Civil Service Leader

America's Largest Newspaper for Public Employees

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State. Above, Charles Schampier, left, chairman of the project, distributes nonflammable garments to Walt Sefik, Bob Hagadorn, Anthony Vozey and John Wakewood of the State Office Building Campus garage. Office of General Services, Albany.

Distribute Protective Garb In Albany

ALBANY — Protective work clothes were recently issued to more than 1,000 employees of the State Operational Services Unit, Civil Service Employee Assn., under the terms of the clothing allowance provision of the present union contract with the State.

The initial distribution provided protective clothing to employees in four job titles: motor equipment repairman, maintenance man, plasterer and mason-plasterer. The total amount to be expended under the $50,000-a-year provision is $148,000 with an additional $42,000 reserved to provide protective gear to new employees.

Other job titles in the Operational Services Unit were suggested for protective garments but the funds currently available for the project were insufficient to cover these classifications during the 1973-76 contract period, according to Timothy J. McElmurry, president of the Department of Transportation, CSEA Region 1 chapter and chairman of the special DOT committee.

"At the time the contract was ratified, we knew that $59,000 was not going to go too far, but it's a giant step in the direction of ultimately providing work clothes for all necessary operational employees in future negotiations," Mr. McElmurry said.

The protective garments were tested according to state standards and specifications and were found to be nonflammable.

Members of the clothing allowance committee were appointed by Theodore Wenzl, president of CSEA, for the purpose of determining required standards and specifications, and making information on CETA to civil service workers available to all Western Region chapters.

Region Six Seeking CETA Clarification

BUFFALO — The threat of the federal government's Comprehensive Employment and Training Act (CETA) to civil service workers was examined at a recent meeting of the Civil Service Employees Assn. Western Region 5.

Delegates to the meeting voiced overwhelming concern to keep on top of the CETA situation by mandating the region's board of directors to outline possible violations in implementing the program and make information on CETA available to all Western Region chapters.

"It's going to come back and haunt us, and haunt us bad," said William McGowan, regional president.

"CETA is trying to eliminate competition as a necessity to holding a job," pointed out Wilt Gallagher. (Continued on Page 8)

CETA Reviewed

— See Page 16

CAREY LEADERSHIP Sought TO INSURE STATE OSHA POWER

ALBANY — The Civil Service Employees Assn. has appealed to Gov. Hugh L. Carey to lead a bipartisan effort to bring about legislation enabling the State to enforce Federal Occupational Safety and Health Act (OSHA) standards in New York State.

CSEA president Theodore C. Wenzl explained that the Federal Occupational Safety and Health Act does not apply to public employees, but does give individual states the option to enforce standards, "as least as effective as Federal standards," under plans approved by the U.S. Department of Labor, provided the states extend the safety standards to include public sector employees as well as those in the private sector.

Dr. Wenzl, whose union represents more than 890,000 public employees in New York and the State has a great opportunity to extend safety protection legislation to this large block of workers while retaining enforcement responsibility for safety and health standards within the State.

"The extension of occupational safety and health standards to public sector employees in the State of New York is absolutely necessary," Dr. Wenzl told Governor Carey. The CSEA leader noted that safety standards should be applied to all workers, "both private and public sector, as a large number of jobs and their hazards are comparable." March 31 Deadline

Dr. Wenzl, in a letter to the Governor, wrote, "CSEA ... encourages you to include in your Legislative Program a bill to provide for New York State enforcement of the Occupational Safety and Health Act." Unless legislation is approved and signed by the Governor, CSEA threatened to bring about legislation enabling the State to enforce Federal OSHA standards in New York State.

Region 1 Tally: Three Days, Three Wins

AMITYVILLE — Long Island Region 1 of the Civil Service Employees Assn. won three victories in three days in representation elections last month, according to Region 1 chapters, Nassau Educational chapter president Walter Weeks, Suffolk Educational chapter president Edward Parrott and Nassau Educational chapter president Edward Parrott.

All the voices were located in favor of CSEA. The performance was lauded by Nassau Educational chapter president Walter Weeks, Suffolk Educational chapter president Edward Parrott and Nassau Educational chapter president Edward Parrott. (Continued on Page 16)

Politically Explosive Issues Have To Be Resolved On Budget

The State's fiscal picture as painted by Governor Carey is bleak. With characteristic dry humor, the Governor said that he had not only bitten the bullet, but that he had also swallowed a grenade. His recommendations for an increase in the State gasoline tax by ten cents a gallon, extension of the

Gallagher Warns 185 Chapters Delinquent On Finance Reports

MCMAWK—Annual Financial Report forms for chapters and units of the Civil Service Employees Assn. were outstanding from 185 chapters, according to CSEA treasurer Jack Gallagher.

The Associate treasurer pointed out that the deadline for submission of Form 6 Supplementary Information was Jan. 1. It is necessary that the forms be filed in order for the chapters to receive their annual rebate from the statewide organization.

Checks to those 185 chapters. (Continued on Page 14)
Suggestions Pull Rewards For 26 State Employees

ALBANY—Twenty-six State employees received cash awards totaling $2,445 in January for money-saving ideas submitted to the New York State Employee Suggestion Award Program.

The program is administered by the State Department of Civil Service. Net first-year savings of more than $1 million are expected to result from the suggestions. The awards, the winners and their residences are:

$1,000 and certificate of meritorious service: Robert J. Thorndike, Albany, and Adrian Lindsey, Amsterdam, both of the Workmen's Compensation Board, for their advice in uncovering a series of fraudulent claims.

$600 and certificate of meritorious service: Robert M. Johnson, Albany, both Division of Criminal Justice Service; George Gerber, Yonkers; Edna R. Davenport, Albany, both Labor; Ethel Luft, Ftischin; Michael A. D'Agostino, Rochester, both Workmen's Compensation Board; Robert J. Hayes, Richfield Springs, Department of Health; Nicholas Barbera, Troy, Transportation, and George Dutcher, Nesauc, Motor Vehicles.

Cash award winners also receive certificates of merit; certificates of merit also were awarded to Lillian Silverman, Tupper Lake, Motor Vehicles; Stephen L. Sturtevant, Latham, Division of State Police; Anthony C. Canalis, Manhattan, Transportation; William L. Barlow, Levittown, two awards; Ronald L. Ladd, Saratoga Falls, both Department of Parks and Recreation; Allan Weitzmann, Brooklyn; Marie L. LaCorte, Brentwood; Ronald Pontine, Hudson, shared jointly with Ethel Jerome, Castskill, all Department of Labor; Robert R. Hinkle, Babylon, Bulkston Spa; Bryant W. Beauchin, Castskill; Mary Blackwell, Albany; Frank H. Gourdine, Lansing; and Eva M. Borelli, Ravena, all Division of Criminal Justice Services.

HELPING HANDS — A campaign to aid 16 children left without parents has been launched by the Nassau chapter, Civil Service Employees. The children, sons and daughters of the late Joseph Nadolny, a former chapter member, have vowed to stay together because their mother, who died in 1968, and father, who died Jan. 13, would want them to be together. They range in age from 8 to 21.

Seated, above, with Robert C. Richter, Nassau Department of Public Works CSEA unit president, is Kathy Nadolny, the eldest, who is confined to a wheelchair because of a spinal defect she has suffered from birth. Mr. Richter delivered a check voted by the DPW unit to the family. Standing, from left, are Irving Flammann, Nassau chapter president; Maryann Nadolny; Tony Carveli, a DPW unit board member; Red Sandell, DPW unit vice-president, and Lillian Rosow, DPW unit treasurer.

The chapter is organizing a drawing ticket fund drive to aid the Nadolnys and drawing books were distributed to the 20,000-member chapter last week.

Levitt Releases Report On Funds

ALBANY—State Comptroller Arthur Levitt recently announced the distribution of $71,495,906 for February 1975 to 97 social service districts in the State.

These monies represent approximately 90 percent of the Federal and State share of the anticipated welfare expenditures for February by the localities. The Federal share amounts to $59,609,279.

In addition, the comptroller announced the distribution of $15,286,626 to the City of New York for the period Feb. 1-Mar. 15. A payment to New York City will be made on Feb. 15 for anticipated expenditures for the last half of February. Federal regulation requires semi-monthly payments to New York City.

STATE BUSINESS

There are approximately 600,000 business firms of all kinds in New York State, according to the New York State Department of Commerce. The State's retail stores do about nine percent of all retail business in the nation, while wholesale trade does about 17 percent. Selected services account for 20 percent of total U.S. service receipts.

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BADGE TURMOIL ERUPTS AT BRONX PC

THE BRONX—Members of the Bronx Psychiatric Center chapter, Civil Service Employees Assn., may defy an order from the hospital administration that they wear photograph identification badges when on duty since

At a chapter meeting last week, the union group took the position that the wearing of badges is a labor-management negotiable item and that in issuing the order to wear them, the Bronx PC head, Hugh Buta, is acting unilaterally and in violation of the CSEA-hospital contract.

Robert Good, CSEA collective bargaining specialist, described Dr. Buta's order as "arbitrary," adding: "Don't wear the badges Feb. 14; let's see them try to bring you up on charges. Anyone wearing a badge on the 14th is a scab and against his brothers and sisters. Dr. Buta is engaging in typically arrogant tactics and we intend to fight back." The CSEA Region 1 supervisor, George Blaseman commented: "We are having a meeting with Dr. Buta this week and we're going to tell him that no one is going to wear the identification on March 5. Wearing 100 cards is a term and condition of employment and must be negotiated."

Touching on present contract negotiations, Mr. Good said: "We're now negotiating every aspect of our job. We're going to continue our position and will continue to do what we will accept no new

CSEA leader also called the

the hospital will provide

At this point, some Bronx PC employees wear the badges but others do not. CSEA officials have set a Feb. 14 meeting with Dr. Buta, at which time they told the Bronx PC chief he will be told that no employee will wear the badge.

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State Promotional Job Calendar

Applications Accepted To February 18
Written Exams March 22
Senior Payroll Audit Clerk
Senior Underwriting Clerk
Deputy Director for Institution Admn.
Unemployment Service Aide G-12 39-064

Applications Accepted To March 3
March Oral Exams

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Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want. A visit to the Civil Service Leader will make you free... let's all keep on telling the truth. When you come to the club, there are so many members now that it isn't very exclusive anymore. But, personally, I wear my membership with pride... I know you do too!

On January 24th at 7 a.m., Engine Company 212 in Brooklyn disposed to go out and have "out of service" signs on 14 E.R.S. Boxes in his area. A visit to the area where you would give you the horrors, industry, warehouses, chemical plants... the whole city was out and remained so for about four and one-half hours! Chief Harris please note...
Senator Levy's Bill Seeks Jobless Cash For Public Workers

ALBANY — State Senate Labor Committee Chairman Senator Norman J. Levy (R-Nassau) announced he is introducing legislation providing State Unemployment Insurance benefits to all public employees, including, but not limited to, police, teachers, and firefighters.

"This legislation is particularly significant in light of the recent announcements of possible firings and layoffs in New York City and other areas of our State, of policemen, firefighters and other public workers," explained Mr. Levy.

The Senator said that under a new federal program, known as 'Special Unemployment Assistance' payments (SUA), municipal workers are covered for a maximum of 26 weeks and receive the same maximum $66 per week as our State's present unemployment benefits, with 180 percent Federal funding. "The impact of the bill is to provide public employees an additional 24 weeks of Unemployment Insurance Benefits to bring them on a par with other employees in our State who are now eligible to receive a maximum of 52 weeks a year of U.I. benefits," he said. "Police and firefighters provide us with the necessary protection we need to stay alive. The very least we can do is to legislatively provide them and other public employees with the same benefits as other workers in our State now receive."

Blue Cross, Shield Seek To Hike Fees

MANHATTAN — The New York State Department of Insurance recently conducted a public hearing on the application by Blue Cross and Blue Shield of Greater New York for increases in hospitalization and improvements in hospital-related benefits. Effective March 1, for the first time in many years, health insurance companies have asked the state for increases in benefits.

The request increases average hospital services and 5.6 percent for improvements in benefits for maternity care: improvements in benefits in municipal, county and private psychiatric hospitals; out-of-area coverage for blood products for hemophiliacs; and care of infants in approved preemie centers.

The Plan is also requesting increases in community rates for about 857,056 subscribers enrolled in its various programs that supplement Medicare, and for some 4,000 contracts covering those enrolled in the Community Health Program of Queens-Nassau, Inc., which is operated in cooperation with Long Island Jewish Hillside Medical Center.

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LOOK FOR THE RAINBOW — But in the meantime, employees at the Brooklyn Developmental Center, formerly Kings County State School, can stay dry, thanks to newly issued waterproof garments. The bad weather clothing was ordered by the state under the provisions of a recent contract between the Civil Service Employee Association and the State Mental Hygiene Department. Above, from left: Gilly Worth; CSEA field representative, with community need.

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TUESDAY, FEBRUARY 11, 1975

Work Together

One of the most progressive departments in the state's Department of Transportation, based on its record of working with the employees in the development of policy.

Last year, agreements were announced between the Department of Civil Service Employees Ass'n and several important agencies on a pilot alcohol abuse control and rehabilitation program, and on strict confidentiality for employees' medical-leave forms and records. Previously acquired proof was on joint DOT-CSERA workshops on working with employees to keep them informed of their benefits and the various procedures that enable the local union leaders to better serve their members.

Recently we have become aware of still another innovative program that has emanated from DOT. In this instance, a 55-minute film was assembled at the DOT's training bureau, with the aid of Timothy McInerney, chairman of CSERA's special Transportation committee.

The film, a disciplinary case re-enacted, starting from the initial causative situation through to its resolution, was filmed, which was based on a true situation, with various members of the DOT training bureau performing the roles in cinema-verite style.

The film was shown last November at the joint DOT-CSERA Workshop in Utica. It will also be featured at CSERA's Albany Workshop, to be held Feb. 23 in the State Education Building, Albany.

We do not mean to imply that all is clear sailing between management and employees in DOT, but it is heartening to know that the desire for cooperation on the part of both sides is so clearly evident. It is essential that those are able to recognize those areas of mutual interest, and are willing to work together for their common betterment.

Work It Out

"Where there is a will there is a way" may be an old bromide, but the truth of the saying was borne out last week in a last-minute agreement that saved the jobs of hundreds of permanent civil service employees, including members of the newly formed police officers of the Nassau County Bar Association Labor Law Committee.

The testimony developed at the hearing alleged that the employee had tampered with his time clock with intent to defraud. The evidence introduced by the Housing Authority was to the effect that in many of the employees' time cards there was a misalignment between the date and the time of day punched on the card by the employee. However, none of the witnesses called by the Housing Authority at that time were able to testify with any certainty that the misalignment could not have been due to malfunctioning of the clock.

The Respondent Employee and several other employees testified that the time clock had been out of proper working order for some time, and that they had made numerous complaints to management but that it had never been done. This testimony was uncontradicted.

Subsequently, the Housing Authority called an expert from the company which manufactured the time clocks, and it was established that the reading on the time cards were due to a tampering with the clock.

It further turned out at the hearing that the major complaint against the employee was that he was allegedly defrauding the employment agency by not punching in on occasion and had been laid off and that the tenants in the housing project as a result were not receiving heat and hot water when they were entitled to it. The Appeal Division, First Department, stated that it could not agree with the Housing Authority, and stated that the Authority had not met its burden of proving the employee's misconduct as required under Section 75.2 of the Civil Service Law. The court said that it appeared from the Appeal Officer's report at that point in time that he had relieved of his position because of his work record rather than a guilty finding of the specific charges against him which related to his time card.

THE COURT STATED: "Petitioner was called upon to answer and defend against the specific charges made against him. No mention was made of prior complaints against petitioner. Petitioner was not made aware of specific written charges. He may not be removed without compliance therewith."

The court went on to say: "The scope of judicial review of quasi-judicial determinations of administrative tribunals is governed by the substance of evidence rule, i.e., whether on the whole record there was substantial evidence to support the administrative determination. After a careful examination of the record, we are unanimous in our conclusion that the charges against the employee have not been established." Application of Crossen v. Geier, Supreme Court, Appellate Division, First Dept., 359 N.Y.2d 939.

Questions & Answers

Q. I'm a 65-year-old widower. Since I lost my wife before she died, can I get monthly social security checks based on her work record?

A. No. Social security benefits are based on the earnings record of the person applying. They are not earned by a spouse, nor are they based on the earnings record of the person by whom the surviving spouse was married, or the earnings record of the deceased.

Q. I've been married for years, but now my spouse is living in a nursing home. Can I get social security benefits based on his earnings record?

A. Yes, if your spouse has worked the required number of years and has a substantial number of monthly credits, you may receive benefits based on your spouse's earnings record.

Q. I'm thinking of starting my own business. Can I continue to receive social security benefits?

A. Yes, as long as you continue to work and meet the earnings limits. You must be under full retirement age and have not yet reached age 70 to receive benefits.

Q. Can I work full time without affecting my benefits?

A. Yes, as long as your earnings do not exceed the annual limit. You must be under full retirement age to continue to receive benefits while working full time.

Questions & Answers

Don't Repeat This!

By Richard Gara

Mr. Gara is a member of the firm of White, Walsh and Gara, P.C. and chairman of the Nassau County Bar Association Labor Law Committee.
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Sable: Suffolk Police Test Discriminatory To Women

ALBANY—Jack M. Sable, New York Commissioner of Human Rights, has ordered the Suffolk County Police Department to refrain from making any appointments to police officer positions based on sex and to take such steps as may be necessary to ensure that its hiring practices do not discriminate against female applicants.

Sable followed a public hearing on a complaint filed by Dana Van Buskirk, president of the Suffolk County chapter of the National Organization for Women, against the Police Department, the County Department of Personnel, and the Municipal Police Training Council.

Sable alleged that Suffolk Long Island's collective bargaining agreement which he found to be discriminatory against female applicants.

The order followed a public hearing directed at a Suffolk County Police Department to "not discriminate against females in hiring or in the terms, conditions and privileges of employment, because of their sex, including assignments of duties and responsibilities."

Lawmaker Wants Full Employment

WASHINGTON—A Michigan congressman says the federal government must develop job programs designed to find employment for the jobless.

The government must become the employer of last resort and guarantee full employment, Rep. John Conyers said last week in a speech to Cleveland. Congressman Conyers, a member of the House Judiciary Committee and the black congressional caucus, was a speaker at the Greater People's Conference on the Reconversion and Inflation.

Representative Conyers said the concept has been endorsed by the Michigan Democratic Party but some congressmen are still unconvinced.

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CITATION.—THE PROOFS OF THE DEBT OF NEW YORK, by the Governor of God, Free and Independent — To Ammoner General of the State of New York: Albert R. Croaner Funeral Home, Inc., as the distributee of Viola Redner, also known as Viola R. Redner, deceased, whose name and post of residence was the Borough of Queens, City of New York, the estate of which was probated in the Probate Court of Queens County, New York, on the 18th day of March, 1973, at 9:30 o'clock in the forenoon of that day, for a further appointment of the Public Administrator of the County of New York, to proceed to the Probate Court of Queens County, New York, for a further appointment of the Public Administrator of the goods, chattels and credits of said deceased, as the proceeds to be made under the law of New York for the distribution of said deceased, and for the distribution of the proceeds, and for the payment of the debts, expenses and taxes of the said deceased.

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The Right Reverend Monsignor James A. Healy, center, was guest
speaker at Saturday evening banquet that concluded the weekend
meeting. The Right Reverend Healy, a panelist for PERB, is greeted
here by Thomas Christy, left, CSEA field representative, and Fred
Huber, president of host Buffalo chapter.

Throughout the day, various area newsmen filmed the proceedings of Western Region 6 meeting at
Statler-Hilton Hotel in downtown Buffalo. Here local cameraman films afternoon business session
for WGR-TV news coverage. Area newspapers also carried reports on delegate action.

Gathered at Ter Bush and Powell information booth are, from left, West Seneca DC first vice-president Willie
White; Paul Merkling, T&M field supervisor; Edward
Duder, SUNY at Buffalo chapter president; Robert
Thomson, T&M field supervisor, and Joanne Einstein,
Buffalo BP unit president.

Karen Winters, left, and Barbara LaPointe, from CSEA
Albany Headquarters, demonstrate RSVP’s information
retrieval equipment to, from right, Erie chapter presi-
dent George Clark and Buffalo chapter third vice-

president Pat Maxwell, as CSEA controller Thomas
Collins observes.

Keeping up to date on services provided by Group Health
Insurance are, from left, Kaye Smallback, Erie Educa-
tional chapter treasurer; Gino Montani, GHI sales rep-
resentative; Art Krause, GHI assistant field director,
and Robert Doboski, West Seneca unit president.

Regional officers are captured in informal scene during Saturday afternoon business session. From
left are second vice-president Robert Smith, third vice-president June Boyle, first vice-president Gen-
evieve Clark, and parliamentarian Celeste Rosenkrans. Ms. Rosenkrans is also a former president of
the Western Conference.

Margaret Mhaha, of SUNY at Geneseo chapter, presents
report on next two scheduled Western Region meetings:
April 1-8 at Dunkirk and June 27-28 at Batavia. Re-
gional insinuations will be held at the June meeting.

Guests observed meeting activities include, from left, Charles
Sandler, Western regional attorney; Dorothy MacTavish, CSEA
secretary; David Tallozzi, CSEA computer services manager, and
James Powers, Western Region 6 supervisor.

“Mr. Lattimer, we’ve got to get our whole ballgame together in a
hurry,” Robert Lattimer, president of Manpower Ser-
vice chapter, warns delegates during discussion of
Comprehensive Employment and Training Act (CETA).
In his dual position as Western Region 6 president and as a statewide CSEA vice-president, William McGowan finds it necessary to maintain contacts at all levels of the Association. Here he confers with CSEA executive vice-president Thomas McDonough, left, and SUNY at Brockport delegate Francis Casam, right. With them are Pauline McDonough, left, and Jeanne McGowan, wives of the two vice-presidents.

Delegates Take Action On Key Issues: CETA, OSHA, SUA

(Continued from Page 1)

Eun Doyle, Niagara County chapter president.

"The people who are hiring these people and many of those who are being hired are political hacks," he added at the business session of the two-day meeting in the Statler Hilton Hotel.

He called CETA a "political boondoggle . . . that will attempt to lay off civil service workers."

Both Mr. Doyle and Robert Lattimer, president of the Department of Labor's Manpower Service chapter, explained that persons hired under CETA were sometimes paid higher wages than civil service employees in similar job classifications.

"Where you can hire a person working here who has passed a competitive exam and is making $5,600, they are contemplating bringing in people who don't even know the keyboard and paying them $8,000," Mr. Lattimer said.

But, he added, CSEA "can probably gain a hell of a lot out of it if we can cope with it and get our house in order."

Victor Marr, head of the region's County Workshop, offered the CETA resolution and stressed: "We don't want to attack (Continued on Page 14)

CSEA president Theodore C. Wensl, left, and CSEA treasurer Jack Gallagher, right, are escorted into meeting by Judy Burgess, Western Region secretary. Identifiable in background, left, is Bud Saunders, president of Rochester DOT chapter. Mr. Wensl advised delegates on the state of negotiations, and Mr. Gallagher conducted a seminar for regional treasurers.

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Robert Lindner, left, Ontario County chapter second vice-president, takes part in discussion during Saturday morning County Workshop as other delegates listen: from left, Stephen Caruana, William Kuczynski and Florence Olt, executive vice-president, president and executive board member, respectively, of St. Mary Memorial Hospital staff.

Representatives of East Buffalo chapter, from left, Mary Germsley, Marian Tripp and Dorothy Deherty, handle registration of delegates. Signing in, from left, are Peter Blaebrook, Buffalo chapter second vice-president; George DeLeg, Craig DC chapter second vice-president and former Western Conference president and CSEA statewide vice-president; and Sara Sever, SUNY at Fredonia chapter president.

Former Western Conference president John Adamski, of Bennett Park Memorial Institute chapter, and Barbara Chapman, center, president of Buffalo College chapter, are shown here as they welcome Linda Kingsley, president of the School for the Blind chapter, Batavia.

Gerrie McGraw, left, Cattaraugus County executive representative, and Natalie Yaskow, of Buffalo PC chapter and chairman of state-wide salary committee, welcome Al Mrosek as the Region's new full-time public relations man.

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OUTGOING PRESIDENT HONORED — The board of directors of the Brooklyn Psychiatric Center chapter, Civil Service Employees Assn., honored their outgoing president, Sol Gordon, with a luncheon at Victor's Restaurant, Brooklyn, late last month. Although Mr. Gordon will be absent from the Brooklyn Psychiatric scene, he will be very much present in coming CSEA activities as an assistant field representative for New York City Region 2, CSEA. He was presented with parting gifts from acting chapter president Joan Shaw and Brooklyn Psychiatric delegate and Region 2 third vice-president William J. Cunningham, standing from left: Mr. Cunningham, Mr. Gordon, Ms. Shaw, Roy Trotman, second vice-president, Shirley Heller, Joanne McIntosh, Neil Duncan, Roy Ashley, Chick Miguelez and Chuck Polance. Seated from left are, Sallie A. James, Mary B. Patterson, Anne Merla, Gertrude E. Naughton and Lamine C. Himmen.

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ALBANY — State Sen. Joseph Pisanti (R-New Rochelle) predicts that his early retirement for public employees bill, now pending in the State Legislature, could end public employee dismissals during the current fiscal crisis. Senator Pisanti called his plan a compassionate, yet businesslike, solution to the problem.

The bill, introduced last week, would permit veterans to obtain early retirement from state and municipal jobs by purchasing up to four years of veterans' credits for years spent in the service. It contains a time limit, however. Veterans must do it during the upcoming fiscal year beginning April 1.

He says thousands of veterans would be eligible for early retirement, averting the dismissals. It could provide a badly needed cushion, he said.

He also announced last week that 26 other state senators are co-sponsoring the bill. They are: From New York City, John D. Chandra (R-Bronx), Abraham Berdine (R-D-Bronx). Joseph Galber (D-Brooklyn), Frank B. Leichter (D-Manhattan), Donald Halperin (D-Brooklyn), Vandell L. Beatty (D-Brooklyn), Jeremiash B. Bloom (D-Brooklyn), Alfred B. Lewis (D-Brooklyn), Frank Padavan (R-Queens), and John J. Moore (D-Queens).

Others are John E. Flynn (R-Westchester), John R. Dunne (D-Nassau), Jay P. Tobin (R-Westchester and Dutchess), Owen Johnson (R-Nassau and Suffolk) and Caesar Trunzo (R-Suffolk).

Also James T. McFarland (R-Erie), Joseph A. Turlis (D-Erie), Lloyd M. Pellegrino (R-Niagara), Tarky J. Lombardi Jr. (R-Omnibus) and Edwyn E. Mason (R-Delaware).

Name Employee Relations Chief

ALBANY — Gov. Hugh L. Carey has appointed James B. Northrop, deputy director, as acting director of the Office of Employee Relations.

Mr. Northrop succeeds Melvin W. Curran Jr., who is resigning to enter private practice. Mr. Northrop was appointed to the office in June 1976 and was named deputy director in May 1972.

Prior to entering state service, Mr. Northrop held several executive positions with the Huck Pelt Co. of Albany. His responsibilities included employee relations, union contract negotiation, personnel administration and industrial engineering.

A graduate of the University of Florida, he will be paid $47,800 a year.

It is expected that Mr. Northrop will serve as Governor Carey's representative in contract negotiations between the State and the Civil Service Employees' Assn.

CANALS AND WATERWAYS

More than 800 miles of connected canals and inland waterways permit the shipment of bulk commodities in New York State, the New York State Department of Commerce reports.
No Older Income Limit Is Sought by Zeferetti

WASHINGTON—Rep. Leo G. Zeferetti (D-Brooklyn) has introduced legislation which would repeal the outside earnings limitation in the Social Security Act.

The bill, introduced into the House last week, would eliminate the restriction for Social Security recipients which limits outside income to $2,400 per year.

"At the present time a person cannot earn over $2,400 without losing some of his Social Security benefit. The more he earns over that amount, the more he loses in benefits," said Mr. Zeferetti.

"Not only does this discriminate against the lower-income elderly, but it also discourages them from earning money. The law, however, permits unlimited income from investments without impairment of benefits," added Congressman Zeferetti.

"Wealthy senior citizens can earn millions in interest and dividends and still collect full social security benefits. But those in lesser circumstances are penalised if they are fortunate enough to find employment that pays more than $2,400 annually."

"Our senior citizens have spent a lifetime working and making contributions to the Social Security system," he said. "Now, when they have reared the next generation and are no longer needed to work, they should be entitled to receive payments from that fund—unrestricted by any desire they might have to continue to work—or to find employment."

Nurses Win $600 Raises

MANHATTAN—The city's 3,000 practical nurses won $600 across-the-board salary increases retroactive to July 1974 last week.

Incapacitated panel Eva Robbins ruled the nurses, who work for the Health and Housing Corporation, should also receive $100 to $550 salary hikes effective March 1 and raises of $550 to $500 effective July 1.

The nurses also won a cost-of-living increase on their current contract, a $10 uniform allowance increase to $120, an increase in self-refinancing payments from $250 to $400 and an increase in differential pay from $600 to $750 for nurses working in city jails.

The association rejected a demand by the Licensed Practical Nurses of New York, Inc., the association representing the nurses, for increases in the 1,100-a-year shift differential for 1974 of $800 and the elimination of the $400 yearly permissibility pay from $600 to $750 a year.

The dispute went to the impasse panel after the association and the city couldn't reach an agreement.

**GOURMET'S GUIDE**

**PERSIAN — ITALIAN**

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NEW COMMISSIONER

Lawrence C. Kolb, above, left, recently named chairman of the New York State Department of Mental Hygiene, addresses a meeting of executive staff and employees at the New York State Psychiatric Institute here. At right, Dr. Kolb receives the congratulations of Salvatore Butero, president of the New York State Psychiatric Institute chapter, Civil Service Employees Assn.

Examiners Get A New Member

WHITE PLAINS — The New York State Civil Service Department last week appointed Westchester County Manpower Director Keith Drake to the department's board of examiners. Westchester County Executive Alfred E. DelBello announced the appointment.

The appointment comes a week before the examiners board is scheduled to begin reviewing candidates seeking employment in state manpower programs. The board meets in Manhattan.

Mr. Drake, former Yonkers Manpower Director when Mr. DelBello was mayor of Yonkers, was appointed to the county post January 1, 1974.

Back to the map

WINTER PROGRAM

[List of destinations and prices]
School Employees Holding Southern Region Meeting

FISHKILL—The second in the series of two-day meetings for non-instructional school district workers being held by the Civil Service Employees Assn. statewide non-teaching school employees committee is scheduled for Friday and Saturday, Feb. 21-22 in CSEA’s Southern Region 3.

The first part of the two-day session will begin Friday at 7:30 p.m. at the cafeteria of the Poultneyville High School, Poultneyville, N.Y.

On Saturday the second part of the event will begin at 9:30 a.m. in the A-v Building cafeteria of White Plains High School, North St., White Plains.

According to Danny Jinkes, CSEA collective bargaining specialist and staff coordinator for the statewide committee, the

MVB Examiners

(Continued from Page 3) would be stripped from these employees and made part of the duties of newly created positions can perform the function. The License Examiners, to a man, have indicated their desire to retain the licensing responsibilities. Surely this unsocial offer to continue to perform their duties cannot be dismissed without careful and deliberate consideration on your part.

"CSEA is totally in favor of retaining the State’s high level of highway safety, and we strongly believe it can be achieved by the existing personnel and system without the additional costs associated with alternative proposals. Your immediate intervention in this situation is imperative.

Your reply to this appeal is also requested so that we may provide the License Examiners with current information and action plans in those areas of concern over their responsibilities.

Julia L. Pettijohn

ALBANY — Julia L. Pettijohn, an attorney assistant for the State Board of Equalization and Assessment, died at the Albany Medical Center Hospital on Jan. 21 after a long illness.

An officer in the Civil Service Bar Assn., Mrs. Pettijohn was also active in several community organizations. She leaves her husband, Bruce A. Pettijohn, and their daughter, of the Attorney General’s office, Sr. sugar reports, after the Albany Medical Center Hospital on Jan. 23 after a long illness.

"I. Pettijohn lived from AverlU Park, East Greenbtuh, BrtttonUU, Lansinsharyh and Trojr schoals.

"CSEA coordinator said, "It is in the sincere hope of the committee that as many as possible of the CSEA school districts unit in Region 5 send employees representatives to the two-day meeting so that the members of our committee can obtain the best possible insight into their problems.

Finance Report

(Continued from Page 1) Mr. Glattbuscher said, will be held up until the forms, which have to be signed by the chapter president, treasurer and auditing committee members, have been received by the Treasurer’s Office.

Fact-Finder’s Report IsRejected

(Continued from Page 3) to take up the contract question, before Feb. 24 at the earliest.

In the wake of Mr. Caso’s rejection of the fast-finder’s report, the president of the Civil Service Employees Assn. Region 5, Edmund Fratfield, released this statement:

"New York City Region 2 fully supports the efforts of its neighboring Nassau County chapter in demanding that the Nassau administration fully accept the recommendations of the fast-finders. The Nassau administration has struck a serious blow to the collective bargaining procedure by refusing to accept the CSEA’s recommendations.

"Rick Case, the Nassau chapter’s fast-finder, has drawn up a questionnaire threatening labor, and announcing to the taxpayers of Nassau that there are

FACT-Finder’s Report Is Rejected

(Continued from Page 1) no funds to pay the moderate increases recommended by the independent panel, but taxpayers need not have any fear: there is enough left in Mr. Caso’s budget to correct the situation which inflation has caused in correcting public employee salaries without any tax increases whatever.

"The New York Region pledges to help our Nassau County fellow employees with any necessary assistance or personnel to help them secure a living wage. If necessary—and we hope it does not become so—we shall man the picket lines with them.

Protective Clothing Is Issued

(Continued from Page 1) determining how the clothing provision would be implemented. They are Charles Schampier, chairman, Office of General Services, Albany; Anthony J. LeChien, Department of Environmental Conservation, Greenv ili; Leo Marzocca, director, Department of Correction, Matteawan State Hospital, Beacon.

CSEA collective bargaining specialist Joseph Rosby advised operational employees eligible to receive protective clothing to contact him or members of the clothing allowance committee if they have not yet received the equipment or if they are experiencing difficulties with repairs.

Among overflow crowd at Western Region 6 delegates meeting late last month were from, left, Frederick Hensel, president; Jerry Davis and Frederick Hensel, president and secretary-treasurer, respectively, of Greene-Olalna County State Transportation chapter, and Donald Maloney, president of Chaunasauna County chapter.

Region 6 CETA Clarification

(Continued from Page 3)

"We’re going for full tonight," he added.

In other matters, CSEA’s statewide president urged delegates to stay informed on several fronts. Mr. McGowan urged delegates to vote carefully for Board members in upcoming elections. "Don’t vote for a friend, vote for somebody who will get the job done," he said.

Time To Wake Up

"Some of the people who are on the Board of Directors could care less about what’s going on," said Maye Bull, president of the Owosso chapter. "It’s about time we all wake up to this fact.

Any employee who faces such a situation should sign up for unemployment benefits immediately. We are asking CSEA Headquarters for clarification on unemployment benefits," Mr. McGowan said.

In other action, Roger Friedman requested that anyone interested in participating in the bids be available at the April CSEA Convention in Toronto to attend the board meeting.

The CSEA convention, which was also held in New York City, was attended byiny public employees under recently enacted legislation (SUA).

Awards were presented to employees who had participated in the April CSEA Convention in Toronto.

The meeting, which included a prize giving ceremony, on insurance programs and a Saturday morning treasurer’s discussion by CSEA treasurer Doyle, was hosted by the Buffalo chapter of the CSEA. Buffalo chapter president John S. Seamon, welcomed the delegates to the business sessions.

The Saturday morning County Workshop discussion was also held on unemployment rights of public employees. It was pointed out by Mr. Caso that some unemployment benefits may be available to public employees under recently enacted legislation (SUA).

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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, 46 Thomas St., New York 10013, open weekdays between 8 a.m. and 5 p.m. for Mondays, Tuesdays, and Fridays, and between 8 a.m. and 12:30 p.m. for Wednesdays and Thursdays. Announcements are available only during the filing period. By now applicants can receive the filing officer at the INP (Chambers St.) BMT (City Hall); Lexington IRT (Brooklyn Bridge). For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include Board of Education (teachers only); 65 Court St., Brooklyn 11201, phone: 596-6600. The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-family jobs are filled through the Personnel Department directly.

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center; Tower B, 55th Floor, New York 10048, phone: 488-4449; State Office Campus, Albany, 12226; State Police, 5th Avenue, New York 10007. The Department of Education's Division of Employment Services, Room 1209, Office of Court Administration, 301 Erie Blvd. West, Albany 12226; Suite 750, 1 W. Genessee St., Syracuse 13202. Toll-free calls 1-800-526-6000.

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Staff members of the Civil Service Employees Assn. seek answers on Federal Comprehensive Employment Act in meeting with State Labor Department specialists. CSEA intends to guard against possible displacement of present public employees by the creation of additional local government jobs outside of civil service.

CSEA Expresses Wariness About CETA Jobs Program

ALBANY—After consideration of recent federal legislation providing funds for temporary local government jobs outside of the civil service umbrella, an official of the Civil Service Employees Assn. said the union has come away with many questions unanswered and one firm conclusion: "The need for continued vigilance to protect the civil service system at the grass roots is most urgent.

The union launched a program recently to obtain a clear picture of new implementation of the Comprehensive Employment Training Act (CETA) might affect the existing civil service personnel structure and specifically, whether it might pose a threat to incumbent employees' jobs. The CSEA spokesman said scrutiny included a legal analysis by union attorneys as well as full-scale study by State Labor Department representatives.

The result is that CSEA has taken a position that the creation of CETA jobs presents potential problems from the stand point of those concerned with preserving local civil service standards.

The only way to stay on top of the situation, the spokesman noted, is through alertness and positive action by chapters and units at the local level. To coordinate this approach, CSEA will supply its county division chapter presidents with a summary of the CETA provisions and procedures, as well as a guide on violations and how to report them.

Quick Reactions

Chapter leaders, said the official, should be ready to move when they first become aware of a CETA program in their area. The only way to stay on top of the situation, the spokesman noted, is through alertness and positive action by chapters and units at the local level. To coordinate this approach, CSEA will supply its county division chapter presidents with a summary of the CETA provisions and procedures, as well as a guide on violations and how to report them.

Joseph Dolan, left, assistant executive director for CSEA's county division, typifies union's preoccupation with possible job loss threat from Federal CETA program. With Mr. Dolan, from left, are Edward McCarthy and Helen Watts, grand administrator and periodical municipal personnel consultant, respectively, from State Labor Department. Not visible in photo are Labor staffers John Curdin and Frank Conrey, associate municipal personnel consultants, who also attended the CSEA session on CETA.

Carey Leadership Requested

(Continued from Page 1)

the governor before March 31 of this year, the State's enforcement role in occupational safety and health areas will be preempted by the Federal OSHA standards.

To date the Governor has not included such a bill in his legislative program, but his recently presented State budget does contain a request for more than $14 million to carry on an occupational safety and health program. Dr. Wend pointed out that a proposal by the State to assume enforcement responsibilities of OSHA standards was approved almost two years ago by the U.S. Department of Labor, but that a bill to implement the plan was not enacted by the State Legislature last year. The Legislature now has until March 31 to enact the necessary legislation or most occupational and safety programs will be assumed by the federal government.

State Forfeiting Aid?

Such a preemption would result in New York State forgoing Federal aid which would provide reimbursement of up to 50 percent of the cost to the State for enforcement of OSHA standards. Dr. Wend said. This could also lead to the loss of jobs for 650 or more people now employed by the state in safety inspection and enforcement work. Some 400 industrial safety inspection jobs would become obsolete if the State allows OSHA enforcement to revert completely to the Federal government. In his letter to the Governor, the CSEA president said the union favors state enforcement because it would ensure OSHA coverage to public employees, "and with the knowledge that this will enable the high quality enforcement and inspection personnel presently employed by the New York State Department of Labor to continue to serve New York State residents.

"New York State has always been a leader in implementing and enforcing safety standards, but failure to move forward in this instance represents a regressive attitude," Dr. Wend said.

"Other major states, such as California, New Jersey and Michigan, have gone past the necessary legislation and are enforcing the standards within their own states. New York State can move back to the forefront by enacting the legislation required before March 31. To delay is unpardonable," Dr. Wend concluded.

In keeping with the training function of CETA jobs, it is intended that those at entrance levels. This is also necessary to preclude the possibility of regular personnel candidates working as subordinates to CETA supervisors.

CETA funding became available in March, and so there has been comparatively little action on the part of the subscription funds. If the State does not assume the liability for Federal CETA, federal government.

"Assurances"

The law also requires the presence of certain "assurances" in a CETA application, including such commitments as:

- Only residents of the area served will be hired to fill the jobs created.
- People will not be hired to fill a job when another person is ready and available for that job, or substantially similar jobs.

- Jobs funded by CETA must be in addition to regular jobs funded by state or local money.

Three Wins

(Continued from Page 1)

did yeoman work.

The vote was the first effort by the UFT to capture a major school non-teaching unit—the teachers and the bid was rebuffed by an 86-68 vote in favor of CSEA.

In the Hicksville School District, the employees voted back a raid by the Service Employees International Union. The vote—62 to 48—against and by one union member—on a request by the Service Employees International Union. The vote was 62 to 48—against and by one union member—on a request by the Service Employees International Union.

CSEA officials said it appeared to be the first time there had been a reported election on the part of the teachers in recent years. Organizing specialist Pat Morano of the field staff worked on all three elections, with Phil Alfano in Hicksville, Nat Zunino in Farmingdale and Irwin Behrerd in Hampton Bays providing support to local unit officials.