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Hundreds of demonstrators march in Mineola to publicize their discontent with contract terms offered by Administration. Civil Service Employees Assn. and County had agreed to fact-finder, but County refused to accept recommendation and reverted to its previous offer of 4 percent. Fact-finder's report called for 9.5 percent this year and another 8 percent next year, plus increments and one percent productivity bonus. OSEA mobile office in background was used as field quarters.

Nassau Employees Protest

Mr. Flaumenbaum, who is also a statewide vice-president of the Civil Service Employees Assn., heads the line of protesters last week. He said that the County Executive has ignored facts and recommendations from an impartial panel and he has ignored simple justice for 14,000 employees. We have gone to the Board of Supervisors on those terms." Results of the Board's decision were still unknown at Leader press time.

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Ulster Workers Get Pact; Strike Potential Is Ended

KINGSTON—Ulster County employees, represented by the Civil Service Employees Assn., have a new two-year contract following overwhelming ratification by both sides last week.

Tentative agreement came in eleventh-hour negotiations involving bargaining team representatives from CSEA and the County over the weekend, followed by approval of county employees at a CSEA membership meeting Feb. 24 and by the Ulster County legislators in a special session on Feb. 26.

The new two-year agreement was ratified 207-11 by CSEA members and 35-4 by the county legislators.

The tentative agreement hinged off a strike by county employees which had been set for Feb. 25 if no improvement had resulted in the contest talks between the two sides. The possibility of a strike by county employees resulted from an earlier situation in which the county employees had ratified a contract proposal from the county's negotiator, only to have the county legislature reject its own offer.

Contract Terms

Under terms of the new agreement, retroactive to Jan. 1, existing pay grade bases will be revised upward on a sliding scale to a maximum of $594 for some grades in each of the next two years. Highway Department personnel pay grade bases will also be revised upward to a maximum of 20 cents for some grades, in each of the next two years to correspond to the increased pay grade bases for the other employees affected.

In addition to the basic salary adjustments, the contract calls for an across-the-board salary hike of 11 percent for all county employees for 1975 and a salary increase of at least 7 percent and not more than 10 percent, figured on a Consumer Price Index arrangement, for all employees in 1976.

Other Improvements

Among other major improvements negotiated into the new agreement is an increase in the health insurance program whereby the county will pay 109 percent of the premium costs for employees and 98 percent of dependent coverage. Employees will now get double-time-and-one-half for holiday work and improvements in sick leave provisions. A major gain by the union for employees came in the grievance procedure when CSEA got the procedure streamlined and an arrangement for arbitration included.

Additionally, mileage reimbursement will now go to 10 cents per mile compared to 11 cents in the previous contracts. The union also obtained agreement for a mileage reopener later this year.

Furthermore, CSEA's negotiating team won an increase in the number of sick leave days that can be accumulated to 180 days, and also for uniform costs to be carried by the county for health program employees.

A major item in the new agreement calls for the county to set aside $100,000 to implement a job evaluation and classification study to be completed by the county this year and submitted to the Ulster County CSEA chapter for review and approval.

Ulster County unit acting president Marie Goeletti confers with Ulster chapter president Harold DeGraff during break in ratification meet.

Cie

Mogavero Defends Special Aid Program

BUFFALO — Salvatore L. Mogavero, of Angola, chairman of the executive committee of the Civil Service Employees Assn., County Division, which represents more than 100,000 local government employees throughout the state, has come to the defense of the special unemployment assistance benefits available to non-salaried employees under federal emergency legislation. He encouraged hourly-paid employees to file for benefits during the coming Easter vacation.

Mr. Mogavero, who said he was speaking only of non-salaried, hourly-paid employees, who get no holiday pay as do salaried workers, he said the situation existing prior to the federal act was "intolerable" and led to the "big turnover of such employees, especially in the schools."

"You have to remember, too, that you're talking about some of the lowest-paid people in the work force. It's bad enough that they get paid the lowest wages and work less than full work-week hours, as do cafeteria workers, but during what are vacation days for students, and holidays for salaried employees, these workers have no pay days."

"Also, during the summer, while few school bus drivers do get some work, most can't get away from their school errors."

Mr. Mogavero explained that local government employees, unlike their counterparts in state or federal government jobs, do not have regular unemployment insurance benefits and that the current emergency program is to expire Dec. 31.

Bread But Little Else

Under the federal program, public employees, who are earning no income through no fault of their own and are willing to accept employment, are eligible for benefits of $20 per week. "Thirty dollars may put bread on the table, but little else," he emphasized.

In response to the question why anyone would work on such terms to a worker when they admit on any application that they have a job during the school year, he continued.

"And, unlike students who are plagued with this same problem, most of these workers have families to support."
### Civil Service Leader, Wednesday, April 4, 1973

#### Open Continuous State Job Calendar

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
<th>Series</th>
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</thead>
<tbody>
<tr>
<td>Assistant Actuary</td>
<td>$10,714</td>
<td>20-556</td>
</tr>
<tr>
<td>Supervising Actuary</td>
<td>$27,942</td>
<td>20-582</td>
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<tr>
<td>Supervising Actuary (Lite)</td>
<td>$14,142</td>
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<tr>
<td>Laboratory Technician</td>
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<td>20-113</td>
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<tr>
<td>Factory Inspector</td>
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<tr>
<td>Food Service Worker</td>
<td>$5,827</td>
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<tr>
<td>Hearing Reporter</td>
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<tr>
<td>Histology Technician</td>
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<td>20-170</td>
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<tr>
<td>Hospital Infection Associate</td>
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<td>20-116</td>
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<tr>
<td>Assistant Radiologist</td>
<td>$9,172</td>
<td>20-116</td>
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<tr>
<td>Senior Hydraulics Engineer</td>
<td>$12,749</td>
<td>20-136</td>
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<tr>
<td>Industrial Foreman</td>
<td>$10,714</td>
<td>20-558</td>
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<tr>
<td>Junior Engineer</td>
<td>$11,337</td>
<td>20-113</td>
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<tr>
<td>Laboratory Technician</td>
<td>$8,051</td>
<td>20-121</td>
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<tr>
<td>Public Librarians</td>
<td>$10,118</td>
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<tr>
<td>Licensed Practical Nurse</td>
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<tr>
<td>Medical Specialist I</td>
<td>$3,373</td>
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<tr>
<td>Medical Specialist I</td>
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<tr>
<td>Mental Hygiene Asst. Therapy Aide</td>
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<tr>
<td>Mental Hygiene Therapy Aide (TBS)</td>
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<tr>
<td>Nurses Services Consultant</td>
<td>$10,118</td>
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<tr>
<td>Nurse II</td>
<td>$10,714</td>
<td>20-585</td>
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<tr>
<td>Nurse II (Psychiatric)</td>
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<td>20-116</td>
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<tr>
<td>Nurse II (Rehabilitation)</td>
<td>$11,337</td>
<td>20-176</td>
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<tr>
<td>Occupational Therapist</td>
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<tr>
<td>Senior Correctional Officer</td>
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<tr>
<td>Offset Printing Machine Operator</td>
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<tr>
<td>Pathologist I</td>
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<tr>
<td>Pathologist II (Board Eligible)</td>
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<td>Pathologist II (Board Certified)</td>
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<tr>
<td>Pathologist III</td>
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<td>Pharmacist</td>
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<tr>
<td>Psychiatrist</td>
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<td>20-196</td>
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<tr>
<td>Psychiatrist II (Board Eligible)</td>
<td>$33,704</td>
<td>20-391</td>
</tr>
<tr>
<td>Psychiatrist III (Board Certified)</td>
<td>$35,373</td>
<td>20-391</td>
</tr>
<tr>
<td>Radiologist Tecnologist</td>
<td>($7,632-$9,004)</td>
<td>20-391</td>
</tr>
<tr>
<td>Radiology Technologist (T.B. Service)</td>
<td>($8,079-$8,797)</td>
<td>20-394</td>
</tr>
<tr>
<td>Senior Recreation Therapist</td>
<td>$11,377</td>
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<tr>
<td>Senior Recreation Therapist (T.C. Service)</td>
<td>$12,670</td>
<td>20-553</td>
</tr>
<tr>
<td>Rehabilitation Counselor Trainer</td>
<td>$14,880</td>
<td>20-155</td>
</tr>
<tr>
<td>Asst. Sanitary Engineer</td>
<td>$12,749</td>
<td>20-155</td>
</tr>
<tr>
<td>Senior Sanitary Engineer</td>
<td>$14,142</td>
<td>20-122</td>
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<tr>
<td>Social Worker</td>
<td>$9,172</td>
<td>20-122</td>
</tr>
<tr>
<td>Speech and Hearing Therapist</td>
<td>$12,670</td>
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<tr>
<td>Stationary Engineer</td>
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<tr>
<td>Senior Stationary Engineer</td>
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<tr>
<td>Steam Fireman</td>
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<td>20-303</td>
</tr>
<tr>
<td>Stenographer-Prin.</td>
<td>$12,749</td>
<td>20-391</td>
</tr>
<tr>
<td>Stenographer-Prin.</td>
<td>$11,337</td>
<td>20-392</td>
</tr>
<tr>
<td>Supervisor</td>
<td>$14,880</td>
<td>20-313</td>
</tr>
</tbody>
</table>

Additional information on required qualifications and application forms may be obtained by mail or in person at the following offices of the State Department of Civil Service: State Office Building, Albany (225 State St., Albany, New York 12226); Two World Trade Center, New York, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York.

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### Civil Service Leader

#### CETA Funds, Some For Public Positions, Released By Carey

ALBANY—Gov. Hugh L. Carey has approved the distribution of $296,782 in federal funds for job training programs in New York City, Albany, Buffalo, Rochester and Washington County.

The grants, available from the U.S. Department of Labor, under the provisions of the Federal Comprehensive Employment and Training Act of 1973 (CETA), may be awarded by the governor for special employment training.

One of the programs involved is the State Civil Service Department.

The department received a $263,802 grant for three training programs. Fifteen persons will be trained in 20 weeks in stenography, typing and dictating machine transcription at the Harlem State Office Building in Manhattan.

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More School Funding Sought
By Poughkeepsie's Famelette

POUGHKEEPSIE — John Famelette, president of the Poughkeepsie School District unit, Civil Service Employees Assn., has launched a three-point attack designed to get additional state aid for small city school districts.

Mr. Famelette calls the financial situation of such school districts "critical, due to a tragically low amount of state aid at a time when higher and higher taxes are being paid by fewer and fewer citizens."

The three-part plan involves a write-in campaign to Governor and the Legislature, a march around the State Capitol in the spring, and a personal meeting with Governor Hugh L. Carney.

Mr. Famelette said he will personally write all residents of Dutchess County CSEA education unit presidents, for them to reproduce and give to their members. The letters will urge Governor Carey and the State Legislature to provide additional state aid to school districts. Similarly, the form letters will go out to all CSEA education unit members and to all concerned citizens throughout the state.

On Feb. 21, Mr. Famelette met with the CSEA statewide school committee and received the committee's full support for his project.

"All school district employees across New York will join in the effort to get more state aid," he predicted, and we expect thousands of taxpayers to join us. The Poughkeepsie School District is already 400,000 in the red, and without more aid, it cannot survive. The situation is the same for all school districts, but the smaller ones are the hardest hit."

Mr. Famelette said the state monies might be considered emergency funding, since the district finances have reached, in his view, emergency proportions.

SAFETY SEMINAR — Members of the Nassau County Department of Recreation and Parks are seen with their certifications of completion of the department's recent equipment safety and operation seminar. The department employees are represented by the Civil Service Employees Assn.'s Nassau County chapter. The seminar was intended to improve productivity by reducing personnel absences because of accidents and downtime of equipment caused by improper maintenance practices. Course graduates are, standing from left: John Minshull, Dominick Espoito, Harold Cebulski, Joseph Pedalino, Theodore Nacar, Frank Neffly, Giuseppe A. Buffalino, Warren Uso and Giuseppe Buffalino. Seated, from left, are Carmine Espoito, Thomas Virgil, Richard Giannoccora and Harry E. Smith. Seminar graduates not shown are Joseph Arena, William Mitchell, Harold Case and Robert Neffly.

Professionals, Technicians Feel Jobless Bite Least

MANHATTAN—Unemployment of professional and technical workers increased nationally by 4,600 over the past year, January 1974 to January 1975, reported Herbert Bienstock, U.S. Department of Labor's assistant regional director for the Bureau of Labor Statistics.

Mr. Bienstock, who directs the Bureau of Labor Statistics activities in the Middle Atlantic Region, added, that, while this group was the only major occupational category to register an unemployment rate in January 1975 below 3 percent. At 2.9 percent, seasonally adjusted, this category of worker experienced a considerably better labor market situation than other components that ranged from 3.3 percent for nonfarm manager and administrators to 14.3 percent for unskilled laborers with an overall average of 8.2 percent.

Mr. Bienstock noted that while total unemployment for the year from January 1974 to January 1975 shrank by 1,258,000, the number of persons holding professional and technical jobs grew by about 316,000.

He said that while the outlook for college graduates will be brighter in general in the near-term future than at any time during the past two decades.

Kramarsky Named For Right Post

ALBANY—Gov. Hugh L. Carney has appointed Werner Kramarsky, 46, to succeed Jack Sable as commissioner of the State Division of Human Rights.

Mr. Kramarsky has been a management consultant to various community organizations and institutions including the New York City Charter Revision Committee.
Which Way Forward?

AFTER months of effort to keep the lid on contract negotiations with the state, the Civil Service Employees Union, leadership seems on the verge of an open breach with the Governor.

With four weeks to go before expiration of its current wage agreement, indications are that the Governor is holding firm to his statements that state employees will have to make do with their current contract.

This contract has another year to run. For the third year, those pay decreases, wage freezes and certain related benefits are to be renegotiated in light of current standards.

It is surprising that the Governor, who seemed to be so people-minded during the campaign, has become so money-minded now that he is in office.

Governor Carey, like former New York City Mayor John V. Lindsay, seems to be a well-intentioned man swamped with mind-boggling administrative responsibilities after a brief tenure in his UDC plan. Even though this may cause a momentary sigh of relief, there will be much controversy over the action when its effects on the pension fund are better studied.

He is also up against a financial situation that has bogged down the best man of the state in the nation as American leaders debate whether we are in a period of inflation or of depression. It is no secret that there is, in Albany, serious difference of opinion, too, about whether the state government is operating at a deficiency or at a surplus.

One of the problems faced by the Governor is the political depression. It is no secret that there is, in Albany, serious depression. It is no secret that there is, in Albany, serious difference of opinion, too, about whether the state government is operating at a deficiency or at a surplus.

It is the wrong time for the innovations that the Governor's proposal in an expedient, bipartisan manner. It is not only the immediate crisis of a default by UDC in paying off outstanding past due debt. What else has to be considered is that there are outstanding approximately $1 billion of bonds supported by the moral obligation of the State's "moral obligation." The UDC was initially created under the leadership of Gov. Nelson Rockefeller to rescue the financially troubled public housing projects of the State. Should UDC be permitted to collapse, the security of all those loans would be jeopardized.

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Albany — In a case which could have a widespread effect on employees filing for disability retirement, the Court of Appeals recently held that the period during which an employee may file begins with the start of any unpaid leave of absence.

Until this decision in the case of Ursula O'Marah v. Levitt, it had been the policy of the Retirement System to count the time from the actual start of unpaid leave as if the employee then had left state service.

The law requires application to be made within two years of the time the employee is "discontinued from service."

In the O'Marah case, she was employed as a laundry worker at St. Lawrence State Hospital and was injured on the job in April of 1967. After using accumulated sick leave, she applied for and was granted leave without pay. That leave started Aug. 31, 1967 and expired Oct. 18, 1968. On Oct. 11, 1968 she applied for accidental disability retirement and the application was rejected as not timely filed within two years of discontinuance from service.

In holding that the two years must be computed from the end, rather than the start of leave, the state's highest court said in a memorandum: "The fact that permission for leave without pay must be sought by the employee, the granting of which is in the discretion of the appointing authority, establishes a recognized relationship. That such leave may be extended even beyond the two-year period for good cause shown is a recognition of continuing relationship, at least for the period allowed. Imposing a two-year statute of limitations to make application should run from the time that the relationship is terminated."

Cite Zefertti

Staten Island — Youth Against Crime will present an award to Rep. Leo C. Zefertti (D-Brooklyn) for his long support of the youth organization. Rep. Zefertti will be the guest of honor at the group's third annual dinner dance Saturday night, March 8, at Chateau Dominican, 430 Midland Ave.

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President Meet

(Continued from Page 1) programs vital to the public health and welfare in danger. These programs involve public health and welfare areas such as building safety, meat inspection, mental hygiene, planning services, labor and local government.

Dr. Wendt substantiated his charges of "irresponsible statements" by citing Governor Carey's much-repeated position on the need to reduce the state's work force and force pay cuts, even in the light of pending negotiations in cost-recovery bills covering salaries. He noted Lt. Gov. Mary Anne Krupa's recent recommendation that the state reduce its contribution to pension costs of state workers. He also mentioned a memorandum sent out by Comptroller Arthur Levitt, informing agencies that there was no provision to pay annual salary increments when a new state budget is passed.

Wendt, noted, appears to be illegal, since, under the Taylor Law, the contract benefit is automatically continued if a contract expires before the settlement of a new agreement.

Increase Of Risks

Dr. Wendt also cited the likelihood of reduced safety on the job for both private and public sector employees to Governor Carey.

Fact-Finder

(Continued from Page 1) county administration in hopes of working out an agreement for a new two-year contract.

Harold Plattin, president of the chapter, presented the contract proposal, but the principal item was a proposal for a three-day work week. Wendt had made it clear that this contract proposal was not acceptable to the union.

"We have no choice but to move up the date for the delinquent meeting," Wendt said. "It is in a bad crisis here and now, not next month. We need all our tools on the streets and we need them soon."

The original meeting was to be a five-day affair in Turin starting April 20. The delinquent meeting in Albany will last only one day, according to CSEA.

Impasse Is Called

In Library Talks

PLATTSBURGH—The CSEA's salary negotiations with the state ended without an agreement, the union announced in next week's edition of The Leader.

"We had no choice but to move up the date for the delinquent meeting," said Wendt. "It is in a bad crisis here and now, not next month. We need all our tools on the streets and we need them soon."

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SELECT SYRACUSE REGION 5 CANDIDATES

Names of candidates for office in the
Civil Service Employees Assn. Syracuse Region 5 will be known later this week after deliberations of the Region's nominating committee have been announced. Meeting to consider qualifications of nominees are, seated from left, Jennie Possemato, Broome; Elmer Makki, Tompkins; standing, Richard Marley, Ulster, Ralph Inman, Oxford; Louis Eddy, Ocmulgee; Robert Greene, Utica PU; Clara Boone, Utica, and Floyd Pfeaster, SUNY at Oswego. Mr. Pfeaster, immediate past president of the Central Conference, is chairman of the committee.

Keep State OSHA Clout

(Continued from Page 16)

public, but not included in federal standards, Mr. Izzard cited those involving assignment rates at banks and railroads; elevators in public buildings, and production, storage, and use of explosives.

"Abandonment of licensing or inspections in these fields is unthinking. It could affect the life of everyone in this state," he said. "Separation enforcement from the federal standards is impractical and would be unnecessarily expensive. We should continue to consolidate the procedures and administer them now. Private enforcement, incident to the federal standards, is a step backward," he concluded.

At issue, according to Regional president William L. McGowan, of Orchard Park, an employee at the West Seneca Developmental Center, is OSHA of 1970 which requires that it be in the form of an administrative bill. Two other visitors, Assemblyman Samuel Hawley (R-Hughson) and Matthew Murphy Jr. (D-Lockport) agreed. It was at this point that Mr. Izzard suggested to carry the bill for OSHA.

James C. Calligeros, assistant administrator, intergovernmental relations, OSHA, was invited to present the federal OSHA representatives at the congressional hearing, pointed out that the legislation, because of the composition of the Senate, requires that it be in the form of an administrative bill. Two other visitors, Assemblymen Samuel Hawley (R-Hughson) and Matthew Murphy Jr. (D-Lockport) agreed. It was at this point that Mr. Izzard suggested to carry the bill for OSHA.

"Thiat proves what we're saying," Mr. McGowan noted. The state is better equipped to do the job." OSHA associate counsel Alistair White, now steering legislation for the union, said unless the law is amended, more than a million public employees will be without safety protection and inspection on their jobs since federal enforcement does not include public employees.

"State enforcement is the only practical way of providing this protection to the public employees," he said. White was arranged by Celeste Rosenkranz, CSEA education committee chairman, and June Boyle, chairman of Western Region 6 political action committee.

CSEA Calendar

MARCH

5—Kings Park Psychiatric Center chapter meeting: 8 p.m., York Hall, Kings Park.
6—Albany Region 4 Adironack committee area bowling tournament.
11—Buffalo Department of Labor chapter dinner meeting: 6 p.m., Nucherno's Restaurant, 1083 Tonawanda St., Buffalo.
12—Suffolk County CSEA chapter meeting: 1 p.m., Gulfhaven Golf Club, Central Islip.
14—16—Southern Region 3 county workshops: Sheraton Inn, Route 59, Saratoga.
14—16—Education Department chapter annual dinner-dance: 5:30 p.m. (cocktails), 6:30 p.m. (dinner), 9 p.m.-1 a.m. (dancing), Hellenic American Community Center, Washington Avenue E., Albany.
15—Albany Region 4 Boston bus trip for Flower Show.
17—Onondaga chapter general meeting and dinner-dance: 6:30 p.m., Raphael's Restaurant, 930 State Fair Blvd., Lakeland.
GRIEVANCE PROCEDURES EXPLORED BY STEWARDS AT WEST SENeca DC

(From Leader Correspondent)

WEST SENeca—The woman, a state employee and a member of the Civil Service Employees Assn., was chronically late for work.

Eventually, she was fired, and the CSEA filed a grievance in the case.

That was a typical problem explored recently at a grievance seminar sponsored by the West Seneca Developmental Center for the chapter's shop stewards.

The two-day seminar, put together by Western Region education committee chairman Celeste Rosenkranz, grappled with the problems faced by chapters during the grievance procedure.

Legal Assistance

During the opening session Friday night, Carmen Pino, a CSEA regional attorney from Buffalo, explained the legal aspects of filing a grievance.

Next, Ms. Rosenkranz pointed out the duties of stewards to the 35 persons attending the seminar, followed by CSEA field representative Thomas Christy's explanation of grievances not covered by contracts.

During the day-long Saturday session, Ms. Rosenkranz reviewed the Friday night details before breaking the stewards into five groups.

Each group worked separately on three grievances titled from the CSEA files.

The procedure even included mock arbitration, with Mr. Christy as arbitrator. Two of the grievances involved disciplinary matters, the third concerned a contract interpretation.

Extenuating Circumstances

In the case of the tardy woman, the grievance groups found she was late because she had no one to see her child off to school. By the time the child left, the mother usually missed the bus she depended on for transportation.

But, two weeks before she was fired, the mother worked out a solution to her problem by arranging for a relative to visit until the child went to school.

Buffalo Meeting

For March 19

BUFFALO—The Buffalo chapter, Civil Service Employees Assn., will hold a dinner meeting Wednesday, March 19. The dinner meeting, which will begin at 6 p.m., will be held in the Plaza Suite Restaurant, 1 M & T Plaza, Buffalo.

- Staging a mock arbitration session are these participants at grievance seminar last month. Session was one of the most ambitious seminars of its kind ever staged by a chapter. "We hope this will prove to be an example other chapters will follow," explained West Seneca chapter president James Bourkney.

- Participating in this practice session are, from left, JoAnne Miller, Sarah Delle, president of Buffalo PC chapter; Elaine Mootry; Dorothy Hartnett; Richard Thurston, Larry Carr, and Thomas Quinn.

- Among the attentive listeners at the general session are, from left, Elaine Mootry, Bernie Ozolins, Dale Fleming, Mel Muck and Harold Bourkney.

- Among the attentive listeners at the general session are, from left, Elaine Mootry, Bernie Ozolins, Dale Fleming, Mel Muck and Harold Bourkney.

- Participant in this practice session are, from left, Michael Carr, John Kammerer, Betty Scheck, Debbie Lee, George Fassel and Harold Bourkney.
Allege Merit System Abuses At Greenhaven Correctional

STORMVILLE—The Civil Service Employees Assn. is investigating alleged abuses of the Civil Service Merit System at Green Haven Correctional Facility as a result of complaints brought by Green Haven CSEA president Angelo Senisi.

Mr. Senisi says the prison administration and the Civil Service Department have been engaging in "political favoritism" by allowing provisional employees to be promoted over permanent employees with more experience and qualifications and in failing to give competitive exams for jobs within the prison.

Mr. Senisi noted that the assistant superintendent of industries came to the prison as a provisional foreman in August 1973, was quickly promoted to general foreman and then to assistant industrial superintendent without taking an exam for any of these positions. Mr. Senisi claims "there are at least 10 men better qualified and more experienced than this guy, yet he was promoted over all of them. And they are permanent employees: he was a provisional."

"Going On All Over"

"This kind of disregard for the Merit System is going on all in the prisons," he continued. "Employees who work 15 or 20 years for the state start at low-paying jobs only to find they can't go anywhere, while others are allowed for political reasons to go from one job to another at higher and higher salaries. Where's the incentive for self-improvement or good work? If this investigation by CSEA turns up some answers and produces some exams, it will end the abuses and give us back the incentive to work for the state."

The CSEA officer said the Civil Service Department has not offered any tests for foreman and no promotional exams at Green Haven for four years.

Demands Answers

"I want to know why this is so," Mr. Senisi said. "State Director of Correctional Industries Allen Mills should have to answer for this. He is responsible for the appointments."

As another example of the Merit System being bypassed at Green Haven, Mr. Senisi mentioned that when the industrial superintendent and his assistant are both absorbed from the prison in the man in charge is a provisional general foreman who has never passed the test for permanent general foreman.

"This is a slap in the face to all of us who have passed exams to become general foremen," he said.

Shortly after Mr. Senisi began publicizing the alleged abuses at Green Haven, the assistant industrial superintendent did receive a permanent appointment —in the mattress shop. "This is outrageous," Mr. Senisi said. "Where there is finally a public outcry about a provisional employee being promoted like that, they suddenly decide that he is qualified for a permanent job in the mattress shop."

Mr. Senisi has applied for the job of assistant industrial superintendent at Green Haven. He has sent a list of his qualifications to CSEA headquarters in Albany, as well as to prison officials.

NYC Chapter Asks 'Action'

MANHATTAN—The executive committees of the Civil Service Employees Assn.'s New York City chapter voted last week to "take whatever action is deemed necessary at the proper time" if contracts negotiations with the state are unsatisfactory.

The motion also stated that the action would be taken in cooperation with the parent organization and that approval of the CSEA Board of Directors would be asked.

At the meeting, chaired by chapter president Solomon Bendet, concern was also voiced for the current situation in which hundreds of meat inspectors were in jeopardy of losing their state jobs. Chapter secretary Abe Lifow, a senior meat inspector, explained that a protest demonstration in Albany is being organized by the meat inspectors.
Pregnancy Disability Legislation Pushed

Assemblyman Seymour Poore (D-Bronx) last week introduced a bill providing disability benefits to pregnant women under the State Workmen's Compensation Law.

Assemblyman Poore, speaking at a hearing here on disability benefits, said the pregnancy disability cost to the state would only be about $4 per worker per year.

His remarks were made before the New York State Select Committee on Industrial and Labor Problems.

In a related matter, the Assembly Labor Committee scheduled a public hearing Feb. 28 on the shortcomings of the Workmen's Compensation Law. The committee met at 270 Broadway, 6th floor, room F for the first in a series of hearings on the New York State Labor Law.

The Workmen's Compensation Law provides for payment of medical and rehabilitation costs and income maintenance for persons injured or made ill while performing job-related duties.

Seek CSEA's Aid For Arthritis

MINNEAPOLIS — A letter to the 50,000 Civil Service Employees Assn. members on Long Island is being sent by CSEA vice-president Irving Flamenbaum enlisting their aid in an upcoming Arthritis Telethon.

Mr. Flamenbaum, who is the public employees representative for the statewide campaign, said this is the first time that such a telethon has been held to aid arthritis sufferers.

He said that 50,000,000 Americans are afflicted with the disease, and that in the U.S. alone, 200,000 are in need of immediate treatment. The second letter will be directed to the CSEA's 12,000 members on Long Island.

The "Rite Arthritis Telethon" will be carried by WOR-TV from 6-9 p.m. on Channel 9 in the New York City area and by cable television throughout the state. It will begin at 8 p.m. on Feb. 28 and continue through 11 p.m. the next day.

The letter from Mr. Flamenbaum also states that chapters should inform him if they would like to have their contributions announced on the air.

Nominate Keepnews To Insurance Post

ALBANY—Lawrence W. Keepnews, of Pelham, has been nominated by Gov. Hugh L. Carney as state superintendent of insurance.

The nomination requires State Senate approval. Mr. Keepnews has practiced law since 1940 in Manhattan and Washington, specializing in insurance regulation.

The post was formerly held by Benjamin B. Seiden.

Unsworn Testimony OK'd In Willowbrook Dismissal

(ALBANY — The state's highest court has reversed the Appellate Division, 2nd Dept., and reinstated an order of dismissal against Willowbrook ward attendant Joan Brown who had been charged with striking a patient with a hairbrush.

The case gained interest in legal circles because the person bringing the charge, the principal witness, were both inmates of the institution and were found by a hearing officer to be incapable of understanding the nature of an oath.

Their testimony thus had to be taken unsworn, which gave ground for an immediate appeal by counsel for Ms. Brown, who argued that his client's rights to a fair hearing had been damaged by the unsworn statements.

The Appellate Division of the Supreme Court agreed and reversed the original order of dismissal.

However, the Court of Appeals entered the dismissal reinstated, holding that even though unable to understand an oath, the victim and witness required nothing which was happen to testify against the accused attendant. Together with other circumstantial evidence as to the laceration received, the absence from the ward of other supervisory personnel, the nature and sequence of events as to the injured inmate went elsewhere for help, Judge Dominick Gabrielli, writing for the unanimous Court, concluded:

"We today hold that in an administrative proceeding such as this where the administration of an oath would be unavailing for the purpose for which an oath is normally administered, unsworn testimony may be received provided it is sufficient for foundation establishing to support the hearing officer's determination that the witness possesses rudimentary testimony capacity."

Civil Service

Seek Job Bill for Convicts

The Community Service Society of New York is urging passage of a bill that would prevent discrimination against former convicts in state and local governments.

Already passed by the state Senate, it is being studied in the Assembly Judiciary Committee. It would create limited-empowerment to ex-convicts except when the crime directly relates to the business or position sought.

Law enforcement agencies and fire departments are exempted from the bill.

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Regional Public Health Dentist: $27,942 27-494

**Applications Accepted To March 10**

**Examinations To Be Held April 12**

24-046 Beverage Control Investigator $10,714

24-057 Beverage Control Investigator (Spanish Speaking) $10,714

24-252 Clinical Laboratory Investigator $12,670

24-268 Compensation Claims Investigator $9,546

24-253 Compensation Claims Legal Investigator $10,714

24-269 Compensation Investigator $9,546

24-258 Landscape Architect $17,629

24-262 Real Estate Examiner $10,118

24-261 Real Estate Examiner, Junior $9,029

24-264 Real Estate Examiner, Principal $16,338

24-263 Real Estate Examiner, Senior $11,983

**Evaluation Of Training And Experience**

27-278 Nutrition Services Consultant $13,404

**Applications Accepted To March 24**

**Oral Tests To Be Held During April**

27-473 Assistant To The Director Of Correctional Health Services $25,161

27-449 Coordinator Of Foster Grandparent Program $15,684

**Applications Accepted To May 5**

**Oral Exams During June**

Employee Health Service Physician II $17,380 27-499

**CIVIL SERVICE LEADERS**

**TUESDAY, MARCH 4, 1975**

**OPEN COMPETITIVE STATE JOB CALENDAR**

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**WE RECRUIT THROUGHOUT THE UNITED STATES!**
Gilmartin Urges Retiree Support Of New Tax Bill

ALBANY—Thomas A. Gilmartin, co-ordinator of retiree recruitment and services for the Civil Service Employees Assn., has asked retired public employees to write their state representatives and senators requesting legislative support for a federal bill which would provide an income tax exemption for many retirees.

Mr. Gilmartin explained that the bill, introduced in Congress by Rep. John M. Ashbrook (Ohio), would amend the existing Internal Revenue Code to provide a $4,000 exemption from income tax for married couples, annuities, pensions, or other retirement benefits. The legislation, identified as H.R. 1647, applies to individual retirees as well as married couples who receive retirement income.

In a recent letter, Mr. Gilmartin asked CSEA retiree members to support Mr. Ashbrook's bill by writing their Congressmen in Washington urging its passage. "A letter writing campaign, worked by all retirees and their friends, is one of the most effective ways we know to influence opinion in Congress," Mr. Gilmartin said.

The retiree coordinator noted that the Ashbrook representation bill was extremely similar in content to legislation proposed by CSEA's statewide retirees committee at a convention last October.

"We suggested the development of a bill that would provide relief from the blue that federal income tax takes from limited retirement incomes," Congressman Ashbrook's bill does just this. Its passage would benefit most people in Rockland County, as well as married couples who receive retirement income also, his letter stressed.

Mrs. M. M. Herman, of Cortland, a 30-year Rockland County retiree, was among the first to write in response to the letter.

Suffolk Retirees
Hold Meeting At Central Islip

CENTRAL ISLIP—The Suffolk County Retirees chapter, Civil Service Employees Assn., will meet March 12 at the Gullhaven Golf Club, Central Islip Psychiatric Center, Central Islip.

The meeting, which will begin at 1 p.m., will have Thomas Gilmartin as featured speaker. Mr. Gilmartin is the CSEA coordinator of retiree affairs. Officials from the Central Islip PC personal department will also be on hand to respond to questions from the attendees.

Suffolk County Retirees chapter meetings will be held May 14 and June 14 at the same place and at the same time.

RETIEMENT DINNER — Two members of the Cortland County chapter of the Department of Transportation Civil Service Employees Assn., were honored upon their retirements at the David Harum Restaurant, Homer. The two, Raymond Siswn, of Cortland, with more than 38 years' service, and Raymond Maloney, with 32 years' service, were presented with gifts of U.S. Savings Bonds on behalf of the chapter. Above, at the dinner, were left: Charles Greenman, chapter president; Mr. Siswn; Mr. Maloney, and Raymond Grant, vice-president; and Mrs. Susan and Mrs. Maloney.
Mogavero Defends Aid

(Continued from Page 3)

Mr. Mogavero explained that many of the workers suddenly found themselves in the job market and "out of pocket," would rather work for this money than apply for welfare.

"I would hope that the critics have ample room here to applaud the program and I encourage eligible employees to file for the benefits for any period in which they are not paid," he concluded.

Although the federal program does not pay for the first week of unemployment, which may be the duration of most vacations, the filing for this period could satisfy the waiting period required before the summer recess when unemployment benefits could commence immediately.

Move To Abolish OLG
Is Condemned By Siegel

ALBANY—Plans announced by the Carey administration to abolish the Office for Local Government and transfer some of its functions to a planned new division in the Department of State has caused unrest and insecurity among OLG employees, a Civil Service Employees Assn. representative from OLG has charged, adding that the plan will result in vastly reduced levels of service in many major areas.

CSA's OLG representative Alan Siegel said employees there have not been informed of their individual status or of any particulars on the State's announced plan to abolish the office.

"All we know is what we read in the newspapers, and those stories say that large numbers of people, perhaps two-thirds of all the present OLG employees, will be fired when the function is abolished at the end of this fiscal year. Employees are apprehensive and growing more so every day and with every new story that crops up in the papers."

Mr. Siegel said that published reports concerning the fate of OLG and those personnel who will be transferred to other agencies indicate that the move can only result in vastly reduced levels of service in many major areas.

"It certainly appears that insufficient numbers of trained and experienced people and insufficient funds are being allocated for consolidation with other agencies to carry on vital services at required high levels to local government and municipalities," Mr. Siegel added.

He noted that if the state goes through with the abolishment of OLG as announced, local government and municipal officials are going to discover the level of services they formerly got from OLG will be greatly diminished or cease to be.

"The state itself proved the plan is faulty when it discovered it had planned to do away with an extremely vital service, that of fire training programs for volunteer firemen all over the state as well as fire advisory, inspection and reporting procedures."

Onondaga Meeting And Dinner-Dance

LAKELAND — The Onondaga chapter, Civil Service Employees Assn., will hold a combination general meeting and dinner-dance Monday, March 17.

The dinner will begin at 5:30 p.m. at Raphael's Restaurant, 809 State Fair Blvd., here. Chairman Andrew H. Pioeito 8r. will call a business meeting to order following the dinner and dancing will be held from 9 p.m.

Region 6 Workshop Speakers Urge State Keep OSHA Clout

BATAVIA—Assemblyman Harold H. Izzard, (D-Kenmore) has announced his support for continued state enforcement of the Federal Occupational Safety and Health Act (OSHA). He added he will seek Gov. Hugh Carey's sponsorship of the bill to implement the program prior to March 31.

Mr. Izzard said he made his decision following hearings conducted by Western Region 6, Civil Service Employees Assn., Feb. 15 here. They were part of an all-day workshop attended by about 200 of the union's officers and members.

"Continued state enforcement of OSHA standards appears the only practical and economical way of providing this essential service to public employees and to continue the other safety inspections which the State Labor Department provides but which are not covered by the federal act," Mr. Izzard explained.

"To abandon state enforcement, by failure to enact the necessary legislation by March 31, would be a step backward for New York State," he continued.

"New York State has been in the forefront in the safety field for years. In fact, sections of the federal codes have been lifted word for word from New York State codes."

Among current state inspectors benefitting the general

(Continued on Page 8)

Region 6 chapter leaders crowd Batavia Treadway Inn to meet with area legislators on support for enactment of OSHA protection law by State Legislature.