Creedmoor Parents Told: Union 'Doesn't Hire, Fire'

QUEENS VILLAGE — A Civil Service Employees Assn. official told members of the Parent Association of Creedmoor Psychiatric Center last week that complaints about employees there should properly be directed to the hospital administration.

"The union has never screened, interviewed, hired or fired a single employee here," declared Dorothy H. King, a Region 2 Mental Hygiene Department representative to the CSEA Board of Directors. "We can't; we don't have that kind of authority. As you have concerns or complaints about the conduct of a few employees out of the thousands of dedicated, decent people working here, then you should be voicing your right with the administration which does screen, interview, hire and fire the employees."

Ms. King told the parents they zero in on the wrong target when they complain that CSEA should not take an active role in defending employees against whom the parents complain. "It is the administration's responsibility to protect the individual employees, and if they allow undesirable employees to remain, then it is the administration that is not living up to its responsibilities," she said.

CSEA Responsibilities

"CSEA, on the other hand, has the legal and the moral responsibility to see that every employee receives the rights and protection due them under the law," Ms. King continued. "CSEA doesn't want undesirable or unsuitable people here either. But we do insist that every worker charged with an offense gets the justice and protection to which he or she is entitled. If an employee is clearly guilty, then it is up to the administration to take appropriate action. On the other hand, an individual is innocent until proven guilty. We believe many innocent people are charged, and because CSEA is doing its job diligently in representing the employees, many people wrongly charged have been proven innocent," Ms. King stated.

CSEA appears to go into a stronger position after the Dec. 6 contest in Orange County. CSEA trimmed SEIU 147-10%. Continuing its domination over SEIU in the Southern Region, CSEA defeated SEIU in another challenge from SEIU, between the first and second Orange County elections, in the Town of Greenburgh in Westchester County by a margin of about 4 to 1 July.

(Continued on Page 3)

Erie Talks Stall; Impasse Is Called

BUFFALO—Contract negotiations between the Civil Service Employees Assn. and the Erie County administration on behalf of some 4,000 Erie County white-collar employees has reached an impasse.

CSEA declared the impasses in negotiations last week, when a stalemate was reached on several major items after a half-dozen bargaining sessions between representatives of CSEA and the county. CSEA retained bargaining rights for the Erie County white-collar employees by defeating a challenging union by a two-to-one margin in a September representation election.

(Continued on Page 3)
UNIT HEAD INSTALLED — Tom Garncsido, right, is installed as president of the Nassau County Parks and Recreation Commission until the Civil Service Employees Assn. by Edmund Ocker, center, Parks and Recreation deputy commissioner. Irving Flammsteiner, president of the CSEA Nassau chapter, looks on with approval. The installation was held Nov. 19 at a Parks and Recreation dinner.

C.S.E & R.A.
FROM CIVIL SERVICE EDUCATION AND RECRUITMENT ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

YEAR-END PROGRAM
PARIS
C03312 Lv. Dec. 28, Rot. Dec. 31
CB $298

COSTA DEL SOL — SPAIN
Deluxe Hotel
First Class Hotel
MAP
FLIGHT ONLY
$298

PORTUGAL (ESTORIL)
AB
$398

FREETOWN
EP
$318

GOLDEN WEST - SAN FRANCISCO
FLIGHT ONLY
$198

LAS VEGAS
C06512 Lv. Dec. 27, Rot. Dec. 26
FLIGHT ONLY
$228

FLIGHT ONLY
$199

$228

$228

WINTER PROGRAM
ROME (HOLY YEAR)
CR
$478

TORTOSA/OLIVENZA (COSTA DEL SOL)
C02912 Lv. Feb. 19, Rot. Feb. 22
MAP, from
$270

LONDON
C03912 Lv. Feb. 15, Ret. Feb. 22
CR
$299

CURACAO
EP
$179

MARTINIQUE
C03512 Lv. Feb. 12, Ret. Feb. 19
CR
$149

GUATEMALA
C03612 Lv. Feb. 15, Ret. Feb. 20
CR
$149

PUERTO LA CRUZ (VENEZUELA)
C02912 Lv. Feb. 8, Ret. Feb. 15
BP
$299

MIAMI
C07012 Lv. Feb. 15, Ret. Feb. 22
First Class Hotel
MAP
$299

WALD WINDSOR HOTEL (IRLAND)
C03612 Lv. Feb. 15, Ret. Feb. 17
EP
$179

C10612 Lv. Feb. 21, Ret. Feb. 21
EP
$169

LAS VEGAS (3 Night)
C11412 Lv. Feb. 3, Ret. Feb. 15
FLIGHT ONLY
$219

LAS VEGAS (4 Night)
C11812 Lv. Feb. 9, Ret. Feb. 13
FLIGHT ONLY
$229

LOS ANGELES
C03712 Lv. Feb. 14, Ret. Feb. 21
FLIGHT ONLY
$309

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ASSUMPTIONS: MAP — breakfast & dinner daily; CB — continental breakfast; AB — American breakfast; EP — no meals; AP — full three meals.

NOT INCLUDED: Taxes & gratuities.

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CIVIL SERVICE LEADER, Tuesday, December 17, 1974
All Nassau Town Units Now Have Firm Contracts

MINOLEA — Irving Flaumenbaum, president of Nassau County chapter of the Civil Service Employees Association, announced that the three town units in the chapter have settled on contracts for 1975-76.

Members in the towns of Hempstead, North Hempstead and North Babylon had settled the contracts by large margins, he said, and the Town of Oyster Bay has scheduled a ratification vote this week. All three contracts provide pay increases and anti-inflation protections.

Mr. Flaumenbaum complimented the firm leadership of the town unit presidents, Kenneth Cadieux, North Hempstead; Edward Cordero, North Babylon; and Paul D'Aliesio, Hempstead.

"These are good, progressive contracts worked out in the high traditions of the CSEA for responsible and effective representation," he said the chapter president.

The Hempstead contract provides 8 percent pay increases in the first year with a cost-of-living adjustment, based on a formula linked to the Consumer Price Index, plus fringe benefits. The North Hempstead negotiations brought an agreement providing a 5 percent increase in 1975 followed by 6 percent or the cost-of-living increase, whichever is higher. In 1976, plus a series of fringe benefits improvements. Oyster Bay employees worked out a flat $6,000 across-the-board increase in each year, plus a cost-of-living adjustment based on a formula reflecting the impact of any increase in the Consumer Price Index for each year, plus fringe.

PUTNAM PARTY — Members of the Putnam County chapter of the Civil Service Employees Association, gathered around at take-out-time at their annual holiday dinner. Wielding the knife is chapter secretary Milliiant Dirollis, awaiting their slices are, from left, Angelo Ferris, vice-president; Ron Kobbe, past president; Larry Scallon, CSEA field representative, and Russ Chaney, president.

NNU Takeover Try Is Spiked; Suffolk Draws Up New Demands

SMITHTOWN—Almost 200 employees of the Town of Smithtown filled Civil Service Employees Association headquarters last week to discuss bargaining demands after the

Erie Impasse

(Continued from Page 1)

erations between CSEA and the state Public Employment Relations Board with the three units to the work out a salary increase when the contract expired.

The trial run failed to achieve any major gains for the three units, but it was a step toward resolving the impasse, CSEA officials said.

The three units, which represent about 2,000 employees in the town, have been negotiating for a new contract since last fall.

The impasse was caused by the town's failure to negotiate in good faith, CSEA officials said.

The town has offered a 12-month cost-of-living increase and no gain in fringe benefits. The union has rejected the offer, saying it is not enough.

The county has yet to receive the town's offer, but it is expected to present the same to its bargaining team.

Jobs Safety Fighter Is Killed On The Job

(Special to The Leader)

ORANGECREST — One of the Civil Service Employees Association's strongest fighters for job safety was found dead Dec. 3 in an apparent accident at the sewage treatment plant where he worked.

Cedar Dirt, 28, of Hauppauge, had joined CSEA after going to work for the Town of Orangecrest several years ago. He immediately began working for improvements in job safety standards for workers at town treatment plants and related locations. At the time of his death, he was a member of the union's negotiating committee for the Orangecrest unit, and his special interest was in establishing tougher safety requirements.

Mr. DeMeo's body was found in a storehouse in the sewage treatment plant about 11:30 a.m. According to Rockland County Sheriff, Chief Deputy John Mauro, "Nobody knows if he was there for 10 minutes or three hours. At least, by the time he was found, time, results of an autopsy on the body had not been released. An investigation is being conducted into the circumstances of Mr. DeMeo's death.

A month earlier, a state senator and state assemblyman, both members of the CSEA, were killed in an apparent accident in the state Public Employment Relations Board with the three units to the work out a salary increase when the contract expired.

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American Legion Meet

MANHATTAN—The American Legion National Headquarters, with the cooperation of the Department of National Security, will hold a meeting on Dec. 18 at 1 p.m. at St. Andrews Church Hall, 20
Cardinal Hayes Place, Refreshments and Christmas Turkey Dinner will be held.

There was a rash of painful publicity in the Media about 10 days ago concerning a fourth alarm at 636 Crescent Ave., The Bronx. One TV interviewer had an "eyeball" witness, "he heard the bell and fire truck, but he didn't see the alarm box," it was said. It wasn't. They won't replace this box with the pull handle, but will stick him with the cost and convert the boxes to B.B. God helps the people on Crescent Avenue when that event takes place.

All this happened over a period of 10 days. You have to consider the combination of circumstances which served to create resentment. I am sure there are also some people in that building who suspect their super of storing gasoline in the cellar, if the Marshalls are interested. When 24 hours, the people in the area had collected several thousand dollars and a couple of tons of clothing (one store keeper donated $2,500) which proves that these people are capable of doing many things when they understand the situation.

This is printed with the hope that it will find its way to the people in order to set the record straight. Their firemen deserve much better than they received on that morning.

It must also be pointed out that these "improved innovations" concerns the absence of Engine 256 which he disbanded in a mad rush to keep Mayor Lindsay happy two years ago. Had that engine been in, it would have most likely been available to respond to the fire.

As the time approaches for this rush to replace eight fire companies, we hear many reports of outstanding fire duty by the companies thus far.

In Brooklyn, Engine 256 which is opposite the Brooklyn Hospital, stationed a fire in the Port Green section and reached a woman from the third floor window of a building which was about to jump. Fire wouldn't have been able to have arrived another second too late and the entire building would have been impaled on the pike fence below.

Again the scene shifts to the Bronx. In one area, two beautiful rescues were performed by Ladder 17:2. Details will be available for next week's column.

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**Business Opportunity**


Now forming a national network of new car dealers. Start your own car dealership. Start a money-making new car business. New dealers always welcome. Qualification requirements vary by state. For further information, write [Company Name] at the address listed above.
Mortgage On Future

MAYOR BEAME has taken steps to reduce the budgetary gap that he estimates will be close to $330 million. Commissioner Harrison Goldin says a true figure is $650 million. State Senator Roy Goodman projects a $1.7 billion budgetary deficit over the next 19 months.

So when you talk about permanent civil service employees being laid off, the hundreds of thousands who keep their jobs sign with relief that it was not them — this time. When you close fire houses, areas of the City that still have firehouses will start to realize that their lives and property are still protected — for now. It's a frightening lottery-like situation where some are sacrificed for the well-being of other people.

We feel that Mayor Beame early on came to the heart of New York City's problem. We thoroughly agree with Mayor Beame that Welfare should be a Federal responsibility — not just to aid this largest city but all other cities in the nation that are faced with the same problem. New York City should not be penalized for showing compassion, especially since it is not in a position to control the nation's local policies. It should be pointed out that when the previous Federal Administration campaigned for higher unemployment as a measure to hold down inflation. New York City was one of the few areas of the nation to reject the Nixon candidacy and platform.

The Mayor also makes points that the state, for its part, should be forthcoming on aid for education, the courts and correctional services — all city services for which New York City receives insufficient or no state support compared to other communities or institutions in other parts of the state.

Civil Service Law and You

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

A Refusal To Negotiate

In 1971, it was determined by the Appellate Division, Third Department in the Matter of the County of Ulster v. CSEA that Ulster County and the Sheriff of Ulster County were joint public employers of the Ulster County Deputy Sheriffs. CSEA had been certified by the Public Employment Relations Board as the bargaining representative for Sheriff's deputies, for the state and for the deputies pursuant to the Taylor Law, and thereafter, pursuant to that Statute, CSEA sought an agreement with the County and the Sheriff through the process of collective negotiations covering the deputies' terms and conditions of employment. While the Sheriff did not attend the first few bargaining sessions, he was present in person at all of the remaining sessions, including one which was held on Dec. 12, 1972. At no time did he personally enter into the negotiations with the CSEA representatives.

On the evening of Dec. 12, 1972 it seemed apparent to the County and CSEA that an agreement had been reached with the public employers. The Sheriff, however, refused to sign an agreement embodying such an agreement. He did not agree upon the theory that the County negotiating team had represented the Sheriff in the negotiations leading to the agreement and that he (the Sheriff) had never agreed to those terms.

CSEA CHARGED the Sheriff with an improper practice, and in due course the charges were examined by PERB which resulted in a decision that the Sheriff's refusal to sign the agreement was an improper practice and PERB directed the Sheriff to sign the agreement.

The Sheriff of Ulster County sought review in the Albany County Supreme Court under the Taylor Law pursuant to Article 78 of the Civil Practice Law and Rules. A copy of the PERB order had been served on the Sheriff by certified mail on Dec. 11, 1973 by certified mail. The County Attorney had appeared for the Sheriff at the PERB hearings and also upon the appeal of the hearing examiner's ruling to PERB. PERB argued in that case, as it did in the case of the County Attorney on the County Attorney was service on the Sheriff, and that said service marked the beginning of a 30-day period within which the Sheriff had to appeal. The Court cited Section 209 of the Executive Law, which says that when a person is involved as a party in a proceeding before an administrative body such as PERB, and an attorney has filed a notice of appearance in that proceeding, the person, in the effect of a notice that all written communications or notices to such person in such proceeding (other than subpoenas) shall be sent to such attorney. That law also provides that any written communication or notice is sent to the party in the proceeding, a copy of the same shall be sent to the attorney by certified mail. The Court interpreted the above quoted language as equaling service upon the attorney for a party with service directly upon the party.

THE PERB BRIEF

In this case, the Court has made the determination of whether or not the power of PERB to deal with an improper labor practice contained in Section 209(5)(d) of the Civil Service Law is limited to the entry of an order directing the public employer or employee organization to negotiate in good faith. PERB argued that it is broad enough to authorize the kind of order which is here under review. PERB relied upon precedent emanating from the National Labor Relations Board to the effect that PERB could direct the defaulting party to sign the agreement which had been reached. Section 209(a)(3) of the Civil Service Law specifically provides that if, in a proceeding, a material distinction between private and public employment shall be recognized, and no body of Federal or State law applicable, or in part, to private employment "shall be regarded as binding or controlling precedent."

The Court pointed out that notwithstanding this language quoted above, the refusal to enter into a written agreement to negotiate in good faith by public employers in labor negotiations is a refusal to negotiate and, therefore, it is appropriate to direct the Sheriff to sign the agreement. In the Matter of the County of Ulster PERB v. William B. Martin, as Sheriff of Ulster County, Civil Service Law and You.

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212-682-4510

TUESDAY, DECEMBER 17, 1974

Questions & Answers

Q. I'll be getting my first job in a couple of months. Why can't I find my social security card? A. It is lost and probably in a couple of years ago, but I must have lost it. What should I do now?

A. It is advisable to keep the stub of your card as you receive a separate record of your social security number. If you've kept the stub, you should go to any social security office to get a duplicate card promptly. If you haven't kept the stub, get a new application for a new social security card at any post office or at your local Social Security office. Be sure to fill out the application completely and take it to any social security office along with your driver's license or other evidence of your identity. Your application will then be sent to your record and your social security number. Social security will send you a duplicate card with your original number on it in several weeks.
REPORT TO THE PEOPLE OF NEW YORK CITY AND WESTCHESTER COUNTY
by Charles F. Luce, Chairman of the Board, Consolidated Edison Company of New York, Inc.

To paraphrase Charles Dickens, 1974 was both the 'best of times and the worst of years' for Con Edison and its customers.

Our electric system provided the most reliable service in a decade. We increased operating efficiency by improvements in our generating plants, and we reduced the number of Company employees.

New data processing equipment to improve customer billing, now installed Company-wide, showed positive results in the smaller divisions, where it was first installed. And we received national recognition for 'social responsibility' in such areas as minority employment and purchasing, community support, and energy conservation.

But 1974 also saw the sudden tripling of fuel pocketbook bill, initially which pushed customers' bills to new highs, and at the same time produced a record cash shortage. We found the Company which caused one quarterly dividend to be skipped (the first since 1885) and began to cut back by more than in half. Customer billing problems continued at an unacceptable high rate in our larger divisions. And out of necessity by pipeline companies that bring gas into the Northeast forced us to seek PSC permission to raise gas rates.

Customer billing problems continued which caused one quarterly dividend to be skipped (the first since 1885) and began to cut back by more than in half. Customer billing problems continued at an unacceptable high rate in our larger divisions. And out of necessity by pipeline companies that bring gas into the Northeast forced us to seek PSC permission to raise gas rates.

System Performance

Good weather, energy conservation and, most importantly, new and better-maintained facilities produced for our customers the most reliable electric service since 1963.

Primarily responsible was a $3 billion construction program which in the past seven years enabled us to complete or have in an advanced state of construction approximately one million kilowatts of new generating capacity; to retire 2 million kilowatts of old capacity; and to quadruple our ability to transmit power in three major corridors into New York City.

New generating capacity constructed by Con Edison since 1967 is equal to 90 percent of 1967's existing capacity.

Energy Costs Soar

Customing under the assumption that we feel in the improved performance of our system in 1974 was the soaring cost of electricity. Residential customers' bills went up 40 percent or more, large commercial customers, 45 percent or more. Gas bills went up less steeply, and in fact, gas rates too will climb steeply.

What Can Be Done To Reduce Electric Bills

We believe that the cost of electricity in New York City and Westchester can and should be significantly reduced. These actions that can help:

Reduce Fuel Costs: We have asked the city and state authorities for permission to burn somewhat higher sulfur fuel, and therefore less expensive, oil to reduce customers' bills by an estimated $85 million a year.

Energy Conservation: Energy conservation is the one way in which all customers can reduce the size of their electric bills. By selecting the most efficient appliances, turning off unneeded lights and appliances, not overheating or overcooling residences and places of employment, not wasting hot water, and in many other ways customers can reduce their bills. Booklets that give advice on efficient appliance selection and use, as well as on other measures to conserve energy, can be obtained at your nearest Con Edison office. If you write for them they will be sent.

Project Independence

The cost of imported oil and the increasing shortage of natural gas, but two reasons why all New Yorkers have a vital stake in Project Independence, a national program to develop our own large energy resources.

Our nation, whose economy runs on energy, is dependent upon foreign sources for an increasing share of that energy. The foreign sources have organized a cartel whose purpose is to make sure that energy prices stay as high as possible.

Fortunately, our nation has ample basic energy resources—coal, nuclear, off-shore oil and gas—to break the grip of this cartel.

Fortunately, also, we have opportunities through a stringent national program of energy conservation to reduce substantially our dependence on imported oil. By using energy efficiently, we can reduce the importation of oil and gas.

Billing Improvements

One result of higher rates is a large increase in the number of customers who write in for information and advice, many of whom are having trouble understanding their bills. We plan to cut back on the cost of achieving these values.

There must also be a federal recognition of the unconscionable burden borne by the lowest 20 percent of our customers. Those utilities are required to burn expensive imported oil.

Because there are surely more equable means for raising public revenues than using Con Ed as New York's, New York's and Westchester's choice tax collector.

That is why we advocate several measures to bring our taxes more in line with those of other utilities and other forms of business:

1. Reduce the sales tax on utility bills as was done in Connecticut (a $30 million saving for our customers); Eliminate the windfall profit tax to city and state governments by reducing sales and revenue taxes on fuels to levels prevailing before oil prices tripled (a $62 million saving); Replace the gross receipts tax—levied only against utilities—with the corporation tax borne by other businesses (a $140 million saving); Tax our real estate like other industrial real estate (a $43 million saving).

Improving Operating Efficiencies: These increases, we know, hit people. We will help them to avoid paying for services they do not use.

Wages and benefits took only 12 cents per kilowatt hour. As was done in Connecticut (a $130 million saving for our customers); Eliminate the windfall profit tax to city and state governments by reducing sales and revenue taxes on fuels to levels prevailing before oil prices tripled (a $62 million saving); Replace the gross receipts tax—levied only against utilities—with the corporation tax borne by other business (a $140 million saving); Tax our real estate like other industrial real estate (a $43 million saving).

Our efforts to improve efficiency during the past few years have included the establishment of modem systems for tracking and receiving, quality assurance, employee training and research and development. Additionally, we've cut crew sizes and automated wherever practical.

Energy Conservation

Energy conservation is the one way in which all customers can reduce the size of their electric bills. By selecting the most efficient appliances, turning off unneeded lights and appliances, not overheating or overcooling residences and places of employment, not wasting hot water, and in many other ways customers can reduce their bills.
OGS Chapter Sponsors Seminar On Grievances

ALBANY—The Office of General Services chapter of the Civil Service Employees Assn. recently sponsored a representative training seminar designed to develop among its membership a greater understanding of the role of CSEA and the services which the Association offers. The seminar was held at CSEA headquarters in Albany with Earl Kilmartin, chapter president, presiding.

Edward C. Diamond, CSEA director of education, reviewed the history of CSEA and its present role in relationship to the region. CSEA's John Concannon, Albany Region supervisor, discussed the functions of the regional office and its relationship to the chapter. Joseph Bakerman, CSEA field representative, explained the aspects of field work on the unit level.

Michael Noonan, instructor for the New York State School for Industrial and Labor Relations at Cornell University, was the principal speaker and outlined the duties and responsibilities of the shop steward. Mr. Noonan compared the role of the steward in the public sector with that of the private sector, emphasizing the function in each local unit and the increasing need for such a chapter and describing the qualifications desirable in an effective steward. A discussion period followed his presentation.

The second phase of the seminar was led by CSEA's Gerald Purcell and Duane Cunningham, chairman of the OGS chapter grievance committee, with the discussion centered on applications of the state’s Taylor Law, the role of the Public Employment Relations Board and grievance machinery.

During the registration period, educational materials were distributed to the seminar participants. A special booklet prepared by the committee was given explaining duties for shop stewards included in the packet.

This seminar was one of a series planned by the OGS chapter to keep the CSEA membership informed and to develop the stewards. A discussion period followed his presentation.

At the speaker's table at CSEA headquarters in Albany are, from left, Earl Kilmartin, OGS chapter president; Duane Cunningham, chairman of the chapter grievance committee; Edward C. Diamond, CSEA director of education; Gerald Purcell; Leroy Holmes, chapter representative, and Michael Noonan, instructor from the New York State School for Industrial and Labor Relations, Cornell University, principal speaker at the seminar.

Hold All-Day Info Session At Central Islip

CENTRAL ISLIP—A dawn-to-dusk "Information Day" was held Oct. 30 by members of the Central Islip Psychiatric Center chapter of the Civil Service Employees Assn. at the Gull Haven Club House on the hospital grounds.

The information day, which began at 8 a.m. and ended 12 hours later, was intended to provide CSEA members an opportunity to meet and talk with their representatives in the organization, to obtain information on benefits such as insurance and health plans and to have an opportunity to socialize.

Tables were set up holding visual information units and CSEA literature. About 300 Central Islip Center employees attended the session. Bronze CSEA automobile emblems, awarded as door prizes, were won by Fred Johnson, Philip Negrelli and Ray Soto.

Participants at the information day included Clark Mather, Medi-Screening; Richard Merkile, Paul Holmes and Mark Delano of Ter, Bush & Powell Insurance Co.; Art Peterson, Times Square Stores optical department; Stan Kaplan, Elders Appliance; Harry Partis, a chiropractor; Joe Gunstannon, employee assistance program; Rita Butler and Kay Ormand, Central Islip Psychiatric Center personnel department; Randolph Jacobs and Nicholas Policino of the CSEA staff; Joseph Keppler, chapter president, and a number of chapter delegates.

Two-County Win Is CSEA Mandate

(Continued from Page 1)

The chief SEIU spokesman announced last week that the union would not challenge the Dec. 6 result. The Orange County election was recalled in June due to a challenge by SEIU of the first results.

CSEA campaigned heavily on the position that it would be able to do the best job for county employees at the negotiating table with Orange County administration representatives. The CSEA negotiating team said it was prepared to go to the bargaining table immediately upon certification of CSEA as the official winner by PERB.
Membership Informed

CSEA field representative Thomas Brann, left, discusses local problems with William Elder of Ramapo II School District.

Waiting to be introduced are, from left, Nicholas Puziferri, Southern Region Mental Hygiene representative to CSEA Board of Directors; Ronald Lacey and Steve Wagner, both of Troy Bush & Powell Insurance agency.

James Lennon, left, CSEA vice-president who heads Southern Region 3, takes opportunity to talk shop with Thomas Luposello, the regional supervisor.

Waiting to be introduced are, from left, Nicholas Puziferri, Southern Region Mental Hygiene representative to CSEA Board of Directors; Ronald Lacey and Steve Wagner, both of Troy Bush & Powell Insurance agency.

Demonstration of CSEA Headquarters microfilm reader is provided by RSVP unit's Heidi Swida, left, for Rockland County chapter secretary Leida Figueroa.

Mary Whalen, right, president of Ossining Correctional Facility chapter, looks over brochures with chapter vice-president Helen Tavano and CSEA field representative John Deyo.

Rockland Psychiatric Center's John Cusano, left, peruses some documents with William Lochner, a recent addition to the Southern Region field staff.

Robert Orendorf, of Helen Hayes Rehabilitation Hospital, takes a moment to discuss chapter matters with fellow member Patricia Cummerford, who also serves as treasurer of Southern Region 3.

Palisades Interstate Park chapter's Walter Agnes, left, and Leitchworth Village chapter's Manny Ramirez and John Clark join CSEA executive director Joseph Locher, right, in observing proceedings.

Lowell Parker, right, of Leitchworth Village chapter, gets information on health insurance benefits from Jack Collins, left, and Hugh McMenall, both of Blue Cross/Blue Shield.

Seeking advice on pension options, Larry Keary, left, of Rockland County chapter, talks with Ernest K. Wagner, chairman of CSEA's state wide pension committee.

Bernard Ryan, program specialist from CSEA Headquarters staff, signs registration book under watchful eyes of Edna Knightly and Eva Katz. The Information Session was held at Ivy Manor in Mt. Ivy.
Latest State and County Eligible Lists

(Continued from Page 5)

161 Polaski, Edward J—Albany—94.4
162 Holcomb, John W—Rochester—94.4
163 Miller, William H—Rome—94.4
164 Keating, Charles—Little Falls—94.4

City Open Continuous Job Calendar

Competitive Positions

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OPEN COMPETITIVE — Additional information on required qualifying education and experience and exam subject can be obtained by requesting a job announcement in person or by mail from the Dept. of Personnel Application Section, 49 Thomas St, Manhattan, 10013 or the Intergovernmental Job Information and Testing Center, 90-04 161 St, Jamaica, Queens, 11432. Be sure to specify the exam number and title and, if requesting an announcement by mail, a stamped self-addressed envelope.

PROMOTIONAL — These titles are open only to those already employed by the city in various agencies.

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Visit your local authorized Volkswagen dealer and find out why there are over 4½ million Volkswagens on the American road today.
List State Patronage Jobs

With the advent of a new state administration, it is always presumed that certain patronage jobs will change hands. While it is expected that Governor-elect Carey will retain certain holders who served under his predecessor, Governor Wilson, The Leader prints here the main patronage jobs in state government regardless of whether the runners indicate that any given job will be filled by a new appointment or continue as currently set up.

The positions are listed by agency or department, and include the salary and number of jobs affected.

(Continued from last week)
Assistant Commissioner for Transportation Hearings: $3,103 and $3,105
Director of Office of Hearing Examiners: $2,804

SOUTHERN TRANSFER

St. Petersburg from New York City, $583.20; Philadelphia, $553.20; Hartford, $523.20;

REAL ESTATE VALUES

LAURELTON $24,990
GI $1,000 FHA 37350
Legal Size on sale. 3 yrs. 6 mos. heat for owner & 3 yrs. for int. 10 yrs. 5 mos.

Queens Home Sales

17155, West 144th St. own $45500.00

For Sale - Restaurant

BAR-RESTAURANT 95 miles New York

Condeminium Per Rent

NEAR TAPPAN & Ringwood Point adult community. Unit 1, 2nd floor, heat, hot water. 32x32 yards, golf course near by. $500.00 monthly, 1 month minimum. (518) 674-5750 or 462-0459.

For Sale - Restaurant

SAVE YOUR MOVE TO FLORIDA

COMPANY SINCE 1952 IN 600 BLDGS ON 15,000 ACRES. 3,000,000 S.F. CONSTRUCTION. FREE LUNCH IN FORT PIERRE FROM NEW YORK CITY. COME EXPERIENCE THE NEW "SOUTHERN TRANSFER" COMMUNITY. 660 ACRE LUXURY RESORT. SPACIOUS 2 Storey Town Homes. SOUTHERN TRANSFER AND STORAGE CO., INC. Tel. 3-825, 10-17, 12-17 STEPS. 2011 392-0117

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The City 55 Golden Days

City 55 Golden Days

Florida: 393-5817

FLORIDA JOB SITES

Kenmore, South Beach, Dwyer, Ft. Lauderdale, FLORIDA DEPT. SERVICE BULLETIN 5 years, 8 issues.

FLORIDA DEPT. SERVICE BULLETIN 393-5817

Highland Meadows

FLORIDA DEPT. SERVICE BULLETIN 393-5817

FLORIDA DEPT. SERVICE BULLETIN 393-5817

Florida: 393-5817

GOURMET'S GUIDE: PERSIAN - ITALIAN

TEREHAN (Continued from Page 4)

Now, back to the crime which brought about the little frenzy in the Kingdom of Persia. The King was sus-pected to have been poisoned by his wife, and the King's son, who was next in line to the throne, was suspected of being the instigator of the murder. The police were called in to investigate the matter, and they were able to piece together the evidence that led to the arrest of the King's son. The trial was held in the capital city, and the King's son was found guilty of poisoning his father. He was sentenced to death, but was later pardoned by the King of Persia, who was his uncle.

FRIDAYS

(Continued from Page 4)

However, last Wednesday night three people were rescued by them in a fire on Crovina Avenue in the Bronx. It was considered to be "routine" and no- body was injured or upset by it. However, a short time ago, after arriving at Box 2187, Fireman Tim O'Gowen went to the roof and while doing his job there, was confronted by a police sergeant who told him that two radio cops were trapped on the top floor of the fire building. The fire was on the floor below and was going "poorly good" as the fireman said. O'Gowen went down and was close to the fire building and found the cops huddled together on the 11th floor landing. They said people were trapped inside one of the apartments and the building could indeed hear cries for help. He opened the door to a fully charged apartment, crawled into the apartment, down a hallway and in the front room found a woman and two children. He got to the window and had the aerial ladder placed to the window and landed on his hands and knees to safety and in another apartment. It was written for firemen of months. The point I have to make here, is that with a company which is doing so much work and doing it so beautifully, how can the Commissioner in any way justify its elimination? As Rich-ard Vindt of the U.P.A. says "like madness...I agree wholeheartedly."

Brevard Room 24 on the roof.

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**News Departmental Recognition**

Has been awarded to the following members of the service for meritorious conduct performed in the line of duty.

The following ranked members of the service have received the highest form of departmental recognition in the above grade for an act of bravery involving personal risk of life.

Exceptional merit is awarded to

- N. P. Jones, 4.00
- A. M. Smith, 4.00
- J. E. Brown, 4.00

**Legal Notice**

**CITATION.—** File No. 4803, 1974.—The People of the State of New York, by the Grace of God Free and Independent, have been awarded to the following for an act of bravery involving personal risk of life

To

- N. P. Jones, 4.00
- A. M. Smith, 4.00
- J. E. Brown, 4.00

By the Grace of God Free and Independent,

**State Promotional Job Calendar**

Applications Accepted To December 30

**Written Exams February 8**

- Engineering Technician — 35-690
- Senior Engineering Technician — 35-691
- Asst. Director of Transportation — 35-697
- Assistant Engineering Geologist — 35-650
- Hydroelectric Operator — 35-701
- Senior Engineering Geologist — 35-702
- Senior Hydroelectric Operator — 35-702

**Supervisory Positions in Parks and Recreation**

- G-9 thru G-14, 35-697
- G-15 thru G-18, 35-698

**City Courts Need Psychologists**

Applications are currently being accepted for the position of psychologist in the Unified Court System in New York City. The Office of Court Administration reports that there are 16 to 18 vacancies in this field at the present time.

To qualify for the $14,750-$17,350 per year position, candidates must possess a bachelor's degree and two years of graduate study in psychology plus two years of supervised clinical experience in psychology. Only one year of experience is required if the candidate has a doctorate degree in psychology or a certificate of approved training in psychology.

There will be no written test for this position.

Qualified candidates will receive a rating based on an evaluation of their training and experience against the background of the duties of the position.

Applications and copies of the announcement may be obtained by writing to the Staffing Services Unit, Room 2000, Office of Court Administration, 375 Broadway, New York, New York 10007.

The filing deadline is Dec. 20.

**Senior Gas Inspector**

ALBANY—A senior gas and petroleum inspector eligible list, resulting from open competitive exam, 2474, was established by the State Department of Civil Service. The list contains nine names.

**State Employees Program**

Donate a happy holiday and a very good year for someone

The Employee Blood Program will protect you with guaranteed blood, and continue that protection after you retire if you are a member in good standing. Your agency has an open-enrollment period once a year. You are required to join the program during this period if you want coverage. Help a patient who needs a transfusion, while you are helping yourself and your family. Ask your Blood Program Coordinator for details.

**Employee Blood Program**

N.Y.C. Department of Personnel

566-2800
REPORT OF COMMITTEE ON REVISION OF CONSTITUTION AND BY-LAWS

The Committee on Revision of Constitution and By-Laws was appointed at the annual delegates' meeting in March 1974 to consider proposed amendments to the Constitution and By-Laws, as well as proposals necessary to implement portions of the restructuring program adopted by the delegates at the annual delegates' meeting in March 1974. This is the second reading of these amendments, and if passed by the delegates at this meeting, they will become part of our Constitution.

1. The last paragraph of Article IV, Section 2 is hereby amended to read as follows:

"The Board of Directors shall establish and appoint committees to be known as Board Committees. The Board Committees shall consist of only voting members of the Board of Directors, and such committees shall elect their own Chairman. Any funds appropriated by a chapter to contribute jointly to any cause with any other employee organization must be approved by the Board of Directors of the Association before such funds may be expended or any obligation for such expenditure may be incurred."

This sentence has been placed in an odd-numbered year. Vacancy in the office of President shall be filled by the Executive Vice President, and the term of office for all officers of the Association shall be one year and nine months. New membership shall be held in odd-numbered years in the manner prescribed in the by-laws. They shall have at least one office for a term of two years or until their successors shall have qualified, except that for the eleventh year of the Association, the term of office for all officers of the Association shall be one year and nine months. New membership shall be held in odd-numbered years, that shall have at least one office for a term of two years or until their successors shall have qualified, commencing July 1st of each odd-numbered year. Vacancy in the office of President shall be filled by the Executive Vice President, and the office of Secretary and Treasurer shall be held in odd-numbered years in the manner prescribed in the by-laws.

7. Subdivision (c) of Section 4 is deleted and a new subdivision (d) is added as follows:

"(d) ELECTION. Officers of the Association shall be elected by secret ballot of all persons who have given written notice of their intention to serve as officers at least two years or until their successors shall have qualified, except that for the eleventh year of the Association, the term of office for all officers of the Association shall be one year and nine months. New membership shall be held in odd-numbered years, that shall have at least one office for a term of two years or until their successors shall have qualified, commencing July 1st of each odd-numbered year. Vacancy in the office of President shall be filled by the Executive Vice President, and the office of Secretary and Treasurer shall be held in odd-numbered years in the manner prescribed in the by-laws."

KENNETH CADIEUX

9. The part of Article IV, Section 4(d) pertaining to regions is removed from Article IV, Section 4(d) and placed in a new article to be Article V as follows:

"ARTICLE V"

REPRESENTATIONS. For purposes of internal organization of The Civil Service Employees' Association Inc., the state shall be divided into six regions, as follows:

The REMAINDER OF THE ARTICLE REMAINS THE SAME.

10. Article V, Section 1 is hereby amended to read as follows:

"Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to engage business relating to state employees shall, except as provided herein, be vested in the State Executive Committee."

11. Article V, Section 1 is hereby amended to read as follows:

"(b) NOMINATIONS. A Nominating Committee shall be elected as follows:

1. Each Region shall nominate for said committee at least seven members who have been members of CSEA for at least two years.

2. The Executive Board of each Region shall elect three members from the seven nominees, two shall be members and a county member, except in the New York Region which shall have three division members.

3. Such election shall be by secret ballot. The names of the committee members selected by the various Regions shall be filed with the Secretary and Executive Director of the Association not later than 1st. The Nominating Committee shall select at least two nominees for the office of President, Executive Vice President, Executive Director, and Secretary and Treasurer. The Region division members of the Nominating Committee shall also select at least two nominees for each position on the Executive Committee. In all cases an incumbent shall be one of said nominees if he consents to become a candidate. No nominee shall be eligible as a candidate for more than one statewide office.

4. A resolution on the State Executive Committee shall be deemed a statewide office.

No person shall be eligible for nomination unless he shall have been a member in good standing of the Association at least four years preceding the year in which an election is held. The Nominating Committee shall file its report with the Secretary and Executive Director of the Association not later than March 1st and shall simultaneously notify all candidates of their nomination by certified mail, return receipt requested. Nominations and filed with the Secretary and Executive Director of the Association upon written request of any member. The petition shall be signed by not less than ten (10%) percent of the members in the Department making the nominations, but in no event will more than 450 valid signatures be required. The names of such candidates shall be printed on the official ballot if such nominations are filed with the Secretary and the Executive Director of the Association before April 15th.

12. Article V, Section 3 is deleted and a new Section 3 is added as follows:

"(c) INDEPENDENT NOMINATIONS. A Nominating Committee selected in accordance with Article IV, Section 4 of this Constitution shall constitute the Nominating Committee for the State Executive Committee. They shall file with the Secretary and the Executive Director of the Association on or before April 15th the year of the election at least two nominations for each seat on the State Executive Committee. Any member desiring to decline shall do so no later than March 5th by notifying the Secretary and Executive Director of the Association by registered or certified mail, return receipt requested. The Nominating Committee shall select at least two nominees for the office of President, Executive Vice President, Executive Director, and Secretary and Treasurer. The State Executive Committee shall select at least two nominees for the office of President, Executive Vice President, Executive Director, and Secretary and Treasurer. The State Division members of the Nominating Committee shall also select at least two nominees for each position on the Executive Committee. In all cases an incumbent shall be one of said nominees if he consents to become a candidate. No nominee shall be eligible as a candidate for more than one statewide office."

(Continued next week.)
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking employment with the City should file at the Department of Personnel, 69 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail should 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 office via the IND (Chambers St.) BMT (City Hall) and IRT (Battery Bridge). For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education, 79 Jay St., Brooklyn 2, New York 11201; phone, 606-4900; NYC Transit Authority, 279 Jay St., Brooklyn 11201; phone, 825-5000.

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 3, 355 3rd Floor, New York, 10048; phone: 488-4248; State Office Campus, Albany, 12226; Suite 700, 1 W Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline.

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

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Rooms 1208, Office of Court Admin., 270 Broadway, N.Y., phone 485-4311.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 356 Federal Plaza, New York 10007. It is open weekdays from 9 a.m. to 5 p.m., and on Saturdays, every 2nd and 4th.

Federal entrants living upstairs (North of Duchess County) should contact the Syracuse area Office, 35 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 832-7807.

Federal titles have no deadline unless otherwise indicated.

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center supplies information on positions in N.Y. City and State and Federal jobs. It is located at 96-16 142nd St., Jamaica 3301, phone 14381 and office hours are from 9 a.m. to 5 p.m. weekdays. The phone number for information about city jobs is 832-4100; for state, 526-6000; and for Federal, 526-2152.

ALBANY BRANCH OFFICE

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383 SOUTHBAY AVENUE

ALBANY, N. Y. PSV IV-15874

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State And County Eligible Lists

(Continued from Page 11)

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OPEN TUES., THURS., & FRI. NIGHTS UNTIL 9 — CLOSED MONDAYS
CSEA's Probation Committee Favors State Group's Reforms

ALBANY—The Civil Service Employees Assn.'s statewide Probation Committee said it will seek to involve Gov.-elect Hugh Carey's transitional committee in implementing proposals made by a state task force on probation. The recommendations made by the task force, the CSEA said, closely parallel those put forth by the statewide committee.

Committee chairman James M. Brady, of North Tonawanda, an Erie County probation officer, said his committee concurs with recommendations that the state take over probation services in all but the largest six counties and that the state provide uniform funding and mandatory guidelines to ensure uniformity and professionalism statewide.

Mr. Brady explained that the CSEA committee's proposals had been based on findings in a report he had written on probation that had been presented to the legislature.

Mr. Brady said that the report, based on a review of Section 247 of the criminal law and the recommendations of the first of those studies, was presented to the legislature. The report has been in the public domain for some time, but it has never been released to the public.

The report was written by a private consulting firm that more than 200 employees of the prison industrial division of the State Department of Correctional Services were stripped of their civil service protection has drawn "the strongest possible objection" from the president of the statewide Civil Service Employees Assn.

Mr. Brady said that the report, dated Aug. 13, 1974, but never publicly released, came into the hands of his committee only recently. Members of the CSEA Statewide Committee on Probation, in addition to Mr. Brady, are Alice Callery of Erie, James Mar two, Nassau; Joseph Gillissen, Suffolk; John J. Ferris, Jefferson; Jeannette Price, Washington; Allen Greenfield, Sullivan, and Harold Fanning, Monroe County. Neil Carlson is staff coordinator.

SPECIAL AWARDS — Adrian Lottete and Walter Olenyk, employees of the State Workmen's Compensation Board in Albany, received special awards at the Workmen's Compensation Board chapter of the Civil Service Employees Assn.'s luncheon in Troy. The plaques were given by CSEA chapter president Joseph Conway, and the chairman of the State Workmen's Compensation Board chapter of the Civil Service Employees Assn., Mr. Lottete and Mrs. and Mr. Walter Olenyk. The awards were given for "meritorious duty and in recognition and appreciation for years of dedicated public service" performed by the recipients.

Prison Worker CS Status Is Defended By Dr. Wenzl

ALBANY — A recommendation by a private consulting firm that more than 200 employees of the prison industrial division of the State Department of Correctional Services be stripped of their civil service protection has drawn "the strongest possible objection" from the president of the statewide Civil Service Employees Assn. CSEA president Theodore C. Wenzl ripped into the report by the Arthur D. Little Co. of Massachusetts that suggested that the state department should have the ability to transfer and remove staff employees as desired, but that under the present Civil Service system it is extremely difficult to do so. State Correction Commissioner Peter Rotter has rejected the recommendation, stating, "It has been historically proven and accepted that the state Civil Service system is necessary to protect agencies from being forced to hire people for political considerations. I can imagine few things worse than excluding some of these employees from the Civil Service system."

"I object in the strongest possible manner to this recommendation that the prison industrial division be stripped of government status," said Mr. Wenzl. "I agree with Commissioner Rotter in that no one in the state should be hired and promoted on merit and that we must not allow a return to the old departmental system.

Mr. Wenzl said that the report, which reportedly cost $800,000, recommended that a severe overhaul of the entire system and practices with prison industries be undertaken, including the removal of the Civil Service provisions for employees.

The decision on which aspects of the firm's report to implement was left to Mr. Rotter to be left to the new Democratic ad- ministration which takes office on Jan. 1, Mr. Rotter told a newspaper reporter that he already has notified the incoming Carey Administration of his opposition to the proposal relative to removal of Civil Service status for the employees.

Judiciary Hikes Some Salaries

MANHATTAN — About 40 members of the Civil Service Employees Assn., who are employed by the State Judiciary Department received annual salary increases totaling nearly $50,000, according to Ethel P. Ross, Judiciary representative to the CSEA Board of Directors.

John Sheehan, of the Office of Court Administration's personnel office, said the increases were caused by the legislature.

"Some people received more and some received less," said Mr. Sheehan. "Basically it was a step or adjustment, so that all who were on board in 1973 are now at their third step, where they would have been had the limitation not been written."

Mr. Ross said the increases of which she is aware range from $24 to $1,000 and payments were made between Oct. 16 and Nov. 12. She added that the list of salary changes supplied CSEA did not include all known CSEA employees and did not include the amounts received by non-member employees. Therefore, the number of employees who received increases of all increases is unknown at this time.

Mr. Ross said the CSEA in 1973 had several salary grievances filed on behalf of its Judiciary members and that these are currently being scheduled for arbitration. A number of these relate to the previous subsections of Judiciary Law 319 enacted in 1972, under which corrections employees were assigned salary grades for the first time.

"Some employees with special qualifications bearing upon the increases may contact Mr. Ross at 180 Clinton St., Brooklyn, N. Y. 11231.

CHARTER PRESENTED — The newly elected officers of the Rensselaer County Educational Association, a charter chapter of the Civil Service Employees Assn., have received from CSEA Board of Directors and officially presented by Howard Cropper, member of the CSEA non-teaching school employees committee, at the first officers installation banquet held at Avellino Park. The officers are, from left, Eleanor Reynolds, first vice-president; Edward F. Evans, chapter president; Lee Banks, treasurer; Joseph Rickett, second vice-president, and Dolores Cianinni, secretary.