An Open Letter To All CSEA Members

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

33 ELK STREET, ALBANY, N.Y. 12207

Theodore C. Wenzl
President

Dear Member,

The Board of Directors of CSEA has authorized me to call upon each individual member to take an active role in CSEA’s all-out effort to block the State’s senseless and inhumane plan to lay off more than 8,200 State workers.

The Rockefeller Administration is obviously attempting to make the employees the scapegoats for its own fiscal failures, misplaced priorities and general irresponsibility. The so-called “financial crisis” facing New York State this year did not come about only during the preceding twelve months. The State’s budget has been increasing steadily by large jumps during each of the years of the Rockefeller Administration. To allow this pattern to go unchecked for such a lengthy period and then suddenly to blow the whistle and attempt to rectify the situation by sacrificing the well-being of thousands of dedicated employees is at best absurd, at worst, cruel and ruthless.

Elsewhere in this issue of The Leader, you will read of positive action being taken by CSEA to fight the planned firings. We are starting a legal suit to throw out the budget and to have it remade in a responsible manner, restoring all jobs. We are setting up a Statewide CSEA campaign for political action to let our elected officials know that we will be watching them closely, that we will accept no answer but a solid guarantee that no State employee will be removed, and a similar assurance that no local government workers will be fired because of reduced State aid to localities.

We are also urging that all members vote “Yes” in the poll now being taken, thereby authorizing your Board of Directors to call for a work stoppage if it finds that there have been serious violations of our collective bargaining contracts in the current layoffs. We also ask that you sign the petitions being printed in this edition of The Leader on page 14.

What can you as an individual do beyond all this, you ask? Simply this: Take ten minutes of your time to write to your legislators. Let them know of your complete opposition to the layoffs, and demand that they reconsider the whole matter and restore all the job cuts in the supplemental budget, which is now under consideration.

Remind them that although the next election may be two years away, you, your family and friends will not forget their legislators’ action during this current crisis when it comes time to vote in the future. At that time, it will be their jobs that will be in jeopardy.

Please take the time right now to write this most important letter. Remember, the mere fact you have not yet been affected by the cutback is no reason to feel secure. And this applies equally to employees of local government. Today they are talking about firing 8,200. It could be double that amount in the near future. And it could include you.

Please write. Today.

By Order of The Board of Directors

Theodore C. Wenzl, President
Civil Service Employees Assn.
Finnerty Appointed DA;
Gabielli of the Appellate Division, State Supreme Court, was assistant to Justice Domenick L.
District Attorney of Steuben County.

John M. Finnerty of Batavia as

Hawaii &
and Hawaii.

Scandinavia and Grand European programs. Deluxe motorcoaches for

—Bergen—with luncheon on full day motorcoach travel.

EUROPE—HAWAII CARIBBEAN HIGH QUALITY JET TOURS AT LOWEST COST WITH MOST EXPENSES INCLUDED

ENGLAND—SCOTLAND—22 DAYS
Scotland—Lake District—Wales—London
4 Departures leaving July 6, 13, 20, and 27 $868.00
Flight only to & from London $270.00

SCANDINAVIAN COUNTRIES TOUR—22 DAYS
Denmark—Sweden—Norway—Finland—Sweden
Leaving Aug. 19 and returning Aug. 26 $790.00

GRAND EUROPEAN TOUR—22 DAYS
Holland—Germany—Switzerland—Austria—Italy
France—Riviera—Spain—Belgium
4 Departures leaving July 13–26–Aug. 5, 16 $898.00

HEART OF EUROPE TOUR—22 DAYS
Tea Leader Donald F. Foschini
Germany with Rhine Cruise on luxury ships.

JAMAICA—OCHO RIOS—8 DAYS/7 NIGHTS—VIA AIR CANADA
FROM BUFFALO—VIA AMERICAN AIRLINES
6 Departures leaving July 1–8–15–22–29 & Aug. 16 $529.00

CRUISES TO BERMUDA—7 DAYS—
St. John's—Nassau—Cozumel—Jamaica—St. Thomas
4 Departures leaving July 6–13–20–27 & Aug. 3 $494.00

COSTA DEL SOL—Scville and Lisbon—Madrid—Toledo—Cordoba—Granada—Torremolinos—Costa del Sol
4 Departures leaving July 6–19–Aug. 2 and 13 from Berlin $698.00

HEART OF EUROPE TOUR—22 DAYS

JET TOURS AT LOWEST COST WITH ESCORTED HIGH QUALITY EUROPE—HAWAII

EUROPE—HAWAII

SONESTA BEACH HOTEL & GOLF CLUB
AT NASSAU'S NEWEST LUXURY HOTEL ON CABLE BEACH

CIVIL SERVICE LEADER, Tuesday, April 27, 1971

STROMONT 90, the British prime minister's fall-out from nuclear explosion, is the only term that adequately describes the disaster that is developing around the civil service employee and upon the public generally, as the New York State and local government units are embroiled in a competitive struggle over numbers of civil service workers who are to be fired and the degree to which public services can be emancipated.

While the Strome is over, the State Legislature has the last clear chance to avert tragedy and to restore sanity at the expense of governmental control. Otherwise the Legislature will be forced to take full responsibility for the production of pink firing slips the State's major growth industry.

The Legislature is now confronted with a challenge it must not evade and with an opportunity to correct a major peccadillo.

Never in our history, not even in the darkest days of the Depression, has government so ruthlessly and callously been engaged in a game of numbers of casualties. Such a singularly tragic image about this unrelenting flirtation with disaster and with death is present only at the most vulnerable in our society; the aged, the sick and infirm, the students of Holy Trinity institutions and the children in our schools. In addition, the Legislature has been demonstrat ed by the course on which government has embarked that the local government units are also members of a highly vulnerable group.

Priority For Public Sector
The trend of cases through which it is, is forst by action taken through the Legislature and the Gov ernment to get the word to the lexicon of public policy. Any agreement of public policy is encouraged to be extended litigation.

The State has a contract with the Civil Service Employees Association, that provides in part: "There shall be no loss of present jobs by permanent employees as a result of the Legislature's exercise of its rights to contract for goods and services." All of these agreements, even the Stenotypers Agreement with Stenotypers Association, are pending determination by the courts.

New York City, as well, was to have suffered a $3 million a year "business" in court. This conclusion, tragic though it may be, is the only escapable one.

The Legislature Must Face Responsibility To Avoid Disaster

Governor Rockefeller has announced that his legislation is a $50 million in extras as a reward for the man-made disaster of the State Administration and Legislature is likely to be extended litigation. The Governor has not only demanded that any private citizen ought to be able to get his information as a simple part of public policy. Any denial of the public's access to such information makes a mockery of the word "democracy." Yet the Administration has erected a wall of secrecy around the State Administration.

People respond with nobility and gallantry to natural disasters like the earthquake in Los Angeles. No one can be charged with an act of God. Yet when the government is involved this can be more than the making of the man.

You may seek but will not find any disposition on the part of the State Administration or on the part of the State Legislature to provide equal treatment for unemployed civil service employees. Apparently it makes no difference that more than 7,000 State employees are facing the ax. Under one of the option budgets that Mayor Lindsay prepared, an additional 50,000 public employees are threatened with loss of their jobs. And just the other day, Gov. Nelson A. Rockefeller urged other local government units to follow his lead.

The Governor added a new word to the lexicon of public employee relationships. That word is "discipline," as he urged local government to make it, "discipline themselves by firing more civil service employees. If discipline is the appropriate word for that kind of cruelty, then language has become totally beyond the pale.

Swept away in the tide of unconscionable budget slashing the employee rights won after difficult and spirited collective bargaining, time after time. Obviously any concessions involving mending tables, work loads, job reclassification and the like, as features of working conditions are not worth the papers they are written on, or the time it takes to do them. Construction contracts are awarded at $50 million in extras as a reward for the man-made disaster of the State Administration and Legislature is likely to be extended litigation, in the courts, job actions, and strikes, and class action suits.
null
A HEALTHY CONCERN

What is the state of health of your health insurance policy?
When did you last look at your health insurance policy?
Over 160 million Americans have some form of health insurance.
It sounds great.

But.
Why not set aside a night this week to read your health insurance policy? Put the benefits listed in your policy under the hot white light of today's soaring medical costs, today's demand for medical services, today's complex medical procedures.

However.
If you belong to H.I.P.'s prepaid group practice health care plan you do not have to worry about where you'll get your medical care or how you'll pay for it. It's all under one "roof": prepaid.
At H.I.P. we urge you to use your health insurance plan coverage.
We urge you to seek preventive health care.
We urge you to bring your children to see their pediatrician.
We urge you to seek medical attention before minor aches and pains become chronic.
H.I.P.'s prepaid group practice means truly paid in full medical, surgical, specialist and maternity care for however long the medical need exists.
H.I.P.'s Social Services, Nutritional and Health Education programs help you to use your medical benefits wisely.

This is what tomorrow's medical care is all about.
This is why prepaid group practice health plans, such as H.I.P. are being talked about all over the country. Because H.I.P. represents the kind of health care protection all America instinctively wants for itself.
At H.I.P. you receive tomorrow's medical care today, when you need it.

FREE (without obligations)
All you need to know about multiplying your $1,000 nest egg the same safe TAX-FREE way banks, insurance companies and millionaires do

Learn how to make your savings grow at least 25% faster .... with NO LOSS OF INTEREST GUARANTEED NO MATTER WHEN YOU TRANSFER YOUR FUNDS. Safely earn the equivalent of $100 to $480 more income a year per $5000. Just like 2% to 19% more than from a bank or S & L, depending on your tax bracket. Now's the time to exchange your maximum 8 1/2% or lower-yielding savings for up to 25% more Income with 7 1/2% TAX-FREE MUNICIPAL BONDS. The company sells the bond the safe, sure way for you to buy up to $100,000 .... so you can get your money whenever you need it within a matter of hours.

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TAX-FREE BONDS EXCLUSIVELY
Call collect for immediate Information (313) 862-6245
625 Madison Avenue - New York, New York 10022
There are openings in the Apparel Industries Office in Manhattan for Sewing Machine Operators to work on single or multi-stitch type sewing machines. Any experience on sergers, leather goods or shoes acceptable. The pay range is from $70 to $150 a week. Piece work and some overtime is acceptable. The annual wage is from $48,000 to $90,000 plus a differential from $1,500 to $2,500 for night shift. Physical Therapists who have graduated from an acceptable training program and have a State license can fill positions paying from $8,000 to $12,000 a year. There are numerous Job opportunities in Social Service Work with a Master’s Degree in social work. One year of experience. The beginning salary is $9,000 a year, and higher salaries are offered for additional experience. Apply at the Professional Placement Center, 44 Madison Ave., Manhattan.

There are many openings in the commercial field for Secretaries and Stenographers. Good skills are required and applicants must have a minimum of six months’ experience. There are very good opportunities and some jobs require own typewriter and dictaphone. The pay range is $120 to $140 a week. Apply at the Professional Placement Center, 44 Madison Ave., Manhattan.

M.V. License Exam

Examine the opportunity to become a motor vehicle license examiner I, under employment with Suffolk County. Neithet minimum experience nor education will be needed for this title. Providing biweekly pay of $120, the vacancies are situated with the County Clerk’s Dept. in downtown Riverhead. Experience as a fine tuner. Applications are being accepted for all levels of education and experience. The salary range is $110 to $125 a week. Apply at the Office Personnel Placement Center, 755 Lexington Ave., Manhattan.

To Keep Informed, Follow The Leader.
A Lack Of Courage

REPUBLICANS in the Legislature have failed the State of New York.

Their blundered attempts to economize through mass firings of State workers is more than a threat to the livelihood of those employees—it presents a real danger to every community throughout the State.

The Governor's Office has announced that hundreds of mentally disturbed people will be involved. Can anyone believe seriously that the underserved institutions of the hood of those employees—it presents a real danger to every

KINGSTON, N.Y.—Charles Andrews—239 Wall St., FEDeral 8-8350

Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Pre-Examination Posting

ALL CIVIL SERVICE employees are familiar with the "one out of three" rule that gives the appointing authority the choice of candidates from among the three persons standing highest on the eligible list who are willing to accept appointment or promotion. (Sec. 61.1, CSL). It is also well known that the appointment or promotion may be legally made even if there are less than three people on the eligible list.

WHAT HAPPENS, however, when only one person takes and passes the examination, is certified to the appointing authority, and is appointed? The answer is, and should be, that the appointment or promotion is valid. Add another ingredient to this tale—that are several other persons who were eligible to compete but who did not take the examination because they allegedly had not been notified of it. How does this affect the incumbent who was the only person who took and passed the exam?

IN A CASE PRESENTLY pending in the New York State Supreme Court, the petitioner is an individual who was eligible to take a promotional examination. He failed to register for the examination and to take it because, he alleges, the proper notifications were not given.

THE NEW YORK STATE Civil Service Law, Section 50, provides that the State Civil Service Dept. and municipal civil service commissions "shall issue an announcement of each competitive examination, setting forth the minimum qualifications required, the subjects of the examination, and such other information as they may deem necessary, and shall advertise such examination in such manner as the nature of the examination may require." (Section 50.2)

THE RULES FOR the local civil service commission involved in this case provide, "the public announcement of an examination shall specify the application fee, if any, the title, salary or salary range, the duties of the position, the minimum qualifications required, the final date for filing applications, the subjects or scope of the examination and the relative weights thereof. Public notice of open competitive examinations shall be made at least 25 days before the date of the examination and must be conspicuously posted in a public place for 15 days. The last day for filing applications shall be at least 10 days before the date of the examination.”

IT IS INTERESTING to note that the rule sets a minimum period of 25 days for the posting of notice of an open-competitive examination prior to the date of the examination. There is no such time requirement for the posting of a notice for a competitive examination. The difference would appear to be well-founded since the general public has little or no interest in promotional exams. It is the practice of the local civil service commission to post notices of all examinations, whether open competitive or promotional, at the office of the commission and to forward copies of the notice to the office or offices of the department involved in the examination.

THE QUESTION at issue appears to be whether the failure to post notices on the premises of the department involved has any effect on the appointment of a person who passed the examination. It would appear that the responsibility of the Civil Service Commission ends when it complies with Section 50.2 of the Civil Service Law by advertising the examination in such manner as the nature of the examination may require.
Fiery Reaction To Budget Cuts
From Around New York State

Fiery reaction to the State budget cuts that axed some 8,250 career employees from the State employment rolls came from all over the State.

The leader's regional correspondent staff went to various institutions and contacted CSFA local leaders for comment.

Here is the reaction from the areas affected by the Administration's sharp budget cuts:

GOWANDA — "Our employees are all shook up. They don't know where they stand or where they are going."

That was Maye Bull speaking. She's president of the Gowanda State Hospital. The hospital's 100 or so employees are being threatened with the possibility of permanent layoff, and she's been steering a stormy knife:

"They've eliminated the money," he said calmly, "and everybody is having a hard time."

"Most of the hospital employees," he said, "are maintaining a middle-road stance between 'quite calm' and 'very disturbed.'"

"Things are kind of up in the air," reported Martindale. "We have 1,500 employees but we don't know where the ball is going to bounce."

"Certainly," he continued, "We can't walk away from the patients."

Then, reflectively, Martindale observed that "we aren't going to change to another school. Probably that would cause "hundreds of children who need care and understanding to be shifted to other schools. Critics who used school treatment will be denied it, because of a lack of day treatment facilities. We'll be running on its vital responsibility to its troubled young people."

In a telegram to the Governor, the school's Civil Service Employees Assn. chapter, headed by Mrs. Metcalf Williams, said its school's closing would cause patients who are treated in the school to be reassigned to a school that is too far away to have a proper effect on their treatment. The school's 400 children "will have to go on unemployment, and the next thing is that they end up on relief. Long Island is a depressed area already, and this will just cause more depression or depression."

He added, "The public will get less service because the staff will be planning to reduce the park day from 15 hours to eight, and they are also offering to work on the parks seven days a week.

At the State University at Farmington, chapter president Mrs. Muriel Brown, said: "People took the job for job security, and now they are worried about the rug out from under you."

BINGHAMTON — State employees at the Binghamton State Hospital and the State University of New York at Binghamton are beginning to feel the effects of the freeze, anger, anxiety and uncertainty that are being felt by both institutions as they begin implementing cuts in personnel mandated by the Legislature of Governor Nelson A. Rockefeller's $7.17-billion budget.

Last Wednesday William Lacey, deputy director of administration at the Binghamton State Hospital and the State University of New York at Binghamton, announced that a strike ballot sent recently to hospital employees there was "all uptight" about the situation and a good number of staff members talked about the possibility of cutting from the payroll over the next two years.

The Binghamton State Hospital currently provides health care for some 1,450 patients in 47 wards staffed by 37 temporary employees. Once the cuts are made, the hospital will be caring for some 1,450 patients in 47 wards staffed by a staff of about 1,400. Lacey said no further cuts are expected at this time.

Weingartner said State employees there are "all uptight" about the situation and a good number of staff members talked about the possibility of cutting from the payroll over the next two years.

The question now on everyone's lips at both institutions approaches the same conclusion: "Do YOU have a strike vote?" asked the spokesman, "is there a strike vote?"

Despite the prospects of an impending strike, most employees seem to prefer sticking it out rather than rushing into a strike vote that might be premature. Their decision is perhaps, prompted by the fact that the Binghamton hospital's labor market had its highest unemployment rate on record, 7.7 percent, or about 4,700 people. The unemployment rate one year ago was slightly more than 4 percent.

There are not enough people to go on relief. The oldest people there, according to Louis Colby, president at (516) PI 2-7777. Employees in the hospital's 56-bed children's unit was being phased out, necessitating the elimination of about 50 staff positions from, as he put it, "the very high to the very low." Some patients have been sent to attendants and clothes clerks.

The abolition of this center means that 47 children ranging in age from 6 years to 14 years will be transferred to the Wye, Seneca State Hospital or other facilities. There has not even been a word on their positions will be vacated "at some time in the future." There are the jobs that are being eliminated. The employees who are placed in attendance are laid off in other areas because of the abolition of this center. The staff of employees choose to take advantage of the offers to be made void. Some of the employees who are laid off in other areas are the employees who are laid off in other areas are the employees who are laid off in other areas.

In addition, between 150 and 200 adult patients from the Middletown area will have to go on unemployment. The hospital's 47 patients will be sent to other facilities, which are said to have been defeated by some 2 weeks ago but were retained when university officials received a two-week extension of the strike vote.

Those employees were granted another reprieve on State University grounds because their case was considered of great importance. It was reported that an extension of the strike vote had been defeated at this time until June 20.

Despite assurances from Ed-ward Demoke, vice-president for finance and management, in a special meeting on the campus attended by some 300 employees and other employees, there will be no layoffs from the university. The passing of the layoff vote by the employees will be made to retain those on permanent status, one university official said. Some temporary jobs are to be cut through- out the State University system and the time of temporary and permanent layoffs is spreading. Many, the employees told The Leader, are now afraid to file grievances or protest alleged injustices because of their fear of having their protest held against them when the time comes for administra- tion officials to select those who shall go and those who shall stay.

The employee said Demoke was apolitical when he told the employees in the Don A. Randles auditorium that he was "optimistic about the future."

Demoke, according to the spokesman, said: "I don't know where there would be any dis- missals of permanent employ- ees at the State University campus."

Cuts at the State University's Binghamton campus thus far have been in the area of cur- riculum and the freeing of vacan- cy teaching slots.

Several employees have ex- pressed fears that if they are laid off, they will be imposed an undue burden on their depart- ments and may be forced to accept an inadequate place in the new department.

The general consensus is that most employees, permanent and temporary alike, are taking duties is regarded with "a lackness in the pits of their souls." No other topic is so keenly discussed in any time period. One employee said a man in her department who was laid off as the result of the publicity was very long has begun a letter- writing campaign to government officials and to Senator Democratic President Nixon, protesting the cuts. The employee added that while administration personnel appear to be sincere in their concern, she noted that there did not appear to be any upper echelon personnel meeting in any sort of discussion.

"Suspense," the employee said, "is becoming even more intense, and an assurance that the prospect of unemployment."

While some of those who may be dropped from the State payroll will be clearly laid off, and those who may be retained will be uncertain, because of their background, progress and previous status, there will be no layoffs from the State or in private business or industry, there are others who may be placed on leave.

Such as the retiree with children. In college working four hours a day to help provide an education for the child, this young woman was be- (Continued on Page 12)
Listing Of New York Metropolitan Area Legislators

Suffolk County
First District—Leor P. Giudry
(R), 1 Lark St., Centerport, N. Y. 11721.
Second District—Bernard C. Smith (R),
146th District—John R. Dunne (R),
19th St., Jamaica, N. Y. 11413.
Ninth District—Joseph M. Levy (R),
666 Shore Rd., Long Beach, N. Y.
11561.

Nassau County
Third District—Ralph J. Marino (R),
3 Lea Court, Syosset, N. Y. 11774.
Fourth District—Vacant.
Fifth District—John D. Caen-
mercer (R-C), 11 Post Ave., East Will-
sburg, N. Y. 11374.
Sixth District—John R. Dunne (R),
109 Fifth St., Garden City, N. Y.
11530. Seventh District—Norman J. Levy (R),
666 Shore Rd., Long Beach, N. Y.
11561.

Queens County
Eighth District—Murray Schwartz (D),
36 Second St., Jamaica, N. Y. 11413.
Ninth District—Jack E. P. Ston (D-C),
115-43 E. 3rd St., Jamaica, N. Y. 11412.
Tenth District—Seymour R. Thaler (D),
3 Groton St., Forest Hills, N. Y. 11375.
Eleventh District—John J. Santucci (D),
111-9 161st St., Jamaica, N. Y. 11430.
Twelfth District—Nicholas Perrino (D),

Nassau-Suffolk
Third District—Ralph J. Ma-
rio (R), 3 Lea Court, Syosset, N. Y.
11771.

Rockland County
94th District—Erene Levy (D),
94th Dist. RA, Suffern, N. Y. 10901.

Orange County
95th District—Benjamin A.
Gillman (R), 10 Coolidge Ct.,
Middletown, N. Y. 10946.

Orange-Rockland
96th District—Herbert L. Perl, 11932.
Leftech Place, Newburgh, N. Y. 12550.

Upstate Legislators
Here is the official listing of State Senators and Assem-
blymen who represent areas outside of the New York City
Metropolitan area.

Senates

Suffolk County
First District—Leor P. Giudry
(R), 1 Lark St., Centerport, N. Y. 11721.
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Listing Of New York Metropolitan Area Legislators
Names And Addresses Of Upstate Legislators

(Continued from Page 8)

Names And Addresses Of Upstate Legislators

(Continued from Page 8)

Names And Addresses Of Upstate Legislators

(Continued from Page 8)

Names And Addresses Of Upstate Legislators

(Continued from Page 8)
D of E Dept. Negotiations
Ends; Highlights Noted

ALBANY—The Civil Service Employees Assn.'s Division of Employment departmental negotiating team has released highlights of the agreement that it reached recently with Division negotiators.

The agreement, which covers Division employees in the Professional, Scientific and Technical, Administrative, and Operational Services Units, features a wide scope of job-related provisions, including these main points:

- Employees will be reimbursed for tuition for courses relating to their jobs, with a hundred dollar deductible clause;
- A copy of each promotional eligible list will be sent to CSEA Headquarters by the D of E as soon as it is received;
- Announcements of vacancies that can be filled by promotion will be posted at all local offices;
- CSEA and the D of E will consult on the development and implementation of career ladders;
- The D of E will take "appropriate measures" to protect the safety of employees required to travel into areas which have been determined by the district superintendent to be dangerous;
- An employee with 25 or more years of State service shall not be required to punch a time clock;
- Employees may review the following material which is kept on file in his local office:
  - A professional personnel selection form which relates to him;
  - All correspondence addressed to him directly or which he otherwise received as an information copy;

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- Employees may review the following material which is kept on file in his local office:
  - A professional personnel selection form which relates to him;
  - All correspondence addressed to him directly or which he otherwise received as an information copy.

Key Punch Posts

Key punch operator candidates can unlock the opportunity of being hired in that title by Suffolk County without facing prior experience requirements. The usual starting salary noted is $316 biweekly.

A written test, given the first and third Monday of each month, will involve reading comprehension, vocabulary, arithmetic and office practices; additionally, the qualifying performance test calls for the key punch speed of 53 strokes per minute. Several options on appointment exist for successful candidates.

A first option lets passers of the written test take the performance exam immediately, persons successful here to be put on a continuous eligible list. The other option permits passers of the written exam to have their names put on a list for operator training, with ten weeks to pass the second test. For more information, call the County at 516-PA 7-7000, ext. 249.

D OF SIGNS PACT—Seated, left to right, at the signing of the agreement between the Civil Service Employees Assn. and the Division of Employment are CSEA team members Jay Colon; CSEA collective bargaining specialist Bernard G. Ryan; Edward Allen, team chairman; Dorothy Honeywell, and Lillian Adams. Standing, left to right, are Lee Andrews, Jerry Pingelton, Paul Greenberg, Frank Whitson, John LaMonaco and Al Briere.
Phone Operator

Switchboard operators who would rather switch to working with Suffolk County are invited to apply for jobs that are invited to apply for jobs that are open continuously and that now pay $210 biweekly.

No minimum experience qualifications are indicated, and candidates must take a written test designed to test for: reading comprehension; vocabulary; arithmetical; office practices, and English. Candidates failing the test will be permitted to take a retest after waiting two months.

Job duties take in operating a cord switchboard equipped with plugs and jacks on a cordless switchboard of the switch key or button console variety. The written test is conducted on the first and third Monday of each month. For more details, contact the County Civil Service Dept. at PA 7-4700, ext. 249.

Correction

A name was omitted from the identification of a photograph entitled "Negotiating Team Meets" in the April 13, 1970, issue of The Leader. It should have read: Region 3, Department of Transportation negotiating team members are Chester P. Palena, chairman; Roger F. Kane, Civil Service Employees Assn. field representative; Harry W. Baron; Frank D. Hoffman; Leonard T. Prins, and Anne M. Green; and for the administration, David Perrin, Joseph Clintonman, Region 3, highway maintenance engineer; John F. Greenfield, assistant regional director and chairman of the state DOT committee; M. Donald Hewson, assistant regional waterways engineer, and Ward C. Burry, DOT regional personnel officer.

Rocky Backs Blount

Governor Rockefeller has requested the reappointment of Walter C. Blount, Jr., of Orangeburg, to the Board of Visitors to the Rockland State Hospital, for a term ending in 1977.

The idea behind the Volkswagen Squareback Sedan.

Twenty-three years ago, we had an idea for a small economy car. And it came out looking like a bug. Twenty years ago, we had an idea for a giant station wagon. And it came out looking like a box. Then we had an idea for a sedan that combined all the economy of our bug with a lot of the capacity of our box.

So you'd expect it to come out looking half bug, half box. Right? Wrong. Our Squareback Sedan looks like a small station wagon. But by squaring off its back and adding a trunk in front, our little sedan can give you over twice as much carrying space as the biggest domestic sedan.

Years ago, we learned the important thing isn't the way a car looks on the outside, but how it works on the inside. And so it's just as true today as it was then: You can't judge a Volkswagen by its cover.
Employee Reaction

(Continued from Page 7)

unable to find a job, despite her obvious intelligence, and spent three years after graduation working in a Sheltered Workshop for the handicapped before landing her present full-time position on the SUNY-Binghamton campus. "I learned a great deal in the help of the Broome County anti-poverty agency. Opportunities for Broome, Incorporated.

Despite her handicap, this young lady, with the assistance of her department supervisor, passed her civil service test for temporary certification on the third try after working there for a little more than a year. Her "perseverance and difficulty in writing" were cited by her supervisor as the reason for her successful test.

The girl's supervisor has characterized this young lady as perhaps the most conscientious employee in her department . . . an extremely good and willing worker." If she is removed from the university's payroll after June 30, she told The Leader, her only recourse would be to draw unemployment insurance until such time as she could be returned to her father's social security pension as a total dependent. "The prospects," she said, "of finding work elsewhere is remote." Aside from the loss of economic independence, the dismissal of this young woman could mean the destruction of her self-confidence she has gained in being able to perform the tasks at hand.

When the thought of losing her present job is, she said, always uppermost in her mind, accompanied by fear and worry about whether she will be able to get another job or even where to look. Her supervisor mirrored her concern. "Although the State assures those who are certified to such a course in the Bing-
hamton area is that with 9,500 other people looking for a job, that's an awful lot of competition.

BUFFALO—Leaders of Civil Service Employees Association, organizations in Western New York reacted with surprise, indignation and anger at the job-cutting disclosures of the State budget. Most agreed the State was spending costs in the wrong places and suggested the State was spending some of the "graft in the Albany area."

(Continued on Page 15)
Dear

We, the undersigned, are firmly opposed to budget cuts which drastically affect the lives of State employees and affect the economy of our community.

In addition, we feel that all consultant services should be cancelled and all political appointments made during the past fiscal year be repealed immediately.

Name

Address

...
Employee Reaction

(Continued from Page 12)

Here's a sampling of comments by CSEA leaders in State positions: John Adamski, president of the Western Conference and president of the Rochester Park Memorial Hospital chapter—"I feel very badly about some of these dedicated State employees. Where we are going to turn now? Supposedly Civil Service protects them from losing their jobs. We also have a contract that protects them from losing their jobs."

"It's dangerous to make budget cuts and it's fine to cut taxes, but don't hit the poor man, the low paying man, the people at the top and eliminate some of those higher paying jobs."

"I can't see anyone's job. What I can see is stopping some construction. The patient is in a hurry who suffers. I think that's an unprincipled one on the part of the legislators."

Fred H. Hober Jr., Buffalo chapter president, "There's a strictly a political move, I believe that this is an effort to make the legislature look good. I don't think that's a very attractive thing, a very unprincipled feeling, especially when the legislators will look out of that."

"Whenever there is a reduction, they hit where it hurts the most, the low paying jobs. There's a great deal of money that could be saved if the various legislators would stay out of some of their tactics."

John J. Hennessey, Buffalo chapter treasurer, and former CSEA Statewide treasurer—"The cut should come from other than personnel services. Most of these employees are providing a very needed service, and most of them are very dedicated to their positions. In many cases it's a catastrophe to work so many years for government and then find with only two weeks notice that you aren't going to have a job to return to.

"I almost think that the State should have consulted with the employees when they probably found out on their proposed layoffs. Consultants and others on the State pay roll could have been used before the dedicated civil service workers, the individual who had strived throughout the State through lists to obtain his preferred position only to find out he doesn't have a job."

"It's terrible with all these layoffs. What chance does a civil service person have of going back to work in a job comparable to his old job? It seems like an impossible situation."

"Genevieve Clark, Western Conference second vice-president—"We were a little shocked that it happened today. We feel very unfulfilled in our feelings, especially the permanent employees. Why do you place the blame? I can't understand it."

"All of a sudden people with tenures of 30 years are being phased out of jobs and certainly that's no job security."

Paul Angelides, president of the Buffalo State Hospital union—"I feel we should support the CSEA. We believe in what ever the Association decides should be done. We're going to have to be prepared to go to court. If there are going to be cutbacks, there are other areas they can make their marks without, rather than to hit the small wage earners."

"I know right here in this institution, we have volunteers that are being paid pretty big money. I think they are going about it in wrong way."

"I find hard to believe they would take away services and stop paying incentives. It's a step back in Mental Hygiene—we're going back to the days of custodial care."

"ROCHESTER—This is only the beginning," says Civil Service Employees Association chapter president Samuel Groussfeld, whose chapter represents all State workers in Monroe County, except those employed by the Department of Transportation, and Rochester State Hospital.

"We've already received staff reduction notices, and speaking for the Motor Vehicle Dept., Tax and Finance Division,

Division of Employment and agencies providing Mental Hygiene and Social Services. "All services and training helping the disadvantaged to find employment opportunities will be wiped out.""

Bob Saunders, president of the Rochester Department of Transportation chapter; Carmen Farguris, president of the State Industrial and Agricultural School at Industry chapter; Susan Couther, president of the Brockport SUNY chapter; and Norman Long, president of the Mt. Morris Hospital chapter, and Margaret Stith, president of the State University of New York at Brockport, commented on their members' status with this paragraphs:

"Either civil service employees will be eliminated, with the few remaining employees having incomes at the time at which they are unable to cope now with the work loads and agencies or the agencies will be phased out altogether."

"Margaret Anastasia, president of the Albion Training School chapter, pointed out that her facility is being phased out entirely.

"Dorothy Hall, president of the Rochester State Hospital chapter, said the hospital has been working with only 50 percent of its allotted staff, so no layoffs are scheduled at this time."
State and will affect both new
rollments will mean a reduction

in Los Angeles will be closed. Also
which the University will have
utility cost increases and other
program, which enables students
inmates will be closed as an institu-
tional. Five vacant parole officer
will be suspended this year.

Campus schools will maintain
inmates which will reflect a clearly
decision to maintain a Bureau to
serve the needs of the college

There will be a general reduc-
tion in staff for all camps to

Department of Environmental
Conservation
Funding reductions in the De-
partment of Environmental Con-
servation will be a result of a
number of facilities elimi-
nated; five filled position will be

The State forest lands and services
to the forest lands and services

All four State game farms
will be closed. Sampson State
ports will be discontinued. The

Existing student employment
gain of 140,000 as stated in the Ex-
cutive Budget.

The Nation will have to be
in camps across all the State

The decrease in en-
rolment will not provide
of about $1.1 million which the University will have to
obtain new funding for additional program cuts.

The University’s student enrollment growth plan-
ned to enroll about 3,000 students, to cur-

The University’s study abroad program will continue to study abroad at least to the
same campus will be curtailed, with about 400 students not per-

About 500 permanent and temporary

The Nassau Bus Improvement
plan and special urban area plans

The navigation season on the

The Department of Social Serv-
ices will have to be reviewed.

The Department of Business
will be abolished. Sixty-six part-time
will be required as well as a

About 1,300 vacant positions will be

All State Agencies—
unemployment programs. Funds, while reduced, remain available for the
unemployment programs and to con-

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Tri-State Transportation
The Nassau Bus Improvement
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CIVIL SERVICE LEADER, Tuesday, April 27, 1971