 Darth Vader's look is special, it's because the man behind the whiskers is her grandpa, Fred Huber, president of the Stress Employee Programs At DOT Seminar Department of Transportation representatives from the ten won't stand for layoffs.

THE REAL THING — Beth Huber tugs on Santa's beard and discovers it's the real thing while Civil Service Employees Assn. Institutional Services bargaining team hold a brief conference on the staircase before joining the other three bargaining teams to plan the demands for the third year of the OSEA State Contract. (Leader photo by Hugo Unger)

Wenzl Forecast: Coming Year '75, 'May Be Busiest'

ALBANY — The Civil Service Employees Assn. will be entering "what could be the busiest year of our history," according to Theodore C. Wenzl, president of the 227,000-member union. The statement was made by the CSEA chief in a year's end interview with the Civil Service Leader, in which he outlined a wide-ranging schedule of major activities already set for the year ahead, as well as a strong possibility of challenges for bargaining rights in one or more state employee negotiating units.

"We'll be starting off in high gear," Dr. Wenzl said, referring to coming negotiations for 147,000 state workers set to begin early in January. The talks will be in the form of a reopener covering salaries, health insurance, disciplinary procedure, and agency shop for the third year of the present three-year contract.

Difficulties Foreseen

"Negotiations are never easy, but these will be more difficult than usual because of the current social and economic climate," Wenzl said. "No longer can we face an entirely new team facing us across the bargaining table." Dr. Wenzl continued. He expressed confidence, however, noting that "the figures are on our side as far as salaries are concerned."

The CSEA president also stressed the importance of winning an agency shop, pointing out that representation costs are increasing sharply. "It's a question of dollars, and therefore it makes sense that all the employees represented should pay their share."

Dr. Wenzl also noted that not only would major state negotiations start off the year, but they will be right back there at the bargaining table for state workers again as the year draws to a close. He was referring to the fact that the present contract for CSEA's four bargaining units will expire on March 31, 1976, and will require full-scale negotiations for new pacts to begin in early winter, the normal

(Continued on Page 8)

Stress Employee Programs At DOT Seminar

ORISKANY — More than 90 Civil Service Employees Assn. representatives from the ten Department of Transportation regions and the Main Office chapter returned from the second annual CSEA-DOT Labor Seminar last month with a greater understanding of recent developments and improvements in employee-related programs as formulated by CSEA and DOT management.

Chairman for the workshop, held Nov. 14-16, 1974 at the Horizon Hotel, Oriskany, was Timothy J. McInerney, president of the DOT region 1 chapter, CSEA, and head of CSEA's special DOT committee. Mr. McInerney described the event as "informative, innovative and well-received" by the participants, including guests from other state agencies, CSEA regional presidents, collective bargaining specialists from CSEA and DOT regional personnel officers.

Highlight of the Nov. 15 session was a televised film of a mock disciplinary case. The dramatization, shown on television monitors, was a re-enactment of actual circumstances that led to misconduct charges for several DOT employees. The film examined contract discipline procedure. The role of CSEA as

Won't Stand For Layoffs Of State Workers: Bendet

MANHATTAN — Solomon Bendet, president of the Civil Service Employees Assn.'s New York City Region 2, told members of the regional executive committee that we are not going to stand for layoffs of state employees.

Responding to rumors that continue to swirl about Gov. Hugh Carey's recent request to Governor Wilson for a job freeze, Mr. Bendet said: "We don't know whether Governor-elect Carey is referring to exempt jobs or to Civil Service positions. I hope he is not referring to Civil Service positions — all of which are essential jobs required to deliver necessary programs for the people of the State of New York. The matter will be taken up with Governor-elect Carey at the upcoming negotiations."

Mr. Bendet went on to state

Jan. 1 Increment In Nassau

MINEOLA — Increments will be paid immediately on the start of the new year and all terms of a new contract under negotiation will be made retroactive to the start of the year, under an agreement between Nassau County Executive Ralph G. Caso and Irving Plaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn.

"It means that everything we have will continue in force until we are through with negotiations," Mr. Plaumenbaum announced, including the payment of increments due in January. The agreement also assured that all terms of a new contract will be retroactive to Jan. 1, it appeared clear that no contract settlement could be reached before the start of the new year. CSEA is presenting evidence before a panel of fact-finders in support of its demand for a significant salary adjustment for 1976.

INSTITUTIONAL TEAM — Members of the Civil Service Employees Assn. Institutional Services bargaining team hold a brief conference on the staircase before joining the other three bargaining teams to plan the demands for the third year of the CSEA State Contract. On the top step are, from left, George Mooney and Clarence Lauter. In front of them are Greg Rowley; Robert Guild, CSEA collective bargaining specialist; Genevieve Clark and Howard Jacobs. Other team members are Bernard Smith, committee chairman, James More, Pat Timsic, Marjorie Evans, Elaine Mooney and Samuel Gagnon.

(Continued on Page 9)

Federal, State
Laws Safeguard
Pension Rights

The civil service employees were presented with a fine Christmas gift by Secretary of Labor Peter J. Brennan when he declared illegal the plan in New York City to force the retirement at age 63 of the City's public employees. The act of the state and accumulated pension rights have been the single most powerful incentive in the recruitment and retention of dedicated public employees.
Westchester Honors Its Workers

WHITE PLAINS — Twenty-five-year service awards were presented to 28 Westchester County employees by County Executive Robert B. pageNum("*901E"), month at a special ceremony at the Health and Social Services Building.

Recipients of the 25-year service awards for 1974 are: Dorothy H. Brown, of Tarrytown; John J. Brennan, of Briarcliff Manor; Irene Cassano, of Croton-on-Hudson; John J. Callahan, of White Plains; John F. Connolly, of Mount Kisco; Joseph C. Cronin, of Croton-on-Hudson; James Crocken, of New Rochelle; Edward D. Cullen, of Croton Falls; Adele Cleary, of New Rochelle; Edward G. Crean, of New Rochelle; James M. Crotty, of White Plains; William F. D triples, of Yonkers; Beverly A. Dwyer, of White Plains; William E. Dwyer, of White Plains; Joseph E. Ecker, of Croton-on-Hudson; Alphonse F. Eichen, of Westchester County; Vincent F. St. Vincent, of Westchester.

Allan, County Attorney’s Office, additive, Croton-on-Hudson, of New Rochelle; Andrew Tassone, of Town of New Rochelle; Mary F. Perry, of Mount Vernon, Dorothy Seward, of New Rochelle and Anthony Camp, of Croton-on-Hudson. President James J. Farnham, of White Plains, John Hey of, of Yonkers; Joseph A. Poston, of Croton-on-Hudson, and Vincent F. St. Vincent, of Eastchester.

Seminars began at the Medical Center at Grasmont includes Cynthia Kolbe and Alberto Marturano, of Croton-on-Hudson; Louis P. diFrancesco, of Croton-on-Hudson, and Edward Garrison, of White Plains.

Other officers elected at the society’s meeting this month included: Officer Alfred B. DelBello, vice-president; Officer Richard Hirsch, second vice-president; Sgt. Michael W. Hays, secretary; Sgt. Arthur Fisher, corresponding secretary; Sgt. Stanley F. Miller, sergeant-at-arms, and Capt. Edwin Ellis and Sgt. Morton Stern and Harold Markovitz, trustees.

At the 13th annual Shriners Society dinner-dance, the following plaques were presented to the group’s outstanding president, Sgt. William Gross, and to Capt. David Mass, Capt. Weisbl and to Lt. Philip Kaplan (Ret.).

Nine Win Dec. Awards

ALBANY — Nine state employees received cash awards in a program for monthly winners. The awards are paid to the State Civil Service Commission.

S50—Barbara Ann Sticker of Albany, Department of Motor Vehicles.

S50—Nicholas R. Panispolo, of Department of Labor.

S30—Ross Lewis Jr., of Elmira Heights, Department of Correctional Services.

S15—Maurice Friedberg, of the city, Department of Environmental Conservation.


S15—Alma Retallack, of Ballston Spa, Department of Transportation; and May M. Kruger, of Schenectady, Department of Environmental Conservation.


S15—Alma Retallack, of Ballston Spa, Department of Transportation; and May M. Kruger, of Schenectady, Department of Environmental Conservation.

S10—Robert B. Parker of Westbury, Department of Labor.

S10—William B. White, of Schenectady, Department of Labor.

S10—Jack C. Smith, of Croton-on-Hudson, Department of Labor.

S10—Donna R. Nelson, of Croton-on-Hudson, Department of Labor.

S10—James M. Hare of Croton-on-Hudson, Department of Labor.

S10—Mary E. Pulver, of Croton-on-Hudson, Department of Labor.

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Year In Review

Important Court Cases And Challenges By Rivals Affirm CSEA Role In State During First Half Of '74

JANUARY

Court of Appeals, in precedent-setting decision, rules that widow of civilian employee killed in Attica State Prison riot may sue State for monetary damages . . . Dinner honors CSEA assistant executive director, Henry Galpin, who has retired after more than 22 years service with the union . . . Mechanicville unit reaches agreement on work contract that includes 10% percent wage increase over two years . . . George Bisham appointed New York City Region 3 supervisor, becoming first non-Caucasian to hold this high position in union . . . Career Ladder for Health Department attendants approved and implemented to upgrade qualified Grade 4 and Grade 5 aides to Grade 7 . . . Rome School unit of Oneida Educational chapter reaches accord on pact for 5.5 increase plus increments in firms of part, with a 5 percent increase plus step the following year.

FEBRUARY

Middle Country School District votes to leave AFSCME and affiliate with CSEA, becomes unit of Suffolk Educational chapter . . . Break off talks on Tax Examiner Career Ladder after what is termed "state's arbitrary and unilateral refusal to discuss Career Ladder or the Career Ladder concept." . . . State Senator Frank Padavan (R-C, Nassau) introduces agency shop bill, explaining that U.S. Supreme Court decision allows for non-members to pay for their share of the costs of representation, so long as compulsory membership is not required . . . Walter Weeks elected president of Suffolk County Educational Employees chapter . . . Arbitrator refuses to allow Scheneckley County to lump administrative leave and vacation leave together under the heading of vacation . . . Coalition bargaining under way for employees of State Thruway Authority . . . Kings Park State Hospital chapter signs two-year contract with 10-key key improvements . . . Bomb scare at Central Islip State Hospital chapter annual dinner-dance causes guests to wait outside for 25 minutes in light snow . . . CSEA Board of Directors permanently expels three suspended local union officials for actively working for a rival organization while still holding CSEA offices. Arthur Bolton and Jacob Nemerman of Sullivan County and Joseph DeVita of Orange County were charged with publicly stating their intentions to work for SEIU in that union's campaign to gain representation rights in those two counties, plus Ulster and Rockland Counties . . . After ten sessions, Department of Transportation administrative and union representatives become first group this year to reach departmental agreement . . . Mental Hygiene Food Service talks on Career Ladders collapse . . . United States Supreme Court upholds one-in-three hiring rule which states that as many as possible of the CSEA school district units in the Long Island Region will send employees and/or representatives to those two meetings, so the members of the statewide committee can gain the best possible insight into the problems of non-teaching employees.

During First Half Of '74

Centering on the issue of representation, CSEA sent a large contingent to state-wide meetings, including the following: Edward Diamond, CSEA director of education, and Edwin Cleary, Long Island Region 1 supervisor.

BOCES Number 1 unit: Charles Coutleri, Bellport unit; Nicholas Rallaci, Miller Place unit; Michael Rubino, Copague chiefs and departmental heads unit; Larry Shannoney, Kings Park unit; Jean Sreis, Middle Island Number 13 unit; and James Nickel, Middle County District 11 unit. A similar workshop is scheduled for February.

Set School Employee Region Meets

NORTH AMITYVILLE — The first in a series of Civil Service Employee Association regional meetings for non-instructional school districts was held at the North Amityville School District office, 746 Broadway, according to Danny Jinks, CSEA collective negotiating specialist and staff coordinator for the union's statewide non-teaching school employees committee.

Mr. Jinks said the CSEA committee will be holding the meetings in each of the five CSEA regions where there are school employees, beginning in Long Island, to "allow school district employees in the region to express themselves on matters of general concern to fellow school district workers." He added this would include such things as terms and conditions of employment and the non-teaching school employee's relationship with the employer.

The CSEA coordinator said, "It is the hope of the committee that as many as possible of the
### State Job Calendar

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### Rights Division Reviewing Lay-offs

**ALBANY—Jack M. Sable, New York State Human Rights Commissioner, last week that the 14 regional offices of the Division of Human Rights throughout the state will review lay-off procedures in force in their areas to ensure that all employees are being treated "in a fair and equitable manner."**

Commissioner Sable pointed out that the Division, under law, is empowered to "promote good-will among all people and to take such action to alleviate conditions of tension and conflict." Given this purpose, he added, the Division will ensure that layoffs "do not violate either the letter or the spirit of the State Human Rights Law." Noting that this year, there has been a 10 percent increase in the number of employment applications filed with the Division, Mr. Sable urged that state residents "join together in seeking fair and just solutions to combat the effects of a slow and sluggish economy.

The commissioner asked employers to seek ways to continue their workforces without interruption or layoff.

"In order to maintain a healthy

### State Looking For 150 Engineering Aides

The State of New York is now accepting applications for Engineering Aides, Exam 24-194, at a starting salary of $6,450 per year. There are presently more than 150 vacancies in the various offices and regional offices of the Departments of Transportation and Environmental Conservation, and engineering aides are needed by the offices of local government at various locations throughout the City and State. Candidates must be high school graduates or possess a high school diploma issued by an appropriate state agency or possess a USMTP GED certificate. In order to maintain a healthy...
Salary Starts At $10,118

Traineeships For Professional Careers
With State Open To June College Grads

One and two-year traineeships leading to professional careers in the state civil service will be open only to applicants who have received a B.A. degree by Aug. 31, 1975.

The two Trainee Groups titles under No. 24-250, Senior Training Representative and Senior Technical Trainee, are concerned with the development and operation of training programs for State employees.

Applicants for these traineeships must possess, in addition to a B.A., a major in education or a specific specialization and/or a specific concentration, such as human services, public administration, psychology, etc.

The skills and abilities required for successful traineeships will vary, depending upon the title before they will be given a permanent appointment.

Examination For Trainees

For the two-year traineeship (under No. 24-250) there is no state open to June. The trainees, who will be involved in one of the wide ranges of personnel functions in state government.

Applications Accepted Until Jan. 6

Oral Exam January Or February

3 credits in education.

No. 24-222
Educational Administrative Services:
Specialized Traineeship
Educational Aide

No. 24-223
Educational Administrative Services:
Specialized Traineeship
Education Finance Aide

No. 24-224
Educational Administrative Services:
Specialized Traineeship
[Education Finance Aids]

No. 24-225
Educational Administrative Services:
Specialized Traineeship
Health, Education Services
Public Health Educator

No. 24-226
Educational Administrative Services:
Specialized Traineeship
Museum Education Services
Museum Instructor

No. 24-227
Educational Administrative Services:
Specialized Traineeship
[Program Auditing Services: Internal Auditor]

No. 24-228
Educational Administrative Services:
Specialized Traineeship
Urban Education Services
Urban Planner

Number of credits in education.

12 credits in education.

No. 24-229
[Specialized Traineeship: Conservation Educator]

No. 24-230
[Specialized Traineeship: Senior and Junior Personnel Administration: Assistant to the Director]
Bi-State Workers' Rights

FOR years, representatives of the Civil Service Employees Assn. have been bringing attention to the lack of representation rights for employees of the Waterfront Commission as well as the Port Authority. It was expected that these rights might be passed. It got tied in New Jersey — both of which are administered by bi-state Commission as well as the Port Authority of New York and New Jersey, itself it would have stood a good chance of passage. The recommendation is implemented, so that public employees have had their ups and downs during the past year. For some of the leaders, in particular, it

PENSIONS ARE CONTROVERSIAL

Before the Port Authority, a proposal was adopted to increase public employees. The members of pension systems acquired vested interests which would not be diminished under federal law. The state courts, since adopted conventional rules, have uniformly upheld the rights of public employees to pension benefits. The courts held that a retirement system could not use more recent mortality tables that would reduce future benefit by 4 percent. To protect the rights of the employees, the Court ruled that the mortality tables could not be used to calculate the annuity of an employee even though they may have been the same as those used in the new mortality tables that were established.

The Board argued that the four-day strike which reduced the retirement benefit by 4 percent would require the employees of the School District to work two additional days for no compensation. They paid the price required by additional days for no compensation.

The authors would like to take this opportunity to wish all of his readers a most happy and healthy holiday season.

Questions and Answers

Q. I'm 58 and had a heart attack in February. My doctor says I shouldn't go back to work. Will I need to bring a letter from him explaining my disability when I apply for monthly social security disability payments?

A. Yes. A child, like your daughter, could start again. Is this true?

Q. Last year my husband and I adopted a 5-year-old child through the county adoption agency. He was an orphan and before we adopted him, he was raised by his father's work records. I heard that his records are incomplete.

A. Yes. A child's payments may stop because of adoption. The Social Security Administration may need additional information. Payments were previously stopped because of adoption and may need to request any pending benefits. Payments may be paid back to October 1972.
DOWNSTATE OFFICERS — Elected officers of newly chartered Downstate Medical Center chapter, Civil Service Employees Assn., are, from left, Ruth Landesman, alternate delegate; Rupert Warren, operational representative; Jo Schuam, administrative representative; Al Davis, delegate; Grace Lange, corresponding secretary; Sal Amore, treasurer; Linda Barra, recording secretary; Helen Kasowitz, second vice-president; Jimmy Woods, first vice-president, and Robert Keeler, president. Not pictured are Eldoris Elliott, institutional representative, and Judy Wallace, PS&T representative. Downstate Medical Center is part of the State University of New York and is located in Brooklyn. The election was held after a court ruling that upheld the validity of the charter, which has been challenged by the New York City chapter, from which Downstate chapter was formed. New York City chapter, oldest in CSEA, has filed an appeal on the grounds that the procedure by which Downstate was granted its charter is in violation of the NYC chapter constitution.

If you’re under age 30 and are paid every other week, you — as a CSEA member — can buy $1,000 of group life insurance for just 15% per pay day. It’s easy, too. Easy to buy and easy to pay for. Your premium — which is determined by your age and how much you’re eligible to receive — is automatically deducted from your paycheck. You won’t even miss the pennies it costs to get this valuable protection.

If you’re over 30, don’t despair. You, too, can get low-cost group life insurance from The Travelers Insurance Company of Hartford, Connecticut, through special arrangements with your Association. It’s easy, too. Easy to buy and easy to pay for. Your premium — which is determined by your age and how much you’re eligible to receive — is automatically deducted from your paycheck. You won’t even miss the pennies it costs to get this valuable protection.

For complete information and costs, complete and mail the coupon below. Or call your nearest Ter Bush & Powell representative for details.

TER BUSH & POWELL, INC.

SCHENECTADY NEW YORK SYRACUSE

If you’re over 30, don’t despair. You, too, can get low-cost group life insurance from The Travelers Insurance Company of Hartford, Connecticut, through special arrangements with your Association. It’s easy, too. Easy to buy and easy to pay for. Your premium — which is determined by your age and how much you’re eligible to receive — is automatically deducted from your paycheck. You won’t even miss the pennies it costs to get this valuable protection.

For complete information and costs, complete and mail the coupon below. Or call your nearest Ter Bush & Powell representative for details.

CIVIL SERVICE EMPLOYEES ASSOCIATION

Letters To The Editor

Women Prisoners Want Service Back

Editor, The Leader:

This petition is regarding the termination of the Division of Correctional Counseling and Services program. We, the female inmates of the New York City Correctional Institution for Women on Rikers Island, have drawn up this petition.

This program was established in 1972 under the name of Correction Aide Program. At that time their duties consisted of telephone messages. In 1973 there was more than just a change of name, the number of staff members increased. At present there is one program director, two supervisors, one counselor, and eighteen assistant counselors. Their duties extend to all areas of the institution and are:

- To give daily the assistant counselor picks up written phone messages, compiles the calls, and returns the answers to the respective branches.
- An assistant counselor in the main clinic has the responsibility of calling the floors to notify the ladies of their respective appointments in addition to secuiting appointments for their medical care.
- Each detention house area has an assistant counselor for an hour period. Her duties there consist of answering the phone.
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Leader Praised

Editor, The Leader:

When you are retired, a paper such as ours is the only way a person can keep abreast of his former fellow workers.

May I congratulate you and your associates on your choice of Mr. Paul Thayer to write his "Fire Files" column? He is a man of outstanding knowledge and kind understanding of a firefighter's plight.

I enjoy reading your paper each week.

WALTER WOOD, L.I.D., Ret.
Cornwall-on-Hudson

Delay Prom Lists

Editor, The Leader:

Due to the present budgetary restrictions, the appointments and promotion in civil service positions, why not delay the official establishment of all appointments and promotion lists not already established? Why further penalize those candidates by permitting the four-year time limit on a list to run without any hope of appointment to position? A specific example is the Fire Department of New York Battalion Chiefs’ list which is about to be established.

Frank C. Derenze
New Hyde Park, N.Y.

LEGAL NOTICE

MULLER INDUSTRIES ASSOCIATES, 1171 Broadway, New York, N.Y., a corporation of the State of New York, hereby give notice in accordance with the provisions of the Uniform Partnership Act, N.Y. Laws, title 1, § 50, that the following persons have been admitted as partners in the business known as Muller Industries Associates, 1171 Broadway, New York, N.Y., as follows:

- Michael J. Muller, 1171 Broadway, New York, N.Y.
- John J. Muller, 1171 Broadway, New York, N.Y.
- Thomas J. Muller, 1171 Broadway, New York, N.Y.
- William J. Muller, 1171 Broadway, New York, N.Y.

Each of the aforesaid persons has the right to receive an equal share of the profits of the partnership and an equal share of the losses thereof, for such time as he is a partner, and each person shall be entitled to receive a share of all profits and losses of the partnership, and shall be entitled to remuneration for services rendered in the conduct of the business, in proportion to his share of the profits and losses of the partnership.

Each of the aforesaid persons has the right to receive an equal share of the profits of the partnership and an equal share of the losses thereof, for such time as he is a partner, and each person shall be entitled to receive a share of all profits and losses of the partnership, and shall be entitled to remuneration for services rendered in the conduct of the business, in proportion to his share of the profits and losses of the partnership.

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HOLIDAY IN ONONDAGA — Members of the Onondaga County chapter of the Civil Service Employees Assn. indulged in some holiday high times at the group’s annual Christmas party, held this year at the Liverpool Golf and Country Club. Syracuse City Judge Robert Reganino was the speaker at the dinner and former Central Conference president Raymond Castle served as master of ceremonies. Special door prizes were won by Alberta McConnell of the County Clerk’s Office, Dorothy Bell of the County Health Department, and Andy Markoe of Van Duyn Hospital. Above, Helen Hanion, corresponding secretary of CSEA Syracuse Region 5, receives cake served up by Martha Leitoy, third vice-president of the chapter, Mary Waring is at left and Carmella Bartholomew is at left. On the right, surrounded by a special “CSEA eau” made by Ms. Bartholomew, are the party committee members. From left, front, Ms. Leroy, Leesa Apel, Ms. Bartholomew and Rae Schriever. Rear, from left, Ms. Waring, Hilda Young, Erika Ripka and chapter president Andrew Picello. Other committee members included Helen DeMore and Helen Halter.

Wont Stand Layoffs

(Continued from Page 1)

that, “It is inconsistent, however, for high-salaried consultants to be hired while there is any talk about layoffs among state employees.” He cited a recent example of a consultant being hired on a part-time basis by a Senate committee for $32,000.

The regional executive committee, composed of chapter presidents and members on the executive board, is expected to meet in early December to consider a resolution supporting a resolution by Jack Weisz, president of the New York Porkchop District chapter, that more representation be given to regional unions.

“There are too many instances,” Mr. Weisz said, “where CSEA Headquarters has been reluctant to hear the problems of the regions in matters affecting internal administration. I realize that this reluctance is probably due to habits formed before the union was restructured last year.

“On the other hand, regional presidents and other officers were elected to represent members within each region to administer to the particular needs of the members in each of the regions. Although all the six regions have much in common to bind them together as one statewide union, each region has its own distinctive makeup and needs that require regional attention.” Mr. Weisz declared.

“We think it imperative to the welfare of each to establish definitely the authority of the regional officers to direct regional matters. Delays certainly had that in mind when they ordered the restructuring of the Association,” he said.

Mr. Bendet also called for more field representatives for the region. He pointed out that at present there are only four regular fieldmen, an organizer and the regional supervisor to service 20,000 members.

Mr. Bendet said that another area that required attention is the need for shop stewards. He pointed out that several chapters such as the New York City and the Metropolitan Regions of Employment chapters have members located throughout eight counties and that shop stewards would be invaluable in handling problems that arise in the local offices.

The executive committee for the region also elected three members to represent the region on CSEA’s statewide nominating committee. The three members are Cynthia Doyle, Public Service Commission; Henry Hill, Correctional Services, and Charlotte Roe, Institute for Basic Research.

To serve on the committee, members must have ruled them- selves to the restructuring of the Association by Irene Hill.

The same three members will be joined on the regional nominating committee by Irene Mills, Dorothy Sargent, Martin Sherman and Stella Williams.

Wenzl Forecast

(Continued from Page 8)

Rounding the general progress of the restructuring program, Dr. Wenzl pointed out what he called “an excellent achievement” in the official opening of the six regional offices during 1974. “This is really something to be excited about,” he said. “When we first spoke of setting up and staffed an office in each of our regions, many people thought it would be years away. Not so, at all,” he continued, “and it’s very encouraging. It certainly is a clear object lesson in what can be done in the way of concrete accomplishments when imaginative leaders and sound-thinking delegates representing CSEA’s rank and file act in unison. We got a good team,” he concluded.

Year in Review

(Continued from Page 8)

York State Thruway in Ontario County. He was reported to have suffered a fractured pelvis, broken right ankle, broken nose and internal injuries ... CSEA president Thomas H. McDouough assumes duties as the union’s acting president ... William O’Neill installed as president of SUNY at Syracuse (Upstate Medical Center) chapter ... State Mental Hygiene promises there will be revisions in existing personnel as result of the department’s plan for “geographic utilization,” which called for transfer of mentally retarded adults from Willowbrook State Hospital to a nearby nursing home on Staten Island ... 72 cafeteria monitor jobs are restored after 200 Nassau chapter members picket East Meadow High School ... John Tannini installed as president of Syracuse Retirees chapter ... CSEA and State agree to resume talks on Career Ladders for four different occupational groups covering thousands of state workers. Talks, which had bogged down earlier in year, were revived after Governor Wilson made “commitment of sorts” to the Career Ladder concept ... State Assembly approves bill to prohibit the Civil Service Commission from requiring information from job applicant regarding age, creed, color or national origin. CSEA’s protest to the practice of recording ethnic information had originated with the New York City chapter, third largest in CSEA, and then followed the chain of command from the New York City Region 2 to the CSEA Board of Directors, where CSEA president Theodore C. Wenzl had requested to formalize the union’s objections to the practice. The bill died, however, in the State Senate. ... Niagara employees granted mileage increase from 12 cents to 15 cents a mile ... Albany Region 4, headed by CSEA vice-president Joseph McDermott, holds its first Workshop for county chapters, also first Workshop for members of Adirondack Committee, whose member chapters are scattered in North Country beyond the Capital District urban area where most of the region’s largest chapters are centered ... State University College at Fredonia, under chapter president Sara Svertes, becomes first State University unit to come to agreement over contract on local items ... State Office of General Services withdraws threat to charge state employees $60 a year parking fees at Flapajack State Office Building following massive protests ... Irving Flammbaum re-elected president of Nassau chapter, which has grown to be largest in entire CSEA structure during Mr. Flammbaum’s 20 years’ service as its leader ... Jefferson County chapter’s Watertown unit signs one-year past calling for 9 percent pay increase ... Thomas Garisty installed as chapter president for SUNY at Brockport chapter ... CSEA vice-president Solomon Bendet, head of New York City Region 2, honored at testimonial dinner ... New York State Police Commissioned Officers chapter signs two-year agree-
City Awards 15 Cash For S Saving Ideas

The City Department of Personnel announced last week that 15 cash awards will be given to 15 City employees whose suggestions for improved service were accepted by the City.

The awards were given under "Employees Suggestion Program," which is administered by the City Department of Personnel, and which is aimed at encouraging city workers to submit ideas to save costs and improve the City's efficiency and productivity. First-year savings on these implemented suggestions are estimated at $90,000.

The largest award was won by Alfred Arndt, a Civil Engineer-Draftsman with the T.A., who was awarded $800 for his suggestion to use standard size drafting paper with preprinted borders for engineering drawings.


The awards were announced last week by Alfred A. Wallace, Jr., of Binghamton, has been named a trustee of Broome Community College for an unaired term ending July 1, 1983.

The following named members of the service have been awarded Honorable Mention for extraordinary bravery in the line of duty at imminent and personal danger to life.


Know your type?
Be a blood donor and find out. Call UN 1-7260.

The Greater New York Blood Program.

SEATS NOW at BOX OFFICE

"INCREDIBLY BEAUTIFUL, BRILLIANT AND SPECTACULAR."

—New York Times

MURDER ON THE ORIENT EXPRESS

STARRING KATHARINE HEPBURN, FREDERICK MARCH, PATRICIA RUSSELL

"A TERRIFICALLY ENTERTAINING WHODUNIT!"

NEW YORK TIMES

MURDER ON THE ORIENT EXPRESS

CANDIDE

The theatrical event of the year!

CANDIDE AT THE BROADWAY THEATRE

Grease

'THE ONLY AND ONLY LONGEST RUNNING SHOW ON BROADWAY'

There's a reason for that!
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<td>Albany</td>
<td>82.8</td>
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<tr>
<td>Goworek</td>
<td>Marcy</td>
<td>82.8</td>
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<tr>
<td>Murray</td>
<td>Troy</td>
<td>82.1</td>
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<tr>
<td>Donner</td>
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<td>82.5</td>
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<tr>
<td>Miner</td>
<td>Buffalo</td>
<td>80.6</td>
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<tr>
<td>Heffernan</td>
<td>Watervliet</td>
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<tr>
<td>Magee</td>
<td>Albany</td>
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<tr>
<td>Tribley</td>
<td>Waterford</td>
<td>82.3</td>
</tr>
<tr>
<td>Meery</td>
<td>Watervliet</td>
<td>82.3</td>
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<tr>
<td>Rodriguez</td>
<td>Brooklyn</td>
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<td>Rogers</td>
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<tr>
<td>Rourdon</td>
<td>Plattsburgh</td>
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<tr>
<td>Gilchrist</td>
<td>Corona</td>
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<td>Berman</td>
<td>Albany</td>
<td>82.8</td>
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<td>Danahy</td>
<td>Albany</td>
<td>83.3</td>
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BRIDGE TOWER OPERATOR
BUS MAINTAINER — GROUP B
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PHARMACIST LICENCE TEST
PLACEMENT DIRECTOR — RECRUITMENT LEADER
POLOMEN
POLOMEN CLERK
POST OFFICE MOTOR VEHICLE OPERATOR
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PROFESSIONAL TESTS N.Y.S.
PROFESSIONAL TRAINING AIDE
RAILROAD CLEER
SANITATION MAN
SCHOOL SECRETARY
SECRETARY, N.Y.B.
SECRETARY, CLERICAL SERIES
SOCIAL CASE WORKER
STAFF HOSPITAL AND Sr. ASSISTANT
STATIONARY ENG. AND FIREFIGHTER
STOREKEEPER STOCKMAN
SURVEYING COURSE
TRANIT PASSENGER

VOCABULARY, SPELLING AND GRAMMAR

KEY ANSWERS

EXAM 4104

GARDENERS

1. C;
2. D;
3. A;
4. D;
5. D;
6. D;
7. B;
8. A;
9. A;
10. B;
11. C;
12. A;
13. D;
14. A;
15. D;
16. A;
17. B;
18. A;
19. A;
20. A;
21. B;
22. B;
23. D;
24. B;
25. D;
26. C;
27. C;
28. B;
29. B;
30. D;
31. C;
32. D;
33. B;
34. A;
35. A;
36. A;
37. B;
38. B;
39. A;
40. B;
41. B;
42. A;
43. D;
44. A;
45. A;
46. B;
47. A;
48. B;
49. B;
50. A;
51. D;
52. C;
53. C;
54. A;
55. A;
56. B;
57. C;
58. B;
59. C;
60. D;
61. C;
62. B;
63. A;
64. A;
65. A;
66. B;
67. B;
68. B;
69. A;
70. D;
71. C;
72. D;
73. B;
74. D;
75. A;
76. C;
77. B;
78. A;
79. B;
80. C;
81. B;
82. C;
83. A;
84. B;
85. C;
86. B;
87. D;
88. C;
89. D;
90. B;
91. D;
92. C;
93. D;
94. B;
95. C;
96. B;
97. D;
98. B;
99. B;
100. D;

SABBATH OBSERVER

EXAM 4105

REPAIR AIDE (HDA)

1. B;
2. C;
3. C;
4. D;
5. C;
6. D;
7. C;
8. B;
9. D;
10. B;
11. D;
12. A;
13. B;
14. D;
15. C;
16. F;
17. D;
18. A;
19. A;
20. A;
21. B;
22. D;
23. B;
24. A,
25. B;
26. C;
27. B;
28. A;
29. A;
30. B;
31. A;
32. A;
33. B;
34. D;
35. D;
36. D;
37. B;
38. C;
39. C;
40. A;
41. A;
42. D;
43. A;
44. B;
45. D;
46. B;
47. A;
48. A;
49. B;
50. A;
51. D;
52. B;
53. B;
54. D;
55. A;
56. C;
57. B;
58. C;
59. B;
60. D;
61. A;
62. B;
63. A;
64. B;
65. D;
66. A;
67. A;
68. D;
69. D;
70. B;
71. C;
72. A;
73. C;
74. D;
75. B;
76. C;
77. B;
78. A;
79. A;
80. D;
81. C;
82. C;
83. D;
84. B;
85. A;
86. D;
87. A;
88. C;
89. C;
90. A;
91. D;
92. C;
93. C;
94. D;
95. A;
96. B;
97. A;
98. A;
99. B;
100. D;

SCHOOL DIRECTORY

MONEE MONROE INSTITUTE — 187 COURSES

EXAM 5131

TO ADMIN pHSSISTANT

1. C;
2. B;
3. A and/or B;
4. C;
5. A;
6. C;
7. B;
8. D;
9. D;
10. D;
11. D;
12. A;
13. A;
14. B;
15. D;
16. C and/or D;
17. D;
18. D;
19. D;
20. C;
21. B;
22. C;
23. C;
24. B;
25. D;
26. C;
27. C;
28. C;
29. C;
30. B;
31. D;
32. B;
33. A;
34. B;
35. A;
36. A;
37. C;
38. D;
39. A;
40. B;
41. A;
42. C;
43. C;
44. C;
45. C;
46. D;
47. A;
48. B;
49. A;
50. A;
51. D;
52. B;
53. B;
54. A;
55. A;
56. A;
57. B;
58. A;
59. B;
60. A;
61. A;
62. D;
63. A;
64. B;
65. D;
66. A;
67. A;
68. D;
69. D;
70. A;
71. A;
72. C;
73. B;
74. D;
75. C;
76. A;
77. B;
78. A;
79. D;
80. B;
81. C;
82. C;
83. D;
84. B;
85. A;
86. D;
87. A;
88. A;
89. B;
90. D;
91. A;
92. C;
93. B;
94. D;
95. A;
96. B;
97. B;
98. A;
99. B;
100. C;

Police Academy Closing

A total of 54 Probationary Police Officers have been temporarily transferred from the Police Academy Training School, as a result of the city-wide job cuts, to various Precincts around the City.

The Employee Blood Program will protect you with guaranteed blood, and your participation after the retirement of a member in good standing. Your agency has an open enrollment period once a year. You are encouraged 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.

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N.Y.C. Department of Personnel
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SchooL DirecToRy
DOT Delegates Meet In Utica

(Continued from Page 1)

the employees' representative in such cases, plea bargaining section in action taken as a result of the charges.

Right To Representation

During the question-and-answer period which followed the film, John Carey, assistant executive director, State Division of CSEA and Bernard Ryan, CSEA's assistant program specialist, advised participants of their rights according to their contract in relation to interrogation and CSEA representation. Mr. Ryan informed the seminar group of their right to private or CSEA-sponsored legal assistance at the arbitration stage of disciplinary charges. Jerry J. Dukas, DOT assistant commissioner of manpower and employee relations, pointed out that management carefully weighed a proposed disciplinary action with the incident in question, while also considering the employee's past work experience.

"We're open for talk. Whatever happens, we don't want to demote or lose a good employee," he stressed.

Edward Dismore, CSEA's director of community action, and G. LaFleur, DOT director of staff development and training, informed seminar participants of newly formulated, comprehensive employee development and training programs.

Citing the "upward mobility of employees" as a main concern to CSEA, Mr. Dismore explained the current five-point CSEA-DOT educational plan: the employee benefits training program to help employees improve and retain themselves for the purposes of promotion and the new "team" plan which enables employees to receive partial monetary assistance for attending community colleges or taking accredited correspondence courses; the high school equivalency diploma program which provides employees with the opportunity to complete their formal education; the agency experimental program based on existing educational experiences beyond traditional training, for example, welding training and courses in small machine repair; and educational materials and curricula carefully planned to coordinate with each program.

Problems concerning available money to be discussed at DOT employees wishing tuition support and requests for more training programs to be offered during working hours for the employee's convenience were discussed following the presentation.

Concern For Alcoholism

CSEA-DOT concern for employee alcoholism, "just beginning the nation's number one health problem," according to Robert Dougherty, DOT director of employee safety, was also a topic for discussion at the workshop. The jointly sponsored pilot program on alcohol abuse control and rehabilitation was examined as was a unique plan for confidentiality of all employee medical records relating to severe illness like alcoholism, heart attack and terminal cancer. John Naughton, CSEA collective bargaining specialist, Mr. McInerney, Mr. Dougherty and Mr. Dukas were speakers.

Other sessions included discussions on safety and the need for DOT management to implement effective programs in that area as soon as possible; the significance and application of labor-management meetings, led by Joseph Reddy, collective bargaining specialist with CSEA's State Division; a meeting on membership, "the lifeblood of any union," according to Joseph D. Lobchner, executive director of CSEA; guest speaker; preview a chapter budget; and effective communication at local and departmental levels.

Leu Manellino, Region 18 delegate, left, and William Lawrence, Region 8 chapter president, bangle with CSEA collective bargaining specialist Joseph Reddy, seated, and field representative Ted Medrrews, right.

Year In Review

CIVIL SERVICE LEADER Tuesday, December 31, 1974

(Continued from Page 9)

ment with State, providing $3,750 salary increase for lieutenant and $3,500 for captains. Valley Central School District in Orange County ratifies 10.2 percent pay increase for one-year contract... William Anderson sworn in as Bronx State Hospital chapter president and Richard Arlis installed as president of chapter at Manhattan Developmental Center... Legislation passed during previous session and signed by Governor Wilson included the so-called Omnibus Retirement Act, a bill providing pension supplementation, changes in the impasse procedure under the Taylor Law, an increase in maximum earnings by pensioners, and a bill implementing the 1974 pay raise. Second year benefits of the state workers' compensation bargain contracts... James Carbin, who had to circulate petitions to get on the ballot, was decisive winner in election for president of CSEA chapter at Rockland County... Nassau Educational chapter picking proves fruitful as Hicksville School District decides to continue cafeteria services instead of contracting them out.

JUNE

Syracuse Region 5, headed by CSEA vice-president Richard Cleary, holds grand opening of regional office at Midtown Plaza, 700 East Water Street, Syracuse... Thurway talks on-again, off-again, etc., as SEIU challenge flounders, but succeeds in gaining negotiations... Frank E. Baxtetter, elected Clinton County chapter president... Earl Bivins elected president of Sullivan County chapter... CSEA president Theodore Wensf ends one-and-a-half month hospital convalescence, returns to home in Danbury... CSEA wins representation election in Ulster County over SEIU, also beats same challenger in Orange County, but election will be held again later in year... SEIU signs CSEA contract at Ulster County... United Federation of CSEA elected president of Metropolitan Division of Employment... Nassau County Chamber of Commerce joins in endorsement of CSEA contract for workers... State Supreme Court grants un- constitutional a portion of the State/CSEA contract barring state employees from challenging the results of disciplinary proceedings. The ruling resulted from a suit filed by Donald Antinore, former vice-president of Industry chapter, after he was suspended without pay for alleged assault, although criminal charges were not filed. The CSEA contract gives an employee facing misconduct charges the right to a hearing before an arbitrator, but gives him no way to appeal the arbitrator's decision. The judge said in his decision that this denies due process and equal protection under the law. Dorello, three-year-old to the Naugatuck Valley, who was at the EEOC's special school, center, ordered reinstated to her job with back pay of $2,721.90. She had been dismissed from job four days before her probation period expired following CSEA's alleged work stoppage in 1972. She had been placed on a year's probation for her part in the protest. Regional attorney Charles Sandler had insisted in pursuing the case in court, but the state gave in prior to the jury selection... State's Harlem Office Building dedicated... Ernst Strobel reinstalled as president of Labs and Research chapter in Albany... Viola Svennum son, in president of Chautauqua County chapter... Elizabeth Lennig reelected president for SUNY at Plattsburgh chapter... Donald Maloney installed as president of Chautauqua County chapter... Investigation of financial affairs of Long Beach Recreation finds an official threat of lay off or payroll pay days... Arthur Hennessey elected president of SUNY at Farmingdale chapter.

Initiate 7-Point Parks Safety Plan

ALBANY—A labor-management committee has initiated a seven-point program to improve safety conditions for employees of the State Department of Parks and Recreation, it was announced by Louis Colby, the chairman.

The group mapped a broad program at a meeting here recently, Mr. Colby announced, and areas of concern were assigned to subcommittees as follows: conditions of equipment, Anthony Serafin at the Niagara Frontier State Park Commission chapter; building safety, Mary Curley of the Allegheny Slade Park Commission chapter; safety features and equipment, William Averett of the Palisades State Park Commission chapter; safety inspection, Louis Colby of the Long Island Inter-County State Parks chapter; first aid, management representation, E. L. Gasser, CSEA safety awareness and training, management representative Nelson Potter, and CSEA and related regulations, management representative Daniel Lynch.

Mr. Colby, who is president of the Long Island Parks chapter, has been pressing for improved safety precautions to protect workers and to aid in maintaining accidents on the job. The committee is the Parks and Recreation subcommittee of the statewide CSEA safety committee.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should contact the Division of Employment, New York City, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5:30 p.m., except holidays, or call for the location and times for Thursdays are 8:30 a.m. to 12:30 p.m. The application blank may also be obtained by mail from the Division of Employment at the above address.

The Board of Higher Education advises teaching staff applicants to contact the individual schools for information about titles. Call 66-8700.

For positions with the Unified Court System throughout New York State, applicants should call 488-4248.

The Intergovernmental Job Information and Testing Center is open 8 a.m. to 5 p.m., weekdays. For advance information call 66-8700.

FOR INFORMATION regarding ad placements, please write or call:

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526-6192.

FOR INFORMATION REGARDING AD PLACEMENTS, PLEASE WRITE OR CALL:

JOBS TODAY

526-6192.

INTERGOVERNMENTAL — The Intergovernmental Job Information and Testing Center, 26 Federal Plaza, New York, N.Y. 10007, runs a Job Information and Testing Center. For advance information call 66-8700.

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 66th floor, New York 10048, phone: 488-4380; Office Campus Albany, 12236; Suite 700, 1 W. Greenacres St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 45 Court St., Brooklyn 11201, phone: 596-8820; Board of Estimate, 970 Jay St., Brooklyn 11201, phone: 892-9000.

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New York, N.Y. 10007

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Among speakers who participated in Thursday morning session were Theodore C. Wenzl, left, president of CSEA, and Jerry J. Dudak, assistant commissioner for manpower and employee relations for the Department of Transportation. Three-day session extended through Saturday morning.

The meeting, centrally located in Utica, enabled DOT union leaders from the "four corners of the state" to get together for an exchange of ideas. Shown here are, from left, Artie Allen, District 18 chapter engineering delegate in the southeast; Gil Tatro, Essex County unit president in the northeast; Phil Logan, Hornell chapter president in the southwest, and George Reed, Lockport Canal chapter president in the northwest. Mr. Logan is also a member of the special Transportation committee.

Joint Labor-Management
Transportation Seminar

Taking opportunity between business sessions to review the presentations are, from left, Edward Malone, president of Eastern Barge Canal chapter; Lynn Stezar and Bud Saunders, secretary and president of Rochester Region 4 chapter; Chester Palega and Richard Green, president and vice-president of Central Barge Canal chapter. Mr. Malone is a DOT representative to CSEA Board of Directors and serves along with Mr. Saunders and Mr. Palega, on the special Transportation committee.

Special Transportation committee chairman Timothy McInerney, left, goes over preparations for meeting with vice-chairman Nicholas Climo and his brother Tony Climo. Mr. McInerney is also president of the Region 1 chapter and Nick Climo is president of the District 1 chapter; both serve as DOT representatives to CSEA Board of Directors. Committee members not pictured are Stuart Hardy, Leonard Frina, Edward McGreery, William Dupes, Louis Visco and Joseph Gambino.

Ann Smith, secretary of DOT District 2 chapter, gets information on insurance from Larry Nealon, left, and Dan Volpini, district managers for Ter Bush and Powell agency for Travelers Insurance Co.

Marie Marion, left, and Mary Bingham, both from CSEA Headquarters, serve at the registration desk as Donald Nugent, DOT Main Office chapter vice-president, and Ed Lewis, Binghamton chapter third vice-president, sign in.

Richard Cleary, DOT representative to CSEA Board of Directors, exchanges views with Irene Reidy and Joseph McDermott of DOT Main Office chapter. Mr. Cleary and Mr. McDermott are both statewide CSEA vice-presidents.