The People Speak — Russell Cheney, president of the Putnam County Civil Service Employees Assn. chapter informs union members of current status of contract situation prior to their voting strike action.

BULLETTIN

ALBANY — Civil Service Employees Assn. representatives were still meeting at Leader premises to work out alternatives to Gov. Hugh Carey's announcement that Hudson State Training School would be closed Sept. 1. Approximately 100 teachers and employees worked at the facility.

Albany Kicks Off Political Action Drive

ALBANY — Following the directions of its State Division membership, the Albany Region of the Civil Service Employees Assn. has developed a Political Action Fund Drive Program that allows the participation of all State Division employees to the level they desire and has placed the basic concepts of the program to the other five CSEA regional officials.

"We have entitled the campaign "Kick In To Help Us Kick Off" which basically captures the point-up emphasis of the frustrated State Division; CSEA members in this region and I (Continued on Page 3)

Putnam Picketers Power — The current inaction of the Putnam County Board of Supervisors to execute the agreement reached by Civil Service Employees Assn. and County negotiators— despite a PERB directive to do so—recently drew these two opposing picketers. Putnam County citizen William Weisner, left, donned a sandwich board last week to air his views, as Putnam CSEA member Robert J. Glinsman made sure the union side was represented, too. By the way, Mr. Glinsman is also a citizen-taxpayer of Putnam County.

Hot Dispute Cooled; Broome Warmly Ratifies A Contract

BINGHAMTON — Hot summertime working conditions of the past—and the shorter work days caused by them—fuelled the long, hot contract dispute that cooled this month when members of the Broome County chapter, Civil Service Employees Assn., ratified a contract with the county.

One of the main issues in the 3 p.m. closing of county districts last week was weather months-long past dispute was offices during warm weather months. The practice had been (Continued on Page 16)

Putnam Workers Set Sept. 4 As Strike Deadline

CARMEL — By a 118-1 vote, members of the Putnam County unit of the Civil Service Employees Assn. set a Sept. 4 strike deadline for settlement of their contract dispute. The contract was presumed settled last February when agreements had been reached by negotiators for the union and the county.

The County Board of Supervisors has failed to implement the contract, despite an order last month by the Public Employment Relations Board to honor the previously reached agreement.

Since the Board of Supervisors intends to appeal the PERB decision, approximately 100 civil service workers in the county remain without a contract—the previous agreement having expired on Jan. 1 of this year.

Consequently, the general meeting of the chapter was called Aug. 7 to decide on a course of action to be followed. Chapter president Russell Cheney had previously stated that, "If the supervisors refuse to honor the PERB decision, as (Continued on Page 5)

CSEA Contract Suggestions?

Rank And File To Have A Say

ALBANY — The Civil Service Employees Assn. will soon be alerting its State Division chapters of the need to start planning a program for upcoming contract negotiations.

In comments to The Civil Service Leader regarding these forthcoming major negotiations, John M. Carey, CSEA assistant executive director-state, said, "CSEA State Division chapter presidents should be advised that they and their officers ought to begin immediately, and continue on a permanent basis, to survey their chapter membership on matters of interest and importance to be brought to the bargaining table by each respective negotiating team."

Mr. Carey also pointed out that "CSEA will prepare for negotiations immediately following the annual meeting in September on salaries, health and dental insurance, discipline, grievances and all other general terms and conditions of employment."

"It is important that our chapter presidents begin at once to get the feelings of the members of each chapter not only on broad subjects or negotiations but also those subjects that relate to each of the specific bargaining units."

Put It In Writing

"It is suggested that each rank and every demand be presented in writing and submitted either to CSEA Headquarters in Albany, attention of John M. Carey, or put in the possession of chapter delegates who will attend the September meeting. These people will have the opportunity to make their presentations at sessions to be held separately for representatives of each of the bargaining units," Mr. Carey concluded.

The address of CSEA Headquarters is: 38 Bk St., Albany, N.Y. 12207.
MINOLA—Fourteen positions with agencies in Nassau County are now open for filling. Salaries range $6,599 to $22,779 a year.

The following positions are open until Aug. 27, and tests will be held Sept. 27.

One year of experience in building cleaning and maintenance work; or six months' experience as a carpenter, plumber, electrician, painter, machinist, or other related maintenance work will qualify applicants for the position of cleaning and maintenance electrician, painter, mechanic or similar aide.

The positions require a high school degree or its equivalent. Two years' experience in clerical work involving the use of typewriters is preferred. Applicants must be in possession of a registered nurse's license.

For clerk II, applicants must be able to function at a high school graduate level and have two years' general clerical experience. High school graduation is required. Two years' experience will qualify individuals for the position of account clerk.

To qualify for account clerk, applicants must be a high school graduate and have two years' general clerical experience. High school graduation is required. Two years' experience will qualify individuals for the position of account clerk.

To apply for the positions, contact the Nassau County Civil Service Commission, 140 Old County Road, Mineola.
Putnam's Strike Deadline Is Set For September 4

(Continued from Page 1) they have publicly stated they would, then any action which may result shall rest upon the shoulders of the Percacciol  administration.

Mr. Cheney's reference to Joseph Percaccio, chairman of the Board of Supervisors, was in reaction to the Board chairman's opposition to approval of the pact and his refusal to abide by his own previous commitment to call a Board meeting as soon as PERB had rendered a decision. Putnam is one of seven counties in the Southern Region III of the Civil Service Employees Assn. The regional supervisor, Thomas Luposio, has likened the Putnam situation to that in neighboring Dutchess County.

"The situation in Putnam fits a 'T' that in Dutchess County, where we recently conducted a successful strike," Mr. Luposio said.

Employees of Dutchess County had engaged in a five-day job action last month in order to force action on their contract, retroactive also to Jan. 1. An imposed settlement by an arbitrator was finally accepted by Dutchess CSEA members and the County Board of Representatives. Special Funds.

Mr. Cheney, the Putnam chapter president, pointed out that the supervisors pay Koenig and Kroian law firm $1,000 plus $100 an hour to handle a landfills case. He also listed several other instances where funds were made available for special purposes: a $12,000 increase for the County Attorney's Office, $5,000 for the County Highway Superintendent, $7,000 for the Clerk's Office, and a purchasing agent, $7,000 for the Clerk's Office.

"And they give themselves a raise of 1 percent," Mr. Cheney said, "without providing one cent for the workers.

Mr. Cheney also pointed out that each town within the county has given its employees a 10 percent raise, "and the county employees are asking for less."

Southern Region III president James Beam predicted that other chapters in the region would rally to Putnam's support if the situation reached the slowdown stage.

His statement was based on support given to Dutchess County employees last month by other local government chapters within the region. These other chapters are Dutchess Educational Employees, Orange, Rockland, Sullivan, Ulster, Westchester, and Putnam itself.

With 241 square miles, Putnam is the third smallest county geographically, other than the five boroughs of New York City, in the state. Putnam, however, is in the Metropolitan New York City area and, despite its geographic limitations, is the fifth smallest in population among the 57 counties outside the City. Population of Putnam in the last census was 69,099 persons.

Approximately 300 employees are affected by the contract dispute.

Koenig Winner In Monroe

ROCHESTER -- Martin Koenig, who ran unopposed, has been re-elected to a second two-year term as president of the Monroe County chapter, Civil Service Employees Assn.

"There was no opposition to any member of the slate, which, Mr. Koenig said, "is a reflection of satisfaction for the job we've done."

Elected for the first time were Jean K. McAvoy, first vice-president; Robert E. Bray, second vice-president, and Harold Fanning, third vice-president. Re-elected were Patricia Pinnert, secretary, and Louise Goyal, treasurer.

Elected for two-year terms on the chapter board of directors were Arlene M. Meng and 8am K. Morano. He re-elected to the board were Raymond B. Bauer, Dominic DeMaria and Clifford Roberts. Re-elected to the board for two years were Robert F. Palamone, Anselo J. Montesino and Norma M. Schulte.

Pass your copy of The Leader on to a new member.
<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
<th>Job Code</th>
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</thead>
<tbody>
<tr>
<td>Assistant Actuary</td>
<td>$10,714</td>
<td>25-556</td>
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<tr>
<td>Assistant Clinical Physician</td>
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<td>25-313</td>
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<td>Associate Actuary (Life)</td>
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<td>Supervising Actuary</td>
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<td>Principal Actuary (Life)</td>
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<tr>
<td>Senior Actuary (Life)</td>
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<td>Clinical Physician I</td>
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<td>Clinical Physician II</td>
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<td>Dentist</td>
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<td>Supervisor Dietsit</td>
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<tr>
<td>Electroencephalograph Technician</td>
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<tr>
<td>Food Service Worker</td>
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<td>25-109</td>
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<tr>
<td>Hearing Recorder</td>
<td>$11,337</td>
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<tr>
<td>Histology Technician</td>
<td>$8,051</td>
<td>25-170</td>
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<tr>
<td>Hospital Administration Intern</td>
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<td>Assistant Hydraulic Engineer</td>
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<td>Industrial Foreman</td>
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<td>Public Librarians</td>
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<td>Medical Record Librarian (Bd. Certified)</td>
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<td>Mental Hygiene Asst. Therapy Aids</td>
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<tr>
<td>Mental Hygiene Therapist (TRB)</td>
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<tr>
<td>Motor Equipment Repairman</td>
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<td>(Statewide except Albany)</td>
<td>$9,546</td>
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<td>Nurse I</td>
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<td>Nurse II</td>
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<td>Nurse III (Psychiatric)</td>
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<tr>
<td>Nurse III (Rehabilitation)</td>
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<tr>
<td>Offset Printing Machine Operator</td>
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<tr>
<td>Pharmacist</td>
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<td>Senior Pharmacist</td>
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<td>Principal Actuary (Casualty)</td>
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<td>Psychiatrist I</td>
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<tr>
<td>Psychiatrist II (Board Eligible)</td>
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<tr>
<td>Psychiatrist II (Board Certified)</td>
<td>$35,373</td>
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</tr>
<tr>
<td>Radiology Technologist</td>
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<tr>
<td>Radiologist (T.B. Service)</td>
<td>$8,379</td>
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<tr>
<td>Senior Medical Records Librarian</td>
<td>$11,337</td>
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<tr>
<td>Asst. Sanitary Engineer</td>
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<td>25-122</td>
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<td>Senior Sanitary Engineer</td>
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<tr>
<td>Specialists in Education</td>
<td>($16,358-$22,949)</td>
<td>25-312</td>
</tr>
<tr>
<td>Stationary Engineer</td>
<td>$9,546</td>
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<tr>
<td>Senior Stationary Engineer</td>
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<td>25-101</td>
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<tr>
<td>Steam Fireman</td>
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<tr>
<td>Stereogapher-Typist</td>
<td>$4,811</td>
<td>25-107</td>
</tr>
<tr>
<td>Vellotype Operator</td>
<td>$4,811</td>
<td>25-107</td>
</tr>
</tbody>
</table>

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service, State Office Building Campus, Albany, New York 12226, Applications can be filed 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.

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**Open Continuous State Job Calendar**

**State Holds Tax Clerk, Claims Examiner, Hospital Personnel, Printer & Other Examinations**

Open continuous competitive positions now exist in various departments of state government. A listing of the positions is included in this issue. For head clerk five years; for the principal clerk four years; and for senior clerk three years are needed. One year of the above experience must be in work involving transcription and corrective work. Examination: To qualify candidates must have a college degree and 24 undergraduate or graduate credits. In accounting will qualify applicants. The claims examiner job, paying $13,404, is open to candidates with six years' experience in the examination, investigation or adjustment of insurance claims. College work may be substituted for up to two years of experience.

In the hospital field, positions as hospital nurses, hospital administration consultant and senior hospital administrator are available. The nursing supervisor position is open to applicants with a registered nurse license, a degree in nursing and three years' experience. For hospital consultant, candidates must have a master's degree and three years' experience; and for senior consultant a master's degree in hospital administration and five years' experience, one of which must be as an administrator administrator of a hospital in necessary.

Consider Your Future With

**THE NEW YORK POLICE DEPARTMENT**

An Exam For Troopers Will Be Held

**SEPTEMBER 20, 1975**

Throughout New York State

Starting Salary: $11,940

For an application, send your name and address to:

DIRECTOR OF PERSONNEL
NEW YORK STATE POLICE
STATE CAMPUS
ALBANY, N.Y. 12226

Application Deadline: SEPTEMBER 3

An Equal Opportunity Employer
Clerks, Machinists, Sales

People Needed

The following is a simulated radio broadcast. The jobs noted, however, are real ones.

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 688-7389. For jobs outside of New York City in nearby New York communities, contact 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:

SPEAKER 1. A manufacturer of dental supplies in Manhattan needs a MACHINE SHOP FOREMAN or POKELEARN with at least five years' experience. Will be production supervisor on automated small parts products. Must have experience producing jigs and fixtures. Will also be responsible for machine maintenance. The salary is $12,000 a year.

2. A BAKERY PERSON for software is also in demand. Will sell imported gourmet. Do stock and ordering. Retail experience is required along with a general knowledge of European porcelain and crystal. This job is also in Manhattan and pays from $125-$165 a week depending on the applicant's experience and ability. No weekend work.

3. A children's center in the Bronx reports that it's looking for a HOME ECONOMICS TEACHER with a Master's degree. Must have at least three years teaching experience with subject. Will work with emotionally disturbed adolescents. This position pays $12,000 a year.

4. There is a job waiting for an EXECUTIVE SECRETARY in Brooklyn. Must have two years of business experience and be able to type at least 70 words a minute and take dictation as 80. Will have administrative duties. Hours include two nights and Saturdays. The job pays $40-$500 a week plus overtime for work over 40 hours.

5. A painting contractor in Manhattan wants a PAPER-HANGER. Applicant must have at least five years' experience and be a first class worker. This is a steady job and pays $8 an hour. Salary could go higher, depending on experience.

6. In the Bronx, there's an opening for a BUTTONS AND BUTTONHOLE MACHINES OPERATOR. The employer says he will take anyone with a little experience and train to sew buttons and do other work around the shop. The pay is $2.50 an hour.

7. On Long Island, there's an opening for a METAL FABRICATOR. Must have two or five years experience as an ironworker or second class. Will fabricate, repair and erect structural metal. Applicant must be familiar with burning and welding of carbon steel and stainless steel. Must know blueprints. The pay is $8.00 an hour.

8. In Queens, the help wanted sign is up for a METAL FABRICATOR. Must have two or five years experience as an ironworker or second class. Will fabricate, repair and erect structural metal. Applicant must be familiar with burning and welding of carbon steel and stainless steel. Must know blueprints. The pay is $8.00 an hour.

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A Matter of Money

WARS make such interesting reading. Nearly everyone is expert at them, since the primary criterion is to rally round the home side, much like a ball team. The foes are pretty much the same. It's easily identifiable, and the lives of the folks at home go on pretty much the same.

Not so with economics. Hardly anyone understands the subject, and when a carefully constructed house of cards gets wobbly, panic sets in. The folks at home are directly affected, and their frustrated efforts to get out from under only shake the foundations all the more.

Consequently, you have politicians, who are mostly lawyers, trying to solve economic problems that even the so-called experts cannot reach agreement on.

A current case in point is the situation in New York City, which is teetering on bankruptcy, seeking aid from New York State. The city's plight is not unique, while the Federal Government turns a deaf ear—Congressmen being too busy, naturally, with essential issues like voting cost-of-living pay raises for themselves. (Come to think of it, that's what the New York City legislators did for themselves last year, although the Legislators overestimated the inflation rate somewhat. No matter, they swallowed their pride and accepted the 87 percent pay increase anyhow.)

On the horizon, meanwhile, we witness state, city, MAC and bank officials still bumbling heads in their attempts to resolve the fiscal crisis in the Big City.

Richard Nixon, where are you now that we need you?

One For The Workers

REVERSAL by an arbitrator's decision of disciplinary charges against an employee at Pilgrim Psychiatric Center, is a victory for all employees who are tired of being treated like the enemy instead of as civil servants.

The employee, a therapy aide, had been disciplined and fired, failing to give good judgment.

The arbitrator's ruling cleared the record and cancelled the fine, and, in effect, acknowledged that the employee's action had restored order in a potential crisis situation.

The union president at Pilgrim, Betty Duffy, commented on the decision: "The arbitrator agreed with CSEA that the employee deserved consideration. Morale will be helped as a result of the CSEA victory in this case."

This individual situation, of course, is a victory for the Civil Service Employees Assn., which provided legal services to the accused employee. More importantly, though, it is a victory for all public employees who are tutored after-the-fact for action that they thought was appropriate.

Questions & Answers

Q. My mother recently died at 89 after a long illness. If I pay our family doctor, who was attending her, his fee, can I apply for the Medicare medical insurance payment?

A. When someone who has Medicare dies, special rules apply to the medical insurance payment. If you don't have a complete assignment, Medicare will pay him. If he won't accept assignment, the payment can be made to whoever pays the bill. You will need to file for assignment and the statement from the provider for proof of payment. The forms are Request for Medicare Payment for Medical Service to Deceased Patient. You can get both at any social security office.

(Continued from Page 1)

Civil Service Employees Assn.

Mr. LoMonaco is now retired, and his successor as chapter president, William DeMartino, is being held in abeyance in the private-sector union movement before he entered politics, and Mr. DeMartino is one of many of the younger generation coming into positions of authority in CSEA. This past summer he was also elected as a regional vice-president and as a member of the statewide CSEA Board of Directors.

Another case for the younger generation is the election of Robert Lattimer as a statewide CSEA vice-president.

CSEA's, with its quarter-million membership, entered the political fray with renewed efforts to get out from under only shake the foundations all the more.

But, to be honest, political action as a movement was more correctly labeled "the battle of the decades" by the National Association of State University and College Associations. The very phrase now seems to be the battle of the decades as well.

And, there is one everlasting issue that the people are talking about:

Whether members of the Legislature supported the fact-finders' compromise recommendation of a 6 percent pay increase for state employees on the third-year reversion of their current contract, which runs through March 31, 1976.

Of course, by the time the next election takes place, there will have been a new contract amendment, and some of those regarded as anti-Civil Service will have an opportunity to make amends.

While the winds of change are blowing hard for CSEA, it cannot be remembered that many of its established leaders were responsible for the present situation.

What the Albany politicians need to keep in mind, thus, is that these experienced leaders survived, because they knew how to read the mood of the membership. Adding later salary to the militancy of the younger leaders and the sense of urgency to the CSEA collective bargaining agreement, bank and office workers will result in a greatly changed union from the organization as it was at the time the Wilson Administrations and the first months of the Carey Administration.

It would be foolish of either the Administration or the Legislature to interpret the acceptance of the $250 bonus as a sign that CSEA members are doctors of the temporary compliance.

(Continued on Page 7)

Civil Service Law & You

By RICHARD GABA

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

Proper Pay Rates

In a recent case, the Supreme Court, Special Term, Albany County, issued a decision regarding proper rate of pay of a civil service employee whose position had been reallocated to a higher salary grade between the date he resigned from his position and the date he was reinstated to the same position. The petitioner in this case commenced his service with the Department of Correctional Services as a Correction Officer, SO-12 in June 1966. He served continuously until October 1967, at which time he resigned. Petitioner requested and was granted reinstatement to his position and was appointed a Correction Officer SO-14, effective Feb. 28, 1974.

PETITIONER MADE an inquiry regarding the method that was used in arriving at the basic salary at which he was to be paid upon reinstatement. He was advised by the Department of Audit and Control that he was credited with all salary benefits that were granted during his absence that did not require an employee to be an incumbent. Therefore, petitioner instituted a contract grievance pursuant to Article 7 of the collective agreement between the State of New York and the Security Unit employees grieving the determination of his basic annual salary upon reinstatement. It was petitioner's contention that upon reinstatement he was eligible to receive salary increments as set forth in the salary schedule established for his new position based upon the number of years of service in his new position added to the years of service in his former position.

PETITIONER ARGUED that such credit for prior service is authorized under Section 131, subdivision 4 of the Civil Service Law. Therefore, petitioner claimed he was entitled to be placed at the first longevity step of the salary schedule, based on the number of years of service in his former position. However, the grievance, which was not subject to binding arbitration, was denied by the Office of Employee Relations.

PETITIONER THEREFORE commenced an Article 78 proceeding. The court, in affirming the determination of the Office of Employee Relations and the Department of Audit and Control, pointed out in its decision that Section 131, subdivision 4 of the Civil Service Law refers to and has application to reinstatement to "similar grade positions" and reemployment to a position, "in the same salary grade." The court continued by saying that the position of Correction Officer was reallocated from SO-12 to SO-14 between the time petitioner resigned to the time petitioner was reinstated. Therefore, the court stated that "as a result of reallocation, petitioner was not reinstated to a position in

(Continued on Page 10)
HAUPPAUGE—The Suffolk County Civil Service Department is accepting applications for junior civil engineer trainees, switchboard operator, family planning aide, and public health nursing director. The positions have salaries ranging from $4,068 to $10,033 a year.

There are no residency requirements for these posts, but appointment preference may be given to Suffolk County residents.

There are no minimum education or experience requirements for switchboard operators (exam 15-297). A written exam will test knowledge, skills, and abilities in such areas as office practices and procedures, and cost accounting will be included in the written test. You will also be marked on telephone procedures and etiquette; English vocabulary, and filing.

Family planning aides (exam 15-299) are open to candidates holding a certificate in a health field. The written test for this exam is scheduled for Sept. 20. A mastery degree in nursing or related fields which includes courses in nursing administration, and nine years' nursing experience will qualify applicants for public health nursing director (exam 15-298). Candidates must also possess a registered professional nurse course license. The test on this exam will test knowledge of administration, program planning, organization and administration of training programs and social factors related to patient care. Applications must be postmarked by Aug. 27.

C&B needs switchboard operators

Don't repeat this!

(Special from Page 4)

were many factors that went into the decision and the situation that bred those factors will be distinctly different next time.

Negotiations for a new contract for state workers are due to get under way within the next few months, and, this time, both sides will know where the lines are to be drawn—and when to draw them.

Buy American!

The Suffolk Needs Switchboard Operators

Letters To The Editor

Positive Comments

Editor, The Leader:

Some positive, personal, constructive comments on the decision of the Civil Service Employees Association, Executive Committee to honor the rank-and-file vote over the Strike Issue.

This is one of the many honorably things the CSEA has done in recent years. If rank-and-file members have no say in decision-making in a truly democratic manner, they are not truly represented.

Many labor unions are simply automatic structures, serving leadership rather than the rights and needs of their members. They transform personal power structures like those forces they fight against. This is one good reason for NOT joining the AFL-CIO labor structure and NOT allowing them to hammonize New York State Civil Service employees to get hooked into strong-arm tactics which ignore rights and needs of both public and membership.

I think it highly insulting for civil servants to be forced to cut back in wages and even lose their livelihood while the Legislature increases its own budgets and salaries in the face of a bad economic situation. When have we heard of a cut in salary from the top down? It is always from the bottom up, "Luther" and "no show" jobs increase my discomf ort to the point of anger.

Whatever this situation, and however justifiable one's cause, it is always the best policy to follow legal procedure until such time as an unjust law is changed.

I hope injustice will be taken out of the system.

I commend the CSEA for its no-strike decision and for not allowing the way of all flash, empty boasting. It fosters purity, honest decision-making, not in the interest of the general public. It certainly does not serve the interest of Civil Service employees. There is no redress.

I think it is high time for civil servants to be forced to cut back in wages and even lose their livelihood while the Legislature increases its own budgets and salaries in the face of a bad economic situation. When have we heard of a cut in salary from the top down? It is always from the bottom up, "Luther" and "no show" jobs increase my discomf ort to the point of anger.

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Pass Pro-CSEA, Fact-Finder Resolutions At MHEA Meet

BY CHARLES O'NEIL

ORISKANY—Several score members of the Mental Hygiene Employees Assn., which met here recently, approved one resolution supporting the Civil Service Employees Assn. in any future representation battle and a second one expressing displeasure with the rejection by Gov. Hugh L. Carey of the fact-finder's report on state worker salary increases.

The MHEA is composed of employees who staff psychiatric and developmental centers around the state.

Officials of at least two unions have said they intend to challenge CSEA for representation rights of state workers. One is the American Federation of State, County and Municipal Employees (AFSCME) and the second is the New York State Public Employees Federation (NYPFP), a conglomerate of the United Teachers Assn., the Building Trades Council, Laborers International, Service Employees International, and Teamsters Local 237. With the exception of the Teamsters local, all are affiliates of the AFL-CIO.

Sponsors of the second resolution pointed out that it was the Governor himself who directed the wage issue be brought before the fact-finders. He then rejected their suggested 6 per cent wage boost for the third year of the CSEA-State pact and substituted a one-shot $350 bonus instead.

The MHEA members also dispatched a letter to CSEA Albany Headquarters suggesting that one item in the coming union-State contract talks ought to be the inclusion of state workers under the State Disability Law. At present, coverage is extended only to workers in private industry and business. They also suggested that sick leave with half-pay become mandatory for all four CSEA bargaining units.

Most MHEA members also hold CSEA membership.

A newsletter, to be edited by Audrey Smith, will shortly be appearing in the mailboxes of MHEA members, Ms. Smith has been handling public relations and publicity for the Association. It remains to be decided whether the publication, to be called the MHEA Newsletter, will be published two, three or four times annually.

At a morning session at Trinkhaus Manor chaired by MHEA president Irene Hillis, James Julian of the CSEA Utica satellite office conducted a question and answer session with the Mental Hygiene employees. Mr. Julian repeated prior warnings from CSEA leaders, including union president Theodore C. Wengel, not to mail back representation cards from unions challenging CSEA.

"Some people send them back saying they're not interested or so that the other union will have to pay the postage for a 'no,'" Mr. Julian pointed out. However, he added, in some cases the cards are scale worthy to determine their number and no attention is paid to what may be written on them.

"The only thing to do with them is to rip them up," Mr. Julian said firmly.

Business completed, the MHEA members had some time for recreation. Events included a trip to a nearby quarry to search for semi-precious stones, a visit to the Revere Copper & Brass Co.'s factory museum, a boat trip and tour of a restored Erie Canal village and museum near Rome and others.

Two-Year Labor Studies Registration Under Way In Albany

ALBANY—Registration is now under way for the two-year labor studies program conducted by Cornell University's Capital District School of Industrial and Labor Relations and Russell Sage College.

The program, consisting of 13 10-week courses, will begin Sept. 14 at 140 New Scotland Ave., Albany. The material covered includes labor history, law, collective bargaining, contract administration, arbitration, communications skills, basic economics, basic psychology, urban problems and contemporary trends in American society.

Each evening two subjects are covered. The school year is divided into three 10-week terms with recess periods between terms.

Upon satisfactory completion of the two-year course, participants will be awarded a certificate in labor studies from Cornell University's Labor Studies Program, Russell Sage College and the State University of New York at Albany. The credits can be applied to labor liberal arts graduates toward an associate or bachelor of arts degree.

The tuition is $1300, which includes the cost of the two-year course of 12 credits from Cornell University and 21 credits from Russell Sage College.

The program is open to workers who have a high school diploma or who can demonstrate that they have the equivalent basic skills and knowledge of a high school graduate. At least 50 per cent of the classes is required.

The tuition for each 10-week term is $435.

Pass your copy of The Leader on to a non-member.
Rochester Sets
Aug. 28 Party

ROCHESTER—A family-style dinner, raffle and door prizes, music by The Chambly Quartet and free beer will highlight the annual summer party for members of the Rochester chapter, Civil Service Employees Assn., and their families.

Sylvie Ebersold, chapter social chairman, said the party will begin at 6 p.m. Thursday, Aug. 28 at Logan's Party House, Bootsville Rd. Dinner will be at 7:30 p.m.

Tickets will be $5 per person, bought ahead of the event to be made by Monday, Aug. 25. They are available from chapter officers and board members.

Serving with Mrs. Ebersold on the summer party committee are Betty Osterman, Elka Korff, Ruth Mead and Stuart White.

GOOD OLD SUMMERTIME—The Niagara-Orleans Country Club was the scene of the recent picnic of the Niagara chapter, Civil Service Employees Assn. The chapters new officers were installed during the event which was held in fine weather under flawless skies. Above, from left, are James Powers, CSEA Western Region VI supervisor; William Doyle, Niagara County president; Sam Mangare, chairman of the CSEA county division; Theodore C. Wenzel, CSEA president; David Broderick, Niagara County treasurer; Dorothy Hy, chapter secretary and chairman of the picnic; and Neil Gruppo, Niagara chapter executive vice-president.

The Shop Steward's Role

The Steward: Guardian Of The Contract

(Editor's note: The following is extracted from the pamphlet, "The Steward's Role," published by the Civil Service Employees Assn. Copies are available from CSEA Headquarters, 23 Elk St., Albany, N.Y. 12207.)

Stewards, once elected by their fellow employees at their work locations or appointed by the local president, are the official employees representative of the organization.

Because of the important position the steward holds, he should keep himself informed about his organization's activities and problems in his respective area, and at the same time, maintain a close relationship with the chapter or unit officers. He should know the contract inside out, how grievance machinery works and what is and is not a legitimate grievance.

The steward's main duty is to police the contract. You know as well as we do that sometimes we negotiated the contract. Remember, it is up to us to see that the obligations we assumed when we signed them are honored.

The first step is to know it and to make it a practice to police the contract. You know as well as we do that sometimes the facts when he or she is in a contract. As you write out a grievance, remember, it may be handled by CSEA representatives who may only know what you tell them about the case. Write carefully and follow the same procedure with each grievance that you handle.

Keep A Record

Written grievances can be used to check on whether your employer is living up to the contract. Records of past settlements can form the basis of future settlements. The record shows what types of grievances are usually won and which are usually lost. This kind of record keeping can help to fill in the gaps and help you when a new contract is to be drafted.

Extra Hints

When you are dealing with management, remember these pointers:

• Good faith and fair play. Make a sincere effort to see the other side of the story without making slight of your own position. Consider the case on its own merits. Avoid horse-trading on cases. Don't brag about your victories and despond when you lose a case. When you are a good steward, your action will be respected.

• Do's Vs Don'ts

Grievances should be handled only after they're written down. The written grievance, signed by the member, backs you up when you argue the case. Also, the member makes more money in settling the facts when he or she has to sign them.

The difference between winning and losing an appeal could depend on the completeness and accuracy of what is on the grievance form. As you write out a grievance, remember, it may be may need, some day, to save face. If you intend to appeal a decision at any level, let management know of it.

Use a positive approach: When you are facing management, know your facts and your rights and stick to them. You are fully protected by your contract in what you are doing. Keep your head, temper and sense of humor. Be positive and friendly in your approach.

Stick to the facts and stick to the point. Don't get sidetracked on issues that are really irrelevant to the case.

Keep it to yourself. Don't talk too much. Listen well. Often you will pick up information helpful to your case by listening carefully to management. When you must disagree, do it with dignity and not anger.

Don't make threats. Don't threaten to appeal a decision at any level. Be a surefooted, not a snarling cat. Never disagree in public with your CSEA associates. When a difference of opinion arises, ask for a reference to the Taylor Law and others.

Polish Contracts

How do you police a contract? The first step is to know it thoroughly. If something happens and if you think something is wrong, keep up to date on any arbitration decisions or new interpretations of the different clauses in the contract.

Grievances

As a steward, you will be asked to handle grievances brought to you by your fellow employees. To do this job, you must be familiar with your grievance procedure.

This is a statement that you will be familiar with your grievance procedure.

To determine whether an employer's problem is a real grievance, ask yourself these questions:

• Has the contract been violated?
• Has the employer acted unfairly?
• If the answer to either question is "yes," you have a real grievance. You should consult the grievance procedure to determine your next step.
• Remember, don't promote victory to the aggrieved employee. Even if you and the employee think the grievance justified, there may be other aspects that will enter the case and effect its outcome.

 handwriting is never a personal attack. You may feel you cannot agree. If you have a problem that you feel you cannot solve, contact your chapter or unit president or your OSEA field representative and seek assistance.

HOW DOES YOUR GARDEN GROW? Two members of the State University at Buffalo chapter, Civil Service Employees Assn., are sharing a garden plot in a three-acre SUNY tract near the main campus. About 50 produce items grow in the garden. The two green thumbs have already tasted the red and white radishes provided by the garden and are enjoying the homegrown beans, tomatoes, peppers, okra, carrots, egg plants, pumpkins, cantaloupes and corn.

Rochester Leader Urges Protest Over Fund Cuts

ROCHESTER—Members of the Civil Service Employees Assn. across the state should protest the recent federal reduction of funds for the State Employment Service, according to the president of the Rochester CSEA chapter.

"We are concerned that the reduction in services to the public may be one more step toward a reduction in services to the public," said Samuel Grossfield.

Mr. Grossfield said the Rochester chapter has contacted two area Congressmen, Republican Jack Hanley and Barber Conable, who have helped to get approval of fund restoration legislation through the House.

He said Mr. Conable and Mr. Hanley presented the Rochester chapter's argument to Secretary of Labor John Dunlop, who said Mr. Grossfield, "is one of the several in the Administration who has failed to escalate New York's complaint to the forefront of providing services for the unemployed."
Cassidy Vows Fight To Stop Yonkers School Pay Slash

WHITE PLAINS—"Our agreement is not a mere scrap of paper" was the angry retort of Ray Cassidy, president of the Westchester County chapter, Civil Service Employees Assn., to an action by the Yonkers Board of Education last week.

The Board had voted to reduce to 4 percent a previously negotiated 5 percent salary increase for the Yonkers Non-Teaching Employees. The Board apparently was pressured into making the move due to a reduction in its own budget, by the City Council of Yonkers, of approximately $7,000,000.

However, Charlie Ova, president of the Yonkers Non-Teaching unit, CSEA, said that the Board's unilateral action was violative of a signed agreement providing for a 5 percent salary increase effective July 1, 1975, and a 5 percent increase effective July 1, 1976.

The agreement was adopted by the Board of Education on July 4 and was ratified by the union members on July 21. Mr. Cassidy said that every member present—including court section—would be utilized to fight the Board of Education. "They have engaged in a contemptible abuse of power," he said.

A CSEA spokesman said that the union would probably move first to bring the issue before the Public Employment Relations Board.

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Otsego Seeks An Investigator

 pessoa Seeks An Investigation

salary of $8,980.

Ostego County Family Court scheduled for Sept. 27.

go County and have a bachelor's degree. Three years' experience as a field investigator may be substituted for the degree.

The written exam will test knowledge, skills and abilities in investigatory work, including: analysis and evaluation of assets and financial resources, interviewing, preparation of written material, and arithmetical calculations.

Applications and further information may be obtained at the Office of the Court Administrator, 270 Broadway, New York 10007.

To qualify for the test, applicants must be residents of Ostego County and have a bachelor's degree.

The position has a starting salary of $8,500.

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Donate Blood today.

To Prosperity,

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State Promotional Job Calendar

Applications Accepted To August 25

Exams in October

Title

Salary Grade

Exam No.

Associate Compensation Claims Auditor

G-23

35-829

Junior Compensation Claims Auditor

G-10

35-826

Compensation Claims Auditor

G-16

35-827

Senior Workmen's Compensation Claims Examiner

G-14

35-830

Senior Worker's Compensation Examiner

G-14

35-831

Principal Worker's Compensation Examiner

G-24

35-835

Security Hospital Sr. Treatment Asst.

G-18

35-880

Senior Examiner of Municipal Affairs

G-18

35-856

Senior Compensation Examiner

G-18

35-830

Associate Compensation Examiner

G-21

35-831

Principal Compensation Examiner

G-23

35-822

Senior Civil Engineer (Structures)

G-23

35-795

Audiologist (Public Health)

G-19

35-794

Principal Heating and Ventilation Engineer

G-31

35-106

Senior Research Analyst (Municipal)

G-31

35-857

Senior Hospital Administration Consultant

G-23

35-907

Senior Research Analyst

G-25

35-815

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

Specify the examination by number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

If you want to know what’s happening

to you
to your chances of promotion
to your job
to your next raise

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For more information phone 212-8-B 0200 or write to 199th Arm Band, 443 Park Ave., New York, N.Y. 10021.
A Blue-Ribbon Panel Proposed To Revise State's Taylor Law

ALBANY — Joseph E. McDermott, president of Albany Region IV, Civil Service Employees Assn., has proposed the establishment of a blue-ribbon panel to work out changes to the current structures of the Taylor Law governing the conduct of state employees.

In a letter to CSEA president Theodore C. Wenz, Mr. McDermott also suggested that the panel might "create a new mood by proposing a completely new rule book such as exists in various other liberal states."

Mr. McDermott's letter noted that the current law "works to the disadvantage of employees and to the advantage of management."

The Region IV president suggested that prominent individuals in the private sector, such as labor relations experts, could be engaged to suggest changes to the law.

A dinner will be held at 6:30 p.m. at the Fort Schuyler chapter, Civil Service Employees Assn., will honor Dominick J. Eramo Thursday, Aug. 21, on his retirement after 24 years of service with the Division of Literacy Services, Department of State.

A dinner will be held at 6:30 p.m. at the Manor Restaurant, Rt. 5, between Little Falls and St. Johnsville. Reservations, made by Stephen P. Chunio, Department of State office, Utica. They may be obtained from Stephen P. Chunio, Department of State of State of State office, Utica, and Clara Boone, Department of State office, Utica.

OGS INSTALLATION — Officers of the Office of General Services chapter, No. 600, Civil Service Employees Assn., were installed recently at Schrafft's Restaurant, Albany. From left are Caroline Peltier, treasurer; Earl H. Klimartin, president; Sylvia Besek, recording secretary, and Gerald Purcell, executive vice president.

OGS INSTALLATION — The Holiday Inn, Waterloo, was the scene of recent installation ceremonies for new officers of the Willard Psychiatric Center chapter, Civil Service Employees Assn. Above, front row, from left: Syreeta Region Y first vice-president and instalting officer Dorothy Moses; Sara Woolody, second vice-president; Marge Seiden, treasurer; Sandra Gustafson, representative; June Freeny, delegate, and Doris Pratts, secretary. Rear row, from left: Gary Daugherty, delegate; Carol Warm, representative; Mike Ryan, representative; Bill Harris, representative; Nelson Barber, third vice-president; Hugh McDonnell, first vice-president, and Robert Lee, president.

Further Results Reported As Retirees Cast Ballots

ALBANY — Further results in recent Civil Service Employees Assn. retiree chapter elections have been announced by Thomas Gilmore, CSEA's coordinator for retiree affairs.

The chapter's winning candidates and their offices are:

Orange-Ulster-Sullivan County chapter: John M. VanDuzer, president; Angelo Donoto, first vice-president; Gordon D. Hobbs, second vice-president; George P. Hahlo, third vice-president; Clarence B. Lacey, recording secretary; Helen Bordeneli, corresponding secretary, and Howard Shumake, treasurer.

Putnam-Kenbuck area chapter: Terri Schwartz, president; Norman Emmer, first vice-president; Myrtle Von Helmut, second vice-president; and Myrtle Von Helmut, second vice-president.

Ed Chapter Picnic

ALBANY — The Education chapter, Civil Service Employees Assn., will hold a clam bake and steak roast Friday, Sept. 8, at Lenhart's Grove, Route 15, the country home of Lathum Circle. The event will begin at 12:30 p.m. and end at 8 p.m.
When I got the news that Chaplain Fred P. Eckhardt had accepted a pastoral call from Grace Evangelical Lutheran Church, West Hempstead, Md., I also got a very sick feeling in the pit of my stomach. I hate to lose people, fine people in the N.Y.C. Fire Dep. throughout New York City. However, this pastoral call is something totally different.

I plan on keeping in touch with Chaplain Eckhardt as he is known to the members of my department. In fact, I have already planned to stop by his church on the day he begins his new assignment.

Jobless Rate Again Rises

Unemployment in New York City rose to 5.60% in June, marking a 1.17% increase from the previous month's rate of 4.43%. This brings the overall unemployment rate for the city to 11.74%.

Several City agencies are offering training and hiring. For example, the Board of Education is offering training for teachers, and the Department of Education is offering training for administrators. In addition, the Department of Health is offering training for medical professionals.

Disabled Vets' Benefits Hiked

WASHINGTON—President Gerald Ford has signed a bill that will give the disabled veterans additional benefits, including increased cost-of-living increases in compensation ranging from 10% to 12%.

However, a statement issued by the White House noted that the President has signed the bill that the measure is more than double the 5% increase he had previously proposed. He added that the bill would cost the government $500 million annually.

The new legislation, which is retroactive to Aug. 1, also includes a 12% increase in the dependency and indemnity compensation paid to widows of former servicemen who were of military-related causes.

NEW YORK CITY — People seeking jobs in the City should file at the Department of Labor, 32 W. 40 St. The office is open weekdays between 9 a.m. and 5 p.m. Special hours of 8:30 a.m. to 5:30 p.m. are observed.

Those requesting applications by mail must include a stamped, self-addressed envelope. Applications are available for 30 days.

Several City agencies offer their own recruitment and hiring programs. For example, the Board of Education offers training for teachers, and the Department of Education offers training for administrators. The Department of Health offers training for medical professionals.

GOVERNORS MOTOR INN

State and Government of New York

RESTAURANT — COCKTAIL LOUNGE OPEN DAILY FOR LUNCHEON AND DINNER. LARGE BARQUET TABLES SEATS UP TO 175 DINERS LUNCH SPECIALS $1.50. LOW PRICES. FINEST FOOD ALWAYS AT BEST PRICE. TAP BEER. DANCING TO A FINE TRIO FRIDAY - SATURDAY NIGHTS. NO COVER.

FOR RESERVATIONS CALL 456-3131 Ext. 12
1425 E. 78 St. (at 78 St. and Second Ave.)

CHAPPIE, THE KENNEDY CRASH AND ERS BOXES

At Antun's Restaurant, Springfield Blvd. and Jamaica Ave. in Queens. The tab is $18.60 per person. The menu has many seafood and steak dishes.

HIGH CLIFF


ALL-CSEA TEAM — Magr. Thomas Code congratulates three members of the Civil Service Employees Assn. named to top positions by the Board of Examiners. The members of the Hall 1411 team are: Frank Applewhite, vice-president for Nassau County; John P. Kilbride, vice-president for Suffolk County; and Mrs. Margaret B. Mann, secretary for Nassau County.

GOVERNORS MOTOR INN

STATE AND GOVERNMENT OF NEW YORK

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1425 E. 78 St. (at 78 St. and Second Ave.)
2-Year Wayne Pact Has 5% First-Year Boost; 6-23% Second-Year Hike

LYONS—A two-year contract providing an across-the-board wage increase of 5 percent the first year and increases ranging from 6 to 23 percent the second year has been approved by members of the Wayne County chapter, Civil Service Employees Assn.

Members voted 117-36 for the contract, which covers about 290 county employees with 69 different job titles. Employees of the Sheriff's, Probation and Social Services departments are covered by separate contracts.

"Recounting what was happening around the state, we think this was a realistic settlement," and Gerald Meyer, chapter president. He is the former director of county mental health services.

Graduated Increments

For the first time, the contract, retroactive to Jan. 1, provides graduated annual pay increments of $240, $260 and $280, depending on salary schedule grades, for grades 1 to 22.

The increments also are provided for provisional employees, who through no fault of their own have not been able to take civil service examinations.

Personal leave days were reduced from four to one, to five or 13 extra vacation days were added. Regular vacation days will accrue at the rate of one-half day per pay period.

Sick leave can be accumulated each year up to 185 days, an increase of 15 days from the old contract.

The new contract also provides for graduated increments of $1,200, $1,400 and $1,600, depending on salary schedule grades, for grades 23 to 29.

Morrisville Chapter Elects S. M. Zarod

MORRISVILLE — Stephen M. Zarod has been elected president of the State University of New York at Morrisville chapter, Civil Service Employees Assn.

Other officers include Doris M. Nobile, vice-president; Jo Ann Reed, secretary, and Cynthia A. Miller, treasurer. All will serve two-year terms.

Back Increment Pay Case Is Won In Putnam County

CARMEL—The Civil Service Employees Assn. has won an arbitration case in behalf of two Putnam County employees.

Larry Scanlon said the issue appropriate remedy is that the grievants are to be made whole for their loss.

Mr. Scanlon charged that the county administration is "simply continuing its arrogant and arbitrary attitude" toward its employees in withholding the payments to the two union members, as ordered by the arbitrator.

"These increments are now due and a half years overdue," Mr. Scanlon pointed out. "County Treasurer David Brun still has not issued checks to the employees, even though he was requested to do so by the assistant county attorney, as well as by the arbitrator. I am demanding that Mr. Brun send his financial people to immediately process payment of the monies, and end his capricious treatment of the contract and the workers."

CSEA represents about 100 workers in Putnam County.

THAT TIME AGAIN — Leaders of Onondaga chapter 854 of the Civil Service Employees Assn. are busy preparing for their annual chapterwide clambake at Hendersonale Grove. The event will be held Sept. 7 from 1 to 6 p.m. Chapter president Andrew Pliska, right, checks matters over with three of the key committee heads, from front: corresponding secretary Leona Appel, in charge of ticket mailing, Bilda Young, host chairman, and leader of the price co-chairs. Cortland chapter, with nearly 3,000 members, is the 10th largest in the statewide CSEA structure.

SIGN3S OF THE TIMES — When Gov. Hugh Carey arrived in Plattsburgh recently for a Democratic Party dinner, he was greeted by picketers demonstrating against administration policies, in particular layoffs (still an issue) and the closing of ACTEC (now resolved). The picketers are Civil Service Employees Assn. members of Albany Region IV's Adirondack Committee.

Offers Conversion Of Insurance Until Sept. 1

ALBANY—The Civil Service Employees Assn. has announced that certain members who are insured under CSEA's group life insurance program will be allowed to convert part of their coverage to permanent form of individual life insurance, which contains cash and paid-up values, without medical examination. The deadline for this offer is Sept. 1, 1975.

The offer provides that any actively employed, insured member of the group life insurance plan who became age 50 on or after Jan. 1, 1975, or whose 55th or 60th birthday is during 1975 may convert $1,000 or $2,000 of this group insurance to a permanent individual insurance.

Group insurance would be reduced by the amount converted, and the payroll deductions of such insurance would be reduced accordingly.

The conversion plan features many other items of interest to group life insurance members.

All of those interested may request information on the conversion privilege by writing to the Civil Service Employees Assn. at 35 Elk St., Albany, N.Y. 12207 prior to Sept. 1, 1975. The effective date of the converted insurance will be Nov. 1, 1975, contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Co.