**Warnings Sounded In Erie**

CHERRY HILL—Fifteen City of Buffalo Bargaining Unit members of AFSCEME Local 264 painted a picture of lost benefits and jobs, contract violations and evasion, election irregularities and other irregularities and inequities of their local and international unions, as they warned Erie County’s white-collar workers about the rival employees association.

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**Accident-Sickness Plan Benefits Are Expanded**

ALBANY — The Civil Service Employees Assn. Board of Directors has approved recommendations of its insurance committee regarding additional benefits under the plan written by the Travelers Insurance Co.

Effective from July 1, 1974, and continuing through June 30, 1975, the following provisions are in force:

- Premiums that became due after the insured has received six consecutive monthly indemnity amounts for total disability will be waived during a period of continuous total disability which immediately precedes the due date.
- The waiver of premiums will continue in force in the same manner as if such premium had been paid when due in accordance with the terms and conditions of the policy.
- The benefits under the disability-income plan, designed especially for members of the Civil Service Employees Assn., are tax free.

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**Middle Country Units In Big Demonstration**

CENTEREACH — More than 90 percent of the more than 200-member Middle Country School units, Suffolk Educational chapter, Civil Service Employees Assn., turned out August 26 for one of the most successful demonstrations ever conducted in Suffolk County, according to observers.

Personal assembled in front of the District Administration Offices to express displeasure at the lack of progress at the negotiating table. Negotiations are at an impasse, and the State Public Employment Relations Board has been petitioned to appoint a fact finder. Chieflly items still to be resolved include wages and salaries, an improved retirement plan, and unemployment insurance.

Walter Weeks, chapter president, and his executive board was in attendance and pledged 100 percent support to Jim Blecke, president of the chief and head custodians unit, and Frank Scaturo, president of the remaining blue-collar departments.

Weeks commented, CSEA now represents the blue-collar workers in the district after having been chosen over another union six months ago.

CSEA field representative Irvin M. Schaefer said the reason for the demonstration was to show the Board of Education we were serious and means business and had the support of members.

(Continued on Page 8)

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**Convention: Big, Schedule**

ALBANY — A heavy volume of early reservations has been reported for the annual statewide meeting of the Civil Service Employees Assn. set for Oct. 5 through 16 at the Catskill's Hotel Concord.

A CSEA spokesman interpreted the enthusiastic early response as a positive indication of a large attendance at the busy convention which, for the first time in the union’s history, will cover a full five-day span from Saturday to Thursday noon of the next.

The tentative schedule of theConvention is carried on Page 8.

The increase of between one to two and a half days over previous standards was called for, the spokesman said, by recent action of CSEA’s Board of Directors as the only answer to properly cope with the vastly expanded scope of our business. This increased convention workload, he said, was the direct result of the multiplication of effort involved in serving the needs of the great number of individual bargaining units represented by CSEA.

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**Parole Push Starting Now**

ALBANY — The state’s largest public employee union will throw its weight behind an effort by state-employed parole officers to win back some of the Maryland jobs they lost two weeks before the meeting.

Support of the 550-plus parole officers by the Civil Service Employees Assn. was announced by Jack Weisz, a long-time parole officer himself, and representative of the state Department of Correctional Services on CSEA’s board of directors.

“Consideration of the radically changed nature of the parole officer’s job is long overdue,” said Mr. Weisz. “The complexity and danger of this work today is a far cry from conditions in the past.”

(Continued on Page 9)

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**NYC Region Meet**

NEW YORK CITY—New York CSEA’s Board of Directors will meet Sept. 14 at noon at the Tavern on the Green, 2566 Hylan Blvd., New Dorp, Staten Island. Region president Solomon Bender will preside.
He's Recuperating, But His Job Won't Wait

WATERTOWN—The Black River Valley chapter of the Civil Service Employees Assn. is probing the legality of action taken by the Office of General Services, Albany, in terminating the services of a State Office Building employee who is troubled with a back problem.

The central figure in the case is 27-year-old Thomas Strickland, a cleaner who underwent a spinal fusion operation which will not be sufficiently healed for six months to a year, forcing him into an unpaid leave of absence which has since expired.

The status of Mr. Strickland's physical condition was documented in a doctors report on August 17. A month later Mr. Strickland received notification from Allen Wilbur, director of the Region VI, that his leave of absence without pay was not approved and "Your leave as a cleaner will be terminated, effective July 24, 1974."

Citing the doctors report that Strickland's job would be unable to work for at least six months, Wilbur wrote: "It is not OCS policy to grant extended leaves due to illness when the medical prognosis indicates such prolonged duration."

The CSEA chapter, to which Mr. Strickland turned for help, has protested unsuccesssfully to OCS, citing OCS's termination of Mr. Strickland as "cavalier." Alleging Mr. Strickland was mistreated, the CSEA argues that: "As a result of OCS's cavalier evaluaitons, and even the termination notice, indicated his work situation and the termination notice came without any prior indication the unpaid leave of absence would be stopped, Strickland was not given due process and, since no specific accumulations made it impossible to fill, Strickland is not able to challenge the OCS policy responsible for his termination.

A spokesman for OCS, in defending the decision not to hold Mr. Strickland's job open for him, made the following statement: "There is no assurance he would be entitled to come back; as long as a man's job (Traver's job) you can't really fill the vacancy; this is one of those unfortunate situations."

In the letter of termination, Mr. Strickland was told "when you have fully recovered and are able to return to work, we will be happy to consider you for employment if a vacancy exists at that time." Mr. Strickland's employment in the State Office Buildings began in June 1973. The OCS spokesman assured that Strickland's previous record of satisfactory service with the state "would enhance his position should he apply in the future for state employment."

"I just want my job back when the doctors release me and tell me I can go back to work," said Mr. Strickland, whose back problems began in 1968 when he was injured during basic training in military service. When he had last drawn full-time pay before his medical problems cut him into his job, the State Office Building, Watertown, Mr. Strickland earned $8,900 a year with an extra $440 for night differential pay. Unable to work, he now receives monthly Social Security, insurance and veterans benefits that total $878, all but $32 of which will cease once he is certified fit for work again.

Police Awards

The following named members of the police are hereby awarded departmental recognition in the above grade for extraordinary bravery intelligently performed in the line of duty and personal danger to life.

Honorable mention is given to Sergeant Louis Monaco, 12 Pet., and Dennis Pfeffer, 13 Pet., for their courageous act.


Officers Reinstated

Six high ranking police officers who were demoted in 1973 from positions of Detective or Deputy Inspector to Captain by the then Commissioner Donald Cawley of the New York City Police Department were restored to their former position by Commissioner of Police Commissioner Codd.

Seven officers, including the captain, relate to an agreement by an ultimatum by Commissioner Cawley, either retire from the force or face demotion and transter. The six chose not to retire and were subsequently debarred from the level of captain and transferred. The seventh re- tired.

All seven verified complaints with the police, relating to alleged Human Rights allegations discrimination against them by the New York Police Department and Commissioner Cawley, because of their age in violation of the New York State Human Rights Law.

The Division found that there was probable cause to credit the officers' verbal discriminatory practises. When attempts to conciliate the matters failed, the Division served the respondents with notice to appear at a consolidated public hearing.

However, shortly after Mr. Cudd took command of the division, the parties mutually agreed to a resolution of the complaints that no further proceedings that were set in motion by the officers' complaint could then be discontinued.

After due to consideration of the content of the agreement reached between the parties, the Division determined that the removals of the six compliant officers Inspector Jesse A. Peterman, Samuel Pan- del, Etetectives; Louis DiPasquale, and Deputy Inspectors James Mc- Eov, Timothy Dowd and Robert L. Petty, were restored to their former rank. The officers will receive appropriate back pay and be eligible for seniority or other benefits.
SUNY At Oswego Security Staff Unarmed In Fight Against Crime

(OSWEGO) — Recently, a State University at Oswego security police supervisor observed a pickup truck carrying three men driving erratically through the campus. Assuming the driver was intoxicated, Lt. Leo Boland made an attempt to stop the truck, which failed, and before it ended four shots had been fired at the officer and a hitch-hiker in the truck suffered a rifle wound.

Lt. Boland was unarmed and held the fugitive at bay with a flashlight. Outside assistance showed up 12 minutes later and a second suspect was captured.

We knew it violated Article 6 of our contract," Ms. Lemieux said. The contract expires Dec. 31, 1973, so that the meeting would not conflict with Jewish holidays in September.

Mr. Brown and supervisor Ron Guille say there is no opposition from the students or outside police agencies — in fact, just the opposite. They said this was shown in a survey conducted by the college newspaper. The survey showed that the majority of the students want their officers well-trained and well-equipped.

"The problems come from the outside. It's better if our own people make the arrests. You have to understand the students, and you have to be equipped," Mr. Brown said.

The news item has been read and will be retyped to the campus office. Mr. Perdue had this to say:

"The case is in the courts — it would be inappropriate for me to make a statement until it is settled there. And I don't think either side should be talking about it."

A grievance was filed in November 1973, but has so far proven unavailing. A new one will come before the Appellate Division sometime this fall or early winter.

"But no one has said we're wrong," Mr. Brown maintained.

Frank Martello, Syracuse regional field supervisor, and Terry Mosler, field representative, point to the decision of Supreme Court Justice Richard Donovan, who also denied the petition. He ruled that although he doesn't necessarily agree with the president, "the court does not feel it should replace the judgment of the college president with its own."

Shortly after the pickup truck incident, two groups of students became involved in a fracas over a sweatshirt. One group called in reinforcements from Rochester.

The fight had broken up when security officers arrived, but clubs and razors were found at the scene.

Oswego's students are returning to campus, and the security officers have to sit and wait for a court decision — due long after the students.

According to Mr. Martello, the only thing the officers can do now is work for legislation and look to the public for support.

Middle Country

(Continued from Page 1)

berhip. In previous contract the union representing these employees was involved in a fracas over a sweatshirt. One group called in reinforcements from Rochester.

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Middle Country

(Continued from Page 1)
**FIRE FLIES**

by Paul Thayer

The severe electrical storm on Tuesday which turned into a cyclone in Queens also turned Manhattan and Bronx into a disaster area as far as their alarm systems were concerned. The ERS things just came in, and came in, and came in, and were just as quickly sent out! I didn't get this from anybody in the telegraph bureau... I just listened to my fire radio. That won't help the whitelist one little bit... will it?

During a storm of similar proportions about 10 days ago, when the E R B thin came in by the dozen and were sent out by the dozens, one deputy chief called a certain central office and wanted to know if the dispatchers had gone nuts! Deems there were so few companies available for firefighting that the poor fellow was about to have a heart attack at the thought of what would happen if he really got a good job. A couple of other deputies had the same thought but prayed while the creator of the whole mess tried to patch!

My spies tell me that about two weeks ago, a certain sub-

bugle and a certain very big bugle had a nose to nose confrontation and shooting match in the top Bananna's office and bugle No. 2 was told to get lost, officially. Seems he didn't measure up to his press clippings. There is even a story going the rounds that a few tear stained letters from the hapless fellow were received at City Hall over the head of one ear. That's one good way to get yourself killed... officially.

The Company which should have been there and wasn't Department:

August 20th was a Baaaaad day for the "it might have been" division of the above department. At 0840 hours, Box 277 slammed in, an E R B with no conversation, so one engine responded. It went to a second alarm and was a fatal fire. Had Squad 5 not been removed to the Bronx, they would have responded on the first alarm. At 0841 hours, a fire took place at 97 West 138th St. in Harlem. Box 1588 was transmitted and, had Squad 1 not been removed from Harlem and sent to the Bronx, it may have made the difference... it too, was a fatal fire. Three injured firefighters were treated.

Then finally, we had the bugle at Box 28 which hit at 1646 hours. It was in the IRT subway tunnel between Wall Street and Brooklyn and 234 civilians had to be dragged out and treated. Firefighter treated: 14. Engine 32 would have responded on the first alarm but they had not been dispatched.

On Page One of the Daily News coverage of the I R T fire just mentioned, a very familiar face appeared, helping a stricken passenger to safety from an escape hatch. It was Fireman Tony "The Champ" Buccieri of Engine 75 who had been on his way to Engine Ten on Columbia Association business. He saw people staggering out of the subway escape hatch, reported to the deputy, identified himself and was ordered to do voluntary duty (he offered and the chief said ok., thanks). Also shown in the photo one picture is another familiar face... dispatcher Bonnie Gonzales who happened along, recognized Tony Buccieri and went to work. After a while, there were so many people taken out of that hatch that there were no more ambulances to take care of them. When Tony Buccieri did the best he could with two Scott Packs which were available for firefighting that they really got a good job. They helped all over the place, trying to find a couple of ambulances to redirect to the point where they were needed most. He was successful. From the way I hear the story, if it hadn't been for his quick thinking and his leg work, there may have been fatalities. As a dispatcher, it would be natural for Bonnie to know just where the escape hatch or pressure points would be in case of an emergency of that type and, using his old "nerve centre" as good dispatchers do all the time, he did the right thing at the right time and most of the people in trouble that day will probably never realize the debt they owe to dispatcher Bonnie Gonzales. Badge No. 234. Congratulations Ron!

While going along East 2nd Street on August 21st, Ptl. Paul Wormley and Ptl. Craig Buc-
cieri, members of Fire Patrol 2 spotted heavy smoke coming from No. 248. Their officer in-
stucted one to give the initial alarm to Engine 28, right down the street. He instructed the other to go up into the building and arouse the tenants. Af-
er giving the verbal, Wormley rushed to join Buccieri who was already on his way to the upper floors of the building. At the 4th floor they began to encounter heavy smoke and the going began to get a little rough, es-
pictly without masks. When they got to the top floor which was the fire floor, they discov-
ered a male tenant who was, to say the least, panic stricken. As they attempted to assist him, he panicked and began to swing at them to run into his apartment. They had to crawl in after him. After finding him, they knew he had to take him out forcibly only to find that the fire had gotten out into the hall landing and after a few more seconds, they were trapped. They dared not go up through the bulkhead for fear of getting their heads burned off and they couldn't safely get past the fire pouring out into the hallway. Thus they decided to try and close the red hot door a bit to contain the fire and permit passage to safety. They gave it a try and it worked, permitting them to get their needed viclare down the stairs and into the hands of F.D. people coming up with the line. All in all a damn good job which deserves a tip of the helmet from the tiger and the congratulations that they are a damn fine work fellows. Chief Walsh is proud of you both!

On August 25th at 2:30 in the morning, Ladder 30 and friends responded to 319 West 134th St. for a fire in the 4th floor of a tenement. Fire was found through windows in front. There was an empty lot alongside the building where a coum-

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(Continued on Page 5)
The City Commission on Human Rights has found that the dismissal of John Campos, a Puerto Rican, from his position as a methadone maintenance counselor at Morris J. Bernstein Institute was the result of unlawful discrimination because of his Hispanic background.

The Commission awarded Campos $2,001 in back pay and $500 for compensatory damages for "pain, suffering and mental anguish he incurred."

Campos charged that he was fired from the job he held for 10 weeks because his supervisor objected to aspects of his Hispanic background and culture. He was playing Latin music on the radio, his use of Spanish in conversation with Spanish-speaking clients within earshot of English-speaking employees and clients, and his wearing of a "karate chain."

The Commission's Decision and Order found that the "discriminatory behavior toward the complainant Campos' identity, appearance and demeanor as a Spanish-speaking person of Hispanic background predominated in the determination by the Respondent Manager Evans to terminate him" and that his discharge was therefore illegal.

The Commission's decision said that the attitude of a single person in the employ of Beth Israel (the parent institution of the Bernstein Institute) in no way diminished Beth Israel's reputation for fairness.

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Fire Officers Needed

The unprecedented job action by the New York City firemen last November when they walked off their jobs, and what has now been adjudged a long series of reprisal transfers by the department has undoubtedly hurt the morale of the men in the department. Office of Collective Bargaining arbitrator Eric Schmertz's order to cancel the transfer of 148 firemen, including 10 UFA delegates, went a long way to restore that lost morale.

The decision to provide a 5.5 percent salary increase for Federal employees effective Oct. 1, 1974, was made by an Administration Board, established by statute, for the purpose of taking politics out of the fixing of salaries for public employees. All Federal salaries were to be geared to salary scales in private enterprise. After reviewing all the facts, this salary board determined that the 5.5 percent raise, as of Oct. 1, was necessary to maintain comparability.

The decision to provide a 5.5 percent salary increase for Federal employees was an astounding $3,524,940. Since overtime is figured into the contract, the money spent on overtime in 1973 could have hired 100 more fire lieutenants and 47 captains.

The workers protested. And through the medium of the civil service employee is ex- cepted his ability to engage in political activity. He can in no way delay the recommended salary increase for three months is an indication that the congressional determination of charges. A dismissal after a hearing is certainly discretionary and quasi-judicial. It would be subject to review in the courts.

Mr. Gaba is a member of the firm of White, White and Gaba, P.C. and chairman of the Nassau County Bar Association Labor Law Committee.

Losing A Try For Damages

It was recently held by the Supreme Court, Schuyler County, that a public officer cannot be held responsible in a civil suit for a judicial or discretionary determination however erroneous or however malicious the motive which produced it. But the determination was arbitrary in character, but only ministerial, then the public officer or officers may be held personally liable in a civil action.

The case arose out of the dismissal of a school district employee without a hearing. The Board of Education was directed by the court to reinstate the employee as a result of an Article 78 proceeding which was brought against the Board of Education. In that case, the employee was awarded reinstatement, back salary and benefits in accordance with the provisions of Section 77 of the Civil Service Law.

Plaintiff employee and his wife claimed in the case now being discussed that they are entitled to money damages over and above the back pay because the individual members of the Board of Education, in making the determination that they terminated the plaintiff employee without a hearing, without cause, and without due process. The defendants claim there is no cause of action against them because they can only act as a corporate body and not in their individual capacity.

The court pointed out that the decision to terminate the plaintiff employee was discretionary and, therefore, no matter how wrongful, could not be used as a basis for liability for the Board of Education members. The Civil Service Law is quite clear that plaintiff was entitled to a hearing, and the granting or denial of such a hearing is a ministerial act and could expose the individual Board members to personal liability.

It was further stated by the court that not every intentional wrong is actionable: "There are instances where as a matter of public policy willfully inflicted harm must be disregarded. Thus, even if the same result in personal liability for the Board of Education members, the Civil Service Law can be disregarded as a matter of public policy."

Finally, the court said that there did not appear to be any authority or precedent in the courts of this state for the proposition that the willful failure to give a discharged civil servant a hearing constitutes a tort which gives rise to a civil action. Thus, it was held that the employee's remedies are strictly those which are limited to the appropriate sections of the State Civil Service Law or under the common law. Since it appeared from the papers in the case that the plaintiff had been reinstated with full back pay and benefits, he was not entitled to any further relief. The complaint was dismissed. Van Buskirk v. Butler, 354 NYS 2d 93.

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Letters to the Editor should be less than 200 words.

The Leader reserves the right to extract or condense prose on any subject that exceeds a reasonable length. Meaning or intent of a letter is never changed.

Lengthy letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that in The Leader's judgment, an exception should be made.
Traffic and Park Officer (Permanent) $10,764
Traffic and Park Officer (Seasonal) $4.25/hr.
Park Patrolman (Seasonal) $4.29/hr.
Social Services Management Trainee $10,118
Park Patrolman (Permanent) $9,593

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Nurse II (Rehabilitation) Pathologist I
Nurse II (Psychiatric) Pathologist II (Board Eligible)
Nurse II (Psychiatric) Pathologist II (Board Certified)
Nurse III Pathologist II
Nurse IV Pharmacist
Nurse I Physical Therapist

(Continued on Page 10)

Open Continuous State Job Calendar

Applications Accepted Until Oct. 1
Associate Scientist (Botany) $19,396 27-450

Applications Accepted To October 7
Written Exam Nov. 9
Assistant State Accountant Auditor/Examiner of Municipal Affairs $11,364 & up
Leasing Agent $11,983 23-996
Social Services Management Trainee $10,118 24-122
Social Services Management Specialist $10,714 24-172
Park Patrolman (Seasonal) $4.29/hr.
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Traffic and Park Officer (Permanent) $10,754 24-018
Traffic and Park Officer (Seasonal) $4.25/hr.
Urban Park Officer $10,964 24-019
Urban Park Officer (Spanish Speaking) $10,964 24-020

Oral Exam Oct. or Nov.
Director, Radio-Motion Picture Bureau $26,516 27-452

Written Exam September 14
Business Consultant $13,404 24-048
Computer Programmer $10,214 24-076
Funeral Directing Investigator $9,566 24-081
Public Health Investigator $8,523 24-076

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Beautiful, Inc., is seeking nominees for the Mrs. LBJ Award. Nominations are due to the Mrs. LBJ Award Committee, 1974 Mrs. LBJ Award, 1974 Mrs. LBJ Award.

Each year, nominees for the Mrs. LBJ Award are judged in the same manner. The Mrs. LBJ Award is presented, from time to time, to women who have made outstanding contributions to improve the quality of life. Each year, nominees for the Mrs. LBJ Award are judged according to the highest standards of demonstrated contribution to public service, leadership, and success in implementing improvement programs. The XAD, a national non-profit public service organization which aims to encourage growth and involvement, in improving the environment, will present the Mrs. LBJ Award.

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(Continued on Page 10)
Warnings Issued To Erie Members Before September 20 Vote

(Continued from Page 1)

A revelation that the city has "no backing" from the local's union officer with "don't worry" promises to provide these supplies. A delivery was made with the CSEA mobile office van on the following Monday.

Mr. Turchiarelli described how meetings were packed by non-members to provide voting margins for the locals' officers. "A woman who kept yelling strike at one meeting was neither a member nor a city worker," Mr. Turchiarelli said. "Yet, when we wanted to strike to protect the city's reductions in jobs and services, the International represented us and said that the International would not back it." He explained.

"Ninety-three of the members were given a choice of welfare or seasonal jobs at $52 less per pay period and no benefits; but with the additional seasonal jobs the city created, the city saved no money for the taxpayers," Mr. Caci said. "Yet, the union did nothing."

Mr. Caci pledged TIP's assistance to CSEA during the election fight, but hoped especially that CSEA members and Erie County's white-collar workers would learn from their AFSCE experience and vote for CSEA.

Just recently AFSCE Local 36, which represents employees of Orleans County and in the Villages of Albion and Medina, expressed similar dissatisfaction and their officers appeared at CSEA meetings to similarly warn Erie County workers.

Mr. Caci gave the example of the zoo, which he said represented employees of the Buffalo Zoo took concrete action in face of Local 264's ineffectiveness. Mr. Kudlinski read from a report on the widely publicized municipal strike. "One hundred workers were fired, and the AFSCE contract accepted the same six percent pay raise the City of Baltimore offered six weeks earlier," Mr. Kudlinski said.

During a question and answer period, CSEA members present were detailed failure after failure of AFSCE, at all levels.

Contract Troubles Among contract provisions violated is Article 20, said Mr. Caci. "Article 20 forbids the hiring of outside contractors to do work performed by union workers, but the city has hired the Washburn Const. Co. to provide security and guards at the Broadway Garage and another outside firm to replace chairmen at City Council. Because the hourly costs to the city run up to $9 per hour and three times as many personnel are used, there are no savings for the taxpayers," Mr. Caci said.

At the right of the table are, from left: John Clark, committee chairman; Linda Duncan, secretary to John C. Rice, CSEA counsel, and committee members Ruth Braverman, Victor Fessler and Ralph Natale.

Manly of the candidates who were present, including the Rev. Edward Cantwell, of Hudson Training School; Tom Donnelly, Tax and Finance; Robert Hessman, of Ag and Markets; Connie McKeevy, Ag and Markets; Jon Schermerhorn, Ag and Markets; Pete Stubbeman, Health; John Joyce, Retirees; Carmen Albano, Casual Compact Correctional; Gil Tatro, Essex DOT; and John Tobin, DOT.

Also present were Thomas H. McDonough, statewide executive vice-president and former chairman of the statewide PAC, and Bernard Ryan, staff representative of CSEA with the PAC.

At the left of the table are the statewide legislative and political action committee members met in Albany are, from left: John Adamski, Frank Imboli, Vincent Rubano and John Valle.

At the left of the table are: from left: Vincent Rubano, John Valle and John Clark, committee chairman; Linda Duncan, secretary to John C. Rice, CSEA counsel, and committee members Ruth Braverman, Victor Fessler and Ralph Natale.

At the right of the table are: from left: John Clark, committee chairman; Linda Duncan, secretary to John C. Rice, CSEA counsel, and committee members Ruth Braverman, Victor Fessler and Ralph Natale.
POLITICAL ACTION: SOUTHERN REGION

(From Leader Correspondent)

NEWBURGH—We are in a buyer's market for political candidates and CSEA is doing the buying," Southern Region president James J. Lennon said at a meeting here of the State Civil Service Employees Assn. political action committee with the Region III political action committee.

Mr. Lennon said public employees are looking for the best candidates regardless of party who can do something about the country's present plight of continuously rising living costs and higher taxes. He urged the state and regional PAC to "shop wisely" in selecting candidates to be endorsed by CSEA this year.

The state committee held the last of six regional meetings at the Holiday Inn here on August 27.

John Clark, chairman of the state PAC and first vice-president of Southern Region III, presided. He was accompanied by State PAC members John D. Adamski, Ruth Braverman, Frank Imholz, Ralph Natasa, Victor Pesci and Vincent Rubano.

Have Information

Jack Rice, state CSEA attorney, outlined this year's program of selection of political candidates for endorsement by CSEA. The regional PAC will not go without adequate information when it comes to the important question of selecting political candidates, he said.

Mr. Rice and Mr. Clark said the state-wide committee has prepared an analysis of the present incumbent state legislators and the action they took on certain selected key bills. The list distributed to the regional PAC includes regional and chapter officers includes the names of the incumbent legislators, their political affiliation, their districts by number, certain legislative assignments particularly applicable to public employees, indications of direct sponsorship of CSEA sponsored bills during the last two years and voting records for 10 key pieces of legislation.

Southern Region 3 president James Lennon, right, has the floor and other panel members listen, as the statewide legislative and political action committee met in Newburgh. Shown here, from left, are: CSEA counsel John C. Rice; statewide PAC chairman John Clark, also Region first vice-president and Letchworth Village chapter president, and committee member Ruth Braverman.

Interested observers in the front row here, from left, are: Westchester County chapter officers Stanley Baguski, second vice-president; Raymond Cassidy, president; Larry Jonke, third vice-president, and Irene Amalar, secretary.

Big Schedule For Convention

(Continued from Page 1)

goals make their reservations as soon as possible. CSEA has also asked that wherever possible dealers conform to the usual practice of arranging for double occupancy of rooms so that the space set aside by the hotel will go as far as possible.

CSEA's statewide social committee reported that it was still too early to announce a final list of special guests expected at the traditional dinner-banquet on Wednesday night, the closing night of the convention. As usual, one or more special entertainment features during the convention are planned, but details on these will be announced at the pre-convention meetings of State and County Division delegates.

Saturday events will include a luncheon meeting of CSEA's board of directors at 1 p.m. and separate evening meetings at 7:15 of delegates from each State Department, the County Division, and school chapters.

Registration of delegates will begin at 3 to 6 p.m. on Saturday; 9 a.m. to 4 p.m. on Monday, Sunday, and Tuesday; and 8 a.m. to noon on Wednesday.

Official close of the convention will be 1 p.m. on Sunday.

During the convocation the delegates will hear views of statewide PAC member Ralph Rubano, right, and Region president Lennon, hear views of statewide PAC member Vincent Rubano, right.

Sullivan County chapter president Earl Bivins, left, gets together with George Simko, one of the new CSEA field representatives assigned to Southern Region.

Erie Agrees To Negotiate On Probation

BUFFALO—Erie County's probation and correction officers are a step closer to an upgrading following agreement by the county to negotiate with the county chapter in the issue with Erie County chapter, Civil Service Employees Assn.

Agreement to negotiate took place at a formal hearing on an improper practice charge filed by CSEA in the presented dispute. CSEA had charge.

Buffalo opinion for both groups.

The negotiations are scheduled to begin within 10 days after the representation election for Erie County white collar workers.
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**Parole Push**

(Continued from Page 1)

There are often members of the teamsters building trades or other unions in the private sector appointed to these boards but you will seldom see a CSEA member or other public employee on any of the boards of visitors or other public bodies, he said.

Mr. Lennon concluded by stating that all candidates should closely examine the large potential vote that can be cast by CSEA members and their families. These people are going to cast a bread and butter vote this year in favor of less taxes and more income, he said.

**Deputy Sheriff**

(Continued from Page 16)

binding arbitration for deputy sheriffs is "is clear that the personnel are not worthy of minimum compensation as the profession and support and compete successfully in the state." He stressed that he personally is prepared to "honor his commitment" to the cause of the upgrading. Pertinent data should be submitted directly to CSEA Research Department, 33 Elk St., Albany, N.Y. 12207. Mr. Weiss said, emphasizing that the need is urgent and material should be sent without delay.

As the same time, according to Mr. Weiss, he will begin a tour throughout the state to add "new material and ideas of support to this most just cause." To do so, the union's research staff has put a state-wide appeal to its members to submit any and all material available to properly document the case for upgrading. Pertinent data should be submitted directly to CSEA Research Department, 33 Elk St., Albany, N.Y. 12207. Mr. Weiss said, emphasizing that the need is urgent and material should be sent without delay.

**Sheriff Political Action**

(Continued from Page 9)

who recognize public employee rights and abide by their commitments. In the case of incumbents, those considered for endorsement should support and enact legislation which implements blatastically developed terms and conditions of employment and corrects current inequities in the bargaining process.

President Lennon said he hopes due consideration will be given by political candidates to the facts of life in this time of inflation. "We public employees are not disadvantaged people who can afford to buy the best of everything and we are not considered disadvantaged enough to get public assistance. We try to care of ourselves but we see our income shrinking every day because of inflation," Mr. Lennon stated.

"We got a raise last April but that has been eaten up by inflation. We find the price of everything is going up but we are living more or less on fixed incomes. We want these political candidates to tell us where they are going to take care of themselves but we see our income shrinking every day because of inflation," Mr. Lennon stated.

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WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, Room 269, New York City Hall, New York 10012. Open weekdays between 9 a.m. and 5 p.m. Special help center is open Saturdays 8 a.m. to 12 p.m.

Those requesting applications by mail must include a stamped, self-addressed return envelope. Applications are received at the Department at least five days before the deadline. Applications are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.): BMT (City Hall); Lexington IRT (Brooklyn line). Announcements are available on titles by calling 566-8700.

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Sergeant Eligible List
Deputy Sheriff Plea Offered

ALBANY — The Civil Service Employees Assn., the bargaining agent for deputy sheriffs in 31 counties in New York State, has asked the State Public Employment Relations Board to extend binding arbitration of unresolved collective bargaining impasses to include deputy sheriffs.

At the same time CSEA said it has some reservations concerning such an extension and suggested that complex legal questions and other problems might occur as a result.

CSEA's position was stated during recent PERB hearings to determine whether a new amendment of the Civil Service Law which provides binding arbitration as the final recourse during recent PERB hearings to extend binding arbitration of unresolved collective bargaining impasses to include deputy sheriffs.

CSEA's lawyer, Richard L. Burstein, told PERB that CSEA "supports the inclusion of deputy sheriffs within the new binding arbitration procedures of the Taylor Law as a suitable alternative to the present fact-finding/litigation hearing procedures. However, we also recognize the many possible complex legal problems which may arise and which PERB must consider before reaching a decision."

Potential problems that might arise and therefore must be considered by PERB, Mr. Burstein said, include that there is a significant difference between a sheriff and the head of a police force or police department in that a sheriff is an elected and constitutional officer; and that sheriff's deputies is a broad term which includes many employees who do not perform any kind of police function. "There would be significant differences in regard to terms and conditions of employment between those deputies and deputies who are performing police functions," the CSEA attorney said.

Nonetheless, Mr. Burstein said, CSEA favorably views the extension of

(Continued on Page 14)

Improper Action Charged
To Shenendehowa Board

ALBANY — The Civil Service Employees Assn. has filed an improper practice charge with the State Public Employment Relations Board charging the Shenendehowa Board of Education with negotiating bad faith with the Shenendehowa unit of CSEA during collective bargaining. According to Aaron Warner, CSEA field representative who had been assisting in the negotiations and who delivered the charge to PERB, the CSEA unit negotiators and representatives of the Board of Education had reached tentative agreement on a new contract on Aug. 6. The tentative contract was for two years and included an 11 percent salary increase in the first year and a 10 percent raise in the second year with retention of increments where due for both years of the pact.

Mr. Warner said this agreement was reached with the help of a PERB-appointed mediator following a negotiations impasse. Then in a second meeting subsequent to Aug. 6, according to the CSEA representative, the school district, through its chief negotiator, Gerald Caruso, told CSEA that the board "wanted to drive employed by the school district to receive a smaller raise than other employees in the bargaining unit."

CSEA, in its improper practice charge, said that this is a violation of the intent of the negotiated agreement "manifest as it was never mentioned at the negotiating table and was first brought up at the meeting to finalize the agreement after negotiations were completed."

Mr. Warner said CSEA is charging the school board with bad faith bargaining because it is "attempting to impose an unequal distribution of funds to the bargaining unit which had been agreed upon by the parties."

Clarence Pact Increased 10%

CHEEKTOWAGA Pay raises ranging to 40 cents per hour and other improvements bring Clarence Central Schools employees, represented by the Civil Service Employees Association, their unit president Cecil Pleurer, Negotiated by CSEA field representative James Stewart, the contract also provides for new job posting procedures, streamlined grievance procedures, and binding arbitration. A prescription payment plan brought up at the meeting to see their personnel files. It is

Let's Get It Right

WILLIAM DeMATRINO JAMES BARNEY

An accidental switch of side-by-side photographs at Leader pressroom resulted in William DeMatrino, president of Metropolitan Division of Employer chapter, CSEA, being identified as James Barney, of the Division of Housing and Community Development chapter, and Mr. Barney being identified as Mr. DeMatrino. The Leader apologizes for this error last week.

IMPROPER ACTION CHARGED
TO SHENENDEHOWA BOARD

ALBANY — The Civil Service Employees Assn. has filed an improper practice charge with the State Public Employment Relations Board charging the Shenendehowa Board of Education with negotiating bad faith with the Shenendehowa unit of CSEA during contract talks on behalf of non-teaching employees of the school district.

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