Wenzl, In A Demand To Carey, Insists State Continue Exams

ALBANY—Deploring the State's unilateral postponement of Civil Service exams, originally scheduled for Feb. 8, Theodore C. Wenzl, president of the 230,000-member Civil Service Employees Assn., last week dispatched a letter to Gov. Hugh Carey seeking clarification of the postponement and a demand that guarantees promotional opportunities for employees will be continued by holding future tests as scheduled.

Pointing the state for not consulting "with the employee representative for 140,000 State employees," Dr. Wenzl called such action "disappointing and inconsistent with sound labor management policies and practices.

"Prior to further implementation of actions regarding these matters, we strongly advise that you consult with us and consider implementing our recommendations which would be in the best interest of the employees whom you represent as well as in the best interests of the State," his letter said to E. H. Poston, president of the New York State Civil Service Commission.

Eligible List Demand

Among his recommendations for continuance of promotional opportunities was his demand that current eligible lists be extended for the duration of any freeze, insofar as the law allows.

CSEA had issued a statement on the levels of the States' cancellation of the Feb. 8 tests, explaining that career civil servants depend on both the promotions and open-competitive examinations for advancement.

Dr. Wenzl also pointed out that the State depends on the lists to provide a ready pool of qualified personnel.

(Continued on Page 9)

Nominating Guideline Issued

ALBANY—The chairman of the committee to nominate candidates for statewide offices in the Civil Service Employees Assn. in elections next summer has reminded interested parties of his deadline.

"Have Patience," Wenzl Tells Albany Delegates

ALBANY—Exhorting the membership to have patience and confidence in the negotiating teams, Civil Service Employees Assn. president Theodore C. Wenzl renewed his pledge that CSEA would insist on wage increases for state workers and would not accept layoffs at the price.

Speaking before nearly 200 delegates attending meeting of CSEA's Albany Region 4, headed by CSEA vice-president Joseph McDermott, the union chief said: "We have the facts and the figures, and we are going to come out all right."

CSEA assistant executive director for the State Division, Jack Carey, expanded upon Dr. Wenzl's statement:

"It may appear to you," Mr. Carey said, "that we are lagging, but let me assure you that this is not so. The difficulty we have had to date has been the delay by Governor Carey in naming his representative."

Mr. Carey explained that the negotiations between the union and the state for conditions during the third year of the CSEA pact...

Negotiations Begin — Theodore C. Wenzl, leader of the Civil Service Employees Assn., was on a mission to present the organization's position to New York Gov. Hugh Carey in Albany with state authorities. The contract talks are taking place under the terms of a reopeners agreement between the union and the state for conditions during the third year of the CSEA pact.
Johnson Resubmits Pension Exemption Taxation Measure

ALBANY—State Senator Owen H. Johnson (R., Nassau-Suffolk) has amended and prefixed a bill to grant an exemption from New York State income tax on government pensions received from other states where "reciprocal" exemptions are offered. Johnson explained, "If a New York State public employee should retire to any of those five states, his pension would be taxable under that state's tax laws, simply because New York State taxes pensioners from their states. By removing the income tax on the pensions of those public employees from other states who relocate in New York State, we are tearing that restrictive state line. Our retirees will then be able to receive the full benefit of their pensions under the laws of the state where they have worked. And this legislation will encourage additional states to adopt similar legislation for public pensioners.

* * *

Fire and Flies

Westchester Sheriff, County
Accused of Improper Practice

WHITE PLAINS—An improper practice charge has been filed by the Westchester chapter, Civil Service Employees Assn., against the sheriff and the County of Westchester, alleging acts of discrimination against the union's shop steward and interference with the administration of the employees organization.

The improper practice charge was filed with the Public Service Employee Relations Board by Jack Morelli, president of the Westchester County CSEA unit, which represents 750 county employees in Westchester including the deputy sheriffs.

The documentation charges that Sheriff Thomas D. Delaney, knowing that CSEA had called a meeting of the deputy sheriffs on Jan. 18, 1965, failed to send a meeting notice to CSEA.

On Jan. 21, CSEA consequently posted notices of its meeting. This was followed on Jan. 28 by the Sheriff Delaney's notice of his meeting.

Mr. Delaney is charged with having made deposited inflammatory remarks at the meeting.

Brotherhood Award Going To Governor

MANHATTAN—The New York City chapter, Civil Service Employees Assn., will join with 11 other New York State employees organizations at the 39th Annual Brotherhood Symposium and Awards Luncheon Thursday, Feb. 6, at the Americana Hotel here.

The organizations will honor John J. Marchant, comptroller of the city of New York, for his accomplishments in the field of brotherhood. Parnell G. Floyd, vice-chairman of this year's Brotherhood Committee, commented, "Comptroller Marchant, throughout his career in public service, has demonstrated a professional and personal commitment to the principles of brotherhood and better understanding among all personnel in the civil service system."

Also to be honored will be Eugene Winston, former employee of the Department of Motor Vehicles. Ms. Lindsey will receive the S. H. L. Award for her activities in promoting the principles of brotherhood and service to the community for many years. She was most deserving of this award.

Postpone Police Exams

In Westchester County

WHITE PLAINS—The New York State Department of Civil Service has postponed both the written and oral examinations for the position of patrolman in the County of Westchester, said. "Through the filing of these charges, Sheriff Delaney is being put on notice that he will not be permitted to interfere with the representation of the deputies entitled to their recognized union.

The incident of burn injuries in the United States has been steadily, but steadily climbing in all age groups. In fact, deaths and crippling due to burns are considered greater than those due to polio during the peak epidemic year of 1964. This is even more frightening when we realize that the New York Area is far above the national average. Last year, in the 5 to 14 year age group, there were some 24,000 persons treated at homes and burn centers, and none of these patients thought, "It could happen to me." But it is, and it is happening.

Two New York firefighters, Jack Meanor, Ladder 61, and Joe Hockey of Engine 63, have been pleading and warning everyone in the New York Area of the enormity of a burn center. It is a disgrace to both the City and State of New York that they are spending $1 million to treat burns that are considered greater than those due to polio.

The people living and working in the New York Area have a right to comprehensive burn care and rehabilitation. How many more sacrifices have to be made? How many more tragedies do we endure? How many more "Phantoms-of-the-Opera" do we have to hide in our tenements?

No one knows how or when a person might be burned, but it is known that, due to insufficient medical facilities, many burn victims die or are disabled for life. Whether the victim is a relative, friend, or just a name in every age group, from infants to oldsters, it's a silent epidemic! Just how many burn injuries in the United States have been understated, but steadily climbing in all age groups. In fact, deaths and crippling due to burns are considered greater than those due to polio during the peak epidemic year of 1964. This is even more frightening when we realize that the New York Area is far above the national average. Last year, in the 5 to 14 year age group, there were some 24,000 persons treated in homes and burn centers, and none of these patients thought, "It could happen to me." But it is, and it is happening.

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Nassau Legislative Chief Condemns Pilgrim Critics

HAUPPAUGE—The presiding officer of the Suffolk County legislature said he was "shocked and amazed" to learn of some of the activities of a group critical of the staff and administration of Pilgrim Psychiatric Center, Brentwood.

In a letter to Lawrence Kolb, commissioner of the State Department of Mental Hygiene, Michael J. Grant, the presiding officer and 10 District legislators, observed: "Recently I had the opportunity of attending a meeting of the employees of Pilgrim State Hospital and a group calling themselves Concerned Citizens."

"During the course of this meeting I was shocked and amazed to learn of some of the activities of this Concerned group. The physical and mental abuse of patients, interference with the feeding of patients, and allowing members of the news media to enter the various wards of the hospital with cameras and microphones, totally unannounced."

Freedom To Roam

"Those actions on the part of the Concerned Citizens were a direct result of the fact that they have given the employees freedom to roam the hospital grounds and were given keys to enable them to enter the various wards at any time they wish."

"To say the least, their actions have completely disrupted the day-to-day activities of the hospital, crushed the morale of the employees and severely hampered the care and treatment of the hospital patients."

To correct this situation and to prevent the recurrence of these actions, I would like to consider the following key points from the Concerned Citizens and to keep them off the hospital grounds other than when they visit their friends or relatives who are patients."

"I know of no other State or County agency that allows an outside group to have the freedom of the patients' freedom to disrupt the day-to-day activities of a governmental institution that this group professed to support."

A copy of the letter was sent to Betty Duffy, president of the Pilgrim chapter of Civil Service Employees Union.

Sincerity Challenged

At the meeting between the outside group and Pilgrim employees, held last month, a number of the more than 200 workers who attended questioned the sincerity of their critics and described their methods as both irresponsible and disrespectful. It was alluded that one of the Concerned Citizens assualted a patient at Pilgrim, forcing staff to file a report on the incident so as to protect themselves from charges of brutality. Other employees questioned whether or not "Concerned Citizens" is working in behalf of private nursing home operators in cases of degrading the hospital's patients and forcing patients into private profit-oriented facilities.

During the meeting, Mr. Duffy warned the three visitors—Michael Rinaldo, president of the group; Desmond Schwager, vice-president, and Pauline Allan—of the consequences to the employees if they were to do the employees feel that they have been insulted and maligned and depersonalized by Concerned Citizens."

Visitors Cautioined

Noting that a review of the hospital's two-year accreditation had been completed on the day of the visits, Mr. Grant added, "If we lose our accreditation, this hospital would lose $90 million in Medicare and Medicaid reimbursements. If we lose that money, we won't be able to take care of the patients."

Another CSEA officer, Greg Szumlcki, vice-chairman of the CSEA Nassau County chapter, put it this way to the visitors: "You have created an organization that seeks to proxy just what you need—the employees."

At the end of the meeting, Mr. Grant told the Concerned Citizens that "in our day and age, you don't really have a program at all."

"I think they just want to get us into a state of chaos, so they can see a group like that, no matter what their goals are, take over the employees."

"They ought to focus on (re)establishing patient's rights and ensure that we do not put out where there is no therapeutic program and no nutrition."

Region Four

(Continued from Page 1)

Region 2 Winter Meeting

MANHATTAN — Solomon Bendet, president of Farmingdale Federation, and Pauline Altman, vice-president, held a winter meeting Saturday, Feb. 15, at Luchow's Restaurant, 119 E. 44th St., Manhattan.

 Luncheon will be served at 12 noon and will be followed immediately by a business meeting. Tickets are $10.60 each.

 Each chapter in the Region will receive three free tickets with an additional free ticket for each 1,000 members or major fraction thereof in areas of the first 1,500 members.

 Mr. Bendet, who promised "a very informative and interesting meeting," said reservations should be received at Region 2 headquarters by Feb. 13. The address is 1 Park Place, New York, N.Y. 10007.

CSEA calendar

FEBRUARY

3—West Seneca Development Center chapter: general meeting.
5—CSEA nominating committee meeting: 1 p.m., conference room, 33 Elk St., Albany.
8—Metropolitan Armory Employees chapter meeting: 2 p.m., 69th Regiment Armory, 86 Lexington Ave., Manhattan.
9—West Seneca Development Center chapter seminar on grievances: procedures: 299 Leydecker Rd., West Seneca.
11—Syracuse Region 5 meeting: Sheraton Syracuse Motor Inn, Liverpool, N.Y.
11—Syracuse chapter 38th Annual Dinner-Dance: 6:30 p.m., Sheraton Syracuse Motor Inn, Liverpool.
11—CSEA Board of Directors meeting: CSEA headquarters, 33 Elk St., Albany.
12—Central Islip Psychiatric Center chapter meeting: 8 p.m., American Legion Hall, Emerson St., Central Islip.
14—Oswald D. Heck Developmental Center chapter meeting: 5:30 p.m., Library Building, One Bannock at Consul Roads, Schenectady.
15—Buffalo chapter dinner meeting: 6 p.m., Plaza Suites Restaurant, One M&T Plaza, Buffalo.
16—Albany Region 4 mini-workshop on discipline problems and union organization: Queensbury Hotel, Glens Falls.
17—Kings Park Psychiatric Center chapter meeting: 8 p.m., York School Hall, Kings Park.

MARCH

Region 2 Winter Meeting

School District Fights Looming

ALBANY—The representation election spotlight will focus on the school district scene this week and next as the Civil Service Employees Union, a state group, takes on challenges seeking representation rights for non-teaching personnel in three school districts.

On Wednesday, Feb. 8, CSEA will be engaged in a representation election for non-teaching employees in the Farmingdale School District in Nassau County. The challenge to CSEA comes from the Farmingdale Federation of Teachers, an organization affiliated with the national level with CSEA.

The following day, Feb. 9, CSEA will be involved in an election involving non-teaching personnel in the Hicksville School District in Nassau County. The challenge in the Hicksville election will be the Service Employees International Union, also an AFL-CIO affiliate.

Next week, CSEA will again be in action against SEIU in a representation election among teaching employees in Farmingdale.

Region Four

Region Four Conference

Region Four: (Continued from Page 1)

ing challenges, according to James Moore, Workshop chairman.

The sessions will kick off Friday evening, Feb. 8, preceding the region's meeting the next day of representatives from all state and county chapters in the 20-county area, largest of CSEA's six region.

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A $6 million as would we like to believe that Governor Carey is merely taking the usual pre-negotiation stance, we are being scarily concerned with what strikes us as a hardening attitude toward state employees.

In making his budget presentation last week to a select group of newspaper editors and media representatives, the Governor showed that the state departments and managed to announce high-paid additions to plan the $23 million of revenue-sharing, even at the public expense of state employees who are not being rewarded for their increased productivity. In our view, that is just another political plum.

The Governor has called for reduction of the state work force by attrition. In our view, that is just another way of increasing the work load. Is this what he meant when, during campaign speeches, he tied in career with increased productivity? As Governor Carey states his position, our interpretation is that he intends to have state employees work harder and longer, and inflation be damned. As he has pointed out, the Governor's budget shows increased state revenues, and declining public revenues. In our view, Governor Carey's budget shows increased state revenues, and declining public revenues.

Now that the Governor has submitted his budget, standing at front and center is the issue of the state revenues, and the Democratic leaders are in control of the Senate. It is our contention that former Governor Wilson would have been defeated by a secret vote were taken among the Democratic contingent in the Senate. It is generally understood that Mayor Bazley and the Board of Education moved to dismiss the case on the ground that PERB lacked jurisdiction to determine the question of the absence of the respondents. The charging party was argued that once the Director of Public Employment Practices determined that a charge may constitute an improper practice, the hearing officer may not dismiss it prior to a hearing on the merits.

In her decision, the hearing officer stated: "The original charge has been amplified by additional particulars, issue Washington, and the hearing has commenced. I am now ready to decide whether (the employee) has any chance of prevailing. The charge of voting in the election was never intended to cover the act. The answer is no, because the alleged acts are not within the compass of the Act, I have an obligation to avoidfruitless litigation by eliminating the proceedings at this point." Without the necessity of going into great detail, the basis for the decision is not clear. The charging party argued arbitrarily and unreasonably favored the incumbent president of the Association against an opposition candidate. These allegations had to do not with the organization of restrictions contained in the Association's constitution and by-laws, but also alleged stumbling blocks placed in the path of the challenging candidate by the Board of Education, such as a refusal to permit a candidate to use the inter-school mail and teacher mail boxes.

The relief sought from PERB was an order setting aside the election and directing that a new election and a new nomination in accordance with due process and equal protections standards be held.

"WHETHER THE ACT was intended to regulate such internal operations of employee organizations as the election of officers is the issue of first impression present in this case. I find, in agreement with the Association and the Board, that it is not. None of the legislative background leading to the passage of the Taylor Law involved itself in attempts to regulate the internal workings or structures of employee organizations. The hearing officer said that the Taylor Law was clearly designed to protect employees' rights to organize and be represented in the determination of employment conditions and was not meant to control or regulate the internal relations between the organization and its members.

"As long as employee organizations and employers do not impinge upon basic organizational or collective negotiation rights in dealing with employees as union members, their conduct is not within the purview of the Act." This resulted in the dismissal of the charge as a matter of law. In the Matter of Board of Education of the City of Syracuse School District and Syracuse Teachers Association, Inc., Respondents, and Teachers Association, R. Miller, Charging Party, Case No. 111-1187 (7 PERB 4539).
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Have Patience Wenzl Asks Albany Region 4 Audience

(Continued from Page 1)

designee is named to be James Norbhrup, assistant director of the Office of Employee Relations. "It's a tough job, and it's going to be tough — but I think you all know that," he said.

Mr. Carey predicted that serious negotiations would begin soon after the Governor's budget had been submitted to the Legislature. The Governor's budget was officially presented last week after the Albany Region 4 meeting.

The regional president, Joseph McDermott, warned delegates that they will face "an arduous and challenging process to overcome the opposition of the public, which is generally unaware of the services provided by state employees.

"The public is led astray by stories about high-paid political patronage jobs. Attention is not given to the fact that the state employees we are most concerned about are those people who have earned their positions through the merit system, and these workers are primarily in lower salary brackets," he said.

CSBA executive vice-president Thomas H. McDonough addressed himself to the subject of challenges. "We are going to be challenged in all four bargaining units," he said. "You are the leaders and you are going to have to stop it!"

Procedures for regional elections were outlined by John Weidman, who was recently elected chairman of the Albany Region 4 nominating committee.

Mr. Weidman noted that letters have already been sent to all incumbent regional officers asking whether they intend to run for re-election. They will have until Feb. 15 to notify the committee. Mr. Weidman said, incumbent candidates are considered as automatic candidates, if they wish to run again, he explained.

Deadline for the committee to formalize the nominations is March 1. Mr. Weidman continued, although nominees have until March 20 to withdraw by notifying the nominating committee chairman in writing. April 15 is the deadline for filing of independent nominations. To do this, petitions must be submitted bearing signatures of at least 4 percent of the members in the region. In Albany Region 4, this would amount to 900 signatures with their social security numbers so they can be verified against CSBA records.

Region president McDermott announced that a hearing panel had been appointed to handle disputes that might arise during the elections. Members of the panel are: Jack Daley, Howard Cross, Timothy Mcinerney, Richard Donovan, Fred Pecora, Al Halli, Carolie Badour, Chet Sabowski, Patricia Miller, Walter Dracharme, Michael Hieken and Joan Meyers.

Mr. McDermott also named Fran Bessette, president of Clinton County chapter, as chairman of a committee to investigate sites for a regional satellite office. Serving with her will be Ed G anche, Jackie Williams, Phyllis Duray, Frank Gurben, John O'Cormell and Nancy Lewis. All are leaders of North County chapters.

The regional president acknowledged several new chapters and chapter presidents attending the meeting. He introduced William Goodwin, representing Rensselaer and Washington Board chapter.

Any organization would be happy to have a pair of skillful secretaries as these two officers of Region 4. Recording secretary Nicole Kepner Johnson, left, and corresponding secretary Carole Trifiletti are shown here taking minutes. Ms. Trifiletti was also co-chairman of arrangements for the meeting.

Region 4 Hitting Slopes

TANNERSVILLE — The Albany Region 4, Civil Service Employees Assn., will host a ski weekend Feb. 21-23 that will be held at the Washington Irving Lodge here.

The weekend will cost $45 per person and includes four meals in an American-Armenian cuisine. Prospective skiers should make their ski slope reservations through CSBA's headquarters or by contacting the Tannersville District Psychiatric Center. The telephone number is (518) 623-3223. Guests will make their own arrangements for transportation.

Albany Region 4 Holds Workshop

GLENS FALLS — Albany Region 4, Civil Service Employees Assn., will hold a mini-workshop Feb. 21 at the Queensbury Hotel here.

The morning session will cover disciplinary action situations and will feature a videotape of a simulated action. The tape was a highlight of a recent Department of Transportation CSBA workshop. Following a luncheon, the afternoon session will deal with problems encountered in challenges from outside unions. Arrangements for the mini-workshop will be handled by the Region's education committee.
Patience

(Continued from Page 8)
through March 31, from 6:15 to 8:30 p.m.

Cost of participation is $10.

The registration fee should be sent to NYSSILRr-Cornell University. Information should be included as to the participant's name, address and telephone.

Special recognition was given to James Cooney, a member of CSEA's field staff, for having signed up the most new members in competition in the region's field representatives. Jon Schermerhorn, a member of the statewide nominations committee, noted that Mr. Cooney had personally recruited 829 new members for the Statewide Nomination Committee.

Status of a proposed Day Care Center for employees was discussed by Nicholas Piscarelli, chairman of the nominating committee. Mr. Piscarelli noted that the committee was not satisfied with what the State had so far offered. He said that they would now be dealing with a new Administration, "so we will be starting from scratch.

Delegates then approved a motion by Jack Douscher, Tax and Finance representative to CSEA's Board of Directors, that all information on the Day Care Center be forwarded to the statewide negotiating committee. It was noted that provision for the Center was included in the current contract with the State.

Constitution and bylaws committee chairman Brennan Weaver updated the delegates on proposed changes. Included was a proposal to create the additional regional office of executive vice-president. Discussion on the matter was tabled.

Committee reports were also given by Richard Blum, CSEA director of research, and Donald Costello, Tax and Finance committee chairman. Another important portion of the meeting was given over to general discussion of negotiations, portions of layoffs and exam postponements. Since this information has already been discussed in CSEA's hand in negotiations, The Leader will not report on the details here, other than to credit Lawrence Pendino, representative to the CSEA Board, and Eleanor White, Social Services representative, for their contributions of information to the delegates.

In the educational session prior to the business meeting, presentations were made by William Shum, chief director of Research, and by Anthony Campione, assistant to Joseph Dolan, assistant executive director for the County Division.

Next full meeting of the region is scheduled for March 24 at Valley's Restaurant.

Hatch Act Inclusion

In an article appearing in the Jan. 28 issue of Civil Service Leader dealing with the Hatch Act, this article's implications on political campaign contributions by employees who work for agencies, funds or part in part by the Federal Government. It was noted that no individual can contribute more than $25,000 in total during any calendar year. In addition to this restriction, it should be noted that no such individual can legally contribute more than $1,000 to any one candidate.

AL FRESCO INSTALLATION — In an outdoor setting, the offices of the Nassau County Social Service unit, Civil Service Employees Local 98, were sworn into office by CSEA Long Island Region 1, 740 Midtown Plaza, Rm. 118, Building 31B, no later than April 2.

Review Time

In the course of all statewide candidates, Mr. Piscarelli said, nominations should be in by April 21, 1976. Those selected as candidates by the committee are then notified of their selection at the same time.

Review Procedures

Parties wishing to submit nominations should do so by certified mail addressed to Mr. Fiscarelli at Statewide Nomination Committee, Civil Service Employees Assn., 33 Elm St. Albany, N. Y. 12207. Special forms are available for nominating statewide CSEA candidates, including representatives to the union's statewide executive committee, and can be obtained at any regional office of the Civil Service Employees Assn. in any of the following locations:

Long Island Region 1, 740 Midtown Plaza, Rm. 118, Building 31B, no later than April 12.

EMPIRE STATE JOBS

In accordance with regulations issued by the U.S. Department of Labor, an application has been made for postponement until June 9, 1976, of the effective date of certain provisions of the Employee Retirement Income Security Act of 1974.

1. Sections affected: Certain provisions dealing with fiduciary responsibilities as follows: a. Section 402—Concerning the establishment of a plan, named plan fiduciaries and their responsibilities under the plan, payments to and from the plan, and plan amendments.

b. Section 404—Concerning when a trust must be utilized.

c. Section 405—Concerning provisions relating to the plan's income or expenses.

2. The postponement is necessary to amend the instruments and provisions and salary schedule for the CSEA

Wenzl: Continue Exams

(Continued from Page 1)

Wenzl concluded: "Your involvement in these matters is of great importance and I look forward to your cooperation in this regard.

EMPIRE STATE JOBS

More than 20,000 persons applied, in New York State, according to the State Labor Department.

Suffolk PERB

(Continued from Page 1)

Leonard Kimmel, attorney for the county, contended that the provisions and salary schedule of the Suffolk County council were "different" from those cited by CSEA and intended that discussion for the new council involved the elimination of increments.

Disputing that he was unaware of the complaints, Mr. Corbin demanded cancellation of past work and employees, and emphasized that should the county continue in its failure, then "CSEA will insist upon the payment in interest, of increments retroactively to Jan. 1, even if the employees are being denied monetary rightfully theirs.

In an attempt to resolve the differences, the hearing officer met separately with the parties involved.

If a compromise is not reached, Feb. 26 was scheduled as the date for a formal hearing.

Kings Park Has May 22 Ballot

KING PARK—Election of officers for the Kings Park chapter, Civil Service Employees Assn., will be held May 22 at 9:30 a.m. Those nominating statewide CSEA candidates, or in part by the Federal Government, are employed in New York State, including representatives to the union's statewide executive committee, and can be obtained at any regional office of the Civil Service Employees Assn. at any of the following addresses:

Statewide Nomination Committee, Civil Service Employees Assn., 33 Elm St., Albany, N. Y., 12207; Special forms are available for nominating statewide CSEA candidates, including representatives to the union's statewide executive committee, and can be obtained at any regional office of the Civil Service Employees Assn. in any of the following locations:

Long Island Region 1, 740 Midtown Plaza, Rm. 118, Building 31B, no later than April 12.

Manhattan—Joseph W. Bellacosa, of Syosset, was sworn in as chief clerk of the Court of Appeals here Jan. 29 by Chief Judge Charles D. Bredol.

A member of the bar since 1961, Mr. Bellacosa has been teaching criminal law at St. John's University Law School since 1973. As chief administrative officer and legal advisor to the court, he will be paid $44,905 annually.

Bellacosa Sworn As Appeals Clerk

Nominating, Election Rules Are Outlined By Piscarelli

(Continued from Page 1)
Beame Proclaims
New Work Hours

February will be "Baggered
Work Hours Month" in New
York City.

Mayor Abraham D. Beame
made the declaration in a pro-
clamation issued last week. It's
part of the mayor's drive
to encourage business firms to stagger
daily work shifts so that
workers will leave and arrive at
work half an hour earlier or
later than the traditional nine
to five schedule. Mayor Beame es-
timates the program has already
reduced congestion around Grand
Central Station by 20 percent.

In two years over 400 Manhat-
tan firms have signed up.

APPENDIX:

1. Financial Aid Programs for Minority Group
   Students in Law Schools
2. CLEO - Regional Summer Institutes 1973
3. 1973 Survey of Minority Group Students in
   Legal Education
4. Graduate and Professional School Opportunities
   for Minority Students (1972-73)
5. Minority Research and Minority Reading: The
   Problems of CLEO Students, by Norman Brand
6. The Black Lawyer — A New Day, But Slow in
   Winning, by Christine Polk Clark and LaRoy
   Clark

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   career
□ Law students considering career choices
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   - Academicians and Law
   - Careers in Government and Politics
   - Careers in Community Interest Law
   - Perspectives from the Bench
   - Ethnic Perspectives

ABOUT THE EDITOR

Christine Polk Clark is an attorney with the
Columbia Broadcasting System, Inc. She has been
Consulting Editor and Lecturer in Political Science
at Bryn Mawr College. She has written a
monograph on "Young Black Americans," co-
authored a book on "How to Get Along With Black
People," and is the author of numerous articles on legal subjects.

Ms. Clark is a graduate of Yale Law School. She lives in New York City with her husband
LaRoy Clark, a Professor at New York University
School of Law, and her two children.

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Fed. Union Promise Fight On Proposed 5% Pay Ltd

Government union leaders have promised an all-out war to stop President Ford's proposed 5 percent cost-of-living pay cut (until July of 1976) on blue-collar workers, and the more than one out of five Americans who depend on their monthly social security, civil service, or military retirement checks.

One reason for their concern is the President's comprehensive program, which includes a petroleum tax to finance the payroll increase in all areas, which may force up the nation's monthly inflation rate by an additional 2 percent, according to many government sources.

Federal blue-collar workers, whose wages are usually adjusted according to local private industry rates, will be held to the 5 percent limit, during the 18-month program, no matter how much private industry raises have gone up in that interim.

For persons under social security, it would mean that they would be limited to the 5 percent increase no matter what the current rate of the nation's inflation goes. For two million federal military retirees it would mean no increase at all, in spite of the higher price level, until at the earliest July, 1976.

In the House, the President has said that if he is forced to reprise active duty civilian personnel would be entitled to catch up raising until after the controls are lifted.

City Green Book Issued

Mayor Abraham D. Beame last week received the agency of the long-awaited Green Book - the official directory of the City of New York real estate. Municipal Service Administrator John T. Carroll.

The Green Book, which lists City, State, Federal officials and departments, was just published. 1973. The State of New York is sold at the Hall of Records, 31 Chambers Street, Mr. Carroll and furnished by the State of New York. City, State, Federal and government, and a new format, has delayed the printing.

Blue Cross-Shield Benefits Reduced By State

ALBANY — A new state regulation makes Blue Cross and Blue Shield coverage generally invalid for health services provided as a result of auto accidents to an announcement from Blue Cross and Blue Shield of the Rochester area.

The State Insurance Department, according to the announcement, "despite strong opposition from the Blue Cross and Blue Shield Plans," has ruled that effective Jan. 1 the nonprofit plans are prohibited from paying for either the extent of auto accident victims after "No-Fault" benefits under their automobile insurance policies have been exhausted.

Blue Cross and Blue Shield, the statement continued, opposed the regulation on the grounds that it is discriminatory, inflationary, and administratively illegal.

"It places the primary responsibility for payment for all casualty losses incurred by the insured for the care of auto accident victims after "No-Fault" benefits under their automobile insurance policies have been exhausted."

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In addition, the President has said that if he is forced to reprise active duty civilian personnel would be entitled to catch up raising until after the controls are lifted.
Job Increase Falls Short

Employment in New York and Northern New Jersey rose to 6,294,000 in November an 8,000 in excess of the full employment forecast, said an 8,000 increase is considered low for a November.

Mr. Biernacki also said employment for a 13-month period ending in November was down 99,000 in New York and New Jersey and down 96,000 in New York City.

Don’t Repeat This!

(Continued from Page 6)

At the moment, the ultimate shape of the budget is obscured by a wide variety of political imponderables. The combat period will be a critical one for civil service employees, for taxpayers, and for all those who live or do business in the state. The only thing certain now is that somehow a budget will be adopted.

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(Continued from Page 6)

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ALBANY — Joseph D. Lochner, executive director of the Civil Service Employees Assn., urged retirees who are eligible for Medicare benefits to seek complete and accurate information on medical services covered by the plan before entering a nursing facility.

"If you would not want a Blue Cross representative or local Social Security personnel to ask about a nursing facility's participation in the Medicare program, test should not be covered by the plan," Mr. Locher advised in a letter to The Leader. He also recommended the August, 1974 edition of "Your Medicare Handbook" as a good source of accurate information on medical services covered by the Health Plan.

**Nassau Retirees Launch Their Chapter**

AMITYVILLE — The new Nassau Retirees chapter, now the 16th chapter in Long Island Region 1 of Civil Service Employees Assn., formally organized in a crowded meeting at the regional headquarters here last week.

William J. Mensel, of Plainview, was elected president at the head of a ticket of charter officers and the membership adopted a set of officers and constitution. Their program was hailed by Irving Pfauemaben, president of Nassau's chapter of active civil service employees.

The group also heard a report on an active program for retirees conducted by Thomas Gli
dan, the CSEA's state-wide coordinator of retirees' activities.

More than 50 retired CSEAs attended the meeting, which was preceded by a buffet luncheon.

Mr. Pfauemaben pledged the full support of the Nassau chapter to help the new organization get under way. He said he was anxious for the Nassau chapter to extend financial assistance, and also urged the group to develop themselves of the field and technical services of CSEA.

Mr. Gli
dan, himself a retiree, reported that the Nassau chapter has been able to extend financial assistance, and also urged the group to develop themselves of the field and technical services of CSEA.

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WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thur., Fri. are 9 a.m. to 6:30 p.m.

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

By subway, applicants can reach the filing office via the IND (Chambers St.) BMT (City Hall) Lexington BRT (Brooklyn Bridge). For advance information on titles, call 683-7730.

Several City agencies do their own recruiting and hiring. They include: Board of Education (Teachers only); 95 Court St., Brooklyn 11201; phone: 586-5600; NYU Transit Authority, 370 Jay St., Brooklyn 11201; phone: 352-5000.

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

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, 2 W. St., Floor, New York, 10048; (phone: 483-4481); State Office Campus, Albany, 12226; Suite 705, 1 W. Cenere St., Buffalo 14263. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

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

For positions with the Unified Court System throughout New York State, applicants should contact the Unified Court System, Room 1309, Office of Court Admin., 270 Broadway, N.Y., phone: 924-6730.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 9:30 a.m. to 5 p.m., weekdays only. Telephone 483-4131.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd., West, Syracuse 13202. Toll-free calls may be made to (800) 522-7447. Federal entrants living in the District of Columbia (North of Dutchess County) should contact the Washington Area Office, 301 F St., N.W., Washington, D.C., 20415. Telephone 244-5433.

For Advance Information:

- Board of Higher Education
- Civil Service Commission

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Millie Cropsey, left, Albany County chapter president, shows political action report to DOT Region 1 chapter delegate Calvin Thayer, standing, and to chapter president Timothy McInerney, who also serves as finance chairman for Albany Region 4.

High-powered trio of regional leaders compare notes: from left, Ernest Wagner, former Capital District Conference president and currently chairman of Albany Region 4 constitution and bylaws committee; Nicholas Flannery, chairman of the region's downtown committee and newly elected chairman of the statewide nominating committee, and Boyd Campbell, Education chapter president and Region 4 second vice-president.

Albany Region 4 Meeting
— Additional Photos And Story On Pages 1 & 8

As part of the educational program for the evening, Al Halle, new president of the Teachers Retirement System chapter, spoke on the plans and aspirations that a chapter leader has for the union.

New chapter president Joseph McDermott, at microphone, informs delegation that regional office is open and staffed until at least 6 p.m., as CSEA president Theodore C. Wren, foreground, listens.

Collating additional pages for regional directory are members of Region 4 publicity committee, from left, chairman Mary Moore, of Criminal Justice; Anne Kearney, Liquor Authority chapter president; Margaret Lander, of State, and Mary Weidman, of Employees Retirement System.

Gil Tatro, left, Essex County DOT unit president, and Jimmy Gamble, EnCon representative to CSEA Board of Directors, have ear of CSEA executive vice-president Thomas H. McDougal prior to the business meeting.