CSEA officials at press conference last week were, from left, William Blom, director of research, CSEA president Theodore C. Wenzl and John Garey, assistant executive director for counties.

Wenzl Asks End Of Firings; Requests Meet With Carey

ALBANY—The Civil Service Employees Assn. has demanded an immediate moratorium on any further implementation of layoffs of state workers, pending a bilateral review of the entire layoff situation.

CSEA president Theodore C. Wenzl issued that demand in a letter to Gov. Hugh L. Carey last week. He also requested an immediate high-level meeting between himself and the Governor and asked for the state to provide a complete list of all layoffs so that the CSEA can represent affected employees.

Dr. Wenzl called the Carey Administration "a reign of terror" relative to the State of New York is one of abuse of managerial authority that he has ever witnessed in his many years as a staunch union activist.

"If the Governor thought that this union would stand idly by with passive indifference, while he swung his bloody axe, then the Governor was wrong! A wave of fear, apprehension and helplessness is sweeping the ranks of state workers because of the Governor's callous use of layoffs as a pressure tactic on the State..." (Continued on Page 11)

DENY PACT DECISION REACHED: N.Y. TIMES STORY IS ATTACKED

ALBANY—The Civil Service Employees Assn. reacted bitterly last week to a published report that a joint legislative committee had reached agreement on a recommended settlement in the current CSEA-State contract dispute. A CSEA spokesman called the report "totally erroneous" and said the union has concrete evidence to dispute the accuracy of the report.

CSEA president Theodore C. Wenzl flatly stated, "The joint legislative committee is still in deliberation and has reached no conclusions, not even a tentative one, as of today. CSEA has been in direct contact with the chief staff aides of the local committee of both houses of the legislature, and they told us deliberating any continuing and are expected to continue into early next week; no tentative conclusions have yet been reached. Nothing, they agreed, has even been put into written, draft form.

The published report, in the New York Times, "raises a question as to the credibility of one of America's most prestigious newspapers," Dr. Wenzl said, noting that publication of the report "created a wave of widespread outrage and disbelief among our membership across the state." The union headquarters switchboard in Albany was swamped by calls of protest, the union leader said.

Additional support for CSEA’s posture on the report, Mr. Wenzl said, came from legislative committee co-chairman Assemblyman Stephen B. Creco, who stated on an Albany newswrap for a local radio station last week that no agreement had been reached on a recommendation, "and in fact that the full legislative committee has not yet met to begin deliberations to arrive at a final recommendation on the matter."

Dr. Wenzl termed the "erroneously reported" recommendation of 3.6 percent as "absurd and outrageous." He said such a figure "would be absolutely unacceptable to our members. The reaction of the union, and that of our membership, would be..." (Continued on Page II)

Return CSEA Election Ballots Before June 21 For Statewide, Region Officers

Vote This Week On Erie County Final Pact Offer

BUFFALO—Following informational meetings this week, members of the Erie County chapter of the Civil Service Employees Assn. will vote Friday, June 20, on a proposition reading, "Do you accept the final offer of the county?"

A "yes" vote will mean the acceptance of the three-year package, while a "no" vote will send the contract dispute to the County Legislature where a one-year settlement can be imposed. Voting hours and locations are as follows:

- Main Building, 6th floor (dining room off cafeteria), 9 a.m.-6 p.m.
- County Clerk’s Office, Courthouse, 4th floor, 8 a.m.-5 p.m.
- Buffalo & Erie County Li-brary, 1235 Washington St., 9 a.m.-4 p.m.
- Erie Community College North, Cafeteria, 9 a.m.-4 p.m.
- Erie Community College Southtowns, Cafeteria, 9 a.m.-4 p.m.
- E. J. Meyer Memorial Hospital, Cafeteria, Main Floor, 9 a.m.-4 p.m.

CSEA Legislative Program

ALBANY—A number of bills of interest to members of the Civil Service Employees Assn. will be introduced in this year’s session of the Legislature.

CSEA attorneys and lobbyists have been working with various legislators, placing finishing touches on the wording of the various bills to make them acceptable to the state senators and assemblymen who have agreed to act as sponsors in the two houses of the Legislature.

This sponsorship of bills is a routine operation in the Legislature and, as part of the legal process, lobbyists representing special interests such as those of the Civil Service Employees Assn. are registered and recognized as a valuable supportive force in the process.

While the bills given below represent the bulk of those pertaining to CSEA members in this session, lobbyists are expected to take positions on other bills affecting state and local government employees as soon as the union’s Legis-lature-watchers become aware of them.

In addition, there are other pieces of legislation on which CSEA lobbyists are still working out appropriate..." (Continued on Page 14)
**Orphans' Campaign Drive**
**Nets $3,500 In Nassau**

**MINOLEA—** The campaign sponsored by the Civil Service Employees Assn. to help 10 orphaned Nadolney children has produced a fund of more than $3,500. It was announced by Irving Flaumenbaum, president of the Nassau chapter.

A recent drawing climaxned the campaign with the award of prizes to four winners. The proceeds are to be used to reeducate and renovate the home of the children.

The parents family placed the hearts of civil service workers and the general public when they resolved to stick together following the death of their father, Joseph Nadolney, in January. Mr. Nadolney was a member of the Department of Public Works unit of the Nassau chapter.

The prize winners were: T. Kennedy, Nassau Department of Social Services, a portable color TV set; Josephine Espostato, Nassau County Clerk's office, an AM-FM radio; June Sisk of Hemstead, a hair dresser, and Bruce Grant, Nassau Department of Public Works, an electric skillet.

The effort was directed by a committee consisting of Mr. Flaumenbaum, DPW unit president Robert Ricketts, Anthony J. Carmelli, Lillian Rosoff, and Caroline Banki. Mr. Flaumenbaum paid special tribute to Mr. Carrelli who personally handed more than $1,000 in receipts.

**Four Nassau Jobs Opening**

**MINOLEA —** The Nassau County Civil Service Commission is presently accepting applications for four positions with the county.

For division plans coordinator ($3,000) and superintendent of sanitation division planning and research ($2,779), filing closes June 30, and exams will be held July 12; for police communications and telecopier operator ($2,600), filing closes June 24, with an exam scheduled for July 19. No written exam is needed for coordination of public works drafting services ($2,900), with a July 11 closing date.

Official announcements and applications may be obtained from the county Civil Service Commission, 140 Old County House, Mineola.
6¼% Boost, Variety of Fringes, Contained In Livingston’s Pact

GENESEO—A new two-year contract providing a 6¼ percent wage increase in the first year and a hike in fringe benefits has been approved by members of the Livingston County chapter, Civil Service Employees Assn.

“We’re happy, and we think it’s a fair contract for both sides as well as for the taxpayers,” said James Murray, chapter president. The pact includes a wage reopener in 1976.

Mr. Murray pointed out that the 6¼ percent wage increase, amounting to about 26 cents an hour in Step 3, is equal to 1 percent on the base wage. It affects more than 300 CSEA members.

The agreement was reached with the help of a state Public Employment Relations Board fact-finder five months after the previous contract expired.

Other benefits include a mileage rate increase from 11 to 14 cents a mile, retroactive to Jan. 1, with a reopener for 1976; three additional days of vacation, for a total of four weeks and three days, for employees with 25 years or more of service and a $2 co-payment prescription drug rider, effective June 1. Also provided were an extra paid uniform, from two to three, for employees who must wear uniforms; an increase in shift differential pay, from 10 to 15 cents an hour for the first shift and from 15 to 20 cents an hour for the late shift, and an additional pay increase of 30 cents an hour for boiler room employees.

Johnstown—Civil Service Employees Assn. has termed a resolution adopted by the Fulton County Board of Supervisors “a mockery of the concept of collective bargaining” and is demanding that the Board’s decision be rescinded.

The resolution passed at a recent meeting of the Board would prohibit any new salary increases for county workers in 1975 and 1976. CSEA represents most employees of the county and feels that any bilateral action by the county that would limit upcoming contract talks is tantamount to “bad faith negotiations.”

William Sohl, president of the Fulton County CSEA chapter, in a letter to the Board of Supervisors, has asked the Board to rescind the resolution, “in view of its adverse effect on county employees and on the negotiations that are to take place between the county and CSEA this fall.”

In the letter, Mr. Sohl said, “The Fulton County chapter of CSEA would like to continue its amicable relationship with the Board . . . but we would like its members to know that we will not be intimidated by its recent actions.

We therefore feel that if the resolution in question is not rescinded at the next regularly scheduled meeting, we have no choice but to file an improper practice charge under Section 208-A of Civil Service Law with the Public Employment Relations Board.

Although the resolution was passed, eight supervisors opposed it, pointing out the “bad faith possibilities inherent in the policy change it represents.”

“Salary raises have always been and always will be an integral part of any bargaining talks on employee work agreements,” said CSEA field representative Aaron Wagner. “Of course we recognize the cost of living is continuing to skyrocket and that times are tough—all the more reason for waiting Fulton County employees to keep up with the rising prices and keep their heads above water. But the important point now is not the need for a raise, but the fact that employees now available have the right to bargain for one.

‘How can two parties enter negotiations in good faith when one of those parties has already decided for himself some of the ground rules?’

Fulton Resolution Denying Raises Attacked By CSEA

Imperfect Act Charge Laid To Tompkins

ITHACA—The Civil Service Employees Assn. has termed a resolution adopted by the Tompkins County Board of Supervisors “a mockery of the concept of collective bargaining” and is demanding that the Board’s decision be rescinded.

The resolution passed at a recent meeting of the Board would prohibit any new salary increases for county workers in 1975 and 1976. CSEA represents most employees of the county and feels that any bilateral action by the county that would limit upcoming contract talks is tantamount to “bad faith negotiations.”

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‘How can two parties enter negotiations in good faith when one of those parties has already decided for himself some of the ground rules?’

One-Year Chenango Pact Has 7.5% Hike

BUFFALO — A one-year contract between the Civil Service Employees Assn., and the Chenango County HOSPITALS, Employees Assn., and the county “deliberately left the item out of the final contract.”

The resolution passed at a recent meeting of the Board would prohibit any new salary increases for county workers in 1975 and 1976. CSEA represents most employees of the county and feels that any bilateral action by the county that would limit upcoming contract talks is tantamount to “bad faith negotiations.”

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Fulton Resolution Denying Raises Attacked By CSEA

Imperfect Act Charge Laid To Tompkins

BUFFALO—Joseph Vollmer, president of the New York CSEA chapter, has termed a resolution adopted by the Fulton County Board of Supervisors “a mockery of the concept of collective bargaining” and is demanding that the Board’s decision be rescinded.

The resolution passed at a recent meeting of the Board would prohibit any new salary increases for county workers in 1975 and 1976. CSEA represents most employees of the county and feels that any bilateral action by the county that would limit upcoming contract talks is tantamount to “bad faith negotiations.”

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Prize benefits added include a mileage increase of from 10 to 15 cents per mile; the addition of death benefits to those already in an employee’s annual salary to $20,000 maximum; an increase in the county’s share of health insurance from 35 to 50 percent, plus added provisions to have the county pay the complete cost of retiree health insurance and 35 percent of retiree dependent benefits.

New in the contract is a provision for unpaid leave for 12 months for permanent personnel with at least one year’s service. Two half-holidays were added—Christmas Eve and New Year’s Eve—bringing the total holidays to 12. The maximum accumulation of sick leave was increased from 120 to 153 days and personal leave days were increased from three to four.

New vacation periods were established in the contract for nurses. There are 10 days after one year (was five days with 10 days after two years); 15 days after five years (was after seven years), and 20 days after 10 years (was one additional day more than 15 after 15 through 20 years service up to a maximum of 30 days).

FULTON COUNTY INSTALLATION — Civil Service Employees Assn. executive vice-president Thomas McDermott, left, installs the new officers of the CSEA Black River Valley chapter, Watertown. The officers are, from left, Larry Ludy, first vice-president, Sally Holmquest, president, Shirley Abar, secretary, and William Dupre, president.
Subpoenas Needed To Force Putnam Board To PERB Meet

CARMEL—The Putnam County Board of Supervisors had to be subpoenaed to attend the April 29 hearings with the Civil Service Employees Assn. before the Public Employment Relations Board New York City.

The subpoenas were served because the assistant county attorney said he could not guarantee the presence of the supervisors.

The supervisors claimed at the hearings that the subpoenas had been served illegally because they had not been given a travel fee. However, it was learned they refused fees when the process server offered them. Supervisor Donald Smith said he was served illegally because he had not been given the subpoenas 24 hours prior to the hearing. Cheesecake Region 3 attorney Arthur Grice added that Mr. Smith had avoided the process server on at least two occasions.

"This shows not only the thinking of the board, but also that the polls are not being elected officials are capable of telling," said H. Kent, CSEA collective bargaining specialist for the Putnam CSEA chapter.

The regular meeting of the board was cancelled earlier this month, apparently as a result of the presence of an information packet thrown up around the county courthouse, the place of the board meeting, by chapter members.

Mr. Grice asked all witnesses to be excluded from the hearing room until required to testify in order to show how widely the supervisors' testimony varied. Their testimony showed that at least one supervisor was

Mr. Kane said, "Even if we agreed to negotiate and had all six supervisors present, we couldn't be sure they would know where they were or what reason they were there."

On June 16, the CSEA negotiating team with Mr. Kane met with the board.

"The meeting degenerated into a shouting match," Mr. Kane said. "Apparently the board doesn't like to see the truth being printed about them."

The supervisors admitted at the June 16 meeting that they had never been given the CSEA contract. Originally, they told the union they had unanimously rejected the contract. But the latest meeting revealed that Supervisor Thomas Bergin made the motion to vote on the contract, but the motion failed for lack of a second.

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Open Continuous State Job Calendar

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Maintenance man
(Mechanic—Statewide except Albany) $7,616 varies
Medical Specialist I $27,942 24-407
Medical Specialist II (Bd. Eligible) $33,704 20-408
Medical Specialist II (Bd. Certified) $35,373 20-408
Mental Hygiene Asst. Therapy Aide $7,204 20-394
Mental Hygiene Therapy Aide (BTS) $7,616 20-394
Motor Equipment Repairman
(Statewide except Albany) $9,946 varies
Nurse I $10,118 20-584
Nurse II $11,337 20-585
Nurse II (Psychiatric) $11,337 20-585
Nurse II (Rehabilitation) $11,337 20-587
Occupational Therapist $11,337 20-176
Senior Occupational Therapist $12,670 20-550
Offset Printing Machine Operator $6,450 20-402
Pharmacist $12,670 20-194
Senior Pharmacist $14,880 20-194
Physical Therapist $11,337 20-177
Senior Physical Therapist $12,670 20-551
Principal Actuary (Casualty) $22,694 20-417
Psychiatrist $27,942 20-390
Psychiatrist II (Board Eligible) $35,373 20-391
Psychiatrist II (Board Certified) $35,373 20-391
Radiology Technologist ($7,632-99-004) $25,334
Radiology Technologist (T.B. Service) ($8,070-98-797) 20-334
Senior Medical Records Librarian $11,337 20-304
Senior Recreation Therapist $11,337 20-533
Senior Recreation Therapist $12,670 20-553
Senior Therapist $17,429 20-122
Senior Sanitary Engineer $17,429 20-123
Specialists in Education ($16,358-99-994) 20-312
Speech & Hearing Therapist $11,337 20-178
Sr. Speech and Hearing Therapist $12,670 20-552
Stationary Engineer $8,564 20-100
Senior Stationary Engineer $10,714 20-101
Steam Fireman $7,616 20-303
Vapotherm-Technician $varies varies
Varitype Operator $6,811 20-307

Additional information on required experience and application form may be obtained by mail or in person at the State Department of Civil Service State Office Building Campus, Albany, New York 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genessee 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.
State Budget Division Promotions

The State Civil Service Department is accepting applications until July 14 for seven promotional positions with the state’s budget division.

The positions—principal budget examiner (39-022), principal budget examiner management (39-022), principal budget examiner, public finance (39-023), associate budget examiner (39-024), associate budget examiner, employment relations (39-025), associate budget examiner, management (39-026), associate budget examiner, public finance (39-027)—have salaries ranging from $27,640 to $30,515.

Oral examinations for these positions will be held in August or September.

For the principal budget examiner post, candidates must have one year’s experience as associate budget examiner in the specialized area needed. A year’s experience as an associate civil engineer will also be accepted for principal budget examiner no. 39-023.

A year’s experience as a senior budget examiner will qualify candidates for the associate budget examiner positions.

Application forms (OSD-5) may be obtained at agency personnel or business offices. Forms may also be obtained by mail or in person at the state civil service offices at State Office Building Campus, Albany; Two World Trade Center, Manhattan, and Suite 700, Genesee Building, 1 West Genesee St., Buffalo.

Appoint Kicinski

ALBANY— Walter T. Kicinski, 35, of Lebanonville, has been appointed deputy secretary by Gov. Hugh L. Carey. Mr. Kicinski, formerly special assistant to the comptroller, governor, was appointed deputy to the comptroller by the late Gov. John A. Adler. Mr. Kicinski will be responsible for developing policy alternatives for the comptroller, governor, and the comptroller’s office.

CITED IN PENSION CASE

WHITE PLAINS— The comptroller’s office, in a bid to secure higher salaries, has been cited in a pension case.

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Ray Cassidy, Westchester County CSEA chapter president, left, and Leonard Webster, Mount Vernon unit president, prepare for a seminar on implementation of the Comprehensive Employment and Training Act (CETA) at the county. The seminar was held at Westchester chapter headquarters.

Westchester Holds A Seminar On CETA

WHITE PLAINS— A seminar on implementation of the Federal Comprehensive Employment and Training Act (CETA) was recently held at Civil Service Employees Association Westchester County chapter headquarters. Chairing the seminar were Donald Webster, Mount Vernon unit president, and Raymond Cassidy, chapter president.

The seminar considered some abuses created by the CETA program when not properly administered.

However, Mr. Webster added, Mount Vernon is ending the Civil Service process by filling jobs that should be set aside for regular city employees.

The discovery of 41 violations of CETA guidelines in Westchester, which launched the seminar, came as a result of a three-month investigation by Mr. Webster into the CETA program as it was administered in the City of Mount Vernon.

One example cited by Mr. Webster was the hiring of people not eligible for the program, permitting employees hired as temporary under the program to receive benefits, and the use of the program to fill positions with employees who were not eligible for CETA funds.

Some of the major violations discussed included the hiring of people not eligible for the program, permitting employees hired as temporary under the program to receive benefits, and the use of the program to fill positions with employees who were not eligible for CETA funds.

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The discovery of 41 violations of CETA guidelines in Westchester, which launched the seminar, came as a result of a three-month investigation by Mr. Webster into the CETA program as it was administered in the City of Mount Vernon.

Some of the major violations discussed included the hiring of people not eligible for the program, permitting employees hired as temporary under the program to receive benefits, and the use of the program to fill positions with employees who were not eligible for CETA funds.

One example cited by Mr. Webster was the hiring of people not eligible for the program, permitting employees hired as temporary under the program to receive benefits, and the use of the program to fill positions with employees who were not eligible for CETA funds.

The seminar considered some abuses created by the CETA program when not properly administered.

However, Mr. Webster added, Mount Vernon is ending the Civil Service process by filling jobs that should be set aside for regular city employees.
The Race Is On

FOUR candidates seeking the presidency of the Civil Service Employees Asn. must seem uneventful to the members of New York City’s Uniformed Firefighters Asn., which has eight presidential aspirants.

Large fields are frequent when there is no incumbent, but in both these cases, the current office holder is being challenged.

There is no question that multi-candidate fields in these two union elections further mirror the frustration felt by voters due to the inability of government at all levels to reverse the trend towards higher prices and greater unemployment...the double whammy of simultaneous inflation and depression.

Without defending or attacking any of the candidates, we must sympathize with the plight of the principal contenders for management, and the membership will soon be venting their frustrations again.

Once the decisions are announced, however, it will be important for the winners and the losers and their supporters to immediately get down to work for their organizations.

If they fail to re-form in unity, they will be easy prey for management, and the membership will soon be venting their frustrations again.

Pound-Foolish

GRASS-ROOTS efforts to counter the foolish slashing of funds for the State Department of Labor are cropping up around the state.

The cutback of federal funds has resulted in an announcement by Governor Carey that 500 Labor workers will not be able to effectively help them if our work force will no longer dominate Presidential campaigns.

The reason given for the termination was that the Governor has strong, dedicated support among the unemployed in New York State, where unemployment is drastically cut. The action is certainly penny-wise and pound-foolish.

At the Democratic dinner was the emergence of Governor Wallace. Clearly, the Governor has strong, dedicated support as well. As it is, belief is stretched to the breaking point when we witness the bankruptcy that confronted New York City and skillfully.

What may have been the most significant development at the Democratic convention was the emergence of Governor Wallace as a potential running mate. He has been raising funds and has announced a campaign.

The reason given for the termination was that the Governor was competing against a much smaller number of poor candidates in various state primaries. This factor may appear to give him more support among the voters than he actually enjoys.

The other problem troubling New York is the issue of a probationary period under the Rules and Regulations. As they see it, with détente under way with the Soviet Union, the major issue in international relations.

THE REPORT WAS written by a special investigator and submitted to the Department’s Personnel Director. The petition was not told that such a report had been submitted.

On May 7, 1971, the petitioners’ services were terminated. The reason given for the termination was that the petitioner had failed to complete his probationary period successfully. The petitioner’s discharge came at the end of his 16th week of service.

Rule XVII of the Suffolk County Civil Service Rules require that every permanent appointment made from an open competitive list be made subject to a probationary period of not less than eight nor more than 26 weeks. The rule also states that an appointment shall become permanent upon the completion of the maximum probationary period unless prior to the completion of this period the petitioner receives written notice that the probationary period is being extended. If the petitioner receives such notice, his appointment becomes permanent upon completion of the maximum probationary period.

THE PETITIONER ARGUED that Rule XVII requires that there must be both a minimum and maximum period for a probationary appointment, and that the appointing authority may not disregard the eight-week maximum and grant merely a single probationary appointment for a maximum period. Petitioner contended, therefore, that his probationary term of eight weeks subject to being extended to 26 weeks upon receiving notice of the extension as required by the rule. Because he did not receive notice that his probationary term was being extended beyond the eight-week minimum, the petitioner concluded, and the court agreed, that he became a permanent employee at the end of his eighth week of service.

Respondents argued that the Civil Service Rule confers on them discretionary power to specify the length of the probationary period as long as it is not less than eight weeks nor more than 26 weeks.
LETTERS TO THE EDITOR

Open Letter

(Editors note: The following letter was directed to the 15 state legislators who form a special panel to decide on the amount of a wage increase for state workers. A fact-finding panel recommended an increase of 6 percent; however, this was rejected by Gov. Hugh L. Carey, thus placing the issue before the legislature. The committee includes the following senators: John Marchi (R-Staten Island), chairman of the Senate finance committee; Norman Levy (R- Rockville Centre), chairman of the labor committee; William T. Smith (R-Big Flats), chairman of the social services committee; Bernard G. Smith (R-Northport), chairman of the conservation and recreation committee; A. Frederick Meyerson (D-Brooklyn), and John Perry (D- Rochester), Assemblymen on the committee are: Stephen B. Green (D-Buffalo), chairman of the governmental employees committee; Arthur Eve (D-Buffalo), a past member of previous Impasse committees; Anthony DiFalco (D-Manhattan), chairman of the utilities committee; Thomas J. Quinlan (D-The Bronx); Willis Stephens (D-Brookfield), and Lloyd S. Ripford (R-Auburn).)

We are writing with reference to the stage package with the

Civil Service Employees Assn. on which you must soon vote. Since you are, or will be, thoroughly familiar with the monetary arguments on both sides, we would like to offer an appraisal from another angle.

In New York State, public employees are forbidden to strike because of the Taylor Law. When negotiations break down, provisions of that law send the dispute to the Public Employment Relations Board (appointed by the Governor) for fact-finding and recommendations. If either side rejects those recommendations, you in the legislature are left with the hot potato, as has now happened. However, we feel affirmative action on the PERB recommendations is imperative if labor relations with public employee unions are to have any stability. Let us explain.

If, when a supposedly impartial board (which, if it has bias, certainly would not tilt in the union direction but toward the source of its appointive existence) makes recommendations which the union accepts and the Governor rejects—the legislature sides with the Governor or moves in the direction that the Taylor Law becomes an incredibly stacked deck. Consequently, we see little hope that any public employee union would honor it in the future. What incentive would there be for the government to bargainer in good faith? Why should the union not strike?

Present economic and job situations make a strike this year extremely remote. Next year may be a different story. Nobody likes strikes—nobody solves them. They are acts of desperation, taken in many instances by unions who feel they have nothing to lose.

We suggest that the legislature's acceptance of PERB's recommendations would set a good precedence and establish a psychological climate of justice. Other action could, and, in our opinion, would create that sense of hopelessness, injustices, and desperation so insidious to any human relations.

We sincerely hope you will consider the above in making your decision.

Shirley Krebsberg
Robert Anthony
Creedmoor Chapter, CSEA

Firefighter Layoffs

Editor, The Leader:

As a New York City resident and a Lieutenant in the Fire Department I question the wisdom of "laying off" firefighters.

As this point in time, firefighters are so overworked because of the tremendous increase in fires and other emergencies that they are near the breaking point. To decrease the number of firefighters' and firemen, thereby increasing the response time, is tantamount to pronouncing a death sentence on a certain but anonymous number of our city's dwellers. Children in particular will bear the brunt of this intentional carnage. How much is a child's life worth? How much is your child's life worth?

The Mayor should not express shock, surprise or profound regret after the death of one of these creatures because the fire trucks did not reach the scene on time. We will have been the first cause of the reaction that culminated in the untimely demise of one of our young.

(Continued on Page 13)
NEWBURGH—The action is going to be in the State Legislature in regard to Governor Carey's rejection of a fact-finders' recommendation for a 6 percent raise for state employees, and now is the time for CSEA members to let their legislators know how much they need and deserve this raise, Southern Region III members were told at a recent meeting of the Region's executive board.

Members of the Civil Service Employees Association, urged to write individual letters or to send telegrams to their State Senator and Assemblymen asking them to restore the 6 percent increase that Governor Carey wants to eliminate.

The Governor's rejection of the fact-finders' recommendation means that the Legislature, under the Taylor Law, will make the final decision on the wage increase. CSEA's new executive director, Jack Carey, informed the delegates.

Southern Region President, James J. Lennon, asked the members not to send form letters or petitions. For those who have trouble writing two or three CSEA members can get together to draft a letter. Night telegrams are also very effective. Legislators often see telegrams delivered while the Senate or the Assembly is in session, and they will open it up themselves and read it. "Form letters and petitions go in the circular file," Mr. Lennon said.

Irving Flaumenbaum, President of CSEA's Long Island Region, said this is a time of decision for CSEA and all public employees. He advised the union to fight back in every way it can because "Governor Carey thinks we are soft and he is trying to kill us."

Mr. Flaumenbaum advised that CSEA mobilize its friends and supporters to make a major attack to change the State's Taylor Law which governs bargaining between government and public employees. The Taylor Law "locks the cards against public employees in every way possible," he said.

The Long Island regional president also accused Governor Carey of making a deal to destroy CSEA and have its place taken by a coalition of five other unions which he believes the Governor favors as bargaining agents for public employees.

"We've been through negotiations whom we have fought with, but we never had the troubles that we have with Carey," Mr. Flaumenbaum said.

Southern Region President Lennon said it was his belief that CSEA should not have remained neutral in the election for governor last year. "It was a mistake not to endorse someone," he said.

Mr. Lennon also hit hard at Governor Carey's proposal to give a $250 across-the-board increase for public employees instead of the 6 percent recommended by the fact-finders. "The Governor said it is really a 3 1/2 percent increase. It'll be 2 1/2 percent if you are making $7,000 a year, but not if you are making more than that," he said.

Jack Carey outlined the entire fact-finders report which was prepared by a three-man panel after the State and CSEA failed to reach agreement on a new contract for public employees. The governor accepted the fact-finders' proposal for an agency shop with some modifications and accepted—unchanged—recommendations on health insurance and disciplinary procedures.

Robert Stock, a member of the East Hudson Parkway Authority chapter, said he was opposed to certain parts of the fact-finders' report, particularly to one section that delayed increments for public employees for about three months. Mr. Stock moved that the Southern Region go on record as opposed to the fact-finders' report.

Martin Langer, president of the Rockland Psychiatric Center chapter, made a motion to table Mr. Stock's resolution and this was approved by the members.

Mr. Langer said that members of the Legislature who are going to vote on the salary proposal would look at rejection of the report as an act of arrogance by CSEA. He also noted that it would be wrong for those who attended this executive board meeting to oppose the decision determined by the statewide vote.

Regional president Lennon favored Mr. Langer's motion and pointed out that the fact-finders' report needed careful study and evaluation by each of the members.

Mr. Lennon also pointed out that the issue of salary increases for state employees affects county and local employees and anyone who works for government.

"Don't you think these county executives aren't watching very closely to see if Governor Carey is going to get away with giving us less money, and if he does this year or next, they are all going to copy him," Mr. Lennon said.

An example of county unity was shown at the meeting when Carol Dubrovnik, Orange County chapter president, helped lead a delegation from Rockland County chapters and units in their problems over contract negotiations.

In other action, President Lennon also noted that some public employees are eligible for food stamps. "Food stamps are not charity or welfare, but go to people with large families and small incomes," Mr. Lennon said. He pledged that the Southern Region will prepare information on how to qualify to receive food stamps.
CSEA vice-president Irving Flammenbaum, left, tells delegates that state and local government employees must stand together during the current crises. At speakers' table, from left, are CSEA assistant executive director Jack Carey, Southern Region 3 President James Lennon and region second vice-president Scott Daniels.

After the election, only one of these two incumbents will still serve as a regional vice-president. Scott Daniels, left, of Dutchess County, is serving his first term as second vice-president and Richard Snyder, of Wassaic DC, is looking to move up one position after several terms as third vice-president.

Arnold Wolfe, former president of Rockland PC chapter, was spirited participant in deliberations at the meeting.

Ronald Lacey, left, representing Ter Bush & Powell, talks with Letchworth Village chapter first vice-president Manny Ramirez. On the table are identification badges for delegates and guests.

Ethel Ross, right, candidate for president of CSEA, discusses her program with, from left, Orange County's Carol Dubovick and Ulster's Everett Remington.

Mary Bianchini, left, president of Rockland-Westchester Retirees chapter, and former Southern Conference president Nellie Davis, now president of Dutchess-Putnam Retirees chapter, look over schedule of events.

CSEA field representatives Filip Amadeo, left, and Larry Soesken compare ideas on ways to provide better service for members. The men work out of the regional headquarters in Fishkill.

Dutchess County chapter president Ellis Adams, left, and Dutchess Educational Employees chapter president Hugh Graper get together to discuss mutual problems affecting members in their area.

Correctional Services representative Jack Welan listens attentively as Ossining Correctional Facilities' Mary Whalen informs him of working conditions at what was formerly known as Sing Sing.
SUNY At Westbury
Party, Installation

OLD WESTBURY—A combination retirement party and installation will be held at the Old Westbury chapter of the Civil Service Employees Association. The appointment for a minimum period of probation for a particular appointment, the appointing authority cannot eliminate the initial requirement of appointment for a minimum. The appointment becomes permanent upon completion of the minimum period unless the petitioner is given written notice that the probationary period is being extended.

The court held that the petitioner had become a permanent employee upon the completion of his eighth week of service and should be reinstated with any back pay he was owed, deducting earnings and salary from outside sources. In the Matter of Albano v. Kirby, New York Court of Appeals, May 1972. (Citation not available at this time).

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Don't Repeat This!

the economy generally.

According to the analysis of this group of observers, the public may be looking at a national ticket from the point of view of the executive and administrative experience of the candidates. Vice President Jackson fills that need as a running mate with President Ford. In view of his experience as Governor of New York, Governor Carey may fill a similar need on the Democratic side, particularly since his experience also includes his substantial period of service as a member of Congress.

B E R R I E T A T Z E
Flea Market
6th Ave. Noon-7 P.M.  Admission $1.25
at 25th St.

CANDIDE AT THE BROADWAY THEATRE

"THE MOST STYLISH BROADWAY MUSICAL SINCE 'PIPPIN', A SIGHT TO BEHOLD, SPECTACULAR...AIN'T IT FUN, SLICKLY DONE."

(From Leader Correspondent)
A measure that can have wide-ranging impact on all citizens doing business with governmental agencies has received practically no publicity as it worked its way through the Legislature this year. It is also bound to affect the working habits of numbers of state employees in various hearing examiner and similar titles in agencies such as Tax and Finance, Retirement, Motor Vehicles, Liquor Authority, Workmen's Compensation and Unemployment Insurance.

The bill is S. 1236, Gordon—A. 2291, Iles et al. which has now passed both Houses and is awaiting action by the Governor. The title is the State Administrative Procedure Act, and the measure has been in the process of development over the past several years. What it will do if Governor Carey signs it is help New York State get in line with the federal government and at least 35 other states that already have set such standards, and set rules for the orderly and democratic conduct of rule-making procedures of state agencies and authorities.

It will also set standards for the conduct of the quasi-judicial-type hearings conducted in the many agencies of the state—hearings which now operate department-by-department or agency-by-agency under a variety of individual rules.

The bill also makes provisions relating to public inspection, representation, and publication—including publication, mailing and availability of the State Bulletin presently produced by the Secretary of State.

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Ask End Of Firings, Meeting With Carey

(Continued from Page 1) Legislature. We demand that this reign of terror end and that the damage already inflicted be rectified.

"I am hopeful that the entire mess created by the present layoff program may be corrected through the upcoming reconvening of the Joint State-CSEA committee on layoffs. CSEA demanded the reactivation of that committee to discuss our claims that layoffs are unconstitutional and the procedures relative to current layoffs. The State resisted, agreeing only under threat of a lawsuit. I believe that is not indicative of the attitude the State will bring to such committees, for success cannot occur if it is.

"CSEA is moving on another front also. I would like to report that I have made a direct, written appeal to Governor Carey for a meeting between the Governor and myself. In my opinion, the problems associated with layoffs are so serious and so serious a meeting between the Governor of the State and the president of the union representing the vast majority of State workers is absolutely necessary. Hopefully such a meeting, coupled with important dialogue between members of the joint committee, can prove fruitful in stopping the State's layoffs.

"In that same letter I demanded all two additional important points: CSEA is demanding an assurance on any further implementation of layoffs pending bilateral negotiations, an assurance that the entire layoff plan and two, a complete listing of all private sector consulting firms retained by CSEA, including who is being paid and how much. And, I might add, at a considerable saving to the state, which would have a direct effect on the State's budget.

"The entity disgruntled with the manner in which layoffs have been carried out, just as I am, and is conducting them are unnecessary in the first place. I submit that it is wrong for thousands of unemployed and professional employees to be displaced by layoffs while low-service employees of proven experience and value are being fired. It is our position that permanent employees subject to layoff be given the opportunity to accept any temporary assignment for which the individual is qualified.

"And it is a terrible wrong for the state to be hiring people off the streets into job titles in which other people are being fired in a different department. I am absolutely firm in demanding the State halt this practice now and in the future.

"I want to impress upon everyone, including the Governor, that if all else fails, then we have no alternative but to resort to legal action to press our polities through the Public Employment Relations Board, and ultimately the courts. We will leave no stone unturned, no doors closed in our determination to fight the administration's every step of the way on the issue of layoffs and what we consider the flagrant abuse of managerial authority.

"Briefly, the union's position relative to present layoffs is this: They should not have been brought about, although it is too late. They should not have been conducted under the prescribed rules and regulations governing them, the employees and their union demand the immediate halting of future layoffs and the rectifying of damages caused by layoffs already carried out on the grounds that they were unjustified and unnecessary, and we offer the state the opportunity to meet and work out differences before it is too late."

Return CSEA Election Ballots Before June 21
For Statewide, Region Officers

Deny CSEA Pact Decision

(Continued from Page 1) urging any recommendation in the neighborhood of that which was published.

"I think CSEA presented a concrete case for a substantial pay increase for state workers. I can assure you that the opposition offered by the Governor and the amount suggested in The New York Times are neither substantial nor acceptable.

Co-chairman of the bipartisan Legislative committee are Senator John Marchi (D-Staten Island) and Assemblyman Stephen B. Greco (D-Suffolk). Senator Marchi is chairman of the Finance Committee and Assemblyman Greco is chairman of the Governmental Employees Committee.

Six Are Named To Craig Group

SONYIA—Six new members have been elected to the human rights committee at the Craig Developmental Center here.

Elected to two-year terms in the committee's minority group were Delores Lee and Ernestine Shephard. Majority group electees were Barbara Krell, two years; Gary Terry, Audrial Alger and Bill Schiff, all for one-year terms.

In addition to these new members, the Craig human rights committee consists of Ralph Gergen, chairman, Linda Sullivan, Dale Attuck, JoJo Timman, Burna Orazio and Danny Donovan.

FOND FAREWELL—Marlene Sullivan, CSEA executive representative from St. Lawrence County, was honored last week at a party given in her honor by CSEA County Executive Committee. Ms. Sullivan, whose present position places her in management/confidential ranks, was presented with a copy of her first,Joseph Dolan, CSEA assistant executive director for counties; Sam Maguire, County Executive Committee chairman, and Theodore W. Wentl, CSEA president.

Disclose AFL-CIO Placing CETA Workers in Erie Jobs

CANTON—A peculiar way of winning friends and influencing people," was the way William L. McGowan described the action of the AFL-CIO in supplying temporary workers in Erie County to displace state employees in the Department of Transportation.

Mr. McGowan, president of Western Region VI, Civil Service Employees Assn., cited discussion by western attorneys that workers hired under the Comprehensive Education and Training Act, a federally funded program, causing layoffs of our state safety inspectors. Now, we find the Carey-AFL-CIO alliance is hiring CETA workers while regular state workers are being served with layoff notices," Mr. McGowan explained. And while all this is going on, their PEP anti-employment measure, were sent to DOT jobs under the Buffalo arm, AFL-CIO "Project Upgrade."

Mr. McGowan described what he termed the continuing alliance between the Carey Administration and the AFL-CIO as "anti-labor, anti-union, and politically motivated.

"First, the Carey-AFL-CIO alliance demolished the state safety program, causing layoffs of our state safety inspectors. Now, we find the Carey-AFL-CIO alliance is hiring CETA workers while regular state workers are being served with layoff notices," Mr. McGowan explained. And while all this is going on, their PEP anti-employment measure, were sent to DOT jobs under the Buffalo arm, AFL-CIO "Project Upgrade."

Mr. McGowan referred to the Public Employees Federation, a coalition of five AFL-CIO unions, now challenging CSEA for employee representative rights.

"Fomenting insecurity and unrest among state workers, in face of current economic conditions and just to avenge power in the public employee field, has no place in a decent society and state workers will see through this latest play. While we sympathetic with the millions of unemployed in the private sector, we must point out that the greatest percentages are in occupations represented by PEP sponsors and that the AFL-CIO has been ineffective in protecting those jobs or in providing new ones with better pay."

"Chasing people to lose their jobs and their ability to support their families is inhumane, and no way to wage a battle for power," he continued. And, as a CSEA leader, I must bring to the attention of the state workers who may be invited to sign cards for an outfit using such despicable tactics."

Early To Lead St. Lawrence

CANTON—Agnes Earl, of Canton, has been selected president of the St. Lawrence County chapter, Civil Service Employees Assn., a 1,060-member group.

Others elected include Steven Ragan, of Canton, first vice-president; Albert DeLair, of Heuvelton, second vice-president; Johnin Stowell, of Canton, third vice-president; Carol Blashe, of Potsdam, recording secretary; Sally Poynter, of Canton, corresponding secretary; Pauline DeLair, of Heuvelton, treasurer; Patsy Fric, of Canton, executive representative; Patricia Kick, of Raymerville, delegate, and Diana Church, of Canton, alternate delegate.

Named to the board of directors are Joseph Hill, Laura Taylor, Richard Silverman, William Murphy, Marlene Pullman, all of Canton; William Dibble, of Hermon; Martin Shay, of Ogdensburg, executive representative; Patricia Kick, of Raymerville, delegate, and Diane Church, of Canton, alternate delegate.
The perfect secretary must have the stamina of the long-distance runner, the mind of a computer, the tact of a diplomat, the dexterity of a surgeon."

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Payless Leaves May Mean Benefits Loss: McDermott

ALBANY—Joseph E. McDermott, president of Albany Region 4, Civil Service Employees Assn., sharply rapped current personnel policies on payless leaves of absence in a number of state agencies.

"The claims by various agencies, including the Department of Transportation, that they intend to save dollars as requested by Budget Director Peter Goldmark, by asking employees to make leaves without pay, are misdirected."

Mr. McDermott said he feels that for years, many state agencies objected strongly to employees taking leaves without proper justification.

"Now they are attempting to bend the employees out the door, but refuse to inform them of possible hazards in the use of this device in taking time from their employment."

"Such things as loss of death benefits and health insurance coverage are brushed aside when the employees sent this new gimmick," he stated. "The payment of the employee's share of health insurance along with the normal employee fee would be required directly to the insurer."

The restrictions on payments of death benefits might apply to many CSEA members, even though they were back on the payroll for almost three months, Mr. McDermott noted a case in which an employee planned to take a week each of no pay in June, August and October; however she found out that she would lose her death benefits for the entire year had she done so.

"The employers may be sympathetic to the problem but should protect their families first and foremost," the regional president said. He added that he regretted the fact that agencies do not try to use more appropriate methods of saving money.

"Layoffs of permanent people continue with some agencies could save almost their entire budget cut by placing all provisional and permanent back-up titles in their permanent titles," he remarked.

In one case, he pointed out the layoff of 16 seasonal employees from the Environmental Control North Country group and the immediate hiring of 45 other employees in the same group.

"In this case and patronize," he asked, "or a real money shortage?"

"The inequities of the situation continued to mount and public employees have long memories when it comes to their treatment," he concluded.

Nassau's Retirees

EAST MEADOW—A last meeting of the first year of activity for the Nassau Retirees chapter of the Civil Service Employees Assn. will be held Wednesday, June 20. It was announced by chapter president William Mersel.

The chapter will meet from noon to 3 p.m. in the meeting room of the American Savings Bank in the Modell's Shopping Mall, Hempstead Turnpike, East Meadow.

Westerchcstcr Picnic

HARRISON—The annual picnic of the Westchester County Civil Service Employees Assn., will be held at the Ridge Park picnic grove here Sunday, July 13. The event will begin at noon and end at 6 p.m.

HARLEM OFFICE

ALBANY—The Department of Taxation and Finance has opened a new branch office in the Harlem State Office Building at 165 West 125th St. The office is on the 14th floor and is staffed by some 66 employees under the supervision of Althea V. Boddie.

It's time to move to an address that reflects your accomplishments without costing you more than you can afford to pay. That address is the Promenade. A magnificent, 33-story high-rise with breathtaking river views, the Promenade offers the location, the convenience, the features and the security you've been looking for. Spacious rooms, fully equipped kitchens, fitness center, private tennis court, reserved parking and doorman service give your family a sense of well-being that would be hard to match at any price.

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**new**
Albany Area Firms Provide Discounts To CSEA Members

ALBANY — Nineteen Albany area business and service firms have agreed to provide discounts to members of the Civil Service Employees Assn.

The discount announcement was made by Chester P. Sadowski, chairman of CSEA Albany Region IV's upstate committee and Joseph McDermott, president of the Region.

The firms and CSEA discounts are: Harold Fink Jewelers, 203 Central Ave., Albany: 20 percent on most items, no discount on repair or reconditioned merchandise; Fick's Men's Store, 221 Central Ave., Albany: 10 percent on all items, no discounts during sales; Troy Mattress Co., 402 Fifth Ave., Troy: 20 percent on purchases over $2,500.

Meridian American Motors, Albany: 812 Fifth Ave.: 5 percent on new cars, 10 percent on used cars; Sun Oil Co., Oil Portraits, 43 Central Ave., Albany: 20 percent, eight-by-10 color for 4.50, Mary Ann's Photos, 109 Vliet St., Cohoes: 20 percent; Fortress Furniture, Jackson St., Troy: 50 percent on furnishing, 20 percent on electrical fixtures; Kwik Serve Meat Market, 708 New Loudon Rd., Latham: 5 percent on all meat and poultry items except for sale items; Evolve Drugs, Menands, Melrose, Clifton Park and Plattsburgh: 15 percent on prescription drug purchases.

State St., Schenectady, and 51 Third St., Troy: 20 percent on cameras, photographic equipment, and film processing supplies but not on fair trade items, clipped items and professional equipment; National Brands Discount Outlet, 2626 Central Ave., Albany: 10 percent, and Albany Hardware, 1375 Washington Ave., Albany: 10 percent on guest rooms.

FRIENDS OF THE EARTH — The Non-Instructional Personnel unit, Vestal Central Schools, Civil Service Employees Assn., has presented a certificate of merit and a cash donation to Vestal High School's Friends of the Earth Ecology Club. The group seeks to encourage environmental education, and practical improvements, in the school and community and district. Above, from left, are school advisor Norman Bader, club chairwoman Sandra Sarno, vice-chairman Beale Braun and secretary-treasurer Barbara Gradzinski.

CSEA's 1975 Legislative Program

(Continued from Page 1)

wording with potential sponsors.

In the meantime, the bills given below are the ones which have already or soon will begin their travels through the Legislature.

NEGOTIATION IMPLEMENTATION: (a) Salaries, (b) Health Insurance, (c) Agency Shop and (d) Disciplinary procedures. Now before special investigative bipartisan committee.

SALARY PROTECTION FOR NON-TEACHING SCHOOL EMPLOYEES. Provide non-teaching school district employees protection under Section 2923 of the Education Law.

Sponsors Bill Numbers

Senator B. C. Smith S. 153
Assemblyman Lenzer, Saas A. 4978
Action in Assembly—Education Committee

ACTION IN ASSEMBLY. Education Committee

Sponsors

SALARY PROTECTION FOR NON-TEACHING SCHOOL EMPLOYEES.
A Letter: Artie Laufer From Paul Thayer

To Deacon Arthur J. Laufer:

Dear Artie:

Personnel, 49 Thomas St., New York City 10007.

Here you can reach the filing office via the Bridge. For advance information on titles, call 566-8700. The Albany office only runs a Job Information Service, which could only be described as cruelly traumatic. To try and imagine the tragedy, the despair, the bitterness of that circumstance...All these things went through my mind as I listened to the magnificent organ music that morning.

I went back for a while into the past, and thought of the many happy hours you and I had "up in the office," talking of things past and as well as we both hoped would be in the future.

One thing you can never forget, are your words of advice about people. You told me many years ago that there is a need in every man and that I must believe this to be true in my dealings with all men. You told me that I must seek out that attribute and if it were not at once evident should dig for a little and I would surely find it. In some men it would immediately evidence itself as in one I had talked with with a polished diamond. In other men, I might have to dig quite deep and then find a diamond in the rough, much in need of polishing. It is most important that, in the case of a miniature of men within the Fire Department people, the firemen are given up the search and have to admit it was a hopeless task. I think that your suggestion on the seventh for me was the thought of all the men who, having been considered "pink slips," were going through an experience at that very moment which can only be described as acutely traumatic. To try and imagine the tragedy, the despair, the bitterness of that circumstance...All these things went through my mind as I listened to the magnificent organ music that morning.

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There were thoughts of some more recent days. I remember, Artie, when one day before, of a smiling mayhem hanging the television disk around my neck. I remembered the heroes of June 3 where the knife will do its job and if it were not at once evident would make me deeply concerned about "the brotherhood" as you and I have been for the 40 years, in time of great tragedy for all of us.

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Saratoga Hosts Mini-Workshop

Attentive audience listens during panel discussion on contracts and grievances. Saratoga Mini-Workshop was one of three sponsored within the region this spring, with identical programs. The other two were in Plattsburgh and Amsterdam. It is part of the regional efforts to be more responsive to CSEA members outside the Capital District, regional president Joseph McDermott explained.

Coalition’s Designation Cards? McDermott Warns ‘Don’t Sign!’

ALBANY—Joseph E. McDermott, president of Albany Region 4, Civil Service Employees Assn., in a message to all Region 4 CSEA members, warned of the results of signing designation cards issued by a coalition of five labor unions now challenging CSEA for representation rights.

“Although this coalition is new, they are using the same ‘funny talk’ SEIU used in 1971,” Mr. McDermott said, citing a similar challenge four years ago.

“Sign the card, they state. It does not mean that you support any particular union. It means that you want an election and that you support the democratic process which is the American way of doing things,” Mr. McDermott said, quoting the AFL-CIO coalition’s message accompanying the designation cards. If 30 percent of the membership of any bargaining unit signs the designation cards, the Public Employment Relations Board is obliged to conduct a representation election.

“It should not be necessary for CSEA to incur additional expenses, staffing, publicity and mailings. These monies normally are earmarked for grievance processing, legal fees, membership services, etc.”

“The burden of these additional costs will ultimately be yours. If the watchword has become ‘the American way is to pay,’ the eventual consequence will be ineradicable. Too pay.”

Elmira Contract Holds 15% Hourly Wage Hike

ELMIRA—A two-year contract between the Civil Service Employees Assn. and the City of Elmira provides for an hourly wage increase of 10 percent this year and an additional 5 percent in 1976. Clerical salary schedules were increased by about 11.8 percent this year and 6.8 percent in 1976.

However, the contract also provides that all employees are frozen at the December 1974 increment level for the two-year life of the contract. The freezes will be subject to future negotiations. About 300 employees are involved.

Fringe benefits include the addition of the Select Blue Cross coverage plan and a change from the 7-6 to the 7-1 plan of the New York State Retirement System.

In addition, the city will provide annual physical examinations and immunization shots for all employees of the Elmira sewage treatment plant, sewer maintenance and sanitation departments.

Watertown: 6% Hike & No Layoffs

WATERTOWN—A contract providing a six percent pay hike and a guarantee of no layoffs in the next fiscal year has been accepted by the Watertown City unit, Civil Service Employees Assn., which represents general municipal employees.

The settlement, voted 32-19 by CSEA members, climaxd lengthy round of talks with City Manager Ronald G. Forbes and Public Employment Relations Board mediator Herbert Van Schaack of Oswego.

Political action at the local level was discussed by Albany Region political action chairman Howard Cropsey. Other speakers at head table included, from left, regional treasurer Harold Ryan, Jr., who spoke on financial responsibilities; Environmental Conservation representative Jimmy Gamble; Ernest Wagner (hidden behind other speakers), who discussed retirement and pensions; Saratoga Educational chapter president Charles Larch, who heads the region’s county committee, and regional third vice-president John Vallee, who served as master of ceremonies.