MAKE ENDS MEET — One of the biggest responsibilities in the entire structure of the Civil Service Employees Assn. falls on the shoulders of the Board of Directors budget committee. Here the five-man committee, under chairman Harold Ryan, left, meets with CSEA financial experts prior to the Board’s monthly meeting last week. With Mr. Ryan, representative of the Audit and Control Department, from left, are Victor Pest, Banking representative; Edward Dudas, University representative, Thomas P. Collins, CSEA comptroller; Joseph A. Savinio, CSEA director of finance; Charles A. Sullivan, Clinton County representative, and Howard Cuppy, Albany County representative.

Talks On Food Service Career Ladder Collapse

* * *

Guild Predicts Demonstrations At Capitol

ALBANY — The Civil Service Employees Assn. Mental Hygiene food service committee and the Mental Hygiene representatives on the CSEA statewide Board of Directors have reported to CSEA Mental Hygiene chapter presidents on the collapse of food service career ladder talks with the state.

According to Robert O. Guild, CSEA collective negotiating specialist and food service committee coordinator, the CSEA committee has been meeting with state representatives for more than a year and a half on the subject of a career ladder plan for food service workers. “The state has continually refused to offer any counter-suggestions or indicate acceptance of our proposal,” Mr. Guild said.

The CSEA spokesman added that the committee had decided to file a grievance on the situation after a meeting in early February with the State Office of Employee Relations, claiming a violation of the state’s contract with CSEA.

Because, according to CSEA’s Guild, the state’s letter of intent was an agreement to continue talks on the implementation of a career ladder, and because “the state refuses to even talk,” the union “had no other choice but to file a grievance at this time.”

Mr. Guild also said that, as (Continued on Page 9)

Sudden Hike In Dues Riles Erie AFSCME

BUFFALO — As The Leader went to press, officials of the Erie chapter of the Civil Service Employees Assn. continued to receive information supplied by disgruntled Erie County area blue collar employees represented by the American Federation of State, County and Municipal Employees, AFL-CIO, that AFSCME has apparently raised their dues by some 56 percent without any notification.

George Clark Sr., president of CSEA’s Erie chapter, said that a number of blue collar workers represented by AFSCME have contacted CSEA representatives to report their latest paychecks contained AFSCME dues deductions of $6.01, approximately 50 percent above the previous dues deductions.

According to these blue collar employees represented by AFSCME, Mr. Clark said, “the first indication they had of any dues increase, or of a higher than usual dues deduction, in their last paycheck, was when they opened their pay envelopes.

Mr. Clark went on to say, “The bulk of the blue collar employees represented by AFSCME each year take the "United in CSEA" pledge, and I think that is one of the finest public relations tools that we have.”

Sudden Hike In Dues Riles Erie AFSCME

CSEA Expels 3 As Traitors’ To The Union Cause

ALBANY — Branded as “traitors” for actions on behalf of a rival union while still in positions of authority within the Civil Service Employees Assn., three suspended CSEA officials have been permanently expelled from CSEA membership.

The expulsion took place by unanimous vote of the CSEA Board of Directors at the regular monthly meeting of the Board last week.

The suspended trio, two board members and a chapter president from CSEA’s Southern Region, had been officially suspended pending hearing on charges of individual actions not in the best interests of CSEA for the membership, filed by Theodore C. West, president of the statewide union which represents more than 200,000 local and state government employees throughout the State of New York.

The Board of Directors’ unanimous action expelling the three from membership “permanently” came in the absence of any answer by the three requesting a hearing on the charges. Expelled were Arthur C. Bolton, Sullivan County chapter representative on CSEA’s Board of Directors; Joseph DeVita, Orange County chapter representative on the Board of Directors, and Jacob Nemec, president of Sullivan County CSEA chapter. All were charged with publicly stating their intentions to work for SEIU in that union’s announced campaign to gain challenge rights to CSEA representation in a four-county area.

INSIDE THE LEADER

Long Island Region Meeting — See Page 3
Court Upholds 1-in-3 Rule — See Page 3
Coxvackie Grievance Issue Still Alive — See Page 9
Removal Of Orange Chapter President — See Page 16
Under Seeks Contract Reopening — See Page 16

PASS KEY — Raymond Casady, right, newly installed as president of the Civil Service Employees Assn.’s Westchester County chapter, gets the office key from his predecessor, John Haerdt. (Other photo from the Westchester installation appears on page 8.)
NEW LOOK FOR NEW CHAPTER — The youth movement is evidenced in this photo of the executive board for the newly chartered Civil Service Employees Assoc. chapter at South Beach Psychiatric Center on Staten Island. This group of union leaders, surely one of the youngest in aggregate of the entire statewide CSEA structure, was installed earlier this month. Seated, from left, are Barbara Martin, second vice-president; Carolyn Higgin, South Richmond delegate; Joan Mercelle, Northwest Brooklyn delegate; Marie Genetempo, recording secretary, and Betty Frable, delegate-at-large. Standing are Roger Swift, treasurer; George Hickey, institutional services delegate; Thomas Burano, president; Barry Markman, alternate delegate-at-large; Joseph D'Amore, first vice-president; Bernadette Goldberg, administrative services delegate; George Honore, rehabilitation delegate; Rose Marie Traverso, corresponding secretary; Sadie Genareo, food services delegate; Paul Larentem, official delegate, and Ted Kihm, operational services delegate. Installation was conducted by Region 2 Mental Health representative Ronnie Smith, president of the neighboring Willowbrook State Hospital chapter. Guest speaker was Randolph V. Jacobs, of CSEA's public relations staff, who talked on the importance of effective representation by officers for their membership. CSEA field representative Anne Chandler was also on hand to welcome the new officers.

THE STUDENTS benefited from initiatives and benefits for veterans. The Academy, at 259 Broadway, across at-large. Standing are Roger Swift, treasurer; George Hickey, institutional services delegate; Thomas Burano, president; Barry Markman, alternate delegate-at-large; Joseph D'Amore, first vice-president; Bernadette Goldberg, administrative services delegate; George Honore, rehabilitation delegate; Rose Marie Traverso, corresponding secretary; Sadie Genareo, food services delegate; Paul Larentem, official delegate, and Ted Kihm, operational services delegate. Installation was conducted by Region 2 Mental Health representative Ronnie Smith, president of the neighboring Willowbrook State Hospital chapter. Guest speaker was Randolph V. Jacobs, of CSEA's public relations staff, who talked on the importance of effective representation by officers for their membership. CSEA field representative Anne Chandler was also on hand to welcome the new officers.

Stenotype Academy Services Vet Conf.

MANHATTAN — On-the-job training and service to the city were combined recently when Stenotype Academy students transcribed a Mayor's Conference on Veterans Action. The Academy, at 259 Broadway, across from City Hall, provided free transcripts of the hearing, which dealt with improving job opportunities and benefits for veterans. The students benefited from in-field experience.

NOW'S THE TIME to register for March Stenotype classes.

STENOTYPE ACADEMY
259 Broadway, N.Y. 10007 (Opposite City Hall)

Vets' Ed Bill Approved

The U.S. House of Representatives last week approved a Veterans Education bill providing a 13.9 percent increase in educational benefits and extending to 10 years the time limitation on use of educational assistance.

Wanna be a good guy? Give a pint of blood.

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GRANT TO STATE GOV. COUNCIL

The U.S. Civil Service Commission last week approved a $30,786 grant to the Council of State Governments for continued funding of the Council's Interstate Consulting Clearinghouse. The grant was made under authority of the Federal Employees Personnel Act of 1970.

IPA grants are made to improve the quality of public service by improving personnel systems and practices, and to provide training of employees. Grants are made on a matching-fund basis, with the law authorizing the Civil Service Commission to support up to 75 percent of the cost of projects approved during fiscal year 1974.

Consumer Price Index

The Bureau of Labor Statistics reported that the Consumer Price Index increased 0.9 percent in January from 138.8 in December. Thus, the CPI is at 139.7. And it has increased one percent to go to its 140.7.

When the CPI hits 140.7 and stays there or higher for three consecutive months, retired federal and military personnel will get their next annuity boost. The boost is at least 4 percent.

4-Day Work Week

Federal observers say there is a push in government toward the four-day work week. The U.S. Civil Service Commission is apparently pondering the Social Security Administration's request to use the flexible-time system for some of its Baltimore operations.

Flexible-time involves a basic work day of 12 hours, within which each employee could set his own eight-hour shift.

The Coast Guard's Electronics Engineering Center in Wildwood, N.J., has been operating on the four-day week since mid-January for half of its small civilian contingent and most of its military personnel.

SEIK TRUSTEE

ALBANY — Raymond S. Seik, of Troy, has been named a trustee of Hudson Valley Community College for a term ending June 30, 1982. Members serve without pay.

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In a recent piece to the memory of former Anthony DePalco, I suggested that when he gets to heaven, St. Peter would get a few $5 bills in the cooking of spaghetti “A la Dante.” A letter from Catherine S. Boudon pawed out that is should be called “al dente,” roughly translated to “the teeth” or “chewy.”

Congratulations to Lieutenant Bernard New and former Joseph Yassello for their most creative and artifice cover of the present issue of the weekly magazine of the Fire Department W.N.Y.P. This makes two in a row for W.N.Y.P., the last one with the stark photo of a burnt doll was a stunner. Imagination in art has come some way in the Department Graphic Unit and should be properly noted and deserved.

On the Line

The Fire Dept. last week announced that the first week of April it would begin publishing a monthly newsletter, “On The Line,” to be mailed to the homes of all employees. Lieutenant Francis Cull was named editor. Tunes for possible publication may be mailed to “On The Line,” Room 633, 110 Church St., New York, N.Y., or telephoned to 586-1116.

Correction

Ronald H. Russo, who was promoted from firefighter 1st grade to fire marshal Feb. 16, was incorrectly listed last week as being number 94 on the promotional eligible list. He is number 89.

Legion Meet March 7

American Legion Post 920, 5th Department, will hold its Regular Meeting March 7, 7 p.m., at the T. J. Oakley restaurant, Post Hall, 248 West 14th Street, Manhattan.

CIVIL SERVICE LEADER

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A week ago, Honorary Deputy Chief John Jay Wellsberger was picked up for a trip to what was supposed to have been the weekly poker game with his old cronies. But there was a detour. When the destination was reached, 100 of his friends from the 44th Battalion, and especially 120 Trunk, were there to wish him a happy 75th birthday.

The Leader photo of Fireman Dap Dooly receiving his nursing pin at Bellevue, all draped in white, including a portion of music note, was a howler.
Irving Flaumenbaum, president of the Long Island Region, leads the charge against state inaction on career ladders. Placing him is Region secretary Dorothy Goetz.

L. I. Demands Action Now on Ladders

AMITYVILLE — Long Island Region delegates vehemently protested the lack of state action on the implementation of career ladders at the regional executive board meeting last week. The rule, which now applies across the country, allows city, state, and county governments to appoint one of three consecutive eligibles on a civil service list, regardless of his rank, and to pass over the other two eligibles without telling them why.

An executive order issued Jan. 1, 1974, by Mayor Beame, however, invalidates that rule for New York City civil service eligibles, who must be appointed in strict list order. The invalidation will continue for the duration of Mayor Beame’s term. But unless the next mayor issues a similar decree, the city, under the Supreme Court ruling, would revert to the one-in-three practice.

The ruling does not mean that only one out of every three eligibles may be appointed; only that public employers are simply entitled to make such a selection, and if they do, those passed over or rejected are not entitled to a hearing or review.

The attorney for the city employee whose case resulted in the three-ruler court, said the one-in-three rule allows public employers to “ thwart” statutes prohibiting discrimination on grounds of race, sex, or religion, without being held accountable.

“It allows public employers to do indirection what they can’t do directly,” Samuel Resnicoff, the attorney said.

His client, Helen Koscherak, was a college office assistant “A” with the city’s Board of Higher Education. She was passed over for promotion in favor of a female who was appointed, to a higher rank.

Mayor Beame, who banned the one-in-three practice his first day in office, allows the city “to preserve the civil service merit system and to avoid favoritism and improper and unjust discrimination.”

Favor Lindsay View

The code was used widely during the Lindsay administration in order to give what the former mayor called “greater flexibility” to what was seen as a rigid system based merely on test scores. Critics said the code simply facilitated political patronage appointments.

It was essentially the view of Mr. Lindsay that the Supreme Court upheld last week.

While holding no opinion itself, the Supreme Court affirmed the Sept. 11, 1973, unanimous decision of a three-judge panel of the U.S. District Court for the Southern District.

The federal court, in a 12-page opinion, and public employers were entitled, under state civil service law, to determine, to some extent, who was appointed to their staffs.

The court also said the state constitution acknowledges that the right of the merit system is paramount. Employers have a strict test, scores, may have to be “tempered,” and so gives employers the option to do so.

Furthermore, the federal court wrote, those who are passed over aren’t losing anything, but rather are in the same position “they now enjoy.”

The opinion, written by Justice Harold Tyler, with Justice Thoma 羿 Dufty and Circuit Judge James Oakes, was based on interpretation of Section 6111 of the New York State Civil Service Law that was adopted in 1968.

(Continued on Page 8)

CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

March

7—Rockland-Westchester Retirees chapter political action meeting: 12 noon, Holiday Inn, Rt. 303, Orangeburg.

7—Orange County chapter Board of Directors meeting: chapter headquarters at Casa Fresca Restaurant, Rt. 201, Middletown.

9—Nassau Educational chapter Board of Directors luncheon meeting: 12 noon at Bounty Inn, Rockaway Ave., Hewlett.

13—Crandle County Educational chapter first annual meeting: 7 p.m., Alexander’s Inn, Whitesboro.

14—Buffalo State Hospital chapter meeting: 7 p.m., Nuchero’s Restaurant, 1087 Tonawanda St., Buffalo.

14—Onondaga chapter quarterly meeting: 7:30 p.m., American Legion Post 1276 Hall, 101 Nichols Ave., Eastwood.

14—Thruway Unit 1 meeting: 7 p.m., CSEA Headquarters, 33 Elk St., Albany.

16—Capital District Retirees chapter meeting: 7 p.m., Nuchero’s Restaurant, 1087 Tonawanda St., Buffalo.

18—Albany Region 4 meeting: Political Hall, Washington Ave., extension, Albany.

18—Buffalo District Retirees chapter organizational meeting: 2 p.m., Washington Room, State St., Uncle Milton, Niagara Square, Buffalo.

20—Buffalo chapter dinner meeting: 6 p.m. at Plaza Suite, 1 M & T Plaza, Buffalo.

22—Ben Kosiorowski chapter dinner—dance: 6:30 p.m., American Inn, Albany.

23—Montgomery County installation and testimonial honoring Richard Falconi: 7 p.m., Stafford’s, 32 South Perry St., Johnstown.
State Seeks Psychologist

Applications are being accepted now until further notice for psychologists I and II and associate psychologist positions now until further notice at the state Depts. of Mental Hygiene, suburban and rural areas.

These positions are in hospitals, institutions or clinics of the state Depts. of Mental Hygiene, Correctional Services and Health, in the training schools of the Division of Youth or in the after-care centers operated by the Drug Abuse Control Commission.

Starting salary for psychologists I, exam no. 33, is $12,000; psychologist II, no. 23, is $17,426; and associate psychologist, no. 30, is $17,426. Appointments in the New York City area and Monroe County will receive an additional $200 annual salary differential.

To qualify as psychologists I, candidates must have a master's degree in a recognized area of psychology or 24 matriculated credits in a doctoral program in psychology, plus two years of professionally supervised full-time psychology experience, one year of which must be post-master's experience.

Qualifications for psychologist II are the same as the above plus an additional year of post-master's experience. Candidates for associate psychologist must have a doctoral degree in psychology including or supplemented by an internship.

Candidates' training and experience will be evaluated and there will be a separate eligible list for the following areas of psychology: clinical, developmental, experimental, industrial, counseling psychology, social psychology, statistical, school, and general.

The names of qualified applicants will be placed on a list for consideration for appointment in order of scores received on examination. The eligible list will remain on the eligible list for one year.

Additional information on required qualifications and experience can be obtained by requesting a job announcement from the state Dept. of Civil Service.

Regional offices of the Dept. of Civil Service are located at the World Trade Center, Tower 2, 2850, floor, Manhattan, 10047, 488-4248; State Office Campus, Albany, 11003; and Suite 720, 1 N. Gerece St., Buffalo, 14203.

Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request. Be sure to specify the exam title and number.
Whose Sacrifice?

Onedia County Executive William Bryant took the opportunity recently, through the medium of the Utica Observer Dispatch, to tell the world that the state's Taylor Law is flawed.

That the Taylor Law should be improved is a fact of life that would have the agreement of the Administration, Legislature, unions and other segments of the body politic that pay taxes, including paying public servants.

Mr. Bryant, however, has pondered the high cost of government and determined that the Taylor Law, because it gives the employees the right to negotiate salaries and other benefits, is the culprit.

Along the line, he also manages to spread the blame around to include the Governor, the Legislature, the Onedia Board, political endorsements and public servants who are not willing "to sacrifice somewhat for the good of the community."

He takes particular issue with the longevity increments that some civil servants receive. His argument lumps increments together with salary increases to the point that state workers will receive between 10 and 11 percent raises next month and to state that Onedia County workers who recently won nearly 10 percent raises (by combining a 3 1/2 percent negotiated increase, with a 4 percent automatic increment).

Somewhere, he fails to realize that the increments are a recognition of a worker's increased value through accumulated skills and knowledge on the job, and that negotiated increases in these inflationary days amount to no more than an effort to stay in the running in pursuit of the cost of living. He seems not to have realized that the cost of living for 1973 increased 10.8 on the scale, for the highest earning record under the same conditions.

In an effort to stay in that race, it would continue to do well. With regard to the bread and butter issue, I've already indicated that this economy is going to be moving up. I think therefore it would also be in the interest of candidates who stand for the administration.

Painful Thinking

The President's approach to the election problem parallels the theme of the typical Republican Ambassador. In a sense, these Republicans are not overly concerned about Watergate. They regard it as temporarily confronting the President as distinguished from his Republican successors.

On the other hand, they are deeply sensitive to economic issues, and to the perception of their party as a party of inflation. If President Nixon framed the election issue. That is, if there is an upturn in the economy in 1974, 1975 and 1976, the Republicans believe that majority will transcend the perception of the present economic condition and will continue as long as the situation improves in the Watergate syndrome.

Along these lines, the declaration by Vice President Ford and by Republicans consistently reiterating their support of the Nixon Administration as a vote for national security sets the stage for a heated campaign, the contest for approval being determined by the turnout in the various states.

Henry's The One

It is from this point of view that the fourth mission of The Economist, which is to predict the outcome of a vote in 1974 with a mandatory even-odd day election is a most important one. It is also a welcome development for concerned and embattled Republican candidates, for the steering of their party's program by the rules of the game, becoming more and more the rule of the game, and that means that the Republican candidate will be far more active and will be far more active in the battle for the White House.

From that point of view, it makes very little difference how long it might take for the Arab states to increase their production. Once the embargo is lifted, the United States can safely predict that the embargo will last and that the embargo will last as long as the embargo shall last. Your children are protected by social security, your country is protected by social security. It is not a question of whether your earnings are lost or yours or your husband's.

(Continued from Page 1)

Don't Repeat This!

The thought of Democrats may cause some concern in the State Assembly.
The most significant event, from the point of view of the Republican Assembly, is the Republican loss of the Congressional seat previously held by Vice President Gerald Ford and by Republican congressmen. The seat was won by a Republican congressman not only the state of Republican Assemblymen from marginalized churches, but also of those representatives who had historically been safely Republican.

In response to a question from a reporter, President Nixon, at his press conference last week, said: "I would like to have a longer time on the issues."

On the peace front we're doing our best, he said. We've made a lot of progress, and we'll continue to do well. With regard to the bread and butter issue, I've already indicated that this economy is going to be moving up. I think therefore it would also be in the interest of candidates who stand for the administration.

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(Continued on Page 7)
Letters To The Editor

Protests Ethnic Form On Exam

Editor, The Leader:

I am writing on behalf of my son who is presently out of work.

My son took and passed the last civil service exam for New York City on November, 1973, but was notified to take his physical exam in January. He was scheduled to be notified when he returned.

I would like to thank him personally for his efforts to bring about the needed changes in the testing program and to the Dept. of Personnel and to the Commissioner. My son is one who had passed the test to be notified when he returned.

provisions of section 51 are compiled with insofar as the minutes of the Board are concerned, the court determined that those three matters are matters of public record.

The mere fact that the Board is not an elected body is not determinative of the question as to whether the minutes of the Board are a matter of public record. The court found that the minutes of the Board are a matter of public record. The court found that the contention that the subject of this proceeding was within the exclusive jurisdiction of the Civil Employment Board pursuant to Article 14 of the Civil Service Law. The court concluded, "The Taylor Act did not limit or preclude any existing rights that a taxpayer has by virtue of section 51 of the General Municipal Law and section 96 of the General Corporation Law.

There is a strong and forthright legislative policy in this state to make available to public inspection and access all records or other papers where there is no compelling reason for secrecy and where secrecy is not enjoined by law.

Applications Accepted To March 18; Written Exams April 20

Applications Accepted To March 25

Oral Tests To Be Held in April

Chief of Mental Treatment Service

Chief of Mental Rehabilitation Services Development Services

Applications Accepted To April 1; Oral Test in April or May

International Trade Consultant

Applications Accepted To April 8; Written Exams May 11

Motor Vehicle Inspector

Surplus Real Property Assistant

Tabulating Machine Operator

Training And Experience Evaluated

Food Service Specialists

Supervisor of Drug Abuse Urinalysis

Transportation Financial System Analyst

Other

* Oral test will determine final score.

Additional information on required qualifications and experience available at the following offices of the New York City Civil Service:

Office Building

Albany

New York City

New York

New York

New York

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.
WESTCHESTER INSTALLATION — Officers of Westchester County chapter of the Civil Service Employees Assn. are installed last month by CSEA region 3 president, at left, Ray Cassidy, took over the helm of the Westchester chapter.

Cassidy, Neider Announce CSEA Officers

WESTCHESTER COUNTY — The installation of Ray Cassidy as president of the CSEA Westchester County chapter, held last week, marked the beginning of a new era for the chapter.

Cassidy, who has been a member of the CSEA for over 10 years, was installed by former CSEA regional president, Joseph O'Connor, at the installation ceremony held in Katonah.

Other officers installed were: Carmine Lamacata, first vice-president; Irene Amaral, secretary; and William Marino, treasurer.

Cassidy vowed to work towards improving the working conditions of all CSEA members in the region.

Impasse Reached In Goshen Village

GOSHEN — The Village of Goshen and the CSEA have reached an impasse in their negotiations over wages and working conditions.

The village, represented by Ed Haack, president of the village board, and the CSEA, represented by Carmine Lamacata, president of the CSEA Westchester County chapter, have been unable to agree on a new contract.

The CSEA has filed for a state-wide impasse, which has been referred to PERB (Public Employment Relations Board).

Disloyal

(Continued from Page 1) Action against Mr. Cassidy is not being handled by the CSEA region, but rather by the Village of Goshen, which has filed a complaint with PERB.

The case is still pending.

Court Upholds 1 And 3 Rule

COURT — The court has upheld the 1 and 3 rule for the CSEA chapter in Westchester County.

The court found that the rule is constitutional and valid.

PERB Pressed To Certify Middle Country Victory

CORAM — The CSEA has won a victory in the certification of its members in the Middle Country School District.

The district, represented by the APSCME (American Federation of State, County and Municipal Employees), had challenged the certification, but the PERB (Public Employment Relations Board) has upheld the certification.

The CSEA, represented by Ray Cassidy, was able to convince the PERB that it had met the requirements for certification.

The victory is a significant one for the CSEA and its members in the Middle Country School District.

The CSEA has won several other certification battles in recent months, and the victory in the Middle Country School District is expected to boost the morale of CSEA members throughout the state.

The CSEA is now looking forward to negotiations with the district, and is confident that it will be able to secure a fair contract for its members.

The CSEA would like to thank all of its members for their support and dedication, and is committed to fighting for the rights of all public employees in New York State.
Coxsackie Grievance Lost, But Issue Is Not Dead

COXSACKIE — Civil Service Employees Assn. members at Coxsackie Correctional Facility lost a long-delayed, third-step grievance decision on Feb. 8 concerning their petition to prevent correction officers from performing out-of-title work.

The decision, rendered under a now outdated grievance procedure, caused CSEA for the State’s Operational Services Unit, the director of CSEA must seek the advisory opinion of the State Director of Classification and Compensation in handling snow removal equipment in February 1973, would be grieved under the new grievance procedure and taken to the fourth and final step.

According to Mr. Trobridge, "it was useless to bring in the 1973 grievance to the fourth step under the new system."

Mr. Trobridge also charged the Department of Correctional Services with "attempts to hide it under the rug and ignore it."

The incident which caused the grievance occurred during the winter of 1973 when correction officers were used by the Department of Correctional Services to man snow-clearing machinery after a snowfall at Coxsackie Correctional Facility. Maintenance personnel at the facility grieved that the officers were working out-of-title and that civilian maintenance personnel should have been assigned to the snow clearing on an overtime basis.

The Deparment of Correctional Services contended that the snowfall constituted a temporary emergency and that an agreement had been made with certain civilian maintenance employees allowing for the continuation of this out-of-title work.

Letter Sent

In a letter to John Burns of the Department of Correctional Services, Mr. Trobridge stated: "You are perfectly aware that our position as bargaining agent precludes us and members of your agency’s management from basing decisions independently with individuals within our negotiating unit.

The provoide continued: "In this particular grievance you are contending that several inches of snowfall constitutes a temporary emergency, as defined in our agreement. I refer you to the phrase ‘non-recurring situation,’ which you ignored, and submit that several inches of snow in the winter is certainly not a non-recurring situation."

He concluded: "If this occurs again, however, we intend to proceed under the new grievance procedure to the final stage, which will allow the Division of Classification and Compensation to rule on the issue."
This Week's New York City Eligible Lists

City, State and Federal employees and their families are eligible for special rates at Holiday Inn Rochester New York.

Show us your government ID card and we'll show you to first class accommodations at reduced rates. It's a deal so good you can afford to take your family with you.

Each of our rooms has two double beds, color TV and individually controlled air conditioning. The Downtown Rochester Holiday Inn is famous for its good food and great entertainment. At the Windsor Room, for example, you can dine and dance in style and save money doing it. And you'll enjoy all our luxury features even more knowing you're staying within your travel budget.

So if you work for Uncle Sam, let us know. We want you. And we're willing to give you a great deal to get you.

We Want Government Employees in Rochester, N.Y.
REAL ESTATE VALUES

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Downstairs has 1 bedroom, 2 bath, eat-in kitchen, full size dining. 2 & 3 bedrooms, up, various locations. Inquire. Gas, Gas. Furn. east for quick sale.

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PERSIAN - ITALIAN

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No. 1, Cocktail place for free drinks. Howard Miller, a top authority in New Guide who filed, 1,619 were called and 
(Continued on Page 13)
Latest State and County Eligible Lists

City Open Continuous Job Calendar

Competitive Positions

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary</th>
<th>Exam No</th>
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<tr>
<td>Architect</td>
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<tr>
<td>Assistant Air Pollution Control Engineer</td>
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<tr>
<td>Assistant Civil Engineer</td>
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<tr>
<td>Assistant Plan Examiner (Buildings)</td>
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<td>Civil Engineer Trainer</td>
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PROMOTIONAL

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State

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Pension Bills: Help Cause By Writing

**ROCHESTER —** Leon H. Miller, Rochester area director of the State Division of Parole, and Rose Privitera, senior stenographer in the division's Rochester area office, were honored recently at a retirement party at the Flagship Hotel here.

The two of them have a combined total of 60 years of membership in the Civil Service Employees Assn.

Mr. Miller, who joined CSEA when he went to work for the parole service in 1954, had been a CSEA member since joining the division 43 years ago. Mr. Miller's successor, Peter J. Andolite, is a former vice-

Chairman of the CSEA's Rochester chapter.

Ms. Privitera was the last Rochester area office employee who had worked for the division when it was organized in 1930, following Sling Sling and Auburn prison riots.

Mr. Miller, a graduate of the University of Idaho, worked in the division's New York City area office for nearly 30 years before coming to Rochester.

He now is teaching criminology at Monroe Community College here and plans to write a book on criminal justice. "I'd like to answer the question of why crime continually continues to increase in the face of the millions of dollars we're putting into so-called 'solutions' of the crime problem," he said.

Retirees Lists 4 Proposals

**ORANGE—** The Rockland-Westchester Retirees chapter, Civil Service Employees Assn., is making requests for the State Legislature:

- Double Pensions
- Increased retirement benefits.
- Dental insurance and increased major medical coverage.
- Approve 5 percent high cost of living increase for state retirees who were working during and after World War II.
- Approve for state retirees a dental plan comparable to the plan now in existence for state employees.
- Approve 5 percent high cost of living increase for state retirees residing in the five counties of New York Metropolitan Area.
- Approve for state retirees the benefits of state and municipal agency knowing needs, the Dormitory Authority to new educational, social and cultural opportunities. Mr. Duryea said.

"Our retirees at state, city and private universities could provide clinic and nursing benefits, potential access to academic classes, and possible use of nutritional and transportation services."

Mr. Duryea pointed out that enrollment in certain states, city and private institutions is declining, making space available.

Mr. Duryea made his proposal in the face of information uncovered by the Speaker's Committee for the Problems of the Elderly, chaired by Assemblyman George Parrell (R-Ploral Park), chairman of the Speaker's Committee for the Problems of the Elderly.

Mr. Parrell is the guest speaker at the talk, scheduled for the meeting of Capital District Retirees chapter, Civil Service Employees Assn., on March 14.

Planning Ahead

**ALBANY —** Multiple-use planning would reduce the cost of public agency facilities and provide for the needs of specialized groups, such as senior citizens, who are generally overlooked by agencies not directly concerned.

This is the view of Assemblyman George J. Parrell, Jr. (R-Ploral Park), chairman of the Speaker's Committee for the Problems of the Elderly. He has introduced a bill designed to ensure dual-purpose planning in state capital construction projects.

Ready To Retire?

Protect your retirement future with a membership in the Retired Civil Service Employees of the Civil Service Employees Assn.

It has as its goals:

- Increased retirement benefits.
- Dental insurance and increased major medical coverage.
- Health insurance coverage for surviving spouse after retirement.

By staying together under the banner of CSEA, retirees and public employees can attain these and many more goals for a better retirement future.

Send the coupon below for membership information.

Ms. Hazel G. Abrams
Civil Service Employees Assn.
33 Elk St.
Albany, N.Y.

Dear Ms. Abrams:
Please send me a membership form for membership in Civil Service Employees Assn. of CSEA.

Name
Street
City
State
Zip

ROSE PRIVITERA
LEON H. MILLER

Unusual College Dorms

**ALBANY —** Assembly Speaker Perry B. Duryea has proposed legislation that would permit unusual college dormitories to be made available to citizens in New York State.

The proposed legislation would cover dormitories financed by the State Dormitory Authority.

"We may have available space that can be utilized to house the elderly — and at the same time provide those citizens with much needed educational, social and cultural opportunities," Mr. Duryea said.

"In lieu of aging and deteriorating public and private institutions, the Dormitory Authority is empowered to construct facilities on university or college campuses and then lease them to the institutions for up to 40 years — after which they revert to the institutions.

The following is an example of how the program would work: The local group, a private nonprofit organization or governmental agency knowing needs, would go to the institution and the Dormitory Authority to negotiate arrangements in which the educational institutions, the original lessor, retain ultimate responsibility for the payment of bonds.

At present the Dormitory Authority's enabling legislation prevents use of these facilities by non-students, he said.

The Dormitory Authority, under state law, is empowered to construct facilities on university or college campuses and then lease them to the institutions for up to 40 years — after which they revert to the institutions.

This is the view of Assemblyman George J. Parrell, Jr., chairman of the Speaker's Committee for the Problems of the Elderly. He has introduced a bill designed to ensure dual-purpose planning in state capital construction projects.

Shermehorn Set For Capital Meet

**ALBANY —** State Senate Richard E. Schermehorn, chairman of the Senate's Committee on Civil Service and Pensions, will be the guest speaker at the meeting of Capital District Retirees chapter, Civil Service Employees Assn., on March 14.

A business meeting will be at CSEA Headquar ters, 33 Elk St., Albany. Elizabeth Edscherich, first vice-president, will preside in the absence of the president.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 65 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:50 p.m.

Those requesting applications by mail must include a stamped, 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 subway, applicants can reach the filter office via IND (Chambers St.) BMT (City Hall). For advance information on titles, call 586-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 66 Court St., Brooklyn 11201, phone: 586-8060; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 822-5000.

The Board of Higher Education advises teaching staff applicants to contact the individual agencies; non-faculty jobs are filled through the Personnel Department.

STATE—Regional offices of the Department of DMV are located at the World Trade Center, Tower 3, 10th floor, New York, 10048, (phone 486-4348); State Office Campus, Albany, 12226; Suite 700, 1 W. Genessee St., Buffalo 14210. The DMV may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

Various State Employment Service offices can provide applicants in person, but not by mail.

Judicial Conference jobs are filled at 270 Broadway, New York, 10007, phone: 436-4141.

Port Authority jobseekers should contact their personnel offices at 18th Ave., New York, 10007, phone: 652-7000.

FEDERAL—The U.S. Civil Service Commission, 1940 N Street, N.W., Washington, D.C., runs a Job Information Center at 26 Federal Plaza, New York 10007. It is open Monday to Friday, 8:30 a.m. to 5 p.m., weekdays only. The phone is 652-6023.

Federal positions may be open without a deadline unless otherwise indicated.

INTERGOVERNMENTAL—The Intergovernmental Job Information and Testing Council supplies information on N.Y. City and State and Federal jobs. It is located at 58-14 21st Ave., Jamaica, Queens, 11432 and office hours are from 9 a.m. to 5 in the afternoon. The phone is 586-8700.

For information about city jobs is 586-6100; for state, 592-6000; and for federal, 586-8700.

PRESIDENT'S PAGE
ULSTER LEADERS — William L. Blom, CSEA's director of research, met recently with members of the county employee unit of CSEA's Ulster County chapter to discuss progress on a classification and salary survey being conducted by CSEA for Ulster County employees. In the above photo, from left, are Judy Murray, treasurer; Dorothy Thernhill, Hazel Phillips, Julie Jansen, all members of the executive board; Joseph Guglielmo, board member; John F. Mauro, vice president; and Theodore C. Wenzl, president.

Wenzl Backs Ulster Call To Reopen '74 Contract

KINGSTON — The president of the Civil Service Employees Assn. has pledged the full support of CSEA to a demand by its members employed by Ulster County for an immediate reopening of negotiations on salaries covering the final year of the present two-year contract which expires Dec. 31, 1974.

Theodore C. Wenzl, president of the statewide union, in announcing CSEA support of the Ulster County employees demand, said: "Salaries which seemed adequate for 1974 when they were being negotiated back in the fall of 1972 are obviously way out of step after the unbelievable spiral in the economy this past year."

The county employee unit of CSEA's Ulster County chapter started its push for a wage reopener late last year. Recently it reiterated the demand at a meeting in Kingston, attended by "a representative cross section of employees indicating a broadly-based need for a significant pay adjustment," according to CSEA unit president Walter Parslow. He added that while the contract with the county resulted in a raise in the minimum wage for county employees, the employees feel an urgency to reopen salary negotiations now in view of the spiraling cost of living increase since that contract was negotiated.

Dr. Wenzl said CSEA agrees with this contention and "would stay closely in touch with the situation, and stand ready to provide staff specialists and other assistance as required."

Mr. Parslow said it is the general feeling among the 900 employees in the Ulster County negotiating unit that their salary levels were already below those of their counterparts in many counties before the present sharp rise in the cost of living began. He called for swift action on the part of the Ulster County legislature to correct the inequalities by reopening negotiations on salaries.

Also at the meeting county unit members in Kingston, William L. Blom, CSEA's director of research, reported on the progress of a classification and salary survey being conducted by CSEA for Ulster County employees.

Edward Diamond, CSEA's director of education and membership recruitment, also reported on educational seminars and workshops which will shortly be made available to members, including a training program for new officers and seminars on responsibilities of shop stewards, negotiation procedure, and disciplinary procedures and practices.

Board Expels Three From CSEA

(Continued from Page 1)

Mr. Mauro said the three expelled officers "have not been implicated in the current conflict in the chapter or in the CSEA-Rockland County conflict. The three officers have been removed because they have shown themselves to be troublemakers and have failed to follow the rules and regulations of the organization. They have also failed to support the official policies of the chapter and have engaged in conduct which has been detrimental to the interests of the chapter and its members."

Mr. Mauro said that the three officers were removed for "incompetence, lack of professionalism, and failure to follow the rules and regulations of the chapter and the organization." He said the three officers "have shown themselves to be troublemakers and have failed to follow the rules and regulations of the organization. They have also failed to support the official policies of the chapter and have engaged in conduct which has been detrimental to the interests of the chapter and its members."

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