse
$8,051 $20-106

Mental Health Aide (R.N.)
$7,610 $20-394

Motor Equipment Repairman
$5,946 varies

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tion now.

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You can subscribe on the coupon below:
Grossfield, In Attack on Carey, Labels State Budget 'A Fraud'

ROCHESTER— Gov. Hugh L. Carey is attempting to impose sacrifices on state employees that few other citizens in the state are being asked to make, the president of the Rochester chapter of the Civil Service Employees Assn. said. Samuel Grossfield, speaking on Rochester's Channel 10 (WHRC-TV), called Governor Carey "the most pro-management governor in the country" and said the Governor is attempting to "quilt the public."

Mr. Grossfield appeared on the week-long 30-minute "Newsmaker" show with a panel that included Wayne Morse, state budget commissioner; Mayor Thomas Ryan of Rochester, and Joseph Ferrari, president of the Monroe County Legislature.

Freme Perpetuated

Mr. Grossfield said the Carey budget perpetuates a freeze on salaries initiated by the Governor a year ago. "It cuts down the actual take-home pay of state employees in those inflationary times," he said. By forcing layoffs among state employees, he said, county and municipal workers as well as state services will suffer because of the domino effect.

"It is a morbidly burdensome burden on all of us and relieves Governor Carey of having to face the problems we are going through."

Mr. Grossfield said he had been talking to the Governor and the tax-payers.

"When he took office he said he was going to keep taxes where they were. Later, he proposed tax hikes, but dropped the idea because of the howls of protest. He tried it again and got more howls."

Mr. Grossfield said the Rochester local said state employees are looking for leadership and he wants to see the Governor head of our family. "We do the work, but he's too busy to lift a finger to help us iron out the problems. We are feeling the pinch and we are turning to the people who are best able to play this game and say someone has to be the bad boy."

The public may think that state services cannot be reduced to the point where "the job won't get done," he said. Employment checks and where people won't be taken care of in the hospitals and schools and prisons. We need someone who will be willing to tell us the truth about how things are really going."

"Who Couldn't?"

Whereas the Governor's moderner, Warren Cowen, recalled that Governor Carey said the layoffs mean that efficiency will have to be increased by those still on the payroll, Mr. Grossfield said that "a sveeping generalization.

"It's like me saying to you that all women are less intelligent than men."

"At the State Agricultural and Industrial School at Industry, they have reduced 23 per cent of the gradation of staff, but the employees who remain can't cope with the number of boys running away now. The newspapers are full of stories about them."

Mr. Grossfield said the reduction of the most inspecting staff has left the state "without any standards whatsoever."

"And the Governor practically decimated the OSHA inspectors who were responsible for the safety of our schools, factories, and other buildings. Where are the federal inspectors? They're no-where."

Employees left behind under worker reductions "are not going to respond to an appeal to pay for salary freezes and bigger workloads."

Mr. Grossfield said, "You can't expect the Governor for doing these things?"

"What Would You Do?"

If Mr. Grossfield was asked,'What would you do if you were Governor?" Mr. Grossfield was asked.

"I'd fire a lot of the political appointees who are no-shows, the party payoffs," he replied. "I'd reduce the Governor's staff and other executive staff. I'd take the brake off and put the state in forward gear. I'd create jobs that would provide taxes and do more for the state and the people than layoffs.

Update Albany Region Delegates

(Continued from Page 16) "last offer binding arbitration," a process where both sides make final submissions to the arbitrator selecting one.

"This means the odds would be

"The program is designed to be administered in the State Department chapter.

"Frank Lasky was named president."

"Who Couldn't?"

When the program's modems were attached to the mainframe, it was decided to open a CSEA food co-op since last fall, had only bad

"The program should be directed to

"A coupon expressing oppo-

"The pressure of public opinion might, in this case, be the only way to prevent the imminent hardship to the employees, the public, and private employees alike," Mr. Blohm said.

Carnavale Supermaxa had fallen through. This was because a writen legal opinion of the venture would not be gotten due to the resignation of CSEA's law firm. Mr. Blohm also said Mr. Car-

"The layoffs are based on

"The far-reaching impact of

"The pressure of public opinion might, in this case, be the only way to prevent the imminent hardship to the employees, the public, and private employees alike," Mr. Blohm said.
Save on this magnificent Fireside Family Bible

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To order, clip and mail the coupon at right.
Albany Region IV Delegates Get Update On Latest Developments

BY ALAN BERNSTEIN

LATHAM—Change and its implications were the keynotes of the Civil Service Employees Assn.'s Albany Region IV meeting at Michael's Restaurant here last month.

Delegates attending were introduced to new CSEA attorneys and new chapter presidents and saw the preliminaries to the election of a new region treasurer.

Opening the meeting, region president Joseph McDermott predicted that if CSEA could muster 10 percent more votes statewide in the Professional, Scientific and Technical Bargaining Unit challenge of the Public Employees Federation, CSEA would remain the unit's bargaining representative. His prediction came true about two weeks later when CSEA outpolled PEF by more than 4,000 votes in the election.

"We did get the vote out," said Mr. McDermott later.

Lobbying Efforts

The region president introduced James Roemer, who will be temporarily heading the law team representing CSEA. Until a full staff can be gathered, Mr. Roemer, along with James Feathertonbaugh and Bruce Martin, will be helped in CSEA's lobbying activity by the statewide political action committee. The union's former law firm recently resigned.

Bills and the State Legislature were also big issues discussed by statewide political action committee chairman Martin Langer. Mr. Langer, chairman since last August, said the committee will take a new course of action in submitting bills this year. Instead of trying to encourage passage of many bills simultaneously, the committee will support only one piece of legislation at a time and will monitor its progress to passage or defeat.

The committee, according to Mr. Langer, will not seek to have the Taylor Law amended or abolished, but will try another angle in attempting to give state workers a stronger position in bargaining. Through legislation, the committee hopes for approval of (Continued on Page 14)

CSEA vice-president Joseph McDermott, who heads Albany Region IV, urges all-out effort to secure victory in Professional-Scientific-Technical Bargaining Unit election so that contract negotiations can begin for the 46,000 PST employees.

Active part in debate was taken by Roger Hoyt, first vice-president of Tax and Finance chapter 608. In foreground is CSEA director Gerald Purcell (Executive), ranking vice-president of General Services chapter 610.

Confer during meeting. Also at head table are Region IV third vice-president Eileen Salshbury, left, second vice-president John Vallee, second from right, and CSEA chief counsel James Roemer.