CSEA Support Aids Student-Nurse Fight To Save 12 Schools

ALBANY—With support from the Civil Service Employees Assn., more than 600 student nurses staged a noisy protest demonstration last week at the State Capitol and were rewarded with almost immediate results.

The contingent came by bus from all 12 nursing schools operated by the State Department of Mental Hygiene to protest the state's plan to close the 12 schools by June 30 to effect budget cuts by Gov. Hugh L. Carey's proposed budget.

The day-long demonstration in near-free temperatures on Tuesday was followed on Wednesday by an agreement from Gov. Carey that the more than 800 first- and second-year students in the three-year nursing school programs will be able to complete their nursing training at state schools after all. The June 30 planned closing of all the remaining state nursing schools would have meant that all students in the first two years of the program would have been phased out of training along with the schools.

CSEA said it strongly supported the student nurses' protest for three reasons: because closing the 12 schools would have caused a serious shortage of specially trained psychiatric nurses in the various state psychiatric centers and institutions; with the resultant lowering of nursing standards for patients; and because about 85 percent of the nursing students ultimately were rewarded with almost immediate results.

(Continued on Page 14)

Region 2's Bendet Defends State Meat Inspectors' Jobs

AMITYVILLE—Solomon Bendet, president of New York City Region 2, Civil Service Employees Assn., has begun a campaign here to save the jobs of several hundred state meat inspectors, carved out of their posts by Gov. Hugh L. Carey's budget.

Mr. Bendet met with about 100 inspectors of the Agriculture and Markets Department at a protest rally at Long Island headquarters Feb. 4.

"I am shocked that the department kept this idea a secret until Governor Carey revealed it in his budget," Mr. Bendet declared. "We want the department to take steps to see that all the inspectors involved stay on the state payroll."

The group signed a petition and called for a telegram to CSEA president Theodore Wenzl. Mr. Bendet said he had confided with the Albany chapter (Continued on Page 14)

Inside The Leader
Gain Bargaining Rights For Clinton School Aid — See Page 3
Ratify Contracts For Two Westchester Units — See Page 4
Latest State Eligibles — See Page 11
Ontario Employees Agree To Pay Hikes — See Page 16

CSEA, In A Study, Seeks Alternatives To State Lay-Offs

ALBANY — The Civil Service Employees Assn. is conducting a detailed study of the state's new budget to discover alternatives to laying off employees in the reductions and consolidations of various state agencies.

The in-depth study was announced at a meeting of the union's Board of Directors here at which plans were also approved to submit the findings to state administration leaders and to arrange bilateral discussions with them to promote CSEA's proposals prior to legislative action.

(Continued on Page 14)

CSEA Board OK's Actions

ALBANY — Three county chapters — Nassau, Niagara and Ulster—received support last week from the Civil Service Employees Assn. Board of Directors to pursue further action on their contract disputes.

Nassau chapter, headed by Irving Flumenbaum, was granted permission to hold a demonstration Monday, Feb. 24, at 8:30 a.m. in front of the Nassau County Executive Building. The action was requested by Mr. Flumenbaum following the rejection by Nassau County Executive Joe

(Continued on Page 14)

ROCKLAND DEMONSTRATION — More than 500 demonstrators led by Civil Service Employees Assn. executive vice-president Thomas H. McDonough, right and CSEA's Rockland County chapter president John Mauco, second from right, protested earlier this month the inadequate pay raises offered by the Rockland County Board of Legislators. The informational picket line at the County Office Building was part of the union's effort to bring its case to public attention. (Story and additional photos on Page 8.)
WASHINGTON—U.S. Rep. Mario Biaggi (D-N.Y.), reintroduced his law enforcement officers bill of rights measure, which he claims would guarantee police due process procedures in internal investigations, establish a police grievance commission and permit law officers to engage in political activity while on duty.

"This measure calls for no more than the same rights and privileges which have been included in the landmark civil rights legislation enacted over the past 15 years," Mr. Biaggi said. "The exception is that this one recognizes policemen, too, as Americans deserving the full protection of our Constitution."

The bill, which would amend the Commission on Safe Streets and Safe Streets Act, establishes a nine-member Bill of Rights that would provide law enforcement officers with statutory protection for certain rights enjoyed by other American citizens. The basic points of bill are:

* The civil rights of a policeman be recognized when they are subjects of interrogation and investigation.
* Police may bring civil suits against others when they suffer violation of their civil rights arising out of the performance of their duties.
* A grievance commission be established in each state to hear and investigate policemen's complaints of infringements of their rights.
* Police have the right to engage in political activity when off duty and out of uniform.
* "I am convinced," Mr. Biaggi concluded, "that passage of this legislation would provide our law enforcement officers with sufficient protection against slander and harassment. This seems to me to be the least we could do for the dedicated group of men who risk their lives each day on our behalf."

Kovenetsky Is Appointed Special Labor Assistant

ALBANY—Gov. Hugh L. Car-
son, an ap-
pointment of Sam Kovenetsky, of Lake Peekskill, as special as-"tained his establishment of the trade union movement in Japan. In 1971, he was the named the Man of the Year by the AFL-CIO Council New York City. Mr. Kovenetsky is vice-president of the International Federation of Garment and Department Store Union, vice-president of the New York State AFL-CIO, a member of the board of the Maritime Port Council, and a vice-president of the New York Charter of Indus-rial Relations.

Also he is a member of the executive board of the United Fund in New York City, a director of Group Health Insur-ance, Inc. and the New York Cancer Society, and board member of the Brooklyn Psychiatric Center.

QUICKLY-CLACK

Thirty-four railroads com-posed of about 5,000 miles of road linking all parts of the state, makes up New York State's railroad network, the New York State Department of Commerce reports.

New Training Program For Practical Nurses

CARLE PLACE—A new pro-
gram designed for Licensed Practical Nurses interested in broadening their knowledge of Pharmaco-logy is being initiated by VILLA's School of Practical Nursing starting March 3, 1976 and ending April 30, 1976. These two-hour classes will be held at VILLA's School of Practical Nursing, 870 Nichols St in Carle Place, starting at 9:00 a.m. Monday through Thursday. For further information call (516) 480-7044.

STENO TYPE ACADEMY

Enrolled at 259 BROADWAY (Opposite City Hall)
Monroe Successfully Resists Probation Officer Demotion

ROCHESTER—The Monroe County chapter of the Civil Service Employees Assn. has persuaded the county to change a decision to demote 22 of 37 senior probation officers in its consolidation of Family and County Court probation departments.

"This is a victory for two reasons," said chapter president Martin Koenig. "Everybody is now eligible for any wage increase we negotiate, and if the demotions had gone through, the officers would have had to wait from new to doomsday for promotion."

The agreement, ratified by a 34-to-1 vote of probation officers, also says that a lower rank of probation officers will be abolished and replaced with another title, although the officers won't lose pay.

"I don't believe any reorganization of any county department will be handled this way in the future," said Mr. Koenig.

The CSEA was never informed of the plans for the demoting of the probation officers and about 15 clerical workers.

County manager Leslie A. Morin also said he was happy with the agreement, "as to the favorable effect of the type of labor understanding which can be reached through sincere, cross-the-table bargaining," he said.

The dispute arose late last year when the State Probation Department, in its consolidation, asked the city's Family Court Probation Department and the Adult Probation Department, in both departments, to make an agreement for the Community Plan. A county plan would have demoted 22 of 37 senior probation officers in the merger. Also would have frozen salaries for some officers. CSEA approved the merger but protested the demotions and wage freeze. It caused a morale problem, officers said.

The top salary for a senior probation officer is $15,470. Regular probation officers are in the $11,000 to $13,312 range. The union has about 100 probation officers.

Promotion System Under the agreement, one probation officer will be promoted to a senior probation officer for every three vacancies in the senior ranks. "The good thing about this," Mr. Koenig said, "is that it's the first time we've been guaranteed that an opening will be filled."

If the abolition of the jobs had become effective, he said, the demoted senior probation officers would have been put on a preferred list. "Any opening for senior would have had to come from this list. If the county senior probation officers would have to wait until the last of the 22 was ex- the county was eliminated," he said.

Mr. Koenig noted.

If, for example, a senior probation officer making $13,000 had been demoted, his $13,000 salary would have been frozen. Once a clerical senior probation officer was promoted, his salary would have risen, he said.

The agreement was reached after three mediation sessions.

ALBANY—The Civil Service Employees Assn. has accused the Warrensburg School District Board of Education of irresponsibly following the Board's recent decision to terminate the district's free lunch program for underprivileged school-see children.

Cafeteria employees and more than 200 children were affected when the program ended last week. The food service workers were laid off and the underprivileged children were denied a free lunch. For some students, it was the only hot meal they receive each day, according to CSEA.

CSEA's first representative, asked Wagner cited inept management, insufficient funding, and the lack of the administrative direction as factors which caused the program's failure.

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The agreement was reached after three mediation sessions.
Two-year contracts providing salary raises of up to 10 percent and other benefits for the City of Rye and up to 8 percent for the Town of Mamaroneck retroactive to Jan. 1 for employees have been ratified.

The announcements were made by Glen Steele, president of the City of Rye unit, and Ed Rilley, president of the Town of Mamaroneck unit; both are a part of the Westchester County chapter, Civil Service Employees Assn.

Under terms of the pact with the City of Rye, effective Jan. 1, 1975, the employees will receive a 10 percent increase plus increments; coverage under the New York State Disability Insurance Program; travel time pay when an employee is recalled to work for emergency purposes after the regular work day.

On Jan. 1, 1976, provision is made for a cost-of-living increase, based on the CPI of the metropolitan area, with a minimum of 6 percent and a maximum of 10 percent plus increments; continuation of premium payments for medical insurance for non-job related illness or accident for one year after exhaustion of leaves credit. Employees with six years or less of service will be entitled to one month’s severance pay in lieu of six months. Employees with more than six years of service shall receive 150 percent of six months base salary.

The agreement with the Town of Mamaroneck, effective Jan. 1, 1975, provides for an 8 percent salary increase on an adjusted salary calling for an additional $179 per step in each grade. Longevity increases after 10, 15, 20, 25 and 30 years of service of $390, $500, $600 and $690 respectively; an improved vacation schedule; adoption of the 75% of the Career Retirement Plan; severance pay for one month’s salary for each year of service or fraction thereof; full pay for time lost from work as a compensable injury; payment for out-of-title work after doing such work for five days; and a labor-management committee to study upgradings.

On Jan. 1, 1976, there will be a cost-of-living increase of up to 10 percent based on the CPI of the metropolitan area and a 60 percent improvement in the current unit; with provision for the town to assume the full cost of the full coverage plan.

Ron Maione, CSBA field representative, was the chief negotiator for the two teams in arriving at contract settlements. Negotiations were carried on over a period of several months.

State Promotional Job Calendar

Applications Accepted To March 3
March Oral Exams

G-12  39-063
G-12  39-064

Open Continuous State Job Calendar

CIVIL SERVICE LEADER, February 18, 1975

Open Continuous State Job Calendar

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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.

Make sure you don't miss a single issue. Enter your subscription now.

The price is $9.00. That brings you 52 issues of the Civil Service Leader with the government job news you want.

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CONTINENTAL CONTEMPORARIES

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I enclose $9.00 (check or money order for a year's subscription) to the Civil Service Leader. Please enter the name listed below.

NAME

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CITY

Zip Code

Nassau Cars Go On Block

MINEOLA — The Nassau County Commissioner of the Department of General Services, Howard H. Bonar, proposed Wednesday that Department's Division of Purchase and Supply will sell 64 used staff vehicles at public auction.

Commissioner Frances E. Connor said the county would sell staff vehicles ranging from 1967-1973 Chevrolet, Ford and Plymouths to a seven-passenger Continental Limousine.

Bid sheets are available at the Inspection site at the Nassau DPW building, One Quaker Lane, Hewlett, or at the Nassau County Division of Purchase and Supply office at the DPW building, 150 Franklin Ave., Mineola. All bids for the 64 used staff vehicles will be accepted until 3 p.m., Feb. 21, 1976, at 11 a.m. in the lobby of the Nassau County Division of Purchase and Supply office.

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

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

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

Entrance to Brunswick Psychiatric Hospital is at 81 Louden Avenue (directly off Broadway - Route 110)

GROUP MEDICAL COVERAGE FOR CIVIL SERVICE EMPLOYEES
The Blue Cross Statewide Plan (PA. or N.Y. Certificate Numbers) for employees of New York State, local subdivisions of New York State, most major medical insurance plans, and Medicare are applicable at these divisions of this fully accredited Hospital Center.

Other divisions: General Hospital * Nursing Home
366 Broadway, Amityville, New York 11701
Tel: 516-264-5000
Little Red School Houses

THE establishment of central school districts is an important page in the history of American education, a history that should be restudied by the New State Administration if rumors prove true the fact that a move is under way to revitalize the decentralization of our state Mental Hygiene institutions.

Enlightened educators and citizens of many decades ago realized that the little red school houses scattered throughout the countryside were not adequate to meet the demands of modern educational units. As single, small units of learning they could provide only the training of a very special kind of hospital personnel, such as psychiatric nurse training in science, no libraries for student research, no auditoriums for lecture and cultural purposes, etc. Physical education was, in the main, limited to running around the school playground.

Similarly, the centralization of our state mental health institutions is based on parallel reasoning. These hospitals are research laboratories with vast resources for making history lessons above.

California has been experimenting with dispersing patients to smaller communities and only last week that state seemed to be getting ready to return to the proven practice of treating patients in small groupings. Two prominent trends are reported to be coming down in California and a closed larger institution is said being readied for reopening.

Should New York State, indeed, be getting prepared to break up some of our larger institutions it should study the history lessons above.

The worth of the little red school house is gone forever, both in education and in mental health care. This is no time for the State to go against the tide and try some 19th century ideas when there are 20th century methods proved so satisfactory.

Police, Fire Pensions

SERIOUS attention must be given a proposal that would allow New York City firefighters and police officers to retire on more than three-quarters pension pay after 30 years of service.

The measure has been proposed by State Sen. Richard S. Schermerhorn (R-C-Newburgh), chairman of the Senate Civil Service and Pension Committee, as a means of saving the jobs of several hundred uniformed men, including housing and transportation costs, and inducing a retirement among some 5,000 uniformed men with that length of service.

There has been some earping that the higher pension rate should apply to all civil servants but, for the present, that is a "dog in the manger" attitude. After all, opening the door for one civil service branch can be a means of opening that door even wider in future pension negotiations.

The important thing now is to save jobs and Senator Schermerhorn's proposal might just be, as Patrolmen's Benevolent Asn. President Ken McFlelly said, "a godsend" that could solve all current problems in the job area.

(Continued from Page 1)

Don't Repeat This!

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

Four Cases

proceeding was commenced pursuant to Article 78, CPLR, to determine the termination of the Pearl River School District which terminated the employment of a teacher. The Board of Education, acting on the recommendation of its superintendent of schools, voted on June 12, 1973, to terminate the teacher's employment, effective June 30, 1973.

The teacher was notified of this fact by the School Board on June 27 and she commenced her proceeding in the Rockland County Supreme Court on Oct. 30, 1973.

The Board moved to dismiss the proceedings on the grounds that it was not commenced within four months of the date upon which the determination to be reviewed became final and binding. The Supreme Court denied the motion and the Board appealed to the Appellate Division, Second Department.

Upon consideration of the appeal, the Appellate Division held that the proceeding was brought on a timely basis. The Court said, "... where a determination is made on one date to become effective on a later date, the determination does not become "final and binding" for purposes of the Statute of Limitations until the date it becomes effective. Since petitioners' services were not terminated until June 30, 1973, the Statute of Limitations did not begin to run until that time."

In the matter of Winingter v. Williamsen, 380 NYS 2nd 262.

THE CITY ASSESSOR of the City of Yonkers commenced a proceeding under Article 78, CPLR, to review a determination of the State Civil Service Commission which refused to approve an application of the municipal civil service commission that placed Mr. Nugent in the unclassified civil service. The Court held that the city assessor did not fit the description of a department head as described in the Civil Service Law and, therefore, was not entitled to an unclassified service in the matter of Nugent v. N.Y. State Civil Service Commission, 380 NYS 2nd 266.

IN A PROCEEDING against the State Comptroller by a former patrolman on the Yonkers Police Force, it was claimed that the Comptroller's determination to disapprove the application for accidental retirement allowance constituted an abuse of discretion. This case was injudged in 1952 while in the performance of his duties as a patrolman. The injury left him crippled and disabled. On Nov. 23, 1971, the petitioner filed an application for accidental retirement benefits. The statute (Retirement and Social Security Law) provides that a written notice of the accident must be filed in the Office of the Comptroller within 30 days after the accident.

Petitioner claimed that he did not file an accident report directly to the Comptroller. However, the statute gives the Comptroller the power, for good cause shown, to accept the late filing. This case was disposed of in 1979.

In the matter of Nuxico v. N.Y. State Police Retirement Board, 380 NYS 2nd 265.

THE SUPERINTENDENT of the N.Y. State Police determined that the petitioner was not entitled to retirement credits on a promotional examination. Petitioner commenced an Article 78 proceeding. The issue was to determine whether the petitioner entered military service from New York State as required in Section 25 of the Civil Service Law.

The petitioner was born in New York City in 1943. In 1951, his mother was confined in Kings Park State Hospital and he died there in 1972. In 1959, petitioner and his brother in law entered service with the New York Police Department and became temporary wards of Catholic Charities of New York City. That organization contacted an aunt of the petitioner in Stratford, Conn., who agreed to take custody of the petitioner, his brother, and his sister. The petitioner remained in that state until he graduated from high school in 1961 and then enlisted in the U.S. Navy. He gave his address as Stratford, Conn.

The Court, nevertheless, determined that the petitioner was a New York State resident in 1961 when he entered the service. The court said that when the petitioner's father (Continued on Page 11)
SECRETARY TEST "RIDICULOUS"

Editor, The Leader:

Recently a flyer arrived at this office concerning brush-up courses given for Civil Service secretaries, Grade 5, promotional test, in Albany and Buffalo. It is one of many I have seen over the years, but this is the one that prompts me to take pen in hand; probably because it is the proverbial straw that breaks the camel's back.

Those of us who are Civil Service employees here in Rochester feel sadly neglected. Why in the world are there no brush-up courses offered here in Rochester? And since there are none offered here, why tantalize us with the visions of distant—very distant—chances to improve skills?

Allow me one more gripe, please, because it relates to the above-mentioned brush-up courses. The Civil Service examination given for Steno Grade 6, a promotional test, borders on the ridiculous. The performance test, dictation he reuced, is given at a steady speed of approximately 100 words a minute for three minutes. No typing test is given because, I surmise, the creators of the exam assume, and rightly so, that Civil Service stenos, Grade 5, are proficient enough in this area of skills, and therefore testing is not is then logical to also assume that one is able to take a dictated memo for the very same reason? And does there exist a supervisor who dictates at a steady speed without stoppage to think? I doubt it. And does it not then follow that a high school type test borders on the ridiculous? Bona fide out of a business school may well be able to pass with ease a test that a well-qualified Civil Service secretary cannot; yet that someone may be unable to competency fill a position which requires many skills.

Offices today frequently use dictaphones; many supervisors prefer writing reports, etc., by hand. It must be more than obvious that one's shorthand speed is necessarily decreased by lack of practice, when this particular skill is given little or no usage. It follows, then, that one's chances of successfully taking a foolish and outdated Civil Service exam are minimal, thus depicting one of the earned right to claim the harder ladder.

Too, and most importantly, if the powers that be decide the test remains and is—and it should not—then why are those of us interested in promotional exams not given the opportunity to improve ourselves? Truly, somebody ought to "give a damn" other than those of us who serve.

LYLE R. HARDWICK

THE PRICE OF LUXURY JUST WENT DOWN!

SPECIAL START-OF-THE-YEAR SAVINGS ON THE '74 VW DASHER. The '74 Dasher comes with steel-belted radials, front-wheel drive, rack-and-pinion steering, power-assisted dual-diagonal brakes, rear window defogger; and an electric clock. It also comes with fully reclining front seats, mileage of about 25 mpg* on the open road, and the Volkswagen Owner's Security Blanket (which means we pay for all parts and labor on any repair for 12 months or 20,000 miles except fuel, filters, oil, etc.).

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

* Mileage based on German Industry Standards (DIN-70030) AT PARTICIPATING DEALERS

LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent — To Arthur C. Conner, a Grist Mill Owner, in the County of New York; Albert A. C. Conner's Executor, and to the undersigned, Violet V. Redner, also known as Violet V. Redner, deceased, whose names and post of

ISAARLE ASTMAN Secretary, Division For Youth, Rochester

Expresses Thanks

Editor, The Leader:

Due to my having had extensive heart surgeries with complications, and being hospitalized during the greater part of last year, I would like to reach all of the many friends, relatives and colleagues to thank them for their constant contact with me through their prayers, cards, etc.

As my strength needs building up, I find it impossible to personally thank each individual. I was transferred from Rochester Strong Memorial Hospital to Binghamton General Hospital with hopes of once again returning home to Windsor.

In addition to the above, please relay my gratitude to the following whose consideration and generosity was greatly appreciated:

Charles Pallazzo, president.
Bos. Lines Express Lines, Buffalo; employees and staff.
Ralph Lewis, president.

And to all others who sent sympathy cards and letters of appreciation:

BOSS LINES EXPRESS LINES, BUFFALO:

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TOUR TECHICS, INC.

At THE PORT OF ST. JAMES

To show cause before the Surrogate's Court of the said County, at the County of New York, at 9:30 o'clock in the forenoon of that day, why the account of proceeds of the Public Administration of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be immediately settled.

Charles Palsano, president.

BE IT REMEMBERED. We have caused the seal of the Surrogate's Court of the said County to be hereunto affixed.

JOHN W. REID

Clerk of the Surrogate's Court

130 West 21st St., New York, N.Y. 10011

You and each of you are hereby cited to appear in person or by attorney at the Surrogate's Court of the County of New York, at the Supreme Court, New York, N.Y., as administrator of the said deceased.

You and each of you are hereby cited to appear in person or by attorney at the Surrogate's Court of the said County, at the Supreme Court, New York, N.Y., as administrator of the said deceased.

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County Workshop For Region '3 Set For March 14-16

NANUET—Southern Region 3, Civil Service Employees Assn., will hold a county workshop here Friday through Sunday, March 14-16, at the Sheraton Inn, Route 50.

Following registration Friday evening, guests will hear an address by CSEA president Theodore C. Wenzl and participate in a seminar on legislative action led by former State Assemblyman J. Edward Meyer. Saturday morning's program will consist of a treasurer's seminar led by CSEA treasurer Jack O'leary, a relevance and legal assistance seminar conducted by CSEA regional attorneys, and a public relations seminar featuring Martin Baxley, editor of the Civil Service Leader. The after-luncheon will be given over to a Fair Labor Standards Act seminar; a Civil Service law seminar; a federal funding (CETAB seminar); a CSEA regional officers seminar; and a regional office seminar led by CSEA field supervisor Tom Klapow. Sunday at Nanuet will see a "general gripes" session. Rooms at the Sheraton are $23 a night, for single or multiple occupancy, and can be reserved by calling (914) 823-6090. Buffet breakfast will be served Saturday and Sunday and will cost $1.60 per person plus tax and tip; a buffet lunch on Saturday will cost $2.50, and a dinner from the regular Sheraton menu Saturday evening will cost from $3.95 to $8, including coffee, dessert and free wine.

CSEA Southern Region 3 Supports Esopus Officer

KINGSTON—Southern Region 3 of the Civil Service Employees Assn. has joined the group of citizens demanding reinstatement of Joseph Ferara Sr. to the Town of Esopus police force.

James J. Lennoc, of New Rochelle, president of the 40,000-member CSEA Region, said, "Joseph Ferara has an impeccable record of good citizenship, in addition to his 17 years of experience on the police force. He is a leader in the community and is widely liked and admired by the people in the area. It seems rather suspicious that he was suddenly thrown off the force with no explanation to the public, even though an explanation was demanded."

Mr. Ferara is president of the CSEA's Kingston Consolidated Benevolent Society and security officer at the high school.

"During the 17 years on the Town of Esopus police force, Joseph Ferara Sr. found the Ulster County Constable's Office to ensure adequate training for the constables in the county," Mr. Lennoc noted. He also founded the Rifton Youth Club in 1982, to provide recreation and educational programs for the boys and girls in the area. He was a fire police captain for 14 years and is a member of the county safety committee," Mr. Lennoc added.

"And now the Town of Esopus has maliciously removed him without even a single complaint on the force except him. Why are they doing this? Who are they afraid of? Joe Ferara?"

"CSEA is proud to join the citizens of Ulster County in demanding the reinstatement of Mr. Ferara, a valuable member of the police force in the Town of Esopus, since the town board refuses to reveal the reason they fired the longest-serving officer," he said.

Various demonstrators show their indignation at the Rockland County Board of Legislators' unwillingness to negotiate a fair contract for employees. Shown here are some of the hundreds of County employees who marched in the informational picket line earlier this month at the County Office Building in New City, the County seat.

NEWS OF SOUTHERN REGION 3

President: James Lennon, East Hudson Parkway Authority
First Vice-President: John Clark, Leichworth Village
Second Vice-President: Scott Daniels, Westchester County
Third Vice-President: Richard Snyder, Wassaic DC
Secretary: Sandra Capilione, Transportation Region 8
Treasurer: Patricia Connerford, Helen Hayes Hospital
Regional Supervisor: Thomas Lapoaetta

Rockland Demonstration Draws 500 Protesters

By HERB GELLER

NEW CITY—More than 500 Rockland County public employees demonstrated in front of the Executive Building here recently protesting that, as one worker put it, "a 5 percent raise is no raise at all in these times of inflation and recession." That figure was given by the county as a proposed wage boost.

The protest, which lasted from 7 a.m. to 9 a.m. on Thursday, March 14, was led by Thomas McDonough, CSEA's executive vice-president and president of Rockland County unit. The first stage of the campaign was letters from public employees, their families and their friends to the legislators pointing out the injustice and inadequacy of the wage proposal.

The second stage was a recent demonstration held to coincide with the monthly meeting of the Rockland Board of Legislators. The march continued until we get a fair and equitable salary increase," Mr. McDonough expressed the public employees with the aim of the turnout, and said in a brief press conference, "This turnout shows that the Board of Legislators has not reached an impasse."

"Church, police force, at the Rockland Board of Legislators, the employees of the county, we believe our demands are realistic and just.

"Over the past two years, the total increase allowed CSEA members amounted to 10 1/2 percent, while the increase in the cost of living was 20 percent. Other municipalities, both local and state, have received increases far in excess of what you have allotted to county employees. We, your constituents, have received increases in excess of what we have allotted to county employees. What we seek now is justice."

"To further complicate the situation, those classified as management and middle-management have received substantial increases. We do not begrudge their increases; we only ask for equal consideration."

"As voters of Rockland County we feel justified in existing for a living wage. We, your constituents, look forward to substantial action on our behalf to continue what we believe to be a harmonious relationship."

Diane Heck has her picket placard adusted by CSEA Rockland County unit president Paity Spiegel, right, as CSEA executive vice-president Thomas H. McDonough offers encouragement to the estimated 500 demonstrators who braved the cold weather to publicize their needs for a better work contract.
SOUTHERN NOMINATORS — Civil Service Employees Assn, vice-president James Lennon, extreme left, sits at an organizational meeting of the union's Southern Region 3 nominating committee. Responsibility of the committee is to select at least two candidates for each of the six regionwide offices: president, three vice-presidents, secretary and treasurer. Nominations must be submitted to the

Lennon Calls For Probe In Wassaic Man's Death

AMENIA—The Civil Service Employees Assn has demanded an investigation of the recent on-the-job death of George Antonakos, an employee of Wassaic Developmental Center, who was attacked by a patient there Jan. 13.

Mr. Lennon has asked Mr. Phillips to take a new look at the contract. The union is considering filing a grievance for back pay.

Lennon Condemns State's Forked-Tongued Finances

FISHKILL—James Lennon, president of Southern Region 3, Civil Service Employees Assn, has termed "forked-tongued finances" on the part of both the State Legislature and the Carey administration.

Mr. Lennon said the administration's raises of $4.8 to 6.9 percent for political staff is "hypocritical" in light of Gov. Hugh L. Carey's remark that "the cupboard is bare" in his State-of-the-State message last month.

Former Senate Minority Leader Joseph Zaretsky's secretary, Mary Barker, is getting $8,048 this year—a rate of $22,844. Mr. Lennon pointed out, "And Lt. Gov. Mary Ann Krupka's budget request is more than twice that of other hospital workers, who went from a $10,000 salary to one of $25,000,\" Mr. Lennon said.

The above are Democrats but the issue appears to be bipartisan.

Former Staffers Eulogized

Republican State Majority Leader Warren Anderson of Blenheim and Democrat Alonzo Stanley of New Paltz were among those who spoke at the funeral service for Antonakos last week. The former Rockefeller-Wilson administrative aide at salaries almost triple the rate at which they had been earning before the Carey sweep. John Bigsby, former environmental services aide, went from an $18,500 salary to $28,000, and Richard Wiebe, former director of planning, was hired at $38,000.

Lennon: "It is my contention that no civil service job can be dispensed with. No political hacks are more important than the career employees. The political gravy train.\" Mr. Lennon concluded. "It is Governor Carey's right to try to get his program. It may be that they will prefer to help us determine which jobs can be saved. It may be that they will prefer to help us determine which jobs can be saved."

"It is my contention that no civil service job can be dispensed with. No political hacks are more important than the career employees. The political gravy train.\" Mr. Lennon concluded. "It is Governor Carey's right to try to get his program. It may be that they will prefer to help us determine which jobs can be saved. It may be that they will prefer to help us determine which jobs can be saved."

Civil Service Employees Assn is considering filing an improperly-procured contract for the state Department of Mental Hygiene's Ulster County administration.

In his letter to Dr. Kolb, Mr. Lennon said that the state Department of Mental Hygiene's illegal contract offer must be accepted by workers who have been without pay since their contract was signed 16 percent is more than 16 hours, and the state Department of Mental Hygiene's illegal contract offer is more than 16 hours. That's why hardly anyone ever filed a grievance in Ulster County," he added.

Lennon: "It is my contention that no civil service job can be dispensed with. No political hacks are more important than the career employees. The political gravy train.\" Mr. Lennon concluded. "It is Governor Carey's right to try to get his program. It may be that they will prefer to help us determine which jobs can be saved. It may be that they will prefer to help us determine which jobs can be saved."

"It is my content
**Letters To The Editor**

(Continued from Page 7)

The Editor, The Leader:

I do not understand the reference in the Civil Service Employees Aem. PFT contract to "Section 434 of Military Law" concerning a minimum equal to "one tour of duty." What is "one tour of duty"? Three years? Less? More? Must one have been in Civil Service prior to military service in order to claim the time?

Also, why do so many examinations for Civil Service still restrict eligibility to persons with college degrees when the State usually recognizes that actual work and life experience and study is often superior to courses of formal academic study? This seems particularly obvious in the field of government administration, where many persons have outstanding records in administrative fields in military service or government but could be barred from competitive examination. If the persons cannot pass the examination, fair enough, but what justification is there for barring him from trying?

Pray to God for guidance.

MARY C. POMPEII

**Military Question**

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Pray to God for guidance.

MARY C. POMPEII

**Budget Cuts Hit Schools**

ALBANY — Gov. Hugh L. Carey's proposed budget cuts will force 12 nursing schools run by the State Department of Mental Hygiene to close by June 30.

The cuts, which are expected to save $2.6 million, affect 150 staff members and 900 first and second-year nursing students.

Five regional training centers are also slated for closure.

The nursing schools are:
- Central Islip Psychiatric Center, Central Islip
- Craig Developmental Center, Marcy
- Oswego Psychiatric Center, Oswego
- Harlem Valley Psychiatric Center, New York City
- Hudson Valley Psychiatric Center, Poughkeepsie
- Kings Park Psychiatric Center, Kings Park
- Maimonides Psychiatric Center, Brooklyn
- St. Lawrence Psychiatric Center, Ogdensburg
- Utica Psychiatric Center, Utica
- Willard Psychiatric Center, Willard

The regional training centers are:
- Long Island Regional Education Center, Farmington, L.I.
- Mid-Hudson Regional Education Center, Albany

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A Civil Service Four-Day Week? Don't Hold Your Breath

WASHINGTON — The U.S. Civil Service Commission termed "misleading" reports in the media that the Office of Management and Budget and President Gerald Ford have approved a Commission-prepared legislative proposal on a four-day work week and other matters.

A statement released by the Commission noted that its staff has studied many aspects of the new concept—referred to as "flexitime"—which provides for flexible working hours and the modification of standard work days and that the study also covered a different work arrangement which comprises a 40-hour work week in less than five days.

The most popular form of the compressed work week is the four-day, 10-hours-a-day week. The Commission said it has provided technical assistance and support service to some federal agencies now conducting flexitime experiments. Further, it said, discussions have been held with some industry leaders in the private sector on their experiences with compressed work weeks for employees both here and abroad.

However, the Commission pointed out that, to date, no staff-prepared plan has yet been presented to nor approved by the Civil Service Commissioners; no Commission-approved draft has been submitted to the Office of Management and Budget, and no draft bill has been approved by the White House.

At such a time when a draft legislative proposal has been completely developed and approved by the Commission, the Chairman of Management and Budget and Submit to Congress for consideration, the complete details of such a proposal will be published by the Commission, the statement said.

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(Continued from Page 6)

UNITED WAY AWARDS — Atty. Gen. Leo Lefkowitz presented awards to the State Department of which operates for outstanding services rendered during the recent United Way state fund-raising campaign. With the Attorney General, above, are Eunice WINTER Catalog of Hundreds of Real

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CSEA Is Seeking Alternatives To Lay-Offs

CSEA vice-president Solomon Bendet, second from right, checks over some figures on how meat inspectors would be affected by transfer of responsibilities to federal government. From left are mist Inspector James Adkins, New York State CSEA vice-president Nicholas Pellincola; New York City CSEA chapter officer Abe Libow; Mr. Bendet, and meat inspector Joseph Garlow, Brooklyn. The meeting was attended by an estimated 150 inspectors of the State's Agriculture and Markets Department.

Inspectors

(Continued from Page 1)

A CSEA CSEA executive committee to “map plans for action.” Many inspectors assumed up at the Albany chapter.

The inspectors are to continue their posts until Oct. 1, under Governor Andrew's plan, at which time the state expects the federal government to assume responsibility for meat inspections.

“The public will suffer.” Mr. Bendet warned, saying that the state inspection force had been created seven years ago precisely for the purpose of providing a more thorough system than had been in force up to that time by the federal government. The inspectors assure sanitary conditions at meat processing plants.

Fight To Save Nursing Schools

(Continued from Page 1)

enter state service as nurses in the various state hospitals.

CSEA Is Liaison

CSEA's headquarters building across from the State Capitol became the demonstration headquarters. CSEA staff representatives gathered in the building's lobby, checking over some figures on how meat inspectors would be affected by transfer of responsibilities to federal government.

Ulster Charge

(Continued from Page 8)

- The county will pay 100 percent of the individual's health insurance and 80 percent of the dependents.
- Accrual sick days will rise from 150 to 185 days.
- Grandparents will be added to the definition of "family" in the "bereavement leave" section of the contract.
- A labor-management committee will meet quarterly.
- Doctors' certificates will not be required unless the employee is out more than three days in a row.

L.I. Armory Meeting

WESTHAMPTON BEACH — The Long Island Armory Employees chapter, Civil Service Employees Assn., will hold a noon meeting Wednesday, Feb. 26, at the New York Air National Guard base here. Albert E. Frenn, L.I. chapter vice-president, noted that lunch will be served prior to the meeting.

Syracuse Region 5 Approves Action

CSEA Is Liaison

Governor reversing his previous decision to close the state schools will still be phased out, as Governor Carey said the massed demonstrators out.

While the CSEA chief legal counsel John C. Rice and collective bargaining specialist Robert Guild and Paul Burch, along with student leaders, met with Senate Majority Leader Warren Anderson and Assembly Speaker Stalnag Steingut in the Capitol, CSEA president Theodore C. Wenzl joined speakers who addressed the massed demonstrators outside. Dr. Wenzl reiterated CSEA's support of the student nurses' position and promised continued help on their behalf. Others who met in the besieged with the demonstrators included St. Gov. Mary Ann Kroupka and a number of local legislators from the districts in which the 12 schools are located.

Although the mass rally caused a reversal of the Governor's earlier decision to close the schools this year, it was only a partial victory for the protesters as Governor Carey said the 12 schools will still be phased out, apparently after the last present remaining classes are completed.

CSEA intensified its support of the student nurses' cause two days after the actual demonstration when the union's Board of Directors, at a regular monthly meeting in Albany, made arrangements to cover the transportation expenses incurred in bringing the students from all over the state to participate in the protest demonstration.

While CSEA chief legal counsel John C. Rice and collective bargaining specialists Robert Guild and Paul Burch, along with student leaders, met with Senate Majority Leader Warren Anderson and Assembly Speaker Stalnag Steingut in the Capitol, CSEA president Theodore C. Wenzl joined speakers who addressed the massed demonstrators outside. Dr. Wenzl reiterated CSEA's support of the student nurses' position and promised continued help on their behalf. Others who met in the besieged with the demonstrators included St. Gov. Mary Ann Kroupka and a number of local legislators from the districts in which the 12 schools are located.

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School Meeting

(Continued from Page 5)

will begin at 10:30 a.m. in the A-1 Building cafeteria of White Plains High School, North St., White Plains. The meetings will be conducted by CSEA's state-wide non-teaching school employees committee.

Danny Johns, CSEA collective bargaining specialist and staff coordinator for the statewide committee, said the meetings are being held in two locations to permit maximum participation from Region 3 school workers.

Items to be covered at the meetings include general interest subjects such as terms and conditions of employment and the non-teaching employee's relationship with his employer.

(Continued from Page 1)

tion on the budget.

According to a CSEA spokesman, who said the study had been under way for some time by the union's research department, the disclosure was made to reassure employees in the Department of Agriculture and Markets. Now facing a definite displacement problem caused by plans for transfers and a coalition of student leaders from all 12 nursing schools plotted strategy there that ultimately resulted in the Governor reversing his previous stand to close down the state nursing school program by June 30.

The union also arranged for public address systems at the rally on the steps of the Capitol, and enabled coalition chiefs, accompanied by CSEA staff, to meet with top legislative leaders to lodge their protests over the planned closings and to cite their reasons why they felt the nursing program should be continued.

New York City chapter secretary Abe Libow, left, explains ramifications of situation.
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 on Thursdays are 9:30 a.m. to 5:30 p.m.

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

By subways, applicants can reach the filing office via the IND-Chambers St.: BMT (City Hall); Lexington IRT (Brooklyn); IND (Chambers St.); BMT (at your own recruiting and hiring offices). They may be made to (800) 522-7407.

The Board of Higher Education advises applicants to contact the individual school's non-faculty jobs file through the Personnel Department directly.

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 48th floor, New York 10017, phone 212-438-3000; State Office Campus, Albany, 12228; Suite 701, 1 W. Genesee St., Buffalo 14202. 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 Staffing Services Unit, Room 1209, Office of Court Adm, 250 Broadway, N.Y., phone 486-4141.

FEDERAL — The U.S. Civil Service Commission, New York Region, 361 Erie Blvd. West, Syracuse 13202, accepts applications. For further information, phone 315-479-0413.

Federal entrants living upstate may be made to (800) 522-7407. Federal entrants living in the City, 528-4100; for state, 526-6000; for federal, 526-6125.

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(Continued next week)
Wayne County Is Battling On Variety Of Contracts

ROCHESTER—The Wayne County chapter, Civil Service Employees Assn., is contesting an issue on several levels with the county administration.

Negotiations on a contract involving more than 400 CSEA members employed by the county are stalled, pending a Public Employment Relations Board decision on CSEA claims that filed a grievance against the Association. Three seats will be added for Mental Hygiene and one seat for a new department, Public Corporations. Deadlines for submitting nominations are March 1. Committee members have set several times already to review early nominations. The nominating committee is composed of members elected from each of CSEA's six regions. Seated, from left, are Henry Hill, Region 2; Cynthia Doyle; 3; chairman Nicholas Ficorelli; 4; vice-chairman Santa Orsino, 4; secretary Gerry Friday, 5; standing members, Charles Aido, 1; Louis Eddy, 5; Sarah Dalle, 6; Adele Hanavan, 6; Floyd Peashey, 5; and Leonard Flynn, 3. Other committee members are Robert Pol and Edward Valder, Region 1; Manny Ramirez and Patsy Spici, Region 3, and Susie Pflaumohle, Region 4.

Ontario's Contract Has 15% and 12.5% Boosts, Depending On Step Slot

ROCHESTER—An 8 percent pay increase this year and a 7 percent hike in 1976 for all employees in salary Step 6 and above are provided in a new contract negotiated by the Civil Service Employees Assn. for employees of Ontario County.

Per employees below Step 6, the contract provides a 6.5 percent increase this year and 8 percent more next year plus the regular step increase.

"I feel it's the best we could do," said Frank A. Christian, chapter president, commenting on the contract. "We were concerned about employees in smaller salary categories but we worked to give them fair consideration.

The two-year contract also provides: an added Blue Cross-Blue Shield emergency first-aid rider for this year, representing seven cents per person and 14 cents per family per month, plus a $2 co-payment prescription drug rider next year; a reduced probationary period for uniformed deputy sheriffs from three to two years; time-and-a-half pay in addition to holiday pay for all sheriff's deputies, retaining them to parity with other county employees, and a reopening clause for Jan. 1, 1976, for negotiating departmental salaries. Though there is a clause that tax or price rise significantly in-