READER: Yes, the loss of protection at the federal level is of grave concern to public officials and safety inspectors. They would suffer if current federal funds were cut, and safety inspection duties are put into effect. In the process, of course, CSEA director of public relations Joseph Rourier has pointed out, it is anticipated that the average citizen will take note of some of the services provided by civil servants. As a result, it is anticipated that public opinion will be exerted on Governor Carey to begin serious negotiations with the union.

A full schedule of 20-second spot announcements was placed last week in key areas. Included among these were: Schenectady, WRGB, Rochester, WHAM, WBFS, WTEN, Buffalo, WENY, Syracuse, WHEC, and New York City, WNEW.

Further action will be determined when CSEA's statewide delegates and Board of Directors meet this week.

ALBANY—A high-powered advertising campaign, authorized by the Civil Service Employees Assn.'s Board of Directors at a special meeting here two weeks ago, has been unleashed on the public via newspapers, radio and television.

The thrust of the campaign has been to give the public's attention the loss of protection they would suffer if current plans to transfer meat inspection to the federal government and to relinquish occupational health and safety inspection duties are put into effect.

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Showdown on Nassau Pact Due in March 21 Hearing

MINEOLA—The Nassau chapter, Civil Service Employees Assn., carries its long quest for a contract settlement to a showdown March 21 in a legislative hearing before the county Board of Supervisors.

Chapter president Irvine Piazza has announced the terms:

- A basic pay increase of 5 percent for all grades up to Grade 10.
- Grades over 10 will receive a basic 3 percent increase.
- A basic pay increase of 5 percent for all grades up to 10 and 3 percent for grades over 10.
- Any employees at top step will receive a $50 payment June 1 and another $50 Dec. 1.
- An improved dental plan, eliminating the $20 deductible and increasing orthodontic coverage to $600.
- A basic pay increase of 5 percent, an improved dental plan, eliminating the $20 deductible and increasing orthodontic coverage to $600.
- Unilinked Workers' Compensation for any peace officer injured in guarding a prisoner.
- Blue-collar career ladder, promotional rules to be established.
- An increased tool allowance, and other lesser fringe benefits.

The proposal came out of a marathon negotiating session in the offices of County Executive John W. Klein after CSEA negotiators expressed dissatisfaction with a proposal submitted by a fact-finder. The 20-hour session was conducted for two regional arbitrators, Warren E. Smith, CSEA collective bargaining specialist, George Poff, field representative William Griffin, Mr. Corbin, blue-collar negotiating chairman Bill Lewis, and labor-relations chairman Frank Giordano and CSEA staff economist William Lifford.

ALBANY SPOTTLIGHT

At least a score of sponsors have introduced a dozen bills in the 1976 Legislature as part of the annual Civil Service Employees Assn. legislative program.

Other bills completing the CSEA program are being circulated to sponsors and will be announced as names of sponsors and bill numbers are obtained.

Presently in the hoppers are:

- Senate 158, by H.C. Smith—which would amend the Education Act to provide non-teaching school district employee protection under Sect. 203.

Assembly 751, by Field—would amend the Civil Service Law to guarantee to persons facing charges resulting from a strike would be able to answer the charges in writing and be entitled to a hearing thereon.

- S. 2520, Mason; A. 1713, DeSalvio—would amend the Civil Service Law with regard to classification of teaching employees and with requirements of capacity for CSEA.

- S. 264, Flynn; A. 1325, Greco—amend the Civil Service Law to guarantee employee organizations the right to negotiate unit security.

- S. 1682, Warder: A. 2191, Greco—amend the Civil Service Law (Taylor Law provisions) to give public workers the right to strike.

- S. 1670, Sheetermook—would amend the Taylor to provide that in union representation proceedings, parties would exchange information to sign-up cards, etc., to demonstrate showing of interest.

- S. 108, Burstein & Garda; A. 2171, Oochrone—would extend the provisions of the Taylor Law to employees of the Division of Military and Naval Affairs.

A. 2001, Field—would amend the Taylor Law to provide for penalties against employers who attempt to intimidate employees because of union activities.

- S. 2534, Sheetermook, Padden, Flynn, Trumpu, Levy; A. 2188, Greco—would amend the Civil Service Law to permit an employer to defer all or part of his regular compensation for purchase of fixed or variable life insurance or to purchase an annuity contract.

U.S. Seeking Operators

MANHATTAN—The U. S. Civil Service Commission has again accepted applications for telephone operator, OS-3 ($7,764), and OS-4 ($7,504).

No exam date has been set. Applicant for the OS-3 level must have at least one year telephone experience before taking the exam, to be given at federal agencies in the Brooklyn, Manhattan, Jamaica, Staten Island, Hempstead, Middlebrook, White Plains, Newburgh, Patchogue, Yonkers, Riverhead and Yonkers Telephone & Telegraph Companies.

Those applying for the OS-4 level must have two years telephone experience. There is no OS-4 written exam.

Applications can be obtained at the Civil Service Commission Information Center, 26 Federal Plaza.

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ST. LOUIS—12 Days... $1499
ST. LOUIS—26 Days... $1999
ST. LOUIS—36 Days... $2799

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Putnam Unit Passes Contract Vetoed By County: Charges Filed

CARMEL—The Putnam County unit of the Civil Service Employees Assn., overwhelmingly ratified a new two-year contract last week despite the county supervisors' veto of the same contract two nights earlier.

In a related move, the union filed an improper practice charge against the county, claiming the supervisors had no right to veto the agreement.

"The contract we ratified was the supervisors' own offer to us," said CSEA collective bargaining specialist Roger Kane. "We have supervisors Bergen's and Housekeeper's signatures on the memorandum of understanding that we offered up, and between them, they have 27 votes on the board. That's a majority of the supervisors' votes. Yet the contract was vetoed by the supervisors in executive session.

"To put your signature on a contract that you yourself propose, then to vote against that contract, is a classic example of bargaining in bad faith, which is an improper practice under the Taylor Law."

Mr. Kane said the improper practice charge was hand-delivered to the Public Employment Relations Board in Albany late last week. There are several precedents statewide in which the board has been ordered to sign the contract under similar circumstances. Mr. Kane said.

The contract ratified last night calls for a $2,400 across-the-board raise over the next two years. Unit president Russell Cheney told the rank and file that the negotiating team went for the flat dollar-amount raise because "For the last five or six contracts, we've gone for a percentage-type raise, which means the greatest number of dollars went to the worker who was already making the most money. This was creating a wider and wider gap between the highest and lowest salaries. So this time we went for a flat dollar-amount raise, which means the people on the bottom make out better percentage-wise than those on the top, and below extra single (Continued on Page 14)

DIT Main Chapter Seeks Candidates

ALBANY—Members of the Department of Transportation's Main Office chapter, Civil Service Employees Assn., will shortly elect chapter officers and representatives to the executive committee.

DIT Main Office chapter posts to be filled include president, vice-president, secretary-treasurer and representatives to the executive committee from each building floor.

Members interested in becoming candidates should contact any of the following: Bob Casady, Kathy Marshall, Billie Trobisch and Georgia Rosenburg, Building 1; Ray Hamm and Edward Barnhart, Building 3; Jim O'Connor, Joe Affredo and Pete Koncha, Building 7; and Judy Drainier, Building 10.

After a recent meeting here that the State of New York may be seeking to negotiate another contract, this one pertaining to increments.

The warning was delivered by Solomon Bendet, Region 2 president and head of the New York City chapter, CSEA. Mr. Bendet expressed briefly from Bulletin File, issued by the office of Arthur Levitt, the State Comptroller.

The bulletin began: "As of this date, salary increases for 1975 has not been legislated for any employees other than those in the Security Services Negotiating unit... Since the annual service increments are also negotiable, neither the increment nor any increase will be added to the salary of any employees except those in the security service unit.

"The 1974 salary schedule will continue to be used for other than security service units for another notice. When and if salary increases and increments are legislated for these employees, a separate bulletin will be issued.

The State and CSEA are currently conducting contract talks under the provisions of a third contract reopening clause. The talks, to date, have not been productive, according to CSEA negotiators, and the union plans a massive demonstration today in Albany.

Another item apparently much on the minds of the Region 2 members is the federal government's Comprehensive Employment and Training Act (CETA), designed as an anti-unemployment measure.

Some of the provisions of CETA involve the hiring and training of personnel in the public sector without recourse to Civil Service examinations.
### CSEA Requests Removal Of Otisville's Director

**ALBANY — The Civil Service Employees Association and a group of concerned teachers from the Otisville Drug Rehabilitation Center have requested the removal of Bernard Kaufman as director of the state facility due to what was termed the "detrimental effect Mr. Kaufman has had on the facility's staff, its teachers and residents under his supervision."**

Thomson Linden, CSEA collective bargaining specialist, stated labor career that I have had to ask that a facility director be removed from office. But the situation is so critical for all involved that I have no other choice left." Mr. Linden explained, "Mr. Kaufman was transferred from the Young Adult Unit to Otisville as his first assignment. He was the kind of person who can manage a situation in a rational way, neither by the union nor by the individual employee. His tactics seem to be designed to make things better for the people who have been saved."

"There were four grievances filed in one six-month period," Mr. Linden said. "Many of these were not settled until they reached the third step. Almost all of the grievances resolved in the employee's favor. When Mr. Kaufman was transferred to Otisville, the grievance rate at Matter Park dropped while the grievance rate at Otisville jumped."

Mr. Linden continued, "This was often coupled with the complaints of numerous employees as to Mr. Kaufman's tardiness in hearings, and vindictiveness. CSEA believes that its request is justified. CSEA is not only filling its request on the number of grievances generated by Mr. Kaufman, but also removing the many complaints from a large cross-section of workers."

"When the state talks of removing the deadwood from its ranks, it should not only focus on the small-wage-earner, as has been the case, but it should look to the people in higher positions, who by the very authority and power vested in them, try to steal a person's most precious possession, their dignity."

According to Mr. Linden, joining with CSEA in a separate letter requesting removal of Mr. Kaufman is a group of forty teachers who presented a list of actions carried out by Mr. Kaufman which were alleged to conform to Mr. Kaufman's tactics, who by the very authority and power vested in them, try to steal a person's most precious possession, their dignity.

Mr. Linden related various incidents in which CSEA had been involved in during Mr. Kaufman's directorship at Matter Park. When Mr. Kaufman was transferred to Otisville, the grievance rate at Matter Park dropped while the grievance rate at Otisville jumped."

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**Open Continuous State Job Calendar**

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| Supervising Veterinarian                      | $14,889      | 20-133/14

Additional information on required qualifying experience 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 Campus, Albany, New York 12226; or World Trade Center, New York, New York 10047; or Suite 700, 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 12226.
EDUCATIONAL EMPLOYEES WORKSHOP — About 50 unit presidents of the Suffolk County Educational Employees chapter, Civil Service Employees Assn., met recently in Middle Island for a workshop on leadership techniques and unit administration. Participants included, from left, John Cuneo and Irwin Scharfeld, CSEA field representatives; Nick Avella of the Elwood Schools unit; Educational Employees chapter, Civil Service Employees Assn., met recently in Middle Island for a workshop on leadership techniques and unit administration. Participants included, from left, John Cuneo and Irwin Scharfeld, CSEA field representatives; Nick Avella of the Elwood Schools unit; Walter Weeks, chapter president, and John McParlin, CSEA attorney.

State Sets Exams

The state Department of Civil Service will accept applications postmarked no later than March 31 for senior account clerk, senior clerk and senior statistics clerk positions. Written testing for all three positions is scheduled for May 3.

The eligible lists from these open-competitive tests will be used to fill vacancies only in the New York City metropolitan area, which includes Nassau, Suffolk, Rockland and Westchester Counties. Beginning salary for senior account clerk is $8,391. Candidates for the written exam, number 36-265, must have one year's accounting experience.

Applications for senior clerk exam, number 34-265, must have one year's office or clerical experience. Starting salary is $7,404.

Beginning salary for senior statistics clerk is $8,261. Minimum requirement for this exam, number 37-297, is one year's experience in statistical-clerical work.

The state also announced that performance tests for photogrammetric technician (no. 27-498) and senior photogrammetric technician (no. 27-499) will be given in Albany during the week of April 28. Beginning salaries are $7,616 and $9,029 respectively. One position is open in each category in the Department of Transportation, Albany.

Guidance Group Meet Scheduled

Alvin Toffler, author of "Future Shock," will be the keynote speaker at the annual conference of the American Personnel and Guidance Association March 23 to 26 at the Americana Hilton Hotels in Manhattan.

About 12,000 school guidance counselors and personnel officers from the United States and several foreign countries are expected to be on hand for the program which includes 400 workshops.

Dr. Rollo May, psychologist and author, will be another speaker.

Joint Alien Fight

Sen. Martin J. Knorr (R-C, Ridgewood, Queens) has introduced in the Senate which would prohibit employers from knowingly hiring illegal aliens in New York State. The bill would carry a penalty of $200 to $500 fine for the first violation and each subsequent violation would be a misdemeanor subject to fine or imprisonment.

Sen. Knorr and Assemblyman Fred G. Field (R-Colonie, Albany), who has introduced the legislation in the Assembly, said, "In the face of steeply rising unemployment throughout the state, we feel certain the bill will again meet with resounding approval of both houses of the Legislature and will be signed by the Governor this year."

The bill was overwhelmingly passed by both houses last year with strong support of the AFL-CIO, but was vetoed by former Governor Malcolm Wilson.

New York State’s No. 1 “Get-Well” card

The New York State’s No. 1 “Get-Well” card is the Blue Cross and Blue Shield Plans of New York State.
Civil Service Law & You

BY RICHARD GAUG

Human Rights Considerations

A recent decision from the New York State Court of Appeals considered the question of whether under the Human Rights Law pregnancy and childbirth may be treated differently in an employment relationship from other instances of physical or medical impairment or disability.

The court held that the pregnancy-childbirth classification was not impermissibly discriminatory. The court noted that a teacher who takes a pregnancy-related leave must be permitted to take advantage of her sick leave and sabbatical leave entitlements to the same extent as would be the case if she were suffering from some other temporary disability. The court also held that the State Education Department's prohibition against singling out pregnancy among all other physical conditions to which a teacher may be subject, as a category for special treatment in determining when leave from daily or annual sick leave may be taken, is not a violation of the Equal Protection Clause of the United States Constitution.

The State Supreme Court permitted the State Legislature to adopt a pregnancy-childbirth classification which would be supportable in a social welfare program. In New York, however, quite a different situation prevails.

IN THIS STATE we have a statute expressly forbidding discrimination based on sex. This classification is not foreclosed by constitutional prohibition as prescribed by legislative enactment. The court held that the test to be applied is not the constitutional standard under the equal protection clause, but the statutory standard set forth in the Human Rights Law. In the case decided by the Court of Appeals, however, there was a new and interesting twist. The personnel policy was not unilaterally promulgated by the employer as in the East Williston case, but was reached under the auspices of the Taylor Law, and was mutually negotiated by the employer and the employee organization. It is argued that contracts negotiated under the Taylor procedures are entitled to special status under the Human Rights Law.

The court held that there was no evidence presented that collective bargaining under the Taylor Law has broad scope with respect to the terms and conditions of employment limited by mean and clear rather than expressed prohibitions in the statute. The case was remanded to the Appellate Division for further proceedings.

The court now holds that personnel policies and practices are no less subject to the constraints of the Human Rights Law because they are the product of negotiations conducted under the Taylor Law, and therefore, since there is substantial evidence to support the determination of the Commissioner of Civil Service that there was no prohibited discrimination based on sex, the order of the Appellate Division was affirmed.

This case points out a specific area in which negotiations under the Taylor Law cannot supersede the plain language and intent of a statute such as the Human Rights Law. Union Free School District No. 6, Towns of Islip and Smithtown v. New York State Human Rights Appeal Board, 362 N.Y.S. 2d 139.

In a similar vein, Senator John Marchi, chairman of the Senate Finance Committee, said: "It is apropos that the Federal government is making an attempt in the Empire State to delegate to the federal government responsibility that it is now fulfilling most effectively."

As chairman of the Senate Finance Committee, Senator Marchi is fully aware of the fact that the nominal savings that the State would make by turning the inspection responsibilities over to the Federal government are not worth the harm that may be caused to factory workers.

It is not too late for the State Administration to change its views in the interests of all the people of our state.

Sept. 17, 1973

Don't Repeat This

(Continued from Page 1)

work in harmony on critical issues confronting the State. Both have moved swiftly and in a nonpartisan way to put into effect Governor Carey's recommendations to rescue the Inco- vent Urban Development Corporation. Again both moved swiftly to provide sufficient interim funds to prevent an increase in fares on New York City's subways and on commuter railroads.

The Fall Out

However, the momentum of harmony turned suddenly into discord over the election of three new members of the Senate. Reason for the sudden discord was the sensitive issue of the role of the Senate in the purpose of achieving school integration. In Boston, this legislature is the cornerstone of the public school system and accused racial tensions to explosive levels.

A serious question remains whether the legislative tensions around the vote present will die down or whether those tensions may rise to even more serious levels as the Legislature moves into the final days of wrestling with the State budget.

Days of showdown are rapidly approaching. The Budget must be approved by March 31, otherwise, the Legislature is left without money to meet its bills or its payroll. Since action on the budget is being taken by the Legislative, tensions and tempers among the members of the Senate are likely to increase in the days ahead.

Currently the civil service employees have an important stake in the shape of the budget. The Civil Service Employees Association has been engaged in hard-fought bargaining to increase salaries of the public employees to make for inflationary living costs.

A Wide Gap

While the cost of living increased by 12 percent last year, the average salary increase for the civil service employees was only 2 percent. There is no warrant for any effort on the part of the State Legislature to solve the budgetary problems by placing heavier burdens on the backs of the dedicated civil service employees. This is particularly so when so much of the budget depends on estimates of revenues, based on what will happen to the economy during the remainder of the year.

Clearly many reputable economists do not paint as gloomy a picture as that envisioned by the administration.

In this connection, it is disheartening to learn that the State administration has authorized the Federal government to assume the responsibility for enforcing safety and health standards in the State. This decision jeopardizes the jobs of some 600 State employees, whose experiences in factory inspection is vital need for the protection of factory workers.

Federal Take-Over

Ex-Governor Dewey, the former Governor of the State, put his finger on the issue when he said: "Turning in any way."

I. My mother, who gets monthly social security widow's payments, recently received an application to fill out application with a Social Security number. She also needs a Social Security number. I am about 20 years old and my mother's earnings record is full.

Q. What's happening to my Social Security checks?

A. Your mother is correct. While the cost of living increased by 12 percent last year, the average salary increase for the civil service employees was only 2 percent. There is no warrant for any effort on the part of the State Legislature to solve the budgetary problems by placing heavier burdens on the backs of the dedicated civil service employees. This is particularly so when so much of the budget depends on estimates of revenues, based on what will happen to the economy during the remainder of the year.

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LETTERS TO THE EDITOR

Training Programs

Editor, The Leader:

This is a copy of a letter sent to Dr. Edward C. Diamond, director of education of the Civil Service Employees Assn.

Our membership at Creedmoor chapter of CSEA has directed me, as chairman of the education and training committee, to direct your attention to a condition that is most distressing.

Apparently there is a sad lack of communication in regard to the scheduling and implementation of training programs for our employees. As a result, supervisors are notified of availability of courses, but employees are often not informed that the programs have been approved for training. As a result, the employee does not appear at the first training session, and it is assumed that he is no longer interested.

Muriel Newman
Chairman, Education & Training Committee

Chairman, Education & Training Committee

More About Testing

Editor, The Leader:

This is in response to the letter by Isabelle Astman, a secretary for the Division for Youth in Rochester, who called the secretary's test "ridiculous." Isabelle, you are so right. I myself believe it is highly inappropriate to the degree of what is expected of a Grade 5. Short-hand is hardly ever used in my office except for a few shorthand memos done at the spur of the moment.

We are asked to perform all the other jobs—of tasks—which are performed by Grade 9s and 10s because of the shorthand. We are paid as 5s. I believe it is an insult and an injustice to be taken advantage of. There must be a way to do away with shorthand or to let our bosses know we are paid as 5s and will just do as a 5. If they want us to perform as 9s, they can do something about it. They figure they can get by with it by saying, "We can't help it—it's Civil Service."

I've listened to that for three years, and because I missed my shorthand by three words, I am paid as a 5 but have to do the work of a 6 or more. I am so glad, Isabelle, that you put that letter in The Leader. Maybe a lot more people will wake up. Let's hope we hear more on this.

Mildred Allen
Empire State College

Sanitation Men Meetings Set

The Sanitation Officers of the Department of Sanitation will meet on Thursday, March 26 at 8 p.m. at 120 Main Street, Empire State College, for a meeting of the Negro Sanitation Officers of the Department of Sanitation.

The meeting is scheduled to be held at 120 Main Street, Empire State College, for a meeting of the Negro Sanitation Officers of the Department of Sanitation.

Saratoga Springs

Mediators And Fact-Finders

Named By PERB

ALBANY—The State Public Employment Relations Board announced the appointment of a number of mediators and fact-finders in ongoing negotiations involving the Civil Service Employees Assn. and various employers.

The mediators include Theodore Gates in the dispute between the Town of Brunswick, Mendon, and CSEA; and also in the dispute with Stillwater Central School District, Saratoga, and CSEA; and Benjamin Weinstock in the dispute between Herkimer Village, Herkimer, and CSEA; and命中 Lombardi in the dispute between the Town of Islip, Suffolk, and CSEA.

Fact-finders include Dale R. School in the dispute between the Essex County Board of Supervisors and CSEA; John Drotning in the dispute between Wayne County and CSEA; and Howard F. Fiume in the dispute between Niagara County and CSEA.

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The mediators include Theodore Gates in the dispute between the Town of Brunswick, Mendon, and CSEA; and Benjamin Weinstock in the dispute between Herkimer Village, Herkimer, and CSEA; and命中 Lombardi in the dispute between the Town of Islip, Suffolk, and CSEA.

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Three former presidents of Metropolitan Conference exchange experiences from their days as the region's top leaders. From left are Jack Veisz, who served 1972-73; Salvatore Butero, 1964-68, and Randolph Jacobs, 1956-72. Prior to Mr. Butero, Solomon Bendet, the incumbent president, had served a previous term.

Dorothy King, second from left, New York City Region 2 Mental Hygiene representative, meets with leaders from three of the institutions that she represents on CSEA Board of Directors. From left are Mary Edwards, Queens DC; Ms. King; Terry Dawson, Creedmoor chapter president, and Marjorie Reeves, Queens Children's.

CSEA treasurer Jack Gallagher, right, answers questions posed by Edward Diemond, left, CSEA director of education, and Francois Frazier, Motor Vehicles delegate to New York City chapter. The City chapter is largest organization of state employees in CSEA structure.

Martha Owens, newly elected as pro-temp president of the Metropolitan Retirees chapter, confers with retiree John LoMonaco, former president of Metropolitan Division of Employment chapter. Ms. Owens is chairman of region's political action committee and Mr. LoMonaco is chairman of retiree affairs.

Collective bargaining specialist Robert Guild shares an informal moment with Willowbrook chapter secretary Edna Pencosie, immediate past secretary of the Metropolitan Conference.

Willowbrook's Patrick Fraser and Margaret Johnson were among attentive participants at the New York City Region 2 meeting last month at Luchow's Restaurant in Manhattan.

James Chiaraville, left, and Tony Venticello, delegates from New York City chapter, man the registration desk, checking in the more-than-100 delegates who attended the afternoon meeting.

Jay Berman, publicity chairman for Metropolitan Division of Employment chapter, gestures emphatically as he warns of dangers to the public if Occupational Health and Safety Act is not passed by the Legislature this term.

Among delegation from New York City chapter were Sally Bendet, second vice-president Ben Lipkind, tax delegate Berlachzie Michelbem, Judicial delegate Ethel Ross and third vice-president Arthur Lakerta.
Public Services chapter president Cynthia Doyle, member of statewide nominating committee, explains election procedures.

Gennaro Fischetti, chairman of regional committee to investigate safety conditions in World Trade Center, gives report.

Edna Reilly, delegate from Metropolitan Division Employment chapter, warns of aliens being employed by state.

Attention to regional matters is given here by regional officers, from left, first vice-president Ronnie Smith, second vice-president Vincent Rubano and treasurer John Eversley.

NYC MEETING

Region third vice-president William Cunningham offers motion to support continuation of State Commission investigating nursing homes.

Civil Servants are being harassed to make room for CETA hires, warns Kings County State School chapter president James Gripper.

Metropolitan Division of Employment chapter president William DeMartino, left, listens as chapter vice-president Ralph Fabiano explains work being done by statewide CSEA committee to study effects of CETA program.

George Boncoraglio, delegate from South Beach Psychiatric chapter, catches up on latest CSEA news during a break in business proceedings.

Seated in foreground at business session are Canute Bernard, center, Labor departmental representative to CSEA Board of Directors, and Robert Keeler, Downstate Medical Center chapter president. Immediately behind them, from left, are New York City chapter delegates Edwin Fitts, Maritime College; Francois Frazier, Motor Vehicles, and Evelyn Glenn, Social Services.

This group of CSEA officials pay attention to issues being debated by delegates. From left are Nat Flowers, Kings County State School, Pablo Cruz, Sheridan chapter at Manhattan State School; Harold Krangle, CSEA field representative and former president of Waterfront chapter, and Roy Seabrook, Metropolitan Armories chapter.

Abe Libow, New York City chapter recording secretary, warns about loss of protection for state if most inspectors are transferred to federal government, as Sylvia Libow and State Executive Committee chairman Victor Fodell listen.
Flaumenbaum Heads CSEA Arthritis Television Effort

Irving Flaumenbaum, president of Long Island Region 1, Civil Service Employees Assn., has called on all chapter presidents to assist him in supporting the Arthritis Foundation's first "Stop Arthritis Telethon" to be broadcast on March 22-23.

"Nearly two million men, women and children in New York State are victims of crippling arthritis," said Mr. Flaumenbaum, "and only one voluntary agency is devoted solely to helping these sufferers: The Arthritis Foundation."

Also president of CSEA's Nassau chapter, Mr. Flaumenbaum sent a special appeal to his 59,000 Long Island members, asking for telethon pledges. He also wrote to all 375 other chapter presidents, calling on them to encourage support of the telethon among their members.

"Each one of us has most likely known the heartbreak and tragedy of watching someone in our own family suffer endlessly with the terrible misery of arthritis," noted Mr. Flaumenbaum. "The Arthritis Foundation reports that one in every 10 Americans has arthritis severely enough to require medical care. Many receive modern treatment and help ease pain and prevent crippling at Foundation sponsored clinics. The Foundation also supports programs of professional education and research to find the cause and cure of arthritis."

The "Stop Arthritis Telethon," co-hosted by Rosalind Russell and Jane Wyman, will reach millions of viewers in New York, New Jersey, Connecticut and Pennsylvania. To be broadcast on WOR-TV, Channel 9, the telethon will begin at 11 p.m. Saturday, March 22, and continue through 5 p.m. Sunday. Mr. Flaumenbaum will be on-stage as the public employee representative during the broadcast. He asks all chapters to call him, either in advance or during the program, to have their contributions announced on the air.

"When the Arthritis Foundation asked if I would serve as our CSEA representative on the panel, I was proud to say yes," said Mr. Flaumenbaum. "He asked all chapters to call me, either in advance or during the program, to have their contributions announced on the air."

Mr. Dolan said that the Northeastern New York chapter of the Arthritis Foundation has been active in raising money for the Arthritis Foundation, and that the chapter has been able to contribute to the telethon campaign.

The Northeastern New York chapter of the Arthritis Foundation will function as pledge headquarters for the telethon, with 207 telephone area code regions for the "Stop Arthritis Telethon," according to Joseph J. Delano Jr., chapter president. Mr. Delano is assistant executive director for CSEA.

Contributions are vital to carry on the local chapter activities, Mr. Delano stated, and pointed out area residents may contribute to the chapter's spring fund campaign by calling the following local numbers: Albany area, 434-110; Saratoga Springs area, 547-790; Glens Falls area, 828-9567, and Saratoga Springs area, 547-7946. "During the telethon, however, please call 463-0763 to make your pledges," Mr. Delano reminded.
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Jan 27 - Guayaquil, Ecuador $429
Jan 27 - Panama City $529
Jan 27 - Asuncion, Paraguay $559
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11504 ALLENTOWN RD, ROCKVILLE, MD 20852-7200

ALBANY — Assemblyman Alfred A. DellaBovi last week introduced legislation designed to eliminate ethnic testing of civil service personnel and job applicants.

The Assemblyman said his bill would regulate the selection of the State Executive Law which gives agencies the legal right to ask such questions.

Mr. DellaBovi introduced a similar measure last year which caused the assembly but died in committee in the Senate. This year's bill Senate sponsor is Senator Edwin E. Mason (R-Flint).

Discussion To Be Held On Retirees' Problems

BROOKLYN—A meeting of the Brooklyn Chapter 500, National Association of Retired Federal Employees, will be held at 1 p.m. Saturday, March 22, to discuss problems facing retirees involving pensions and Social Security.

The meeting will be held at the Kings County War Memorial at Fulton and Orange Streets in the Borough Hall section of Brooklyn.

A spokesperson for the organization, Samuel Komanday, commented: "President Ford’s plans seem aimed toward making the people on Social Security and pensions the first ones on line to lose the ladder of welfare payments.

"We have yet to see our president and others with ample or more than ample incomes come forward to take the first bite.

President Ford plans to place a

5 percent oiling freeze on federal annuities and Social Security increases for the next 18 months. Of course, no freeze or ceiling is planned on the skyrocket increase of all that goes to make life possible.

"Our chapter has been active in the struggle to protect the rights of all retirees. We invite everyone to come to our next meeting and help safeguard the welfare of all who stand to suffer from attacks on retirees."
Monroe Pact Has 17% Hike

(Continued from Page 3) 

An increase in mileage payments for workers who use their own cars on county business from 11 to 15 cents per mile, with a recorder clause effective next December if gasoline prices increase by that time.

• An increase in shift differential pay from 10 to 20 cents per hour for employees who spend more than half their working time between 6 p.m. and 6 a.m.

• An increase in the number of days that can be accrued in sick leave for six months during any long term illness after all other leave credits are used.

• Preference based on seniority for workers who use their sick leave bank from 180 to 180 days.

A guaranteed half-pay for sick leave for six months during any term illness after all other leave credits are used.

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WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 69 Thomas St., New York, 12001, between 9 a.m. and 5 p.m. daily. Applications are accepted only during the filing period.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 69 Court St., Brooklyn, 11201; phone: 268-3400; City Hall, 1 City Hall Park, New York, 10007 and 10008; phone: 754-3000; Civil Service Commission, New York State, applicants should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202; phone: 656-9999.

On the third (Continued from Page 12)

STATE — Regional offices of the Board of Education and Civil Service are located at the World Trade Center, Tower 2, 50th Floor, New York, N.Y. 10048; (phone: 688-6000; State Office Campus, Albany, 12205; Suite 760, 1 W. Genesee St., Buffalo 14202. Applications may be obtained at the office or by sending a stamped, self-addressed envelope with their request.

Various State Employment Service offices can provide applications to persons not by mail.

For positions with the Unified Court System throughout New York City, persons desiring applications should contact the Staffing Services Unit, Room 1209, Office of Court Administration, 370 Broadway, N.Y., phone 488-1414.

FEDERAL — The U.S. Civil Service Commission, New York Region, 200 Cranberry St., Brooklyn Information Center at 26 Federal Plaza, New York, 10007. Its hours are 8 a.m. to 5 p.m. weekdays. Telephone 384-0422. Federal entrants must be at least five days before the deadline.

Information is available online or in person at the Personnel Department.

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The Board of Higher Education advises teaching staff applicants to contact the individual school directly.

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NEW YORK STATE WORKERS
PAY LOSS OVER 15%

UP, UP AND AWAY — Commerce chapter of the Civil Service Employees Assn. has prepared this chart for distribution to show the real wages of state employees, and how their salary increases have been eroded away by inflation during the past two years. It will be noted that for only a brief time in April 1973 did employees get a bit ahead. Since then, it has been a losing battle to the cost of living.

Weidman Defends Meat Inspectors

(Continued from Page 1)

2. The Union of Orthodox Rabbis will suffer the loss of many jobs resulting from the closing of kosher slaughter establishments thereby causing the Jewish community to lose those meats and products that are highly unlikely that the federal government under its Meat and Poultry Inspection Program would undertake to inspect many of the present kosher operations.

3. The adverse effects regarding kosher establishments can also be said about other small specialty meat processing establishments which cater to a particular nationality or ethnic group.

Possible increase in illegal distribution of meats and poultry products could occur in New York State. Presently the NYS program has nine inspectors assigned to its 18 slaughter establishments in New York State to inspect meats and poultry products. It is absolutely impossible to police an area of the size of New York State with only a few trained meat inspectors.

The state program is for the most part, much more in tune with the smaller slaughter-houses and meat processors with which we are primarily dealing. Both as to organization and implementation. Federal policies and procedures tend to be formalized with the larger operations in mind. This makes it difficult for the smaller operator to compete and will, in the long run, force many small operators to cease business or go "underground." This will tend to leave many rural areas and smaller cities with an inadequate number of inspected establishments and an increased reliance on "illegal" underground or so-called "backyard" operations. There are certainly enough of these illegal operations to cause major problems.

Even now they are effectively undermining the legitimate inspected establishments. This is truly a consumer injustice!

I believe our state compliance staff is much larger than it was in the late 1940's. The present time our compliance staff is undermanned, but I believe would be even more so under a federal takeover, at which time many more uninspected meat and poultry products would be on the market without inspection. This would be a major loss to the health and safety of many unsuspecting consumers.

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