Will CSEA Members Vote for Strike?

Ballots Are Mailed After Panel Turns Down 6% For State Workers

ALBANY — A strike by some 147,000 State workers represented by the Civil Service Employees Assn. may be less than one week away.

Last week a special State legislature ad hoc committee submitted its recommendation for a one-time $250 payment in lieu of salary in- crease for state workers in the current third year of the three-year contracts covering State people in four bargaining units represented by CSEA.

When the committee's report was announced, CSEA began mailing out ballots to all its State members, asking the rank-and-file to vote to reject the $250 payment and authorizing

CSEA's Board of Directors to call for a statewide strike effective 8 a.m. Monday, July 21.

The union's Board of Directors, in an unusual emergency meeting a week before, had authorized the polling of the membership to seek strike authorization if the recommendation was less than the 6 percent salary increase recommended previously by an impartial three-member fact-finding panel.

Gov. Hugh L. Carey had rejected that recommendation, sending the contract impasse into the hands of the Legislature for a legislative hearing called for under the State's Taylor Law.

Ballots now in the hands of state employee members include a recommendation from the CSEA's State Executive Committee, "that you reject the offer made by the Joint Legislative Committee and vote 'yes' for strike approval." A "yes" vote will indicate that you reject the $250 offer and authorize CSEA to call a strike for July 21. A "no" vote will indicate the member accepts the terms of the Legislature's offer.

Members were urged to immediately return their ballots, which will be tabulated late this week to determine if the feeling of CSEA on accepting or rejecting the state's offer and whether or not a strike authorization will be given.

The impasse solution is substantially identical to the state's final offer before impasse in negotiations over three months ago. It calls for a flat one-time $250 payment that does not affect the salary structure and payment of increments on July 1, which would result in a three-quarters increment. The committee's recommendation does not mention minor improvements and changes in the health insurance plan and in disciplinary procedures recommended by the fact-finder, to which Governor Carey has already agreed, or the act-audit panel, which the Governor said he wanted modified from the plan suggested by the fact-finding panel.

CSEA's final demand was for a 15.5 percent across-the-board salary hike plus increments payable as originally scheduled on April 1, but the union's membership has twice voted to accept the 6 percent offer recommended by the fact-finding panel.

CSEA leaders have continuously referred to the $250 payment offer as "inadequate, insulting and unacceptable." They are encouraged that view once the recommended settlement was announced formally by the legislature.

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Arrests Follow Suffolk Wildcat

MELVILLE — A wildcat walkout hit the Suffolk Development Center here Friday morning as employees reacted to reports that the State Legislature was preparing to impose a flat $250 bonus for state employees.

Joe LaValle, president of the Civil Service Employees Assn. chapter, said that day-long negotiations were continuing at Leader presstime in an effort to reinstate that at the request of Troy, issued a temporary restraining order at the request of CSEA to prevent the DOT employees from being laid off by the State on July 1. However, the order was automatically vacated the same day when the State announced intentions to appeal to the Appellate Division for permission to appeal the Supreme Court decision.

The Appellate Division announced late last week that it has denied the State's motion for permission to appeal, and later the same day both sides were back in State Supreme Court in Albany before Justice Hal J. Shelley Jr., of Loudonville, for a show-cause hearing on CSEA's original application for a preliminary injunction.

The Appellate Division decision reinstated the temporary restraining order given on June 30 and makes the DOT employee fireable as originally scheduled on April 1, but the union's membership has twice voted to accept the 6 percent offer recommended by the fact-finding panel.

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McDonough, Mogavero Head CSEA Executive Committees

ALBANY — Thomas H. McDonough was elected last week as chairman of the State Executive Committee of the Civil Service Employees Assn. and Salvadore Mogavero was re-elected chairman of the County Executive Committee.

The 51 members of the State Executive Committee and the 55 members of the County Executive Committee, along with the 10 statewide officers, comprise the CSEA Board of Directors.

Also elected were James Moore as State Executive Committee vice-chairman, and Howard Crowley as County Executive Committee vice-chairman. Members of the State Executive Committee are the departmental representatives whose duties were announced last week. New membership for the County Committee is not entirely known at this time, since there is some degree of local option as to when representatives are elected.

(The entire membership of the State Executive Committee is identified on pages 6 and 9 of this issue. Future editions of The Leader will provide similar treatment in identifying members of the County Executive Committee and of officers for the six CSEA regions.)

Of the 51 members of the State Executive Committee, 17 are newcomers. This number includes 10 who defeated incumbent committee members.

(Continued on Page 3)
The unit has voted to strike on July 18 if the Dutchess legislature has not appropriated the funds necessary to put the unit's new contract into effect by that time.

Region III Pledges Support In Possible Dutchess Strike

FISHKILL — The county executive committee of the 32,000-member Southern Region III, Civil Service Employees Assn., has unanimously voted to give full support to the Dutchess County CSEA unit. The unit has voted to strike on July 18 if its contract dispute with the county is not resolved by then.

The committee voted at a meeting at Region III headquarters here "to lend all support necessary" to resolve the dispute. Buses from the seven counties in the region will transport CSEA members to the Dutchess County Office Building July 18 if such action is necessary.

The committee agreed to communicate their decision to all CSEA members in Southern Region III. The committee will also provide sign-up sheets for picket-line duty July 18. Those will be posted on all CSEA bulletin boards throughout the Region.

Temporary strike headquarters will be in operation starting July 14 at Room 104, Holiday Inn, South Road, Poughkeepsie. CSEA members can get further information concerning the Dutchess County situation by calling either the temporary strike headquarters of CSEA Southern Region Headquarters on Old Albany Post Road North in Fishkill. The telephone numbers are (914) 471-1151 and (914) 866-8180, respectively.

Fugazy Continental

Fugazy Continental Corp. is again offering a limited number of chauffeur-driven, limousine service positions in the New York, Newark and Newark Airport transportation industry.

Examples of positions for which skilled office workers are needed include:

- **Office Workers**
  - Requirement: At least 2 years' experience in a similar position
  - Duties: Answering the telephone, taking messages, scheduling appointments, preparing documents, handling correspondence, typing reports and correspondence.

To be eligible a candidate must have at least 16 years old. Applications must be received by Aug. 23.

A written exam, scheduled for Aug. 23, will test reading comprehension, vocabulary, arithmetic computation and reasoning, office practices and spelling. All applicants must be received by Aug. 23.

For male correction officer I (exam 18-236) and female correction officer I (exam 18-235) candidates must be between 20 and 27 years of age and have a high school diploma. There are no height requirements but applicants will be required to pass a qualifying medical examination.

The positions are available at county jails or hospital farms. Monthly salary is $8,710 a year.

A Sept. 13 written exam will test knowledge, skills and abilities in areas such as reading comprehension, preparation of written material and judgment. Applications must be returned by Aug. 6.

Applications and further information may be obtained from the Suffolk County Civil Service Department, Hauppauge, L.I., N.Y.

Italian Language Teachers Sought

The first New York City high school bilingual Italian language program will start in September at New Utrecht High School in Brooklyn.

U.S. Rep. Leo C. Bresniff (D-N.Y.) obtained the federal funding for the program, which will run for five years at a cost of $700,000. The first year's funding of $138,600 has already been received by the Board of Education.

Program personnel will be drawn from licensed teachers in the Italian language program, who are experienced in specific areas of instruction and are fluent in Italian. Substitutes will only be expected to take place, and no exam will be given.

New Civil Service Executive Is Named

WASHINGTON, D.C. — Joseph W. Lowell Jr. is the new assistant executive director of the U.S. Civil Service Commission. Mr. Lowell succeeds Irving Kator who is retiring this summer.

In his new post Mr. Lowell will be responsible for communicating the government-wide Equal Employment Opportunity Program.

Mr. Lowell, a graduate of Pennsylvania State University, joined the commission in 1962 as associate director of the Equal Employment Opportunities Training Center. He became director of the training center in 1965 and in 1968 was named assistant director of the commission's Office of Management Analysis and Audits. Mr. Lowell became deputy director of the Bureau of Training in 1970.
Chapter 5. Civil Service Employees Assn., were recently installed by Thomas McDonough, left, CSEA president; Executive Committee Chairman, at Northway Inn, Colonie. The officers are, from left: Arthur Hunt Jr., president; George Mosley, second vice-president; Mary Sullivan, secretary; Mary Jarocki, treasurer, and John Miner and Warren Moloney, delegates. Charles Bennett, first vice-president, was not present for the photograph.

Rensselaer Unit Prepares For Representation Ballot

TROY—The Rensselaer County unit, Civil Service Employees Assn., is gearing up for a county-wide representation election July 17 against the Service Employees International Union, Local 200.

The local is one of the members of the New York State Public Employees Federation which said it intends to challenge CSEA statewide in August.

This local county-wide election follows SEIU’s recent 27-17 defeat by CSEA in the Rensselaer County Sheriff’s Department. SEIU claimed support of 90 percent of the unit membership prior to the election but failed to produce one-third of that support at the ballot box.

Joseph Lazear, unit president, observed: “SEIU was attempting to stall county-wide negotiations for our nearly one thousand members by demanding two separate representation elections in the County Highway Department and the Village Rensselaer Police.

They didn’t have a chance to win either election but they then could claim various false charges and stop negotiations.

CSEA accepted and immediately sent our representatives to the (International) Headquarters, Washington D.C., for out-of-state help.

“Now we are going up for the election,” Mr. Lazearry added. “Our members know the County Administration is watching for any sign of weakness on our part. Every vote for SEIU will hurt us at the bargaining table, while a solid, lopsided win will help us win a better contract.”

Court Opens Reinstatement Door

(Continued From Page 1)

information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 11 Warren St., New York, N.Y. 10007. Attn.: CSEA Calendar.

JULY

15—New York City chapter executive committee meeting: 5:15 p.m., Francois Restaurant, 110 John St., Manhattan.
16—New York City chapter executive committee meeting: 5:15 p.m., Regional office, 11 Park Place, Room 1210, Manhattan.
17—Clinton County chapter picnic, installation: 12 p.m., Clinton County pool, Ausable Chasm.
18—Saratoga Springs chapter meeting: 2 p.m., Garden Village West, 50 Front St., Bennington.

AUGUST

9—Nassau County chapter picnic: 11 a.m.-6 p.m., Mushrooms picnic area, Hempstead Town Park, Lido Beach.
12—Suffolk chapter picnic: 11 a.m., Southaven County Park, Yaphank.
13—SUNY at Fredonia chapter picnic: College Lodge.
16—Troy High School aluminum unit meeting: 12 p.m.—dusk, Crayamkrook Memorial Pool, Troy.

SEPTEMBER

4—Saratoga County Educational chapter Officers meeting: 10 a.m., Windows Inn, Saratoga Springs.
21—New York City chapter executive committee meeting: 5:15 p.m., Regional office, 11 Park Place, Room 1210, Manhattan.
24—Orange County unit steak bake: 12 p.m., Thomas Bull Memorial Park Day Camp, Route 416, Montgomery.

CSEA Executive Committee

CSEA Executive Committee

Hygiene: John Clark, Mental Hygiene; Peter Scurro, Mental Hygiene; Raymond Prischard, Mental Hygiene; James H. Bourn, Mental Hygiene; James Hersh, Mental Hygiene; Pat Finser, Mental Hygiene; Salvatore Butera, Mental Hygiene.

APPOINT TOIA

Acting Executive Committee Chairman, Stephen Berger, has announced the appointments of Philip L. Tass, of Chelan, as executive deputy commissioner, and Blanche Kornhanf, of New York City, as deputy commissioner for income maintenance, at salaries of $46,235 and $49,506, respectively.

Monroe-Woodbury School Pact Holds Minimum Of $900 Hike

MONROE—The Monroe-Woodbury School District unit of Orange County chapter, Civil Service Employees Assn., has a new two-year contract.

The pact calls for a raise of $450 in the first year and $455 in the second year for all full-time employees. In addition, the teachers will receive an increment of $200 in both the first and second years, plus $300 in the second year, for part-time employees. Additional increments paid to teachers in the second year will be $300 for fifth year of employment, $400 for the sixth year of employment, and $500 for the seventh year of employment.

The pact provides that the teachers shall be reinstated to their present positions as of the July 1, 1975, contract date. The teachers shall be reinstated to the same positions as of the July 1, 1975, contract date, and the teachers shall be reinstated to the same positions as of the July 1, 1975, contract date.

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*Note: Additional information on required qualifying experience and application forms may be obtained by writing to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.*
SAFE DRIVERS ALL — Nineteen Town of North Hempstead drivers gathered recently at Town Hall in Manhasset as North Hempstead Town Supervisor Michael J. Tully Jr. presented safe driver pins in recognition of five years each of accident-free driving by North Hempstead Highway Department drivers. The recipients, above, from left, are: William Vitiello, Edward Swick, William Schmerhorn,Pasquale Fiorentino, Vincent DeLeonardis, Jess Sabato, Joseph Dattila, Mr. Tully, Norman Wickey, Joseph Fuscinillo, Town Clerk John S. DaVanand, William O'Brien, Vincent Tafuro, Edward Rykowski, Michael Semella, John Orsini, Tom Legatore, Don Smith, Fred Romano, Sal Aliotta and Samuel Brannon. Town Safety Coordinator Alex Bozza and Hartford Insurance Co. representative Jim Nieves coordinated the ceremony.

Marrero Appointed

Victor Marrero, special counsel to the NYC Comptroller, has been named First Assistant Counsel to Gov. Hugh L. Carey. The post pays $40,000 a year.

Mr. Marrero, 33, Yale Law School graduate, is the former chairman of the Puerto Rican Legal Defense and Education Fund.

Comptroller Harrison J. Goldin said the appointment "was no surprise to me. Victor Marrero is a first-rate public servant who combines extraordinary judgment and compassion with knowledge and skills in law, urban planning and community development."

Bridge Authority Installs Officers

HIGHLAND — Nicholas Puzziferri, past president of Southern Region III, Civil Service Employees Asn., recently installed the officers of the New York Bridge Authority CSEA chapter here.

Mr. Puzziferri installed Charles Sackett as president; Dennis Mickie as vice-president; George McGee as treasurer; Leonard Finn as secretary, and Pat Doonan as delegate-at-large.

Other delegates include: J. Brooks, Mid-Hudson Bridge; D. Davis, Newburgh-Beacon Bridge; R. Niehmann, Rip Van Winkle Bridge; P. Milhos, Kingsboro-Bedestiff Bridge, and F. Mermott, Bear Mountain Bridge.
No Promises

STATE-EMPLOYED members of the Civil Service Employees Assn. are being asked to make one of the most crucial decisions of their public careers.

Following recommendation by the Legislative Hearing Committee last Thursday that state workers, irregardless of their current salary bracket, be given a one-shot $250 bonus, CSEA sent ballots to its state-employed members for a strike vote.

If approved by the members, the strike would begin at 8 a.m., Monday, July 25.

The CSEA Board of Directors had authorized the strike vote, the legislative committee failed to recommend the 6 percent wage hike that was suggested by the three-member fact-finding panel in April.

When negotiations broke off between the union and the state administration in the final stages, the fall of the current contract, CSEA was asking approximately 15 percent (with maximums and minimums) and increments on April 1.

The Administration offered a straight non-recurring $250 per employee, no increments on July 1.

The fact-finders recommended 6 percent on April 1 and the increments on July 1. In a statewide vote, CSEA reluctantly agreed to accept their compromise, but Governor Carey refused toudge from his previous offer.

The Administration has now made its recommendation—which is basically the same as the Governor’s, although two members, Assemblmen Willis Stephens and Lloyd Riford said they would urge the Legislature to approve 6 percent salary increases to be effective in the fall and the increments for July 1.

At Leader press time, it is expected that the Legislature will support the Governor.

As CSEA members vote whether to authorize a strike, there are a few pertinent facts that should be kept in mind.

One is that the essential difference between the Administration proposal and the CSEA demand is that the 6 percent would become part of the state’s basic salary schedule, whereas the $250 would be a bonus. Consequently, under the Governor’s proposal, if an employee earns $8,000, he or she will receive a $250 bonus this year, and negotiations next year will be based on $8,000. Under the CSEA demand, if an employee earns $8,000, he or she will receive an additional $80 per hour, next year will be based on $8,080.

It becomes obvious, therefore, that the percentage increase is something that will be kept and increased in the years ahead, whereas the $250 is just that: $250 for one time only.

There are risks, however. Under the Taylor Law, strikers can be placed on probation for a year, they can lose two days’ pay for each one off the job on strike. The Association will certainly seek this, but it cannot promise it.

In fact, there are no promises that can be made in this situation.

It will depend on how strongly the state employees feel about the salary issue.

A strike will require total effort by all the members as well as by the leadership.

In democratic fashion, the members are being directly asked for their opinion. It is now up to the people to consider the facts and to inform the CSEA leaders and the State Legislature of their decision.

CONTINUED (On Page 11)
Blue Cross Statewide Insurance Plan* is accepted for Complete Hospital Care at BRUNSWICK

Brunswick Hospital Center on Long Island
a Hospital Complex for Complete Hospital Care

in beautiful new buildings with expert resident staffs

Hospital of Physical Disabilities

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

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

Psychiatric Hospital

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

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

For Color Brochure Call 516-264-5000, Ext. 227/Hospital of Physical Disabilities: Ext. 280/Psychiatric Hospital.

GROUP MEDICAL COVERAGE FOR CIVIL SERVICE EMPLOYEES

The Blue Cross Statewide Plan (PA. or N.Y. Certificate Numbers) for employees of New York State, local subdivisions of New York State, most major medical insurance plans, and Medicare are applicable at these divisions of this fully accredited Hospital Center.
never pleasant, and certainly to the potentially disastrous consequences of their policies.

Tensions between administrators and civil service employees will necessarily mount as events are rushing towards a showdown. The officers of CSEA will be moving from one crisis to another in the period immediately ahead. These officers have in the past demonstrated their capacity to provide quality of stern leadership that will be needed. What looms ahead is a period of testing, and there is no doubt that the CSEA administration will measure up to the challenge.

UFA Balloting

Ballots are to be counted Thursday in runoff elections for executive posts with the Uniformed Firefighters Association. The ballots were mailed to UFA members earlier this month by the American Arbitration Association and must be returned by midnight, July 14.

Runoff elections are for president, vice-president, treasurer, sergeant-at-arms, trustees and Manhattan alternate convention delegate. Elected officers will start new two-year terms on August 1.

Former president Richard Vizzini is opposed by former president Michael Maye.

Complete election results will be published in next week’s Leader.

The following is a simulated broadcast; however, the jobs are real.

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City, call 486-7350. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor-Job Bank.

If you find that today’s openings aren’t suitable for you, keep in mind that there are many other kinds of work available at our New York State Employment Service offices. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listings:

SPRAYER 1. An advertising agency in Manhattan looks for a SECRETARY with 2-5 years experience. Will work for three separate executives. Must type 60 words a minute. Take stereo or fast shorthand at 50. Diversified job. General office work, including filing. Salary $560-$730.

2. A college in Queens needs a faculty member for a position as ASSISTANT PROFESSOR of YIDDISH. Applicant must have doctorate and 2-5 years experience. Degree in English or European literature required plus substantial knowledge of Yiddish language. This position pays $13,500.

3. In demand today is a BOOKKEEPING - MACHINE OPERATOR to work on NCR 2340 machine. Will do accounts receivable and accounts payable keypunch. Employer will train if experienced on other models. The pay is $150-$170 a week.

4. An old age home in the Bronx needs a COOK with three years experience. Will prepare food for 160 residents. Diets will be prepared monthly. The pay is $120 a week.

5. A Queens manufacturer has an opening for an ELECTRICIAN. Applicant must be high school graduate and have five years experience in the trade. Must know New York State electrical codes and be able to read blueprints. Will be trained to work on factory machines. The job is in a large, clean factory for a class C machinist. $524 for class A.

6. Today’s listing includes a job for a BAKING MACHINE OPERATOR on children’s sleepwear. Must be experienced on two-speed U.S. chain stitch machine. Will assemble elastic and do studding. This position is in a large cookie company and pays $2.40 an hour.

7. On Long Island, an employer is looking for a SYSTEMS ANALYST for a large brokerage firm. Must have four years programming knowledge and experience in commercial bank processing. Will work in a programming area and be responsible for design, coding and testing of computer software, and provide sales support. Product includes mini-computers and a $9,000 data processing machine. Salary $9,000-$11,000 a year.

8. Moving out on Long Island, we’ve got an opening for a PERSONAL LINES UNDERWRITER. Will handle homeowners and fire insurance. Must have a minimum of two years in a brokerage company or agency. This position pays $125 a week and up, depending on the job-seeker’s experience.

9. Also on the wanted list is a DOORSAIR with one-two years experience on corrugated boxes. This job is in Manhattan. Applicants must pay $125 a week and up, depending on experience.

10. The next job is a little appeal. It calls for a school principal. A college with a four-year college degree and two-five years experience. Must have background in one or more of the following areas: plant or equipment appraisal, economic analysis, feasibility studies, and cost estimating. The job is in Manhattan and the salary is $17,000 a year, depending on experience.

11. A MECHANIC is in demand in Queens today to repair and service electric and gas appliances. Must have 5-7 years experience. Will use hand and power tools. Applicant must have at least one year in this work. The job will pay $4-5 a hour, depending on experience.

12. Next, a job for a SALESPERSON with a retail jewelry store in Manhattan. Applicant must be experienced selling fine jewelry. Must be bondable. This is a part-time position paid by the hour. Sundays, salary $180.

13. Moving to Brooklyn, we’ve got a job for a CLERICAL RECEPTIONIST to handle in office and secretarial duties for a large company. Salary $8,500-$10,000 a year.

14. Let’s check Westchester now where a CIVIL ENGINEER is on the job in a County with Civil engineering degree and at least four years experience. Will have responsibility for roads, buildings and water lines. The employer will pay $14,965 a year.

15. Back in the city once again, a manufacturer of notions and fabric material is seeking a COORDINATOR to assist the production head. Will take care of piece goods records and fabric material utilization. Also check work flow. Light experience is acceptable; employer will train. A knowledge of Spanish is helpful for this position. The pay is $8-9 a hour, depending on experience, and there’s a good chance for promotion.

ANNOUNCER: The phone number for the New York State Employment Service is 486-7350. For those Long Island and Westchester jobs, call 393-7050 in New Rochelle or telephone directory look for the Job Bank listing under New York State Employment Service.

You have been listening to another edition of the Want-Ad Column of the Air.
Q. My 65-year-old mother applied for supplemental security income 3 weeks ago. I thought she would have heard something by now, but she hasn't. How long does it usually take?

A. The Medicare Handbook contains information about the Social Security Administration's processing times for various applications. If your mother's application is still pending, you should contact the Social Security Administration directly to check the status.

Q. I'm getting ready to send in my application for Medicare emergency advance payment. What should I do?

A. You should send your application to the Social Security Administration. They will review your application and determine if you are eligible for emergency advance payment. If you are approved, they will send you the funds as soon as possible.

Q. Is there anything I should know about Medicare Part B?

A. Medicare Part B covers medical services and supplies. You may be eligible for a low-cost premium if your income is below a certain threshold. You should check with your insurance provider to see if you qualify for a Part B premium reduction.

Q. I'm looking for a good place to invest my money. What are your thoughts?

A. Choosing an investment strategy depends on your financial goals, risk tolerance, and time horizon. It's important to consult with a financial advisor to determine the best investment options for you. Consider diversifying your portfolio to reduce risk.
McGowan Attacks Editorial Assailing The Agency Shop

BUFFALO—Taking issue with an editorial opposing the agency shop concept in the Buffalo Courier Express, William L. McGowan, president of Western Region VI of the Civil Service Employees Assn., said the editorial "oversimplifies" the Taylor Law's enactment and "ignores a number of points."

He also rebutted an editorial implication that the Taylor Law is a "pocket-picking proposal," Mr. McGowan pointed out that the bill does not propose "automatic dues deductions" to the union.

"Instead, it proposes that the union can negotiate with the employer a fee sufficient to cover the costs created by collective bargaining and the implementation of the agreements reached thereon."

He said the editorial "ignored the fact that the union members of the bargaining units represented by the union are the "free loaders," who neither reject the salaries and other benefits negotiated, nor the union's continuing services, but do reject sharing the costs of both.

Turning to CSEA's own experience, Mr. McGowan continued, "While 70 percent of those represented by the Civil Service Employees Assn., the state's largest public employee union, do voluntarily pay dues, another 20 percent get a free ride from the union's research and collective bargaining specialists and attorneys involved in negotiations.

"Furthermore, as mandated by the Taylor Law, the union must receive the union's services in case of grievances, disciplinary actions and the like."

"Detailed coverage of field representatives, office space, and staff, 24-hour phone service—which last month cost our Western Region officials more than $700—arbitrators, usually paid jointly by the union and the employer, and the supporting services at our Albany Headquarters."

Mr. McGowan, recently elected CSEA's executive vice-president, addressed himself first to the editorial's contention that the agency shop bill sponsored by Assemblyman Stephen R. Greco, which has passed the Assembly, is a "pocket-picking proposal."

Mr. McGowan noted that CSEA, in 1967, concluded that "prior to it, CSEA maintained a low dues structure because of the additional work done by non-association workers. Mr. McGowan explained that the addition of more contributors would mean "either much more dues" or the free loaders would be reduced if the "free loaders" shared the burdens carried by members in the form of both dues and duties.

"In a "community of interest," all should share both the benefits and burdens."

On a final point, which seemed to imply that the Taylor Law "created" public employee unions, Mr. McGowan noted that CSEA was founded in 1910 and enlisted "mostly through effective lobbying"—such important benefactors as the State Employees Retirement System (1921), state salary plan (1937), five-day work week (1946), social security and health insurance (1957), and continuing salary improvements, all before the enactment of the Taylor Law.

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"The Taylor Law only forced the employer to negotiate." He concluded, "Prior to it, CSEA convinced employers to negotiate on the basis of its numerical strength."

BEST FOOT FORWARD—Albany Region IV's second annual Mix n' Mingle dance was held recently to give Civil Service Employees Assn. workers in the region a chance to get together socially. The event, at the Polish Community Center in Albany, was chaired by Motor Vehicle's Margaret Ditrich, left, and Rensselaer County's Marianne Herkenham. Here they take time out for a dance with Albany Region president Joseph Demmeoni and activities chairman Cosma Lombe.

Will CSEA Vote Strike? (Continued from Page 1)

get the employees back to work. Mr. LaValle was accompanied by state CSEA counsel Jack Vive in negotiations with Jack Mashi-

kian, administrator.

Two pickets were arrested as the demonstration caused a crowd of several hundred to gather, generating a massive traffic jam outside the Center's.

Meanwhile, hundreds of CSEA chapter presidents and other local officials are participating in a series of leadership meetings across the state with union field supervisors and staff members to plan for the possibility of a strike.
It was refreshing to see a small group of citizens, angered by hand-held tactics and a lack of police presence of the New York City Fire Department, take matters into their own hands.

I have in mind the episode of Engine 218 in Ridgewood, Brooklyn.

When the folks who live in the vicinity of the firehouse read the news that their firehouse was to be closed, they formed a grand "NO WAY!"

That expression was followed by an action which was variously described from taking of hostages to public meetings.

Call it what you will, it worked. Suddenly, a lot of people became keenly aware not only of the existence of Engine 218 but also of its importance to the community which it serves.

Every neighborhood which was blessed with the presence of such a firehouse spoke of the men in glowing terms. In each instance the conditions were described as the hub of community solidarity, the place where one could always seek and encounter a friend, a big hulk of an understanding fireman who, by some strange inborn ability, seemed always to have the solution to any problem, be it emotional, domestic or civic but most important of all, smiling and with great understanding. It was sort of, "Sure I'll try and see what's the problem?" Then after the problem is solved, "Glad to help ... drop by anytime."

Of course, when you cease to be in touch with reality as most of the big guns happen to be, this is seen as hard to understand. However, in the case of Engine 218, they heard it loud and clear.

The folks out Ridgewood way used to say, "Are their firehouse is to our sight either.

The good guys who come with that sort of blackmail get punished for just being manly. I therefore must believe that the impact of the stitches of garage and the savagery that makes up the big guns is to drop in any time."

The salting thing about this whole mess is the fact that the good guy firemen, who shy away from any self-serving action, are most the ones to be again made to think about themselves in a physical moment, because their return for their dedication, they have been "taken" and paid for.

Of course, they are perfectly right.

When Mayor Beame realized that he was going to have more than a little flack from the firing of the strickers, he said that Dave the hayloft, Warren Anderson, he needed somewhat more than a few office hours to put the firing of a bunch of clerks and typists. That would mean a lot more damage and heartache.

While Mayor Beame was rushing

**Correction**

The incorrect phone number for information on summer jobs for disadvantaged Westchester youths appeared in last week's Leader. The correct number is 914-682-2899.

**Thayer**

**Fire Flies**

By Paul Thayer

In the Bronx and Engine 218 in Brooklyn had done the same thing, they too might still have been there. But it's a sad fact that they may be without it forever more. Isn't that some kick in the pants.

The salting thing about this whole mess is the fact that the

**Tax Returns Audited? IRS Tells How To Appeal**

MANHATTAN—The New York, N.Y. District Office of the Internal Revenue Service recently issued guidelines on appealing the results of an IRS income tax audit.

A given return is selected for audit, the IRS explained, because some needed information is missing or, more probably, because screening by computers and IRS staff indicates a likelihood of errors on the return.

On the other hand, a department spokesman noted, a given return may have been chosen for audit "for a minimum of inconvenience and without the expense of professional staff work independent of examiners and their supervisors and other district conference staff. The ultimate aim, he added, is to insure taxpayers pay the correct amount of tax.

If an IRS auditor believes that the tax should have been more than shown on a return, he has the option of taking the tax liability upward. Honest people can, and often do, disagree about interpretations of our complex tax laws.

If the taxpayer disagrees with a proposed change, the auditor explains the administrative appeal process within the Internal Revenue Service, as well as how to request a conference in writing or in person.

The first line of appeal is to the district conference staff. The conference staff work independently of examiners and their supervisors and other district conference staff. The conference staff has the authority to settle the dispute amicably, paying careful attention to your presentation of the facts and the arguments you feel support your position. Incidentally, district conferences can settle cases involving $2,500 or less by mail. The conference is prepared to recognize the probabilities of success of the IRS or the taxpayer may have if the case were tried in court. This is referred to as a "hazard of litigation."

If the taxpayer is not satisfied with the conference, he must have the IRS returned to the Federal district court. The taxpayer may have if the case were tried in court. This is referred to as a "hazard of litigation."

If the taxpayer is not satisfied with the conference, he may go to the Federal district court. The conference is prepared to recognize the probabilities of success of the IRS or the taxpayer may have if the case were tried in court. This is referred to as a "hazard of litigation."

If the taxpayer disagrees with the conference or district conference, or wishes to bypass this opportunity altogether, he or she may go to the Federal district court. The conference is prepared to recognize the probabilities of success of the IRS or the taxpayer may have if the case were tried in court. This is referred to as a "hazard of litigation."

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**Notice to Readers**

To the Reader: As you have probably noticed, our regular column is missing.

We regret the inconvenience this may cause, but are unable to provide timely publication of material that has been submitted.

We apologize for any inconvenience this may cause, and will work to ensure that this does not happen again.

We appreciate your understanding and look forward to continuing to provide you with high-quality content.
**Erie’s Three-Year Contract Contains $2,200-$20% Hikes**

BUFFALO—In an 80 percent membership turnout, the Erie County chapter, Civil Service Employees Assn., accepted the county’s final three-year contract proposal of raises ranging from $2,200 to 20 percent.

The chapter voted 966-74 to accept salary increases of 6 percent, with a minimum of $600 for 1974, retroactive to Jan. 1, and 8 percent, with $1,000 “floor” for 1974 and 1977. Approval by the County Legislature, expected this week, will mean larger paychecks beginning with the second pay period in August.

Other contract improvements include: Removal of restrictions on use of personal leave, except for prior application requirements and when and where can be waived in emergencies; removal of minimum service requirements for credit and use of vacation; removal of all departmental requirements to report for work when on jury duty, or extension of two to five days of the period of sick leave for which no doctor’s certificate is required, and granting of two days compensation time to employees unable to use full-hour lunch periods because of the nature or scheduling of work.

The largest turnover proved that CSEA members want a democratic union and that given the facts and opportunity, they will respond by participating to the fullest extent," said outgoing president George H. Clark. Examined after winning efforts by a minority which sought to force the County Legislature to submit the contract dispute for resolution by the County Legislature after both sides turned down a fact-finder’s report earlier.

“We would have lost many benefit improvements, which can be gained by negotiations, in economically difficult situations and which are more important than money to some people if we had voted to submission to the county legislators. They only have the power to impose a one-year money pact and can ignore other items previously signed on both parties,” Mr. Clark continued.

“Besides, we wanted the members to decide for themselves.”

Among the fringe benefits gained in this package is an additional of major medical coverage with pre-pay minimums.

“Renuncia passed the word around that the $100 for single and $300 for family coverage deductibles would apply to all health insurance coverage, which would have been a reduction in benefits. The truth is regular health coverage cost was as in the past, but now while-collar workers who exhaust their benefits can get additional unlimited benefits after pre-paying the deductibles, Mr. Clark explained.

**Other health insurance benefits contained in the package include:**
- A fit co-pay prescription plan and county payment of premiums for 60 days after an employee has exhausted all paid leave.
- Other cost improvements include: Removal of restrictions on use of personal leave, except for prior application requirements and when and where can be waived in emergencies; removal of minimum service requirements for credit and use of vacation; removal of all departmental requirements to report for work when on jury duty, or extension of two to five days of the period of sick leave for which no doctor’s certificate is required, and granting of two days compensation time to employees unable to use full-hour lunch periods because of the nature or scheduling of work.

**Other changes, some of which apply only to specific groups of employees or which require requirements of management’s approval for benefits, are also contained in the contract. It was negotiated by a 19-member team. CSEA field representative Robert E. Young assisted.**

Incoming president Victor E. Marr said pocket-size editions of the contract should be available to members shortly.

**Wilcox Wins**

BALLSTON SPA — Edward Wilcox was re-elected president of the Saratoga County chapter, Civil Service Employees Assn., last week.

Other officers named to two-year terms were Leo M. Casey, first vice-president, and Donald A. Walsh, 3rd vice-president. Treasurers, Elaine Zieminski, recording secretary; Jane Kearney, corresponding secretary, and Charles Lynch, Board of Directors representative.

**WISHING WELL WISHER — Eleanor S. Percy, president of the Jefferson County CSEA chapter, Civil Service Employees Assn., accepts best wishes to newly elected presidents of county CSEA groups. Mrs. Percy met the three at Angel’s Wishing Well Restaurant, Watertown. Above, from left, are Mrs. Percy, Keith J. Greico, Watertown City unit, Peter G. Greico, Jefferson County unit, and Louise Sycer, executive vice-president of CSEA Syracuse Region V, CSEA.**

**Lax Security With Juveniles Hit By Monroe Chapter Head**

ROCHESTER — The president of the Monroe County chapter, Civil Service Employees Assn., accused county officials of ignoring security problems involving juveniles brought to Monroe County Family Court.

Martin R. Koenig said that during the past five months, at least 18 incidents have occurred in which probation staff members were assaulted by youthful perpetrators.

The most serious incidents, a few weeks ago took place when a probation officer aides suffered a fractured arm during a scuffle with a 15-year-old boy. It occurred in the court’s detention area in the Hall of Justice.

Mr. Koenig said the aide was hospitalized briefly and has not returned to work.

“It’s a bad scene,” said Harold N. Greitz, CSEA representative for the probation staff. “The whole detention system here sits on the kids.”

Mr. Koenig said security problems have been discussed withDeco A. Walsh, probation department director, but Mr. Walsh has given CSEA representatives “only verbal assurances” that improvements will be made.

A security committee was formed in May, but no action has been taken on any of its recommendations, Mr. Koenig said.

Recommendations by the committee included training on how to handle disruptive youngsters, improved detention facilities in the Hall of Justice and use of the courtroom at the Children’s Center, where some juveniles are held.

Mr. Walsh said he requested reports on the assaults but does not expect them to be completed until this week.

Injuries such as those suffered by probation staff members are “unfortunately inherent with the job when you deal with disturbed kids,” he said. “I think we try to minimize it, but occasionally the lid blow off.”

He admitted that some recommendations, like improvements were made last January by some staff members. He said that was the reason a committee was named to study the problem.

Mr. Koenig said the security situation “is only the beginning of a multitude of problems the CSEA has had with Mr. Walsh since the adult and Family Court probation department were consolidated in January.”

Last week, County Judge Russell W. Berens complained about probation department delays in completing pre-sentence investigations. Mr. Koenig said the complaint is only part of what he described as an “exhausting” situation, adding that although the probation staff is responsible for transporting juveniles from the Children’s Center to the court, aides have received no special training for handling problems youngsters.

“You don’t punch a kid out,” he said. “There are proper methods, but we’ve never received the training.”

The consolidation and plans to create satellite offices in the community have caused other problems which Mr. Koenig believes will exacerbate the problems the department has a responsibility to help.

“Other than the satellite offices were located in suburban Gates and is not readily accessible to city residents on probation who have to meet with officers. Mr. Koenig and. He said a bus line would have to be extended so these residents could get to the office.”

**Marr Will Head Erie’s Chapter**

BUFFALO —Victor Marr, chairman of the county workshop in Western Region VI of the Civil Service Employees Assn., has been elected president of the 5,300-member CSEA Erie County chapter.

Mr. Marr and other officers were installed June 28 at ceremonies in Buffalo.

Also elected were: first vice-president, Arthur Tomassi; second vice-president, B.1. Christ; third vice-president, Michael Moretti, responsible for transporting juveniles from the Children’s Center to the court, aides have received no special training for handling problems youngsters.

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**Recommended 6% Hike For Fillmore School**

BELMONT — A state fact-finder has recommended a 6 percent salary increase for all non-instructional employees of the Fillmore Central School District, Allegany County.

The highest officer was Richard Snyder, left, president of the Wausau Developmental Center CSEA chapter. John Vayo, a CSEA field representative, right, was guest speaker at the ceremonies.

**Recommend 6% Hike For Fillmore School**

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Other officers include: treasurer, Rose Marie Sunders; sergeant-at-arms, Harry Brown, and financial secretary, Joseph Healy.

Salvatore Mogavero, president of the Erie Educational Employees chapter, was re-elected county representative to the state CSEA Board.

Mr. Ousteridge rejected recommendations for a co-paid prescription drug plan in the medical insurance program and for the current retirement plan with the improved plan 19 which provides for a non-contributory 25-year career plan. The estimated cost of this plan during 1974-76, according to the fact-finder, is 22.8 percent of wages.

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