PS&T Challenge Still Up In Air

Oneida City Talks At Impasse

(From Leader Correspondent)

ONEIDA — Talks between the City of Oneida and city employees represented by the Civil Service Employees Assn. reached an impasse last week. Roger Kane, CSEA field rep., in a meeting at PERB to discuss the official make-up of the bargaining unit, stated that the only one scheduled to date on the matter of the possible challenger, but PERB said it would not attend on two questions: that it had been given too short notice of the meeting and the fact that CSEA was also invited.

At Leader press time, no additional meetings with PERB have been set, leaving the entire question of a possible challenge hanging in the air. There are also indications of a breakup of the PEF hierarchy. There have been at least partially substantiated by sources.

(Continued on Page 16)

CSEA Wins Battle To Save Adam DC

FERRYSBURG — The Civil Service Employees Assn. chapter at J. N. Adam Developmental Center here appears to have won its battle to keep the facility open.

The state had announced that Adam was to be closed. However, last week Assemblyman Daniel B. Walsh, of Franklinville, informed staff and administrators that the 320-patient facility will remain open "for the foreseeable future."
Added Awareness Of Vet Benefits Is Region III Goal

FISHKILL—Civil Service Employees Assn. Southern Region III chapters, units and sections are campaigning to make public employees more aware of the financial aid programs for education available for veterans and others through Federal and New York State assistance.

Many people do not know all the facts about these programs, observed Region III president James Lennon, and often neglect to file for them.

The Southern Region Office in Fishkill and chapters, units and sections throughout the region have been asked by Mr. Lennon to assist wherever possible in providing information on these benefits.

The GI bill, whose earlier version assisted many World War II and Korean War veterans in getting an education, is the best known of these programs. Those who served on active duty in the U.S. Army, Navy, Marine or Coast Guard after Jan. 31, 1965, are eligible for these benefits.

The base figure in the GI bill is now $270 per month, and veterans can get as much as 48 months of benefits as undergraduates and up to 36 months as graduate students, depending on length of service. Veterans benefits are also based on the number of dependents and the number of credits taken.

Veterans can also be reimbursed under another section of the GI bill for the costs of hiring a tutor. Full-time students can obtain work study jobs on campus at a rate of $2.50 an hour for up to 256 hours per semester.

New York State provides a veterans scholarship of up to $539.90 for those legal residents of New York State who served on active duty after Sept. 30, 1941. Some 600 of these scholarships are awarded each year.

There is also a Tuition Assistance Program (TAP) in which an amount of up to $200 may be obtained by veterans who are full-time students. The amount depends on the New York State taxable income for the preceding year and the tuition paid at college.

A guaranteed student loan of $900 to $3,200 for undergraduates and $2,800 for graduate students each year may be taken out by students at 6 percent interest.

Mr. Lennon urged any person interested in finding out more information on any veteran's assistance program to contact appropriate officials at the local or regional level.

NYC Board Meets

MANHATTAN—The executive board of the New York City chapter, Civil Service Employees Assn., will meet Thursday, Oct. 30 at Francesca Restaurant, 118 John St., Manhattan. The meeting is scheduled to begin at 6:15 p.m.

LEVITTOWN PICKETS — Members of the Levittown School District unit of the Nassau Education chapter, Civil Service Employees Assn., picket to protest alleged delaying tactics by school negotiators at recent fringe benefit discussions. Phil Alfano, CSEA field representative, left foreground, discusses strategy with Clark Chassany, president of the CSEA Levittown unit, as demonstrators ready their signs for picketing.

Eight L.I. Regional Committees Receive Their New Chairmen

NORTH AMITYVILLE—Civil Service Employees Assn. Long Island Region 1 president Irving Fischmanbaum has announced the appointment of new members for eight standing committees of the region.

The committee chairmen will be: Auditing, George Harrington; Personnel, Ralph Rinaldi; Pensions, Lawrence S. Frey; SUNY-Old Westbury chapter, and Human Rights, Mike Bever- man, Nassau chapter.

Also, Legislative and Political Action, Ralph N. Natale, Nassau chapter; Membership, Lou Manniello, Region 10 DOL chapter; School Districts, Dave Silberman, Nassau chapter, and Social, Bill Kempsey, Long Island Armories, and Tony Giannetti, Nassau chapter, co-chairmen.

Two Civil Service Courses Now Eligible For College Credit

ALBANY—Victor S. Bahou, president of the State Civil Service Commission, announced that two Civil Service Department training courses for state employees have been evaluated and rated eligible for college credit by the Office of Noncollegiate Sponsored Instruction of the State Education Department.

The eligibility is subject to final approval by colleges.

The courses are the state employee training program, for employees enrolled in IP 1 or later, accepted for five semester hours in the upper division baccalaureate category in public administration or the social sciences, and the introduction to electronic data processing technical course, for employees enrolled in 1974 or later, accepted for six semester hours in the associate-degree baccalaureate category.

In notifying agencies that the courses have been recommended for college credit, Herbert M. Engel, director of training for the Department of Civil Service, commented: “We are particularly pleased by this action since we are one of the small number of government agencies in the country to obtain such recommendations for college credit for in-service training activities.”

CORNELL UNIVERSITY

ALBANY—Gov. Hugh L. Carey has announced the appointment of Morton Adams, of Bodeo, as a member of the Board of Trustees of Cornell University.
Improper Acts Laid To B of E in Lackawanna

LACKAWANNA—Labeling the tactics of the negotiators for the Lackawanna Board of Education “damaging to the morale of the employees and a disservice to the taxpayers,” Robert Young, chief negotiator for the school district’s non-teaching employees, represented by the Civil Service Employees Assn., last week filed an improper practice charge against the negotiators and the Lackawanna School Board.

The charge against Earl Knight, board negotiator, was filed with the Public Employment Relations Board. Mr. Young said following another fruitless meeting, this time before a PERB mediator, Mona Miller, the mediator, was assigned to seek resolution of an impasse declared by CSEA on Sept. 15.

In the improper practice charge, alleging “failure to negotiate in good faith,” Mr. Young related that at meetings held on June 26, Aug. 15, Aug. 26 and Aug. 31, Mr. Knight described the position that “no changes would be made in the contract,” which expired July 1, “and that everything would be the same.”

Mr. Young further charged that Mr. Knight “removed” from the table an agreement reached Aug. 15 on standard contract language and cited this position by Mr. Knight: “that there was no such agreement” as final proof of failure to bargain in good faith.

“Our workers, who are certainly not the highest paid in the world, are harassed enough by the ravages of inflation and don’t need to be fleeced by outside 3rd parties who run their morale and perform a disservice to the taxpayers of the district,” Mr. Young said.

Pay for the affected workers ranges from about $4,600 per year for typists to about $19,000 for some maintenance men who have extended service with the school system. Mr. Young added:

Although he would neither confirm nor deny the figures, the union is reportedly seeking raises of 20 percent or $1 per hour, whichever is greater.

Former Meat Inspectors Given A Second Career Through CSEA-State Plan

MORRISVILLE—Fourteen former state meat inspectors, laid off last July from the Department of Agriculture and Markets when the inspection function was passed to the federal government, have been retrained here at the State University Agricultural and Technical College as dairy products inspectors with the DAM.

Funds for the retraining program were provided following negotiations between the state and the Civil Service Employees Assn., to which number of the inspectors belong. The funds were requested from the Agency Experimental Program and were administered by the Department of Civil Service. Frank Hubbard, Ag and Markets’ CSEA chapter president, was a prime mover in setting the program off the ground.

The Morristown campus, in addition to classrooms and laboratories, also has a dairy barn and milk processing facilities. The retraining program was directed by William Silva. Morristville’s professor of dairy science and microbiology. The course outline was developed by Robert Ryan, a dairy science specialist with the Division of Milk Control, after an assessment of training needs of the new inspectors by departmental officer Mary Helen Rosenstien.

“It was quite an ambitious program,” commented Professor Silva. “Fortunately, the former meat inspectors all had a good base in microbiology.”

CSEA Leaders Answer Questions For Genesee Park Employees

Genesee State Park Commission chapter 110 of the Civil Service Employees Assn. held an information meeting for its members last month, CSEA officials, above, were on hand to answer questions.

From left are field representative Charles Byer, statewide executive vice-president William McGovern and statewide executive vice-president Robert Laflamme, head of Western Region VI.

Various groups of park employees attended the meeting at Trailside Lodge, Letchworth State Park, in Wyoming County.
ALTHOUGH Yonkers, with a population of 205,000 persons, is the state's fourth largest city, it generally is lumped in as part of Greater New York City.

Yonkers emerges from the shadows this week, as its non-teaching school employees authorize a strike. An estimated 700 members of the Westchester County CSEA unit took part in the decision on Oct. 12.

Down-to-the-wire negotiations involving the City Council, the Board of Education and the Civil Service Employees Assoc. prevent the inclusion of a definitive story here, but these photos show the democratic way in which the strike authorization was reached.

Barbara Smith is shown at microphone (near center of photo) as she points out the problems faced by mothers who are working to bolster the family income during this time of inflation and high unemployment. Her concern was shared by many other working women who attended the open meeting.

Yonkers school unit president Caroline Cava looks over notes with CSEA vice-president James Lennon, center, and union field representative Joseph O'Connor, who will manage strike efforts, if necessary. Mr. Lennon, who heads CSEA's Southern Region III, is a resident of New Rochelle, one of Yonkers' neighboring cities in Westchester County.

Joseph Makoni, left, and Michael Monterulu continue to discuss and check over background leading to strike authorization as they prepare to leave meeting. Here they use car hood as desk to read communication.

Josephine McKay asks questions from panel of CSEA leaders and staff members. She was one of many who sought to understand all aspects of the dilemma facing Yonkers non-teaching school employees.

Vote on strike authorization was taken by standing vote. Here one cross-section of audience is shown as decision is made to authorize unit board of directors to take action in the developing and rapidly changing situation. Strike headquarters have been set up in the Yonkers Holiday Inn.

Sincerity of Joseph Martin was typical of Yonkers workers in their efforts to come to grips with difficult decision.
Presenting

CROSS®
SINCE 1846

It's An Ideal Gift For All Occasions All Year Round

- Creating a better impression
- Writing Instruments in 12 Karat Gold Filled Pen or Pencil Set
- Mechanically guaranteed for a lifetime of writing pleasure.
- Cross Pen Refills, Leads and Erasers in Stock.

soft tip pen

NEW FROM CROSS® SINCE 1846

An exciting new gift idea from Cross—refillable soft tip pen in 12 Karat Gold Filled, gift packaged.
Mechanically Guaranteed For A Lifetime.

For Your Best Man and Ushers

We Carry A Complete Line Of CROSS® PRODUCTS

12 Kt. Gold Filled elegance and a lifetime of writing pleasure.

A. ROSENBLUM DEPT. STORE
(Midtown's Leading Department Store)

129 FIFTH AVE., N.Y., N.Y. 10010
TEL. 473-5610-11-12 (CORNER E. 20th STREET)
Iod u Q cj >> u cn b

AmmricM'B i Atrgemt
Niagara Falls, they may think of it as the "Motel Con-
membership of the 240,000-member public employee union.
taken that will have a far-reaching effect on the general
state employees. In a dramatic "caucus," local government
was given to their needs as being separate from those of
Their point was generally well-taken by the stunned state
change of ideas, and the Conference of Armory Employees
funds to bail out New York City. The union was successful
in state bonds. The courts have ruled that the Comptroller
The president and the executive vice-president were pre-
of their salaries through Sept. 30, 1976, bringing to eight
Hotel in Sullivan County, it was good to be reminded that

The president and the executive vice-president were pre-
of their salaries through Sept. 30, 1976, bringing to eight
Hotel in Sullivan County, it was good to be reminded that

Convention Appraisal

WHEN Civil Service Employees Assn. delegates remember
their 65th annual convention earlier this month in
Niagara Falls, they may think of it as the "Motel Con-

On the other hand, many decisions and actions were
taken that will have a far-reaching effect on the general
membership of the 240,000-member public employee union.
F rom this point of view, the convention was the decision to man-
date a timetable for negotiations with the state, ending
with "no contract, no work" provision if a contract has not been agreed upon by April 1, 1976, when the current agreement expires.

For the local government people, greater recognition
was given to their needs as being separate from those of
state employees. In a dramatic "caucus," local government
delegates temporarily left the general business meeting,
bringing attention to their demands for equal consideration.
Their point was generally well-taken by the stunned state
delegates.

Intradepartmental communication between chapters
was strengthened, as plans were set up for statewide de-
partmental meetings and for exchange of information.
Both the far-flung Authorities chapters and the University
chapters arranged for statewide meetings in the near future.
Division for Youth chapters organized a council for inter-
change of ideas, and the Conference of Army Employees
strengthened its organization.

Delegates also went on record against use of pension
funds to bail out New York City. The union was successful
in its court suit to prevent Comptroller Arthur Levitt from
instituting proceedings for funds to guarantee the redemption of bonds and
the interest rates on the available money, the Big Man in
a real football to play with—not Just a political football.

Eugene McCarthy In leading
son not to run for 'another term.

Hampshire In a futile attempt to

It is now becoming in-
ferable that President Ford and the Treasury are con-
straining a head-on con-
test in that state in the
March primaries.

While the former Governor
have made no public disclosure of his plans, the trends are
being reported as having been working hard on his behalf behind the scenes.
This was indicated by his recent statement that his closely knit group had to agree
in accordance with the new election campaign statement that they have already col-
gured $1 million to $1.5 million in the campaign effort. This is not as good as
expected, with the help of someone who has not hitherto been a factor in the
subject, and has not publicly revealed his contributions.

The new campaign control law
of the Comptroller's decision to
being forced to invest $150 million in Municipal Assistance
Corporation bonds, and a further suit by Westchester chapter
sought to stop the Comptroller from voluntarily investing in state
elastic. The Comptroller has ruled that the
Comptroller does have the right to use his own discretion.

Approval for four of the six regional presidents to de-
vote full-time to OHEA duties was also decided upon by the
delegates. This provision for the reimbursement of the state
of their salaries through Sept. 30, 1976, bringing to eight
Hotel in Sullivan County, it was good to be reminded that

Among other things, Mott claimed that the law, which limits
political contributions to $1,000, violates his freedom of speech.
In the state's court, the Comptroller has already
filed a new selection of benefits under Option II and desig-
ated his second wife as the sole beneficiary to receive the
benefits upon his retirement under Option II. This designa-
tion was unchanged at the time the decedent died in May,
1972.

THE SEPARATION agreement, which was incorporated in the
divorce decree, purported to make irreversible the 1957 designat-
ion of the first wife of benefits payable in the event of death prior to retirement.
It was also agreed that
upon his retirement he would designate his "wife" as bene-

One does not normally think of the baseball player, we need a
even gift to play with—not just a political football.
Flaumenbaum Defends Island Region I, Civil Service 

Q: Is the most difficult problem faced by workers in Mental Hygiene institutions? 

Ruth Gordon, housekeeper, Wassaic Developmental Center: "Negotiations between the workers and the state are of the biggest concern. The biggest block being faced today is the lack of recognition for the work we do. Without the state agreeing on one subject, no problems are ever going to be solved. I think the State Mental Hygiene Department is all too sure of its power, and is not being able to see our side and what value and service we are to the community and State. All problems stem from the negotiations and the failure of both sides to sit down and agree on terms fair to both sides." 

Jean Reindorf, nurse, Craig Developmental Center: "I think it's one of the stupidest things the administration has ever come out with. The state is going to force us into a system that suits it, without us even being able to see our side. Women's rights are being taken away from us by this system. We have to work and work to keep our jobs, and then we are asked to do more work. We are not being heard by the administration." 

Keenan Allen, therapy assistant, Pilgrim Psychiatric Center: "At 30, I see the most difficult problem right now is keeping a center's accreditation. And getting employees needed by psychiatrists and therapists. We need all types of workers—therapists, administrators, staff at mental hygiene. If an employee has a problem, he has to come to the administration. We have to keep the New Hampshire primary alive as a matter of great national significance." 

Barney Pendola, transfer agent, Kings Park Psychiatric Center: "The most difficult problem today is work. The state is closing down a lot of hospitals and they are not moving laid-off people to places where they could be filled. All they are doing is shifting from one place to another. We're no where—we're just going around in circles. There are many places that could be filled by these workers. The administration cries that the wards are short and the patient-work ratio is not ever going to get better because we're not putting anyone help in there. Without enough help many hospitals and centers can't get State accreditation." 

Barney Pendola, transfer agent, Kings Park Psychiatric Center: "The most difficult problem today is work. The state is closing down a lot of hospitals and they are not moving laid-off people to places where they could be filled. All they are doing is shifting from one place to another. We're no where—we're just going around in circles. There are many places that could be filled by these workers. The administration cries that the wards are short and the patient-work ratio is not ever going to get better because we're not putting anyone help in there. Without enough help many hospitals and centers can't get State accreditation." 

Barney Pendola, transfer agent, Kings Park Psychiatric Center: "The most difficult problem today is work. The state is closing down a lot of hospitals and they are not moving laid-off people to places where they could be filled. All they are doing is shifting from one place to another. We're no where—we're just going around in circles. There are many places that could be filled by these workers. The administration cries that the wards are short and the patient-work ratio is not ever going to get better because we're not putting anyone help in there. Without enough help many hospitals and centers can't get State accreditation."
The Joint CSEA-State layoff unit committee includes CSEA representatives. The committee met on June 30, 1975, to discuss the layoff of employees. CSEA staff and members represented on the Joint Committee presented and discussed the problems and inequities the State members of the Committee in attempts to reach agreeable resolutions to such problems and inequities.

CSEA demanded that the State re-examine the composition of present layoff units in State agencies where layoffs have occurred or are occurring in order to resolve the necessity for an employee having to geographically relocate in order to continue his State employment. Subsequently, the State informed the Governor's Office that the CSEA had taken the position that there would be no readjustment of the composition of layoff units while layoffs are taking place. The State's position was that charges by CSEA and other State agencies would create additional inequities and problems, not only for the State employees but for the State agencies as well, since there would be varying sets of circumstances under which employees in any given agency are affected.

It is expected that the current wave of State position abolishment will end sometime prior to the end of this calendar year and that we will then be in a position to discuss changes in the composition of layoff units. However, we must also resolve some existing inequities through such changes.

CSEA requested a list of current consultant positions, including all State agencies and indicating the effective date of such contracts; the nature of the work to be performed; the number of consultants under contract; the amount of money already paid to consultants under the contract; and the termination date of the contract.

The State's response was that it had sent a memorandum to State agencies requesting that they comply with the current deadlines for returning such information to the Office of Employee Relations on July 15, 1975. Upon receipt of such information by CSEA, it will be transmitted directly to CSEA. This information is now in the hands of the CSEA Legal Department.

CSEA also requested the implementation of a moratorium on layoffs during the deliberations of the Joint Layoff Committee. The hope is that many inequitable steps could be resolved before any more layoffs took place. The State's response was that it would not be necessary to request a moratorium on layoffs.

CSEA also requested the implementation of a moratorium on bingings from the State agencies, indicating the effective date of such contracts; the nature of the work to be performed; the number of employees being binged; the amount of money already paid to employees; and the termination date of the contract.

The State's response was that it had sent a memorandum to State agencies requesting that they comply with the current deadlines for returning such information to the Office of Employee Relations on July 15, 1975. Upon receipt of such information by CSEA, it will be transmitted directly to CSEA. This information is now in the hands of the CSEA Legal Department.

The State indicated that the moratorium on layoffs would be implemented, but that the State would not be able to comply with the deadlines for returning such information. The State's response was that it had sent a memorandum to State agencies requesting that they comply with the current deadlines for returning such information to the Office of Employee Relations on July 15, 1975. Upon receipt of such information by CSEA, it will be transmitted directly to CSEA. This information is now in the hands of the CSEA Legal Department.

The State indicated that the moratorium on layoffs would be implemented, but that the State would not be able to comply with the deadlines for returning such information. The State's response was that it had sent a memorandum to State agencies requesting that they comply with the current deadlines for returning such information to the Office of Employee Relations on July 15, 1975. Upon receipt of such information by CSEA, it will be transmitted directly to CSEA. This information is now in the hands of the CSEA Legal Department.

The CSEA reiterated the request made by President Wexl to the Governor in a letter dated June 29, 1975, that the State declare a moratorium on layoffs during the deliberations of the Joint Layoff Committee. The hope is that many inequitable steps could be resolved before any more layoffs took place. The State's response was that it would not be necessary to request a moratorium on layoffs.

CSEA also requested that the State re-examine the composition of present layoff units in State agencies where layoffs have occurred or are occurring in order to resolve the necessity for an employee having to geographically relocate in order to continue his State employment. Subsequently, the State informed the Governor's Office that the CSEA had taken the position that there would be no readjustment of the composition of layoff units while layoffs are taking place. The State's position was that charges by CSEA and other State agencies would create additional inequities and problems, not only for the State employees but for the State agencies as well, since there would be varying sets of circumstances under which employees in any given agency are affected.

It is expected that the current wave of State position abolishment will end sometime prior to the end of this calendar year and that we will then be in a position to discuss changes in the composition of layoff units. However, we must also resolve some existing inequities through such changes.

CSEA requested a list of current consultant positions, including all State agencies and indicating the effective date of such contracts; the nature of the work to be performed; the number of consultants under contract; the amount of money already paid to consultants under the contract; and the termination date of the contract.

The State's response was that it had sent a memorandum to State agencies requesting that they comply with the current deadlines for returning such information to the Office of Employee Relations on July 15, 1975. Upon receipt of such information by CSEA, it will be transmitted directly to CSEA. This information is now in the hands of the CSEA Legal Department.

The State indicated that the moratorium on layoffs would be implemented, but that the State would not be able to comply with the deadlines for returning such information. The State's response was that it had sent a memorandum to State agencies requesting that they comply with the current deadlines for returning such information to the Office of Employee Relations on July 15, 1975. Upon receipt of such information by CSEA, it will be transmitted directly to CSEA. This information is now in the hands of the CSEA Legal Department.

The State indicated that the moratorium on layoffs would be implemented, but that the State would not be able to comply with the deadlines for returning such information. The State's response was that it had sent a memorandum to State agencies requesting that they comply with the current deadlines for returning such information to the Office of Employee Relations on July 15, 1975. Upon receipt of such information by CSEA, it will be transmitted directly to CSEA. This information is now in the hands of the CSEA Legal Department.

The State indicated that the moratorium on layoffs would be implemented, but that the State would not be able to comply with the deadlines for returning such information. The State's response was that it had sent a memorandum to State agencies requesting that they comply with the current deadlines for returning such information to the Office of Employee Relations on July 15, 1975. Upon receipt of such information by CSEA, it will be transmitted directly to CSEA. This information is now in the hands of the CSEA Legal Department.
Salary Committee Report

The salary committee of the Civil Service Employees Assn. is chaired by Natalie Vaskow, of Buffalo Psychiatric Center, with committee members Felton King, William O'Neill, E. Jack Dougherty, Evelyn Giron and Felix Livingston.

The CSEA Salary Standing Committee met on August 28-29, 1975, and reviewed the new familiar events which occurred during the past year with respect to state salaries under the present contract. Among the items reviewed were CSEA's fact-finding brief on salaries, the fact-finders report and recommendations on salaries, CSEA's salary brief to the Legislative Committee and the subsequent determination by the State Legislative Committee.

Obviously, the CSEA salary brief and the subsequent report of the fact-finding panel indicate that a salary increase of at least 6 percent was justified for State employees in the four bargaining units represented by CSEA during the third year of our present contract. The Governor's rejection of the fact-finding recommendations on salary along with the subsequent reaffirmation of the midsummer $250 "bonus" magnifies the deficiencies in the Taylor Law with respect to the collective bargaining process specified thereunder. A law which places the employee in the position of negotiator and final arbiter makes a mockery of the collective bargaining process.

The fact that the Governor of the State of New York asked that CSEA join with the fact-finders in the fact-finding procedure to recall the impasse between the two parties concerning third-year contract negotiations, and subsequently rejected the recommendations of the fact-finding panel in the most important areas of the response leads us to believe that he, never for one moment, intended to accept any fact-finding recommendations which would result in the offer of $250 per employee made by his negotiators across the bargaining table. Purely and simply this represents the pinnacle of bad faith bargaining on the part of the State of New York. The Governor is equally guilty by their reaffirmation of the Governor's position. Beyond this, we must view the actions taken by the Legislature, which resulted in the large salary increases for the employees next year and that the most that can be expected is another non-salary bonus of between $250 and $500 per employee in CSEA's bargaining units.

Your CSEA Salary Standing Committee, as presently constituted, was extended by the President of CSEA for the purpose of making this report to the Delegates as required by action of the Board of Directors. Since a new Salary Committee will be appointed to continue this function after the Delegate meeting and since the negotiating procedure on salary has not been determined at the time this report is being written, we are not in a position to make definite recommendations with respect to salary facts or demands at this time. However, we strongly urge that steps be taken to commence negotiations with the State no later than mid-Octoher, and that legislation be enacted that the impasse procedure be invoked upon or shortly after the beginning of the impasse period in early December.

Through the news media, Governor Carey is alleged to have indicated that there will be no salary increase for State employees next year and that the most that can be expected is another non-salary bonus of between $250 and $500 per employee in CSEA's bargaining units.

Your CSEA Salary Standing Committee has recommended to the Constitution and By-Laws Committee to provide for the following:

- Changing the name of this Committee from "Salary Committee" to "State Salary Committee."
- Removing the requirement that the State Salary Committee contain at least one County Division member.
- Remove the requirement that the "State Salary Committee" meet at least four times annually.

This would involve amendments to Article V Sections I and T of the Constitution.

STANDING COMMITTEES.

The reason why the "State Salary Committee" should be exempted from the requirement of four meetings per year is that multi-year contracts containing a salary settlement for more than one year will take place during the next few years and that it is necessary to have meetings until there is a reopener clause or until a new contract is to be negotiated.

Expansion Committee Report

The expansion committee of the Civil Service Employees Assn. is chaired by Victor Perez, New York City, with committee members A. Victor Costa, Joseph Luzaro, Dennis Renahan, Joseph Gambone, Robert Dobieff, Frances Eleti and John Weil.

The Expansion Committee was formed several years ago to ascertain the feasibility of joining forces with other labor organizations, either through merger or affiliation. It is our feeling that CSEA has much to offer a potential merger or affiliation partner because of its size and eminence in the public employee union sector, therefore, we have set high standards for prospective partners and proceeded with our deliberations in a cautious manner. We do not feel that it would be wise to commit forthwith with a recommendation until we are certain that our proposal, if adopted, will result in substantial benefits for our membership.

To date, discussions have been held with the following independent public sector unions: (1) American Federation of Government Employees (AFL), (2) National Education Association (NEA), (3) National Federation of Federal Employees (NFFE), and (4) National Association of Government Employees (NAGE). Each of the aforesaid organizations have something to offer us; however, none has yet shown such outstanding attributes that we would presently recommend serious merger-affiliation talks.

We are of the opinion that before making a recommendation, the committee should also meet with as many AFL-CIO affiliated unions as express an interest in talking to us. Accordingly, the Chairman, with the advice and consent of the committee, has engaged in prelunary dialogue with leaders of several AFL-CIO affiliated unions, namely: (1) Office and Professional Employees International Union: (2) American Federation of State, County and Municipal Employees, and (3) Service Employees International Union. As this was written, arrangements were being made for the entire committee to meet with the above named organizations. As and stated earlier, the committee will thereafter be prepared to meet with any and all interested parties.

The committee has and will continue to be guided by two precepts: first, that potential benefits to our members warrant merger or affiliation and second, that CSEA retains its autonomy to service its present areas of jurisdiction in New York State. CSEA is large and strong enough to demand guarantees in these areas before commencing serious in-depth discussions with any organization.

CSEA has functioned successfully as an independent and democratic entity for many years. Although we are faced with serious problems at this point in time, we are confident that we can meet these problems which may result from an impasse without our course without carefully and deliberately weighing all possible alternatives. You have our assurance that before making any recommendation, the committee will thoroughly evaluate all consequences.

New York City Social Services delegate to CSEA talks.}

Nassau County's Ralph Natalie, left, and Greene County's Alfred Jones take samples from the table containing latest literature and information made available to the union's public relations department.
Education, Insurance, Medical, Other Slots Open With State

ALBANY—The State Department of Civil Service is currently accepting applications for insurance fund representatives, traffic signal equipment specialists, education counselors, medical assistant specialists, and community mental health nurses for posts throughout the state. The open-competitive positions have starting salaries ranging from $10,714 to $26,516 a year.

For insurance fund field services representatives, for which the vast majority of posts are in New York City, candidates must either have three years of sales experience in selling casualty, workers' compensation or accident and health insurance; or a three years' experience involving the safety of individuals in mechanical, industrial or construction processes. In addition, applicants must have a bachelor's degree.

A degree in technology or engineering, with specialization in electronics, will qualify applicants for assistant traffic signal equipment specialists. The $11,337 post is also open to candidates with two years of college in electronics and three years' experience in electronic trouble shooting, repair, or maintenance.

Education counselors, both English and Spanish speaking, are open to individuals with a master's degree in educational guidance or rehabilitation counseling. Spanish speaking candidates must demonstrate their ability to speak English and to speak Spanish, as spoken in the inner-city communities of New York City. Starting salary is $14,142.

To qualify for associate social services medical assistance specialists, applicants must have a bachelor's degree and five years' experience in the health services administration field. Two years of this experience must be in a supervisory capacity. Eight years' experience will qualify individuals for principal medical assistance specialists. The posts pay $23,645 and $26,516 respectively.

Applications for all the above positions must be postmarked no later than Nov. 10. Examinations are scheduled for December.

Applications are being taken until Dec. 1 for the $14,142 positions of community mental health nurses. All candidates must have a license to practice as a registered professional nurse and a bachelor's degree in nursing with two years of clinical experience; or 30 credit hours beyond a basic RN program and three years' experience.

Detailed information and applications may be obtained from State Civil Service Department offices at: Two World Trade Center, Manhattan, State Office Building, Albany, or Suite 701, 1 West Genesee St., Buffalo.

BUY U.S. BONDS

“CHICAGO IS A MARVEL!”
—Time Magazine

“The Broadway Musical At Its Best.”
—Newsweek Magazine

PEARL BAILEY in HELLO, DOLLY!

with

BILLY DANIELS

Seats Now at Box Office

PACIFIC COAST

BEST MUSICAL
THE GRAMMY & TONY WINNER
RAISIN

THE MOST STYLISH BROADWAY MUSICAL
SINCE ‘PIPPIN.’ A SIGHT TO BEHOLD, SPECTACULAR LOOKING AND SLICKLY DONE.”
—Douglas Watt, Daily News

MAJESTIC THEATRE 247 West 44th St. • 248-0730

FOR GROUP SALES ONLY CALL: 400-7777

AMBASSADOR THEATRE
219 W. 44th St. • 956-1835

LINDA HOPKINS
IN ME AND BESSIE
A MUSICAL EVENING

Majestic Theatre
247 West 44th St. • 248-0730

Limited Engagement 6 Weeks Only!
Tues. Nov. 4 thru Sun. Dec. 14
Tickets: 54-1032
Ticketron 541-7290

For Group Sales Only
Call (212) 354-1032

MINSKOFF THEATRE
1486 Broadway • 318-3900

She’s still glowing, she’s still growing, she’s still going strong!”
**Cranes School Pact Holds 27-Cent Per Hour Boost**

VALATTE—Settlement was reached and ratified late last week between the Ichabod Crane Board of Education and the Civil Service Employees' Association. The new contract, retroactive to Jan. 1, calls for a 13 percent hike in pay for the first year of the contract and 5 percent the second and year. Also granted were a uniform allowance plus personal time and union business time.

Dr. Schlock's Burger Confin 19 Warren St. (West of 'W' Way) HURUNES—Reducing Aid New in Stock WOODBURY SOAP Pay 25 at here—27 cents

**Telephone Sales**

**Top Telephone Salesmen**

**Local Business**

**Legal Notice**

**Lehrer Properties, c/o William O. Behrens, Sherpa Bldg., 129 Broadway, NYC. Subscribers of Corp. of Life Partnership, duly signed and executed by all parties as of Aug. 20, 1975. Business location: 60 Sutton PI. So., N.Y., N.Y., 10016. The Partnership is authorized to engage in the business of owning, buying, selling, or disposing of certain personal property located in N.Y. County, N.Y. Unless sooner terminated as per agreement.**

**Call Army Opportunities**

**PHONE SERVICE**

**S444 a month isn't everything**

**It's just a start.**

After four months, you get a raise to $80, a month (before deductions).

You get to ride a job training you want, if you qualify.

You get to work where you want.

You get some educational opportunities (With the Army paying up to 75% of college tuition).

You get O.A. 500 benefits when your service is over.

You get medical and dental care.

You get meals, housing, and low-cost transportation.

You get 30 days paid vacation every year.

And, most importantly, you get the opportunity of a lifetime. The chance to do something positive for your Country.

**Call Army Today.**

**W Chester Seeks Draftsmen, Food Technologists, Others**

WHITE PLAINS—Accountants, draftsmen, school lunch managers and directors, nutritionists, and dietitians are currently being recruited by the Westchester County Personnel Office. Salaries for all positions will vary with location.

Applications must be received by Oct. 24 to qualify for the Nov. 22 examinations.

Assistant accountant with the county is open for candidates with a degree in accounting, business administration or finance, and one year accounting or auditing experience. High school graduates with five years experience may also apply. The same qualifications will qualify applicants for junior accountant with the city of Rye.

A bachelor's degree and four years experience in general or trust accounting, auditing or financial management will qualify individuals for trust accountant with the county. A master's degree and three years experience will also be accepted.

Supervisor of payroll auditing is open to high school graduates with either a two year post high school course in financial record keeping and four years of financial, managerial, or electrical experience, or a bachelor's degree in accounting, business administration, or finance, and one year experience in payroll auditing. Experience high school graduates with five years experience may also apply. The same qualifications will qualify applicants for junior accountant with the city of Rye.

Two years experience in general or trust accounting, auditing or financial management will qualify individuals for trust accountant with the county. A master's degree and three years experience will also be accepted.

Supervisor of payroll auditing is open to high school graduates with either a two year post high school course in financial record keeping and four years of financial, managerial, or electrical experience, or a bachelor's degree in accounting, business administration, or finance, and one year experience in payroll auditing. Experience high school graduates with five years experience may also apply. The same qualifications will qualify applicants for junior accountant with the city of Rye.

A bachelor's degree and four years experience in general or trust accounting, auditing or financial management will qualify individuals for trust accountant with the county. A master's degree and three years experience will also be accepted.

Supervisor of payroll auditing is open to high school graduates with either a two year post high school course in financial record keeping and four years of financial, managerial, or electrical experience, or a bachelor's degree in accounting, business administration, or finance, and one year experience in payroll auditing. Experience high school graduates with five years experience may also apply. The same qualifications will qualify applicants for junior accountant with the city of Rye.

A bachelor's degree and four years experience in general or trust accounting, auditing or financial management will qualify individuals for trust accountant with the county. A master's degree and three years experience will also be accepted.

Supervisor of payroll auditing is open to high school graduates with either a two year post high school course in financial record keeping and four years of financial, managerial, or electrical experience, or a bachelor's degree in accounting, business administration, or finance, and one year experience in payroll auditing. Experience high school graduates with five years experience may also apply. The same qualifications will qualify applicants for junior accountant with the city of Rye.

A bachelor's degree and four years experience in general or trust accounting, auditing or financial management will qualify individuals for trust accountant with the county. A master's degree and three years experience will also be accepted.

Supervisor of payroll auditing is open to high school graduates with either a two year post high school course in financial record keeping and four years of financial, managerial, or electrical experience, or a bachelor's degree in accounting, business administration, or finance, and one year experience in payroll auditing. Experience high school graduates with five years experience may also apply. The same qualifications will qualify applicants for junior accountant with the city of Rye.

A bachelor's degree and four years experience in general or trust accounting, auditing or financial management will qualify individuals for trust accountant with the county. A master's degree and three years experience will also be accepted.

Supervisor of payroll auditing is open to high school graduates with either a two year post high school course in financial record keeping and four years of financial, managerial, or electrical experience, or a bachelor's degree in accounting, business administration, or finance, and one year experience in payroll auditing. Experience high school graduates with five years experience may also apply. The same qualifications will qualify applicants for junior accountant with the city of Rye.

A bachelor's degree and four years experience in general or trust accounting, auditing or financial management will qualify individuals for trust accountant with the county. A master's degree and three years experience will also be accepted.

Supervisor of payroll auditing is open to high school graduates with either a two year post high school course in financial record keeping and four years of financial, managerial, or electrical experience, or a bachelor's degree in accounting, business administration, or finance, and one year experience in payroll auditing. Experience high school graduates with five years experience may also apply. The same qualifications will qualify applicants for junior accountant with the city of Rye.

A bachelor's degree and four years experience in general or trust accounting, auditing or financial management will qualify individuals for trust accountant with the county. A master's degree and three years experience will also be accepted.

Supervisor of payroll auditing is open to high school graduates with either a two year post high school course in financial record keeping and four years of financial, managerial, or electrical experience, or a bachelor's degree in accounting, business administration, or finance, and one year experience in payroll auditing. Experience high school graduates with five years experience may also apply. The same qualifications will qualify applicants for junior accountant with the city of Rye.

A bachelor's degree and four years experience in general or trust accounting, auditing or financial management will qualify individuals for trust accountant with the county. A master's degree and three years experience will also be accepted.

Supervisor of payroll auditing is open to high school graduates with either a two year post high school course in financial record keeping and four years of financial, managerial, or electrical experience, or a bachelor's degree in accounting, business administration, or finance, and one year experience in payroll auditing. Experience high school graduates with five years experience may also apply. The same qualifications will qualify applicants for junior accountant with the city of Rye.
NEWMAN NAMED
A B A N Y — Commissioner
Frank J. Rogers announced
the appointment of Leonard New- 
am as first deputy commissioner
of the Division of Criminal
Justice Services.

CANCUN MEXICO

Chicago City College
D EPT. C, BOX 10227
St. Peterburg, Fla. 33752
WE HAVE THE LARGEST NUMBER OF
COMMUNICATIONS COURSES in the
country. For a catalog write today.

STATE PARKS
BUFFALO—Gov. Hugh L. Car-
ry has appointed Dr. Charles
Able, of Buffalo, as a member of the
Niagara Frontier State Park and
Recreation Commission.

1/5 r--

Newest, finest and most exciting resort that has everything
plus located adjacent to over 30 major archiey sites.

CANCUN MEXICO

C.S. Little Vacations

FEATURED ONLY
NOV. 17-24 — $379
OTHER DATES $347
DEC. 25/29 JAN. 1/25

CAPE COD

THE RIS Southeastern Florida

Selling the farm. Small or large
parcels out of 200 acre farm available.
914-678-9072.

Bigger than a Mobile, Better than
a House. 110831 and must exciting
resort that has everything.

RISKY BUSINESS — Governor
Hugh L. Carver announced the
appointment of Leonard Newman
as first deputy commissioner
of the Division of Criminal
Justice Services.

CANCUN MEXICO

C.S. Little Vacations

FEATURED ONLY
NOV. 17-24 — $379
OTHER DATES $347
DEC. 25/29 JAN. 1/25

CAPE COD

THE RIS Southeastern Florida

Selling the farm. Small or large
parcels out of 200 acre farm available.
914-678-9072.

Bigger than a Mobile, Better than
a House. 110831 and must exciting
resort that has everything.

RISKY BUSINESS — Governor
Hugh L. Carver announced the
appointment of Leonard Newman
as first deputy commissioner
of the Division of Criminal
Justice Services.

CANCUN MEXICO

C.S. Little Vacations

FEATURED ONLY
NOV. 17-24 — $379
OTHER DATES $347
DEC. 25/29 JAN. 1/25

CAPE COD

THE RIS Southeastern Florida

Selling the farm. Small or large
parcels out of 200 acre farm available.
914-678-9072.

Bigger than a Mobile, Better than
a House. 110831 and must exciting
resort that has everything.

RISKY BUSINESS — Governor
Hugh L. Carver announced the
appointment of Leonard Newman
as first deputy commissioner
of the Division of Criminal
Justice Services.
**Promos Are Set For Lab Techs, Foresters, Others**

ALBANY—Applications are currently being taken for promotional examinations for senior laboratory technician, forester and licensing service examiner with State agencies. Posts are at G-12, 18, 21 and 23 levels.

Senior lab technicians in biology, chemistry, sanitary bacteriology, microbiology, physiology and clinical pathology need several years of experience as a laboratory assistant, aide or technologist. A G-12 level position exists in the Office of the Commissioner of Environmental Conservation.
Delegates Play Active Role At CSEA Convention

Social Services meeting was presided over by Karen White, departmental representative to CSEA Board. Here she is seen talking to group from Broome County: Diane Schaumberg, Barbara Piersel, Barbara McMann and Broome county unit president William McMann. In background is New York City Region II supervisor George Birnbaum.

Earl Mayfield, left, of New York Division, Thru-way Authority, chapter, takes time out to chat with Edwin Fitts, of the Maritime College, New York City chapter.

Correctional representative Jack Weiss, left, talks with leaders from chapters he represents on CSEA Board. Center is John Eversley, of New York Parole District chapter, and Larry Naloll, president of Maleewan State Hospital chapter.

Officers from Onanda County chapter get together to review developments at convention. From left are executive representative Roger Sollimando, delegate Jeanette Evasion, delegate Eleanor Johnson, president Vincent Spiciale, delegate Rosemary Baker, vice-president Emil Heinz and delegate Carmen Graziano.

Chapter presidents Ellis Adams, left, of Dutchess County, and John Mauro, of Rockland County, talk things over with CSEA statewide treasurer Jack Gallagher.

Niagara County chapter's president William Doyle and secretary Dorothy Hy are shown at Thursday evening banquet. Niagara chapter members served as unofficial host for the convention, since it was held in their territory.

Cayuga County's Marjorie Coguelshall, left, and Catsaronsus County's Gervie McGraw, both members of CSEA Board of Directors, get information from Richard Markel, of TerrBush and Powell Insurance agency.

(Cover photo by Ted Kugler)
SAVING ON THIS MAGNIFICENT
Fireside Family Bible

Publisher's retail price $39.95

only $20.95
from

Civil Service Leader
11 Warren St., New York, N.Y. 10007

This magnificent, richly textured gold embossed padded cover, which will last a lifetime, is
the distiguished beautiful Bible of the most useful ever published. Designed especially to give you easy understanding. Its large type
families, the words of Christ in red, to facilitate reading and understanding. Gold margin edges,
Richly textured gold embossed padded cover that will last a lifetime.

OUTSTANDING INSTRUCTIONAL FEATURES INCLUDE:

• Comprehensive Concordance of the Holy Scriptures.
• Brief history of the origin and purpose of the Bible.
• William Smith Bible Dictionary.
• References to inspiring and consoling Bible Chapers.
• Over 50,000 column references.
• Omit Variants in the Authorized Bible Characters.
• Synopsis of the Books of the Bible.
• Complete Bible course on Personality Development.
• Christian Character Analysis.
• Interesting Facts and Figures about the Bible.
• Bible Questions for Special Needs.
• Bible Stories for Young People.

We have made special arrangements with the publishers of the Fireside Family Bible to offer this magnificent volume to our readers for only $20.95. (Normally retail price is $39.95.) It is available for immediate shipment. In either the King James Version or the American Standard Version, the Fireside Bible is a deluxe family-size Bible with gold embossed cover, more than 900 gold-stamped pages. It is an exceptional value, and we are sure proud to present it to you.

To order, clip and mail the coupon at right.

MAIL THIS COUPON TO:

CIVIL SERVICE LEADER
11 Warren St., New York, N.Y. 10007

City State Zip

Please send me the number of Fireside Family Bibles I have indicated in the squares at right.

My check (or money order) in the amount of $ is enclosed.

Please write the number of Fireside Family Bibles I want in the appropriate box.

Name
Address
City State Zip

Copyright 1975 New American Bible

A joint publication of the Catholic Bishops of the United States

CIVIL SERVICE LEADER, Tuesday, October 31, 1975
PROVIDE LEGAL ASSISTANCE FOR DUTCHESS EMPLOYEES CITED ON STRIKE ACTION

BY MARVIN BAXLEY

POULKEEPSIE—The Dutchess strike may be set up with mass sessions with hearings set for the employees. The legal battle continues.

Dutchess employees are now being served with papers according to the county's Taylor Law, which prohibits strikes by public employees and sets up harsh penalties. The employees are being served with papers according to the county's Taylor Law, which prohibits strikes by public employees and sets up harsh penalties.

Using the county's Taylor Law, the employees are being served with papers according to the county's Taylor Law, which prohibits strikes by public employees and sets up harsh penalties.

A multitude of tables are set up around the county's Taylor Law, which prohibits strikes by public employees and sets up harsh penalties.

For Dutchess Employees

CITED ON STRIKE ACTION

Regional attorney Thomas Mahar will handle the individual hearings for the employees.

Mr. Luposello warned that the union will file an injunction against one employee who is under probation as a result of a strike penalty.

Regional attorney Thomas Mahar, left, and Bernard Velt offer advice to Janet McCrumb on filling out affidavit papers scheduling the County's attempt to impose Taylor Law penalties.

A Fund Drive, To Aid Workers If April Strike Called, Is Begun

ALBANY—"If we're forced to strike, we'll be ready." That was the promise from William McGowan, executive vice-president of the Civil Service Employees Association, following the initial meeting last week of CSEA's ad hoc committee.

The committee, comprised of rank-and-file members from the six CSEA locals, was formed to prepare for a possible strike by CSEA represented state workers on April 1, 1976.

That possibility was established by CSEA delegates on Oct. 1, 1975, at the CSEA convention in Binghamton, N.Y. CSEA and the state were unable to reach a new contract.

"Extreme provocation" will be cited as the reason for many of the objections, since the union had reserved to the strike after the County had stalled for months in an attempt to continue a contract that had been worked out by CSEA and County negotiators.

Regional attorney Thomas Mahar, left, and Bernard Velt offer advice to Janet McCrumb on filling out affidavit papers

For Dutchess Employees

CITED ON STRIKE ACTION

Regional attorney Thomas Mahar, left, and Bernard Velt offer advice to Janet McCrumb on filling out affidavit papers scheduling the County's attempt to impose Taylor Law penalties.

The meeting, which is set to begin at 7 p.m., will be held at the Elk's Club, Washington Street, Binghamton.

CSEA WINS

BUFFALO—The State Department of the Budget, citing fiscal reasons, had proposed that the patients be transferred to Gowanda Psychiatric Center.

"We agree with the staff and parents that such transfers would be 'traumatic' to all concerned, especially because of the readily inadequate facilities at Binghamton.

BINGHAMTON Meet

BINGHAMTON—A meeting of the Binghamton chapter, Civil Service Employees Association, will be held Wednesday, Oct. 20.

The meeting, which is set to begin at 7 p.m., will be held at the Elk's Club, Washington Street, Binghamton.

Drop Charges

(Continued from Page 1)

state and won at the second and third steps on a series of grievances filed on behalf of the rest of the 159 affected employees.

The 159 employees had been docked for unauthorized absence by the department for attending the CSEA rally on March 18. They had requested time off prior to the rally, but responding to a state directive issued the day before the rally that only 2 years in the department employees would be allowed to attend, the department rescinded its approval. After the March 18 rally, the department charged the 159 employees with unauthorized absence.

CSEA filed grievances for all employees, and won the grievances at second and third steps for the employees of choice. The final 15 cases were scheduled for arbitration hearings this week.

Meat Inspectors

(Continued from Page 3)

Rudnick, Thomas Fitzpatrick, Michael Roman and Harold Violano.

This new inspectors expressed enthusiasm about the program.

"We should be able to feel our way into it and not go in entirely green," commented one. Another, who has been an essential part of the program was learning about the problems faced by dairy farmers. "You've got to be able to relate to the farmer about what goes on in the lab," he noted.

The 14 farmer meat inspection who are now checking the state's dairy products are Glenn Wilson, Ed Dole, Philip Spengler, Leonard Kahn, John McGinnis, Richard Wenzl, James Hermian, William Irwin, Michael Benaville, John Miller, Frank Janess, Don Spenner, William Marumio and Joseph Polace.

BUY U.S. BONDS