**File Petition Over SPA**

**ALBANY — The Civil Service Employees Assn. has filed a petition with the State Public Employment Relations Board to redefine the ‘professional’ bargaining unit in the State University system that consists of active-teaching faculty as well as non-teaching professional employees.**

A spokesman for CSEA said that the unit must be broken down so that the 25 percent of the 13,000-member unit within the State University of New York who are non-teaching professionals and who are currently represented by the Senate Professionals Assn. can have the option to select CSEA in a representation election. If PERB does find sufficient “difference of interest” within the now established group, presumably such an election would be possible.

In 1969 PERB declared that all SUNY professionals belonged in one group, but CSEA pointed out that non-teaching professionals within that group, such as administrators, computer operators, etc., might desire to be represented in their own negotiating unit. PERB therefore requested “sufficient reasons” to back up this claim by CSEA.

Since the time that the unit was established by PERB, seven sessions have been held with the state board, at which CSEA has presented various arguments showing why such a redefinition of the professional bargaining unit would be advantageous.

**Hope For Speed**

CSEA hopes that PERB will issue a favorable decision before the end of this year and schedule a representation election between SPA and CSEA in January 1974. The CSEA spokesman said that the State Office of Employee Relations had previously stated that the one-unit concept was the form it desired for such professionals. But the union spokesman said that recently OER has remained neutral in this controversy. CSEA is “confident” that PERB will find that the 3,600 non-teaching professionals, now represented by SPA, do not have enough reasons to be forced to negotiate improvements in their retirement plans in a coalition with professional employees.

(Continued on Page 9)

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**Local Government Negotiate On Own**

**To Determine Pension Benefits**

BUFFALO — Amendment of the Retirement and Social Security Law to provide for bilateral negotiations for improvements in retirement benefits for local government employees was urged by Theodore C. Wenzl in testimony here Nov. 16 before the Permanent Commission on Public Employees Pension and Retirement Systems, under the chairmanship of Otto Kimmel.

Dr. Wenzl, president of Civil Service Employees Assn., which includes approximately 80,000 members in local-government jurisdictions, made the recommendation at the fourth and last of the meetings held by the Commis-

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**What’s In A Name?**

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**Aftermath Of Suspension — No Money To Eat**

(Editor’s Note: The following is from Helen Korchak, president of the Binghamton chapter of the Civil Service Employees Assn. The Leader is printing this story as submitted by Ms. Korchak, because her own words describe as well as can be stated the degree of personal involvement and concern felt by Ms. Korchak and other employees of the chapter.)

An employee of the State University at Binghamton was eating through a restricted area when he noticed a door, bolted from the inside, was left open. Curious, he went in and out in a matter of seconds. He never forget the resulting nightmare.

The university suspended him and charged him with entering a restricted area. He had taken nothing, and the university admitted he took nothing. The chapter grievance chairman, Charles Ems, tried to point out the error in the suspension, to no avail.

The employee was suspended Sept. 21 to await a hearing.

After some days, Ms. Korchak, chapter president, tried to locate the employee for an interview with John Ritten-

defense attorney handling the case for Chernin and Gold, regional counsel. She checked with a neighbor and was shocked to hear that the employee was in terrible physical shape.

Mr. Rittenberg, attorney handling the case for Chernin and Gold, regional counsel. He checked with a neighbor and was shocked to hear that the employee was in terrible physical shape.

Mr. Korchak asked the grievance chairman to check the accoun-
Feeler phones have been put out by the office of Deputy Police Commissioner of Administration, Paul Canick, to the point where they out in front of their stations who saw these people freak subscriptions from police officers methadone (something this drug rehabilitation centers created by its 911 dispatch—basic idea is to bail the life depended upon it. My in—column has known for a by the office of Deputy Police use, etc.

In one case they tell of a 911 their goodies for the weekend. On his way to Center Six; and found out he did work there. In 911 he was clapped into the slammer. I'm told that the quantity of sugar these unfortunate people need and consume daily is tre—

High Ideas — Leslie C. Borden, center, a supervising janitor at the State University College at Oswego, described his suggestion for seafolding that earned him a merit award through the SUNY em—

Research Ass't Positions At CSEA Hq.

ALBANY—College gradu—

State Has Jobs For Jr. Insurance Examiner In NYC

Anyone who has at least 24 undergraduate and/or graduate courses, plus a baccalaureate degree, or college seniors who will meet these minimum requirements, may apply for a junior insur—

Transit Art Sale

The art association of the Transit Authority will hold its annual Christmas Charity Sale from Dec. 3 through Dec. 7 in the main floor lobby of 370 Jay St., Brooklyn. Also, 50 cent en—

Engineer Physical

The 250 stationary engineer candidates who took the physical test for exam 2132 on Nov. 8, 9 and 10 have all passed the city Dept. of Personnel reported last week.
The fire warning system in the World Trade Center leaves many offices unalerted when it is sounded, creating an "extremely serious safety hazard," County Executive Solomon Benet said. The County Legislature, in the person of Chairman of the Ulster County Legislature, the body recommending the new salary minimum for any County employees, supported quick announcement by the Civil Service Employees Association.

According to Peter J. Finnegan, chairman of the County Legislature, the body recommending the new salary minimum for any County employees, an announcement was made on Oct. 17. Approximately 200 County employees will receive this annual salary minimum, which is the result of a study by the Civil Service Department.

**Hearing Tonight**

James J. Lemmon, president of CSEA and president of the Ulster County Legislature, commented on the importance of the new salary minimum. He added that those who live in this area need to support this action, as it will benefit the County employees.

**Wage Study**

It was also announced that Mr. Lemmon had directed Joseph J. Dolan, CSEA director of local government affairs, and William Cunningham, of Brooklyn State Senate, to conduct a wage and salary classification study covering all employees in state and county agencies. The study will be completed by the end of the year, and it will include the New York City area.

**Aftermath of a Suspension**

The former Fine Arts Department, which was suspended on Oct. 1, 1973, will be restored to full operation, said Mr. Lemmon. The suspension was due to the lack of funds available for the department.

**CSEA Calendar**

Information for the Calendar may be submitted directly to the LEADER, or by mail to the CSEA, 150 E. 42nd St., New York, N.Y. 10017.

**Morella Lauds County Speed**

Morella Lauds County Speed On Back Pay

WHITE PLAINS — There was speed, not foot-dragging, by Westchester County in computing and distributing retroactive pay to employees.

Mr. Michael Morella, president of the Westchester County unit, Civil Service Employees Association, responded with a quick thank-you letter.

**OATH OF OFFICE — CSEA**

Ann Chardin, the new slate of directors, was installed on Nov. 3 at the Division of Housing and Community Renewal.

**Statesman of the Year**

A statesman of the Year was honored at the 1973 Annual Meeting of the New York State Association of County Employees, held in LaGuardia Airport in Queens. According to the nomination, the statesman of the Year is the person who has contributed most to the betterment of the public service.

**D’Antoni**

D’Antoni, a former state senator, was appointed as the new chairman of the CSEA

**200 In Ulster Due Pay Hikes in Budget**

The United County Legislature has recommended a $5,000 annual salary minimum for any County employee, and support was quickly announced by the CSEA.

The recommendation is to be considered at the Jan. 1, 1974, session of the County Legislature. The recommendation is based on the need for a minimum salary in order to attract and retain qualified employees.

**Security Plans Under Study**

The administrative services unit of the Westchester County Legislature is studying security plans for the county. The study will be completed by the end of the year, and it will include the New York City area.

**Alabama**

Alabama has been named as a member of the State Workmen's Compensation Board, a new, independent board that will help to resolve disputes between workers and employers.

**Appointment**

The appointment of the new chairman of the CSEA has been announced by the Westchester County unit, Civil Service Employees Association.
No Experience For Steno Job Is Required

No formal education or experience is required to become a stenographer with New York City agencies. Salary is $8,160.

Filing for stenographer, exam 6025, is open until further notice.

Applications may be obtained at the Employment Office, 40 Worth St., New York, N. Y., 10013, from 9 a.m. to 5 p.m. any weekday in addition to that mentioned above at 40 Worth St., Manhattan.

Candidates will be screened through a stenographic test, consisting of taking dictation at 80 words per minute for three minutes and skill further analyses based on the dictation to determine understanding of the dictated material.

Final Key Answers

The city Civil Service Commission has released final key answers for the following examinations:

Changes: no.


Candidates who passed the stenographic test above, have been rescheduled from Dec. 8, 1973 to Feb. 8, 1974, the board has announced. Applications for the exam, no. 58172, for New York and no. 69-674 for Suffolk County, will be accepted until Jan. 4, 1974.

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Dr. Bloomfield (left) interviews Dr. Nyquist.
SIX OUT OF TEN FEDERAL EMPLOYEES HAVE BLUE CROSS AND BLUE SHIELD COVERAGE.

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If you didn’t choose Blue Cross and Blue Shield benefits, now’s your chance to make a change.

Anytime from November 15th through November 30th you have the option of maintaining your present coverage or changing.

The majority already has Blue Cross and Blue Shield benefits. If you’re in the minority, make a change.
The Buffalo Education Case

A recent decision of State PERB involved a charge of improper employer practices against the City of Buffalo Board of Education alleging violations of Civil Service Law, Section 209-a(1a), (b) and (d). The charge involved a refusal by the employer to recognize the union as a negotiating agent; a refusal to negotiate in good faith; an allegation that the employer had carried on individual negotiations with employees after the union had made its demand for recognition. The employer denied these allegations, but the Board found that the employer did not violate the Taylor Law. The hearing officer in this case found no violation of the employer's obligation to negotiate in good faith, since the union had not been recognized by the employer. The employer's refusal to negotiate under those circumstances was not improper. The hearing officer, however, found that the employer violated Section 209-a(1a) of the Act by conducting negotiations with employees under the circumstances of this case, and that the union had demanded recognition as negotiating agent for such employees. The board concluded that a unilateral change in the civil service status of such employees and the method of determining wages was not violative of the Taylor Law.

STATE PERB AGREED with the hearing officer and adopted his conclusion that the record in the case did not establish a violation of 209-a(1a). The Board further agreed with the hearing officer's finding that the employer committed no violation of the Taylor Law. The employer conceded that it launched "a campaign of individual negotiations subsequent to the request for reorganization, thus establishing the required intent." The facts of the case indicate with regard to the unilateral changes in civil service status and the method of wage determination that these changes had been contemplated by the employer prior to the filing of the petition by the union in March, 1972. The hearing officer, therefore, felt that these changes were not motivated by a purpose or intent to interfere with, restrain, or coerce employees in the exercise of protected rights.

THE BOARD DISAGREED and stated, "We agree as a matter of principle that the unilateral changes in civil service status and the method of wage determination were improper; however, we believe that the Board did not properly consider the language of the Act that it requires both a showing of improper employer practices and that those practices constitute a violation of Section 209-a(1a)." In the Matter of Board of Education, City of Buffalo, 6 PERB 3506. Case No. U-6607.

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.

The American Code

UNDOUBTEDLY there are good reasons for the recent directive to payroll and personnel officers of all state departments and agencies calling for ethnic identification by means of code numbers, to be entered at the time of employment. The directive is in keeping with federal policy.

We are reluctant to identify this directive as one that seeks information about race or nationality, since there is a lack of clarity on this point. Of the seven categories, by means of code numbers, to be entered at the time of employment, Solomon Bendet, president of the New York City Board of the Civil Service Employees Assn., as well as its legislative representative, Ashton Grubel, feels that the Coding beyond the realm of mere identification to include political and social origin is improper.

We do not feel that the directive is in keeping with federal policy. The American Code is an attempt to identify all individuals relative to code numbers that have to do with cultural background.

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Letters To The Editor

Base Pension Law On Grades, Steps
Editor, The Leader:

Concerning pensions, I want to take this opportunity toinform you that this idea, “that retirement benefits automatically increase as the pay grade is increased,” was originally put forth by myself several years ago. However I am not seeking recognition, but wish to dwell on a subsequent follow-up idea that I submitted.

It is my belief and contention that we do not need any legislation in this matter. The advent of the Feld-Hamilton law and its creation of the classification of employees into grades, as spelled out in the law, makes old laws concerning salaries obsolete. Any pension laws based on salaries only, and not taking into account this new concept of grades and step in grades, are and should be declared null and void. It is my belief that an employee must be retired from his job by its classification; in the grade he holds at the step in his grade at time of retirement, and that his salary is just incidental. I suggest that the legal staff of the CSBA do some research in this matter and perhaps the courts could decide the merits of it.

David Sanders, Retired
Former Special Agent
Labor Dept.
Fair Lawn, N.J.

Stenos Passed Over For Last 3 Years
Editor, The Leader:

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Vicky Balldrd sian In the title role of the new musical MOLLY at the Albee Theatre, 190 West 52nd Street.

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Discharged Wrongly,
Wassaic Case Won.

(Special to The Leader)

WASSAIC — Deborah Palmer, a member of the Wassaic State School Civil Service Employees Assn., has been reinstated in her job and awarded approximately $30,000 in back pay as a result of a judgment against Richard Morros, acting director of Wassaic State School, by New York State Supreme Court Justice John W. Sweezy.

Ms. Palmer had been employed as a Mental Hygiene assistant therapist aide at Wassaic from Sept. 18, 1972, until her termination on or about Mar. 24, 1973. Her probationary period started Sept. 24, 1972 and was to have terminated on Mar. 20. On Mar. 28, Ms. Palmer was advised that her probationary period was to be extended until May 24. At the end of the extended probationary term, she was terminated without a hearing of charges.

To Night Shift

During the time of her employment, Ms. Palmer had worked on the day shift in D-infirmary until Nov. 11, 1972. She then moved to the night shift because of stress problems stemming from the request of her supervisor, with the understanding that she could go back on day shift as requested. Ms. Palmer was transferred back to days on Mar. 28, after many petitions to her supervisors.

As part of CSEA’s legal assistance program for its members, CSEA’s legal advisor, Thomas D. Mahar Jr. argued that the extension of Ms. Palmer’s probation period was a ‘shift change’ and the description ‘probationary’ should have been used rather than the term ‘different assignment’.

Vague Section

He continued: “Accordingly the Court must construe the reassignment to the day shift made at petitioner’s request, as a pure coincidence. Respondent (the State) cannot use the vagueness of this section of its rules to obviate its obligation to give petitioner a ‘different assignment’ during the second probationary period.

A similar, precedent-setting case, brought by CSEA was decided in favor of Matt Nuttila, an employee, last spring. Nuttila had been given an additional probationary period at petitioner’s request, as a different assignment, since she had not been placed in a different assignment for the extended probationary period.

The State agreed in part that the shift change did constitute a different assignment.

In deciding in favor of Ms. Palmer, Judge Sweeny stated, “If all that was contemplated during the course of a second probationary period was a ‘shift change’, the descriptive term ‘probation’ should have been used in that term of not less than four nor more than twelve weeks in a different assignment.”

Sanctions

Mahar charged that Ms. Palmer had changed shifts in March at the request of her supervisor, with the understanding that she could go back on day shift as requested, and that such probationer an opportunity to serve a second probationary term was to be extended until May 24 because she was not placed in a different assignment for the extended probationary period.

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State And County Eligible Lists

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Dedication — The Herkimer County chapter of the Civil Service Employees Assn. presents a sign to the county for the new Herkimer County Home for the Aged. From left are: Jack Gallagher, state president CSEA; Michael Sweet, president of the Herkimer County chapter of CSEA; Victor Norman, chairman of the Herkimer County Legislature; Mary Sullivan, president of the Herkimer County employees unit of CSEA, and Michael Bush, commissioner of social services for the county.

NEW OFFICERS — Theodore C. Wenzel, seated left, president of the Civil Service Employees Assn., recently installed new officers at the State University of New York at Fredonia chapter. Seated next to Dr. Wenzel are, from left, Sara Sievert, chapter president; Ed Goecleese, vice-president; and Sara Lesure, principal speaker at the installation dinner. Standing, from left, are: Veronica Scherer, vice-president; Philip Miller, CSEA field representative; Frances Granata, alternate delegate; Maryann Bentham, corresponding secretary; Elaine Regan, recording secretary; Harold Hopkins, master of ceremonies; Marie Cave, vice-president; Thomas J. McDonough, CSEA executive vice-president; and Marietta Godbee, treasurer. Stephen Tanno, vice-president, and Marion Anderson, delegate, were absent.
ROSE MARCINKOWSKI: Sets Example
On Her Job As Well As In CSEA Activity

By HERB GELLER

"It's more than just a job. You really get a feeling about the children in these institutions," said Rose Marcinkowski, president of the Civil Service Employees Assn.'s Highland State School chapter.

"And more than that, the children get a feeling about you. Even if you do not work directly with the children, you set an example for them. So many of them come from broken homes and are looking for some kind of reassurance that they have a place in our society.

"You never know when some small act of yours may arouse some great outpouring of emotion by a child — either of anger or of devotion," she explained. "And that's why it is so important that we have interested people who are aware of this — not only the workers here, but the legislators and the public at large."

She tells of instances where she has been surprised at the closeness she has developed with some of the children; of the little tokens of their affection, such as a gift of flowers, or some of these kids their good qualities and that's where their love and sympathy are sent to the Highland State School chapter.

"What you get to know the most is that

The Highland State Training School's children come from all walks of life. Rose Marcinkowski's interests. Another is CSEA, for which she served for many years as Southern Conference treasurer and as a member of the management team for the State Division for Youth.

"As treasurer Rose tried to make sure that all financial matters were handled correctly in behalf of all chapters and all the members of the Southern Conference.

"People have a tendency to view money without thinking about where it is spent or from where it is to be derived. It was my job to see how much was in our treasury and whether we could make expenditures," she said.

"She offered herself as treasurer of the Conference's funds and gave anyone seeking an appropriation for a special group a good argument unless she was sure the expenditure would benefit the entire Conference.

"She also tried to see that a healthy balance remained in the treasury, and remembers a time when the Southern Conference had zero in its treasury. "I don't think it should ever go down to zero again," she said.

"Rose is one of those people who live, rate and breathe CSEA. The week she was interviewed by The Leader, she spent two days in Albany with the labor-management team, attended the final Southern Conference meet-

There is the satisfaction of knowing you have done a good job for your fellow employees and for CSEA.

There are the visits to the state training schools to try and succeed doing in most cases," she said.

"Children can be helped and that's what the state training schools try to do and succeed doing in most cases," she said.

"You never know when some small act of yours may arouse some great outpouring of emotion by a child — either of anger or of devotion," she explained. "And that's why it is so important that we have interested people who are aware of this — not only the workers here, but the legislators and the public at large."

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"Ms. Marcinkowski believes CSEA has had good leadership and particularly praises President Ted Wenzl and Nelta Gerardi, vice-president, Virginia Messer, treasurer, and Rosemarie Ucci, secretary.

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If you work for a town, county, village, city or school district covered by Blue Cross and Blue Shield, you already know what good plans they are.

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Ask the person in charge of your health care plan to look into the dental programs available under Blue Cross and Blue Shield Plans of New York State. These contracts provide dental insurance only.

If you want to save money, energy and protect the environment, consider installing energy-efficient windows or weatherstripping. For more information on how to do it yourself, contact your local weatherization provider or visit Energy Star.

SAVE MONEY, ENERGY
explore a new frontier. The high praise of their own union claimed they didn't know a thing about it, but I didn't believe it.

Fire alarm dispatchers are now in a position where Commissioner O'Haoran had no one to help him. Even a position where Commissioner O'Haoran claimed they didn't know anything. It took a lot of campaigning and a ton of work to pull this off, but Mr. Canick managed.

Now the communications dispatchers' strike may be used for both Police and Fire. That is why Mr. Canick took the job for alarm dispatchers and office work.

A remaining issue, according to Mr. Canick, is the need for the very special and expert talent which these men not only possess but exhibit every moment they work.

He has promised cooperation, but unfortunately it may be required for the new administration to take a firm hand in the matter. After all, Lindsay-Hamilton is in office, and still remembers that certain fire unions raised hell in Miami when Lindsay-Hamilton was putting his best foot forward during the Democratic Convention. These last two months have already proved that no matter how many times Canick suggests a new contract for the Fire Dept., or anyone connected with it.

As a labor lawyer who sees the handwriting on the wall and is looking for a new job in the private sector told me, I will be stunned if I work for the P.D. Wha the hell wants to work for an unfair city-third of the force goes on the other half-three?

Finally, a new fall show you won't be discontented with by winter.

From November 10th to December 29th, you'll be able to watch horseracing from Aqueduct every Saturday afternoon.

So, if you can't get to the track, you can always get to the television. You'll be able to see the feature race plus the heavy-action Triple (the 9th). The time is 4:30—5pm. The place: WOR Channel 9.

It all adds up to good news for New Yorkers in general, and great news for the 31,000 Bets who have telephone accounts in particular.

Because now that the weather may sometimes make even the most convenient OTB offices inconvenient, one can stay at home, bet by phone, and leave the driving to the rain.
REAL ESTATE VALUES

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FORMS. Country Homes. New York State. P.O. Box 219, Oneida, N.Y. 13421. Price $1.50. A summary of the most recent sales of home in all parts of New York State. All states. Civil Engineer 16,400

EXECUTIVE ACTION

Public Notice

CABINETS

Oneida Scholarship

CHADWICK -- The Oneida County Department of Civil Service Employees Assn., has awarded a year's full tuition scholarship at Mohawk Valley Community College to Laventa Marriott, daughter of Mr. and Mrs. Melvin J. Marriott of Chadwicks. The chapler offers the scholarship annually to the son or daughter of a member.

Typist Exam

A total of 363 candidates for typist were called to take a competitive practical exam 1101 Nov. 14. Notice of testing for 100 candidates will be released by the city Dept. of Personnel last week.

SAVE A WATT

"A sequence of events that seems frighteningly

Eligibles

EXAM 2344 PRIN ILLUSTRATOR

This list of seven eligibles, established Nov. 14, resulted from written testing for 88 candidates. Of the 34 candidates filed, six were called and three appeared. Salary is $13,000.


EXAM 2741 FROM PR IN ILLUSTRATOR MENTHURST & SARIN

This list of one eligible, established Nov. 14, resulted from written testing for 88 candidates. Of the three candidates filed, three were called and three appeared. Salary is $13,000.


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ON THE LADDER — The career ladder committee of the Operational Services Unit, Civil Service Employees Assoc., meets in Albany with State representatives to discuss the structure and implementation of the dead-end career ladder for operational unit employees. Around the table, clockwise from left foreground, are: John Claris, chairman; Rudy Perrone, Hugh Stark, John Mingoia, A1 Iversorl, Roman R, Freeport 83.6
7 Breinc W, Rockvil Ctr 77.3
5 Norman R, N, Maiwapcqua 79.6
and Francis DuCharme, representing the State; Joseph Abbey, CSFA research assistant, and Joseph Reedy, CSEA collection negotiating specialist.

and Frank Stobler, members of the CSEA committee; Robert S. Velton, Charles Kelley, David Rings
from left foreground, are: John Claris, chairman; Rudy Perrone, Hugh Stark, John Mingoia, A1 Iversorl, Roman R, Freeport 83.6
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You can subscribe on the coupon below:
Energy Crisis: What To Do?

ALBANY - The Civil Service Employees Assn. was set to meet with State employees today to consider possible measures to conserve fuel and power in the operations of State facilities, it was learned at Leader press time.

According to officials of CSEA, the union which represents most State workers, its members "stand ready to cooperate in whatever way may be asked. However, the spokesman pointed out that these steps would have to be implemented with the collective bargaining contracts which govern the employees' working conditions through March of 1976.

CSEA has already led off with one positive recommendation to relieve the energy crunch, the spokesman said, that of closing down State facilities on the Friday following Thanksgiving Day and the Monday preceding Christmas. The proposal was made early last week in a letter to the State's Office of Employee Relations, but no answer had yet been received at Leader press time.

SUFFOLK PRES

But Peter buffalo County chapter president, CSEA, sent the following telegram to John N. Kilkenny, County Executive:

"In the vital interests of the national energy crisis I urge immediate cancellation of your office and Suffolk County CSEA for implementation of four-day work week for all Suffolk County employees.

WENZL EMPHASIZES COUNTIES IN PENSION TESTIMONY

Wenzl Emphasizes Counties In Pension Testimony

"During my testimony at a recent hearing I was asked questions that related to my position and that of our organization on part of the recommendation of your consultant, Mr. Robert Strauss. I would like to go into some detail on these subjects as well as express my ideas on the matter of coalition negotiations for retirement benefits.

"During the recent session of the Legislature there was a temporary suspension of retirement negotiations that preceded for observance a retirement plan to be made up only pursuant to negotiations on a coalition basis, however, any change not requiring approval be act of the Legislature could be implemented prior to July 1, 1976 if negotiated as a result of coalition negotiations. A further direction of Senate Bill 1 passed in the extraordinary session of the Legislature provided that a participant in the New York State Employees Retirement System or in the New York State Police and Firemen's Retirement System shall continue to have the rights and benefits previously enjoyed up until June 30, 1974 with respect to any benefit to be determined by the Board of Retirement. Discovery of the Constitution and the Board of Retirement could cause a very serious constitutional question under the Home Rule provisions of the state constitution. This type of arrangement would not mandate the adoption of a plan by any participating employer. This would merely allow for the bi-lateral agreement between the employer and employees to adopt a plan which is presently available.

"Another question that was raised during the hearing having to do with the formation of a coalition based on job responsibilities. This would not be acceptable. The proposal of the Commission of Nov. 1, 1973 Mr. Strauss states that a case has been made in the majority report of the Select Committee on pensions breaking all public employees into four basic state-wide conditions. As I stated yesterday, in Rochester there are many problems that could exist by forming these four coalitions with the possible being their job responsibilities, I do not wish to say that any of the occupation must be set aside in any way because of the bad or the emergency conditions do not before. I have a question in my mind as to whether or not these are the only opportunities that could be precisely labeled as hazardous or performing emergency services. An association with this type of arrangement has to do with the classification of teachers. I feel that teachers should have a separate arrangement and be allowed to continue in the separate employment without having to leave the other. This arrangement is necessary since the form of education would be more in line with the grade level rather than confined financially at a local level. This type of arrangement could be argued further into what Mr. Strauss has referred to as the possibility of a Downstate-Upsate form of a coalition. Because of the financial arrangement of plans it seems practical to me to recommend that the State be covered under one coalition arrangement. If there is an over-lapping of their responsibilities with the responsibilities of those employees of New York City who fall into an area of either emergency services or hazardous occupation, I feel there should be a degree of flexibility to allow for the criteria for slotting certain jobs into each condition. I feel that without flexibility it would be a worthwhile and workable coalition which will not survive.

ULSTER SLATE — Harold DeGraff, center, begins his eighth term as president of the Ulster County chapter, Civil Service Employees Assn. From left are Margaret Carle, first vice-president; Arthur Balten, CSEA County Executive Committee chairman and installing officer at the recent Kingston ceremonies; Mr. DeGraff; Fred Cohn, treasurer, and William Menzel, second vice-president. The speakers also elected delegates to the State conventions. Ms. Woods, Leon Stott, Donald Reed, and John Dominakoff.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Fridays are 9 a.m. to 5:30 p.m.

These requesting applications by mail should first secure a self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By phone, applicants can reach the Civil Service Department at 212-788-8900. For advance information on titles, call 566-8700.

Several City agencies do their own hiring and hiring. They include: Board of Education (teachers only), 85 Court St., Brooklyn 11201, 566-1000; NYC Transit Authority, 870 Jay St., Brooklyn 11201, 566-1000.

The Board of Higher Education advises teaching staff applicants to contact the individual school. Non-teaching jobs are filled through the Personnel Department directly.

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, 40 Whitehall St., New York, 10004 (phone: 488-4248); State Office Campus, Albany, 12240; State 750, 1 W. State St., Syracuse; 317, 1 E. Erie Blvd., Utica. Applications may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

Various State Employment Service offices can provide information regarding positions, but not by mail.

Judicial Conference jobs are filled at 210 Broadway, New York, 10013, phone: 488-4141. Port Authority Jobholders should contact their offices at 1160 8th Ave., New York, phone: 630-7000.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center. The Office is at 1160 Broadway, New York 10013. Its hours are 8 a.m. to 5 p.m., weekdays only. Phone: 964-0422.

Federal exam applicants (North of Dutchess County) should contact the Syracuse Area Office, 36 Erie Blvd. West, Syracuse, 415-2415. Federal free exams may be made to 800-322-7407. Federal exams have a deadline unless otherwise indicated.

INTERGOVERNMENTAL — The Intergovernmental Job Information and Training Center supplies information on N.Y. City and State and Federal jobs. It is located at 90-04 161st St., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 p.m. weekdays. The number for information about city jobs is 523-4100; for state, 536-8000; and for federal, 523-6192.

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WHERE TO APPLY FOR PUBLIC JOBS

FOR INFORMATION regarding ad
IRENE THE FAIR

In every sense of the word, "fair" is an apt description for these three Irenes, whether it means beautiful, light complexioned or just. If you can't find words to describe the loveliest person in CSEA, just say "Irene," but be sure to specify whether it's Irene Carr, president of Oneonta chapter; Irene Hillis, president of the Mental Health Employees Assn., or Irene Dougherty, social chairman of the Albany Region.

DOROTHY IS UP TO THE MINUTES

Need a pleasant, efficient gal Friday who is capable of serving a busy executive in a thriving, multi-million dollar enterprise? Maybe one of these Dorothys will serve your purpose well. From left are Dorothy MacTavish, CSEA statewide secretary; Dorothy King, New York City Region secretary, and Dorothy Goetz, Long Island Region secretary. While only Ms. MacTavish writes up the minutes as a professional secretary, the other Dorothys are right up to the minute, too.

WHAT'S IN A NAME?

Throughout the state, there are a number of people who are very active in the Civil Service Employees Assn., and who are among the best-known people in the entire Association. Yet, it is necessary to carefully identify them by full name and title, because somewhere else there is another person who is just as active, just as well known—and with common elements in both the name and the title. For example, regional vice-president R. Smith could refer to New York City Region first vice-president Ronnie Smith or it could be Buffalo Region second vice-president Robert Smith. Other similarities are shown here.

Mc seems to be a new synonym for vice-president of the Civil Service Employees Assn. Each of the above leaders has in common a last name that begins with Mc, and was elected to serve as a statewide vice-president last September. From left are Joseph McDermott, vice-president—Albany Region; Thomas McDonough, statewide executive vice-president, and William McGowan, vice-president—Buffalo Region. Other regional leaders are McSallolm Bendel, McRiichtard Cleary, McIrving Flaumenbaum and McJames Lennon . . . or names very similar.

JACKS FROM TAX

If you're in the Tax and Finance Department and need help, and someone says to see Jack, they could mean Jack Dougherty, left, or Jack Daley. Both are Tax departmental representatives on CSEA's State Executive Committee. Mr. Daley is also chapter president, having succeeded Mr. Dougherty in the same position.

DIRECT IT TO JOSEPH

If you call CSEA Headquarters in Albany and ask to speak to someone at the top, chances are you'll be connected with Joe, because of the five men with director in their title, three are called Joe. From left are Joseph Dolan, director of local government affairs; Joseph Lochner, executive director, and Joseph Roulier, director of communications.

PAULINE: THE LADIES IN WAITING

In front of every good woman by the name of Pauline, you'll probably find a good man. If these two Paulines are any example. At left is CSEA first lady Pauline Wenil, wife of statewide president Theodore C. Wenil, with CSEA second lady Pauline McDonough, wife of statewide executive vice-president Thomas H. McDonough. Not content to merely wait at home, though, they're usually to be found at their husbands' sides.