CSEA GETS BAN ON JOB FIRING

As State Workers Suffer, Governor, Legislature Take Good Care Of Their Very Own

BY PAUL KYER

While the futures of thousands of State employees are on the brink of going down the drain, the pet programs and people of Governor Rockefeller and the leaders of the Legislature can still look ahead to golden days.

Despite the fact that the Civil Service Employees Assn. has now forced the State Administration to disclose the amounts of monies paid to various consultants, the Governor's office has week released a barrage of reasons why it was necessary to keep these consultants on hand.

Security Unit Dues Payments

ALBANY — The Civil Service Employees Assn. has worked out methods of payment of CSEA dues and insurance for CSEA members in the State Security Services Unit, who no longer will have their Association dues and insurance deducted from their paychecks.

Council 82, AFSCME, representatives of the Security Unit, has negotiated exclusive payroll deductions for the members of that unit. The last time CSEA dues and insurance deductions were taken out of members' paychecks was in the payroll period ending April 21, if the employee is on a State departmental payroll, and on April 28, if the employee is on an institutional payroll, including correctional institutions.

Initially, CSEA will directly bill each affected member for dues and insurance in bills covering five bi-weekly pay periods, a spokesman explained.

After the employee pays this first bill, a direct pay account covering dues and group life insurance will be established for him by CSEA—while separate future billing for accident-health insurance and supplemental life insurance will be accomplished through direct pay accounts set up and operated by Ter Bush and Powell Insurance Agency.

The spokesman urged all CSEA in the Security Unit to continue their membership in CSEA, since, he said, the Employees Association will be challenging Council 82 this Summer or Fall, and expects to win back representation rights for those in the unit.

Court Bars Layoffs, State Fights Action

ALBANY — The Civil Service Employees Assn. last week won the first round in its battle to save the jobs of thousands of State workers when Albany County Supreme Court Justice Russell G. Hunt granted a preliminary injunction restraining the State Administration from laying off any additional employees in connection with State budget cutbacks.

The preliminary injunction prohibits the State from laying off any employees who are now on the payroll, even if they already have been given their termination notices.

At Leader press time, a move by the State in the Appellate Division to set aside the injunction was aborted when the court threw out the State appeal on the grounds of a technical error.

Justice Hunt, in granting CSEA's application, also heard arguments from attorneys for the union and from the State Attorney General's office on CSEA's legal action to have the State budget declared unconstitutional. He directed attorneys for both sides to submit briefs on the issue by early this week.

In a separate action, a court battle is going on to prevent the State from permanently closing down the Civil Defense Commission and firing its employees.

CSEA contends the budget, in accordance with Article Seven of the State Constitution, must be drawn up on a line item basis and avers that the Governor's budget and accompanying budget bills violated its provision by the inclusion of lump sum appropriations.

CSEA attorneys arguing the case are John C. Rice and Samuel Jacobs.

The lawsuit was authorized by the CSEA Board of Directors at a recent meeting. At that session, Solomon Bendet, CSEA second vice-president, graphically demonstrated the differences by showing board members copies of a new and an old budget. This year's budget was one-third the size of last year's in text and one billion dollars more in proposed expenditures.
Don't Repeat This!

CSEA Abandoning Political Neutrality

One of the most important and possibly far-reaching reactions to come out of the current assault on the security of State employment, evidenced by the attempted firing of nearly 10,000 workers, is that the more than 200,000-member Civil Service Employees Association has decided to abandon its more than 60-year-old stance of political neutrality.

Since its formation, the Employees Association has resisted all attempts to get it to endorse candidates for the offices of governor, attorney general, of State workers has apparently virtual partners in wielding the power, training and development phase, with $1.7 million allocated for such purposes.

Reorganization Of Thruway Threatens Aides, Wenzl Says

ALBANY—President Theodore C. Wenzl of the Civil Service Employees Assn. has announced the Thruway's failure to inform employees of details and effects of a proposed super-highway, due to the proposed reorganization, now under consideration by the Thruway.

Wenzl has accused Wenzl of misleading Thruway workers and had labelled the CSEA's leader's statement of fear of job layoffs "totally false," in a letter sent to all Thruway workers.

"It is not retracting my statement of fears of layoffs, but I am not retracting my comment," Wenzl said, "nor am I adding my 'reassurance' to his, as he requested, that there would be no layoffs if this plan were implemented. In a good conscience, I cannot say that I have been sufficiently reassured by him or by his executive staff as to what affect this plan could have on Thruway employees."

Accepts Oswego Job

Governor Rockefeller has announced the resignation of John A. Davis of Oswego as a member of the Port of Oswego Authority for a term to expire in 1974.

Steno Applicants

Clerk-steno 600-12, salary $6,200 to $8,065, is needed at the U.S. Naval Station, Brooklyn. Duties consist of the following:

- Performs a combination of clerical and stenographic duties
- Activities include typing and transcribing dictation, including non-specialized or recurrent technical terminology, maintaining files, reports, correspondence, documents, etc., composing and revising correspondence.
- Must be a qualified typist and stenographer.

Further information and application forms may be obtained by writing to the Office of the Personnel Director.

Steno type reporting

U.S. Gov't approved for foreign student.

You choose Stenotype reporting or legal/executive secretarial courses.

Call for Free catalog, WO 2-0002

STENOTYPE ACADEMY

EARN COLLEGE GRADS PAY!

Men—Women—We'll show you how high school graduates can earn college grads pay.

No prior steno needed. Use simple ABC's. Attend days or 2 evenings or Saturdays.

You choose Stenotype reporting or legal/executive secretarial courses.

Call for Free catalog, WO 2-0002

STENOTYPE ACADEMY

HIGH SCHOOL BUSINESS INSTITUTE

- ACCEPTED FOR CIVIL SERVICE
- JOB PROMOTION
- EXCELLENT TEACHERS
- SHORT COURSES - LOW RATES
- VETERAN TRAINING: 933-0700

113 EAST FORDHAM ROAD
BRONX 10462 253-0700

State Announces Further Postponement Of Exams

For the second time this month, the State Department of Civil Service has postponed a series of examinations. The announcement includes many oral and written open competitive and promotional exams originally scheduled for May.

Mrs. Eesa H. Poston, president of the State Civil Service Commission, said, "As a result of the recently passed State budget, these examinations have been postponed because of lack of implementation of programs and re-assignment of present State employees."

"We are proceeding with some examinations where there are indications that certain positions may be filled within the foreseeable future," she added.

The postponed exams are:

**Principal Level Promotion Exam**

No. 34-470  Prin. Clerk
No. 34-471  Prin. Clerk (Estate Tax Appraiser)
No. 34-472  Prin. Clerk (Personnel)
No. 34-473  Prin. Clerk ( Personnel)
No. 34-474  Prin. Clerk (Purchase)
No. 34-476  Prin. Clerk (Supply)
No. 34-478  Prin. Statistics Clerk
No. 34-479  Prin. Stores Clerk
No. 34-480  Prin. Stenographer
No. 34-481  Prin. Stenographer (Law)
No. 34-482  Prin. Typist (Budget)

May 8 and 22 Promotion Exam

No. 34-485  Asst. Civil Engr. (Mats.)
No. 34-486  Asst. Civil Engr. (Phys. Research)
No. 34-487  Asst. Soils Engr.
No. 34-489  Assoc. Computer Progrmr.
No. 34-494  Assoc. Computer Progrmr. (Selrn.)
No. 34-495  Computer (System Analysis)
No. 34-438  Estate Tax Examiner
No. 34-496  Assoc. Underwriter
No. 34-497  Chf. Bev. Control Investig.
No. 34-498  Chf. Group Medical
No. 34-537  General Park and Parkway Foreman
No. 34-456  Mgt. Positions in EDP
No. 34-513  Prin. Disease Detection Tech.
No. 34-514  State Tax Examiner
No. 34-497  Underwriter
No. 34-491  Sr. Bev. Control Investig.
No. 34-495  Sr. Computer Progrmr. (Selrn.)
No. 34-512  Sr. Disease Detection Tech.
No. 34-437  Sr. Estate Tax Examiner
No. 34-553  Sr. History Tech.
No. 34-540  Sr. Lab. Techs. (Various)
No. 34-504  Sr. Law Department Investig.
No. 34-457  Sr. License Investig.
No. 34-499  Sr. Underwriter
No. 34-458  Supvng. License Investig.
No. 34-473  Underwriter

May 8 and 22 Open-Competitive Exams

No. 23-422  Jr. Artist Designer
No. 23-423  Asst. Civil Engr. (Mats.)
No. 23-452  Disease Detection Tech.
No. 23-473  General Park and Parkway Foreman
No. 23-421  Jr. Artist Designer
No. 23-443  Law Dept. Investigator
No. 23-459  Museum Exhibits Designer
No. 23-477  Narcotic Investig.
No. 23-472  Office Medical Investigator
No. 23-474  Park and Parkway Foreman
No. 23-473  Parkway Foreman
No. 23-479  Pharmacy Inspector
No. 23-478  Pharmacy Investigator
No. 23-410  Sr. Computer Programmer (Selrn.)
No. 23-453  Sr. Disease Detection Tech.
No. 23-472  Sr. Histology Tech.
No. 23-546  Sr. Lab. Techs. (Various)
No. 23-438  Underwriter

Oral Test/Evaluation of Background

No. 27-064  Asst. Water Resources Planner
No. 27-133  Chf. Bur. For Mentally Handicapped Children
No. 27-452  Chf. of Police
No. 27-463  Coordinator of Aftercare Prg. Svcs.
No. 27-090  Dir. of Housing Planning
No. 27-123  Health Facilities Planner
No. 27-228  Physician (Dentistry)
No. 27-122  Physician (Pediatrics) II
No. 27-121  Physician (Ortho. Surg.)
No. 27-100  Physician (Rheumatology)
No. 27-083  Sr. Mun. Mgt. Specialist
COMMACK - Almost 3,000 employees from State hospitals on Long Island, rallying last Thursday night to discuss action to fight planned layoffs, cheered the news that the Civil Service Employees Assn. had secured a court restraining order halting any cutbacks.

State first vice-president Irving Flaumenbaum, who presided, and president Theodore C. Wenzl, explained the legal moves taken to protect the employees.

By acclamation, the foot-stamping, shouting throng called for a walkout if the State employee from State hospitals that the 55,000-member Long Island Conference, which has been decided in this action," Randolpoh V. Jacobs, president of the Metropolitan New York Conference, pointed out.

"Not one of us is safe," says Al Veroachchi, president of the Stony Brook University chapter, CSEA, in addressing the throng attending the rally.

"The darkest days in the history of the Department of Mental Hygiene" were vividly described by Joseph Aiello, president of the Kings Park State Hospital chapter.

CSEA State president Theodore Wenzl assured the crowd, mostly composed of employees in the Department of Mental Hygiene, that all possible action is being taken to prevent any job loss in State service.

Flaumenbaum also told the hospital workers that the 55,000-member Long Island Conference had voted its full support. He urged the employees to prepare for political action: "Next year - when we go to the polls - we have got to knock out those people who knocked out these jobs." There were cheers again.

Typical of those threatened with job layoffs were Mrs. Karen Lindstrom, Charles Reed and John Keenan.

Typical Problems

Mrs. Lindstrom, an attendant at Central Islip and the sole support of her two children, said she had received a notice that she would be laid off May 23, and that she "cried a lot." She said she had taken a State job because she had thought that it would provide security.

Reed, the head of a seven-man safety department at Suffolk Psychiatric Hospital, protested that some provisonals under him had been reassigned while he received the pink slip. He has six years of seniority. "I'm the only one to go," he said bitterly. "I feel there is a racial tone to it."

Keenan, of the Central Islip paint shop, said he got the pink slip despite the 16 years of seniority and knew of others with more. "Guys with two to five years time, under me, are staying," he protested, "because they are in a lower grade. It seems that the State is trying to get rid of the higher grades in the competitive service."

Gowanda Chapter Cancels Party For Retirees; Chapter President Decrees State Hospital Cutbacks

GOWANDA - "No one felt they wanted to come to a wake," Maye Bull said in announcing the cancellation of the annual Gowanda State Hospital Civil Service Employees Assn. dinner for retired workers and workers with 25 years or more service.

The dinner was scheduled July 24, but Miss Bull, president of the hospital CSEA chapter, which has been dedicated by personal cutbacks ordered in the State budget, canceled the affair after consulting members.

At Gowanda, four buildings and the hospital farm, a fixture since the turn of the century, were earmarked for closing.

200 Aides Fired

More than 200 persons were slated to lose their jobs, including 130 persons in ward service, 19 farm workers and 68 workers employed in supporting services, such as carpenters and electricians.

The job and facility rollback also prompted State officials to order 150 patients at the hospital transferred to Buffalo State (Continued on Page 16)
what price economy?

if 8,500 policemen stop walking the streets of New York-
will you walk the streets of New York?

Before it's too late, write, wire, or telephone Governor Rockefeller, Mayor Lindsay and all your state and local officials.

PATROLMEN'S BENEVOLENT ASSOCIATION OF THE CITY OF NEW YORK

EDWARD J. KIERNAN, PRESIDENT
250 Broadway, New York, N.Y. 10007
Monticello - The impact of the Taylor Law on public employees and government was the prime topic of consideration at this year's tri-conference annual workshop at Kuhsler's Country Club.

The Taylor Law and the resultant Public Employment Relations Board were described by the PERB chairman, Dr. Robert D. Helsby, who said in part: "While our experience in that short span of time has been varied and considerable," he stressed, "we continue to proceed on the basis that the Law is an experimental instrument, that its provisions are being tested daily, and that we do indeed need to constantly assess our experience to determine whether it is satisfactory for the purposes intended."

Helsby continued: "Whatever the view of the Taylor Law and PERB at any particular time, I submit that we have achieved considerable distance from May 1967, when a mass rally was held in Madison Square Garden to push for repeal of the Law. While there are some who undoubtedly feel that repeal of the Law and abolition of PERB are the best solutions to their problems, most knowledgeable people are now likely to propose constructive changes in the Law. "Even so, a considerable amount of time and energy is still spent in finding the time of controversy, attempting to label PERB as pro-labor or pro-management or impeaching the motivations of individuals. It is reasonable to expect sophisticated criticism in the heat of labor relations battles. But for the long term the cause of developing a workable public sector labor relations system will be advanced more by rational dialogue and thoughtful criticism than by broadside accusations which undermine the fabric of the process itself."

"Tell me no mistake about one thing - there is no claim that either the Law or the Board has achieved perfection. Indeed, labor relations is just one phase of human relations - a very complex phase. I might add - and human relations in any sphere has not yet achieved perfection. I suppose that the basic reason for this is that we have not yet discovered the perfect human being. However, I am not apologizing for the Law, the Board, the PERB rules. Rather, I come before you today with a real sense of pride in the progress which our State has achieved to date and in the one-and-one-half years. I am here to share that experience with you, known to everyone. You have been a vital part of it. Particularly in comparison with what has transpired in other states and nations, the Taylor Law experience in New York is one of which we can be proud."

"Even in the relatively short history of the Taylor Law and PERB, concerns and priorities have changed. The major initial problems was educational. A wholesale change in the way labor relations was approached, and labor relations is just one phase of human relations - a very complex phase. I might add - and human relations in any sphere has not yet achieved perfection. I suppose that the basic reason for this is that we have not yet discovered the perfect human being. However, I am not apologizing for the Law, the Board, the PERB rules. Rather, I come before you today with a real sense of pride in the progress which our State has achieved to date and in the one and one-half years. I am here to share that experience with you, known to everyone. You have been a vital part of it. Particularly in comparison with what has transpired in other states and nations, the Taylor Law experience in New York is one of which we can be proud."

"The story of the Taylor Law and PERB, concerns and priorities have changed. The major initial problems was educational. A wholesale change in the way labor relations was approached, and labor relations is just one phase of human relations - a very complex phase. I might add - and human relations in any sphere has not yet achieved perfection. I suppose that the basic reason for this is that we have not yet discovered the perfect human being. However, I am not apologizing for the Law, the Board, the PERB rules. Rather, I come before you today with a real sense of pride in the progress which our State has achieved to date and in the one and one-half years. I am here to share that experience with you, known to everyone. You have been a vital part of it. Particularly in comparison with what has transpired in other states and nations, the Taylor Law experience in New York is one of which we can be proud."

"The story of the Taylor Law and PERB, concerns and priorities have changed. The major initial problems was educational. A wholesale change in the way labor relations was approached, and labor relations is just one phase of human relations - a very complex phase. I might add - and human relations in any sphere has not yet achieved perfection. I suppose that the basic reason for this is that we have not yet discovered the perfect human being. However, I am not apologizing for the Law, the Board, the PERB rules. Rather, I come before you today with a real sense of pride in the progress which our State has achieved to date and in the one and one-half years. I am here to share that experience with you, known to everyone. You have been a vital part of it. Particularly in comparison with what has transpired in other states and nations, the Taylor Law experience in New York is one of which we can be proud."

At the annual workshop were representatives of the Metropolitan and Southern Conferences who took part in the program during the two-day meeting at Kuhsler's Country Club.
The Public — And Civil Service — Be Damned

No matter which way you look at it, public employees are getting in the neck everywhere in New York State. And you don’t even have to be a working civil servant to feel the crunch. On top of threatened firings, furloughs and what-have-you, Mayor Lindsay even went after retired City workers last week and asked permission to stop a scheduled cost-of-living pension increase for them.

Oh, boy!

On the state level, Governor Rockefeller and the Legislature did get stopped for the time being in their war against the Civil Service Employees Assn. got an injunction against the furloughs on the grounds that the whole state budget was illegally drawn up. But this move hasn’t kept the State Administration from defending the retention of consultants, who are costing more than the payroll when the Civil Service Employees Assn. got an injunction of consultants, which are costing more than the payroll.

The question arose when, in December 1968, some 300 probation officers in New York City engaged in a work stoppage in support of their demands for higher pay. The Civil Service Employees Assn. then applied to the Trust Fund Board of the Civil Service Employees Assn. for a temporary increase in their pay. The Trust Fund Board approved the increase, and the City of New York then entered an opposition to the decision of the Trust Fund Board.

The question then arose as to whether or not it would be going to file charges against the Probation and Parole Officers Association pursuant to Section 210 of the Taylor Law. The Judicial Conference response was that no charges would be filed since it was the opinion of the Administration Board that the Taylor Law did not apply to the judicial branch of government or its employees.

The question was submitted to the Appellate Division, Third Judicial Department, for decision. That court held on June 2, 1970, that the Taylor Law applied to employees in the judicial branch of government. (34 A.D. 2d 252.) This decision was affirmed by the Court of Appeals without opinion in April 1971.

The Appellate Division held that the Legislature clearly intended that the statute apply to the judicial branch of government. The Governor’s nomination, headed by Professor Taylor of the University of Pennsylvania, which drafted the law, specifically noted that the term “State employees” included the employees working for the judicial branch of government. The language of the statute is too plain, and the legislative intent too clear, to permit a construction excluding the judicial branch or its employees.

THE ADMINISTRATIVE Board of The Judicial Conference contended in the suit that to apply the Taylor Law to court personnel would violate the authority and responsibility for the administrative superintendence of the unified court system for the State. A public employee is defined in Section 201 as “any person” holding a position by appointment or employment in the service of a public employer, except the State militia.

The Appellate Division also pointed out that “public employer” as defined in Section 201 of the Act includes the State of New York and any other public corporation, agency or instrumentality or unit of government that exercises governmental powers under the laws of the State. A public employee is defined in Section 210 as “any person” holding a position by appointment or employment in the service of a public employer, except the State militia.

The Appellate Division also pointed out that “the language of the statute is too plain, and the legislative intent too clear, to permit a construction excluding the judicial branch or its employees.”

**Social Security**

Q. My wife collects social security as my dependent. She just started work and will make more than $1,800 this year. How will this affect our checks?

A. Your check will stay the same, because it would have been affected if you had not retired. But your wife’s benefits will be reduced according to the amount she earns.

**CIVIL SERVICE TELEVISION**

Television programs of interest to civil service employees are broadcast daily over WNYC Channel 11. This week’s programs are listed below.

Tuesday, May 4

9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.

11:30 a.m. — Community Action. "Planned Parenthood." 1:30 p.m. (color) — Around the Clock — NYC Police Dept. training series.

2:00 p.m. — Your Right to Say It — "Can Welfare Problems Be Solved?" Edward Sieveck of HEW.

3:00 p.m. — Return to Nursing — Refresher courses. No. 12, "Post-Operative Care." 7:00 p.m. (color) — Around the Clock — NYC Police Dept. training series.

Wednesday, May 5

9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.

2:30 p.m. — Police Commissioner Reports — NYC Police Dept.

3:00 p.m. — Return to Nursing — Refresher courses. No. 13, "Post-Operative Care.”

5:00 p.m. — American Govt. — "The President." 7:00 p.m. (color) — On the Job — NYC Fire Dept. training programs.

8:00 p.m. — Urban Challenge: Discussion of special event planned for "Bronx Day.

Thursday, May 6

9:30 a.m. — Around the Clock — NYC Police Dept. training series.

1:30 p.m. — Around the Clock — NYC Police Dept. training series.

2:30 p.m. — Police Commissioner Reports — NYC Police Dept.

3:00 p.m. — Return to Nursing — Refresher courses. No. 11, "Post-Operative Care.

7:00 p.m. (color) — Around the Clock — NYC Police Dept. training series.

Friday, May 7

9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.

11:00 a.m. — Frontline, NYC — "While Happening In Our School." Ed. of Freedom.

1:00 p.m. — American Government — "Framework of Freedom."

Saturday, May 8

10:30 a.m. (color) — With Mayor Lindsay — Weekly interview with the Mayor.

Monday, May 10

9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.

2:30 p.m. — Police Commissioner Reports — NYC Police Dept.

3:00 p.m. — Return to Nursing — Refresher course for nurses. 7:00 p.m. (color) — NYC Police Dept. training series.

**Coronary Care Forum**

ALBANY — A day-long seminar on intensive care and coronary care units in hospitals will be held Wednesday at Albany, Dr. Holis B. Ingraham, State health commissioner, has announced.

Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.
Why do we Recognize Blue Shield?

Because they know what they're doing

Blue Shield for physician’s charges is the one plan that makes sense. Blue Shield invented the whole idea of prepayment for medical and surgical services and over the past 25 years they've worked out the problems with experience. They've cut red tape to a minimum which means their operating costs are probably the lowest in the business.

Another thing. Blue Shield is non-profit. And while others are too, Blue Shield benefits are the realistic, important benefits that spell the difference between worry-free recovery and financial hardship.

An overwhelming number of physicians in New York State participate in Blue Shield. In fact, most doctors cover their own families with Blue Shield. If there was a better plan — you know that we would have it.

But the fact is. There isn’t.
Conference presidents and their dinner speaker. Left to right: Randolph Jacobs, Metropolitan Conference; George Koch, Long Island Conference; Edwin G. Michaelian, Westchester County Executive and dinner speaker, and Nicholas Puzziferri, Southern Conference.

Statewide Secretary Dorothy McTavish.

CSEA Statewide president Theodore C. Wenzl.

Metropolitan Conference president Randolph Jacobs.

All ears are tuned to the speaker, Dr. Robert D. Helsby, chairman of the State Public Employment Relations Board, as he addresses these delegates to the annual Tri-Conference Workshop at Kutsher's Country Club.

Robert D. Helsby, chairman of the State Public Employment Relations Board, addresses the gathering while Nicholas Puzziferri, moderates the program.

Frank Sanders of New York City asks a question.

George DeLong, fifth vice-president of the Statewide CSEA, asks a question. Awaiting the reply in front of him is George Shivery.

A second vice-president Solomon Benet.

Long Islanders Larry Doyle, left, Irving Flamanbaum, second from right, and George Koch, right, discuss the program with Dr. Helsby.
Irate Western Conf. Delegates Denounce Personnel Budget Cuts; Wenzl Says Public 'Hoodwinked'

GENESEO—State Civil Service Employees president Theodore Wenzl told a meeting of the CSEA’s Western Conference here recently that the public is being hoodwinked into thinking money is being saved by indiscriminate laying off of State employees.

"It’s a fraud," he said. "There’ll be no savings. In a few years it'll end up costing taxpayers more because of the breakdown in essential State services."

Wenzl said normal attrition of manpower through retirements and deaths "will in the long run save more money" than the "unbelievable" legislative action taken in the name of economy.

Wenzl spoke in an afternoon general meeting, which followed a County workshop in the morning, held at the College Union of the State University College.

"We in CSEA," said Wenzl, "feel that it’s too massive and critical a problem to be dealt with the way the Legislature has. Legislators actually know very little about employment and State positions."

"They simply used a pencil on certain jobs that they, in their wisdom, decided should be done away with. They look so many

Photos — Page 14

"positions here, so many there, added up the costs of these jobs and then lopped them off.

"You simply don’t treat the civil service system and State employees in such a cavalier way."

Wenzl said that the State is adding to the money problems when it puts 4,000 to 6,000 people out of work.

"These people, with their income tax and sales tax, mortgage payments will fall by the wayside. People will go on relief, and there’ll be court tests and other costs associated with these layoffs," he said.

He said that the State is adding to its costs from the brand new jobs it set up to handle its layoffs.

"All of these things should have been accounted for before layoffs were ordered to see if there would be any actual savings," he said.

"The end result," he added, "will be no savings. The public is being hoodwinked and must be made aware of this."

Flaumtenbaum Notes Support CSEA first vice-president Ev- lyn Flaumtenbaum, who is also the president of the largest chapter in the State, Nassau County, reiterated to the dele-
gates the support he is rallying among County and local govern-
ment employees.

"I have culcuded with other local government chapter leader-
s and we are behind our brother-
s and sisters in public em-
ployment unionism 100 percent."

"We will be there under the one CSEA flag if any type dem-
onstration or job action is called for by the State delegation. As we have shown in the past, we are all civil service employees, we are all members of CSEA."

"We will not be frightened or split. It will be all for one and one for all."

William Doyle, president of the Niagara County chapter, urged all CSEA officers and members to write letters to their legislateurs asking that "political chaff" be removed from their staffs.

"Every single legislator has his payroll loaded with political hacks, but nothing is being said about dropping them," Doyle said. "The Governor is busy dropping the little guy while some of these political hacks are being paid up to $30-00 a year."

In a question-and-answer ses-
sion, Wenzl said that the CSEA has been assured that there will be no interference in checking for persons being laid off who want to relive rather than wait for re-employment.

Joseph Dolen, director of local government affairs for the CSEA in Albany, warned leaders to be careful in the selection of their successors.

"Increasing sacrifices will be demanded of people in leader-
ship roles," he said. "We won’t know until 1980 what effect the Taylor Law and other legis-
lation will have."

"Meanwhile our competitors will be surfacing again. The challenge will continue."

"In organizing and reorganiz-
ing your chapter, be very selec-
tive and discuss it with people with vitality who will rally around the flag for you and the CSEA."

John Adamkis, Conference president who conducted the meeting, urged members to send questions about the proposed re-
structuring of the CSEA to him before the next Western Con-
ference meeting.

Restructuring will be discuss-
ed at the meeting, which will be held June 11 and 13 at the Quality Court Motel, 9500 Pine Ave., Niagara Falls.

Workshops in the morning under the direction of chairman Frank Talomie, Conference vice-

president, focused on the CSEA legislative program, a meeting of County delegates scheduled for May 16, 17 and 18 at the Granit Hotel in Kortumnok, and on the dental health program.

Talomie reminded members that State employees have had such a program since April, but that only three Counties in the State have included dental care among the benefits they offer.

The State plan has a $50 deductible for individuals and $150 deductible for families, he said. Costs, depending upon ser-
ices offered, range from $100 a year for individuals to $1,000 for families.

After the deductibles, the State pays 70 percent of the scheduled costs in both the indi-
vidual and family contracts, he said.

Talomie said the cost to County employees will depend upon the size of the County contribution which can be nego-
tiated. Nassau County, he point-
ed out, has a better plan than the State's.

Adamaki said that about 80 percent of the members of the Western Conference were repres-
ented at the afternoon meeting.

Cocktails, dinner and dancing concluded the day at the nearby Slaineson Restaurant.

CSEA’s Geneseo BUNY chap-
ter was host chapter.
CSEA Wins
Safer Offices
In Port Jervis

PORT JERVIS—Division of Employment workers in local office 114 here now need no longer fear going to work in the morning.

The employees, who spent several weeks working in a downtown Port Jervis office building after the building had been condemned and a similar downtown building had collapsed killing four people, have now been moved to new offices, thanks to efforts by the Civil Service Employees Assn., their union representative.

The old building at 7 Sussex St. was condemned by State Inspectors after the employees had asked for a field inspection of the building because of the tragedy involving a three-story commercial building on Pine St. "The State condemned the building itself," Amodeo said, "but because of the terminal red tape, the employees were forced to work in that death-trap for weeks and weeks. CSEA applied pressure and finally the office equipment and the workers were moved into new offices in mid-April."

---

A funeral should never cost more than a family can afford.

- Walter B. Cooke

Walter B. Cooke, Inc.

FUNERAL HOMES

- QUEENS, BROOKLYN, MANHATTAN AND THE BRONX
- NEW YORK CITY AND THE BRONX
- QUEENS, BROOKLYN, MANHATTAN AND THE BRONX

---

1-2-3-4

Week European Packages

2-3-4 Weeks including DO-IT-YOURSELF and ESCORTED PACKAGES to all cities.

LANDO • PARIS • ROMA • MALLORCA • VIENNA • AMSTERDAM • ATHENS • MADRID • MALLORCA • INDIA • AFRICA • RUSSIA • ORIENT • CALIFORNIA • ROUND- THE-WORLD

---

Boulevard of broken dreams.

It's sad.
When you think of all the shiny, late model cars that find their way to lots like these.

What's worse are some of the price tags you find in the windows.

But when somebody's in the business of buying and selling used cars, he goes by the book.

The NADA Official Used Car Guide.
And the Guide will tell you that most cars lose just about half of their original value during the first three years.

But then, most cars aren't Volkswagens.

According to the Guide, the same Volkswagen Beetle that sold for about $400 less than the average economy car three years ago, now sells for about $200 more.
That's because we spent 23 years making a Volkswagen work better, instead of just making it look different.

So before you invest your hard-earned cash in a new car, think about the resale value of a VW.
And while you're at it, think about the money you don't have to spend to own and operate one.

Pleasant dreams.
Meat Lover's Paradise!

Meat makes the meal...that's why thousands of homemakers depend on Albany Public for the finest beef for their dinner table. Every cut of beef is government inspected and graded USDA Choice!
The Taylor Law -- Pros and Cons

(Continued from Page 5)

under which public employers work for the duration of the contract. In short, most local governments in New York State with significant numbers of employees are engaged in an annual round of negotiations with organizations representing their employees. In spite of all the smoke and thunder, the strike prohibition does not seem to be particularly relevant to most bargaining situations.

Conclusion

"In short, the impact of the Taylor Law upon local government can be summarized by the conclusion that most local governments can no longer unilaterally determine terms and conditions of employment. Second, public employers are gradually achieving a voice in determining how contracts will be administered through a law which faces the problem of flexibility by creating two different impasse routes:

1. The parties can develop their own local impasse procedures;
2. The statutory impasse procedures can be utilized.

"If the parties develop their own impasse procedures, they are free to utilize any approach on which they can agree. Our clientele in New York City use this route. There are no procedural specifications for this procedure. PSIR cannot intervene until such agreed upon procedures fail or unless request

do so.

If either or both parties reject the fact-finder's recommendations, the chief executive officer of the jurisdiction involved must, and the collective organization may, submit recommendations for resolving the dispute to the appropriate legislative body.

Obviously, the statutory procedures provide some problems. A major one is that the law which has authority to make an ultimate decision also may have participated in the initial negotiations. This is not all uncommon insofar as school boards are concerned. It is quite possible that a distinct shock to some boards of education and to some other local governmental bodies that their employees will not accept a unilaterally imposed decision.

"Three years of negotiating experience has demonstrated a distinct lack of labor relations skill on both sides of the table. While there is no question that such skills may be increasing, it cannot be said that the negotiating skills of public employers are increasing at a desirable rate. This lack of skill is reflected by the number of impasses referred to mediators and fact-finders. It also is reflected by the fact that mediators have to make an approximate amount of time in each case, "training" negotiators before proceeding to the actual negotiation of a particular dispute. Part of the problem is the substantial turnover among the arbitrators.

"The arbitration is often made on the ground that there can be no genuine collective bargaining where there is an unqualified right to strike. As previously pointed out, many of these contracts have had their roots in the first three years of the Taylor Law. These contracts bilaterally establish the terms and conditions of employment..."
Western Conference Meets At Geneseo

Dais guests at the banquet which closed the April meeting of the Western Conference included, left to right: John Gallagher, CSEA treasurer; George DeLong, CSEA fifth vice-president; Richard Tarmey, CSEA fourth vice-president; Irving Flaumenbaum, Statewide first vice-president; John Adamski, Conference president; Mrs. Frank Mishie, president of the host chapter; Dr. Theodore C. Wencl, CSEA president; Genevieve Clark, Conference vice-president; Frank Talamie, Conference vice-president and chairman of the County Workshop, and Frank Mishie, husband of the chapter president.

Attending the County Workshop meeting are, from left, William Doyle, Irving Flaumenbaum, Thomas Kennedy, James Mangano, Frank Talamie, S. Samuel Borrelly, Richard Tarmey and Joseph Dolan.

Discussing the dental plan for State employees and other plans for local jurisdictions are, left to right, seated: Margaret Mishie, Edna Carney and Dorothy Hall. Standing are: Frank Mishie, Erhard Krause, Van Robinson, Arthur Perez and Arthur Rosecrans.

Frank Talamie, left, meets with Thomas Kennedy of Suffolk County and John Hennessey, Conference treasurer.

The host committee for the Conference banquet included Edna Ramball, standing left, and Margaret Mishie, right, and Carolyn Allen, seated.

CSEA first vice-president Irving Flaumenbaum, left, discusses the impact of mass lay-offs by the State Administration on the economy of the Western Conference area with John Adamski, center, president of the Conference and Frank Talamie, chairman of the Western Counties Workshop.
OWN YOUR OWN BUSINESS  
$400 TOTAL INVESTMENT  
FANTASTIC RETURNS  
EXCLUSIVE MARKETS  
NO WAREHOUSING  
NO INVENTORY  
NO EXPERIENCE NECESSARY  
For Big Money In Your Spare Time  
CALL NOW:  
N.Y.  
(212) 247-5333  
OUT-OF-TOWN  
CALL COLLECT  
(212) 490-2477

Business Opportunities  
AMERICAN LUMBER CONTRACTORS  
INDEPENDENT and 100% WOOL  rug.  42  yds.  3 yrs old.  
For complete information & appointment call  
Mrs. Miller (B) 674-3456  

Business Opportunity  
MAIL OR CALL 1-800 EAGLE  
Order Business as our Distributor with 15% investment.  
Write for FREE brochure to Adv. Controls,  
Brockville Ave., Fair Lawn, N.J. 07410  
(212) 674-3456  

Boat For Sale  
KENNEDY 1989 Mariner, Gunwale — HP  
Top conditions $3,500.  Equipped with  
Color-Black & White-All Sizes  
2656 Broadway (Box 106 *)  

For Sale  
Mdsse.  100% WOOL rug. 42 yds.  Ask no old.  
Purple.  Call evenings (201) 947-4031  

For Sale  
USED TV'S LIKE NEW  
1368 CROMWELL AVE.  
BRONX, N.Y.  
(212) 947-4031  

HELP WANTED  
M/F  
PART or Full Time.  High earnings for  
practically any type of work.  Major food supplement.  Call Mr. Weiner,  
101 F. 547-80  

Help Wanted  
M/F  
TRADING SUPERVISOR  
New position available immediately  
in Social Services Department.  Must be of high degree plus 
etiquette.  Person will be responsible for compliance program  
in department.  
Hugh Hurlburt  
City of Ithaca, New York 14850  

Lake in the Clouds  
Mother Nature still  
works miracles  
And we've made it possible for you to enjoy them all year long...  
in the Poconos.

If you've got a longing for the  
kind of air your grandmother talked about, come to Lake in  
The Clouds!  Even summer teaches you to  
care a rose that's never been  
violeted by DDT.  Come to Lake in  
The Clouds.  You'll want to intrude on  
your privacy.  To a new type of  
escape, all essential extras will be  
included.  Call Mr. Weiner,  
(212) 947-4031  

If you've got a longing for the  
kinds of people and prime  
homesites - to do full justice to  
nature's unspoiled beauty.  Yet,  
within the area are golf courses,  
straw-hat theaters, famous  
resort hotels, "straw-hat"  
toys, all essential extras will be  
included.  Call Mr. Weiner,  
(212) 947-4031  


tionship, all essential extras will be  
including.  You'll want to intrude on  
your privacy.  To a new type of  
escape, all essential extras will be  
included. Call Mr. Weiner,  
(212) 947-4031  

For complete information &  
appointment call  
Mrs. Miller (B) 674-3456  

RETAIL IN Florida  
Government program lets retirees  
with less than $6,000 cash assets  
under $480 in monthly income to  
buy a $2000 home for a  
monthly payment of $40.  
Also good buys.  Writ: 1 day  
for information, Mr. J. Chisholm,  
(212) 647, Titusville, Fla.  
32780.
CSEA Wins Stay Against Accountant Promotion Series

ALBANY — The Civil Service Employees Assn. has obtained a Supreme Court stay on appointments from an eligible list established after a promotional examination which CSEA charged was altered in a manner that is "arbitrary, capricious, unreasonable and . . . in violation of the Civil Service Law and the Constitution of the State of New York."

The stay prevents any appointments from being made from the eligible list resulting from the examination. CSEA contends that the use of eligible lists based on an examination last year for the position of principal accountant, from which CSEA charged was altered in a manner that was "arbitrary, capricious, unreasonable use of eligible lists based on an examination late last year for the position of principal accountant, from which CSEA charged was altered in a manner that was "arbitrary, capricious, unreasonable"

In its petition, CSEA asked that the examination be declared void, and that a new examination be immediately "to redetermine the examination for these positions" and that the Department of Civil Service be enjoined from making any appointments based on the eligible list from that examination. The Department had determined that some candidates had previous knowledge of certain questions on the examination.

City Chapter Plans Set To Honor Conf. Heads

Final arrangements have been made for a salute by the New York City chapter of the Civil Service Employees Assn., to the six regional Conference presidents of the Association.

The affair will be held May 31 through June 2 at the Concord Hotel and dead set is open to CSEA members throughout the State.

The program will begin on the evening of Monday, May 31, with the installation of the chapter's officers.

The following day will feature panel sessions on health and dental plans, retirement, insurance and other matters.

Solomon Bendet, CSEA second vice president, will serve as toastmaster for the concluding dinner at which the conference presidents will be honored. They include Randolph V. Jacobs, Metropitan; Nicholas Puzifer-ri, Southern; Ernest H Wagner, Danial; George Koch, Long Island; John Adamski, Western and Charles Ecker, Central.

For the conveniences of those wishing to attend this event, a reservation coupon is printed below which can be mailed directly to the Concord Hotel.

CSEA Reservation Blank

| Package Rate | Room with Private Bath, Main Bldg. $56.00 | This "package" rate is per person, based on two persons in each room, starting after lunch on Monday and ending after breakfast on Wednesday and INCLUDES ALL DINING ROOM AND CHAMBER MAID GRA- TUES. |
| Children's Rate | Sharing both parents room $35.00 | Single Occupancy—$10.00 additional |
| Please mail $10.00 per person deposit check payable to: | Concord hotel |

| Address | KIAMESHA LAKE, New York, 12749 |
| City, State, Zip | Room will be ready for occupancy after 4:00 P.M. Monday, May 31, 1971. |
| Name |

City, State, Zip

Other: Name

Address

City, State, Zip

Correction

In the review last week of Governor Rockefeller's budget reductions, a department label was omitted. It should read:

Insurance Department

Six vacant positions will be abolished, reducing this year's schedule of examinations.

Department of Labor

The frequency of safety inspections will be curtailed. Weekly, rather than daily while wage inspections will be conducted on a spot-check basis.

Audits of employee and employer organizations' annual financial reports will be discontinued. The "Industrial Bulletin" will no longer be published.

The Privileged Never Suffer

(Continued from Page 1)

Visors range as high as $117 million.

The amount being saved by the State in firing nearly 9,000 employees amounts, roughly, to $70 million.

The Differences

When it became an apparent fact that these workers would be fired, the layoffs were announced within a matter of days.

When it became apparent that consultant fees could no longer be kept a secret, the response from the Governor's office is that the work these consultants were doing would be "carefully reviewed."

Neither the State Administration or the budget-cutters in the Legislature have given any concrete reasons why some few hundred consultants are more important to State services than the work of nearly 10,000 employees. They just say "Get rid of them."

The Civil Service Employees Assn. did not ask the Administration to fire all consultants. It did ask for the figures in order to see if some couldn't be cut in order to save the positions of valuable State workers.

Morale Fueled

Going back to improved pen-