Orange Raise Freeze Issue Draws CSEA Leaders’ Ire

GOSHEN—Orange County Civil Service Employees Assn. leaders expressed anger at the decision of the county legislature to freeze anniversary raises for county workers after the unit’s contract expires Dec. 31.

The freeze does not affect the legislators’ own salaries, which they voted to double last summer, or the salary of County Executive Louis Miller, who received a raise.

The unanimous resolution of the lawmakers apparently will freeze anniversary raises only until a new contract is signed.

CSEA Seeks Balloting Firm

ALBANY—The Civil Service Employees Assn. announced it is seeking bids from organizations interested in conducting the union’s statewide elections next summer.

Bernard C. Schmahl, chairman of CSEA’s special elections committee, said specifications for the job have been completed and invited interested professional firms to write for details in his committee at CSEA headquarters, 223 E. Street, Albany, N. Y. 12207.

Negotiations have been going on for about two weeks.

"This is a pointless move by the legislature, designed only to antagonize the workers," said Carol Debrunner, county CSEA unit president. "The Public Employees Relations Board has already ruled that such anniversary freezes as this are illegal. The 1972 decision in the Triborough Bridge and Tunnel Autority case set a precedent for us."

Precedent Set

Several decisions in favor of CSEA have been made since 1972, based on that case. PERB found that the employer could not refuse to grant anniversary increments to workers during negotiations, even though their present contract had already expired.

Ms. Debrunner pointed out that her unit filed an improper practice suit against the county two years ago over the same issue. That charge was withdrawn, however, when the negotiations reached the issue satisfactorily (Continued on Page 14)

Court Of Appeals Upholds Taylor Law Procedures On Discipline For Job Action

(From Leader Correspondent)

ALBANY—The New York State Court of Appeals last week — for the second time — upheld the Taylor Law procedures for disciplining employees who participated in the 1972 job actions at contract renewal time.

In a six-to-one decision, the court held that the Social Security Board is fully complied with the procedures for the dismissal of an employee, even in light of the U.S. Supreme Court's decision in a recent decision.

In his dissent, Judge Sol Wachtler wrote: "When the state's highest court held: "We conclude that the statutory procedures relating to proper hearing, penalties and reviewing are entirely adequate as affording the required degree of due process."

CSEA attorneys had argued here and before the United States Supreme Court that there was denial of due process when punishments were issued without prior hearings. After hearing in May of last year in the Court of Appeals, CSEA had gone to the U.S. Supreme Court and there, in April of this year, the tribunal set aside the Court of Appeals ruling and remanded the case for further hearing in light of another decision it had handed down.

The matter was argued here last October, but the Court of Appeals deadlocked in a decision written by Judge Dominick O'Shaughnessy, and was joined by Judge John Breitel and Associate Judges James, Jones, Baldwin and Stevens.

The state's highest court held: "We conclude that the statutory procedures relating to proper hearing, penalties and reviewing are entirely adequate as affording the required degree of due process." (Continued on Page 8)
Fire Peril Safeguards Won
For World Center Towers

MANHATTAN—Three fire safety measures, all previously urged by the Civil Service Employees Assn., have been instituted at the twin towers of the World Trade Center here.

In an announcement last week, Commissioner A. C. O'Hara of the Office of General Council, public heads on fire safety in high-rise buildings. The commission, a number of other alterations at the Trade Center remain problems. These are: insufficient fire extinguishers; insufficient fire drills for state personnel employed in the towers; potential hazards on building stairwells which would be used to evacuate personnel in the event of fire; inadequate number and variety of portable extinguishers; insufficient training for state workers; and excessive number of volunteers who would assist professional firefighters, and other safety deficiencies.

The use of elevators in high-rise buildings during fire emergencies is currently frowned upon by professional firefighters because cars may stall, or due to the lack of operators, open their doors onto floors where fire or heavy smoke are present. Mr. Pischetti pointed out that a number of precautions will be followed in the operation of the mancned freight elevators and that they represent the fastest and most efficient means of removing the handicapped or injured.

Westchester Exec Asks County Board
Youth Bureau Laws

WHITE PLAINS—The Westchester Youth Bureau, under the Act of 1962, has submitted a letter to the County Board of Legislators asking immediate approval of enabling legislation to establish a Youth Services Bureau for the county.

In his letter, Mr. DeMuro informed the board that the Westchester County Legislative Committee on Criminal Justice had approved a grant of $90,000 for the Youth Services Bureau under the Act of 1962. By setting up a Youth Services Bureau, the county would be preparing funds for which it has been approved by the State and Federal funds for which it is not currently eligible.

The priorities of the Youth Services Bureau will be to find ways to detect, identify, prevent and treat juvenile delinquencies; to establish priorities for Youth Services; to procure funds to meet program needs; to provide research on the needs of young people who may be having problems with the law and to enrich the lives of young people in the county, according to Mr. DeMuro.

If you have a problem or a question about your Blue Cross or Blue Shield claim

Please feel free to call us or write us. But in either case, please be sure to include your Identification Number and the New York or PA prefix. This will speed things up considerably.

Thanks a lot.

CIVIL SERVICE LEADER, Tuesday, December 24, 1974

Westchester Officer Awarded Back Pay

WHITE PLAINS—The Civil Service Employees Assn., arguing a decision of the Westchester Supreme Court, has won full back pay following reinstatement for a Westchester employee.

Justice Timothy J. Sullivan, following a hearing in October, had ruled that the action of the Westchester County Executive for which the employee had stipulated "without back pay." The CSEA, through its regional attorney, Arthur H. Close, immediately applied for a re-argument of that part of the court's decision.

The union pointed out that Section 77 of the Civil Service Law mandates that upon reinstatement, an officer or employee who has been removed in violation of the Civil Service Law "shall be entitled to receive the salary or compensation to which he has been entitled by law, to have received in such position but for such unlawful removal."

Justice Sullivan, in his own decision, directed that Mr. DeMuro be reinstated to his position.

Hispanic Societies Give Toys To Tots

MANHATTAN — The Three Kings Day committee of the Grand Council of Hispanic Societies of New York, under the auspices of the Three Kings Day, Los Reyes Magos. Funds for the toys were raised by a telethon on Channel 24, a 24-hour-a-day station.

 Pension Proposes Full SS State Deduction

WHITE PLAINS—New Yorkers would be able to deduct the full amount of their payments to Social Security from their gross income for New York State income tax purposes under the terms of a bill introduced in Albany by State Sen. Joseph F. Pisani, Westchester Republican.

"Social security payments by working people are a form of forced savings which are taken from the pocket and incorporated into the federal branch of government and which, in a way, may or may not be returned at a later date," Sen. Pisani said. "I see no reason why this very same business should be treated differently by branch of government.

Reporting Time Due For Aliens

MANHATTAN — Maurice P. Kiley, director of the New York Department of Immigration and Naturalization Service, noted that the period during which all aliens in the United States are required to report their addresses is almost at hand. The month of January has been set for the address reporting period. All aliens in the United States, with few exceptions, must register with the service during that period.

Mr. Kiley said that forms with which to make the report will be available at all post offices, Federal offices and the offices of Immigration and Naturalization Service located in the metropolitan area. Each alien should complete Form I-93 and after filling it out, place a postage stamp of $0.10 in the right-hand side of the card, which has a preprinted address, and drop it in any box.
Two First-Year Units Vote Yes, OK Ratification

ALBANY—Two Civil Service Employees Association units organized this past year have completed contract negotiations and ratified their first contracts.

The Hudson River/Black River Valley/Enlarged Ogdensburg Local 1840, an 800-member state agency unit that represents employees at the Rockland Psychiatric Center,≤ Harms-terhills and the Long Island Psychiatric Center, has completed negotiations and ratified its first contract.

The legislative negotiator, signed by chapter president Ju-ice Employees Assn. units percent increase in salary retro- to a maximum of $20,000,ance benefits; five personal days 761.per year; four days bereavement employer paid hospitalization for employees and dependents; em-grievance procedure with bind-ance at no cost to employee.

The Village of Chatham Unit also new to the CSEA. Their first contract, ratified in November and includes a wage re-ceiver in May 1976, a psy- donation plan providing one-half pay after 30 years (Plan 75%); over-time pay at 1½ regular pay over 40 hours; bereavement leave for work on designated holidays; guaran-

tained minimum of 4 hours pay for call-in time; dental insurance at no cost to employee. Also, unemployment insurance, home ownership incentive, employee services; planning for employees and dependents; job se-curement assistance; grievance procedures (Section 75 of Civil Service Law); and a grievances procedure with binding arbitration.

Syracuse Pact Has 19% Hike

SYRACUSE—City of Syracuse Civil Service Employees Assn. members have signed a three-year contract with the City calling for pay raises totaling 10 percent over three years, plus grade increments.

City white-collar workers will receive 6.5 percent raise this year, 6 percent in 1976 and 6.5 percent in 1977. All raises were retroactive to Dec. 31, 1973, when the previous contract expired.

The contract also calls for in- increased health benefits, includ-ing 80 percent dependents cov- erage by 1976 and a welfare fund to be set up by 1976. Longevity payments will now be paid on the first day of employment instead of Jan. 1, and for the first time there will be a uniform allowance of 40.

CSEA members serving on the negotiating committee included Andrew H. Plaut, Phyllis Car- penter, Leona Appel, Bernard Munitz, Lee Forbeck, and Mil- lian Rock, Harman Switz was negotiator.

Long months of negotiation ended with this recent signing of a contract between the CSEA and the City of Syracuse. Representing the CSEA negotiators at the signing were Andrew Plaut, left, and Leona Appel. At center is Mayor Lee Alexander.

Ogdensburg Unit Wins A 10% Hike

OGDENSBURG—A ten percent pay increase, plus increas- es, has been ratified by the 58-member Civil Service Em-ployees Assn. non-teaching unit in the Enlarged Ogdensburg School District under a one-year contract, retroactive to last July. Harman Switz, CSEA collective bargaining specialist, was the unit's chief negotiator. Frank B. Barney, unit president, said "there are still a few matters to nego-tiate before the final signing of the contract.

In addition to the pay hike, the CSEA-approved package in- cludes retirement at half-pay after 26 years service, one addi-tional personal day and a pro- vision implementing binding arbi-tration in the 1975-76 school year. Mr. Barney said that nego-tiations will start next Febru- ary for a contract for the com- ing academic year.

This is CSEA

MANHATTAN—The Civil Serv-ice Employees Assn. has pre-pared an audio-visual presenta- tion, "This is CSEA," which covers the history, structure and functions and benefits of the union and the holiday dinner. Information on the availability of "This is CSEA" can be obtained from any of the regional CSEA offices.

CSEA calendar

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

DECEMBER
25—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Village, West, 50 Front St., Binghamton
28—Binghamton Elks Educational dance.
30—Kingston Consolidated School District union: 7 p.m., meeting, Ulster County courthouse.
31—CSEA calendar deadline.

JANUARY
2—Kings Park Psychiatric chapter general meeting: 8 p.m., conference room, Building 22, Kings Park.
16—Orange County general meeting: 7:30 p.m., Orange Inn, Main Street St., Newburgh.

Lennon Asks Governor For Investigation Of Matteawan Transfers

BEAR MOUNTAIN—Southern Region 3 president James J. Lennon has asked both Gov. Malcolm Wilson and Gov. Jack Markell to investigate the practice of transferring inmates from Matteawan State Hospital for the Criminally Insane to other state hospitals in the Hudson Valley.

Mr. Lennon read a letter at the Regional Executive Board meeting last month at Bear Mountain Inn which he had sent to Mr. Wilson and Mr. Carey de-nouncing the "practice of the inmate transfers which he said are a breed of mercenary history of the hospital employees.

"I call upon you to meet with me as soon as possible so that such an investigation can begin," Mr. Lennon told the present gov-ernor and the future governor of the state. In a meeting with State Solicitor General Ruth Trov, recently, Mr. Lennon was informed that any investigation of the transfers would have to originate in the office of the governor.

"This investigation be- gins, our state government, the citizens of this region and the general public cannot be left in the dark," Mr. Lennon said in his letter. "We await your reply."

The Southern Region president also pointed out that CSEA is mounting a many-pronged attack on the transfer problem— includ-ing suits against the state in the name of injured CSEA members, appeals to local elected directors and stepped-up pressure to form safety committees at the hos-

Transfers of inmates from Kingston Unit Elects Faraca

KINGSTON—Joseph Faraca, Sr. has been elected pres-ident of the Civil Service Em-ployees Assn. Kingston Con-solidated School District unit. In the recent election, Peter Marcardo, whose term of office was about to expire, was chosen to fill the vacancy created by Marcardo's resignation.

Mr. Faraca called a special meeting of the 178-member unit, at which he named Angela Senisi as vice-president, Mrs. Faraca called Mr. Quimby "a man who doesn't back down when he sees a point he wants to make. Together, we'll make a good team."

Mr. Faraca, head security offi-cer at Kingston High School, has 30 years experience.

Prison Administrators Rapped On Provisional Hiring Policies

STORMVILLE—Angelo Senisi, president of the Green Haven chapter of the Civil Service Employees Assn., criticized administrators last week for their handling of un-reasonable policies in the hiring of provisional employees.

The appointing and promot- ing of provisionals is just another way of circumventing the law," Mr. Senisi said. "We can't allow the system to operate as usual."

The chapter president said a two-pronged attack should be launched against these policies. The chapter will go to court to obtain a declaratory judgment against the Department of Correction and on the Civil Service Com-mission in Albany.

"The Commission issues the tests for the various jobs," he said. "If there are no tests offered, there are no lists of those who passed the tests. And as long as there are no lists, they can appoint provisionals, and promote them ahead of the permanent employees who have passed the tests.

We have to push for tests as a top priority of our union. The Commission must implement the procedure of let ting all these provisional ap-pointments go on."

Mr. Senisi said a correctional officer who was assigned to supervise a group of inmates after the civilian supervisor was transferred to the parole de-partment.

Seven members were chosen at the meeting for the regional nominating committee. They are: John Long, Helen Hayes Hoe-sely of Rockland County; Bur-gess D. Bennett, Dutchess County; clipping, Hudson River Psychiat-ICAL CENTER; Bernard Yeti, Delaware County, and Marie Rameunell, of Orange County. The three members chosen for the statewide nominating committee are: John Spock, Rockland County; Manny Ramirez, Letchworth Village, and Leonard Paves, Bridge Authority.

JAMES LENNON

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Transfers of inmates from
**Open Continuous State Job Calendar**

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<tr>
<th>Title</th>
<th>Salary</th>
<th>Exam No.</th>
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<tbody>
<tr>
<td><strong>Air Pollution Control Engineering Trainee</strong></td>
<td>$11,500</td>
<td>4133</td>
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<tr>
<td><strong>Architectural Trainee</strong></td>
<td>$11,500</td>
<td>1435</td>
</tr>
<tr>
<td><strong>Assistant Architect (Pamphlet II)</strong></td>
<td>$13,500</td>
<td>5130</td>
</tr>
<tr>
<td><strong>Astr. Landscape Architect</strong></td>
<td>$13,300</td>
<td>1440</td>
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<tr>
<td><strong>Landscape Architectural Trainee</strong></td>
<td>$11,500</td>
<td>1457</td>
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<td><strong>Medical Officer</strong></td>
<td>$22,414</td>
<td>4006</td>
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<tr>
<td><strong>Psychiatrist</strong></td>
<td>$17,550</td>
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<td><strong>Public Health Nurse</strong></td>
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<td><strong>School Lunch Manager</strong></td>
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<tr>
<td><strong>Stenographer</strong></td>
<td>$6,100</td>
<td>4147</td>
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**If RP works as they say it does (I have a lot of HP self, almost to a frightening degree) (ben Chief and Commissioners) will send many an sleepless night in the future if the base generated by Department Order No. 323 is anything to do with it.**

**The more 1 see this sort of thing the more I am convinced that the very moment when his Chief of Department badge was placed upon his soul, John T. O'Hagan forgot he was ever a firefighter and set himself at the attention of the Mayor and dispatched.**

**A few days after the intentions of the Mayor were known, Ken McPevy of the Petroleum's Newsletter held a press conference in which he called a space a space.**

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**City Open Continuous Job Calendar**

**Competitive Positions**

**Title**

- **Air Pollution Control Engineering Trainee**
- **Architectural Trainee**
- **Assistant Architect (Pamphlet II)**
- **Astr. Landscape Architect**
- **Landscape Architectural Trainee**
- **Medical Officer**
- **Psychiatrist**
- **Public Health Nurse**
- **School Lunch Manager**
- **Stenographer**

**PROMOTIONAL**

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<tr>
<th>Title</th>
<th>Salary</th>
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<tr>
<td><strong>Electrical Engineer</strong></td>
<td>$16,400</td>
<td>4685</td>
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**OPEN COMPETITIVE – Additional information as required by qualifying education and experience exam subject may be obtained by requesting a job announcement in person or by mail from the Dept. of Personnel Application Section, 48 Thomas St., Manhattan, 10013.**

**The Partnership term shall commence on the date upon which pursuant to the Partnership Agreement, the Partnership shall be dissolved and liquidated.**

**The Corporation shall be dissolved and liquidated.**

**The Partnership Agreement shall provide for the purchase by the Corporation of all of the Partnership’s assets and liabilities and for the distribution of the Corporation’s net assets among its Members.**

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**Additional Information on required qualification experience and application procedure may be obtained by mail at the following offices of the State Department of Civil Service: State Office Building, 11 Warren Street, New York, New York 10007; or Suite 700, 1 West Genesee Street, Buffalo, New York 14202.**

Specified the examination by its number and title. Mail your application with an additional $1.00 to the State Office Building, 11 Warren Street, New York, New York 10007; or Suite 700, 1 West Genesee Street, Buffalo, New York 14202.
of its members have been chosen to serve on school boards around the State, and are actively engaged in bringing to their communities the kind of quality educational services which people need and deserve. We salute all school board members on their dedication to community leadership, and pledge our cooperation, through collective negotiations, to help them achieve increased productivity, improved efficiency, job enrichment, and economic benefits for all employees in your school district.

"WE CANNOT BUILD A MOAT AROUND THE INNER CITY AND EXPECT DEMOCRACY AND A HEALTHY CITY TO SURVIVE," New York City schools chancellor Irving Anker told a convention of the New York State School Boards Association held at the Americana Hotel in Manhattan.

He said: "CEA is proud of its members. At the 55th annual convention of the New York State School Boards Association held at the Americana Hotel in Manhattan, the keynote speakers included John Motley, at the piano, director of music for the City Board of Education, leading the all-ethnic band which discussed pending legislation and recent judicial decisions, a film entitled "Board Action," and a meeting on regionalism.

MARTIN VAN DERBURG, a former Miss America, spoke at the banquet. A Phi Beta Kappa member, TV personality, and presently on the Board of Directors of the National Association of Secondary School Principals in Atlantic City last year, Miss Van Derbur delivered an inspirational talk on "Turning On the Television... How to Motivate Teachers and Students."

As she did with the National Association of Secondary School Principals in Atlantic City last year, Miss Van Derbur delivered a series of mini courses on self-motivation in grades 7-12.

In her talk, she tells how she teaches. She uses examples of people in diverse fields and how they failed. She asks:

"What Is Success? What Is Failure?"

She continues: "I handed out a sheet of paper: "What Is Success? What Is Failure?"

"What are you counting? Your successes or your failures? Are you never going to raise your hand?

"They realized John F. Kennedy was the person they had in mind as president of their freshman class... they learned that one of the greatest men of the twentieth century, Winston Churchill, fulfilled his entrance exams to Sandhurst three times... they discovered that Flip Wilson was the boy who had lived in poverty and dropped out of school.

"We discussed more examples:

"Wanted to be a leader; ran for president of his freshman class in college and, according to his mother, "was exasperated."

"Wanted to be a military leader or great statesman; as a student, three times failed his entrance exams to enter the Royal Military College.

"Had 24 brothers and sisters, lived in poverty, shuffled from one foster home to another; dropped out of high school at 16.

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"Laetitia Ball is the woman..."

"Wanted to be lawyer; entered law school and quit; entered another law school and quit."

"The person is Judge John J. Sirica. (Of course, he returned to law school and graduated.)"

"Hold for more than 20 years the world's record for striking out; walked to the plate 1,330 times, struck the ball, and took that ball, humiliating walk to the bench."

"The baseball player is Babe Ruth, longtime holder of the world's record for home runs.

"After we looked at the examples, I challenged: "What are you counting? Your successes or your failures? Are you never going to raise your hand again in class because the last time you did your answer was wrong and you were embarrassed?"

"You decide what your life is going to be. You can give up trying or you can find something that is important to you and find the way to accomplish it."

"The greatest need in education today is motivation."

Mr. John Motley, at the piano, director of music for the City Board of Education, leads the all city high school chorus on stage at the closing session.

TEACHER ELIGIBLE LISTS

JACK BLOOMFIELD

President of the Board of Regents, Joseph McGovern and his wife listen to Mrs. Marilyn Van Derbur, a member of the President's Council on Continuing Education.

"As she did with the National Association of Secondary School Principals in Atlantic City last year, Miss Van Derbur delivered an inspirational talk on "Turning On the Television... How to Motivate Teachers and Students."

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Civil Service Law & You

By RICHARD GABA

Sabbatical Leaves

The Appellate Division, Second Department, has reversed a decision of the Public Employment Relations Board which held that the district's school district of a settlement of the prior law suit as well. The settlement agreement concluded by its negotiator constituted an improper practice within the meaning of the Civil Service Law. Ewing v. Simpson, 937 P.3d 1, Town of Huntington v. MTA, et al., 539 NYS 2d 343.

In March 1972, the District's school board passed a resolution denying sabbatical leave for the school year 1972-73 in the belief that such leaves had been barred by the moratorium provision of Section 82, Civil Service Law. These leaves were subject to a provision of the collective agreement for 1970-72 between the Elwood Teachers Alliance and the School District. The teachers seeking sabbatical leaves then brought a previous Article 78 Proceeding in Supreme Court, Suffolk County, attacking the resolution. In June 1973, the court ruled that the district was required to grant the requested leave; that decision was reversed in August following reargument.

DURING THIS PERIOD, the District and the Teachers Alliance were engaged in negotiations for a new collective agreement to cover the 1973-74 school year. On Aug. 18, 1972, prior to the receipt of the court's decision to reargue, the negotiations for the respective parties accepted a memorandum of agreement on the terms of a new agreement. On Sept. 12, 1972, the negotiators hammered out a second agreement which was intended to resolve the outstanding sabbatical leave dispute under the expired contract. This agreement had the prior approval of the District principal but not the school board. The next day, the teachers ratified both agreements and the school board then ratified the 1973 contract. The school board, however, refused to approve the sabbatical leave agreement, apparently because it had determined to appeal from the Supreme Court's judgment.

The District's refusal to execute and implement the sabbatical leave agreement was the banner for the Alliance filing an improper practice charge pursuant to Section 209(a)(1)(d) of the act. After a full hearing, PERB hearing officer dismissed the charge, finding that the employer's negotiator had lacked authority to conclude a final sabbatical leave agreement without first submitting it to the school board for approval, and that the teachers' negotiators had been aware of this limited authority.

PERB LATER OVERHEARD the hearing officer, holding that the employer had failed to come to good faith on this issue and directed the employer's chief executive officer to execute the agreement.

Meanwhile, the Appellate Division modified the Supreme Court's judgment in the previous case. In its decision, the court gave the District direction that the school district 'review and consider' the sabbatical leave applications, rather than "grant" them outright, since such leaves had not been granted as a matter of right under the contract.

The court found that PERB's holding was unsupported by the evidence. The agreement on the sabbatical leave was a settlement of the prior law suit and not part of negotiations for a new agreement. Therefore, the court held that the negotiator exceeded his authority in making a commitment as to disposition of the lawsuit as well.

Questions And Answers

Q. Even though I've been disabled for 5 years, I can't get monthly social security checks because I wasn't covered by the program. How can I get Medicare coverage for dialysis treatment? A. No. You have to be 65 or over to purchase Medicare coverage. To get benefits covered by the program, I'm now 45. Can I buy Medicare dependent on you more forward and you've moved productively forward in the state.

Q. I'm getting dialysis treatments for chronic kidney disease, and I just applied for Medicare coverage under the-Medicare starts, will Medicare pay my expenses no matter where I get my dialysis treatment? A. A Reimbursement for dialysis and renal transplantation is limited to those kidney disease treatment centers that meet certain regulatory requirements. For more information, call, write or visit any social security office.
Blue Cross Statewide (P.A. or N.Y. Suffixes) Insurance Plan* is accepted for Complete Hospital Care at BRUNSWICK

Brunswick Hospital Center on Long Island

a Hospital Complex for Complete Hospital Care

in beautiful new buildings with expert resident staffs

Hospital of Physical Disabilities

An individual treatment program is carefully established by our Psychiatrist (physician specialist in physical medicine). It is implemented by a team of rehabilitation professionals including nurses, physical, occupational, recreational and speech therapists, psychologists and social service counselors.

The Hydrotherapy Department includes a therapeutic swimming pool, Hubbard tanks, and whirlpools; the Physio-therapy Department administers electro-thermal treatments and massage in private treatment areas and therapeutic exercise in a professionally equipped gymnasium. The patient who is chronically ill can also receive special care in this facility.

Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational and recreational therapists. All modalities of psychiatric treatment are available - individual and group psychotherapy, hypnotherapy, electroshock, new multi-vitamin and supplemental drug therapy. Bright cheerful colors and spacious socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

Entrance to Brunswick Psychiatric Hospital is at 61 Louden Avenue. (directly off Broadway — Route 110)

For Color Brochure Call 516-264-5000, Ext. 227/Hospital of Physical Disabilities; Ext. 280/Psychiatric Hospital

GROUP MEDICAL COVERAGE FOR CIVIL SERVICE EMPLOYEES

The Blue Cross Statewide Plan (P.A. or N.Y. Certificate Numbers) for employees of New York State, local subdivisions of New York State, most major medical insurance plans, and Medicare are applicable at these divisions of this fully accredited Hospital Center.
CSEA Statewide Convention at Concord

REPORT OR COMMITTEE ON REVISION OF CONSTITUTION AND BY-LAWS

Report of the Civil Service Employees Assn. committee on revision of constitution and by-laws was presented by Kenneth Cudmore at the annual Delegates Meeting at the Concord Hotel in October. Other members of the committee were Edward Blumberg, William Cassino, Joseph Kempter, Eugene Nideroiba, Audrey Snyder, Genevieve Luce and John Dyer.

Note: Boldface type indicates new material. Brackets [ ] show material to be removed.

(Continued from last week)

16. Article VI, Section is hereby amended as follows:

"Section 1. COUNTY EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the State whose names are not otherwise provided herein, will be vested in a County Executive Committee which shall be located in the principal city of the Association and one representative from each County Division Chapter. In addition to the foregoing, any County Division chapter having a membership of 1000 members or more shall be entitled to one additional representative. A chapter of less than 500 members shall be entitled to one additional representative. (A chapter having from 500 to 799 members shall be entitled to one representative.) Article 4 for non-teaching employees of school districts shall be deleted or amended so as to permit the election of representatives to the County Executive Committee. (A chapter having from 500 to 799 members shall be entitled to one additional representative.) Article 4 for non-teaching employees of school districts shall be amended so as to permit the election of representatives to the County Executive Committee."

18. Article VII, Section 1 is hereby amended to read as follows:

"Section 1. DELEGATES. Members of each chapter shall be elected by their membership one or more representatives to represent the members of the chapter at all meetings of the Association, except that the chapter president shall, by virtue of his office, automatically be designated as a delegate. Prior to June 1st of each year, the chapter president shall submit the names and addresses of at least three persons designated by the chapter in the ensuing year, and names and addresses of alternate delegates, may be submitted at any time to the chapter president. (REST OF SECTION REMAINS SAME.)"

19. Article VIII, Section 1 is hereby amended to read as follows:

"Section 1. DELEGATES. Members of each chapter shall be elected by their membership one or more representatives to represent the members of the chapter at all meetings of the Association, except that the chapter president shall, by virtue of his office, automatically be designated as a delegate. Prior to June 1st of each year, the chapter president shall submit the names and addresses of at least three persons designated by the chapter in the ensuing year, and names and addresses of alternate delegates, may be submitted at any time to the chapter president."

20. Article VIII is hereby renumbered to Article IX.

21. Article IX is hereby amended to read as follows:

"Section 1. RENSESS LE GEMENEN. The renaissance of the By-Laws and the Constitution of the Association is hereby amended to read as follows:

"A RESULT OF ACTION AT THAT MEETING.

22. A proposed amendment has been transmitted by Joseph E. McDermott, President of the Albany Region, which recommends an amendment to the By-Laws of the Association as follows:

(a) REFUNDS TO REGIONS. (Beginning October 1, 1973) Each region, as part of the By-Laws of the Association, is hereby amended to read as follows:

(b) ELECTION PROCEDURE. Officers of the Association and members of all regions, including members whose names are printed.)"

(Continued on Page 8)
HOLIDAY PARTY TIME — Two views of activities at the Dec. 14 holiday party for children held at the Albany State Campus by the Civil Service Employees Assn. According to the Cooperative of the CSEA, the event was successful.

**Constitution & By-Laws**

(Continued from Page 2) (Continued from Page 2) 

The Committee believes that it was better to give each chapter a range from which it could elect in the area of rebates to units. The proposed amendment would have had no useful effect other than placing a ceiling on the amount of dues money a chapter could rebate to a unit. Therefore, the Committee recommends disapproval of the following amendment:

"(b) (1) UNITS. All recognized units established by chapters shall receive a rebate of (not less than) twenty-five percent (not more than fifty percent) of the per capita rebate extended to the chapter based upon the number of members in the unit." 

27. The Committee has received an additional proposal to amend Article X, Section 5, Subdivision (b) (1) UNITS of the By-Laws in relation to the duties of units. The proposed amendment submitted by Raymond Chady, President of the Western Chapter, is as follows:

"(b) (1) UNITS. All recognized rec-
THE MOST DYNAMIC MUSICAL ON BROADWAY IS AT THE SHUBERT THEATRE—

THE ANDREWS SISTERS
OVER HERE!

Admission Free

IT'S ALL AT 862 THIRD AVE.
STORAGE RATES 1930
335. 3383

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TREAT YOURSELF TO THE NEW STUNNING, ENCHANTING MUSICAL BASED ON THE WIZARD OF OZ!

SEATS NOW AT BOX OFFICE

THE WIZ

the new musical version of

THE WIZARD OF OZ!

PREVIEWS TUES. EVG. DEC. 24 THRU JAN. 4th
OPENS SUNDAY EVG. JAN. 5 at 8:30 P.M.

Mail Orders:

Majestic Theatre 247 West 44th St. • 246-0730

Babtn  Reiutmed
PLATTSBURH — Mark A. Rabin, of Plattslmrgli, has been reappointed a trustee of Clinton Community College for a term ending June 30, 1983.

Brann  At  Suffolk
HALESITE — Lennard Braun, of Halesite, has been reappointed a trustee of Suffolk County Community College for an unsalaried term ending June 30, 1983.

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GEKKEIKAN

(PRONOUNCE IT GE-KEE-KAN)

serve
with club soda
or on the rocks
with a kiss of lemon

You won't believe how
good it tastes...
until you
taste it!

FLU M WINE

The Finest Japanese Plum Wine

Imported by the Sidney Frank Importing Co., Inc., N.Y.
## Open Competitive State Job Calendar

**Applications Accepted Until January 6**

### Written Exam Feb. 8

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
<th>Job Code</th>
<th>Town</th>
<th>Name</th>
<th>ZIP Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Accountant - Auditor</td>
<td>$10,714</td>
<td>24-201</td>
<td>Rensselaer</td>
<td>45 WEST 44TH ST. MU</td>
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<td>Engineering Aide</td>
<td>$6,450</td>
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<td>Asst. Engineering Geologist</td>
<td>$14,142</td>
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<td>Senior Engineering Geologist</td>
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<td>Senior Engineering Technician</td>
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<td>Hydroelectric Operator</td>
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<td>Junior Hydroelectric Operator</td>
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<tr>
<td>Senior Hydroelectric Operator</td>
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<td>Supervisor of Public Health Educator</td>
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<td>24-215</td>
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<tr>
<td>Deputy Supervisor of Public Health Educator</td>
<td>$10,118</td>
<td>24-216</td>
<td>Rensselaer</td>
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<tr>
<td>Public Work Wage Investigator</td>
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<tr>
<td>Superintendent of Parks and Recreation I</td>
<td>$10,118</td>
<td>24-218</td>
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<tr>
<td>Superintendent of Parks and Recreation II</td>
<td>$10,118</td>
<td>24-219</td>
<td>Rensselaer</td>
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<tr>
<td>Supervisory Positions in Parks and Recreation I</td>
<td>$8,051 to $10,714</td>
<td>24-220</td>
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<tr>
<td>Supervisory Positions in Parks and Recreation II</td>
<td>$11,337 to $13,404</td>
<td>24-221</td>
<td>Rensselaer</td>
<td>45 WEST 44TH ST. MU</td>
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</tbody>
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### Professional Careers In Administrative And Technical Services

<table>
<thead>
<tr>
<th>Application</th>
<th>Year Traineeships</th>
<th>Job Code</th>
<th>Town</th>
<th>Name</th>
<th>ZIP Code</th>
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<tr>
<td>Two Year Traineeships</td>
<td>Analysis, Personal</td>
<td>24-222</td>
<td>Rensselaer</td>
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<tr>
<td>One Year Traineeships</td>
<td>Analysis, General</td>
<td>24-223</td>
<td>Rensselaer</td>
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<tr>
<td>Educational Administrative Services</td>
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<td>24-224</td>
<td>Rensselaer</td>
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<td>Educational Finance Services</td>
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<td>24-225</td>
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<td>Environmental Finance Services</td>
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<tr>
<td>Financial Services (Treasury Division)</td>
<td>$10,118</td>
<td>24-227</td>
<td>Rensselaer</td>
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<tr>
<td>Financial Analysis Services (Junction Investment Office)</td>
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<td>24-228</td>
<td>Rensselaer</td>
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<tr>
<td>Financial Management Services (Construction Economist)</td>
<td>$10,118</td>
<td>24-229</td>
<td>Rensselaer</td>
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<td>12345</td>
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<tr>
<td>Health Education Services (Public Health Educator)</td>
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<td>Rensselaer</td>
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<tr>
<td>Library Services (Examination Internal Auditor)</td>
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<td>24-231</td>
<td>Rensselaer</td>
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<tr>
<td>Urban Planning Services (Urban Planning)</td>
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<td>24-232</td>
<td>Rensselaer</td>
<td>45 WEST 44TH ST. MU</td>
<td>12345</td>
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</table>

**Closing Date:** January 6, 2000

**Applications Accepted Until January 16**

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
<th>Job Code</th>
<th>Town</th>
<th>Name</th>
<th>ZIP Code</th>
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</thead>
<tbody>
<tr>
<td>Oral Exam January or February</td>
<td>$15,584</td>
<td>24-233</td>
<td>Rensselaer</td>
<td>45 WEST 44TH ST. MU</td>
<td>12345</td>
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<tr>
<td>Coordinator of Foster Grandparent Program</td>
<td>$2,545</td>
<td>24-234</td>
<td>Rensselaer</td>
<td>45 WEST 44TH ST. MU</td>
<td>12345</td>
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<tr>
<td>Health Services Coordinator</td>
<td>$1,894</td>
<td>24-235</td>
<td>Rensselaer</td>
<td>45 WEST 44TH ST. MU</td>
<td>12345</td>
</tr>
<tr>
<td>Teachers' Retirement System Information Rep.</td>
<td>$3,404</td>
<td>24-236</td>
<td>Rensselaer</td>
<td>45 WEST 44TH ST. MU</td>
<td>12345</td>
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**Applications Accepted Until January 6**

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
<th>Job Code</th>
<th>Town</th>
<th>Name</th>
<th>ZIP Code</th>
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</thead>
<tbody>
<tr>
<td>Executive Order Secretary</td>
<td>$11,749</td>
<td>24-237</td>
<td>Rensselaer</td>
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<tr>
<td>Applications Accepted Until January 20</td>
<td>$9,396</td>
<td>24-238</td>
<td>Rensselaer</td>
<td>45 WEST 44TH ST. MU</td>
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**Written Exam Feb. 22**

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
<th>Job Code</th>
<th>Town</th>
<th>Name</th>
<th>ZIP Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Capital Police Officer</td>
<td>$9,396</td>
<td>24-239</td>
<td>Rensselaer</td>
<td>45 WEST 44TH ST. MU</td>
<td>12345</td>
</tr>
</tbody>
</table>
(Continued from Page 4) permitted administration at City Hall dared not even think of. His appointment would cost the city $1,000 in advertising alone. By the time the $1,000 had been written up, the newspapers would be printing headlines such as "City Hall Appoints New $1,000 Advertising Manager." It was all part of the scheme to make the city look good in the public eye. 

The story of the $1,000 advertising manager continued. After the advertisement had run, the new manager would be seen in a meeting with the mayor. The mayor would ask him how the advertising campaign was going. The manager would reply, "So far, so good." The mayor would then ask, "What do you think the public will think of this new advertising campaign?" The manager would answer, "I don't know, but it's a start." The mayor would then say, "Good. I'll look forward to seeing the results." And the new advertising manager would continue to oversee the $1,000 campaign, making sure that the city looked good to the public.

**State Promotional Job Calendar**

**Applications Accepted To December 30**

**Written Exams February 8**

**Engineering Technician**

G-8  35-690

**Senior Engineering Technician**

G-11  35-691

**Department of Transportation**

**Assistant Engineering Geologist**

G-19  35-650

**Hydroelectric Operator**

G-11  35-701

**Senior Engineering Geologist**

G-21  35-649

**Senior Hydroelectric Operator**

G-13  35-702

**Dept. of Environmental Conservation**

**Senior Engineering Geologist**

G-23  35-655

**Executive (Parks and Recreation)**

G-6 thru G-14  35-697

**Supervisory Positions in Parks and Recreation**

G-15 thru G-18  35-698

**Supervisory Positions in Parks and Recreation II**

G-15 thru G-18  35-698

**Administrative**

**Asst. Director of Health Statistics (Oral Exam)**

G-29  39-062

**Asst. Director of Mental Hygiene**

G-22  39-033

**Magnetic Tape Operator**

G-8  39-007

**Magnetic Tape Operator**

G-8  39-007

**SUNY**

G-8  39-007

**Magnetic Tape Operator**

G-8  39-007
SET SITES ON WHITE PLAINS — The sites committee of the Civil Service Employees Assn. is shown meeting at the Westchester chapter office in White Plains. The committee is charged with recommending to the CSEA Board of Directors appropriate locations for regional and satellite offices.

The Westchester office located at 160 Maple Ave. is being considered for satellite status. Offering team-therapy is Southern Region 3 president James Lennon, at left with back to camera. Also seated at table, from left are CSEA comptroller Thomas Callins, Felton Kunt, Syracuse Region 5 president Richard Cassey, Southern Region 5 receptionist committee chairman Lyman Lyman Center, state-wide sites committee chairman Sam Netaro and Westchester chapter president Raymond Cusady.

**Jamestown In 23% Jump**

(From Leader Correspondent)

JAMESTOWN — Jamestown agreed to a contract providing a tentative 23 percent wage increase for its employees of the Chautauqua County CSEA unit.

The tentative agreement, who acted as chief negotiator for the Jamestown unit of the Civil Service Employees Assn., not previously have.

The ballots, which bear spaces for write-in candidates, should be returned no later than Friday, Dec. 27, to one of the following: Beulah Brady, Frances Brown, Marion Brown, Nancy Hoffman or Dorothy Mandel.

New York Institute Hears Flamenbaum

MINEOLA, Dec. 13—Irving Flamenbaum, president of the Long Island Regional Committee of the Civil Service Employees Assn. As part of his relations class of Nathan Howard at the New York Institute of Technology, Greenvillen, his appearance climax a series of guest lectures by labor leaders. One student asked the leading question: "You are the first one who has leveled with us about how contracts are negotiated.

Williams Named For Town Of Kent Post

CARMEL—Calverit E. Williams, of Kent, has been appointed public relations officer for the Civil Service Employees Assn., town of Kent unit.

Mr. Williams, a 25-year veteran of the town highway department, is a maintenance equipment operator. He has served as the unit's secretary, treasurer and president. He is shop steward at one of the town's garages and was on the union negotiating committee for the town unit.

In the next two weeks, fulfilling the Legislature appropriate funds to the dispute between the Town of Kent and the North Babylon Union Free School District and the CSEA police unit and the Town of Babylon in Suffolk County; Thomas Helfrich, of Chappaqua, to the dispute between Saratoga County and CSEA (Sheriff's Department); Jerome Rubenstein, of Chappaqua, to the dispute between the CSEA police unit and the Town of Philpburg in Sullivan County; and Frank Abramowitz, of Garden City, to the dispute between CSEA and the Town of Riverhead in Suffolk County.

Attached as fact-finders were Oscar Coelho, of New York City, to the dispute between the North Babylon Union Free School District and the North Babylon School unit of CSEA; Suffolk County and Howard Foster, of Buffalo, to the dispute between the Schenectady School District and the CSEA Checkwawas School unit, Erie County.

**Library Group Naming Leaders**

SCHENECTADY — The Schenectady County Public Library unit of the Civil Service Employees Assn. will conduct elections for five union officers. The five are unopposed and terms of office expire on Dec. 1, 1975.

The candidates are: president, Gladys Martin; first vice-president, Rosa Crawford; second vice-president, Bertha Krieger; treasurer, Lillian Balines; and secretary, Phyllie Boens.

The ballot, which bears spaces for write-in candidates, should be returned no later than Friday, Dec. 27, to one of the following: Beulah Brady, Frances Brown, Marion Brown, Nancy Hoffman or Dorothy Mandel.

**Orange Wage Freeze**

(Continued from Page 1)

for the union.

"We're not afraid to file another improper practice on this," Ms. Dubick said. "We certainly have every right to. This is an outrageous move by a group of men who have just doubled their own salaries." CSEA leaders in the county are reportedly looking into an improper practice charge late last week.

**Meditators, Fact-Finders Announced By PERB Hq.**

ALBANY—The State Public Employment Relations Board has announced the recent appointments of mediators and fact-finders to various local government contract disputes involving the Civil Service Employees Assn.

Mediators announced include Theodore Gerber, of PERB's Albany office to the dispute between Otsego County and the Otsego County chapter of CSEA; A. McGowan, of PERB's New York City office, to the dispute between the Town of Hempstead and the Town of Hempstead unit of CSEA, Nassau County; Paul Curry, of PERB's Albany office, to the dispute between CSEA and the Town of North Elba, Franklin County; Thomas Hofrich, of Schenectady, to the dispute between Saratoga County and CSEA (Sheriff's Department); Jerome Rubenstein, of Chappaqua, to the dispute between the CSEA police unit and the Town of Philpburg in Sullivan County; and Frank Abramowitz, of Garden City, to the dispute between CSEA and the Town of Riverhead in Suffolk County.

The request for the 23 percent wage increase was delayed for several months when another union challenged the outcome of a June election in which they were defeated by CSEA. The election was held on Monday, and when CSEA won by 580 votes more than its first major victory.

The town's chief negotiator, Manny Vital, then set up the wage negotiations with with the county, and bargaining immediately began.

To CSEA Members

**CSEA Distributing Foul Weather Gear**

ALBANY—When weather will be distributed to employees in eight different job titles within the next two weeks, fulfilling a provision negotiated by the Civil Service Employees Assn. into the Institutional Services unit contract.

Under the working conditions article of the Institutional Services unit contract, the state agreed to recommend to the Legislature appropriate funds to purchase necessary foul weather gear for groundsmen, gardeners, superintendents, grounds construction foremen, farmers, farmhands, farm managers and head farmer person.

The negotiated funds were allocated and the foul weather gear has recently been received by CSEA, a spokesman said. Distribution of the gear will be made shortly to local CSEA chapters for further distribution to employees.

**Keep CSEA Informed on Mailing Address**

ALL CSEA members, please check the mailing address on the label on your "Leader" today. If you have moved or the label should be clipped, glued and mailed to: The Civil Service Employees Association, Inc., P.O. Drawer 125, Capital St., Albany, N.Y. 12224.
NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 300 W. 44th St., New York 10036, open weekdays between 9 a.m. and 5 p.m. Special hours for Careers are 9 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period. By subway, applicants can reach the filing office via the IND (Chambers St.) HKT (City Hall) 14th St. (Brooklyn Bridge). For advance information on titles, call 364-9700.

Several City agencies do their own recruiting and advertising. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; NYC Transit Authority, (teachers only), 65 Court St., Brooklyn 11201, phone: 488-4248; Board of Education (non-teachers); Board of Education (non-teachers).

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(Continued next week)

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(Continued next week)
In the spotlight are regional officers, from left, sergeant-at-arms Carl Garmagel, Wassaic Developmental Center; third vice-president Richard Snyder, Wassaic, and first vice-president John Clark, Letchworth Village Psychiatric Center.

Fred Cohen, treasurer of Ulster chapter, makes a telling point during discussion.

SOUTHERN REGION 3 MEETS AT BEAR MT.

CSEA vice-president James Lennon, right, head of Southern Region 3, reviews an issue with Nicholas Puzziferri, Southern Region Mental Hygiene representative to CSEA Board of Directors and the immediate past president of the Southern Conference.

Celebrating their election as Southern Region members of the statewide nominating committee are, from left, Manny Ramirez, Letchworth Village Psychiatric Center; Fallyn Spieski, Rockland County, and Leonard Flynn, State Bridge Authority.

Sullivan County chapter president Earl Birins, left, and CSEA organizer Jack Miller go over results of CSEA win in Sullivan challenge election earlier this month.

Presidents of four county chapters exchange views during a break in the business session. From left are Ellis Adams, Dutchess; John Mauro, Rockland; Raymond Cassidy, Westchester, and Harold Degraff, Ulster.

Louis Rotkopf, standing, of Eastern Correctional Facility chapter, participates in debate as John Olsen, president of SUNY at Purchase chapter, listens.

Viewed during business session are Hudson River chapter president Ted Schmida and first vice-president Al Bechtle, while behind them are Rockland Psychiatric Center's Eru Katz and Martin Langer.

Southern Region 2 treasurer Patricia Cumorord, Helen Hayes Hospital, reviews matters with Region 3 second vice-president Scott Daniels, Westchester County.

Exchanging views are Highland chapter president Rose Marchinkowski, left, and Helen Degraff, wife of the Ulster president. Identifiable in background is Josephine Piefeler of Hudson River chapter.