Greenburgh Victory Third Straight In South; Buffalo Zoo Win Good Omen In West Region

Another Example For Employees In Erie County
BUFFALO—The certification of the Civil Service Employees Assn. as bargaining agent for employees of the Buffalo Zoological Society, which operates the Buffalo Zoo, was cited by William L. McGowan, its president, as an example of what happens when people have firsthand knowledge of AFSCME shortcomings.

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CSEA, therefore, received an absolute majority in the election, so the challenged ballots can actually be scheduled. At a July 3 hearing, CSEA consented to a speeded hearing, and if one is held, CSEA must be held, while awaiting the right to challenge such an election.

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Workmen's Compensation Law
Still In Healthy Growth At 60

ALBANY—Three major improvements in New York State's Workmen's Compensation Law, which was enacted by Gov. Wilmot's 1974 Legislative program, went into effect on July 1 as the law celebrated its 60th anniversary.

These amendments were: (1) The maximum rate for temporary total disability was raised to $25, and for permanent total disability the maximum rate was raised to $95; (2) benefits will now be paid for partial disability resulting from silicosis or other dust diseases, and (3) supplemental compensation was added in the case of death or permanent total disability resulting from accidents. Respective maximum rates for accidental injuries were established at the time of the law's enactment in 1914. Each of these amendments was designed to make the program more responsive to the economic, social and industrial changes of the last six decades.

"Glancing backwards to 1914 and contrasting the law of that date to today's, reveals how far New York has progressed from the deplorable plight of working men and women, who, when injured on the job, had no recourse to the courts for redress of the frustrations and delays of common law remedies and court procedures to the responsive regulations covering benefits to injured workers in 1974."

In 1914, coverage applied only to accidental injuries. Now, all occupational diseases are covered by the law, including the right of the file claims for slow starting disease disabilities.

Beginning Limited
Sixty years ago the law was limited to some 260 hazardous occupations with large groups. Today, with rare exception, every worker is encompassed within the program, from protection and employers of one or more must carry insurance.

Additionally, New York was the first state where about $125, and for permanent disability resulting from silicosis or other dust diseases, partial disability resulting from accidents that occurred before July 1, 1970, and which also raised the maximum rate to $80 a week for total disability and $48 a week for widows in death cases.

Albert D'Antoni, Chairman of the Workmen's Compensation Board, featured these three major changes in his review of the last six decades in guarding the rights of the workers and in securing their benefits fully and promptly.

More Standards
He said, "New York's law means all of the standards of the Council of Government, 92 of the 92 standards set by the International Association of Industrial Accident and Compensation, and 18 of the 19 essential recommendations of the National Commission on State Workmen's Compensation Laws.

"These amendments, which have established New York's law as a showcase for nationwide workmen's compensation coverage, are the result of more than 60 amendments to the original law enacted in 1914. Each of these amendments was designed to make the program more responsive to the economic, social and industrial changes of the last six decades."
TAX CONTRACT — Mario A. Procaccio, Commissioner of Taxation and Finance, puts his signature on a Departmental contract negotiated by the Civil Service Employees Assn. on Taxation and Finance chapter. The departmental contract ends at the same time as the CSEA-State contract, but includes numerous items not directly related to the Taxation and Finance Department. Members of the CSEA bargaining committee are, standing, from left: Joseph Velline, Buffalo District Office; Arthur Lakitis, Brooklyn District Office; Stanley Jarens, Buffalo District Office; Mary Gernabueh, Income Tax Bureau; Santa Or- to, Income Tax Bureau; Melvin Phillips, New York City area; John Daley, Sales Tax Bureau; and E. Jack Dougherty, Albany District Office. Management personnel, seated, from left, are: John Hanzelmann, assistant director, Taxation and Finance Accounts; and assistant director, Income Tax Bureau; Daniel F. Halloran, director of personnel; Mario A. Procaccio, Commissioner, Taxation and Finance; and John J. Garry, administrative director, and William H. Seiden, assistant director, Sales Tax Bureau.

Ulster Improper Practice

(Continued from Page 1)

Albany—A Chief State Service lawyer, John Daley, says he is still studying recent decisions in the civil service labor relations field and that the Department of Taxation and Finance is considering a possible legal course of action. Mr. Daley said that while the Department is not yet in a position to announce an action in this area, the Department will take action as soon as possible after all pertinent factors have been examined.

CSEA Win In Greenburgh

(Continued from Page 1)

Westchester chapter president Ray Cassidy, elated about the victory, won, said: "It should be obvious, even to the most casual observer, that the barbers and beauticians in the State service are being denied their due. We believe that our union has every right to challenge us in the first place, and that we have the right to challenge the decision reached in the first place. But if, as we believe, that union has no legal right to challenge us in the first place, then there's no reason to believe that the decision reached in the first place was correct."

"They are desperately trying to help themselves out of a position that they're in," Mr. McDonough said. "They are desperately trying to help themselves out of a position that we're in, and they believe that they have the right to challenge us in the first place. But if, as we believe, that union has no legal right to challenge us in the first place, then there's no reason to believe that the decision reached in the first place was correct."

"CSEA has repeatedly defeated this out-of-state union with their favorite tactic is to disrupt contract negotiations by engaging in election activities that cannot happen to win," Mr. McDonough said. "They are desperately trying to help themselves out of a position that they're in, and they believe that they have the right to challenge us in the first place. But if, as we believe, that union has no legal right to challenge us in the first place, then there's no reason to believe that the decision reached in the first place was correct."

"This is the last time that we will ever allow CSEA to force us into a position that we're in," Mr. McDonough said. "This is the last time that we will ever allow CSEA to force us into a position that we're in, and we will not allow them to force us into a position that we're in."

CSEA To Aid Barbers' Case

ALBANY — The Civil Service Employees Assn., will assist barbers and beauticians in State service in their appeal to the State Civil Service Commission regarding the recent denial by the State Director of Classification and Compensation for a salary reallocation for barbers and beauticians. CSEA spokesman Timothy M. Sullivan, a research assistant, said CSEA is providing all the help it can. Mr. Sullivan said that CSEA is committed to an improper practice when it still later added the stipulation that any such adjustment would be made as part of contract talks for the next year.

OSEA in early June retained its representation rights for county employees, defeating a rival labor union in an election challenge. The election was held in the Town of Ossining, and the barbers and beauticians application requested a change in salary grade from grade 7 to grade 10. CSEA researchers supported the application with information showing the total value of services provided by barbers and beauticians in State service equal to seven million dollars per year in the private sector.

Thruway Challenge

(Continued from Page 1)

With the Thruway Authority for a new contract was in sight when SEIU petitioned EER for an agreement and forced a summary contract talk. "If CSEA has to take on EER at the ballot box as the fastest way to legally get back to the bargaining table on behalf of the Thruway people, then let's get out of that contract talk. But if, as we believe, that union has no legal right to challenge us in the first place, then there has to be a determination that this election was in the first place," Mr. McDonough said.

"CSEA has repeatedly defeated this out-of-state union with their favorite tactic is to disrupt contract negotiations by engaging in election activities that cannot happen to win," Mr. McDonough said. "They are desperately trying to help themselves out of a position that they're in, and they believe that they have the right to challenge us in the first place. But if, as we believe, that union has no legal right to challenge us in the first place, then there's no reason to believe that the decision reached in the first place was correct."

Pass your copy of the Leader on to a non-member.

CSEA calendar

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

JULY

18—Albany Education chapter and Night at the Races: 6:30 p.m., Saratoga Raceway.
22—Houghton Area Railway chapter meeting: 3 p.m., Garden Village, West, 50 Front St., Binghamton.
27—Thruway unit 1 meeting: 7 p.m., Albany.
27—Schenectady chapter meeting: 7:30 p.m., Troy Elks Club.
27—Essex County Department of Transportation unit retirement party.
28—Chautauqua County unit steak feed: 2 p.m., Orange County Park, dairy camp area, Montgomery.

AUGUST

10—SUNY at Buffalo chapter annual picnic: Oppenheimer Park.
10—Reisterstown-Dundalk Transportation chapter family picnic: 11 a.m., Weber Park.
15—Albany Division of Employment chapter clamsteam: Krause's Half Moon Beach, Crescent.
16—Albany Region Admissions committee meeting: Grey's Farm, Westport.
23—Monocacy Valley chapter campsite: Lehighs Grove, Latham.
30—Department of Criminal Justice Services chapter night at the races Saratoga Raceway.

SEPTEMBER

13—Department of Criminal Justice Services chapter clamsteam: Krause's Half Moon Beach, Crescent.

Talks Stall At Lakeland

SHERB OAK — Lakeland School District employees demonstrated recently following an impasse in contract negotiations with the Civil Service Employees Assn.

Walter Thompson, president of the Lakeland teacher chapter, charged that after six meetings, beginning in late January, the Union, which represents all teachers, finally "saw the light," and as a result, "The talks failed to set in good faith."

Joseph O'Connor, CSEA field representative, said that a letter was recently sent by the negotiating team after Gene Durante, Lakeland business administrator and head of the district's negotiating team, failed to appear at a scheduled session.

When Mr. Durante stated that he was "working on the budget" and that it would be difficult to make any changes until a new contract was agreed upon, on a new contract effective July 1, he was told by the union that they must be given the opportunity to see the negotiating sessions be held. Receiving no response, CSEA decided to "call a halt."


CIVIL SERVICE LEADERS, Thursday, July 16, 1976

Tax Dept. Agreement Is Reached

ALBANY — The Civil Service Employees Assn. Department of Taxation and Finance chapter recently ended successful departmental recognition talks which had been held by CSEA's proposals agreed to by the Department of Taxation and Finance.

Among the highlights of the agreement are:

• The Department will not foster, encourage or condone out-of-title work.
• Employees granted education leave will in no manner longer be replaced only on a temporary basis if there is a need.
• The Department agrees that where a voluntary health maintenance examination program is conducted by the Health Services, all eligible Department employees will be allowed participation.
• The Department and CSEA will continue the study of flexible benefits which has held for all Department employees.
• The Department will furnish a copy of all directives and bulletins to all employees and personnel and memoranda that affect terms and conditions of employment to the Tax Department representatives, to CSEA's Board of Directors, and to the tax chapter president.
Dear Mr. Thayer,

I would like to take this opportunity to express my appreciation for your dedication, loyalty and friendship to the N.Y. firefighter which is reflected in your weekly column "Fire Flies" of which I am an avid follower. Your latest column on the late Firefighter Harold Hoey of Ladder Co. 42, F.D.N.Y. and your introspective comments left me speechless and reminded me of the loss of Harold's life.

"I often wonder to myself if anyone really cares that a human being of the "name" of Harold Hoey has passed through our lives. It seems, in this apathetic world we live in, we have no time for the Harold Hoeys. They only show us down. We are constantly pushing, pushing and struggling to take care of our own selfish needs. It took some of what each of us should be caring.

I am sure that at some time in your fire fighting career, on a cold winter night, you have had some person close to the fire come out with a pot of coffee "for the firemen." I saw it happen only last month and it reassured me about people. There are indeed many who still care and who, on hearing about the death of a firefighter or the serious injury to one, will express their regret in one manner or another.

For the most part, however, such people are indeed in the minority and the fact that they exist in such small numbers is less accepted as a fact of life and forgotten.

The things which serve to sustain us and give us comfort in our special ways of life are the inspirations which come from those who surround us, naming the firefighters. The reason that we have to realize that there are comparatively few Harold Hoeys on this earth but believe it or not, there exists within the ranks, a remarkable number of fine, well-educated and noble men, most of whom could do far better in the commercial sector than they do within the Fire Department.

Harold Hoey was such a man. With his own type, he embraced the job of firefighter for many reasons, chiefly among the belief that it would enable him to channel his concern for other humans. Such noble efforts and noble efforts have been long overdue.

I doubt, for instance, that as he rescued a youngster, its ever-grateful family, he never thought of throwing rocks at him upon the morrow. I also doubt that he ever thought of any kind of promotion from those he worked so hard to help. I do believe that he took it as his job to do his work to the best of whom he worked as well as those who made the supreme sacrifice of their lives. Within his place as the years pass, will in turn, find inspiration from the thoughts he has left about him and others who are destined to follow him along the same path. I think he would agree that because we who are so devoted to the ideals of firefighting are, through the lives of men such as Harold Hoey and those like him who came on the traditions to such a high degree of excellence, it is also to know that there are people such as yourself in the job which Harold Hoey and those like him were so dedicated to. Such people are indeed in the minority and the fact that we have been blessed with such people for a while longer. The pity that it was not ordained that he stay for a while longer.
MANHATTAN—As part of a $5 million federal grant to the city Housing Authority for use in upgrading the conditions at five public housing projects, tenants of the projects, including school dropouts, will gain employment, according to the HA spokesman, who said that it is to be used in a two-year tenant-oriented program.

One highlight of the program, developed with tenant cooperation, is an effort to draw school dropouts and other youths into the job market by increasing their employability. They will also be given educational opportunities.

Another plan is to recruit 114 youngsters as a teen-age task force on vandalism and to train them to paint over the graffiti which mars the public areas in the projects.

The program, according to the HA spokesman, will also mean an increase in social service personnel in these projects. These employees will be needed to staff the projected full-time weekend programs, with emphasis on emergency child care, career development programs, family counseling, related areas of tenant interest, and a Boy Scout program.

Included among the programs being developed are improved grounds maintenance, deferred building maintenance, elevator repair, increased janitorial service and additional supervisory management.

What these increased services will mean in terms of civil service appointments could not be determined at this time, according to the HA spokesman.

The $5 million grant, drawn from a special $35 million HUD fund that is being allocated to HUD-supported projects, will affect the following city projects:

- Gerald J. Carey Houses, between West 24 and West 22 Streets, Williamsburg, and Buford Avenue, Coney Island: 974 units.
- Langston House, Rockaway, Brooklyn: 514 units.
- East River Houses, First Avenue, PDR Drive, 102 and 105 Streets: 1,176 units.
- South Jamaica Houses, 158 and 160 Streets, South Jamaica, Queens: 1,176 units.
- St. Nicholas House, West 131, West 123 Streets, Seventh and Eighth Avenues: 1,538 units.

Rare Treats Due

MIDDLETOWN — The Orange County unit of the Orange County chapter, Civil Service Employees Asn., is sponsoring a July 28 steak bake for all employees in Orange County represented by CSERA.

The county unit president, Carol Dubin, said the event will begin at 2 p.m. at the Orange County Park, day camp area, in Montgomery.

Correction Officer List

MANHATTAN — A list of 10,850 correction officer candidates, resulting from open competitive exam 23979, was established June 24 by the State Dept. of Civil Service. The list contains nine names.

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C 24 Attorney, Assistant
C 115 Assistant District Attorney
C 964 Court Clerk
C 167 Correction Officer (Male)
C 159 Court Officer (Female)
C 156 Industrial Foreman
C 111 Junior Examiner
C 112 Medical Examiner
C 158 Occupational Therapist
C 151 Police Officer
C 627 Psychiatric Social Worker
C 671 Psychiatric Social Worker, Child, Adolescent
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Root Cause

Unions have come a long way in the past fifty years, and one of the most interesting cases must surely be the Civil Service Employees Association, whose 215,000 members make it the largest independent public employees union in the world.

CSEA’s leaders themselves must shake their heads in wonder sometimes at the loyalty that the bulk of the union’s membership holds for the Employees Association.

Just last week, employees in the Town of Greenburgh, Westchester County, overwhelmingly turned back a challenge from the Service Employees International Union, while only a few days prior employees of the Buffalo Zoological Society, nearly unanimously voted for CSEA against the American Federation of State, County and Municipal Employees.

There came almost one month to the day after employees in Orange and Ulster Counties, in separate elections, voted to remain with SEIU, AFSCME and the National Maritime Union...from Suffolk County on Long Island, to Erie County in the West, with the Thrway in between.

We sometimes wonder why it is that these private-industry unions continue to batter their heads against the surprisingly strong defenses of the public employees union in this state.

The success of CSEA through the years is a matter of record. Its success in negotiations has led to phenomenal growth of the organization within the last few decades, so that the Employees Association represents four of the five negotiating units within the state, and most of the governmental subdivisions.

Probably where the outside unions have mislabeled is in confusing dissent with discontent. Is there another union that does not have many of its leaders so outspoken about their differing views? Yet it would be equally difficult to find a more dedicated group of leaders to their union, or more quick to close ranks against any outside force that they feel might weaken the organization.

It is this same democracy-in-action that has provided the statewide Association with nine officers, who have homes from seven different areas of government. These nine officers have worked their way up the CSEA ladder in Education, Motor Vehicles, Courts; Thruway Authority; County; Insurance; Transportation; and Mental Hygiene.

Behind them is a Board of Directors composed of representatives from every state department on a weighted representation basis and from every county.

The statewide Association is broken down into regions. There are hundreds of local organizations, with some chapters being divided into units, and some of the units into sections in order to keep grassroots contact with members as accurate as possible.

In addition, communication is carried on regularly on a statewide basis by special interest workshops for employees in Counties, Mental Hygiene, Transportation, Health, Armories, and, in the planning stage, Labor.

(Continued from Page 1)

When One Beats Two

The Appeals Division, First Department, recently reviewed and reversed an order of May Employment Relations Board which determined that the Fashion Institute of Technology had violated Section 209(a)(1) of the Civil Service Law and which directed that the complainant not be offered employment, an order which was further directed that the employer cease and desist from any further discriminatory acts.

The complaint in this case was filed by a lecturer employed by the Institute to teach evening courses. The teacher claimed she was discharged because of her activities in organizing a union to represent the evening session teachers at the college.

The Civil Service Law provides in Section 209(a)(1)(e) that it shall be an improper practice for a public employer or its agents deliberately to discriminate against any employee for the expression of his views in connection with or in participation in the activities of any employee organization.

The hearing officer’s findings that the testimony of four professional employees employed by the Institute, the department chairman and the other three senior members of the department. There was some evidence that the testimony was to the effect that FIT was in the process of upgrading the quality of its evening classes and that the teaching requirements for the complainant was below standard. This decision was reached by the professors at a time when they were unaware of any union activities on behalf of the complainant. Testimony was offered that the hearsay was of the kind that her teaching methods were good and that the firing was a result of her union activities.

The hearing officer did not hold that the vote of the CSEA’s leaders was of the kind that would amount to a violation of the Civil Service Law.

The court pointed out that the determination of the hearing officer rested on the weight of the credibility of the testimony and that the court was not permitted to do the same. As the court stated, “the findings of the hearing officer as to the fact should be given the greatest weight.” In the Matter of the Application of Fashion Institute of Technology, v. Helsby, 335 NYS 2d 720.
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**Written Exam September 14**

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**Applications Accepted Continuously**

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<td>$27,942</td>
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<tr>
<td>Medical Specialist II</td>
<td>$35,373</td>
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<tr>
<td>Medical Specialist III</td>
<td>$38,449</td>
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<tr>
<td>Medical Specialist IV</td>
<td>$40,758</td>
<td>20-139</td>
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<tr>
<td>Motor Equipment Repairman</td>
<td>$9,546</td>
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<tr>
<td>Nurses in Community Service</td>
<td>$15,684</td>
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<tr>
<td>Nurses Consultant</td>
<td>$15,684</td>
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<tr>
<td>Nurse I</td>
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<tr>
<td>Nurse II</td>
<td>$11,337</td>
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<tr>
<td>Nurse III</td>
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<tr>
<td>Nurse IV (Psychiatric)</td>
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<tr>
<td>Occupational Therapist</td>
<td>$11,337</td>
<td>20-139</td>
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<tr>
<td>Optometrist (O.D.)</td>
<td>$8,222</td>
<td>20-139</td>
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<tr>
<td>Offset Printing Machine Operator</td>
<td>$6,540</td>
<td>20-139</td>
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<tr>
<td>Pathologist (Board Eligible)</td>
<td>$33,704</td>
<td>20-139</td>
</tr>
<tr>
<td>Pathologist (Board Certified)</td>
<td>$35,373</td>
<td>20-139</td>
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<tr>
<td>Pathologist III</td>
<td>$35,373</td>
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<tr>
<td>Pathologist IV</td>
<td>$37,704</td>
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<td>Pathologist V</td>
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<td>Pathologist VI</td>
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<td>Pathologist VII</td>
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<tr>
<td>Physician</td>
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<tr>
<td>Physicist</td>
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<tr>
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<tr>
<td>Senior Actuary (Casualty)</td>
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<td>Associate Actuary (Life)</td>
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<tr>
<td>Supervising Actuary (Life)</td>
<td>$22,694</td>
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<tr>
<td>Senior Pharmacist</td>
<td>$14,580</td>
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<tr>
<td>Physicist (Life)</td>
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<tr>
<td>Psychiatrist I (Board Eligible)</td>
<td>$33,704</td>
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<tr>
<td>Psychiatrist III (Board Certified)</td>
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<tr>
<td>Public Librarians</td>
<td>$10,155 &amp; up</td>
<td>20-139</td>
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<tr>
<td>Radio Technologist (T.B. Service)</td>
<td>$7,616 &amp; 7,004</td>
<td>20-139</td>
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<tr>
<td>Rehabilitation Counselor</td>
<td>$14,142</td>
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<tr>
<td>Rehabilitation Counselor Trainee</td>
<td>$11,903</td>
<td>20-139</td>
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</tbody>
</table>

(Continued on Page 10)
George Clark, seated left, president of host Erie chapter, welcomes other county chapter presidents to County Workshop in Cheektowaga. Greene chapter's Alfred Jeune signs in, as Fulton's William Sohl, Niagara's William Doyle and Cortland's Marie Daignault await their turns.

Attentive during seminar on School Districts are David Silberman, left, member of the CSEA non-teaching school employees from Nassau chapter, and Danny Jinks, committee coordinator.

Town of Hempstead unit president Kenneth Cadieux, second from left, with his wife, Geri, look over the agenda with Robert Deniaore, Town of Union unit president, and Tony Capstone, CSEA administrative assistant to the director of local government affairs.

Algird White, left, CSEA assistant counsel, makes a point in discussion with John Vallee, Rensselaer; Esther Beirin, Albany, and Patricia Ridsdale, St. Lawrence. Ms. Vallee and Mr. Beirin are both members of CSEA statewide social services committee.

Erie Educational chapter was well-represented at the school district panel discussion Sunday evening by Harold Dobstaff, chapter delegate; James Burgoyne, Williamsville unit president, and Gilbert Lawrence, Cleveland Hills unit president.

Ontario chapter president Frank Christian, second from left, accompanied by his wife, Kathleen, far left, is seated at Social Services seminar with Erie County Home and Infirmary unit treasurer Dorothy Janauale and unit first vice-president Robert Macy.
Chapter leaders from around the state have the chance to exchange ideas at a workshop in Cheektowaga. From left are Orange chapter first vice-president Andy Hall, St. Lawrence chapter executive representative Marlene Sullivan, and Suffolk chapter president James Corbin.

It’s a top-level meeting as CSEA acting president Thomas H. McDonough, left, confers with two highest ranking county leaders in CSEA structure, Irving Flaumenbaum, center, statewide vice-president who heads Long Island Region 1, and Salvatore Mogavero, chairman of County Executive Committee. The three leaders also serve as presidents of their home chapters, respectively, Motor Vehicles, Nassau County and Erie Educational.

First vice-presidents of their respective chapters, two leaders from southwestern county chapters gather information at Probation seminar. At left is Chautauqua’s Russ Certo with Cattaraugus’ Earl Roblee.

David Merritt, left, Social Services assistant counsel, was speaker at a seminar on that subject. With him are Richard Tarmey, immediate past third vice-president of CSEA and panel moderator, and David Freer, Erie Social Services unit president.

CSEA statewide Probation committee members served on panel during Sunday evening session on “Volunteer Services.” From left are panel moderator Emilia Cathery, Sr., of Erie County; committee coordinator Nels Carlson, a CSEA collective bargaining specialist; Harold Fanning, Monroe County; Peter Greico, Jefferson County; James Mattel, Nassau County, and Alan Greenfield, Sullivan County. Probation was among speakers at Probation seminar.
This Week's New York City Eligible Lists

(Continued From Last Week)

No. 961—85.30%

No. 1181—86.30%

No. 1201—86.30%

No. 1321—86.30%

No. 1411—87.50%

No. 1001—87.50%

No. 1041—87.50%

No. 1051—87.50%

No. 1061—87.50%

No. 1021—87.50%

No. 1081—87.50%

No. 1101—87.50%

No. 1121—87.50%

No. 1141—88.30%

No. 1161—88.30%

No. 1181—88.30%

No. 1201—88.30%

No. 1221—88.30%

No. 1241—88.30%

No. 1261—88.30%

No. 1101—88.30%

No. 1121—88.30%

No. 1141—88.30%

No. 1161—88.30%

No. 1181—88.30%

No. 1201—88.30%
This Week's New York City Eligible Lists

**Civil Service Law & You**

(Continued from Page 4) examination. It is only after the candidate has passed the examination that college credit is considered. The conclusion that a college credit requirement is made expressly subject to the approval of the City Civil Service Commission, and in fact, the court points out that the County and the Town cannot intrude upon the authority of the Civil Service Commission to prescribe rules pursuant to the Civil Service Law and the State Constitution.

There are many cases upholding the rule of promoting credit for college achievement. (Application of Land v. Bridge & Tunnel Office.)

(Continued from Page 4) the government—public sale which constitutes a nonlegislative act. In contrast, these decisions point out that the Supreme Court decision in United States v. Nixon is not applicable as best they can the Supreme Court decision in United States v. Nixon.

**Newark**

Walter J. Davis, Lawrence Pliskin, Charles A. Ri-"""""""""""...
EXAM 4523
SALARY ADMINISTRATION
This list of 3 candidates, established July 10, resulted from
May 1971 written testing. For which 8 candidates filed, 4 were called, and 7 appeared. Salary is $8,100.

Finance Admin
No. 1—74.71%
1 John Lombardi, Ronna H Weber.

EXAM 4526
ASSISTANT CHIEF ENGINEER
This list of 8 candidates, established July 10, resulted from
June 1973 written testing. For which 8 candidates filed, 4 were called, and 7 appeared. Salary is $17,000.

Finance Admin
No. 1—74.71%
1 Alfred B Christiant, Eugene M Murphy, William J Higgins.

STRESSED HOMEOWNERS...REMEMBER...VETERANS
If you have served in The Milice Service, you are entitled to a
no charge mortgage loan or a reduced payment. We handle the
bureaucracy, so call us now. For More Information.
AMWAY
207-4321

CAMELIA HTS $35,400
ALL BRICK COLONIAL
Conveniently located town homes with 6 ra.
2 bath, 1 car garage, open floor plan.
CAMELIA HTS $35,400
CORNER BRK/SINGLE
Always new Colonial. 6 rms, 2 ba, 1 car.
Kitchens & Baths.
CAMELIA HTS $35,990
71/4% MTGE TAKE OVER
6 rm BRK/shngle. Fin bsmt. $272 mo
Call for details.
Queens Home Sales, Inc.
170-11 Hillside Ave
Jamaica, N.Y.
OL 8-7150

QUEENS VILLAGE PROPERTY
CUSTOM BUILT
BEAUTIFUL HOME
It has 4 bedrooms and a pool as a plus. 7 Huge Rooms, 3 Fence Bedrooms, Eat In Kitchen, Family Room, Living Room, Basement, Garage, Gas Heat, 60/40 Landscaped Grounds, Low Taxes
$29,990

Queens Home Sales, Inc.
170-11 Hillside Ave
Jamaica, N.Y.
OL 8-7150

FLORIDA
Florida Properties
T E L E P H O N E  407-822-4241
P.O. BOX 87. ST. PETERSBURG, FLORIDA 33732

FLORIDA JOBS
Federal, State, City, County,
FLORIDA CIVIL SERVICE BULLETIN
55 years, 8 issues.
P.O. Box 610844, Miam, Fla. 33161
INCOME TAX CENTERS
3. Enclose $5 for Each Year Plus
TAXES
S 500 for
BUTTERLY & GREEN
168-25 Hillsdale Ave
JA-6300

REPRESENTATIVES to promote low
VETERANS
These will built 754 sq f rom s chool is clean in a pin. Features 3 large
rooms, modern kitchen, bath remodel,
acceses. Dining room & private den
courtyard, located in your area of
St. Albans on a quiet street with
garden areas and in 754 sq ft.
$29,990
Very well built 550 sq m of
cash. 3 bdrms, 2 bath, 1 car garage.
B.T.O. REALTY
723-8400
29-120 65th Blvd
Cambia Hts, Queens

Homes Wanted
$5 CAS H S
Top ten conditions for buyers in any Queens area asking $5.
FREE APPRAISALS
Best service. No Red Tape.
B.T.O. REALTY
723-8373
29-120 65th Blvd
Cambia Hts, Queens

HD REALTY
Highland Meadows
Offers you the good way of life
in a 5 Star Park with a 5 Year 
Lease. homes priced from
$19,950.
HIGHLANDS MOBILE HOME
610-61ST ST..
Pompano Beach, Fla. 33064.
VENICE, Fla. INTERESTED
SEE JOHN K JUIN H-TOPTON
ZIP CODE 33155

GOURMET'S-ITALIAN
PERSIAN - ITALIAN
TEHENA
45 WEST 44TH ST. MU 2488.
No. 1 Cocktail place for free
Drinks, published. Review: "The
dish in a fine wine. From Seaford 
-Steak- Persian and Italian specialties.
Cocktail Bar, after hours. Cocktails, 
Parties of 40. - Lunch -

In FREE FIRST TIME OFFER IN NEW YORK
THE MONEY MACHINE
IT'S NEW
The new machine that has revolutionized the
selling 250 million dollar video games.
EXTRACTS FROM LEADING NATIONAL PUBLICATIONS
Unfortunately we cannot mention these leading publications
for all verification call the number below

• Last year, according to a consensus of game makers,
Americans purchased with $250 million worth of
games to play video games.

• Games frequency take $200 to $400 per week.

• Newest indoor sport - electronic video games.
The demand is escalating.

• Machines make more money per square foot than any
other part of my place. (A business man's comment)

• Ideal for Single and Wife team.

A machine's the easiest way in the world to make money
-NO STOCK TO CARRY-NO SALES EXPERIENCE
NECESSARY-NO DIRECT COMPETITION-You simply turn
the key and collect CASH-You supply us with the
guaranteed locations. We back all machines with service.
Depend on us to do your own business. Your new
THE MONEY MACHINE-the greatest money maker!

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$3,000-$15,000
For money-making equipment only.
No franchise fees, good will, etc., etc., etc.

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Video Magic Systems
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All Years
Income Tax 55 each
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BRENNER INCOME TAX CENTERS
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Elmont, Long Is.
Any Questions Call
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or
(212) 482-7984

Help wanted M/F
REPRESENTATIVES to promote low
VETERANS
Applicants must have personnel.
Bryant Travel, 460-1209. 9
General Avenue, Albany, N.Y. 12210.
This Week's City Eligible Lists
(Continued from Page 12)
R. Triewel, George Olinville, Bo-
ver, Samuel L. Brand, Shadrack C. Patel, Jully P. Zizza, Isaac W. Ben-
, Assistant Police, Ashok M. Patel.

161 Dipak B. Maner, Steven Maner.
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161 Dipak B. Maner, Steven Maner.
**Aug. 5 Deadline For Ed Courses**

Be Wise, Sign Up Now

**ALBANY—Aug. 5 is the final day to apply for Employee Benefits Training Courses scheduled to begin during the week of Aug. 11. Employees are encouraged to view the courses and submit their applications now in order to avoid having to apply for courses late and having to wait for special approval.**

**Tuition Help**

In addition to the Employee Benefits Training Courses, tuition support is available in some agencies under the same rules and formula as last year (150 percent reimbursement of tuition and fees up to a maximum of $800 in a state fiscal year).

Application forms are available from the personnel or training office in each agency and must be submitted by the employee prior to the registration deadline of the course or training activity. Tuition support is available for courses necessary to meet workloads and corresponding course load, as well as public and private college tuition course.

Money again is limited, and people interested in the Tuition Support Program are encouraged to apply early, a CSEA spokesman said.

Questions concerning any aspect of these programs should be referred to Edward G. Diamond at CSEA Headquaters, 93 E. St., Albany.

**DOWNSTATE FACILITIES TO BE USED IN THE PROGRAM INCLUDE:**

- Bronx Community College, Bronx
- Central Islip State Hospital, Long Island
- Creedmoor State Hospital, Queens Village
- Farmingdale Agricultural and Technical College, Farmingdale
- Interboro Institute, Manhattan
- Kings Park State Hospital, Long Island
- Manhattan Community College, Manhattan
- New York City Community College, Brooklyn
- Pilgrim State Hospital, Long Island
- Simmons Children's Center
- Mehville, Long Island: South Beach Psychiatric Center, Blainen Island
- Suffolk County Community College, Stedman, Long Island
- The World Trade Institute, Paramus
- York College, J. J. McDonald: Manhattan

**UPSTATE FACILITIES TO BE USED IN THE PROGRAM INCLUDE:**

- Albany Business College
- Binghamton State Hospital
- BOCES: Dutchess County, Duchess
- Broome County Community College
- Cattaraugus Community College
- Schoharie
- Saratoga: Buffalo State College, Buffalo: State University, Buffalo
- Oneonta Community College, Syracuse: Orange County Community College, Middletown: Rochester Business Institute, Rochester: Rochester State Hospital, Rochester: Rome State College, Rome: St. Lawrence State Hospital, Ogdensburg
- Schenectady County Community College, Schenectady: State University, Buffalo: Herkimer College, Rochester: State College of Technology, Valhalla: Willard State Hospital, Willard

Course Listings

The following courses will be taught if there is sufficient registration:

- Fundamentals of Supervision
- Administrative Supervision
- Introduction to Public Personnel Administration
- Concepts of Modern Public Administration
- Problems in Public Administration (experimental)
- Public Relations for Supervisors
- Bookkeeping, Part I
- Bookkeeping, Part II
- Principles of Accounting, Part I
- Principles of Accounting, Part II
- Governmental Accounting
- Part I
- Public Budget & Finance Administration
- Basic Statistics
- Applied Mathematics:
- Fundamentals of EDP
- Computer Techniques Workshop
- Fundamentals of Stationary Engineering, Part I
- Fundamentals of Stationary Engineering, Part II
- Fundamentals of Stationary Engineering, Part III
- Refrigeration and Air Conditioning
- Small Engine Workshop
- Small Engine Workshop, Advanced
- Basic Electricity, Part I
- Basic Electricity, Part II
- Basic Electricity, Part III
- Basic Motor Controls (applied)
- Electric Maintenance
- Basic Welding
- Advanced Welding
- Introduction to General Psychology
- Psychology of Interpersonal Relations
- Behavior Modification

**PERB Names Mediators For 15 Contract Disputes**

**ALBANY — The State Public Employment Relations Board has announced the appointment of various mediators to 15 local government contract disputes involving the Civil Service Employees Association (CSEA) and the County, Special Districts (CSDE) and to the dispute between the Westmoreland Central School District and the Clinton County School District and the North Syracuse School District and the North Syracuse School District.**

**PERB announced that Caroline K. Binnen of New York City will be mediator for the dispute between the Village of Malden and the Peekskill Board of Education (CSDE) and to the dispute between the Village of New Hyde Park and the Orange County School District. Howard O. Foster of Buffalo was named to the dispute between the Village of North Tonawanda and the North Tonawanda Board of Education (CSDE) and to the dispute between the Village of Malverne and the Nassau County School District.**

**Nicholas Tofoli of Plattsburgh was appointed to the dispute between the Village of Irondale and the Essex County School District (Westchester County) and to the dispute between the Saranac Central School District and the Clinton County School District (Clinton County). Charles E. Leonard of Schenevus was appointed to the dispute between the Village of Indian Lake and the Saranac Central School District (Warren County).**

**Wendell W. Heatman of Poughkeepsie will be mediator to the dispute between the Peekskill Board of Education (Westchester County) and three units of CSEA: the Peekskill City School District and the Peekskill Central School District and the Peekskill School Cafeteria Employees unit.**
NEW YORK CITY—Persons seeking public jobs should file at the Department of Personnel, 49 Thomas St., New York 10013, Monday through Friday between 9 a.m. and 5 p.m. Special hours for Thursdays are 3:30-8:30 a.m. to 5 p.m.

These request 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 filing offices via the IND (City Hall) or BMT (City Bridge). For advance information on titles call 264-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education 3320 5th Ave., Brooklyn 11216; phone: 396-6000; NYC Transit Authority; 10 Jan. 1964, New York 11201; phone: 892-5000.

The Board of Higher Education advises teaching staff applicants in the City's public schools: non-faculty jobs are filled through the Personnel Department.

STATE—Regional offices of the Department of Civil Service are located at the World Trade Center, 1 Whitehall St., New York, 10004, phone: 488-4344; State Office Campus, Albany, 12226; Suite 750, 1 W. Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

Various State Employment Service offices in the State employ the services of recruitment agencies. Applications in person, but not by mail.

Judicial Conference jobs are filled at 270 Broadway, New York, 10007; phone: 681-4414. Post the opening in the appropriate court at 111 Eighth Ave., New York, phone: 665-7062.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center, 26 W. 42nd St., New York 10018. Its hours are 8:30 a.m. to 5 p.m. weekdays only. Telephone 744-4411.

Federal entrants living upstate may apply to the State Office Campus, Albany, 12226; Suite 750, 1 W. Genessee St., Buffalo 14202. Applications may be made by mail.


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Suites-A-Farm

130 acres of fun & relaxation. Dine "out of doors" with casual, comfortable accommodations. Pets welcome. Family fun. A perfect place for the family vacation. Open year-round. For information call 756-2133.

Mapleton-Royal Court Apartments

Furnished, Unfurnished, and Rooms. Phone New York 6-8969 (Albany).
Hundreds Attend County Workshop In Erie

Pool Experiences In Social Services, Schools, Probation

By MARVIN BAXLEY

CHEEKTOWAGA—The need to set certain timetables to increase the ratio of minority people in civil service within New York State was stressed by Robert Shaw at the County Workshop here last month of the Civil Service EmployeesAssoc.

Mr. Shaw, director of regulatory operations for the New York State Division of Human Rights, however, defended the Merit System as it is in use in this state, saying, "I am not happy with the once-in three-system, but I haven't come up with a better way."

Niagara County chapter president, William Doyle immediately responded that "the more attacks on the Merit System, the more we have to defend it." Mr. Doyle continued: "This might sound bizarre, but it is through the Merit System that minorities in the past have been given an equal opportunity in civil service. If we do not defend the Merit System, we can look forward to a return to the old system."

Jobs Unfairness

Regarding representation from Celeste Rosenkranz, former president of the Western Conference and CSEA's statewide education committee, Mr. Shaw commented on test preparation.

"I think it is a responsibility of CSEA to achieve more job relatedness," Mr. Shaw replied to Mrs. Rosenkranz' query about making civil service exams more responsive to the demands of the job for which a test is being given.

Correction

On Pensions

This is a correction to the report of the CSEA legislative and political action committee which appeared in the July 9, 1974, issue of The Civil Service Leader. It was on page 7 of that issue.

Correction continues on Page 2.

Any Problems in Labor?

Because employees of the State Department of Labor are scattered throughout the state, the three Labor representatives to the Civil Service Employees Assoc. Board of Directors have found that a routine is necessary to get the labor representatives to be available to serve all Labor members.

In an unusual situation in that many Labor employees are members of local commensal agencies, the Labor representatives change for Labor, Employment, and/or Human Resources if that case only in the large metropolitan areas of New York City, Buffalo and Albany.

Consequently, some members may feel isolated, the three Labor representatives believe, but they would like everyone to know that they may be contacted. Written complaints are being handled by the Labor Department, the members letting the workers know directly of their problems, the three representatives hope to develop a better understanding among the labor and departmental situation state-wide.

The three representatives and their mail addresses are:

Dr. Onute G. Bernard
1140 4th Ave., New York, N.Y. 10018

Robert A. Lattimer, Department of Labor—CSEA Unit
210 Franklin St., Buffalo, N.Y. 14202

John K. Wolfe, 42 Sycamore St., Albany, N.Y. 12209.

BUFFALO WIN GOOD EXAMPLE

(Continued from Page 1)

20 joined CSEA. Mr. McGowan said, "That's total rejection of APSCME."

This should convince Erie County white-collar employees, who have no contact with APSCME—represented county blue-collar employees, that those who know choose CSEA," he continued.

"CSEA has the record of accomplishment in representation, in winning grievances, in legal support, in bargaining knowledge, and in member service.

"CSEA negotiated the first performance award which was hardly rejected. This award is just as good as any other award.

"CSEA has the record of accomplishment in representation, of winning grievances, of legal support, of bargaining knowledge, and just for the service for the dues."

Since then Mr. Hieff and Kathy Dragun, her predecessor as president of the local, have appeared at several CSEA meetings to explain their action and to answer questions that wavering white-collar employees might have in Erie County, about the merits of the two unions.

If any CSEA member feels isolated, the three representatives believe they should would everyone to know that they may be contacted. Written complaints are being handled by the Labor Department, the members letting workers know directly of their problems, the three representatives hope to develop a better understanding among the labor and departmental situation state-wide.

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